

The Powhatan County School Board and the Powhatan County Board of Supervisors held a Joint Workshop on March 16, 2021 at the Pocahontas Landmark Center, 4290 Anderson Highway, Powhatan, Virginia. The meeting started at 6:30 p.m. and took place in person and also virtually with ZOOM and YouTube. The public was allowed to attend through Zoom at <https://us02web.zoom.us/j/83998792911> and YouTube at <https://youtu.be/cncpxCWhvII>.

Present:

Mrs. Kim D. Hymel, School Board Chair, District 5  
Mr. Richard Cole, School Board Vice Chair, District 1  
Mrs. Susan Smith, School Board Member, District 2  
Mrs. Valarie Ayers , School Board Member, District 3  
Mr. Joseph Walters, School Board Member, District 4  
  
Mrs. Karin Carmack, Board of Supervisor Chair, District 5  
(attending virtually through Zoom)  
Mr. David Williams, Board of Supervisors, District 1  
Mr. Mike Byerly, Board of Supervisors Vice-Chair, District 2  
Vacant Seat – District 3  
Mr. Bill Cox, Board of Supervisors, District 4

Also Present: Dr. Eric L. Jones, Division Superintendent  
Mr. Ned Smither, County Administrator  
Mr. Chase Sawyer, Deputy Clerk for Powhatan County  
Mrs. Linda Hockaday, School Board Clerk

Mrs. Carmack called the Joint Workshop to order and stated that all School Board Members were present along with Mr. Smither and Dr. Jones.

Pledge of Allegiance:

Mrs. Hymel led the Pledge of Allegiance.

Invocation:

Mr. Williams gave the Invocation.

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## Request to Postpone Agenda Items and Additions, Deletions or Changes in Order of Presentation

Mrs. Carmack asked if there were any changes to the proposed agenda. There were no changes to the agenda.

## Approval of Agenda

Mrs. Carmack made a motion to approve the agenda as presented, seconded by Mr. Williams.

Vote: Cox-Aye; Byerly-Aye; Carmack-Aye; and Williams-Aye. The motion carried 4-0)

## Presentation

### **Superintendent Updates:**

Dr. Jones gave a quick overview of how things were operating in the school system. He indicated the staff has done a remarkable job under very trying times this year and the staff is continuing to do a great job. He believes we have the highest percentage of face-to-face instruction, than any other school district in the region. We've had a full roster of extra-curricular activities as much as possible under current CDC guidelines. Clubs, Sports and Music/Art Programs have continued to give back to the community and are doing very well. He appreciates the support of the community and staff. He believes we are financially on track and working hard towards a successful year, but anticipates some changes as we wait for additional numbers of funding from the state.

### **County Administrator Updates:**

Mr. Smither showed a brief summary of the budget process to date. He showed a breakdown of the budget for both the county and the schools, with revised amounts to figure in a 2% salary raise. After figuring in additional revenues, local amounts, state and federal funding the amounts resulted to (\$50,554,827 Schools) (\$50,340,688 County) the revised funding for discussion was \$214,139. This will give us a start to open the discussion for the budget.

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**Mrs. Carmack opened the floor for Public Comment.**

**Public Comment:**

(Statements made by individuals from the community)

Comment 1:

Nancy Taylor

4411 Three Bridge Road

Good evening. I am a teacher at Powhatan High School and have dedicated over twenty years of service to Powhatan County Public Schools. It is long overdue for the Board of Supervisors and the community to take the lead in the region and show this community values their teachers and will pay teachers a salary that reflects the quality of service, the time given, and our efforts that give students the best educational experience. It is the efforts of the teachers that have helped Powhatan County Public Schools earn the accolades for its school system as one of the best in the region. This is one of the main reasons that families relocate to Powhatan County. It is us, the teachers, that teach students the skills to become productive citizens, it is us that teaches them time management, it is us that teaches them the skills to pass state test, it is us that gives our time outside our contract hours so those students can graduate to go on to great universities or enter the workforce with certifications that they can earn while in high school. We deserve at least a 5% raise. I also need to address the need for additional money to rectify the salaries of those teachers and staff that have dedicated twenty-three years or more to teaching. Many of us have dedicated all of our years to teaching in Powhatan County Public Schools. Teachers at step 23 or above, are making up to 5% less than teachers did in 2008 at the same salary step. For example, at step 24 in 2008 teachers made approximately \$400.00 more than a teacher at the same step this very year. In 2008, step 27 made \$1,800.00 more than a teacher at the same step in this current school year. In step 30 in 2008, they made \$3,500.00 more than a teacher at the same step as this current school year. Not only are these teachers living off of salaries from twelve years ago, the cost of living has increased by 20%, since 2008 as well as having annual increases to our insurance premiums. Might I add that the out of pocket insurance of a family plan could almost be half of an employee's take home salary? This means not only are we trying to live off

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of take home raises that are up to 5% less than salary from 2008, we are paying more insurance than we ever have before; leaving very little to cover our monthly expenses and contributing to the local economy. We need to be compensated for our experience, the quality of teaching that we provide and retribution for the years that we have gone without raises with increased insurance premiums and the ever increase cost of living.

Comment 2:

Penetha Robertson  
1310 Pine Creek Bluff Drive

Good evening, I am a teacher at Powhatan High School, a parent of a Powhatan High School graduate, and a spouse of a fellow Powhatan High School teacher. I am here speaking this evening in regard to teacher salaries in Powhatan County Public Schools. My family and I moved here in 1997. At the time our daughter was entering into first grade. In our research prior to moving we concluded that Powhatan was a community that valued education because of the warm reception that we received when we toured Powhatan Elementary and the news of the construction of the new high school campus was in the future. Fast forward to 2009, when our daughter graduated from PHS, since then she has pursued and achieved her dream of becoming a lawyer. Powhatan Schools equipped her with the critical thinking skills and the abilities to earn a bachelor's degree and a jurist doctorate. In her graduating class alone, Powhatan schools produced electricians, doctors, teachers, nurses, business owners, financial analyst, dentist and lawyers; just to name a few. My fellow PHS teachers and I equipped these students with the skills needed to pursue their chosen paths to become productive citizens and to make a living. We continue to do this every single day. In reviewing and comparing salary scales since 2008, the step and experience salary in my experience range is negative 1.38% compared to the current step and experience salary. Basically, I am making 1.38% less than a person in the same salary range from 2008. At the current rate of salary in these same comparisons I will be making negative 2.48 percent less in two years, again comparing the salaries from 2008. I have a master's degree and an endorsement in Gifted Education. I am pursuing National Board Certification. My profession is my passion. I strive to be the best that I can be in my profession, which ultimately means to stand in front of

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the children of Powhatan County and offer the best instruction possible. My fellow teachers did that for my child and we do this for all children who sit in our classroom; this is what we do. I feel the residence of Powhatan County still value education, as much as they did when they overwhelmingly passed the Bond Referendum to build a new high school in the late 90's. Now in 2021, teacher salaries need some attention. With negative growth in salaries for experienced teachers there are few incentives to remain a teacher in Powhatan County. Please do not take away the retirement insurance.

Comment 3:

Blythe Samuels  
292 Goshen Road

I have been teaching Math & Computer Science at the high school for over twenty years. Both of my daughters attend Powhatan High School, one is a senior and one is a freshman. Throughout my career I have had the chance to work with other computer Science teachers in the state and across the nation. When asked what courses we offer at our school, many teachers are shocked that we have five different Computer Science classes; ranging from Game Design, Cyber Security and two different AP Computer Science courses. It is because of the support of my School Board and my administration that I have been able to grow our program from a single introductory computer programming course in 1999 to the courses we now offer. I feel that Powhatan High School is a unicorn school. Few comprehensive high schools exist these days. Most counties offer vocational programs to attract students, but they have to apply to them and have to travel to different areas to attend. In addition to vocational courses, the high school offers a wide range of AP and Dual Enrollment courses to give our students an opportunity to invest in their education before they graduate. PHS offers a unique opportunity to our students by providing them this wide range of courses to experiment during their high school career and potentially graduate with industry certifications and college credits. This is the backbone to helping students become college and career ready. This wide range of courses didn't happen overnight. This happens because there are teachers interested in providing their students a better experience in high school. It's the teachers that sacrifice their time from their families to put in the sweat equity to build these quality programs. Through this work our schools

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offer a higher level of education that most schools cannot. I feel that it is important that the County Board of Supervisors understand the significance of the contributions of its teachers and provide the School Board with the necessary budget that is necessary to provide at least a 5% raise and funding to deal with the salary compression that has happened on steps 22 and above. We truly deserve more than that. Thank you.

Comment 4:

Jennifer Kramer  
1400 Old Franklin Road

Good evening, I am a resident of Powhatan County in District 5. I am a teacher at Powhatan High School and have worked there for over 15 years. My daughter graduated in 2019 and my son is only 73 days away from graduating. I am a stakeholder in every sense of the word. I stand before you tonight to ask members of both Boards to consider carefully the future of this county. As an elected official it is incumbent upon you to not only make decisions with immediate impact, but those with long term consequences. I would like to share with you the long term financial consequences that PCPS teachers have experienced since the recession of 2008. As a result of a salary and step freeze, a pay cut and pay raises, that were either absorbed by increasing cost to VRS, or health insurance. Many have been unable to keep up with the rise and cost of living; in spite of a one-time correction that has failed to keep up with economic changes. Because of an increase financial burden many teachers work more than one job to make ends meet; giving up time with their own families, so that they can continue to serve yours, mine, all of ours. That should seem strange to all of us, but it doesn't. It should seem strange that a person with a college degree, who continues his or her education, in order to maintain a state license, a professional educator responsible for the future citizens of our county, state, and country does not make a realistic living wage. As a Board you are tasked with the financial health of the county. That is not measured in tax rate alone, but in the small local businesses that thrive for the ability for individuals to spend their dollars here. I would love to contribute to that financial health; however my budget leaves me with little to do so. Do you know what my colleagues and I do with our little extra money? We buy Spirit Wear, we buy fruit from the FFA, we buy Tervis Tumblers from the NEHS, and

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countless other groups, organizations and teams in order to make our kids feel love, valued, and that what they are doing is important; because for where your treasure is, there your heart will be also. Your kids have our hearts, it is why we stay. This should humble everyone who benefits from our devotion to the children of this community. This should illustrate to the Boards that attracting and retaining teachers who are called to serve in this manner creates the sense of community that so many people claim to love about Powhatan County. I ask for you to work together and to make sure that the recommendations that you make are implemented and remain a priority, so that our county continues to benefit from the community built in our schools. This note was on my door when I came in on Monday. 365 Days of preserving, reimagining, problem solving, communicating, listening, engaging, and inspiring. Notice that it does not say 180 days, which it is the days that I am in front of my students; it says 365, because this is who we are, not just what we do. Thank you.

Comment 5:

Jonathan Tanaka  
3929 S. Fairway Drive

I am on the soccer field right now. Can you hear me alright? I really appreciate all of my colleagues that have spoken tonight. I just want to express to the Board how much the teachers put into every student of this county. The value of that can't be measured and the quality of education that we give speaks the volume of our school system. It's what attracts people to move here and is what our county system is built on. Another role of mine at Powhatan High School other than a Math teacher is I am the head Wrestling Coach. Quite frankly, the season that we just went through was draining and stressful, but we coaches would do it all over and whatever it takes for these kids. For a lot of the kids, just having that general release from every day life and being able to compete with wrestling and indoor track, it was a huge release. You can see it on their face and you can see how much it meant to them. It's the people in the building that make the experience special. So I am at step 17, and I make \$5,000.00 more than a brand new teacher walking in the building. I don't know any other profession that would allow that to happen or even retain quality employees. So if you want to retain the best, the people who are in the building that cares so much about the schools and the kids in

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them, then we need to address the pay disparity and treat them like the professionals that they are. Thank you.

Mrs. Carmack brought Public Comment to a close.

### **Pocahontas Landmark Center Update:**

Mr. Smither spoke to members of the Board and the School Board regarding the updates and changes for the Pocahontas Landmark Center. He realizes that it has been a topic of conversation for a good while and has reviewed many avenues and alternatives, but unfortunately has not found the perfect solution. During their recent CIP review the Board indicated that they really didn't want to spend additional money into this project, so they tried to look at other alternatives. Staff has been working on a proposal for a public/private partnership for the building know as (PPPA) to solicit private partners to go out and find some solutions for this project. They are looking for proposals from the private sector that would be conducive for this particular site and best suites the community for Powhatan County. A committee will need to be selected to review the possibilities and the property will need to be eventually rezoned. A public hearing for input will also need to be scheduled to listen to the concerns and the request from the community.

### **Discussion of FY21 Compensation:**

Dr. Jones shared a slide regarding compensation to the Board of Supervisors from a previous presentation regarding Raises & Bonuses for 2020-2021. The slide showed 13 Divisions, who either gave salary increases, incentives, and or bonuses for the 2020-2021 school year. Powhatan County was the only county (other than Prince Edward) who did not participate in a salary increase or bonus for their employees. The slide was shared with the Board of Supervisors to open discussions regarding compensation and to focus on what we could do for employees in the school system for Powhatan County. Dr. Jones spoke of the compression issues with the salary scale to the Board of Supervisors and the concerns that have been discussed in earlier meetings. Every division in the surrounding counties is having the same difficulty with this issue, and unfortunately it is significant enough in our salary scale that it will need to be addressed in the near future. All salary scales are on the website for the public to view.

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## **Discussion of Health Insurance Premiums and Coverage:**

Dr. Jones spoke to both Boards regarding the Health Insurance Premiums and Coverage. He knows that it has been a hot topic lately and wants to discuss the benefits that both the County and Schools provide since they are on the same insurance. He showed the percentages for both the School System and the County by listing the particular plan and the employer costs. He also showed amounts for the employee costs and variances by month and by year.

### **Premium Differences:**

+\$336,240 cost to PCPS for PCPS employees to pay the same monthly health insurance rate as County employees.

Health Savings Account Contributions: -\$11,160 if PCPS reduces \$100 per month to match the County +\$5,580 cost to County if they increase payment to \$100.00

Non-Participant Cost: +\$189,000 cost to PCPS to offer \$1,000.00 annual payment to non-participant PCPS employees.

### **Possible Changes to Early Retiree Health Care Benefits:**

- Adjust early retirement benefit eligibility and rules (changing the 5 year requirement to 10, add maximum benefit years, include a maximum cap to the benefit amount, etc.).
- Develop a policy to include guidelines for eligibility.
- Grandfather current PCPS retiree participants as the County once did when they changed the benefit.
- Provide a year or two for new enrollees to the program as an incentive for early retirement.
- Reduce the share that PCPS contributes to the benefit

## **Discussion of FY22 Budget:**

Dr. Jones gave a presentation to the Board of Supervisors and the School Board for the FY22 budget. He is pleased to say that with the hard work of the staff, we have been able to meet several goals this year. He shared with the Board new staffing positions that were funded by the CARES Act, which we will not be needing these positions this coming year in hopes of going back to a normal school year. Enrollment figures have gone down this year due to the pandemic; however we are

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projecting for enrollment counts to go back up next year and will continue to keep an eye on the numbers as fall approaches. Class sizes have been a huge focus this year. Lower class sizes played a huge role in continuing face-to-face instruction this year, and we were able to keep these class sizes even lower (virtual and face-to-face). An update was given on comparison of per pupil cost for localities; additional numbers were given for Buckingham, Fluvanna, Goochland, and Louisa, with Powhatan still being lower than our neighboring school divisions. A salary study was also shared showing comparisons with thirteen other school divisions and the overall ranking for PCPS has decreased in this comparison. Dr. Jones also spoke to the Board and to the community regarding raises and bonus for staff for the 2020-2021 school year and how Powhatan was one of the only localities within neighboring counties that did not provide a raise or bonuses for their staff. He showed plans recommending a 5 percent raise for all PCPS employees for the 2021-2022 school year. Many of the other local divisions have indicated that they will also be creating an increase of at least a 5 percent raise, however most are waiting on the VDOE to release final state funding calculations. He spoke to the Board regarding reasons cited in obtaining and losing candidates for PCPS, with the highest reasons cited as being salary and insurance costs. We tend to lose candidates to Henrico, Chesterfield and Richmond. Dr. Jones indicated there has been a decline in state aid and explained the impact it has had on the budget. He mentioned there has also been a mandated increase in our budget in VRS, salary, and group health insurance. A slide was presented showing the Composite Index for the County and Dr. Jones indicated that he has had several conversations on this with Mr. Smither. A Revenue and Expenditure Summary was presented to the Board showing proposed revenue changes and proposed expenditure changes. He explained to the Boards that we have been filling in for a bookkeeper position at the elementary with Central Office Staff and that Brian Barlett, with Transportation, has been filling in for the Director of Transportation position.

### **Discussion of Capital Maintenance Reserve Policy:**

Dr. Jones spoke to the Board regarding the Capital Maintenance Reserve Policy. He brought the discussion up to both Boards at the request of the School Board to confirm the discussion that was held back on June 11<sup>th</sup> of last year and having a one year suspension to establish the Revenue Stabilization Fund; and that this fund would go back into place for this coming fiscal year. Mrs. Carmack indicated that

she felt that they would be going back to the standard Capital Maintenance Reserve Policy. Mr. Williams also stated that it was his intention as well as the Board, that this was always a one year exception, due to the circumstances, and he felt it would be back in effect. Mr. Byerly questioned if a Resolution needed to be established, however Dr. Jones indicated that the Resolution did indeed state that it was for only one year for FY20.

### **Discussion of Revenue Stabilization Reserve Policy:**

Mr. Smither expressed to the Board that in June of last year, the Board committed to creating and preparing a Revenue Stabilization Reserve Policy to present back to the School Board. The policy has been created, which is attached to the agenda, and it does assist with several things. It creates a 3% reserve and is designed to create a rainy day fund to help us in an unfortunate budget environment. It allows us to take a second look at the second half of the year to forecast our revenues in case of a drop, which allows us to use if needed. Mr. Cox indicated that it has been reviewed and this is what the Board wants to do; however a Resolution will still need to be done for the policy. Mr. Williams thanked the School Board for everything they have done and he reflected back about when the pandemic started and the meeting that took place regarding the pandemic. He reminded both Boards that everyone was committed to do whatever it took to get through the pandemic and he was thankful of how well the two Boards worked together and the plan that was put in place.

Mrs. Carmack asked individuals to come forward for the second Public Comment:

Public Comment:

#### Comment 1:

Brooks Smith  
3548 Richards Run

Y'all have given us a lot to think about tonight. I recall listening to a lot of these meetings back in the summer when the 1.3 million dollars was put in that fund. I recall one of the discussions being made and many of the discussions this summer being what the tax collection rate was going to be and the fact that in November we were going to come back and look at the issue of compensation. That 1.3

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million dollars is still sitting there, you collected far above 92% taxes, you collected 97% and that has not been spoken about tonight. You all can craft these figures however you want to, but at the end of the day there are pawns on the chess board and most of them are sitting back there. You can talk about teacher retirement, but the reality is that teachers now generally in this country don't last five years. Teachers don't teach to retirement. They can't afford to. And it's fascinating to me that whenever it is time to talk about what teacher benefit can be taken away, we at that time find it convenient to talk about private corporations and what they do and don't do, but we don't talk about that compensation level of private corporations. I also found it fascinating that this evening one of you mentioned that we couldn't possibly keep up with the big four, yet the one benefit that we have that we exceed the big four, that cost this school division less than .6 of a percent of the budget, for the teachers that have served this County twenty-five years or more, that that is where the fat on calf is. That benefit has been promised to us since at least 1998 and far longer than that, and is often the carrot that is dangled out there to tell us to walk away from your raise, take a pay cut, so your friend can keep their job. The other thing that I would like to say, and Karen I am going to go over, and I am going to ask for permission to go over. I saw you all sit here and bring up the issue of this years compensation and the entire Board of Supervisors, for the most part, did not say a single word. When every other county in this division, in this state, went to go back to school, 80% of Chesterfield said we are not going; we won't go. What did Powhatan County teachers do? We went, we trained all summer and we got up and went in to those buildings. We went, and not one of you tonight felt it necessary to say "thank you," much less talk about giving us the pay raise that we deserve. I am really ashamed that I live and work in a County right now, where I have given over twenty-eight years of service and have taken a pay cut, that you all are well aware of, for the last six years and have put us in a negative to 2008. You know this, you have known this, you know all the elephants that are in the room and you can talk about the percentages to the differences in Henrico County retirement insurance. However, Henrico teachers are paying \$500.00 less a month for insurance than I am, and making \$20,000.00 dollars more. So when you want to start equalizing things, let's fix those , before you take that tiny benefit that you have given me for serving my County faithfully. I apologize for running over.

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## Comment 2:

Nicholas Snead  
3710 Maidens Road

Madam Chair, good evening to you, joining us virtually. You have just heard from one of my teachers. One of my mentors, one of my colleagues that I have the great honor and privilege of working with. You have heard for many of them who are sitting in the back, and you will hear from some of them, maybe even later on, talking about the things that matter. I am privileged to have lived in this community and still living in his community. I am getting ready to build a house in the community; it is an exciting time. One thing that is consistent is, and the thing that I know, is everything cost someone something. It cost me a little bit more money to live out here, and I'm losing just a little bit more of my salary because I am working in this school division. Sure, I could go and find a better paying job in a neighboring school division. Sure, I could do that. I could go to Northern Virginia, Texas, California, that is where Band is the king, but I chose to come back here. I am here, right where I started. Right where I got my first performance opportunity, right where I am now watching our students be a part of our Nationally Award Winning Program. You gave me that opportunity. You afforded me that opportunity. I want to talk with you this evening about making sure that opportunity is afforded not to just me, but to the future; planting that seed for the future. I need you to make sure that you can give these teachers their flowers, while they can still receive them. I need for you to understand that you need people like me. People who are going to come back into their community and want to work here; that's what you need. We've talked a lot about all the things that are going on around in the world, but that is what is going on right now. Eighty-one percent have come back, didn't complain, and did it thanklessly. Thank you, those are two words you need to say more often. Thank you to our teachers, thank you to our police officers, thank you to our public servants and thank you to our citizens who make sure we have what we need. Thank you! I don't want you to throw away your shot; don't throw away your shot or opportunity to make an investment into your future of this community. Yes, I understand that there are a lot of things going on, but it's time to make an investment right now in those seeds. It's time to make an investment so that we don't have to worry about Broadband internet, because you know that's an issue.

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It's time that we make an investment into our educational system because that is why people move to this County. You can say whatever you want, they move here for the quality of the schools and public safety. That's the reality. We need to make sure that we are investing in our future; don't throw away your shot.

Comment 3:

Andrew Snead  
2914 Edith Lane

Will Nichols who appears in the Crossroad Ford commercials tells us every week in his mismatched suits, don't tell me what you can't do, tell me what you can do. That is our theme for tonight. There is an opportunity for you to do something great. I remember being a small child and when I got my allowance my parents would tell me, "Don't spend it all in one place" and "Don't spend it on something that won't last past this moment." They told me that my budget and how I handled that money reflected values and only about this moment am I thinking about the future. You have the opportunity to demonstrate your values not only in this moment, but your values as it related to the future. Are your values hope and optimism and joy for what tomorrow can bring, or is simply about cutting some things that we don't really need to cut right now? Prior to COVID I was preparing for a trip out of the country and I wanted to get use to the metric system, so I changed my scale to kilograms. Well, there is a (1) in front of that number and not so much in front of the pounds. So I made those numbers work for me, but the truth has remained the same. If you consider the truth of the matter, teachers do not make enough money. We are not going to quantify that, and it's not something that you can change. That is a societal change thing that will come one day, but it can begin here and it can begin now. That we demonstrate a commitment to the people who have demonstrated a commitment to your children, a commitment to this community, and a commitment to the best, brightest and most beautiful hope for our future. That's what you have an opportunity to demonstrate in everything that you do this evening. Perhaps, you did not know any of the information that was shared this evening so eloquently, so passionately, so powerfully, by wonderful educators who have dedicated not only their livelihood, but their lives. They go to work every day prepared to perform CPR on a student who may need it. They go to work every day prepared to put themselves between danger and young

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people. They go to work every day to do what's right, not only for this moment, but for a lifetime. I invite you to make a choice in this moment to do the best that you can by the people who are doing the best that they can for everyone, every day. Let this not be a moment, but this become a movement; this could be the opportunity to compensate educators that this be an opportunity to demonstrate. I do not want you to say "thank you" I want you to show thank you. Thank you.

Comment 4:

Jamie Timberlake  
1450 Schroeder Road

I would like to thank Mr. Byerly for respectfully pointing out that everything that you have heard tonight from the teachers, which I echo, is the exact same thing for not only Constitutional Officers, Mr. Cox, but for the entire County. So that would be my first point. My second point would be that I appreciate Mr. Johns and Dr. Jones's slide that shows the Composite Index and how it has dollar amounts that have actually affected us. I have been a component of annual in-house assessments since 2008, and in the term of about \$300,000 dollars a year or less, the past Board of Supervisors have not wanted to look at that as a line item budget that they were spending. If you do that math I think it really quickly shows that we have lost 3 million dollars by not doing it, or almost 4 million dollars. The 3 hundred thousand in a few years or even half that, that is the worst case scenario, I think we could do it cheaper than that; I know we can in my office. But I appreciate that being put into a slide, so that you can look at how that has affected us in not doing a good job for the citizens. Not taxing them earlier as Mr. Cox refers to it. It is taxing them fairly and more equally on their fair market value, which the states reward you for and does not punish you. It punishes you not doing it in a timely manner. I have forgotten what my third comment was but I appreciate a lot of the dialogue that has happened tonight and just echo once again and the same exact things can be said for the County employees and we haven't seen a nice chart from our County Administrator of how far off our compensation is off, which we have been promised for months now.

Mrs. Carmack closed the Second Public Comment.

Superintendent Comments

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No comments

County Administrator Comments:

No comments

Mrs. Smith:

Mrs. Smith thanked everyone on every level of the school system that she appreciates their efforts and what they do for the students of Powhatan County. Again, she personally thanked those attending and individuals who were watching the meeting of how much she appreciates the things that they do. She asked them to hold on to their passion and desire to help every student who walks through the door.

Mrs. Hymel:

Mrs. Hymel thanked everyone and expressed her gratitude to everyone. She wanted to address the 10 million dollars that was mentioned earlier that Chesterfield County provided for their employees. She knows that we can't afford to do that in Powhatan, but she would like to see us do something similar for our employees who have worked so hard. Whatever we can do for our employees she wants to see us get it done.

Mrs. Ayers:

Mrs. Ayers thanked everyone who spoke at the meeting and for everything that each of them do every single day. She knows what they do for the students of this county and how much we need them.

Adjournment:

Mrs. Carmack adjourned the meeting.

The meeting adjourned at 9:17 p.m.

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Ned Smither, County Administrator  
Powhatan County Board of Supervisors



Karin M. Carmack, Chairman  
Powhatan County Board of Supervisors

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