

A PUBLIC HEARING WAS HELD BY THE BOARD OF SUPERVISORS OF THE COUNTY OF NEW KENT ON THE FIRST DAY OF JUNE IN THE YEAR OF OUR LORD NINETEEN HUNDRED NINETY-FIVE IN THE BOARD ROOM OF THE COUNTY OFFICE BUILDING BEGINNING AT 7:00 P.M. WITH ALL MEMBERS PRESENT.

Prior to the Public Hearing the Board met at 6:00 p.m. for an Execution Session. Mr. Salmon called the meeting to order, which was reconvened from the meeting held on May 8, 1995.

Mr. Salmon asked the Board to consider waiving the application fee for John and Mary Peace who will be reapplying for an AFD. Mr. James E. Cornwell, Jr., County Attorney explained that three pieces of their land had been removed by Board action but the Peace's were never notified. One parcel was taken out by the Commissioner of Revenue erroneously and it was the County Attorney's opinion that parcel was still in and that is the parcel the refund is due on. Mr. Bradby said he had some concern if they would qualify for an AFD. Mr. Emerson responded it was his understanding they did qualify. It will go through the normal process of going to the AFD Advisory Board, then the Planning Commission and then to the Board of Supervisors. Mr. Salmon moved to waive the application fee.

James H. Burrell	Aye
E. David Ringley	Aye
Marvin D. Bradby	Aye
Robert A. Boroughs	Aye
Michael D. Salmon	Aye

Motion passed.

Mr. Ringley made a motion to appoint David Napier as District Two's representative to the Industrial Development Authority and also William Mountcastle as member at-large to the Industrial Development Authority. Mr. Salmon explained there are seven members on the Industrial Development Authority, one from each District and two members at-large. Mr. Burrell said he had someone in mind from his District to fill one of the open seats. He felt there should be some new blood on the Authority. Mr. Burrell moved to appoint Alexander Baine. He felt it was time to put a minority or a woman on the Authority. Mr. Salmon said they would vote on the three nominations for the two expired terms. The first nomination was for David Napier.

James H. Burrell	Aye
E. David Ringley	Aye
Marvin D. Bradby	Aye
Robert A. Boroughs	Aye
Michael D. Salmon	Aye

Motion passed.

The second nomination was for William Mountcastle to fill the at-large expired term.

James H. Burrell	No
E. David Ringley	Aye
Marvin D. Bradby	No
Robert A. Boroughs	Aye
Michael D. Salmon	Aye

Motion passed.

Mr. Salmon commented that Mr. Burrell made a good point in reference to the minority and a woman for the IDA. Mr. Burrell replied, you had an opportunity tonight to make that change.

IN RE: EXECUTIVE SESSION

Mr. Ringley moved to go into executive session for discussions relating to the acquisition (or sale) of real property for public use pursuant to §2.1-344(a)(3) of the Code of Virginia.

James H. Burrell	Aye
E. David Ringley	Aye
Marvin D. Bradby	Aye
Robert A. Boroughs	Aye
Michael D. Salmon	Aye

Mr. Boroughs moved to go back into regular session.

James H. Burrell	Aye
E. David Ringley	Aye
Marvin D. Bradby	Aye
Robert A. Boroughs	Aye
Michael D. Salmon	Aye

Mr. Bradby certified that to the best of each member's knowledge (i) only public business matters lawfully exempted from open meeting requirements under Virginia law, and (ii) only such public business matters as were identified in the motion by which the executive meeting was convened were heard, discussed or considered in the executive meeting.

James H. Burrell	Aye
E. David Ringley	Aye
Marvin D. Bradby	Aye
Robert A. Boroughs	Aye
Michael D. Salmon	Aye

Mr. Salmon explained they met to discuss a contractual matter regarding real estate within the County and no decision had been made.

The Chairman called for a short recess.

IN RE: CONTINUANCE OF MEETING

Mr. Salmon asked for a minute of silence in memory of Mr. Charles Yeatts, the County's Commissioner of Revenue, who passed away on May 16, 1995. This was followed by the Invocation given by the Chairman and the Pledge of Allegiance.

IN RE: ROLL CALL

James H. Burrell	Aye
E. David Ringley	Aye

Marvin D. Bradby Aye
Robert A. Boroughs Aye
Michael D. Salmon Aye

IN RE: PUBLIC HEARING

Mr. Salmon explained the procedure for those not familiar with the process of a Public Hearing. This is the hearing on the proposed budget for fiscal year 1995/96 on the expenditures of the County's revenues. Mr. Emerson will give an overview of the budget. He asked anyone who wanted to speak to please sign up in the back. There is a three minute limit per person and he asked each person to come up to the podium, give their name and what District they live in. It is not a question and answer period between the public and the Board, the Board wants the public's comments on how the money is being spent. Mr. Salmon asked Mr. Emerson to do his presentation.

Mr. Emerson explained the budget holds the line on taxes and maintains services at existing levels. The budget is responsive to policy objectives established by the Board of Supervisors earlier this year when work commenced on the budget. The budget maintains the current \$0.82 cent per hundred real estate tax rate the Board has maintained for the last three years. The budget has no tax increase except for the E-911 which increases from \$1.60 to \$2.42 per month per phone line. This increase is needed due to full implementation of the E-911 system causing the need for employment of additional dispatchers, as well as the overall maintenance of the system. This budget is \$993,513 over last years adopted budget. Of this \$993,513 approximately \$964,310 are bond proceeds used to fund three fire trucks, completion of the New Courthouse, renovation of the Old Courthouse and the County Administration Building. The budget of \$17,671,393 contains a 3% salary increase for all county employees and a 2.25% increase effective December 1st for all Constitutional Officers and their employees. The 2.25% salary increase is funded by the State of Virginia and was set by the General Assembly. The budget contains \$11,250,311 for the school system, the same as last year, however, this actually increases the school boards budget by \$147,141 while meeting the school boards goal of five new school buses. It is up to the School Board how they spend the money the County gives them.

The revenues have been flat, or are perceived to be flat, due to aggressive forecasting last year. Due to this, the Board of Supervisors requested all departments cut their budgets by 8 1/2%. The initial requests totalled in excess of \$20 million dollars and the proposed budget, as being presented totals \$17,671,393. Several goals set for the year and not funded are:

1. Route 33 Industrial Park - \$700,00
2. School bus garage - \$500,00
3. Community work service coordinator for Probation Office - \$10,300
4. Recreation (New Kent Youth Association request) \$20,000

The School Board had requested over \$600,000 in additional dollars. The Board chose to hold the schools to the same amount of funding as given in fiscal year 1995. Some over budgeting in the debt service on the schools side in fiscal year '95 left them with \$147,000 additional dollars. Therefore, they are actually receiving an \$147,000 increase. The Board has also funded in fiscal year '94 \$1.8 million dollars for a Primary School addition and in fiscal year '96 will fund \$638,000 for the completion of the athletic facilities at the high school.

The proposed fiscal year '96 budget of \$17,671,393 breaks down as follows:

1. Schools - 63.66%
2. General Administration - 8.68%

3. Sheriff's & Courts - 7.65%
4. Debt service - 2.115
5. General Fund = 16.23%, which is made up of the Commissioner of Revenue, Assessors/Reassessment, Treasurer, Electoral Board, Fire & Rescue, Health, Mental Health, Welfare/Social Services, Cooperative Extension, General Fund Projects, Revenue Refunds

Mr. Emerson commented on a fax just received from the Department of Youth and Family Services requesting the Board to reconsider the position of Community Services Work Coordinator. They reduced their initial request by approximately \$5,000. This position is split between four counties. Charles City did fund this position. King & Queen's hearing is also June 1st and they do show money in their budget to fund this position. King William did not fund the position. They are also looking for New Kent to house this position. Also, the School Board presented a revision showing a 3% increase for school employees, however none of the new programs included the Instructional Specialist and three additional primary teachers are included.

Mr. Emerson concluded his presentation by showing various graphs reflecting the revenue and expenditure budget summaries.

Mr. Salmon opened up the meeting for public comments.

Mr. Claude Baldwin of District 2 spoke on the personal property tax. He wanted to know why there is a different rate on airplanes. They pay \$1.25 per hundred and all other is \$3.50 per hundred. He felt the airport is a white elephant to New Kent and it should be sold. He continued by saying not to sell the school system short. If you cut the schools, New Kent will not continue to grow.

Ms. Christina Green from District 1 wanted to know what possible reasons there could be for not funding the schools what was requested. Crime is on a rapid rise because people have lost hope. The schools gave her hope and she would like to think New Kent would fund knowledge to make a better life. She continued by saying she was ashamed they would even consider reducing educational funding. Teachers make a difference in a person's self esteem and education can only break the cycle of hopelessness and a life of crime. Funding of the schools is just too important and has too much of an impact on the children and their future and the nations future and should always be a number one priority. She concluded by saying she lives in New Kent County and she does vote and she will take a active part in the November election.

Ms. Beth Thayer, President of New Kent Education Association, who resides in Henrico spoke to the Board. She said she was representing 96 teachers, administrators and support employees who work in all four of the schools. On behalf of the members, she requested the Board to fully fund the proposed school board budget. New Kent Schools have made progress in the past years. New programs and smaller class sizes have allowed the students to make progress in many new areas. This could not have been achieved without the support of the Board of Supervisors, we ask for your continued support. At the present time some classes are too large. Some classes are meeting in locker rooms. A much needed summer school program will not be able without this additional funding. The State funding has increased, the students and teachers need the support of the Board and the funding to be fully restored. You can show your support by standing up for education.

Mr. Fred Balmer, New Kent Primary School Principal, who resides in Charles City spoke next. He has been here for 23 years and has been principal for 21 years. He wanted to bring to the Board's attention things that face him as an administrator, as well as the other administrators. The teachers are the cornerstone of the schools. They make things happen. He urged the Board to reconsider refunding the full requested amount to the schools. They lose on an average 15 to 30 teachers each year and the main reason

is salary. The surrounding localities pay more and we become a stepping stone to those schools. He asked the Board to please consider to bring in teachers at the median salary range. New Kent is 98 out of 134 in the salary range. Please take these things into consideration when approving the budget.

Ms. Leigh Quick who lives in District 4 addressed the Board next. She stated she is willing to pay any increase in her taxes that it takes to fully fund the school budget. Part of her job is interviewing applicants for teaching positions and she finds it of great concern that approximately 20% of the teachers turnover each year. She says she has to sell the community of New Kent because the salaries are so low. She felt the taxpayers of New Kent are willing to pay for the best school system they can get.

Ms. Kathy Grinels from District 2 addressed the Board. She is Special Education Teacher at the Elementary School. She felt there had been a invitation to a battle and no one had invited her. She was shocked that so much had been said. The implication was the school board has received more, more but no one said they are teaching more and more kids with less money. She and her family moved here from out of state six years ago and they picked New Kent because they felt there was a strong commitment to education. The classes were small and there was room to spare. Now six years later, her classroom is a converted locker room. There are 200 kids using a two stall bathroom. She said if it would mean an increase in her taxes to supply the schools with what they need, increase them.

Mr. Reece Mitchell from Quinton in District 1 made some comments to the Board. His first statement was in reference to E-911 saying the report showed no funds collected for '93 and '94 and he wanted to know where his money went. Mr. Salmon interjected they would try and get an answer to his question tonight. Mr. Mitchell continued he wanted the dispatchers screened for the E-911 service, they get the right people in the right job. He wanted to know why we don't look at running the schools all year round, pay the teachers a decent salary and that would solve most of these problems. Running the schools year round you could come up with a good yearly salary and in the long run it would be a lot easier on the taxpayers.

Mr. John Abrams of District 1 stated that both he and his wife are teachers in the County. He previously taught in Stafford County for 10 years and the same thing happened there as it happening here now. Special Ed is in great demand all around the country and this has him worried because of the turnover in teachers. He has three children in the schools and wonders what he can expect in future years with the school system.

Ms. Patricia Townsend of District 4 said she was concerned that there is no incentive to give money back if you have an excess. This holds true for the County as well as the country. When you give a department or group a certain amount they feel they must spend all of it or they won't get any the following year. The budget will explode in the future if there is no incentive for returned what is not used. She agrees that the classes are too large in some areas which is hard on the teacher. We need motivated teachers to have motivated children. Hopes the Board will consider all things when doing the budget and we have a change in attitude towards returning what is not used.

Ms. Sara Dydak who lives in District 2. She said she was rather confused by the report and not quite sure how much the schools are really getting. She was concerned that they won't be able to fund the additional teachers and feels we should bring the teachers salaries up to the median level. Salaries give the teachers a good feeling about their jobs and a feeling of appreciation for what they are doing. Without a decent salary they lose interest and will leave for more money. She would be willing go for a tax increase to help the schools.

Ms. Sandra Miller lives in Williamsburg and spoke to the Board as it relates to the District Court Service Unit. Ms. Miller was speaking on behalf of Sandra Whitaker of the Ninth District Court and Judge Hoover. She said as Mr. Emerson explained a little earlier, they were asking for a Community Services

Work Coordinator to be used in conjunction with three other counties. They have reduced their initial request in hopes of getting this program off the ground as soon as possible. Crime is growing and we must make the kids take responsibility for what they have done. This program will empower the kids to be responsible for their actions and the Coordinator will follow closely their progress.

Ms. Susan Brucker from District 4 said she volunteers over 150 hours yearly in the schools. She sees first hand how the teachers and aids make due. The dismal and discouraging teacher's salary scale is a disgrace. Ranking will drop even further if the current school budget is unchanged. The ones who suffer are the students. She said she would be willing to see a tax increase to fund the schools. She asked Mr. Bradby to exercise his duty as her elected supervisor to correct the budget and vote to restore the level of funding the school has requested.

Ms. Pam Currey of District 2 said she has been a resident for six years. Ms. Currey handed the Board some budget information, as she works with state level budgeting. While reading the newspaper she was surprised by some of figures because they did go with what she has access to at the state level. She doesn't feel there is an appropriate level of funding for the schools at this point. The State, even with a difficult budget year, were able to fund the schools more money. New Kent ranks 96 out of 131 school divisions in terms of the ability to pay and raise revenues and what is spent on education. She finds it surprising and embarrassing. She was not an advocate of paying a certain level for salaries but when you look at other local localities you can see why you are losing 20% of teachers each year. She read the salary differences from some of the surrounding counties and remarked that is why you can't keep good teachers. Giving a lump sum to the schools and letting them decide how to spend it also doesn't work. Then they are faced with choosing teachers' salaries or technology, or additional programs, or smaller classroom sizes, etc. That is not something they should have to chose at this time. New Kent needs to move along to where some of our neighbors are in terms of educational programs. She also remarked about the additional revenues from the school fund, the reason it was higher two years ago, was a charge of \$20.00 instructional fee, which is now not allowed. That particular funding is now \$2.00 instead of \$20.00, causing your revenues under that category to drop. Mr. Salmon asked when it went into effect and Ms. Currey replied it was effective 1994/95. Mr. Salmon replied we already have over \$100,000 for this year.

Mr. Anthony Burcher of District 5 says he works at the high school in a program called Project Succeed. This is a program to help kids understand why it is necessary to learn things they feel they will never use. He takes kids out into the community and help them find a job. This is a wonderful program because it gives the children real life experience. They are learning responsibility to an employer, learning responsibility to themselves and he feels it will be lost if the budget is cut. He feels teachers salaries are shameful. He makes \$6,300 as a teacher aid. Feels the Board should be embarrassed by the salaries the teachers are paid.

Mr. Ronnie Jordan from District 2 said the budget reflects the priorities. Per pupil expenditure is being cut \$200 per child. What kind of message is this sending. He urged the Board to reconsider the budget. Mr. Salmon said the Board appreciates the comments from the citizens and they will be considered. The process of approving the budget does not allow them to act on the budget tonight. This is always a difficult issue of facing real estate taxes and the impact it has on the entire community and the ability to do everything everybody wants. The Board will continue to look at the issues and they will be discussing the budget at their next meeting on June 12th and could act on it or not at that time.

Mr. Ringley had one question about the 20% of teachers who leave. Did anyone have an idea of what that would be statewide? Mr. Roy Geiger, Assistant Superintendent of Schools, replied he didn't know but felt it was pretty high. Mr. Ringley also asked about 23 to 24 students in each classroom and wanted to know what the ideal number would be. Mr. Adams, Superintendent of Schools, replied they are striving for a 20 to 1 ratio.

Mr. Burrell commented that during the time they were discussing the money for the athletic facility, it was stated several times that there wasn't any overcrowding in the schools. This was specifically asked if they should spend the money for classrooms, computers, etc. The Board was told there was no problem with overcrowding and the Board spent \$630,000 to put in the athletic facility and now we are hearing the teachers are being paid less than the state average and we are teaching in locker rooms. The Board has been misled. Mr. Burrell also remarked he voted very hard against the athletic facility. He wanted to put the money in computers and other programs. The \$630,000 would have gone a long way for the teachers and eliminating the overcrowded conditions that have been spoken about.

Mr. Salmon addressed Mr. Mitchell in reference to his question earlier on E-911. Mr. Emerson explained the tax has been collected starting sometime in the '80's. The money is accounted for now in a different fund so the graph did show this revenue for the past years. It, of course, has been spent on putting up signs, assigning house numbers and equipping the Sheriff's Department with the computer system and additional dispatchers required for this service.

Mr. Ringley wanted to bring one more matter up. He mentioned the Planning Commission spent a considerable amount of time on the capital improvements. One of the priorities was a new bus garage because of the condition of the current one. Because of the budget cuts this has had to be postponed. Will this be taken into consideration next year? Mr. Salmon responded, the Board will review the capital improvements plan, after the budget is finished, and that will be a decision the Board will look at again. The Board will probably ask the Planning Commission to revisit what they have given the them, speak with the other departments, talk to the community and decide what other capital improvements need to be added and what can be deleted.

Mr. Salmon ending the public hearing by thanking everyone for their comments.

Mr. Ringley moved to adjourn.

James H. Burrell	Aye
E. David Ringley	Aye
Marvin D. Bradby	Aye
Robert A. Boroughs	Aye
Michael D. Salmon	Aye