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VIRGINIA: At a recessed meeting of the Tazewell County School Board held at the Tazewell County Career and Technical Student Center on June 19, 2017 at 5:00 p.m.

PRESENT: David Woodard, Chairman
Donna Whittington, Vice-Chair
Jimmy Jones, Member
Chris Moir, Member
H. S. Caudill, Member
George Brown, Division Superintendent
Vicki Bailey, Clerk

Chairman Woodard called the recessed meeting to order at 5:00 p.m.

Approval of Agenda

Mrs. Whittington made a motion to approve the agenda as presented. Mr. Jones seconded the motion, and the Board unanimously approved.

Closed Session

Pursuant to section 2.2-3711 of the Code of Virginia, a motion was made by Mrs. Whittington, seconded by Mr. Jones, and unanimously passed to convene to a closed session for the purpose of discussing the following specific matters:

Personnel – Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining or resignation of specific public officers, appointees or employees as authorized by Section 2.2-3711 A 1 of the Code of Virginia.

The Board returned to open session. In accordance with the Freedom of Information Act, a roll call vote was taken in which all members affirmed that only public business matters lawfully exempted from open meetings, as identified in the motion for closed session, were heard, discussed, or considered by the Board.

Chairman Woodard called the regular session portion of the recessed meeting to order at 5:32 p.m.

Motions coming from Closed Session

Mrs. Whittington made a motion to approve the personnel list as presented. Mrs. Moir seconded the motion, and the Board unanimously approved.

Mrs. Whittington made a motion stating it was the recommendation of George Brown, Division Superintendent, that all employees presently holding signed contracts or wage assignment schedules with Tazewell County Public Schools be reemployed for the 2017-2018 school year subject to the approval of the Tazewell County School Board this date with the following exceptions: those employees requesting to retire from service, employees leaving the school system, employees whose positions have been eliminated or those employees recommended for non-renewal. Mr. Caudill seconded the motion, and the Board unanimously approved.

Unfinished Business

A. Mitchell Stadium contract, *George Brown, Division Superintendent* (SEE ATTACHED)

Mr. Brown, at the direction of the School Board, contacted Mercer County Schools to inquire about the use of Hunnicutt Stadium for Graham High School and Graham Middle School football games. He spoke with Todd Browning, Assistant Superintendent of Mercer County Schools, and was told he would have to discuss this subject with Dr. Akers, Division Superintendent of Mercer County Schools. Mr. Browning indicated that the superintendent had not permitted Bluefield High School to play games at Hunnicutt Stadium, so it was unlikely she would permit Graham High School. At the time of the School Board, Dr. Akers had not returned Mr. Brown's call. In lieu of that, he asked the School Board to approve the Mitchell Stadium contract in the amount of \$50,000 plus a \$5,000 fee per playoff game for one year.

Chairman Woodard stated the City of Bluefield had the school division over a barrel at this point. Mrs. Moir asked if an attorney had looked over the contract. Mr. Brown indicated the contract had been looked over and stated there were a few issues that would need to be discussed with the City of Bluefield in respect to security. Mrs. Moir asked if the Virginia High School League would be able to help with any of the playoff costs. Mr. Brown stated in conversations with the VHSL Executive Director, it was indicated that the VHSL does not reimburse for the facility. However, the Region had graciously offered to contribute \$1,500 for region playoff games, making the sum lost to the school division \$3,500 per playoff game.

Mrs. Moir made a motion that the Tazewell County School Board approve the Mitchell Stadium contract. Mr. Jones seconded the motion, and the Board approved as follows:

Mr. Caudill – Nay, Mrs. Moir – Aye, Mr. Jones – Aye, Mrs. Whittington – Aye, Chairman Woodard – Nay

B. Finalization/Approval of 2017-18 budget, Chris Stacy, Assistant Superintendent and Wendy Barringer, Supervisor of Finance

Dr. Stacy stated the Board's charge had been to find ways to reduce the \$1.5 million deficit to zero. Many meetings had taken place with the budget committee, individual board members, department chairs, etc. to find the least painful cuts possible to balance the budget. Dr. Stacy shared that insurance had been a key point of the conversation in the meetings that took place. The insurance consultant asked the division to look at an 11% increase, but the division had decided to go with a seven percent increase. Options discussed to cover the seven percent increase were: (1) the school system pay the full \$700,000 with no increase to employees or (2) the employees pay the full \$700,000. If employees had to pay the full \$700,000, family plans would increase \$150 per month, dual plans \$102 per month, and single plans \$55 per month. Another option was to split the \$700,000 between the school division (5% or \$560,000) and the employees (2% or \$140,000). The two percent increase for employees would mean employee rates would increase \$8.83 for single plans, \$27.56 for dual plans and \$43.20 for family plans. If the school division took on the entire insurance increase, that would change the budget deficit from \$1.5 million to \$1.7 million.

Dr. Stacy said in order to protect instruction as much as possible and to affect as few employees as possible, the following cuts had been made or taken care of out of the current budget for a savings of \$412,524:

- maintenance truck that could be purchased in current budget (\$55,000)
- homebound expense not used this year (\$15,000)
- travel in areas not used this year (\$5,000)
- reducing academic supplements (\$25,000)
- reducing VACO payments by making a payment in the current budget (\$64,900)
- consolidating four bus routes (\$60,000)
- Reading Coaches – would be paid for through Title money (\$187,624 salary/benefits)

Dr. Stacy said at the last meeting Springville Elementary was mentioned as a possible school closure. Since that time, Board members have asked for savings in closures of Dudley Primary, North Tazewell Elementary School and Raven Elementary School. The figures below were given for salary benefit/salary savings only, and do not include electricity, water, etc.

- Dudley Primary - \$1,641,757 (salary and benefits)
- North Tazewell Elementary - \$1,845,829 (salary and benefits)
- Springville Elementary - \$874,209 (salary and benefits)
- Raven Elementary - \$1,119,312 (salary and benefits)

Other possible suggestions for savings came from a combination of board members and the budget committee and were as follows:

- Original budget included two steps plus a one percent raise. All Board members wanted to leave at least one step in the budget. Taking out the other step would save \$403,651, and taking out the one percent raise would equate to a savings of \$445,211.
- Cutting the Maintenance Department \$50,000
- Cutting the Transportation Department \$50,000 for trips
- Reduction of substitute teachers for each school by \$3,500. (Once schools depleted substitute money, schools and teachers would be responsible for coverage of the buildings.)
- Eliminating COE workers in schools - \$32,500
- Non-funded SOQ positions – primarily Career and Technical Education: \$1,975,472
- Moving elementary principals to 11 month contracts - \$81,198
- Removing all assistant principals that do not qualify based on SOQ - \$660,000 (Based on SOQ, only Richlands High School and Richlands Elementary qualify for an assistant principal.)
- Removing three librarians from the elementary schools based on SOQ - \$68,482
- Removing three guidance positions from the elementary schools based on SOQ - \$68,482
- Removing three nurses from schools not funded - \$53,000

Dr. Stacy stated the numbers given add up to greater than the need to balance the budget. Dr. Stacy added that the Board they would need to determine if they wanted employees to pick up all the insurance increase, a portion of the increase, or none of the increase in order to determine if the budget deficit would be \$1.7 million or \$1.5 million.

Mr. Caudill thanked Dr. Stacy for the information provided. He stated none of the Board members wanted to see a school close; however, he wanted the employees to have everything possible the Board could give to them. Mr. Caudill wanted employees to have the raise, the steps, and wanted the Board to pay the insurance increase for the employees. He shared that if employees had to pay the increase, there would be employees who would have to write a check to the school division to pay for insurance. Mr. Caudill stated he hoped the superintendent or central office spokesman would tell the Board options that would be best, rather than the Board pick. Dr. Stacy stated central office had not been charged by Mr. Brown to make the recommendations, only the presentation. He went on to say he felt confident the first \$412,000 had already been taken care of and could be paired with any of the other options given to reduce the deficit.

Mrs. Whittington questioned who the salaries were for in the total given for salaries/benefits in the school closure information. Dr. Stacy stated those were for principal, secretary, custodian, aides, and teachers. The numbers did not include food service workers, because those would be paid from the Food Service budget.

Mr. Caudill stated if the savings could be found he would like to see the division pick up the insurance increase for employees, because employees deserve that. Dr. Stacy stated comments made during budget committee meetings were all heartfelt when discussing insurance increases knowing some employees would be writing the division a check to pay for their insurance. Mr. Caudill asked the difference in the cost of insurance if the division was not self-insured. Mr. Kade stated some school divisions around Tazewell who were not self-insured were looking at as high as a 23% increase on premiums. Mr. Caudill told Board members he felt the Board first needed to agree upon whether the deficit would be \$1.7 million or \$1.5 million before the Board could start making decision on cuts. Members all agreed they would like to go with the \$1.7 million deficit and pay the full cost of the insurance increase in appreciation for employees.

Mr. Jones stated he did not see closing Springville Elementary. He said the school was in great shape and would not take additional money to repair. Chairman Woodard stated the maintenance/repair costs have to factor in to the savings. Closing Springville could very easily take the entire savings due to maintenance at another school. He said if the Board was going to close a school, which he was not in favor of, then he felt closing more than one was the answer. Chairman Woodard said with the student and county population dropping, a long-term plan was needed for 10 to 15 years down the road, and shared that every student lost due to moving, home school, private school, etc. equated to an approximate \$6,000 loss to the school system. The division could not lose 200 students a year and keep operating 16 schools, and the lack of a plan was the reason the division was in the present state with the budget.

Mr. Caudill said he was not in favor of cutting maintenance or assistant principals, and all Board members were in agreement. Mrs. Moir stated she would not be in favor of cutting nurses. Mr. Jones agreed and added he did not want to cut guidance positions or librarians.

Mr. Caudill asked the superintendent to make recommendations for cuts. Mr. Brown stated he and central office staff were at the Board's disposal and would make the needed cuts to reduce the budget \$1.7 million. He acknowledged Charlie Stacy and expressed appreciation for the funds, above and beyond the required amount, that have been given to the school division by the Board of Supervisors. Mr. Brown said a sizeable amount of the division carryover (\$600,000-700,000) last year had to be turned back over to the Board of Supervisors, which was part of the reason for the current deficit. He told Board members, he would be happy to go back to the Board of Supervisors to ask for the funding back that was taken from carryover last year. Mr. Caudill asked Mr. Brown to explain why carryover money would be needed. Mr. Brown said this school year had been a wonderful year to save money due to a mild winter, because money had been saved on heating costs, and there were no repairs to snow plows, no purchase of salt, etc. He explained the funding from the Governing Board comes to the school division after taxes are paid, and that the school division has to request funds in November to meet payroll. Funding starts incrementally coming to school division after November, which puts the school division in a little bit of a bind. Few purchases are made the first half of the school year, and then in February or March departments were trying to make purchases. At that point of the year, it becomes hard to determine how much money the division has. Consequently, some years there will be carryover funds. Traditionally, carryover would be used to purchase items put aside, pave parking lots, etc. Mr. Brown stated there were many issues that need to be taken care of such as replacing old buses. As in several past years, carryover would be used to balance the budget, and balancing a budget with carryover funds has never been good business practice. Mr. Brown acknowledged Charlie Stacy as an advocate of education and said by no means was he throwing him under the bus. He shared that he had relayed to the Board of Supervisors the school division would be in a bind for the 2017-18 budget. He asked that they fund the division at 1.5 (around \$15,000,000) instead of the obligated portion of around \$11,500,000. The Board of Supervisors gave the school division over \$13,000,000. While the division could have used additional funding, Mr. Brown said he was thankful and pleased with the funding received from the Board of Supervisors. He suggested perhaps the Board of Supervisors might need to do a referendum on a county meal tax that would be allocated directly toward a capital improvement plan for the school system. That money could be put in escrow, and in a year or two an elementary addition could possibly be built on to Graham Middle School. Mr. Brown added the Tazewell County Public School employees are losing money every year and he would like to see the insurance increase taken care of for them. He had hopes that by promoting wellness, the insurance rates might decline in the future.

After a brief discussion about the possible cuts, Chairman Woodard explained the following cuts would balance the budget:

- \$412,524 in miscellaneous cuts (maintenance truck \$55,000; homebound expense not used \$15,000; travel in areas not used \$5,000; reducing academic supplements \$25,000; reducing VACO payments \$64,900; consolidating four bus routes \$60,000; and reading coaches paid through title money \$187,624)
- \$403,651 for the second step
- \$445,211 for the one percent raise

- \$156,000 (maintenance \$50,000; transportation trips \$50,000; and substitute reduction \$56,000)
- \$100,000 (electricity reduction \$25,000; rent reduction \$25,000; fuel reduction \$50,000)
- \$200,000 (approximate amount of extra carryover needed)

Mr. Jones stated those cuts would avoid school closures for the coming school year. Chairman Woodard agreed it would avoid that for the coming school year, but said two or three schools would be closing soon. Mrs. Moir asked what would be done about teachers hired this year. Schools closing the next school year, could mean teachers would be laid off and the division would pay unemployment. Mrs. Moir said she did not want to see any school close, but with declining enrollment and so many retirements it seemed like this year had set itself up as the right time to close. Mrs. Whittington added it would cost more next year to close schools because there would be layoffs and the division would pay unemployment. Chairman Woodard said closing two or three schools this year or next year would mean layoffs.

Mr. Caudill made a motion that the Tazewell County School Board pass the budget in the amount of \$58,317,488 bringing the expenditures down to match the revenue. Mr. Jones seconded the motion.

Mrs. Moir asked if the School Board could make school closings next year more concrete or perhaps the Board of Supervisors could provide more funding if asked, so the Board would not face the same dilemma next year. She felt by not closing schools the Board was creating more problems for down the road, instead of solving them. Mr. Jones suggested starting early on the process, perhaps at the beginning of the school year. Mrs. Moir asked that next year the Board be presented with a clearer budget. She indicated members had received a lot of paperwork, but not a clear budget.

Chairman Woodard stated the \$58,317,488 did not include textbooks and school lunch fund. The total budget including textbooks and school lunch would be \$62,698,809. He said this budget was the smallest budget and the first passed under \$60,000,000 by the School Board in decades. Ten years ago the budget was around \$72,000,000.

The Board approved the motion as follows:

Mr. Caudill – Aye, Mrs. Moir– Nay, Mr. Jones – Aye, Mrs. Whittington – Nay, Chairman Woodard – Aye

Chairman Woodard stated the approved budget was contingent upon the approval of the Board of Supervisors. He also asked that the discussion of closing schools/setting public hearings be placed on the July School Board agenda.

New Business

A. Proposed policy regulation GBO-R, Personnel, Early Retirement Incentive Program, first read for immediate adoption, James Kade, Supervisor of Human Resources (SEE ATTACHED)

Mrs. Whittington made a motion that the Tazewell County School Board suspend the rules of policy BFC-R, Policy Adoption, for immediate adoption of policy GBO-R. Mr. Jones seconded the motion and the Board unanimously approved.

Mr. Kade told the Board the current policy prohibits someone under the early retirement incentive program from coming back to Tazewell County Public Schools to work full-time. He stated the language was more than likely put in the policy to stop employees from retiring, receiving the \$12,000 payout for not taking health insurance, and then coming back for retiree medical. Mr. Kade said the verbiage change in the proposed policy would correct that problem. Mr. Caudill questioned if employees would come back without benefits. Mr. Kade responded employees would come back with benefits as a full-time employee, but the employee would not be allowed to take another early retirement incentive option.

Mrs. Moir made a motion that the Tazewell County School Board approve the changes made to policy regulation GBO-R as presented for immediate adoption and implementation. Mrs. Whittington seconded the motion and the Board unanimously approved.

Chairman Woodard stated the next meeting of the School Board would be July 10, 2017 at 5:00 p.m.

Mrs. Whittington made a motion to adjourn at 7:02 p.m. Mr. Jones seconded the motion, and the Board unanimously approved.

CONTRACT

THIS AGREEMENT entered into by and between the City of Bluefield, West Virginia (hereinafter "City") and the Tazewell County School Board (hereinafter "Board"), effective August 1, 2017.

WHEREAS, the City, through its Parks and Recreation Department, operates Mitchell Stadium and certain other facilities:

WHEREAS, the Board desires to rent from the City the use of Mitchell Stadium for athletic events for a term of one (1) year from the date of this Agreement.

NOW THEREFORE, for and in consideration of the mutual agreements, representation, covenants and warranties recited herein below, the parties do hereby agree as follows:

1. Term and Rent - The term of this Agreement shall be for ONE (1) year commencing August 1, 2017. The Board agrees to pay the City the sum of FIFTY THOUSAND DOLLARS (\$50,000.00) as rent for the use of Mitchell Stadium and other facilities as specified below for the 2017-2018 school year. Such payment shall be made within a reasonable time of execution of this agreement. As additional rent, Board shall pay City FIVE THOUSAND DOLLARS (\$5,000.00) for each post season football game played by Graham on the Premises.

2. Premises - The City shall make the field and facilities at Mitchell Stadium, including parking, available for each pre-season scrimmage (including varsity and junior varsity Grid-O-Rama) and each varsity and junior varsity football game to be played by Graham High School and Graham Middle School, including playoff games.

3. City's Responsibility - The City shall have certain responsibilities with respect to the Premises as below set forth, with different responsibilities for Varsity and Junjior Varsity/Middle School events:

(a) For each Graham High School junior varsity football game and each Graham Middle School game, the City shall supply: one security officer who shall word at least four hours and Parks and Recreation maintenance personnel. The City shall provide supplies and materials and personnel needed to maintain the field in an acceptable playing condition and light the field and to maintain and service the bathrooms. The City shall be responsible for all utility expenses associated with the Board's use of the stadium for these junior varsity and middle school games.

(b) For each Graham High School varsity football game, the City shall supply sufficient police officers to work the pre-game, game and post-game periods for crowd and traffic control and safety, security personnel, maintenance personnel and the Director of Parks and Recreation Department or his or her designee. The City shall provide supplies and material and personnel needed to maintain the field in an acceptable playing condition and light the field and to maintain and service the bathrooms. The City shall be responsible for all utility expenses associated with the Board's use of the stadium for these varsity games.

4. Maintenance and Parking - As to all uses of the stadium set forth above, the City shall be responsible for the maintenance of each of those facilities and shall keep each facility in a condition suitable for use by students, parents and spectators for the purposes intended under this Agreement (The City shall make parking available for persons participating in the events listed above or for persons attending such events, such as parents, students or spectators.)

5. Admission to events - Board or its designees may charge reasonable admission to its events held on the premises and such admission fees shall be the sole property of the Board. Board shall make no charges for parking.

6. Liability and insurance : The parties further agree that each shall hold the other harmless from any and all liability resulting from that party's negligence or intentional act; each shall maintain general liability insurance in the minimum amount of \$1,000,000.00.

7. Scheduling - The parties hereto recognize that the City's facilities are operated as a public park pursuant to state law and that the uses specified above will be scheduled in advance with the Director of Parks and Recreation or his or her designee so that access to the public and other public entities may be preserved. The administrators of the Board and the Mercer County West Virginia Board of Education or the designees shall use their best efforts to arrange the football schedule of each high school to where there are not conflicting Friday night games scheduled.

8. City Employees - All City employees provided pursuant to the terms contained in Paragraphs 2 and 3 above are to be construed as solely City employees independent of Board and not responsible to Board for their actions; likewise, Board is not responsible to City or City's employees for their wages, workers compensation insurance, benefits, etc.

9. Agreement - The parties acknowledge that this writing constitutes the entire agreement between the parties and that this Agreement may not be amended, except by subsequent written agreement of the parties hereto.

CITY OF BLUEFIELD, WEST VIRGINIA

By: _____
Printed Name: _____
Its City Manager

STATE OF WEST VIRGINIA,
COUNTY OF MERCER, TO WIT:

The Foregoing instrument was acknowledged before me this _____ day of _____, 2017 by Dane D. Rideout, City Manager of the City of Bluefield, West Virginia.
My Commission Expires: _____

Notary Public

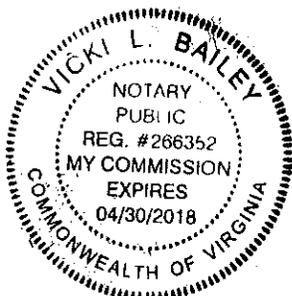
TAZEWELL COUNTY SCHOOL BOARD

By: _____
Printed Name: David Woodard
Its Chairman

COMMONWEALTH OF VIRGINIA,
COUNTY OF TAZEWELL, TO WIT:

The Foregoing instrument was acknowledged before me, Vicki L. Bailey, a Notary Public in and for the aforesaid jurisdiction this 19th day of June, 2017 by David Woodard
My Commission Expires: 4/30/2018 Notary Number: 246352

Vicki L. Bailey
Notary Public



PERSONNEL

Early Retirement Incentive ProgramI. Eligibility

- A. Full-time, salaried employees of the Tazewell County School Board
- B. At least 10 years full-time employment with the Tazewell County School Board. For those retiring after June 30, 2018, at least 15 years of full-time employment with Tazewell County Public Schools. For those retiring after June 30, 2020, at least 20 years of full-time service with Tazewell County Public Schools.
- C. Eligibility shall be limited to the minimum age of fifty (50) which is acceptable under the provisions of VRS, up to the point at which the employee becomes eligible for Medicare. Effective with early retirees on or after June 30, 2018, eligibility shall be limited to the minimum age of fifty-five (55) years of age.
- D. Employees retiring under the disability provisions of VRS and/or Social Security shall not be eligible.
- E. To be eligible for early retiree medical benefits, the employee who is retiring and any covered dependents must have been covered under the active health insurance plan in the preceding plan year prior to retirement. Additional dependent coverage for early retirees cannot be added after retirement.
- F. For early retirees of Tazewell County Public Schools, retiring after June 30, 2017, who gain employment after early retirement, who have access to affordable health care through their new employer that provides minimum value (as defined by the Affordable Care Act) shall no longer be eligible for early retiree medical benefits or pay a premium addition of \$300 per premium month for single coverage, \$500 per premium month for employee plus one coverage, and \$700 per premium month for family coverage. Should an early retiree lose their employment, which provided a means for alternate health care coverage, they may be allowed to return to Early Retiree Incentive Program as specified in the program for future health care coverage after appropriate notification is made to Tazewell County Public Schools.

II. Application

Application for ERIP should be made to the Division Superintendent prior to June 30 of the year preceding the school year the ERIP takes effect.

III. Options Available

- A. Employees may select one of the following options. Once a selection is made, it cannot be changed.
 - 1. Hospitalization
 - a. The employee may continue in the group hospitalization plan.
 - b. The Tazewell County School Board will pay the cost of health insurance at the same percentage rate as paid for active employees.

- c. In the event that the Tazewell County School Board discontinues paying the cost of health insurance for active employees or the ERIP participant is not eligible for the group, then the board would continue to pay the ERIP participant at the last percentage rate paid at or since retirement.
- d. Upon expiration of the limitations set forth in Section IV - A, continuation of coverage shall be offered consistent with COBRA federal regulations.

2. One time lump-sum

- a. The Tazewell County School Board will make a lump-sum payment equal to \$400 for each year of service credited toward retirement by VRS, up to a maximum of thirty years. To be eligible for the lump sum payout, the active employee must meet the policy requirements for the Early Retirement Incentive Program and have elected active health insurance coverage for at least one full health insurance plan year prior to retirement on or after June 30, 2017.
- b. This option shall be available only to those employees below age 65, and have elected active health insurance coverage for the plan year of their retirement. Additionally, there will be a 4% reduction in total lump sum benefits provided under this option for each year of age of the early retiree effective June 30, 2017.
- c. Participants in this ERIP will not be eligible for any fringe benefits but may elect to remain enrolled in the group hospitalization plan for the duration of the employee's eligibility in the plan as defined by the insurance carrier. The participant will be responsible for the total cost of insurance premiums applicable to his/her coverage. This provision is applicable only to the one time lump-sum option and in no manner relates to the hospitalization option selection.

IV. Limitations

- A. Benefits under this plan will be available to those approved for the program until the earlier of any of the following for Section III of Option I, Hospitalization:
 1. the death of the retired employee
 2. receipt of the retired employee of ERIP benefits until employee is eligible for Medicare benefits
 3. the acceptance of disability retirement benefits by the retired employee
- B. If the number of applications for any contractual year exceeds the funds budgeted for the program, applicants with the highest total of age plus years of service with Tazewell County Schools will be selected.
- C. If any clause, sentence, paragraph, subdivision, section or part of this plan shall be adjudged by any court of competent jurisdiction to be invalid, the judgment shall not affect, impair or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section or part thereof directly involved in the controversy in which the judgment shall have been rendered.

V. Revokability

- A. Participants in the ERIP may withdraw from the program ~~but may not resume full-time employment with the Tazewell County School Board.~~
- B. The Tazewell County School Board reserves the right to amend or terminate the program by June 1 of each year.
- C. In the event the Tazewell County School Board does not continue or changes the ERIP, the employees that retired under Option 1, Hospitalization, will continue to participate in accordance with the policy in effect at the time that the option was selected.

Adopted by School Board: January 14, 1991
Amended by School Board: July 11, 1994
Amended by School Board: December 8, 1997
Amended by School Board: August 14, 2000
Amended by School Board: June 12, 2006
Amended by School Board: April 11, 2016