

**Minutes of the Buchanan County Department of Social Services  
Administrative Board Special Called Meeting of October 6, 2009**

1. The meeting was called to order by Chairman Deel at 6:00 P.M. All Board members were present. Board Attorney, Vern Presley, and Director Judy Holland were also present.
2. Mrs. Hale motioned, and Mr. Thornsbury seconded, that the Board meet in closed session as per Code of Va. 2.2- 3711-A1, for the purpose of discussion or consideration of personnel, namely demotion and disciplining of an employee. A roll call vote was unanimous.

Roll call:

Mrs. Hale	Aye
Mr. Thornsbury	Aye
Mrs. Cole	Aye
Mr. Farmer	Aye
Mr. Neo	Aye
Mrs. Elswick	Aye
Mr. Deel	Aye

3. Mr. Farmer voted and Mrs. Cole seconded a motion to come out of closed session.

Roll call vote:

Mrs. Hale	Aye
Mr. Thornsbury	Aye
Mrs. Cole	Aye
Mr. Farmer	Aye
Mr. Neo	Aye
Mrs. Elswick	Aye
Mr. Deel	Aye

The vote was unanimous.

All members did certify under Section 2.2 -3712, Code of Virginia as noted below.

**Certification of Closed Session**

WHEREAS the Buchanan County Department of Social Services Administrative Board convened on October 6, 2009 pursuant to an affirmative recorded vote in accordance with the provision of the Freedom of Information, and WHEREAS 2.1,37-12 of Virginia requires certification by the Administrative Board that such closed session was conducted in conformity with Virginia Law;

NOW THEREFORE, BE IT RESOLVED that the Buchanan County Department of Social Services Administrative Board certifies that, to the best interest of each member's knowledge only matters identified in the motion convening the closed meeting were heard, discussed, or considered by the Buchanan County Department of Social Services Administrative Board.

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Randall Deel, Chairman

Date

4. Mr. Neo motioned that the Administrative Board implement the findings of the panel decision in Rebecca Slone's grievance against the Buchanan County Department of Social Services as follows:

Date: September 21, 2009. In the matter of Rebecca Slone vs. the Buchanan

County Department of Social Services this panel in a vote of 2 to 1 has found in favor of Mrs. Slone. It is this panel's decision that Mrs. Slone be reinstated. The conditions of her reinstatement are as follows:

She must be reinstated at the same job, the same title, the same responsibilities, and with the same compensation as the last day of her full employment; she shall receive all benefits retroactively with respect to pay, retirement, sick days, vacation, or any other time related benefits as if she had been employed continuously from the first day of termination. All personnel records shall be amended to reflect the ruling of this panel. Neither the Board nor the director nor anyone shall make any representation that is contrary to the panel's ruling with respect to Rebecca Slone's work ethic. This shall include but not be limited to future job recommendations, inquiries for loans, promotions within the organization, consideration for accommodations. It is the finding of the panel that Mrs. Slone was not disruptive, and that her actions did not create a hostile work environment. It was found that her work computer was not misused. It is this panel's decision that Rebecca Slone's interaction with the Administrative Board both in respect to the chain of command and demeanor did not rise to the level of being disruptive and disrespectful. This panel found that the written disciplinary forms were issued and executed outside the reasonable and standard practices of the agency. As such they are insufficient to support Mrs. Slone's termination. Signed this date September 21, 2009 Nathan Harper, panel member, Bobby May, panel member, Drew Taylor, panel chair person.

Mr. Farmer seconded the motion. A roll call vote was taken.

Mrs. Hale                      Aye

Mr. Thornsby                Aye

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Mrs. Cole	Aye
Mr. Farmer	Aye
Mr. Neo	Aye
Mrs. Elswick	Aye
Mr. Deel	Aye

Mr. Frammer motioned and a second was offered by Mr. Neo that the Board adjourn.

\_\_\_\_\_  
CHAIRMAN

\_\_\_\_\_  
DATE

\_\_\_\_\_  
DIRECTOR

\_\_\_\_\_  
DATE