

VIRGINIA: At a Special Meeting of the Board of Supervisors for the  
County of Accomack held in Joint Session with the Accomack  
County School Board in the Board of Supervisors on the 26<sup>th</sup>  
day of March, A. D. 2015.

Members Present: C. Reneta Major, Chair  
Ron S. Wolff, Vice Chair  
Wanda J. Thornton  
Grayson Chesser  
John Charles "Jack" Gray  
Kay W. Lewis  
Robert D. Crockett  
Donald L. Hart, Jr.

Members Absent: Laura Belle Gordy

Others Present: Steven B. Miner, County Administrator  
Mark B. Taylor, County Attorney  
Michael Mason, Finance Director  
Shelia West, Administrative Assistant

School Board

Members Present: Margaret Miles, Chair  
Travis Thornton, Vice Chair  
Aaron Kane  
Paul Bull  
Shannon Wessells  
Ronnie Holden  
Audrey Furness

Members Absent: Camesha Handy  
Naudya Mapp

Others Present: Kregg Cuellar, Division Superintendent  
Beth Onley, Chief Operating Officer  
Greta Smith, Board Liaison

**Calls to Order**

The meeting was called to order by the Chair and opened with a prayer by Mrs. Lewis, after which the Pledge of Allegiance to the Flag was recited.

Dr. Miner handed out an e-mail from Mrs. Gordy expressing no objection to the meeting being held and noted that she would not be attending because of a death in the family.

Accomack County School Board Chair, Mrs. Miles called the Special Meeting of the Accomack County School Board to order.

The Chair asked for a moment of silence to pray for Mrs. Gordy and her family.

**Accomack County School Division Voluntary Retirement Work Plan**

Dr. Kregg Cuellar, Division Superintendent, Accomack County Public Schools, presented the proposed Accomack County School Division Voluntary Retirement Work Plan following resolution to the Board.

Dr. Cuellar told the Board of Supervisors the new 7-year phase-out of the early retirement plan addressed all concerns. He reported 50 to 60 positions each year were vacant; some caused by early retirement, others because of employees moving to a new location. He explained that he was revamping the recruiting plan and focusing on retention and responded to question from the Board.

Mr. Crockett made a motion to approve and establish the new Accomack County School Division Voluntary Retirement Work Plan. Mr. Chesser seconded the motion.

Ayes: Mr. Crockett, Mr. Chesser, Mr. Gray, Ms. Major. Nays: Mrs. Thornton, Mrs.

Lewis, Mr. Wolff. Abstention: Mr. Hart. Absent: Mrs. Gordy

**Resolution of the Board of Supervisors of  
Accomack County to Approve and Establish the  
Accomack County  
School Division Voluntary Retirement  
Work Plan**

**WHEREAS**, the Accomack County School Board has discontinued the School Division's Early Retirement Option Program (EROP); and

**WHEREAS**, the Accomack County School Board has approved a Voluntary Retiree Extended Work Plan (hereinafter referred to as the "New Plan") that provides a modified and limited version of the EROP phasing out over a period of not more than seven (7) years; and

**WHEREAS**, the New Plan approved by the School Board provides the benefit of substantially increased pay exclusively to qualified participating School Division retirees who perform limited work for the schools; and

**WHEREAS**, Virginia Code Section 15.2-1510 provides in pertinent part that the locality may establish a system for the retirement of the public school teachers and other employees of the local school board; and

**WHEREAS**, the Accomack County Board of Supervisors as governing body of the locality of Accomack County has not had occasion to establish or approve the EROP or the New Plan approved by the Accomack County School Board; and

**WHEREAS**, the Board of Supervisors finds that the Accomack County School Board's action to discontinue the EROP was appropriately taken inasmuch as such action ended a retirement plan that was never lawfully established by the locality, and

**WHEREAS**, the Board of Supervisors finds that the legality of the Accomack County School Board's New Plan depends upon the approval of the Board of Supervisors to establish said plan in the locality; and

**WHEREAS**, the Board of Supervisors finds that the New Plan:

1. Is open only to retirees already participating in the EROP and new applicants accepted into the EROP on or before May 8, 2015 and found eligible to participate;
2. Allows participating retirees to return to work for 10 days and earn the lesser of 10% of their prior salary or \$605.00 per day;
3. Must be approved by the School Board each year in order to continue in effect;

4. May be terminated at any time by the School Board upon such Board's determination that the Plan is not in the best interest of the school division;
5. May be terminated at any time by the School Board upon such Board's determination that it has not received appropriations sufficient to fund its obligations under the Plan;
6. Does not allow Plan participants to return to full-time employment; and
7. Excludes present and former school Superintendents from participation in such Plan; and

**WHEREAS**, the Board of Supervisors finds that a number of Accomack County School Division retirees have relied in good faith and continue to rely in good faith upon the annual supplement provided by the EROP and called for in the New Plan; and

**WHEREAS**, the Board of Supervisors finds it laudable that the School Board should desire and undertake to continue the annual supplement to participating retirees subject to the provisions and limitations of the New Plan in consideration of the service of such participants to Accomack County.

**NOW THEREFORE BE IT RESOLVED**, that the Board of Supervisors hereby approves and establishes the Accomack County School Board's Voluntary Retiree Extended Work Plan, subject to the following:

1. This Plan must be approved by the Board of Supervisors each year in order to continue in effect;
2. This Plan may be terminated at any time by the Board of Supervisors upon such Board's determination that the Plan is not in the best interest of the locality;
3. This Plan may be terminated at any time by the Board of Supervisors upon such Board's determination that there are not sufficient funds to appropriate to such purpose.

I hereby certify that the foregoing is a true and correct copy of the Resolution approved at the March 26, 2015 meeting of the Accomack County Board of Supervisors, Accomack County, Virginia.

**Adjournment:**

Mr. Crockett made a motion to adjourn the meeting of the Board of Supervisors.

Mr. Wolff seconded the motion. The motion was unanimously approved with Mrs.

Gordy absent. The meeting adjourned at 6:24p.m.

Mr. Thornton made a motion to adjourn the meeting of the School Board. Dr.

Holden seconded the motion. The motion was approved. The meeting adjourned at

6:24p.m.

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C. Reneta Major, Chair

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Date