

SCOTT COUNTY SCHOOL BOARD

MINUTES OF REGULAR MEETING, TUESDAY, JUNE 4, 2019

The Scott County School board met for a regular meeting on Tuesday, June 4, 2019 at the Scott County School Board Central Office, 340 E. Jackson Street, Gate City, VA 24251 at 6:30 p.m. with the following members present:

David Templeton, Vice-Chairman
Larry L. Horton
Gail L. McConnell
Linda Gillenwater
Lon Stephen "Steve" Sallee, Jr.

ABSENT: William "Bill" R. Quillen, Jr., Chairman

OTHERS PRESENT: John I. Ferguson, Division Superintendent; Jason Smith, Assistant Superintendent; William Sturgill, School Board Attorney; Beverly Stidham, Purchasing Agent, School Board Clerk; Angela Johnson, Head Start Clerk/School Nutrition Agent, Deputy Clerk of the Board; Robert Sallee, Maintenance Supervisor, Scot Fleming, Gate City Middle School Teacher/SCEA President; Amanda Clark, Heritage TV.

CALL TO ORDER/MOMENT OF SILENCE/PLEDGE OF ALLEGIANCE: Vice-Chairman David Templeton called the regular meeting of the Scott County School Board to order at 6:30 p.m. and welcomed everyone to the meeting. The members and audience observed a moment of silence and Ms. Linda Gillenwater led in citing the *Pledge of Allegiance*.

APPROVAL OF AGENDA: On a motion by Mr. Steve Sallee, seconded by Mr. Gail McConnell, all members voting aye, the Board voted to approve the agenda as presented.

APPROVAL OF MINUTES – MAY 7, 2019: On a motion by Mr. Gail McConnell, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the minutes of the May 7, 2019 regular meeting of the Scott County School Board as presented.

APPROVAL OF CLAIMS: On a motion by Ms. Linda Gillenwater, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the claims presented on June 4, 2019 as follows:

School operating fund invoices and payroll direct deposit in the amount of \$784,428.86 as shown by warrants #8128640-8128967 (ck. #8128699 voided); electronic payroll direct deposit in the amount of \$1,301,229.22 as shown by electronic tax deposits in the amount of \$532,706.95. Cafeteria fund invoices and payroll in the amount of \$166,121.55 as shown by warrants #1019289-1019339 & electronic payroll direct deposit in the amount of \$40,014.19. Electronic payroll tax deposits in the amount of \$13,829.99. Head Start invoices totaling \$65,869.25 as shown by warrants #20439-20529.

PUBLIC COMMENT: Mr. Scot Fleming spoke to the Board to thank them for their continued support during the school year of the staff and students and offered the organization of the Scott County Education Association's support in any way to help the Board with needs in the County in continuing a strong relationship between the Board and the staff of the County.

SUPERINTENDENT'S REPORT:

APPROVAL OF SIGNATURES IN ABSENCE OF SUPERINTENDENT FOR 2019-2020: (Appendix A)

On a motion by Mr. Larry Horton, seconded by Ms. Linda Gillenwater, all members voting aye, the Board

voted to approve Mr. Jason Smith, Assistant Superintendent, and Ms. Brenda Robinette, Special Education Supervisor to sign documents in the absence of the Superintendent as the Superintendent's Designee, and Ms. Debby Brickey to sign documents regarding grants in the absence of the Superintendent.

APPROVAL OF 2018-2019 BUDGET CLOSE-OUT MEETING DATE – JUNE 25, 2019: On a motion by Mr. Gail McConnell, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the 2018-2019 Budget Close out meeting date as Tuesday, June 25, 2019 at 6:30 p.m. to be held at the Scott County School Board Central Office, 340 E. Jackson Street, Gate City, VA 24251.

APPROVAL OF 2019-2020 SALARY SCALE: (Appendix B) On a motion by Mr. Gail McConnell, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the updated 2019-2020 Salary Scale as presented.

APPROVAL OF 2019-2020 SCHOOL BUDGET: (Appendix C) On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the 2019-2020 School budget as presented.

APPROVAL OF 2019-2020 SCHOOL CAFETERIA BUDGET: (Appendix D) On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the 2019-2020 School Cafeteria Budget as presented.

APPROVAL/DISCUSSION OF REVISED REGULATIONS OF CONCUSSIONS IN STUDENTS- PRESENTATION BY NURSE COORDINATOR, TIFFANY HOWARD, R.N.: (Appendix E) Tiffany Howard reviewed with the Board the Revised regulations of Concussions in Students and explained the guidelines in the "return-to-play" protocols and how this will be set forth by a medical provider. She asked the Board if they had any questions; once the question and answer session ended, the Vice-Chairman then asked the Board for a motion to approve the revised regulations.

On a motion by Mr. Gail McConnell, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the revised Regulations of Concussions in Students Guidelines as presented by Nursing Coordinator, Tiffany Howard.

APPROVAL OF GRANT APPLICATIONS – 2019-2020 SCHOOL YEAR: On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the 2019-2020 grant applications as presented.

APPROVAL OF SURPLUS SALE – JULY 6, 2019: (Appendix F) On a motion by Mr. Larry Horton, seconded by Mr. Gail McConnell, all members voting aye, the Board voted to approve the date of July 6, 2019 as the Surplus Sale date. On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the presented list of items (additional items to be added) (computer and computer items to be excluded from sale).

APPROVAL OF SPECIAL PAY PLAN –CHRIS GIBBS: (Appendix G) On a motion by Mr. Larry Horton, seconded by Mr. Gail McConnell, all members voting aye, the Board voted to approve the (403-b) Special Pay plan as presented at the May 7, 2019's board meeting which allows the employee a pension plan for receiving the following: A. unused sick leave; B. unused business leave days; and C. Retirement incentive payment (if available).

APPROVAL OF HEAD START FINANCIAL REPORT – APRIL 2019: (Appendix H) On a motion by Mr. Larry Horton, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the April 2019 Head Start financial report as presented by Superintendent Ferguson on behalf of Head Start Director Kathy Wilcox.

APPROVAL OF EARLY HEAD START FINANCIAL REPORT, APRIL 2019: (Appendix I) On a motion by Mr. Larry Horton, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the April 2019 Early Head Start Financial report as presented by Superintendent Ferguson on behalf of Head Start Director Kathy Wilcox.

APPROVAL OF 2019 HEAD START ASSESSMENT: (Appendix J) On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the 2019 Head Start Assessment as presented by Superintendent Ferguson on behalf of Head Start Director Kathy Wilcox.

APPROVAL OF REVISED HEAD START HIRING PROCEDURE (APPENDIX K) On a motion by Mr. Gail McConnell, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the Revised Head Start Hiring Procedure as presented by Superintendent Ferguson on behalf of Head Start Director Kathy Wilcox.

APPROVAL OF 2019-2020 HEAD START EMPLOYEE CONTRACT LIST (Appendix L) On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the 2019-2020 Head Start Employee Contract List as presented by Superintendent Ferguson on behalf of Head Start Director Kathy Wilcox.

Superintendent Ferguson reviewed the May 2019 Head Start Director's Report with the Board and with no questions being asked, the next agenda item was presented.

CLOSED MEETING: Mr. Steve Sallee made a motion to enter into closed meeting at 6:55 p.m. to discuss Teachers, Teaching Assistants, Coaches, Principals, Nurses, Custodians, Maintenance Staff and Central Office Staff as provided in Section 2.2-3711 of the Code of Virginia, as amended, the motion was seconded by Mr. Gail McConnell, all members voting aye.

RETURN FROM CLOSED MEETING: All members present returned from the closed meeting at 9:10 p.m. with a roll call vote being held, and on a motion by Mr. Steve Sallee, seconded by Mr. Gail McConnell, the Board returned to regular session and Mr. Sallee cited the following certification of the closed meeting.

CERTIFICATION OF CLOSED MEETING:

WHEREAS, the Scott County School Board has convened a closed meeting on the date pursuant to an affirmative recorded vote and in accordance with the provisions of the Freedom of the Information Act and,

WHEREAS, Section 2.2-3711 of the Code of Virginia requires certification, by this Scott County School Board that such meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, that the Scott County School Board hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open

meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies and (ii) only such public matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the Scott County School Board in the closed meeting

ROLL CALL VOTE:

AYES: David Templeton, Steve Sallee, Gail McConnell, Larry Horton, and Linda Gillenwater. (Chairman Bill Quillen was present for Closed Meeting only)

NAYS: None.

ABSENT DURING MEETING: None.

ITEMS BY ASSISTANT SUPERINTENDENT, JASON SMITH:

APPROVAL OF OVERNIGHT FIELD TRIPS: On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the overnight field trip request by Gate City High School's Volleyball Team to attend the Rocky Top Classic Volleyball Tournament in Sevierville, TN. In September, 2019.

On a motion by Mr. Gail McConnell, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the overnight field trip request by Twin Springs Band to attend the Summer Band Trip to Cincinnati, OH from June 21-June 23rd, 2019.

On a motion by Mr. Gail McConnell, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the overnight field trip request by Gate City High School to attend Boys basketball contests in Orlando, FL from December 26-December 31, 2019.

PERSONNEL:

RESIGNATIONS:

On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the resignation of John Logan Cassell, maintenance worker, effective May 15, 2019.

On a motion by Mr. Larry Horton, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the resignation of Christian Moore, teacher, effective, June 5, 2019.

On a motion by Mr. Gail McConnell, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the resignation of Jeremiah Riner, assistant baseball coach, effective, June 4, 2019.

On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the resignation of Michael Berry, head Baseball coach, effective June 4, 2019.

EMPLOYMENT:

On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the employment of Leon Kern, teacher, effective, for the 2019-2020 school year.

On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, with the exception of one abstention of Mr. Larry Horton, the Board voted to approve the employment of Hope Hensley, nurse, effective for the 2019-2020 school year.

On a motion by Ms. Linda Gillenwater, seconded by Mr. Gail McConnell, all members voting aye, the Board voted to approve the employment of Courtney Bolling, nurse, effective for the 2019-2020 school year.

On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the employment of Charlene Hall, teacher, effective for the 2019-2020 school year.

On a motion by Mr. Gail McConnell, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the employment of Emily Gibson, teacher, effective for the 2019-2020 school year.

On a motion by Ms. Linda Gillenwater, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the employment of Matthew Ball, maintenance worker, effective July 1, 2019.

On a motion by Mr. Gail McConnell, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the employment of Karen Culbertson, paraprofessional, effective for the 2019-2020 school year.

On a motion by Mr. Steve Sallee, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the employment of Kelli Powers, teacher, effective for the 2109-2020 school year.

On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the employment of Austen Arnold, teacher, effective for the 2109-2020 school year.

On a motion by Mr. Gail McConnell, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the employment of Chynna Roberts, teacher, effective for the 2019-2020 school year.

RETIREMENTS:

On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the retirement of Mr. Tim Spicer, effective July 1, 2019.

On a motion by Mr. Steve Sallee, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the retirement of Ms. Ann Hass, cook, effective at the end of the 2018-2019 school year.

On a motion by Mr. Larry Horton, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the retirement of Ms. Rhonda Dorton, teacher, effective, July 1, 2019.

On a motion by Mr. Steve Sallee, seconded by Mr. Larry Horton, all members voting aye, the Board voted to approve the retirement of Ms. Betsy Humphreys, teacher, effective July 1, 2019.

On a motion by Mr. Gail McConnell, seconded by Ms. Linda Gillenwater, all members voting aye, the Board voted to approve the retirement of Mr. Rob Gardner, teacher, effective, July 1, 2019.

On a motion by Mr. Gail McConnell, seconded by Mr. Steve Sallee, all members voting aye, the Board voted to approve the retirement of Mr. Thomas Dooley, custodian, effective June 28, 2019.

On a motion by Mr. Larry Horton, seconded by Mr. Mr. Steve Sallee, all members voting aye, the Board voted to approve the retirement of Mr. Randy Bledsoe, teacher, effective at the end of the 2108-2109 school year.

BOARD MEMBERS COMMENTS:

Mr. Larry Horton wished the retirees the best in their retirement and he wished the teachers and students a great summer break.

Ms. Linda Gillenwater also wanted to convey to the retirees her appreciation to them and her hopes that they each of them enjoy their retirement. She also wished all of the staff and students a great summer break.

Mr. David Templeton echoed these sentiments for the recent retirees and also wished our teachers and students a great summer break. He also wanted to extend a Congratulations to all of the 2019 Graduates.

ADJOURNMENT: There being no further business to discuss, the regular meeting of the Scott County School Board was adjourned at 9:20 p.m.

David Templeton, Vice-Chairman

Beverly Stidham, Clerk

Appendix for June 4, 2019:

- A. 2019-2020 Approval of signatures in absence of Superintendent
- B. Approval of 2019-2020 Salary Scale
- C. Approval of 2019-2020 School Budget
- D. Approval of 2019-2020 School Cafeteria Budget
- E. Approval of revised regulations of Concussions in Students
- F. Approval of July 6, 2019 Surplus Sale
- G. Approval of Special Pay Plan
- H. Approval of April 2019 Head Start Financial Plan
- I. Approval of April 2019 Early Head Start Financial Plan
- J. Approval of 2019 Head Start Assessment
- K. Approval of Revised Head Start Hiring Procedure
- L. Approval of 2019-2020 Head Start Employee Contract List

Virginia Department of Education
Authorization of Signature in Absence of Division Superintendent
Scott County Public Schools

The School Board of the Country, City, or Town of Scott County at a meeting held on June 4, 2019 by duly recorded vote approved and authorized the person(s) listed below to sign all Virginia Department of Education reports, documents, requisitions, and other official correspondence in the absence of the Division Superintendent.

Mrs. Debra Brickey	Brenda P. Robinette	Mr. Jason Smith
Technology Services Manager	Special Education	Personnel Administrator
Technology Coordinator	Special Education Supervisor	Assistant Superintendent
Signature:	Signature:	Signature:
<u>Signature on File</u>	<u>Signature on File</u>	<u>Signature on File</u>
Authorization Approved through: <u>June 30, 2019</u>	Authorization Approved through: <u>June 30, 2019</u>	Authorization Approved through: <u>June 30, 2019</u>
Extended through: <u>June 30, 2020</u>	Extended through: <u>June 30, 2020</u>	Extended through: <u>June 30, 2020</u>

This is to certify that the signature authorization action was approved and incorporated in the minutes of said School Board on the aforementioned date.

Signature of Division Superintendent

John I. Ferguson

Printed Name of Division Superintendent

Signature of School Board Chair

William R. Quillen

Printed Name of School Board Chair

Seal of Clerk of the School Board

Signature of Clerk of the School Board

Beverly Stidham

Printed Name of Clerk of the School Board

Date: June 5, 2019

Mail to: Virginia Department of Education
Educational Applications
22nd Floor
P.O.Box 2120
Richmond, VA 23218-2120

SCOTT COUNTY PUBLIC SCHOOLS

"EVERY CHILD, EVERY OPPORTUNITY"



2019-20 *Proposed* Salary Scales and Supplements

**2019-20 Proposed
SCOTT COUNTY TEACHER'S SALARY SCHEDULE**

EXP.	BACHELOR'S
0	38,225
1	38,225
2	38,225
3	38,610
4	39,000
5	39,390
6	39,785
7	40,185
8	40,590
9	41,000
10	41,405
11	41,820
12	42,240
13	42,960
14	44,350
15	46,325
16	47,060
17	47,725
18	48,515
19	49,265
20	49,980
21	50,720
22	51,500
23	52,180
24	52,935
25	53,640
26	54,380
27	56,140
28	57,460
29	58,535
30+	60,000

MASTER'S DEGREE: \$2,280
DOCTORATE DEGREE: \$3,000

**2019-20 Proposed
TEACHING ASST'S/SUBSTITUTE TEACHER SALARY SCHEDULE**

HIGH SCHOOL EDUCATION	
EXP.	SALARY
0	\$16,560
1	\$16,560
2	\$16,560
3	\$16,705
4	\$16,920
5	\$17,145
6	\$17,305
7	\$17,610
8	\$18,390
9	\$19,270
10	\$20,095
11	\$21,035

TWO YEARS COLLEGE	
EXP.	SALARY
0	\$17,670
1	\$17,890
2	\$18,120
3	\$18,355
4	\$18,575
5	\$18,825
6	\$19,045
7	\$19,275
8	\$19,500
9	\$20,290
10	\$21,075
11	\$21,870

CERTIFICATE (BACHELOR'S DEGREE)	
EXP.	SALARY
0	\$19,650
1	\$19,890
2	\$20,115
3	\$20,355
4	\$20,590
5	\$20,820
6	\$21,050
7	\$21,885
8	\$22,705
9	\$23,535
10	\$24,370
11	\$25,195

SUBSTITUTE TEACHER SALARY	
2019-20	
HIGH SCHOOL	\$59/DAY
2 YRS COLLEGE	\$62/DAY
4 YRS COLLEGE	\$68/DAY
LONG-TERM COLLEGE DEGREE	\$88/DAY
LONG-TERM CERTIFIED TEACHER	\$118/DAY

2019-20 Proposed ADMINISTRATOR'S SALARY SCHEDULE

CLASSIFICATION	
"AA"	Assistant Superintendent
"A"	Elementary Supervisor Personnel Supervisor Secondary Supervisor Supervisor of Special Education Supervisor of Career and Technical Education Principal-High School Principal-Middle School
"B"	Principal-Elementary School* (300 or Less)
"C"	Principal-Elementary School* (More than 300)

SALARY SCALE				
EXP.	A	B	C	AA
0	\$77,430	\$70,605	\$73,680	\$81,195
1	\$78,530	\$71,640	\$74,715	\$82,295
2	\$79,620	\$72,730	\$75,805	\$83,390
3	\$80,710	\$73,815	\$76,890	\$84,480
4	\$81,810	\$74,920	\$77,995	\$85,575
5	\$82,895	\$76,020	\$79,090	\$86,660
6	\$84,220	\$77,350	\$80,425	\$87,990

CLASSIFICATION (ASSISTANT PRINCIPAL)		
10 Month	Elementary (300 or less)	Teacher's Scale + Masters + \$5,000
10 Month	Elementary (More than 300)	Teacher's Scale + Masters + \$8,000
10 Month	Middle/Secondary/ Alternative Ed/Career and Technical	Teacher's Scale + Masters + \$11,000
11 Month	Middle/Secondary	Teacher's Scale + Month + Masters + \$11,000
12 Month	Middle/Secondary	Teacher's Scale + 2 Months + Masters + \$11,000

JOB	SCALE
TRANSPORTATION COORDINATOR	TEACHER'S SCALE + 2 MONTHS
MAINTENANCE SUPERVISOR	TEACHER'S SCALE + 2 MONTHS

**2019-20 Proposed
SCHOOL SECRETARY SALARY SCHEDULE**

SALARY SCALE		
CLASSIFICATION		
"A"	ELEM/SECONDARY (11 Months)	
"B"	SECONDARY (12 Months)	
EXP.	A	B
0	\$16,660	17,080
1	\$17,135	17,450
2	\$17,515	18,945
3	\$18,880	20,440
4	\$20,425	21,930
5	\$21,600	23,400
6	\$22,965	24,840
7	\$24,395	26,375
8	\$25,690	27,860
9	\$27,080	29,375
10	\$27,865	30,160

2019-20 Proposed
SALARY SCHEDULE MECHANICS/MAINTENANCE/BUS

YRS EXP	MECHANICS SPEC
0-3	\$34,080
4-8	\$35,965
9	\$37,810
10+	\$38,630

YRS EXP	MAINTENANCE SPEC
0-3	\$34,080
4-8	\$35,965
9	\$37,810
10+	\$38,630

YRS EXP	BUS DRIVERS
0-9	\$13,890
10-19	\$14,320
20-29	\$14,730
30-34	\$15,155
35+	\$15,535
CAREER AND TECHNICAL SUPPLEMENT = \$5,495	

SUBSTITUTE DRIVERS	
REGULAR	\$54.00
VOCATIONAL	\$26.00
LONG TERM	\$59.00

**2019-20 Proposed
SCHOOL CUSTODIAN SALARY SCHEDULE
(12 MONTHS)**

EXP.	2019-2020
0	\$16,825
1	\$17,525
2	\$19,090
3	\$20,655
4	\$22,220
5	\$23,780
6	\$25,340
7	\$26,885
8	\$27,660

**2019-20 Proposed
CAFETERIA SALARY SCHEDULE**

COOKS	
EXP.	6.5 HOURS
0	\$16,560
1	\$16,780
2	\$17,000
3	\$17,225
4	\$17,440
5	\$17,660
6	\$17,885
7	\$18,155
8	\$18,330
9	\$18,770

MANAGERS	
EXP.	7 HOURS
0	\$17,605
1	\$17,920
2	\$18,240
3	\$18,550
4	\$18,870
5	\$19,180
6	\$19,195
7	\$19,815
8	\$20,125
9	\$20,760

SUPPLEMENTS FOR MANAGERS	
ENROLLMENT+HEAD START	SALARY RANGE
0-199	\$2,000
200-399	\$3,000
400+	\$4,000

SUPPORT SERVICES
SALARY SCALE 2019-20 Proposed

JOB	SCALE
SCHOOL PSYCHOLOGIST	TEACHER'S SCALE + MASTER'S DEGREE + 12%
PHYSICAL/OCCUPATIONAL THERAPIST	TEACHER'S SCALE + 12% + (EXTRA MONTHS WHEN APPLICABLE)
CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT	TEACHER'S SCALE
BOARD CERTIFIED BEHAVIORAL ANALYST	TEACHER'S SCALE + MASTER'S DEGREE + 12%
SPEECH PATHOLOGIST	TEACHER'S SCALE + MASTER'S DEGREE + 12%
NURSE COORDINATOR	TEACHER'S SCALE + 9%
SCHOOL SOCIAL WORKER	TEACHER'S SCALE + MASTER'S DEGREE + 5%
TECHNOLOGY PERSONNEL	TEACHER'S SCALE + 2 MONTHS

**REMEDIAL/HOMEBOUND
SALARY SCALE 2019-20 Proposed**

HOMEBOUND	\$20/HR
EARLY READING	\$20/HR
SOL/EOC REMEDIAL	\$20/HR
HIGH SCHOOL TUTORS:	
A. ENDORSED TEACHER	\$20/HR
B. COLLEGE STUDENT (2 YRS)	\$12/HR
C. HIGH SCHOOL STUDENT	\$8/HR
HIGH/MIDDLE SUMMER SCHOOL	\$20/HR
SOL ELEM SUMMER SCHOOL (GR 3 & 5)	\$20/HR
AFTER-SCHOOL DETENTION	\$20/HR
SATURDAY SCHOOL	\$20/HR
GEAR-UP	\$20/HR
21ST CENTURY	\$20/HR

SCHOOL RESOURCE OFFICER SALARY SCHEDULE
2019-20 Proposed

EXP.	SALARY
0	\$31,815
1	\$32,770
2	\$33,300
3	\$33,830
4	\$34,360
5	\$34,890
6	\$35,280
7	\$36,015
8	\$36,750
9	\$37,485
10	\$38,220
11	\$38,955
12	\$39,690
13	\$40,425
14	\$41,160
15	\$41,895
16	\$42,630
17	\$43,365
18	\$44,100
19	\$44,835
20	\$45,570

**2019-20 Proposed
CENTRAL OFFICE SALARY SCHEDULE**

EXP.	SALARY
0	\$20,400
1	\$21,735
2	\$23,085
3	\$24,430
4	\$25,775
5	\$27,120
6	\$28,430
7	\$29,770
8	\$31,125
9	\$32,530
10	\$33,935
11	\$34,740
12	\$35,530
13	\$36,210

Central Office Support Staff Stipends

Clerk of the Board	\$5,000
Deputy Clerk of the Board	\$2,000
Personnel Clerk	\$600
Payroll Clerk	\$2,000
Officer Manager	\$2,600

**2019-20 Proposed
NURSING ASSISTANTS
SALARY SCALE**

YRS EXP	RN	LPN	MT
0	\$23,235	\$19,555	\$17,610
1	\$23,235	\$19,555	\$17,610
2	\$23,235	\$19,555	\$17,610
3	\$24,550	\$20,875	\$18,875
4	\$24,550	\$20,875	\$18,875
5	\$24,550	\$20,875	\$18,875
6	\$25,885	\$22,175	\$20,120
7	\$25,885	\$22,175	\$20,120
8	\$25,885	\$22,175	\$21,120
9	\$27,595	\$23,930	\$21,625
10	\$28,675	\$24,500	\$22,200
11	\$29,175	\$25,000	\$22,700
12	\$29,675	\$26,000	\$23,200
13	\$30,175	\$26,500	\$23,700
14	\$30,675	\$27,000	\$24,200
15	\$31,175	\$27,500	\$24,700
16	\$31,675	\$28,000	\$25,200
17	\$32,175	\$28,500	\$25,700
18	\$32,675	\$29,000	\$26,200
19	\$33,175	\$29,000	\$26,700
20	\$33,675	\$29,000	\$27,200

* Nursing contracts are 182 days

BACHELOR'S DEGREE \$500
MASTER'S DEGREE \$1,000

**2019-20 Proposed
COACHING SUPPLEMENTS**

FOOTBALL		BAND	
HEAD COACH	\$5,010	COUNTYWIDE	\$1,185.00
FIRST ASSISTANT	\$3,940		
OTHER ASSISTANT	\$3,300	ACADEMIC (TOTAL)	\$2,630.00
BOY'S BASKETBALL		CHEERLEADER (TOTAL)	\$3,940.00
HEAD COACH	\$5,010		
FIRST ASSISTANT	\$3,940	YEARBOOK	\$1,350.00
VARSITY AND/OR JV			
SECOND ASSISTANT	\$2,630		
VARSITY AND/OR JV			
9TH GRADE	\$1,690	CROSS COUNTRY	\$2,250.00
BASEBALL		FORENSICS	\$1,350.00
HEAD COACH	\$5,010		
ASSISTANT	\$2,630	THEATRE FESTIVAL	\$1,350.00
GIRL'S BASKETBALL		ATHLETIC DIRECTOR	
HEAD COACH	\$5,010	GATE CITY HIGH	\$3,610
FIRST ASSISTANT	\$3,940	GATE CITY MIDDLE	\$1,610
VARSITY AND/OR JV			
SECOND ASSISTANT	\$2,630	RYE COVE HIGH	\$2,810
VARSITY AND/OR JV			
9TH GRADE	\$1,690	TWIN SPRINGS HIGH	\$2,810
VOLLEYBALL			
HEAD COACH	\$5,010		
ASSISTANT	\$3,940		
TRACK			
	\$2,630		
SOFTBALL			
HEAD COACH	\$5,010		
ASSISTANT	\$2,630		
TENNIS			
	\$2,630		
GOLF			
	\$2,630		
SOCCER			
HEAD COACH	\$5,010		
ASSISTANT	\$2,630		

5/20/2019

GL Account Number		General Assembly
		2/24/2019
		ADM 3352.30
		SY '19-'20
	School Revenue	
61502	***Rent***	
061502-0001-000-000-000	Rent	\$ 5,000.00
	Total Department	\$ 5,000.00
61612	***Transportation of Students***	
061612-0005-000-000-000	Transportation of Pupils	\$ 35,000.00
	Total Department	\$ 35,000.00
61899	***Miscellaneous Revenue***	
061899-0005-000-000-000	Sale of Supplies	\$ 7,500.00
061899-0009-000-000-000	Sale of Other Equipment	\$ 7,500.00
061899-0010-000-000-000	Insurance Adjustments	\$ 12,000.00
061899-0012-000-000-000	Other Miscellaneous Funds	\$ 250,000.00
061899-0013-000-000-000	Sports Complex Donations	\$ -
061899-0014-000-000-000	VA Commission of the Arts	\$ 6,750.00
061899-0015-000-000-000	Scott County JAMS Fees	\$ 3,425.00
	Total Department	\$ 287,175.00
61901	***Grants***	
061901-0002-000-000-000	Carroll County Consortium Grant	\$ 5,500.00
	Total Department	\$ 5,500.00
	Total ***Rent***	\$ 332,675.00
62402	***State Revenue***	
062402-0001-000-000-000	Sales Tax	\$ 3,487,232.00
062402-0002-000-000-000	Basic Aid/SOQ	\$ 13,910,737.00
062402-0003-000-000-000	GED Funding/ISAEP	\$ 8,355.00
062402-0004-000-000-000	Remedial Summer School	\$ 114,860.00
062402-0005-000-000-000	Foster Care	\$ 23,336.00
062402-0007-000-000-000	Gifted-SOQ	\$ 135,483.00
062402-0008-000-000-000	Remedial Education SOQ	\$ 493,159.00
062402-0012-000-000-000	Special Education SOQ	\$ 2,159,602.00
062402-0014-000-000-000	Textbooks SOQ	\$ 272,836.00
062402-0017-000-000-000	Vocational Education SOQ	\$ 685,545.00
062402-0018-000-000-000	Vocational Education Adult	\$ 5,300.00
062402-0021-000-000-000	Instruction Social Security	\$ 891,479.00

5/20/2019

63302	***School Federal Revenue***	
063302-0002-000-000-000	Title I Basic Program	\$ 797,595.00
063302-0007-000-000-000	Title II Part A	\$ 126,000.00
063302-0008-000-000-000	Forrest Reserve Fund	\$ 44,128.00
063302-0019-000-000-000	Title VI-B	\$ 791,289.00
063302-0020-000-000-000	Preschool Handicapped	\$ 32,079.00
063302-0024-000-000-000	Perkins Grant- VOC ED	\$ 63,124.00
063302-0030-000-000-000	Part A Student Support & Academic Enr	\$ 55,595.00
063302-0091-000-000-000	AP Test Fee	\$ 100.00
063302-0093-000-000-000	21st Cent Title IV Part D	\$ 477,987.00
	Total ***School Federal Revenue***	\$ 2,387,897.00
64104	***VPSA Grant***	
064104-0001-000-000-000	School Security Equipment Grant	\$ -
064104-0005-000-000-000	VPSA Technology Grant	\$ 388,000.00
064104-0099-000-000-000	VPSA Renaissance	\$ 26,000.00
	Total ***VPSA***	\$ 414,000.00
67200	***Transfers In***	
067200-0001-000-000-000	Transfer from General Fund	\$ 5,400,000.00
067200-0002-000-000-000	Transfer from Health Insurance	\$ -
067200-0065-000-000-000	Transfer from Cafeteria Fund	\$ 100,000.00
	Total ***Transfers In***	\$ 5,500,000.00
93000	***Transfers Out***	
093000-0001-000-000-000	Transfer to School Health Insurance	\$ -
093000-0002-000-000-000	Transfer to Cafeteria Fund	\$ -
093000-0003-000-000-000	Transfer to General Fund	\$ -
	Total ***Transfers Out***	\$ -
	Final Total Revenue	\$ 37,568,486.00

School Operating Budget		SALARIES/FRINGES
GL Account Number	GL Account Description	Budget Entry
		2019-20
		(Adj) Step + 1%
		Add In Staff
		Support Staff 1%
61100	***Instruction***	
061100-1121-002-100-000	SALARIES ELEMENTARY TEACHERS	\$ 6,031,750.00
061100-1121-002-200-000	SALARIES ELEM SPECIAL EDUC TEA	\$ 753,100.00
061100-1121-002-200-496	SALARIES TEACHERS SP ED 6-B EL	\$ 728,245.00
061100-1121-002-200-596	SALARIES TEACHERS SP ED PRESCH	\$ 47,725.00
061100-1121-002-400-000	SALARIES GIFTED ELEMENTARY TEA	\$ 55,240.00
061100-1121-002-500-400	SALARIES TEACHERS TITLE I	\$ 740,610.00
061100-1122-002-100-000	ERIP ELEM TEACHERS	\$ 213,450.00
061100-1123-002-100-590	ELEM CLASS SIZE REDUCTION INIT	\$ 123,515.00
061100-1129-002-100-000	SALARY EARLY READING TEACHER	\$ 87,930.00
061100-1130-002-100-000	SALARIES READING SPECIALIST	\$ 250,145.00
061100-1131-002-100-000	AFTERSCHOOL TCHR STIPEND 21ST CENT DPS	\$ 45,380.00
061100-1132-002-100-000	AFTERSCHOOL TCHR STIPEND 21ST CENT SES	\$ 45,380.00
061100-1133-002-100-000	AFTERSCHOOL ADM/CLERICAL 21ST CENT SES	\$ 23,640.00
061100-1134-002-100-000	AFTERSCHOOL ADM/CLERICAL 21ST CENT DPS	\$ 23,640.00
061100-1135-002-100-000	SUMMER ADM/CLERICAL 21ST CENT SES	\$ 2,400.00
061100-1136-002-100-000	SUMMER ADM/CLERICAL 21ST CENT DPS	\$ 2,400.00
061100-1137-002-100-000	SC JAMS PROGRAM COORDINATOR	\$ 1,160.00
061100-1138-002-100-000	AFTERSCHOOL TCHR STIPEND 21ST CENT NES	\$ 45,380.00
061100-1139-002-100-000	AFTERSCHOOL ADM/CLERICAL 21ST CENT NES	\$ 23,640.00
061100-1140-002-100-000	SUMMER ADM/CLERICAL 21ST CENT NES	\$ 2,400.00
061100-1141-002-100-000	ELEMENTARY TEACHER AIDES	\$ 37,780.00
061100-1141-002-200-000	ELEM SPECIAL EDUC AIDES	\$ 505,955.00
061100-1142-002-200-000	SPEECH PART TIME	\$ -
061100-1521-002-100-000	SUBSTITUTE ELEM TEACHERS	\$ 75,000.00
061100-1523-002-100-000	SUB-TEACHER ELEM (LONG TERM)	\$ 50,000.00
061100-1607-002-100-000	SOL REMEDIATION	\$ 6,000.00
061100-1612-002-100-000	SUMMER TCHR STIPEND 21ST CENT SES	\$ 18,000.00
061100-1613-002-100-000	SUMMER TCHR STIPEND 21ST CENT DPS	\$ 18,000.00
061100-1614-002-100-000	SUMMER TCHR STIPEND 21ST CENT NES	\$ 18,000.00
061100-1650-002-100-000	ELEM NATIONAL TEACHER BONUS	\$ 2,500.00
	Personal Services Elementary	
	Sub Total	\$ 9,978,365.00
061100-2100-002-100-000	FICA ELEMENTARY	\$ 497,360.00
061100-2100-002-100-590	FICA CLASS SIZE REDUCTION INIT	\$ 9,450.00
061100-2100-002-200-000	FICA SPECIAL ED ELEM	\$ 96,320.00
061100-2100-002-200-496	FICA SP ED 6-B ELEM	\$ 55,710.00
061100-2100-002-200-596	FICA SP ED PRESCHOOL ELEM	\$ 3,650.00

061100-2100-002-400-000	FICA GIFTED ELEM	\$ 4,225.00
061100-2100-002-500-400	FICA TITLE I	\$ 56,660.00
061100-2103-002-100-000	FICA TCHR/ADM/CLERICAL 21ST CENT DPS	\$ 6,840.00
061100-2104-002-100-000	FICA TCHR/ADM/CLERICAL 21ST CENT SES	\$ 6,840.00
061100-2105-002-100-000	SC JAMS PROGRAM COORDINATOR	\$ 90.00
061100-2106-002-100-000	FICA TCHR/ADM/CLERICAL 21ST CENT NES	\$ 6,840.00
061100-2117-002-100-000	FICA READING SPECIALIST	\$ 19,140.00
061100-2210-002-100-000	VRS RETIREMENT ELEM	\$ 852,800.00
061100-2210-002-100-590	VRS CLASS SIZE REDUCTION INITI	\$ 13,230.00
061100-2210-002-200-000	VRS RETIREMENT SPECIAL ED ELEM	\$ 148,782.00
061100-2210-002-200-496	VRS RETIREMENT SP ED 6-B ELEM	\$ 93,915.00
061100-2210-002-200-596	VRS RETIREMENT SP ED PRESCHOOL	\$ 7,485.00
061100-2210-002-400-000	VRS RETIREMENT GIFTED ELEM	\$ 8,665.00
061100-2210-002-500-400	VRS RETIREMENT TITLE I ELEM	\$ 109,990.00
061100-2211-002-100-000	VRS READING SPECIALIST	\$ 39,225.00
061100-2220-002-100-000	VRS RET HYBRID PLAN ELEM	\$ 112,690.00
061100-2220-002-100-590	VRS HYBRID CLASS SIZE REDUCTIO	\$ 6,140.00
061100-2220-002-200-000	VRS RET HYBRID SPEC ED ELEM	\$ 48,640.00
061100-2220-002-200-496	VRS HYBRID SPEC ED 6-B ELEM	\$ 20,280.00
061100-2220-002-200-596	VRS HYBRID SP ED PRESCHOOL ELE	\$ -
061100-2220-002-400-000	VRS HYBRID GIFTED ELEM	\$ -
061100-2220-002-500-400	VRS HYBRID TITLE I ELEM	\$ 6,140.00
061100-2300-002-100-000	HOSPITAL/MEDICAL PLAN ELEM	\$ 510,840.00
061100-2300-002-100-590	HMP CLASS SIZE REDUCTION INITI	\$ 5,760.00
061100-2300-002-200-000	HOSPITAL MEDICAL/PLAN SP ED EL	\$ 110,400.00
061100-2300-002-200-496	HOSPITAL/MEDICAL PLAN SP ED 6-B	\$ 48,000.00
061100-2300-002-200-596	HOSPITAL/MEDICAL PLAN PRE-SCHOOL	\$ 8,940.00
061100-2300-002-400-000	HOSPITAL MEDICAL/PLAN ELEM GIFTED	\$ -
061100-2300-002-500-400	HOSPITAL/MEDICAL TITLE I ELEM	\$ 66,360.00
061100-2301-002-100-000	HMP READING SPECIALIST	\$ 14,700.00
061100-2400-002-100-000	VRS GROUP LIFE INS ELEM	\$ 80,665.00
061100-2400-002-100-590	VRS GROUP LIFE INS CSR	\$ 1,620.00
061100-2400-002-200-000	VRS GROUP LIFE INS SPEC ED	\$ 16,505.00
061100-2400-002-200-496	VRS GROUP LIFE INS VIB	\$ 955.00
061100-2400-002-200-596	VRS LIFE INS SP ED PRESCHOOL E	\$ 625.00
061100-2400-002-400-000	VRS LIFE INSURANCE ELEM GIFTED	\$ 725.00
061100-2400-002-500-400	VRS LIFE INS TITLE I ELEM	\$ 9,705.00
061100-2401-002-100-000	VRS GROUP LIFE READING SPECIAL	\$ 3,280.00
061100-2510-002-100-000	VLDP HYBRID PLAN ELEM	\$ 2,375.00
061100-2510-002-100-590	VLDP HYBRID CLASS SIZE REDUCTION	\$ 130.00
061100-2510-002-200-000	VLDP HYBRID PLAN SPEC ED ELEM	\$ 1,025.00
061100-2510-002-200-496	VLDP HYBRID SPEC ED 6-B ELEM	\$ 430.00
061100-2510-002-200-596	VLDP HYBRID SPEC ED PRESCHOOL	\$ -
061100-2510-002-400-000	VLDP HYBRID GIFTED ELEM	\$ -
061100-2510-002-500-400	VLDP HYBRID TITLE I ELEM	\$ 130.00
061100-2600-002-100-000	UNEMPLOYMENT INSURANCE ELEM	\$ 1,375.00
061100-2600-002-100-590	UNEMPLOYMENT INSURANCE	\$ 35.00

061100-2600-002-200-000	UNEMPLOYMENT INSURANCE SP ED E	\$ 450.00
061100-2600-002-200-496	UNEMPLOYMENT INSURANCE	\$ 160.00
061100-2600-002-200-596	UNEMPLOYMENT INSURANCE	\$ 10.00
061100-2600-002-400-000	UNEMPLOYMENT INSURANCE ELEM GI	\$ 10.00
061100-2600-002-500-400	UNEMPLOYMENT INS TITLE I ELEM	\$ 160.00
061100-2601-002-100-000	UNEMPLOYMENT READING SPECIALIS	\$ 55.00
061100-2720-002-100-000	WORKMENS COMPENSATION ELEM	\$ 16,625.00
061100-2720-002-100-590	WORKMN COMP CLASS SIZE REDUCTI	\$ 335.00
061100-2720-002-200-000	WORKMENS COMPENSATION SP ED EL	\$ 3,405.00
061100-2720-002-200-496	WORKMENS COMPENSATION SP ED 6-B	\$ 1,970.00
061100-2720-002-200-596	WORKMENS COMPENSATION SP ED PR	\$ 130.00
061100-2720-002-400-000	WORKMENS COMPENSATION ELEM GIF	\$ 150.00
061100-2720-002-500-400	WORKMENS COMPENSATION TITLE I E	\$ 2,000.00
061100-2750-002-100-000	VRS HEALTH INSURANCE CREDIT EL	\$ 73,890.00
061100-2750-002-100-590	VRS HEALTH INS CREDIT ELEM CLA	\$ 1,485.00
061100-2750-002-200-000	VRS HEALTH INSURANCE CREDIT EL	\$ 15,120.00
061100-2750-002-200-496	VRS HEALTH INSURANCE CREDIT EL	\$ 8,740.00
061100-2750-002-200-596	VRS HEALTH INSURANCE CREDIT EL	\$ 575.00
061100-2750-002-400-000	VRS HEALTH INS CREDIT GIFTED	\$ 665.00
061100-2750-002-500-400	VRS HEALTH INS CREDIT TITLE I	\$ 8,890.00
061100-2751-002-100-000	VRS HEALTH INS CR READING SP	\$ 3,005.00
061100-2801-002-100-000	RETIREEES HMP	\$ 62,160.00
061100-2820-002-100-000	INSERVICE TUITION ASSISTANCE E	\$ 1,250.00
061100-2820-002-200-000	INSERVICE TUITION ASSIST SP ED	\$ 1,250.00
	Employee Benefits Elementary	
	Sub Total	\$ 3,318,177.00
061100-3001-002-200-496	PURCHASED SERVICES VI-B	\$ 4,850.00
061100-3002-002-100-000	RECREAT FEE 21ST CENT DPS	\$ 1,500.00
061100-3003-002-100-000	RECREAT FEE 21ST CENT SES	\$ 1,500.00
061100-3005-002-100-000	TRAIN&PROF DEV 21ST CENT SES	\$ 1,300.00
061100-3006-002-100-000	ADM ED PGMS 21ST CENT SES	\$ 1,000.00
061100-3008-002-100-000	TRAIN&PROF DEV 21ST CENT DPS	\$ 1,300.00
061100-3009-002-100-000	ADM ED PGMS 21ST CENT DPS	\$ 1,000.00
061100-3011-002-100-000	RECREAT FEE 21ST CENT NES	\$ 1,500.00
061100-3012-002-100-000	TRAIN&PROF DEV 21ST CENT NES	\$ 1,300.00
061100-3013-002-100-000	ADM ED PGMS 21ST CENT NES	\$ 1,000.00
061100-3130-002-100-590	PROF DEVELOPMENT-TITLE IIA	\$ -
061100-3170-002-100-000	PURCHASED SERVICES ELEM	\$ 10,000.00
	Purchased Services	
	Sub Total	\$ 26,250.00
061100-4003-002-100-000	TRAINING SUPPLIES 21ST CENT DPS	\$ 400.00
061100-4005-002-100-000	TRAINING SUPPLIES 21ST CENT SES	\$ 400.00
061100-4006-002-100-000	TRANSPORTATION/BUSES 21ST CENT SES	\$ 11,652.00
061100-4009-002-100-000	TRANSPORTATION/BUSES 21ST CENT DPS	\$ 11,652.00
061100-4010-002-100-000	TRANSPORATION/BUSES 21ST CENT NES	\$ 11,652.00

061100-4011-002-100-000	TRAINING SUPPLIES 21ST CENT NES	\$ 400.00
	Internal Services	
	Sub Total	\$ 36,156.00
061100-5000-002-100-000	TRAVEL ST/NAT 21ST CENT DPS	\$ 4,950.00
061100-5001-002-100-000	TRAVEL ST/NAT 21ST CENT SES	\$ 4,950.00
061100-5005-002-100-000	TRAVEL ST/NAT 21ST CENT NES	\$ 4,950.00
061100-5501-002-100-000	TRAVEL ELEM	\$ 500.00
061100-5501-002-200-000	TRAVEL SP ED ELEM	\$ 500.00
061100-5501-002-200-596	PRESCHOOL TRAVEL ELEM	\$ 500.00
061100-5501-002-400-000	TRAVEL GIFTED ELEM	\$ 500.00
	Other Services	
	Sub Total	\$ 16,850.00
061100-6000-002-100-000	MATERIALS & SUPPLIES 21ST CENT DPS	\$ 14,655.00
061100-6001-002-100-000	MATERIALS & SUPPLIES 21ST CENT SES	\$ 14,655.00
061100-6001-002-500-400	PARENTAL INVOLVEMENT SUPPLIES	\$ 8,500.00
061100-6011-002-100-000	MATERIALS & SUPPLIES 21ST CENT NES	\$ 14,655.00
061100-6020-002-100-000	TEXTBOOKS	\$ 125,000.00
061100-6021-002-100-000	BOOKS/SUBSCRIPTIONS/TEXTBOOKS	\$ 7,500.00
061100-6031-002-100-000	ELEM INSTRUCTIONAL SUPPLIES	\$ 35,000.00
061100-6031-002-100-600	INSTRUCTIONAL SUPPLIES TITLE IV SSAE	\$ 5,800.00
061100-6031-002-200-000	INSTRUCTIONAL SUPPLIES SP ED	\$ 1,000.00
061100-6031-002-200-496	INSTRUCT SUPPLIES SP ED 6-B EL	\$ 6,000.00
061100-6031-002-200-596	INSTRUCT SUPPLIES SP ED PS	\$ 750.00
061100-6031-002-400-000	GIFTED INSTRUCT MATERIALS ELE	\$ 750.00
061100-6050-002-100-000	TECHNOLOGY HARDWARE 21ST CENT SES	\$ 9,100.00
061100-6050-002-100-600	TECHNOLOGY HARDWARE TITLE IV SSAE	\$ 5,700.00
061100-6051-002-100-000	TECHNOLOGY HARDWARE 21ST CENT DPS	\$ 9,100.00
061100-6052-002-100-000	TECHNOLOGY HARDWARE 21ST CENT NES	\$ 9,100.00
	Materials and Supplies	
	Sub Total	\$ 267,265.00
061100-8101-002-100-000	MACHINEY & EQUIPMENT ELEMENTAR	\$ 1,000.00
061100-8101-002-200-000	MACHINERY & EQUIPMENT SP ED EL	\$ 750.00
061100-8106-002-100-000	MACHINERY & EQUIPMENT COPIERS	\$ 55,000.00
	Capital Outlay	
	Sub Total	\$ 56,750.00
061100-1120-003-100-390	SALARIES ALT ED PILOT PROJECT	\$ 249,175.00
061100-1121-003-100-000	SALARIES SECONDARY TEACHERS	\$ 3,199,925.00
061100-1121-003-100-390	ALT. ED. PART TIME	\$ 4,500.00
061100-1121-003-200-000	SECONDARY SPECIAL EDUC TEACHER	\$ 901,290.00
061100-1121-003-300-000	SECONDARY VOCATIONAL TEACHERS	\$ 1,271,005.00
061100-1122-003-100-000	ERIP SEC TEACHERS	\$ 26,400.00
061100-1123-003-100-000	TEACHERS ALGEBRA READINESS	\$ 106,935.00
061100-1129-003-100-000	ESL - TITLE III	\$ 2,500.00

061100-1129-003-300-000	ESL (ROB GARDNER)	\$ -
061100-1521-003-100-000	SUBSTITUTE SECONDARY TEACHERS	\$ 75,000.00
061100-1523-003-100-000	SUB-TEACHER SEC (LONG TERM)	\$ 45,000.00
061100-1621-003-100-000	SUPPLEMENT SECONDARY TEACHERS	\$ 295,000.00
061100-1622-003-100-000	STUDENT DRIVING INSTRUCTOR	\$ 25,000.00
061100-1623-003-100-000	TUTORS SOL REMEDIAL	\$ 3,000.00
	Personal Services Secondary	
	Sub Total	\$ 6,204,730.00
061100-2100-003-100-000	FICA SECONDARY	\$ 289,075.00
061100-2100-003-100-390	FICA ALT ED PILOT PROJECT	\$ 19,410.00
061100-2100-003-200-000	FICA SECONDARY SP ED	\$ 68,950.00
061100-2100-003-300-000	FICA CAREER & TECHNICAL	\$ 97,235.00
061100-2210-003-100-000	VRS RETIREMENT SECONDARY	\$ 434,065.00
061100-2210-003-100-390	VRS ALT ED PILOT PROJECT SECON	\$ 39,070.00
061100-2210-003-200-000	VRS RETIREMENT SP EDUC SECONDA	\$ 115,070.00
061100-2210-003-300-000	VRS CAREER & TECHNICAL	\$ 166,510.00
061100-2220-003-100-000	VRS RET HYBRID SECONDARY	\$ 84,455.00
061100-2220-003-100-390	VRS HYBRID ALT ED PILOT SECOND	\$ -
061100-2220-003-200-000	VRS HYBRID SP EDUC SECONDARY	\$ 26,255.00
061100-2220-003-300-000	VRS HYBRID CAREER & TECH	\$ 32,790.00
061100-2300-003-100-000	HOSPITAL MEDICAL/PLAN SECONDA	\$ 322,740.00
061100-2300-003-100-390	HEALTH INS ALT ED PILOT PROJEC	\$ 23,040.00
061100-2300-003-200-000	HOSPITAL MEDICAL/PLAN SP ED SE	\$ 96,840.00
061100-2300-003-300-000	HOSPITAL MEDICAL/PLAN CAREER &	\$ 84,720.00
061100-2400-003-100-000	VRS LIFE INSURANCE SECONDARY	\$ 43,320.00
061100-2400-003-100-390	VRS LIFE INS ALT ED PILOT PROJ	\$ 3,265.00
061100-2400-003-200-000	VRS LIFE INSURANCE SP ED SECON	\$ 11,810.00
061100-2400-003-300-000	VRS LIFE INSURANCE VOCATIONAL	\$ 16,650.00
061100-2510-003-100-000	VLDP HYBRID SECONDARY	\$ 1,780.00
061100-2510-003-100-390	VLDP HYBRID ALT ED PILOT SECON	\$ -
061100-2510-003-200-000	VLDP HYBRID SP EDUC SECONDARY	\$ 555.00
061100-2510-003-300-000	VLDP HYBRID CAREER & TECH	\$ 690.00
061100-2600-003-100-000	UNEMPLOYMENT INSURANCE SECONDA	\$ 690.00
061100-2600-003-100-390	UNEMPLOYMENT INS ALT ED PILOT	\$ 55.00
061100-2600-003-200-000	UNEMPLOYMENT INS SP ED SECOND	\$ 190.00
061100-2600-003-300-000	UNEMPLOYMENT INS CAREER & TEC	\$ 250.00
061100-2720-003-100-000	WORKMENS COMPENSATION SECONDA	\$ 8,930.00
061100-2720-003-100-390	WORKMENS COMP ALT ED PILOT PRO	\$ 675.00
061100-2720-003-200-000	WORKMENS COMPENSATION SP ED SE	\$ 2,435.00
061100-2720-003-300-000	WORKMENS COMP CAREER & TECHNIC	\$ 3,435.00
061100-2750-003-100-000	VRS HEALTH INS CREDIT SECONDA	\$ 39,685.00
061100-2750-003-100-390	VRS HEALTH INSURANCE CREDIT AL	\$ 2,990.00
061100-2750-003-200-000	VRS HEALTH INS CREDIT SPEC ED	\$ 10,815.00
061100-2750-003-300-000	VRS HEALTH INS CREDIT CAREER &	\$ 15,255.00
061100-2820-003-100-000	INSERVICE TUITION ASSIST SECON	\$ 2,000.00
061100-2820-003-200-000	INSERVICE TUITION ASSIST SP ED	\$ 1,500.00

	Employee Benefits Secondary	
	Sub Total	\$ 2,067,200.00
061100-3170-003-100-000	PURCHASED SERVICES SECONDARY	\$ 40,000.00
061100-3171-003-100-000	PURCH SRV/DUAL ENROLLMENT	\$ -
061100-3172-003-300-681	DUAL ENROLLMENT CARL PERKINS	\$ 13,000.00
061100-3180-003-100-000	ISAEP/GED TESTING	\$ 8,355.00
061100-3310-003-300-000	PURCHASED SERVICES CAREER TECH	\$ 650.00
061100-3801-003-200-000	PURCHASED SERVICES SP ED SECON	\$ 750.00
	Purchased Services Secondary	
	Sub Total	\$ 62,755.00
061100-5501-003-100-000	TRAVEL SECONDARY	\$ 1,500.00
061100-5501-003-200-000	TRAVEL SP ED SECONDARY	\$ 500.00
061100-5501-003-300-000	TRAVEL CARRER & TECHNICAL	\$ 750.00
061100-5503-003-300-681	STUDENT ORGANIZATIONS(CARL PER	\$ 11,000.00
	Other Charges	
	Sub Total	\$ 13,750.00
061100-6000-003-100-390	SUPPLIES ALT ED PILOT PROJECT	\$ 1,250.00
061100-6020-003-100-000	TEXTBOOKS	\$ 125,000.00
061100-6021-003-100-000	BOOKS\SUBSCRIPTIONS\TEXTBOOKS	\$ 3,000.00
061100-6031-003-100-000	INSTRUCTIONAL SUPPLIES SEC	\$ 40,000.00
061100-6031-003-100-600	INSTRUCTIONAL SUPPLIES TITLE IV SSAE	\$ 5,700.00
061100-6031-003-200-000	INSTRUCT SUPPLIES SP ED SEC	\$ 750.00
061100-6031-003-300-000	INSTRUCT MATERIALS CAR&TECH	\$ 75,000.00
61100-6050-003-100-600	TECHNOLOGY HARDWARE TITLE IV SSAE	\$ 5,700.00
	Materials and Supplies	
	Sub Total	\$ 256,400.00
061100-7000-003-100-390	JOINT OPERATIONS LEE CO	\$ 185,000.00
	Payment To Joint Operations	
	Sub Total	\$ 185,000.00
061100-8101-003-300-000	MACHINERY & EQUIP CARRER & TEC	\$ 2,500.00
061100-8102-003-200-000	FURNITURE & FIXTURES SP ED SEC	\$ 500.00
061100-8102-003-300-000	FURNITURE & FIXTURES CAREER &	\$ 500.00
061100-8105-003-300-681	MACHINERY & EQUIPT (CARL PERKI	\$ 17,500.00
061100-8106-003-100-000	MACHINERY & EQUIPMENT COPIERS	\$ 44,000.00
	Capital Outlay	
	Sub Total	\$ 65,000.00
061100-1110-009-800-000	SALARIES VPI PRINCIPALS	\$ 24,580.00
061100-1120-009-800-000	SALARIES VPI TEACHERS	\$ 285,370.00
061100-1151-009-800-000	SALARIES VPI TEACHING ASST.	\$ 118,695.00
061100-1321-009-600-000	REMEDIAL PROGRAM SUMMER TEACHE	\$ 27,000.00
	Personal Services VPI	

	Sub Total	\$ 455,645.00
061100-2100-009-600-000	REMEDIAL PROGRAM SUMMER-FICA	\$ 2,065.00
061100-2100-009-800-000	FICA VPI	\$ 32,795.00
061100-2210-009-800-000	VRS VPI	\$ 42,980.00
061100-2220-009-800-000	VRS RET HYBRID VPI	\$ 24,235.00
061100-2300-009-800-000	HMP VPI	\$ 37,740.00
061100-2400-009-800-000	GLI VPI	\$ 3,590.00
061100-2510-009-800-000	VLDP HYBRID VPI	\$ 510.00
061100-2600-009-800-000	UNEMP. VPI	\$ 125.00
061100-2720-009-800-000	WORKERS COMP. VPI	\$ 740.00
061100-2750-009-800-000	HEALTH CR. VPI	\$ 3,290.00
	Employee Benefits	
	Sub Total	\$ 148,070.00
061100-6000-009-800-000	SUPPLIES VPI	\$ 3,000.00
061100-6033-009-600-000	REMEDIAL MATERIALS	\$ 130,000.00
	Materials and Supplies	
	Sub Total	\$ 133,000.00
	Total Instruction	\$ 23,291,363.00
61210	***Guidance Services***	
061210-1123-002-000-000	ELEM GUIDANCE COUNSELORS	\$ 283,585.00
	Personal Services Elem Guidance	
	Sub Total	\$ 283,585.00
061210-2100-002-000-000	FICA GUIDANCE ELEM	\$ 21,695.00
061210-2210-002-000-000	VRS RETIREMENT GUIDANCE ELEM	\$ 44,470.00
061210-2220-002-000-000	VRS HYBRID GUIDANCE ELEM	\$ -
061210-2300-002-000-000	HOSPITAL/MEDICAL GUIDANCE ELEM	\$ 17,280.00
061210-2400-002-000-000	VRS LIFE INS GUIDANCE ELEM	\$ 3,715.00
061210-2510-002-000-000	VLDP HYBRID GUIDANCE ELEM	\$ -
061210-2600-002-000-000	UNEMPLOYMENT INS GUIDANCE ELE	\$ 55.00
061210-2720-002-000-000	WORKMENS COMP GUIDANCE ELEM	\$ 765.00
061210-2750-002-000-000	VRS HEALTH INS CREDIT ELEM	\$ 3,405.00
	Employee Benefits Elem Guid	
	Sub Total	\$ 91,385.00
061210-5501-002-000-000	TVL/PROF DEV GUIDANCE ELEM	\$ 500.00
	Other Charges	
	Sub Total	\$ 500.00
061210-1123-003-000-000	SECONDARY GUIDANCE COUNSELORS	\$ 298,950.00
061210-1150-003-000-000	GUIDANCE SECRETARYS SECONDARY	\$ 76,155.00
	Personal Benefits Sec Guid	

	Sub Total	\$ 375,105.00
061210-2100-003-000-000	FICA GUIDANCE SEC	\$ 28,695.00
061210-2210-003-000-000	VRS RETIREMENT GUIDANCE SECOND	\$ 58,820.00
061210-2220-003-000-000	VRS HYBRID GUIDANCE SECONDARY	\$ -
061210-2300-003-000-000	HOSPITAL/MEDICAL GUIDANCE SECO	\$ 37,500.00
061210-2400-003-000-000	VRS LIFE INS GUIDANCE SECONDAR	\$ 4,915.00
061210-2510-003-000-000	VLDP HYBRID GUIDANCE SECONDARY	\$ -
061210-2600-003-000-000	UNEMPLOYMENT INS GUIDANCE SECO	\$ 85.00
061210-2720-003-000-000	WORKMENS COMP GUIDANCE SECONDA	\$ 1,015.00
061210-2750-003-000-000	VRS HEALTH INS CREDIT SECONDAR	\$ 4,505.00
	Employee Benefits Sec Guid	
	Sub Total	\$ 135,535.00
061210-5501-003-000-000	TVL/PROF DEV GUIDANCE SEC	\$ 500.00
	Other Charges	
	Sub Total	\$ 500.00
	Total Guidance	\$ 886,610.00
661220	***Social Worker Services***	
061220-1130-002-000-000	SOCIAL WORKER ELEMENTARY	\$ 26,250.00
	Personal Services	
	Sub Total	\$ 26,250.00
061220-2100-002-000-000	FICA ELEM	\$ 2,010.00
061220-2210-002-000-000	VRS RETIREMENT ELEM	\$ 4,120.00
061220-2220-002-000-000	VRS HYBRID SOCIAL WORKER ELEM	\$ -
061220-2300-002-000-000	HOSPITAL/MEDICAL ELEM	\$ -
061220-2400-002-000-000	VRS LIFE INSURANCE ELEM	\$ 345.00
061220-2510-002-000-000	VLDP HYBRID SOCIAL WORKER ELEM	\$ -
061220-2600-002-000-000	UNEMPLOYMENT INS SOCIAL WORKER	\$ 5.00
061220-2720-002-000-000	WORKMENS COMPENSATION ELEM	\$ 70.00
061220-2750-002-000-000	VRS HEALTH INSURANCE CREDIT EL	\$ 315.00
	Employee Benefits Elem	
	Sub Total	\$ 6,865.00
061220-1130-003-000-000	SOCIAL WORKER SECONDARY	\$ 26,255.00
	Personal Services	
	Sub Total	\$ 26,255.00
061220-2100-003-000-000	FICA SECONDARY	\$ 2,010.00
061220-2210-003-000-000	VRS RETIREMENT SECONDARY	\$ 4,120.00
061220-2220-003-000-000	VRS HYBRID SOCIAL WORK SECONDA	\$ -
061220-2300-003-000-000	HOSPITAL/MEDICAL SEC	\$ -
061220-2400-003-000-000	VRS LIFE INSURANCE SECONDARY	\$ 345.00

061220-2510-003-000-000	VLDP HYBRID SOCIAL WORK SECOND	\$ -
061220-2600-003-000-000	UNEMPLOYMENT INSURANCE SECONDA	\$ 5.00
061220-2720-003-000-000	WORKMENS COMPENSATION SECONDAR	\$ 70.00
061220-2750-003-000-000	VRS HEALTH INS CREDIT SECONDAR	\$ 315.00
	Employee Benefits Sec	
	Sub Total	\$ 6,865.00
	Total Social Worker Services	\$ 66,235.00
61230	***Homebound Instruction***	
061230-1121-002-000-000	ELEMENTARY HOMEBOUND TEACHER	\$ -
061230-1122-002-000-000	ELEM HOMEBOUND TEACHERS P T	\$ -
	Personal Services Elem Homebound	
	Sub Total	\$ -
061230-2100-002-000-000	FICA ELEM HOMEBOUND	\$ -
061230-2210-002-000-000	ELEMENTARY VRS HOMEBOUND TEACH	\$ -
061230-2300-002-000-000	ELEMENTARY HMP HOMEBOUND TEACH	\$ -
061230-2400-002-000-000	VRS GROUP LIFE INS-HOMEBOUND E	\$ -
061230-2750-002-000-000	VRS HEALTH INS CREDIT ELEM	\$ -
	Employee Benefits Elem Homebound	
	Sub Total	\$ -
061230-1121-003-000-000	SECONDARY HOMEBOUND TEACHERS	\$ 57,460.00
061230-1122-003-000-000	SEC HOMEBOUND TEACHERS P T	\$ 3,000.00
	Personal Services Sec Homebound	
	Sub Total	\$ 60,460.00
061230-2100-003-000-000	FICA SECONDARY HOMEBOUND	\$ 4,625.00
061230-2210-003-000-000	SEC HOME BOUND VRS-RETIREMENT	\$ 9,010.00
061230-2220-003-000-000	VRS HYBRID SEC HOMEBOUND	\$ -
061230-2300-003-000-000	SEC HOMEBOUND-HMP	\$ 5,520.00
061230-2400-003-000-000	SEC HOMEBOUND-VRS LIFE INS	\$ 755.00
061230-2510-003-000-000	VLDP HYBRID SEC HOMEBOUND	\$ -
061230-2600-003-000-000	UNEMPLOYMENT INSURANCE SECONDA	\$ 10.00
061230-2720-003-000-000	WORKMENS COMPENSATION SECONDAR	\$ 155.00
061230-2750-003-000-000	VRS HEALTH INSURANCE CREDIT SE	\$ 690.00
	Employee Benefits Sec Homebound	
	Sub Total	\$ 20,765.00
	Total Homebound Services	\$ 81,225.00
61310	***Improvement of Instruction***	
061310-1124-002-200-000	ELEM SPECIAL ED SUPERVISOR	\$ 84,220.00
061310-1125-002-000-000	ELEMENTARY SUPERVISOR	\$ 168,440.00

061310-1150-002-000-000	CLERICAL	\$ 42,410.00
061310-1150-002-200-000	CLERICAL SP ED	\$ 36,210.00
	Personal Services Elem Sup	
	Sub Total	\$ 331,280.00
061310-2100-002-000-000	FICA ELEM	\$ 16,130.00
061310-2100-002-200-000	FICA SP ED ELEM	\$ 9,215.00
061310-2210-002-000-000	VRS RETIREMENT ELEM	\$ 33,065.00
061310-2210-002-200-000	VRS RETIREMENT SPEC ED ELEM	\$ 18,885.00
061310-2220-002-000-000	VRS HYBRID ELEM SUPERVISOR	\$ -
061310-2220-002-200-000	VRS HYBRID SPEC ED ELEM	\$ -
061310-2300-002-000-000	HOSPITAL/MEDICAL ELEM SUPERVIS	\$ 13,680.00
061310-2300-002-200-000	HMP SPECIAL ED CLERICAL	\$ 480.00
061310-2400-002-000-000	VRS LIFE INSURANCE ELEM	\$ 2,765.00
061310-2400-002-200-000	VRS LIFE INSURANCE SP ED ELEM	\$ 1,580.00
061310-2510-002-000-000	VLDP HYBRID ELEM SP ED SUPERVI	\$ -
061310-2510-002-200-000	VLDP HYBRID ELEM SPEC ED	\$ -
061310-2600-002-000-000	UNEMPLOYMENT INSURANCE	\$ 35.00
061310-2600-002-200-000	UNEMPLOYMENT INSURANCE	\$ 20.00
061310-2720-002-000-000	WORKMENS COMPENSATION ELEM	\$ 570.00
061310-2720-002-200-000	WORKMENS COMPENSATION SP ED EL	\$ 325.00
061310-2750-002-000-000	VRS HEALTH INSURANCE CREDIT	\$ 2,530.00
061310-2750-002-200-000	VRS HIC SP ED ELEM	\$ 1,445.00
	Employee Benefits Elem Sup	
	Sub Total	\$ 100,725.00
061310-5501-002-000-000	TRAVEL ELEM	\$ 3,500.00
061310-5501-002-200-000	TRAVEL SP ED ELEM	\$ 500.00
	Other Charges	
	Sub Total	\$ 4,000.00
061310-1124-003-000-000	SECONDARY SUPERVISOR	\$ 87,990.00
061310-1150-003-000-000	CLERICAL	\$ 41,810.00
	Personal Services Sec Sup	
	Sub Total	\$ 129,800.00
061310-2100-003-000-000	FICA SECONDARY SUPERVISOR	\$ 9,945.00
061310-2210-003-000-000	VRS RETIREMENT	\$ 20,380.00
061310-2220-003-000-000	VRS HYBRID SECONDARY SUPERVISO	\$ -
061310-2300-003-000-000	HMP/SECONDARY SUPERVISOR	\$ 8,940.00
061310-2400-003-000-000	VRS LIFE INSURANCE	\$ 1,705.00
061310-2510-003-000-000	VLDP HYBRID SECONDARY SUPERVIS	\$ -
061310-2600-003-000-000	UNEMPLOYMENT INSURANCE	\$ 20.00
061310-2720-003-000-000	WORKMENS COMPENSATION	\$ 350.00
061310-2750-003-000-000	VRS HEALTH INSURANCE CREDIT SE	\$ 1,560.00
	Employee Benefits Sec Sup	
	Sub Total	\$ 42,900.00

061310-5501-003-000-000	SEC SUPERVISOR TRAVEL	\$ 2,500.00
	Other Charges	
	Sub Total	\$ 2,500.00
	Total Improvement of Instruction	\$ 611,205.00
61320	***Media Services***	
061320-1122-002-000-000	ELEMENTARY SCHOOL LIBRARIANS	\$ 294,895.00
	Personal Services Elem Librarians	
	Sub Total	\$ 294,895.00
061320-2100-002-000-000	FICA ELEMENTARY	\$ 22,560.00
061320-2210-002-000-000	VRS RETIREMENT ELEM	\$ 40,100.00
061320-2220-002-000-000	VRS HYBRID ELEM LIBRARIANS	\$ 6,140.00
061320-2300-002-000-000	HOSPITAL/MEDICAL ELEM	\$ 21,300.00
061320-2400-002-000-000	VRS LIFE INSURANCE ELEM	\$ 3,865.00
061320-2510-002-000-000	VLDP HYBRID ELEM LIBRARIANS	\$ 130.00
061320-2600-002-000-000	UNEMPLOYMENT INSURANCE ELEM	\$ 65.00
061320-2720-002-000-000	WORKMENS COMPENSATION ELEM	\$ 800.00
061320-2750-002-000-000	VRS HEALTH INSURANCE CREDIT EL	\$ 3,540.00
	Employee Benefits Elem Lib	
	Sub Total	\$ 98,500.00
061320-1122-003-000-000	SECONDARY LIBRARIANS	\$ 196,090.00
	Personal Services Sec Librarians	
	Sub Total	\$ 196,090.00
061320-2100-003-000-000	FICA SECONDARY	\$ 15,000.00
061320-2210-003-000-000	VRS RETIREMENT SECONDARY	\$ 30,750.00
061320-2220-003-000-000	VRS HYBRID SECONDARY LIBRARIAN	\$ -
061320-2300-003-000-000	HOSPITAL/MEDICAL SECONDARY	\$ 6,240.00
061320-2400-003-000-000	VRS LIFE INSURANCE SECONDARY	\$ 2,570.00
061320-2510-003-000-000	VLDP HYBRID SECONDARY LIBRARIA	\$ -
061320-2600-003-000-000	UNEMPLOYMENT INSURANCE SECONDA	\$ 45.00
061320-2720-003-000-000	WORKMENS COMPENSATION SECONDA	\$ 530.00
061320-2750-003-000-000	VRS HEALTH INSURANCE CREDIT SE	\$ 2,355.00
	Employee Benefits Sec Librarians	
	Sub Total	\$ 57,490.00
	Total Media Services	\$ 646,975.00
61410	***Office of Principal***	
061410-1126-002-000-000	ELEMENTARY PRINCIPALS	\$ 597,480.00
061410-1150-002-000-000	ELEMENTARY SECRETARIES	\$ 283,300.00

	Personal Services Elem Principals	
	Sub Total	\$ 880,780.00
061410-2100-002-000-000	FICA ELEMENTARY	\$ 67,380.00
061410-2210-002-000-000	VRS RETIREMENT ELEM	\$ 135,360.00
061410-2220-002-000-000	VRS HYBRID ELEM PRINCIPALS	\$ 2,750.00
061410-2300-002-000-000	HOSPITAL/MEDICAL ELEM	\$ 79,140.00
061410-2400-002-000-000	VRS-GROUP LIFE INS-ELEM	\$ 11,540.00
061410-2510-002-000-000	VLDP HYBRID ELEM PRINCIPALS	\$ 60.00
061410-2600-002-000-000	UNEMPLOYMENT INSURANCE ELEM	\$ 200.00
061410-2720-002-000-000	WORKMENS COMPENSATION ELEM	\$ 2,380.00
061410-2750-002-000-000	VRS HEALTH INSURANCE CREDIT EL	\$ 10,570.00
	Employee Benefits Elem Principals	
	Sub Total	\$ 309,380.00
061410-5501-002-000-000	TRAVEL ELEM	\$ 500.00
	Other Charges	
	Sub Total	\$ 500.00
061410-1126-003-000-000	SECONDARY PRINCIPALS	\$ 333,370.00
061410-1126-003-300-000	PRINCIPALS/CAREER & TECHNICAL	\$ 84,220.00
061410-1128-003-000-000	ASSISTANT PRINCIPAL SALARY	\$ 212,485.00
061410-1150-003-000-000	SECONDARY SECRETARIES	\$ 240,215.00
061410-1150-003-300-000	CAREER & TECHNICAL SECRETARIES	\$ 27,865.00
	Personal Services Sec Principals	
	Sub Total	\$ 898,155.00
061410-2100-003-000-000	FICA SECONDARY	\$ 60,135.00
061410-2100-003-300-000	FICA CAREER & TECHNICAL	\$ 8,575.00
061410-2210-003-000-000	VRS RETIREMENT SECONDARY	\$ 123,255.00
061410-2210-003-300-000	VRS RETIREMENT CAREER & TECHNI	\$ 17,575.00
061410-2220-003-000-000	VRS HYBRID SECONDARY PRINCIPAL	\$ -
061410-2220-003-300-000	VRS HYBRID CAREER & TECH PRINC	\$ -
061410-2300-003-000-000	HOSPITAL/MEDICAL SECONDARY	\$ 89,040.00
061410-2300-003-300-000	HOSPITAL/MEDICAL CAREER & TECH	\$ 8,940.00
061410-2400-003-000-000	VRS LIFE INSURANCE SECONDARY	\$ 10,300.00
061410-2400-003-300-000	VRS LIFE INSURANCE VOCATIONAL	\$ 1,470.00
061410-2510-003-000-000	VLDP HYBRID SECONDARY PRINCIPA	\$ -
061410-2510-003-300-000	VLDP HYBRID CAREER & TECH PRIN	\$ -
061410-2600-003-000-000	UNEMPLOYMENT INS	\$ 160.00
061410-2600-003-300-000	UNEMPLOYMENT INSURANCE-CAREER/	\$ 35.00
061410-2720-003-000-000	WORKMENS COMPENSATION SECONDAR	\$ 2,125.00
061410-2720-003-300-000	WORKMENS COMPENSATION VOCATION	\$ 305.00
061410-2750-003-000-000	VRS HEALTH INSURANCE CREDIT SE	\$ 9,435.00
061410-2750-003-300-000	VRS HEALTH INSURANCE CR CAREER	\$ 1,345.00
	Employee Benefits Sec Principals	
	Sub Total	\$ 332,695.00

061410-5501-003-000-000	TRAVEL SECONDARY	\$ 1,500.00
061410-5501-003-300-000	TRAVEL CAREER & TECHNICAL	\$ 500.00
	Other Charges	
	Sub Total	\$ 2,000.00
	Total Office of Principal	\$ 2,423,510.00
62110	***Board Services***	
062110-1111-009-000-000	BOARD MEMBERS	\$ 14,400.00
062110-1150-009-000-000	CLERK OF BOARD	\$ 21,405.00
	Personal Services	
	Sub Total	\$ 35,805.00
062110-2100-009-000-000	FICA	\$ 2,740.00
062110-2210-009-000-000	VRS RETIREMENT	\$ 3,360.00
062110-2220-009-000-000	VRS HYBRID BOARD SERVICES	\$ -
062110-2300-009-000-000	HOSPITAL/MEDICAL PLAN	\$ 6,000.00
062110-2400-009-000-000	VRS LIFE INSURANCE	\$ 280.00
062110-2510-009-000-000	VLDP HYBRID BOARD SERVICES	\$ -
062110-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 5.00
062110-2720-009-000-000	WORKMENS COMPENSATION	\$ 60.00
062110-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 260.00
	Employee Benefits Board Services	
	Sub Total	\$ 12,705.00
062110-5501-009-000-000	TRAVEL	\$ 4,000.00
	Other Charges	
	Sub Total	\$ 4,000.00
062110-6001-009-000-000	OFFICE SUPPLIES	\$ 1,000.00
	Materials and Supplies	
	Sub Total	\$ 1,000.00
	Total Board Services	\$ 53,510.00
62120	Executive Administration	
062120-1112-009-000-000	SUPERINTENDENT OF SCHOOLS	\$ 108,070.00
062120-1150-009-000-000	CLERK & SECRETARY	
	Personal Services	
	Sub Total	\$ 108,070.00
062120-2100-009-000-000	FICA	\$ 8,270.00
062120-2210-009-000-000	VRS RETIREMENT	\$ 16,945.00
062120-2220-009-000-000	VRS HYBRID SUPERTENDENT	\$ -

062120-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 8,940.00
062120-2400-009-000-000	VRS LIFE INSURANCE	\$ 1,415.00
062120-2510-009-000-000	VLDP HYBRID SUPERINTENDENT	\$ -
062120-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 10.00
062120-2720-009-000-000	WORKMENS COMPENSATION	\$ 305.00
062120-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 1,300.00
	Employee Benefits	
	Sub Total	\$ 37,185.00
062120-3120-009-000-000	AUDITING	\$ 7,500.00
062120-3122-009-000-000	PROFESSIONAL SERVICES	\$ 275,000.00
062120-3320-009-000-000	SERVICE CONTRACTS, COPIERS	\$ 20,000.00
062120-3600-009-000-000	ADVERTISING	\$ 12,500.00
	Purchased Services	
	Sub Total	\$ 315,000.00
062120-5501-009-000-000	TRAVEL	\$ 5,500.00
062120-5801-009-000-000	DUES/MEMBERSHIPS/SUBSCRIPTIONS	\$ 7,500.00
062120-5802-009-000-000	SUBSCRIPTIONS/MEMBERSHIPS (CO	\$ 500.00
062120-5803-009-000-000	SUBSCRIPTIONS/TRAVEL (CO ACCT C	\$ 500.00
	Other Charges	
	Sub Total	\$ 14,000.00
062120-6001-009-000-000	OFFICE SUPPLIES	\$ 8,500.00
	Materials and Supplies	
	Sub Total	\$ 8,500.00
062120-8102-009-000-000	FURNITURE & FIXTURES	\$ 3,000.00
	Capital Outlay	
	Sub Total	\$ 3,000.00
062120-9200-009-000-000	INTEREST	\$ 30,000.00
	Other Uses of Funds	
	Sub Total	\$ 30,000.00
	Total Executive Administration	\$ 515,755.00
62160	***Fiscal Services***	
062160-1150-009-000-000	PAYROLL CLERK	\$ 38,130.00
	Personal Services	
	Sub Total	\$ 38,130.00
062160-2100-009-000-000	FICA	\$ 2,920.00
062160-2210-009-000-000	VRS RETIREMENT	\$ 5,980.00
062160-2220-009-000-000	VRS HYBRID PAYROLL CLERK	\$ -
062160-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 5,760.00

062160-2400-009-000-000	VRS LIFE INSURANCE	\$ 500.00
062160-2510-009-000-000	VLDP HYBRID PAYROLL CLERK	\$ -
062160-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 10.00
062160-2720-009-000-000	WORKMENS COMPENSATION	\$ 105.00
062160-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 460.00
	Employee Benefits	
	Sub Total	\$ 15,735.00
062160-6001-009-000-000	OFFICE SUPPLIES	\$ 750.00
	Materials and Supplies	
	Sub Total	\$ 750.00
	Total Fiscal Services	\$ 54,615.00
62170	***Purchasing***	
062170-1150-009-000-000	PURCHASING CLERK	\$ 21,405.00
	Personal Services	
	Sub Total	\$ 21,405.00
062170-2100-009-000-000	FICA	\$ 1,640.00
062170-2210-009-000-000	VRS RETIREMENT	\$ 3,360.00
062170-2220-009-000-000	VRS HYBRID PURCHASING	\$ -
062170-2400-009-000-000	VRS LIFE INSURANCE	\$ 280.00
062170-2510-009-000-000	VLDP HYBRID PURCHASING	\$ -
062170-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 5.00
062170-2720-009-000-000	WORKMENS COMPENSATION	\$ 60.00
062170-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 260.00
	Employee Benefits	
	Sub Total	\$ 5,605.00
062170-6001-009-000-000	OFFICE SUPPLIES	\$ 1,500.00
	Materials and Supplies	
	Sub Total	\$ 1,500.00
	Total Purchasing	\$ 28,510.00
62210	***Attendance Services***	
062210-1130-009-000-000	SALARIES COURT INTERVENTION	\$ 60,000.00
	Personal Services	
	Sub Total	\$ 60,000.00
062210-2100-009-000-000	FICA COURT INTERVENTION	\$ 4,590.00
062210-2210-009-000-000	VRS-RETIREMENT	\$ 9,410.00
062210-2220-009-000-000	VRS HYBRID COURT INTERVENTION	\$ -
062210-2400-009-000-000	VRS-LIFE INSURANCE	\$ 790.00

062210-2510-009-000-000	VLDP HYBRID COURT INTERVENTION	\$ -
062210-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 10.00
062210-2720-009-000-000	WORKMENS COMPENSATION COURT IN	\$ 165.00
062210-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 720.00
	Employee Benefits	
	Sub Total	\$ 15,685.00
062210-5501-009-000-000	TRAVEL-COURT INTERVENTION	\$ 500.00
	Other Charges	
	Sub Total	\$ 500.00
	Total Attendance Services	\$ 76,185.00
62220	***Health***	
062220-1130-009-000-000	PHYSICAL/OCCUP THERAPIST SALAR	\$ 192,400.00
062220-1131-009-000-000	NURSE	\$ 43,805.00
062220-1132-009-000-000	HEALTH ASSISTANTS	\$ 329,210.00
062220-1133-009-000-000	PART TIME PHYSICAL THERAPIST S	\$ -
062220-1150-009-000-000	MEDICAID SPECIALIST	\$ 27,120.00
	Personal Services	
	Sub Total	592,535.00
062220-2100-009-000-000	FICA	\$ 45,330.00
062220-2210-009-000-000	VRS RETIREMENT	\$ 64,395.00
062220-2220-009-000-000	VRS RETIREMENT HYBRID PLAN	\$ 28,515.00
062220-2300-009-000-000	HOSPITAL/MEDICAL PLAN	\$ 54,780.00
062220-2400-009-000-000	VRS LIFE INSURANCE	\$ 7,765.00
062220-2510-009-000-000	VLDP FOR HYBRID EMPLOYEES	\$ 600.00
062220-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 170.00
062220-2720-009-000-000	WORKMENS COMPENSATION	\$ 1,600.00
062220-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 7,110.00
	Employee Benefits	
	Sub Total	\$ 210,265.00
062220-3110-009-000-000	PROFESSIONAL SERVICES	\$ 45,000.00
062220-3120-009-000-000	HEALTH DEPARTMENT SERVICES	\$ 1,500.00
	Purchased Services	
	Sub Total	\$ 46,500.00
062220-5501-009-000-000	TRAVEL	\$ 2,500.00
	Other Charges	
	Sub Total	\$ 2,500.00
062220-6004-009-000-000	MEDICAL & LABORTATORY SUPPLIES	\$ 2,000.00
	Materials and Supplies	
	Sub Total	\$ 2,000.00

062220-8101-009-000-000	MACHINERY & EQUIPMENT	\$ 2,500.00
	Capital Outlay	
	Sub Total	\$ 2,500.00
	Total Health	\$ 856,300.00
62230	***Psychological***	
062230-1130-009-000-000	PSYCHOLOGIST	\$ 69,755.00
	Personal Services	
	Sub Total	\$ 69,755.00
062230-2100-009-000-000	FICA	\$ 5,340.00
062230-2210-009-000-000	VRS RETIREMENT	\$ 10,940.00
062230-2220-009-000-000	VRS HYBRID PSYCHOLOGIST	\$ -
062230-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 6,840.00
062230-2400-009-000-000	VRS LIFE INSURANCE	\$ 915.00
062230-2510-009-000-000	VLDP HYBRID PSYCHOLOGIST	\$ -
062230-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 10.00
062230-2720-009-000-000	WORKMENS COMPENSATION	\$ 190.00
062230-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 840.00
	Employee Benefits	
	Sub Total	\$ 25,075.00
062230-3110-009-000-000	PSYCHOLOGICAL TESTING	\$ 750.00
	Purchased Services	
	Sub Total	\$ 750.00
062230-5501-009-000-000	TRAVEL	\$ 1,000.00
	Other Charges	
	Sub Total	\$ 1,000.00
062230-6001-009-000-000	TESTING SUPPLIES	\$ 500.00
	Materials and Supplies	
	Sub Total	\$ 500.00
	Total Psychological	\$ 97,080.00
63100	***Transportation***	
063100-1114-009-000-000	TRANSPORTATION SUPERVISOR	\$ 59,980.00
063100-1150-009-000-000	TRANSPORTATION CLERK	\$ 27,120.00
	Personal Services	
	Sub Total	\$ 87,100.00
063100-2100-009-000-000	FICA	\$ 6,665.00

063100-2210-009-000-000	VRS RETIREMENT	\$ 9,405.00
063100-2220-009-000-000	VRS HYBRID TRANSPORTATION	\$ 4,255.00
063100-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 6,840.00
063100-2400-009-000-000	VRS LIFE INSURANCE	\$ 1,145.00
063100-2510-009-000-000	VLDP HYBRID TRANSPORTATION	\$ 90.00
063100-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 20.00
063100-2720-009-000-000	WORKMENS COMPENSATION	\$ 235.00
063100-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 1,045.00
	Employee Benefits	
	Sub Total	\$ 29,700.00
063100-5501-009-000-000	TRAVEL	\$ 1,000.00
	Other Charges	
	Sub Total	\$ 1,000.00
063100-6014-009-000-000	OTHER OPERATING SUPPLIES	\$ 1,000.00
	Materials and Supplies	
	Sub Total	\$ 1,000.00
	Total Transportation	\$ 118,800.00
63200	***Vehicle Operation***	
063200-1170-009-000-000	BUS DRIVERS	\$ 685,175.00
063200-1570-009-000-000	SUBSTITUTE BUS DRIVERS	\$ 20,000.00
063200-1571-009-000-000	DRIVERS EXTRA TRIPS	\$ 20,000.00
063200-1572-009-000-000	DRIVERS SUMMER SCHOOL	\$ 3,000.00
063200-1573-009-000-000	DRIVERS 21ST CENT SES	\$ 11,640.00
063200-1574-009-000-000	DRIVERS 21ST CENT DPS	\$ 11,640.00
063200-1575-009-000-000	DRIVERS 21ST CENT NES	\$ 11,640.00
	Personal Services	
	Sub Total	\$ 763,095.00
063200-2100-009-000-000	FICA BUS DRIVERS 21ST CENT SES	\$ 890.00
063200-2103-009-000-000	FICA BUS DRIVERS 21ST CENT DPS	\$ 890.00
063200-2104-009-000-000	FICA BUS DRIVERS	\$ 55,705.00
063200-2105-009-000-000	FICA BUS DRIVERS 21ST CENT NES	\$ 890.00
063200-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 1,920.00
063200-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 480.00
063200-2720-009-000-000	WORKMENS COMPENSATION	\$ 26,995.00
	Employee Benefits	
	Sub Total	\$ 87,770.00
063200-3110-009-000-000	HEALTH SERVICES, DRUG TESTS	\$ 11,000.00
063200-3420-009-000-000	PRIVATE CARRIER	\$ 1,500.00
	Purchased Services	
	Sub Total	\$ 12,500.00

063200-5305-009-000-000	MOTOR VEHICLE INSURANCE	\$ 33,000.00
	Other Charges	
	Sub Total	\$ 33,000.00
063200-6008-009-000-000	VEHICLE FUEL	\$ 275,000.00
063200-6014-009-000-000	OTHER OPERATING SUPPLIES	\$ 1,000.00
	Materials and Supplies	
	Sub Total	\$ 276,000.00
063200-8105-009-000-000	SCHOOL BUS REPLACEMENT	
	Capital Outlay	
	Sub Total	\$ -
	Total Vehicle Operations	\$ 1,172,365.00
63400	***Vehicle Maintenance***	
063400-1165-009-000-000	MECHANICS	\$ 160,920.00
	Personal Services	
	Sub Total	\$ 160,920.00
063400-2100-009-000-000	FICA	\$ 12,310.00
063400-2210-009-000-000	VRS RETIREMENT	\$ 10,105.00
063400-2220-009-000-000	VRS HYBRID MECHANICS	\$ -
063400-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 11,760.00
063400-2400-009-000-000	VRS LIFE INSURANCE	\$ 2,110.00
063400-2510-009-000-000	VLDP HYBRID MECHANICS	\$ -
063400-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 45.00
063400-2720-009-000-000	WORKMENS COMPENSATION	\$ 4,010.00
	Employee Benefits	
	Sub Total	\$ 40,340.00
063400-5501-009-000-000	TRAVEL	\$ 500.00
	Other Charges	
	Sub Total	\$ 500.00
063400-6009-009-000-000	VEHICLE PARTS, ETC.	\$ 200,000.00
	Materials and Supplies	
	Sub Total	\$ 200,000.00
	Total Vehicle Maintenance	\$ 401,760.00
64100	***Operation and Maintenance	
064100-1115-009-000-000	SUPERVISOR MAINTENANCE	\$ 68,955.00
064100-1150-009-000-000	CLERICAL	\$ 27,865.00

	Personal Services	
	Sub Total	\$ 96,820.00
064100-2100-009-000-000	FICA	\$ 7,410.00
064100-2210-009-000-000	VRS RETIREMENT	\$ 15,185.00
064100-2220-009-000-000	VRS HYBRID MAINTENANCE	\$ -
064100-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ -
064100-2400-009-000-000	VRS LIFE INSURANCE	\$ 1,270.00
064100-2510-009-000-000	VLDP HYBRID MAINTENANCE	\$ -
064100-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 20.00
064100-2720-009-000-000	WORKMENS COMPENSATION	\$ 265.00
064100-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	\$ 1,165.00
	Employee Benefits	
	Sub Total	\$ 25,315.00
064100-5501-009-000-000	TRAVEL	\$ 1,000.00
	Other Charges	
	Sub Total	\$ 1,000.00
	Total Operation and Maintenance	\$ 123,135.00
64200	***Building Services***	
064200-1161-009-000-000	CARPENTERS (TRADES)	\$ 416,935.00
064200-1162-009-000-000	SALARIES P-TIME CUSTODIANS	\$ 44,100.00
064200-1191-009-000-000	CUSTODIANS	\$ 1,123,845.00
064200-1192-009-000-000	CUSTODIAN/CAFÉ' 21ST CENT SES	\$ 5,700.00
064200-1193-009-000-000	CUSTODIAN/CAFÉ' 21ST CENT DPS	\$ 5,700.00
064200-1194-009-000-000	CUSTODIAN/CAFÉ' 21ST CENT NES	\$ 5,700.00
	Personal Services	
	Sub Total	\$ 1,601,980.00
064200-2100-009-000-000	FICA	\$ 121,245.00
064200-2102-009-000-000	FICA CUSTODIANS/CAFÉ' 21ST CENT SES	\$ 285.00
064200-2103-009-000-000	FICA CUSTODIANS/CAFÉ' 21ST CENT DPS	\$ 285.00
064200-2104-009-000-000	FICA CUSTODIANS/CAFÉ' 21ST CENT NES	\$ 285.00
064200-2210-009-000-000	VRS RETIREMENT	\$ 63,390.00
064200-2220-009-000-000	VRS HYBRID BLDG SERVICES	\$ 33,375.00
064200-2300-009-000-000	HOSPITAL MEDICAL/PLAN	\$ 238,320.00
064200-2400-009-000-000	VRS LIFE INSURANCE	\$ 20,185.00
064200-2510-009-000-000	VLDP HYBRID BUILDING SERVICES	\$ 1,755.00
064200-2600-009-000-000	UNEMPLOYMENT INSURANCE	\$ 540.00
064200-2720-009-000-000	WORKMENS COMPENSATION	\$ 38,365.00
	Employee Benefits	
	Sub Total	\$ 518,030.00
064200-3131-009-000-000	PURCHASED SERVICES	\$ 69,250.00

064200-3320-009-000-000	MAINTENANCE SERVICE CONTRACTS	\$ 73,775.00
	Purchased Services	
	Sub Total	\$ 143,025.00
064200-5101-009-000-000	ELECTRICAL SERVICE	\$ 850,000.00
064200-5102-009-000-000	HEATING SERVICE	\$ 110,210.00
064200-5103-009-000-000	WATER & SEWER SERVICES	\$ 111,755.00
064200-5201-009-000-000	POSTAGE	\$ 3,500.00
064200-5302-009-000-000	PROPERTY LIABILITY INSURANCE	\$ 115,000.00
064200-5307-009-000-000	STUDENT INSURANCE	\$ 31,000.00
064200-5504-009-000-000	TRAVEL	\$ 4,400.00
	Other Charges	
	Sub Total	\$ 1,225,865.00
064200-6000-009-000-000	SPORTS COMPLEX DONATIONS	\$ -
064200-6005-009-000-000	JANITORIAL SUPPLIES	\$ 200,000.00
064200-6007-009-000-000	REPAIR & MAINTENANCE SUPPLIES	\$ 215,000.00
	Materials and Supplies	
	Sub Total	\$ 415,000.00
064200-8100-009-000-000	RENOVATIONS	\$ 220,000.00
064200-8101-009-000-000	MACHINERY & EQUIPMENT	\$ 35,000.00
064200-8102-009-000-000	FURNITURE & SUPPLIES	\$ 3,500.00
064200-8103-009-000-000	PRESCHOOL GRANT PLAYGROUND EQU	\$ -
064200-8104-009-000-000	SCHOOL SECURITY EQUIPMENT GRAN	\$ -
064200-8105-009-000-000	PC PAYMENT TO CONTRACTOR	\$ -
	Capital Outlay	
	Sub Total	\$ 258,500.00
064300-6000-009-000-000	Ground Services-Materials & Supplies	\$ -
	Sub Total	\$ -
064500-8200-009-000-000	Additional Motor Vehicles/Equip	\$ -
	Sub Total	\$ -
	Total Building Services	\$ 4,162,400.00
67100	***Payment To Performance Contract***	
067100-9100-000-000-000	PRINCIPAL PAYMENTS FOR PC	\$ 269,000.00
067100-9110-000-000-000	MAINTENANCE CONSTR PROJ PRINC	\$ -
067100-9200-000-000-000	INTEREST PAYMENTS FOR PC	\$ 99,928.00
067110-9210-000-000-000	MAINTENANCE CONSTR PROJ INTEREST	\$ -
	Other Use of Funds	
	Sub Total	\$ 368,928.00
	Total Payment To Performance Contract	\$ 368,928.00

68100-0009	***Technology Classroom Instruction***	
068100-1120-009-000-000	TECHNOLOGY INSTRUCTION	\$ 172,420.00
	Personal Services	
	Sub Total	\$ 172,420.00
068100-2100-009-000-000	TECHNOLOGY FICA	\$ 13,190.00
068100-2210-009-000-000	TECHNOLOGY RETIREMENT	\$ 27,040.00
068100-2220-009-000-000	VRS HYBRID TECHNOLOGY SRV	\$ -
068100-2300-009-000-000	TECHNOLOGY HMP	\$ 14,700.00
068100-2400-009-000-000	TECH-VRS LIFE INSURANCE	\$ 2,260.00
068100-2510-009-000-000	VLDP HYBRID TECHNOLOGY INST	\$ -
068100-2600-009-000-000	TECHNOLOGY UNEMPLOYMENT	\$ 45.00
068100-2720-009-000-000	TECH INSTRUCTION WORKMAN'S COM	\$ 465.00
068100-2750-009-000-000	TECHNOLOGY VRS HEALTH INS CRED	\$ 2,070.00
	Employee Benefits	
	Sub Total	\$ 59,770.00
068100-3003-009-000-681	TECH STAFF DEVELOPMENT PERKINS	\$ 13,000.00
	Purchased Services	
	Sub Total	\$ 13,000.00
068100-5002-009-000-000	TECH-FIBER LEASE/INTERNET	\$ 162,135.00
068100-5003-009-000-000	TECH TRANSMISSION COST((SVETN)	\$ -
068100-5501-009-000-000	TECHNOLOGY TRAVEL	\$ 4,500.00
	Other Charges	
	Sub Total	\$ 166,635.00
068100-6000-009-000-000	TECH-MATERIALS/SUPPLIES (LOCAL	\$ 13,000.00
068100-6042-009-000-000	TECH-SOFTWARE MAINT ETC	\$ 185,000.00
068100-6043-009-000-000	TECH-SOFTWARE LOCAL	\$ 25,000.00
068100-6044-009-000-681	COMPUTER SOFTWARE (CARL PERKINS)	\$ -
	Materials and Supplies	
	Sub Total	\$ 223,000.00
068100-8110-009-000-000	TECH-HARDWARE REPLACE-VP SA	\$ 388,000.00
068100-8111-009-000-000	TECH-HARDWARE REPLACE (LOCAL)	\$ 77,600.00
068100-8112-009-000-681	TECH-HARDWAR REPLACE-PERKINS	\$ 13,000.00
068100-8113-009-000-390	TECH HARDWARE ALT.ED.	\$ 26,000.00
	Capital Outlay	
	Sub Total	\$ 504,600.00
	Total Technology Classroom Instruction	\$ 1,139,425.00
68200	***Technology Instructional Support***	

[illegible]

Cafeteria Budget 2019-20		
GL Account Number	GL Account Description	2019-20
15000	Cafeteria Enterprise Revenue	
	Interest	
015010-0001-000-000-000	INTEREST ON BANK DEPOSITS	\$ -
	Total Interest	\$ -
	Rebates	
018030-0001-000-000-000	REBATES	\$ -
018030-0002-000-000-000	HEARTLAND GOING GREEN CREDIT	\$ -
	Total Rebates	\$ -
	School Food Sales	
018990-0002-000-000-000	DUFFIELD ELEMENTARY SCHOOL	\$ 10,000.00
018990-0003-000-000-000	DUNGANNON ELEMENTARY SCHOOL	\$ 2,000.00
018990-0005-000-000-000	FORT BLACKMORE ELEMENTARY SC	\$ 2,000.00
018990-0007-000-000-000	HILTON ELEMENTARY SCHOOL	\$ 24,000.00
018990-0008-000-000-000	GATE CITY MIDDLE SCHOOL	\$ 100,000.00
018990-0009-000-000-000	NICKELSVILLE ELEMENTARY SCHO	\$ 31,000.00
018990-0011-000-000-000	RYE COVE HIGH SCHOOL	\$ 40,000.00
018990-0012-000-000-000	RYE COVE INTERMEDIATE SCHOOL	\$ 35,000.00
018990-0013-000-000-000	SHOEMAKER ELEMENTARY SCHOOL	\$ 15,000.00
018990-0014-000-000-000	TWIN SPRINGS HIGH SCHOOL	\$ 27,000.00
018990-0016-000-000-000	WEBER CITY ELEMENTARY SCHOOL	\$ 45,000.00
018990-0017-000-000-000	YUMA ELEMENTARY SCHOOL	\$ 35,000.00
018990-0020-000-000-000	SCOTT COUNTY HEADSTART	\$ 80,000.00
018990-0030-000-000-000	ALA CARTE & ADULT MEALS	\$ 141,012.00
	Total School Food Sales	\$ 587,012.00
	Breakfast Incentives	
024020-0014-000-000-000	BREAKFAST INCENTIVE	\$ 10,000.00
024020-0015-000-000-000	STATE FUNDS FOOD SERVICES	\$ 32,000.00
024020-0016-000-000-000	BREAKFAST IN THE CLASSROOM	\$ 11,000.00
024020-0018-000-000-000		
	Total Breakfast Incentives	\$ 53,000.00

	Federal Funds Food Services	
033020-0013-000-000-000	FEDERAL FUNDS FOOD SERVICES	\$ 1,350,000.00
033020-0014-000-000-000	NSLP COMBINED (10.555)	
00017-000-00	SUPPER PROGRAMS	\$ 230,000.00
033020-0016-000-000-000	FRESH FRUITS & VEG (10.582)	\$ 45,000.00
0019-000-000	PROJECT 365	\$ -
	Total Federal Funds Food Services	\$ 1,625,000.00
	Other Miscellaneous Funds	
061899-0012-000-000-000	OTHER MISCELLANEOUS FUNDS	\$ 1,500.00
061899-0013-000-000-000	OTHER MISCELLANEOUS FUNDS	
	Total Miscellaneous Funds	\$ 1,500.00
	Transfers In	
067200-0001-000-000-000	TRANSFERS FROM SCHOOL FUND	\$ -
	Total Transfers From School Fund	\$ -
	Transfers Out	
093000-0001-000-000-000	TRANSFER TO SCHOOL FUND	\$ 100,000.00
	Total Transfers To School Fund	\$ 100,000.00
	Total Cafeteria Revenue	\$ 2,166,512.00

Cafeteria Budget 2019-20			
GL Account Number	GL Account Description	Expense Dept	Budget Entry 2019/20 Step + 1%
065100-2999-000-000-000	Budget transfer general fund	ADMIN	\$ -
065100-3000-000-000-000	CONTRACTED SERVICES	ADMIN	\$ 30,000.00
065100-3001-000-000-000	CENTRAL OFFICE SALARY& FRING	ADMIN	\$ 140,000.00
065100-5401-000-000-000	OFFICE SUPPLES/CAFÉ SHOES	ADMIN	\$ 9,500.00
	Other Costs Total		\$ 179,500.00
065100-1193-002-000-000	TOTAL SALARIES	DUFFIELD PRIMARY	\$ 59,530.00
065100-1393-002-000-000	SUBS	DUFFIELD PRIMARY	\$ 1,500.00
	DPS Salaries Subtotal		\$ 61,030.00
065100-2100-002-000-000	FICA	DUFFIELD PRIMARY	\$ 4,668.00
065100-2210-002-000-000	VRS RETIREMENT	DUFFIELD PRIMARY	\$ 3,832.00
065100-2220-002-000-000	VRS HYBRID RETIREMENT	DUFFIELD PRIMARY	
065100-2300-002-000-000	HOSPITALIZATION	DUFFIELD PRIMARY	\$ 14,000.00
065100-2400-002-000-000	VRS LIFE INSURANCE	DUFFIELD PRIMARY	\$ 800.00
065100-2510-002-000-000	VLDP HYBRID PLAN	DUFFIELD PRIMARY	
065100-2600-002-000-000	UNEMPLOYMENT INSURANCE	DUFFIELD PRIMARY	\$ 50.00
	DPS Fringes Subtotal		\$ 23,350.00
065100-5501-002-000-000	TRAVEL	DUFFIELD PRIMARY	\$ 50.00
	DPS Travel Subtotal		\$ 50.00
065100-6000-002-000-000	OTHER MATERIALS & SUPPLIES	DUFFIELD PRIMARY	\$ 6,000.00
065100-6002-002-000-000	FOOD SUPPLIES & SERVICES	DUFFIELD PRIMARY	\$ 85,000.00
065100-6005-002-000-000	HOUSEKEEPING & JANITORIAL SU	DUFFIELD PRIMARY	
	DPS Materials and Supplies Subtotal		\$ 91,000.00
065100-7000-002-000-000	ADMIN COSTS-FFVP GRANT	DUFFIELD PRIMARY	
065100-7001-002-000-000	PURCHASED SRV-FFVP GRANT	DUFFIELD PRIMARY	\$ 17,000.00
065100-7002-002-000-000	FOOD SUPPLIES-FFVP GRANT	DUFFIELD PRIMARY	
065100-7003-002-000-000	SALARIES - FFVP GRANT	DUFFIELD PRIMARY	\$ 3,000.00
065100-7004-002-000-000	FICA - FFVP GRANT	DUFFIELD PRIMARY	
065100-7005-002-000-000	UNEMPLOYMENT - FFVP GRANT	DUFFIELD PRIMARY	
	DPS FFVP Grant Subtotal		\$ 20,000.00
065100-8100-002-000-000	CAPITAL OUTLAY REPLACEMENT	DUFFIELD PRIMARY	
065100-8101-002-000-000	MACHINERY & EQUIPMENT	DUFFIELD PRIMARY	\$ 2,000.00
065100-8102-002-000-000	CAFÉ MAINTNEANCE FEE	DUFFIELD PRIMARY	
	DPS Equipment Subtotal		\$ 2,000.00

	Total DPS Cafeteria		\$ 197,430.00
065100-1193-003-000-000	TOTAL SALARIES	DUNGANNON ELEMENTARY	\$ 28,230.00
065100-1393-003-000-000	SUBS	DUNGANNON ELEMENTARY	\$ 1,000.00
	DIS Salaries Subtotal		\$ 29,230.00
065100-2100-003-000-000	FICA	DUNGANNON ELEMENTARY	\$ 2,159.00
065100-2210-003-000-000	VRS RETIREMENT	DUNGANNON ELEMENTARY	\$ 1,429.00
065100-2220-003-000-000	VRS HYBRID RETIREMENT	DUNGANNON ELEMENTARY	\$ 340.00
065100-2300-003-000-000	HOSPITALIZATION	DUNGANNON ELEMENTARY	\$ 6,390.00
065100-2400-003-000-000	VRS LIFE INSURANCE	DUNGANNON ELEMENTARY	\$ 369.00
065100-2510-003-000-000	VLDP HYBRID PLAN	DUNGANNON ELEMENTARY	\$ 25.00
065100-2600-003-000-000	UNEMPLOYMENT INSURANCE	DUNGANNON ELEMENTARY	\$ 25.00
	DIS Salaries Subtotal		\$ 10,737.00
065100-5501-003-000-000	TRAVEL	DUNGANNON ELEMENTARY	\$ 50.00
	DIS Travel Subtotal		\$ 50.00
065100-6000-003-000-000	OTHER MATERIALS & SUPPLIES	DUNGANNON ELEMENTARY	\$ 2,500.00
065100-6002-003-000-000	FOOD SUPPLIES & SERVICES	DUNGANNON ELEMENTARY	\$ 35,000.00
065100-6005-003-000-000	HOUSEKEEPING & JANITORIAL SU	DUNGANNON ELEMENTARY	
	DIS Materials and Supplies Subtotal		\$ 37,500.00
065100-7000-003-000-000	ADMIN COSTS-FFVP GRANT	DUNGANNON ELEMENTARY	
065100-7001-003-000-000	PURCHASED SRV-FFVP GRANT	DUNGANNON ELEMENTARY	
065100-7002-003-000-000	FOOD SUPPLIES-FFVP GRANT	DUNGANNON ELEMENTARY	\$ 2,000.00
065100-7003-003-000-000	SALARIES-FFVP GRANT	DUNGANNON ELEMENTARY	\$ 1,500.00
065100-7004-003-000-000	FICA-FFVP GRANT	DUNGANNON ELEMENTARY	\$ 200.00
065100-7005-003-000-000	UNEMPLOYMENT-FFVP GRANT	DUNGANNON ELEMENTARY	\$ 25.00
	DIS FFVP Grant Subtotal		\$ 3,725.00
065100-8101-003-000-000	MACHINERY & EQUIPMENT	DUNGANNON ELEMENTARY	\$ 2,000.00
065100-8102-003-000-000	CAFÉ MAINTENANCE FEE	DUNGANNON ELEMENTARY	\$ 1,100.00
	DIS Equipment Subtotal		\$ 3,100.00
	Total DIS Cafeteria		\$ 84,342.00
065100-1193-005-000-000	TOTAL SLARIES	FT BLACKMORE ELEMENTARY	\$ 28,215.00
065100-1393-005-000-000	SUBS	FT BLACKMORE ELEMENTARY	\$ 1,000.00
	FBPS Salaries Subtotal		\$ 29,215.00
065100-2100-005-000-000	FICA	FT BLACKMORE ELEMENTARY	\$ 2,158.00
065100-2210-005-000-000	VRS RETIREMENT	FT BLACKMORE ELEMENTARY	\$ 1,772.00
065100-2220-005-000-000	VRS HYBRID RETIREMENT	FT BLACKMORE ELEMENTARY	
065100-2300-005-000-000	HOSPITALIZATION	FT BLACKMORE ELEMENTARY	\$ 5,800.00

065100-2400-005-000-000	VRS LIFE INSURANCE	FT BLACKMORE ELEMENTARY	\$ 369.00
065100-2510-005-000-000	VLDP HYBRID PLAN	FT BLACKMORE ELEMENTARY	
065100-2600-005-000-000	UNEMPLOYMENT INSURANCE	FT BLACKMORE ELEMENTARY	\$ 20.00
	FBPS Fringes Subtotal		\$ 10,119.00
065100-5501-005-000-000	TRAVEL	FT BLACKMORE ELEMENTARY	\$ 50.00
	FBPS Travel Subtotal		\$ 50.00
065100-6000-005-000-000	OTHER MATERIALS & SUPPLIES	FT BLACKMORE ELEMENTARY	\$ 3,000.00
065100-6002-005-000-000	FOOD SUPPLIES & SERVICES	FT BLACKMORE ELEMENTARY	\$ 36,000.00
065100-6005-005-000-000	HOUSEKEEPING & JANITORIAL SU	FT BLACKMORE ELEMENTARY	
	FBPS Materials and Supplies Subtotal		\$ 39,000.00
065100-7000-005-000-000	ADMIN COSTS-FFVP GRANT	FT BLACKMORE ELEMENTARY	
065100-7001-005-000-000	PURCHASED SRV-FFVP GRANT	FT BLACKMORE ELEMENTARY	
065100-7002-005-000-000	FOOD SUPPLIES-FFVP GRANT	FT BLACKMORE ELEMENTARY	\$ 2,000.00
065100-7003-005-000-000	SALARIES-FFVP GRANT	FT BLACKMORE ELEMENTARY	\$ 2,000.00
065100-7004-005-000-000	FICA-FFVP GRANT	FT BLACKMORE ELEMENTARY	\$ 200.00
065100-7005-005-000-000	UNEMPLOYMENT-FFVP GRANT	FT BLACKMORE ELEMENTARY	\$ 25.00
	FBPS FFVP Grant Subtotal		\$ 4,225.00
065100-8101-005-000-000	MACHINERY & EQUIPMENT	FT BLACKMORE ELEMENTARY	\$ 2,000.00
065100-8102-005-000-000	CAFÉ MAINTENANCE FEE	FT BLACKMORE ELEMENTARY	\$ 1,100.00
	FBPS Equipment Subtotal		\$ 3,100.00
	Total FBPS Cafeteria		\$ 85,709.00
065100-1193-007-000-000	TOTAL SALARIES	HILTON ELEMANTARY	\$ 34,920.00
065100-1393-007-000-000	SUBS	HILTON ELEMANTARY	\$ 1,000.00
	HES Salaries Subtotal		\$ 35,920.00
065100-2100-007-000-000	FICA	HILTON ELEMANTARY	\$ 2,625.00
065100-2210-007-000-000	VRS RETIREMENT	HILTON ELEMANTARY	\$ 1,250.00
065100-2220-007-000-000	VRS HYBRID RETIREMENT	HILTON ELEMANTARY	
065100-2300-007-000-000	HOSPITALIZATION	HILTON ELEMANTARY	\$ 2,000.00
065100-2400-007-000-000	VRS LIFE INSURANCE	HILTON ELEMANTARY	\$ 260.00
065100-2510-007-000-000	VLDP HYBRID PLAN	HILTON ELEMANTARY	
065100-2600-007-000-000	UNEMPLOYMENT INSURANCE	HILTON ELEMANTARY	\$ 20.00
	HES Fringes Subtotal		\$ 6,155.00
065100-5501-007-000-000	TRAVEL	HILTON ELEMANTARY	\$ 50.00
	HES Travel Subtotal		\$ 50.00
065100-6000-007-000-000	OTHER MATERIALS & SUPPLIES	HILTON ELEMANTARY	\$ 6,000.00

065100-6002-007-000-000	FOOD SUPPLIES & SERVICES	HILTON ELEMANTARY	\$ 45,000.00
065100-6005-007-000-000	HOUSEKEEPING & JANITORIAL SU	HILTON ELEMANTARY	
	HES Materials and Supplies Subtotal		\$ 51,000.00
065100-7000-007-000-000	ADMINISTRATION COSTS-FFVP GR	HILTON ELEMANTARY	
065100-7001-007-000-000	PURCHASED SRV-FFVP GRANT	HILTON ELEMANTARY	
065100-7002-007-000-000	FOOD SUPPLIES-FFVP GRANT	HILTON ELEMANTARY	
065100-7003-007-000-000	SALARIES-FFVP-GRANT	HILTON ELEMANTARY	
065100-7004-007-000-000	FICA-FFVP GRANT	HILTON ELEMANTARY	
065100-7005-007-000-000	UNEMPLOYMENT-FFVP GRANT	HILTON ELEMANTARY	
	HES FFVP Grant Subtotal		\$ -
065100-8101-007-000-000	MACHINERY & EQUIPMENT	HILTON ELEMANTARY	\$ 2,000.00
065100-8102-007-000-000	CAFÉ MAINTENANCE FEE	HILTON ELEMANTARY	\$ 1,100.00
	HES Equipment Subtotal		\$ 3,100.00
	Total HES Cafeteria		\$ 96,225.00
065100-1193-008-000-000	TOTAL SALARIES	GATE CITY MIDDLE SCHOOL	\$ 115,740.00
065100-1393-008-000-000	SUBS	GATE CITY MIDDLE SCHOOL	\$ 3,000.00
	GCMS Salaries Subtotal		\$ 118,740.00
065100-2100-008-000-000	FICA	GATE CITY MIDDLE SCHOOL	\$ 8,854.00
065100-2210-008-000-000	VRS RETIREMENT	GATE CITY MIDDLE SCHOOL	\$ 7,268.00
065100-2220-008-000-000	VRS HYBRID RETIREMENT	GATE CITY MIDDLE SCHOOL	
065100-2300-008-000-000	HOSPITALIZATION	GATE CITY MIDDLE SCHOOL	\$ 24,500.00
065100-2400-008-000-000	VRS LIFE INSURANCE	GATE CITY MIDDLE SCHOOL	\$ 1,516.00
065100-2510-008-000-000	VLDP HYBRID PLAN	GATE CITY MIDDLE SCHOOL	
065100-2600-008-000-000	UNEMPLOYMENT INSURANCE	GATE CITY MIDDLE SCHOOL	\$ 65.00
	GCMS Fringes Subtotal		\$ 42,203.00
065100-5000-008-000-000	SCHOOL NUTRITION PROGRAM	GATE CITY MIDDLE SCHOOL	
065100-5501-008-000-000	TRAVEL	GATE CITY MIDDLE SCHOOL	\$ 50.00
065100-5801-008-000-000	PENALTIES	GATE CITY MIDDLE SCHOOL	
	GCMS Travel Subtotal		\$ 50.00
065100-6000-008-000-000	OTHER MATERIALS & SUPPLIES	GATE CITY MIDDLE SCHOOL	\$ 15,000.00
065100-6002-008-000-000	FOOD SUPPLIES & SERVICES	GATE CITY MIDDLE SCHOOL	\$ 185,000.00
065100-6005-008-000-000	HOUSEKEEPING & JANITORIAL SU	GATE CITY MIDDLE SCHOOL	
065100-6006-008-000-000	REFUND FOOD SALES	GATE CITY MIDDLE SCHOOL	
	GCMS Materials and Supplies Subtotal		\$ 200,000.00
065100-8101-008-000-000	MACHINERY & EQUIPMENT	GATE CITY MIDDLE SCHOOL	\$ 2,000.00
065100-8102-008-000-000	CAFÉ MAINTENANCE FEES	GATE CITY MIDDLE SCHOOL	\$ 1,100.00

	GCMS Equipment Subtotal		\$ 3,100.00
	Total GCMS Cafeteria		\$ 364,093.00
065100-1193-009-000-000	TOTAL SALARIES	NICKELSVILLE ELEMENTARY	\$ 59,750.00
065100-1393-009-000-000	SUBS	NICKELSVILLE ELEMENTARY	\$ 1,000.00
	NES Salaries Subtotal		\$ 60,750.00
065100-2100-009-000-000	FICA	NICKELSVILLE ELEMENTARY	\$ 4,570.00
065100-2210-009-000-000	VRS RETIREMENT	NICKELSVILLE ELEMENTARY	\$ 3,752.00
065100-2220-009-000-000	VRS HYBRID RETIREMENT	NICKELSVILLE ELEMENTARY	
065100-2300-009-000-000	HOSPITALIZATION	NICKELSVILLE ELEMENTARY	\$ 13,000.00
065100-2400-009-000-000	VRS LIFE INSURANCE	NICKELSVILLE ELEMENTARY	\$ 782.00
065100-2510-009-000-000	VLDP HYBRID PLAN	NICKELSVILLE ELEMENTARY	
065100-2600-009-000-000	UNEMPLOYMENT INSURANCE	NICKELSVILLE ELEMENTARY	\$ 40.00
065100-2750-009-000-000	VRS HEALTH INSURANCE CREDIT	NICKELSVILLE ELEMENTARY	
	NES Fringes Subtotal		\$ 22,144.00
065100-5501-009-000-000	TRAVEL	NICKELSVILLE ELEMENTARY	\$ 50.00
	NES Travel Subtotal		\$ 50.00
065100-6000-009-000-000	OTHER MATERIALS & SUPPLIES	NICKELSVILLE ELEMENTARY	\$ 6,000.00
065100-6002-009-000-000	FOOD SUPPLIES & SERVICES	NICKELSVILLE ELEMENTARY	\$ 66,000.00
065100-6005-009-000-000	HOUSEKEEPING & JANITORIAL SU	NICKELSVILLE ELEMENTARY	
	NES Materials and Supplies Subtotal		\$ 72,000.00
065100-8101-009-000-000	MACHINERY & EQUIPMENT	NICKELSVILLE ELEMENTARY	\$ 2,000.00
065100-8102-009-000-000	SOFTWARE UPDATES	NICKELSVILLE ELEMENTARY	\$ 1,000.00
	NES Equipment Subtotal		\$ 3,000.00
	Total NES Cafeteria		\$ 157,944.00
065100-1193-011-000-000	TOTAL SALARIES	RYE COVE HIGH SCHOOL	\$ 57,320.00
065100-1393-011-000-000	SUBS	RYE COVE HIGH SCHOOL	\$ 1,000.00
	RCHS Salaries Subtotal		\$ 58,320.00
065100-2100-011-000-000	FICA	RYE COVE HIGH SCHOOL	\$ 4,461.00
065100-2210-011-000-000	VRS RETIREMENT	RYE COVE HIGH SCHOOL	\$ 2,546.00
065100-2220-011-000-000	VRS HYBRID RETIREMENT	RYE COVE HIGH SCHOOL	
065100-2300-011-000-000	HOSPITALIZATION	RYE COVE HIGH SCHOOL	\$ 14,000.00
065100-2400-011-000-000	VRS LIFE INSURANCE	RYE COVE HIGH SCHOOL	\$ 531.00
065100-2510-011-000-000	VLDP HYBRID PLAN	RYE COVE HIGH SCHOOL	\$ 219.00
065100-2600-011-000-000	UNEMPLOYMENT INSURANCE	RYE COVE HIGH SCHOOL	\$ 37.00
	RCHS Fringes Subtotal		\$ 21,794.00

065100-5501-011-000-000	TRAVEL	RYE COVE HIGH SCHOOL	\$ 50.00
	RCHS Travel Subtotal		\$ 50.00
065100-6000-011-000-000	OTHER MATERIALS & SUPPLIES	RYE COVE HIGH SCHOOL	\$ 5,000.00
065100-6002-011-000-000	FOOD SUPPLIES & SERVICES	RYE COVE HIGH SCHOOL	\$ 70,000.00
065100-6005-011-000-000	HOUSEKEEPING & JANITORIAL SU	RYE COVE HIGH SCHOOL	
	RCHS Materials and Supplies Subtotal		\$ 75,000.00
065100-8101-011-000-000	MACHINERY & EQUIPMENT	RYE COVE HIGH SCHOOL	\$ 1,000.00
065100-8102-011-000-000	CAFÉ MAINTENANCE FEES	RYE COVE HIGH SCHOOL	\$ 1,000.00
	RCHS Equipment Subtotal		\$ 2,000.00
	Total RCHS Cafeteria		\$ 157,164.00
065100-1193-012-000-000	TOTAL SALARIES	RYE COVE INTERMEDIATE	\$ 40,145.00
065100-1393-012-000-000	SUBS	RYE COVE INTERMEDIATE	\$ 1,000.00
	RCIS Salaries Subtotal		\$ 41,145.00
065100-2100-012-000-000	FICA	RYE COVE INTERMEDIATE	\$ 3,147.00
065100-2210-012-000-000	VRS RETIREMENT	RYE COVE INTERMEDIATE	\$ 2,521.00
065100-2220-012-000-000	VRS HYBRID RETIREMENT	RYE COVE INTERMEDIATE	
065100-2300-012-000-000	HOSPITALIZATION	RYE COVE INTERMEDIATE	\$ 8,500.00
065100-2400-012-000-000	VRS LIFE INSURANCE	RYE COVE INTERMEDIATE	\$ 525.00
065100-2510-012-000-000	VLDP HYBRID PLAN	RYE COVE INTERMEDIATE	
065100-2600-012-000-000	UNEMPLOYMENT INSURANCE	RYE COVE INTERMEDIATE	\$ 20.00
	RCIS Fringes Subtotal		\$ 14,713.00
065100-5501-012-000-000	TRAVEL	RYE COVE INTERMEDIATE	\$ 50.00
	RCIS Travel Subtotal		\$ 50.00
065100-6000-012-000-000	OTHER MATERIALS & SUPPLIES	RYE COVE INTERMEDIATE	\$ 4,000.00
065100-6002-012-000-000	FOOD SUPPLIES & SERVICES	RYE COVE INTERMEDIATE	\$ 56,000.00
065100-6005-012-000-000	HOUSEKEEPING & JANITORIAL SU	RYE COVE INTERMEDIATE	
	RCIS Materials and Supplies Subtotal		\$ 60,000.00
065100-7000-012-000-000	ADMIN COSTS-FFVP GRANT	RYE COVE INTERMEDIATE	
065100-7001-012-000-000	PURCHASED SRV-FFVP GRANT	RYE COVE INTERMEDIATE	
065100-7002-012-000-000	FOOD SUPPLIES-FFVP GRANT	RYE COVE INTERMEDIATE	
065100-7003-012-000-000	SALARIES-FFVP GRANT	RYE COVE INTERMEDIATE	
065100-7004-012-000-000	FICA-FFVP GRANT	RYE COVE INTERMEDIATE	
065100-7005-012-000-000	UNEMPLOYMENT-FFVP GRANT	RYE COVE INTERMEDIATE	
	RCIS FFVP Grant		\$ -
065100-8101-012-000-000	MACHINERY & EQUIPMENT	RYE COVE INTERMEDIATE	\$ 2,000.00

065100-8102-012-000-000	CAFÉ MAINTENANCE FEES	RYE COVE INTERMEDIATE	\$ 1,100.00
	RCIS Equipment Subtotal		\$ 3,100.00
	Total RCIS Cafeteria		\$ 119,008.00
065100-1193-013-000-000	TOTAL SALARIES	SHOEMAKER ELEMENTARY	\$ 92,640.00
065100-1393-013-000-000	SUBS	SHOEMAKER ELEMENTARY	\$ 3,000.00
	SES Salaries Subtotal		\$ 95,640.00
065100-2100-013-000-000	FICA	SHOEMAKER ELEMENTARY	\$ 7,086.00
065100-2210-013-000-000	VRS RETIREMENT	SHOEMAKER ELEMENTARY	\$ 3,682.00
065100-2220-013-000-000	VRS HYBRID RETIREMENT	SHOEMAKER ELEMENTARY	\$ 2,135.00
065100-2300-013-000-000	HOSPITALIZATION	SHOEMAKER ELEMENTARY	\$ 25,000.00
065100-2400-013-000-000	VRS LIFE INSURANCE	SHOEMAKER ELEMENTARY	\$ 786.00
065100-2510-013-000-000	VLDP HYBRID PLAN	SHOEMAKER ELEMENTARY	\$ 445.00
065100-2600-013-000-000	UNEMPLOYMENT INSURANCE	SHOEMAKER ELEMENTARY	\$ 60.00
	SES Fringes Subtotal		\$ 39,194.00
065100-5501-013-000-000	TRAVEL	SHOEMAKER ELEMENTARY	\$ 50.00
	SES Travel Subtotal		\$ 50.00
065100-6000-013-000-000	OTHER MATERIALS & SUPPLIES	SHOEMAKER ELEMENTARY	\$ 9,500.00
065100-6002-013-000-000	FOOD SUPPLIES & SERVICES	SHOEMAKER ELEMENTARY	\$ 138,000.00
065100-6005-013-000-000	HOUSEKEEPING & JANITORIAL SU	SHOEMAKER ELEMENTARY	
065100-6006-013-000-000	REFUND FOOD SALES	SHOEMAKER ELEMENTARY	
	SES Materials and Supplies Subtotal		\$ 147,500.00
065100-7000-013-000-000	MATERIALS & SUPPLIES-FFVP GR	SHOEMAKER ELEMENTARY	
065100-7001-013-000-000	PURCHASED SRV-FFVP GRANT	SHOEMAKER ELEMENTARY	\$ 3,000.00
065100-7002-013-000-000	FOOD SUPPLIES-FFVP GRANT	SHOEMAKER ELEMENTARY	\$ 20,000.00
065100-7003-013-000-000	SALARIES-FFVP GRANT	SHOEMAKER ELEMENTARY	\$ 5,500.00
065100-7004-013-000-000	FICA-FFVP GRANT	SHOEMAKER ELEMENTARY	\$ 400.00
065100-7005-013-000-000	UNEMPLOYMENT-FFVP GRANT	SHOEMAKER ELEMENTARY	\$ 60.00
	SES FFVP Grant Subtotal		\$ 28,960.00
065100-8101-013-000-000	MACHINERY & EQUIPMENT	SHOEMAKER ELEMENTARY	\$ 2,000.00
065100-8102-013-000-000	CAFÉ MAINTENANCE FEES	SHOEMAKER ELEMENTARY	\$ 1,100.00
	SES Equipment Subtotal		\$ 3,100.00
	Total SES Cafeteria		\$ 314,444.00
065100-1193-014-000-000	TOTAL SALARIES	TWIN SPRINGS HIGH SCHOOL	\$ 60,415.00
065100-1393-014-000-000	SUBS	TWIN SPRINGS HIGH SCHOOL	\$ 2,000.00
	TSHS Salaries Subtotal		\$ 62,415.00

065100-2100-014-000-000	FICA	TWIN SPRINGS HIGH SCHOOL	\$ 4,621.00
065100-2210-014-000-000	VRS RETIREMENT	TWIN SPRINGS HIGH SCHOOL	\$ 3,794.00
065100-2220-014-000-000	VRS HYBRID RETIREMENT	TWIN SPRINGS HIGH SCHOOL	
065100-2300-014-000-000	HOSPITALIZATION	TWIN SPRINGS HIGH SCHOOL	\$ 6,000.00
065100-2400-014-000-000	VRS LIFE INSURANCE	TWIN SPRINGS HIGH SCHOOL	\$ 785.00
065100-2510-014-000-000	VLDP HYBRID PLAN	TWIN SPRINGS HIGH SCHOOL	
065100-2600-014-000-000	UNEMPLOYMENT INSURANCE	TWIN SPRINGS HIGH SCHOOL	\$ 40.00
	TSHS Fringes Subtotal		\$ 15,240.00
065100-5501-014-000-000	TRAVEL	TWIN SPRINGS HIGH SCHOOL	\$ 50.00
	TSHS Travel Subtotal		\$ 50.00
065100-6000-014-000-000	OTHER MATERIALS & SUPPLIES	TWIN SPRINGS HIGH SCHOOL	\$ 3,000.00
065100-6002-014-000-000	FOOD SUPPLIES & SERVICES	TWIN SPRINGS HIGH SCHOOL	\$ 50,000.00
065100-6005-014-000-000	HOUSEKEEPING & JANITORIAL SU	TWIN SPRINGS HIGH SCHOOL	
	TSHS Materials and Supplies Subtotal		\$ 53,000.00
065100-8101-014-000-000	MACHINERY & EQUIPMENT	TWIN SPRINGS HIGH SCHOOL	\$ 1,000.00
065100-8102-014-000-000	CAFÉ MAINTENANCE FEES	TWIN SPRINGS HIGH SCHOOL	\$ 11,000.00
	TSHS Equipment Subtotal		\$ 2,100.00
	Total TSHS Cafeteria		\$ 132,805.00
065100-1193-016-000-000	TOTAL SALARIES	WEBER CITY ELEMENTARY	\$ 58,645.00
065100-1393-016-000-000	SUBS	WEBER CITY ELEMENTARY	\$ 2,000.00
	WCES Salaries Subtotal		\$ 60,645.00
065100-2100-016-000-000	FICA	WEBER CITY ELEMENTARY	\$ 4,486.00
065100-2210-016-000-000	VRS RETIREMENT	WEBER CITY ELEMENTARY	\$ 2,601.00
065100-2220-016-000-000	VRS HYBRID RETIREMENT	WEBER CITY ELEMENTARY	\$ 1,081.00
065100-2300-016-000-000	HOSPITALIZATION	WEBER CITY ELEMENTARY	\$ 15,000.00
065100-2400-016-000-000	VRS LIFE INSURANCE	WEBER CITY ELEMENTARY	\$ 542.00
065100-2510-016-000-000	VLDP HYBRID PLAN	WEBER CITY ELEMENTARY	\$ 225.00
065100-2600-016-000-000	UNEMPLOYMENT INSURANCE	WEBER CITY ELEMENTARY	\$ 35.00
	WCES Fringes Subtotal		\$ 23,970.00
065100-5501-016-000-000	TRAVEL	WEBER CITY ELEMENTARY	\$ 50.00
	WCES Travel Subtotal		\$ 50.00
065100-6000-016-000-000	OTHER MATERIALS & SUPPLIES	WEBER CITY ELEMENTARY	\$ 5,500.00
065100-6002-016-000-000	FOOD SUPPLIES & SERVICES	WEBER CITY ELEMENTARY	\$ 70,000.00
065100-6005-016-000-000	HOUSEKEEPING & JANITORIAL SU	WEBER CITY ELEMENTARY	
065100-6006-016-000-000	REFUND FOOD SALES	WEBER CITY ELEMENTARY	

	WCES Materials and Supplies Subtotal		\$ 75,500.00
065100-8101-016-000-000	MACHINERY & EQUIPMENT	WEBER CITY ELEMENTARY	\$ 2,000.00
065100-8102-016-000-000	CAFÉ MAINTENANCE FEES	WEBER CITY ELEMENTARY	\$ 1,100.00
	WCES Equipment Subtotal		\$ 3,100.00
	Total WCES Cafeteria		\$ 163,265.00
065100-1193-017-000-000	TOTAL SALARIES	YUMA ELEMENTARY	\$ 41,420.00
065100-1393-017-000-000	SUBS	YUMA ELEMENTARY	\$ 1,000.00
	YES Salaries Subtotal		\$ 42,420.00
065100-2100-017-000-000	FICA	YUMA ELEMENTARY	\$ 3,245.00
065100-2210-017-000-000	VRS RETIREMENT	YUMA ELEMENTARY	\$ 2,601.00
065100-2220-017-000-000	VRS HYBRID RETIREMENT	YUMA ELEMENTARY	
065100-2300-017-000-000	HOSPITALIZATION	YUMA ELEMENTARY	\$ 6,600.00
065100-2400-017-000-000	VRS LIFE INSURANCE	YUMA ELEMENTARY	\$ 542.00
065100-2510-017-000-000	VLDP HYBRID PLAN	YUMA ELEMENTARY	
065100-2600-017-000-000	UNEMPLOYMENT INSURANCE	YUMA ELEMENTARY	\$ 25.00
	YES Fringes Subtotal		\$ 13,013.00
065100-5501-017-000-000	TRAVEL	YUMA ELEMENTARY	\$ 50.00
	YES Travel Subtotal		\$ 50.00
065100-6000-017-000-000	OTHER MATERIALS & SUPPLIES	YUMA ELEMENTARY	\$ 2,100.00
065100-6002-017-000-000	FOOD SUPPLIES & SERVICES	YUMA ELEMENTARY	\$ 55,000.00
065100-6005-017-000-000	HOUSEKEEPING & JANITORIAL SU	YUMA ELEMENTARY	
	YES Materials and Supplies Subtotal		\$ 57,100.00
065100-8101-017-000-000	MACHINERY & EQUIPMENT	YUMA ELEMENTARY	\$ 1,000.00
065100-8102-017-000-000	CAFÉ MAINTENANCE FEES	YUMA ELEMENTARY	\$ 1,000.00
	YES Equipment Subtotal		\$ 2,000.00
	Total YES Cafeteria		\$ 114,583.00
	Cafeteria Total Expenditures		\$ 2,166,512.00
	Cafeteria Total Revenues		\$ 2,166,512.00
	Difference Revenues/Expenditures		\$ -

Memo

To: School Board Members
From: Jason Smith, Assistant Superintendent
Date: June 4, 2019
Re: Concussion Policy

Attached is the proposed Concussion/Traumatic Brain Injuries to Students Policy. Also for your information is the Superintendent's Memo that requires that we submit a new policy.

Guidelines on Concussions/ Traumatic Brain Injuries in Students

Introduction

The goals of the Student-Athlete Protection Act (SB 652, SB 172, HB 410, HB 1096, and HB 953) are to ensure that students who sustain concussions are properly diagnosed, given adequate time to heal, and are comprehensively supported until they are symptom free. According to the Consensus Statement on Concussion in Sport (4th International Conference on Concussion in Sport, Zurich, November 2012), “The cornerstone of concussion management is physical and cognitive rest until symptoms resolve and then a graded program of exertion prior to medical clearance and return to play.”

The Brain Injury Association of Virginia notes that it is important for all education professionals to be aware of the issues surrounding brain injuries and how they can affect the student’s abilities in the educational setting. When a child is known or suspected to have sustained a concussion, either from a sports injury, motor-vehicle crash, fall, or other cause, the resulting impairments can be multidimensional and may include cognitive, behavioral, and/or physical deficits. Impairments can be mild or severe, temporary or prolonged. Because no two concussions are alike, it is difficult to determine the period of recovery.

Concussions are a medical and educational issue and are considered to be among the most complex injuries in medicine to assess, diagnose, and manage. The concussed brain requires mental and physical rest to recover. Developing brains are highly variable and concurrent issues may affect cognitive recovery. Every concussion is different, and each student will have unique symptoms and recovery times. Facilitating/managing a student’s recovery from a concussive injury includes awareness of current symptoms, the pre-injury status of physical and cognitive function, and the student’s sensitivity to physical and cognitive exertion.

Concussion symptoms may have a significant impact on learning and academic achievement. A concussion may interfere with a student’s ability to focus, concentrate, memorize, and process information. This cognitive impairment may cause frustration, nervousness, anxiety, and/or irritability, and further affect mood or previously existing irritability or anxiety. The “return to learn” academic concussion management plan is divided into graduated phases to promote recovery, considering all factors in this complex injury. Some students may need a short period of rest with a gradual return to school, while others will be able to continue academic work with minimal instructional support.

The “return-to-play” protocols following a concussion are also a stepwise process in which the students will progress to the next level when physical exertion does not exacerbate symptoms or cause the re-emergence of previously resolved symptoms. If any post-concussion symptoms reoccur while in the stepwise process, the student-athlete would revert back to the previous level, rest, and try to progress again after a period of rest is completed. Most students who experience a concussion can recover completely as long as they do not “return-to-learn” or “return-to-play” prematurely. *Premature return to learn/play may delay and/or impede recovery.* Return-to-play should not occur before the student-athlete has managed to return to a full day of academic activities.

The effects of repeated concussions can be cumulative, and after a concussion, there is a period in which the brain is particularly vulnerable to further injury. If a student sustains a second concussion during this period, the risk of prolonged symptoms increases significantly, and the consequences of a seemingly mild second concussion can actually be very severe and potentially catastrophic (i.e., "second impact syndrome").

Definitions

A *concussion* is a traumatic brain injury and is defined by the 4th International Conference on Concussion in Sports (2012) as a complex pathophysiological process affecting the brain and induced by biomechanical forces. Several common features that incorporate clinical, pathologic, and biomechanical injury constructs that may be utilized in defining the nature of a concussive head injury include the following:

- Concussion may be caused either by a direct blow to the head, face, neck, or elsewhere on the body with an "impulsive" force transmitted to the head.
- Concussion typically results in the rapid onset of short-lived impairment of neurologic function that resolves spontaneously. However, in some cases, symptoms and signs may evolve over a number of minutes, hours, or days.
- Concussion may result in neuropathological changes, but the acute clinical symptoms largely reflect a functional disturbance rather than a structural injury with no abnormality seen on standard structural neuroimaging studies.
- Concussion results of clinical symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive symptoms typically follows a sequential course. It is important to note, however, that symptoms may be prolonged in some cases.

Appropriate licensed health care provider means a physician, physician assistant, osteopath, physician, or athletic trainer licensed by the Virginia Board of Medicine; a neuropsychologist licensed by the Board of Psychology; or a nurse practitioner licensed by the Virginia State Board of Nursing.

Cognitive rest means limiting cognitive exertion and careful management of neurometabolic demands on the brain during recovery.

Return-to-learn refers to instructional modifications that support a controlled, progressive increase in cognitive activities while the student recovers from a brain injury (i.e., concussion) allowing the student to participate in classroom activities and learn without worsening symptoms and potentially delaying healing.

Return-to-play means participate in a nonmedically supervised practice or athletic competition.

Non-interscholastic youth sports program means a program organized for recreational athletic competition or recreational athletic instruction for youth.

Virginia Board of Education Guidelines

A. Policies and Procedures

1. Each school division shall develop policies and procedures regarding the identification and handling of suspected concussions in students. Consideration should also be given to addressing the academic needs and gradual reintroduction of cognitive demands for *all* students who have been determined to have a concussion. The Brain Injury Association of Virginia offers resources on strategies for educators to consider when working with a student with a brain injury.
2. In order to participate in any extracurricular athletic activity, each student-athlete and the student-athlete's parent or guardian shall review, on an annual basis (every 12 months), information on concussions provided by the school division. After having reviewed materials describing the short- and long-term health and academic effects of concussions, each student-athlete and the student-athlete's parent or guardian shall sign a statement acknowledging receipt, review, and understanding of such information. The local school division will determine procedures for ensuring, annually, that statements are distributed to and collected from each student-athlete and his or her parent or guardian with appropriate signatures.
3. A student-athlete suspected by the coach, athletic trainer, or team physician of sustaining a concussion or brain injury in a practice or game shall be removed from the activity at that time. A student-athlete who has been removed from play, evaluated, and suspected to have a concussion or brain injury shall not return to play that same day nor until (i) evaluated by an appropriate licensed health care provider as defined by the Board of Education and (ii) in receipt of written clearance to return to play from such licensed health care provider. The licensed health-care provider evaluating student-athletes suspected of having concussions or brain injuries may be a volunteer.
4. Appropriate licensed health care providers or properly trained individuals evaluating student-athletes at the time of injury will utilize a standardized concussion sideline assessment instrument. Sideline Concussion Assessment Tool (SCAT-V), ChildSCAT3), the Standardized Assessment of Concussion (SAC), and the Balance Error Scoring System (BESS) are examples of sideline concussion assessment tools that test cognitive function and postural stability.
5. The school division's concussion policy team may include a school administrator, teacher, school counselor, school psychologist, school nurse, athletic administrator, appropriate licensed health care provider, coach, parent/guardian, and student and shall refine and review local concussion management policies on an annual basis.

B. Protocol for Return to Learn

School personnel shall be alert to cognitive and academic issues that may be experienced by a student who has suffered a concussion or other head injury, including (i) difficulty with concentration, organization, and long-term and short-term memory; (ii) sensitivity to bright lights and sounds; and (iii) short-term problems with speech and language, reasoning, planning, and problem solving. Scott County School division shall accommodate the gradual return to full participation in academic activities as appropriate, based on the recommendation of the student's licensed health care provider as to the appropriate amount of time that such student needs to be away from the classroom, and would benefit from these accommodations to promote recovery following a concussion.

1. A student recovering from a brain injury shall gradually increase cognitive activities progressing through *some or all* of the following phases. Some students may need total rest with a gradual return to school, while others will be able to continue doing academic work with minimal instructional modifications. The decision to progress from one phase to another should reflect the absence of any relevant signs or symptoms, and should be based on the recommendation of the student's appropriate licensed health-care provider in collaboration with school staff, including teachers, school counselors, school administrators, psychologists, nurses, clinic aides, or others as determined by local school division concussion policy.

a. Home: Rest

Phase 1: Cognitive and physical rest may include

- minimal cognitive activities – limit reading, computer use, texting,
- television, and/or video games;
- no homework;
- no driving; and
- minimal physical activity.

Phase 2: Light cognitive mental activity may include

- up to 30 minutes of sustained cognitive exertion;
- no prolonged concentration;
- no driving; and
- limited physical activity.

Student will progress to part-time school attendance when able to tolerate a minimum of 30 minutes of sustained cognitive exertion without exacerbation of symptoms or re-emergence of previously resolved symptoms.

b. School: Part-time

Phase 3: Maximum instructional modifications including, but not limited to

- shortened days with built-in breaks;
- modified environment (e.g., limiting time in hallway, identifying quiet

- and/or dark spaces);
- established learning priorities;
- exclusion from standardized and classroom testing;
- extra time, extra assistance, and/or modified assignments;
- rest and recovery once out of school; and
- elimination or reduction of homework.

Student will progress to the moderate instructional modification phase when able to tolerate part-time return with moderate instructional modifications without exacerbation of symptoms or re-emergence of previously resolved symptoms.

Phase 4: Moderate instructional modifications including, but not limited to

- established priorities for learning;
- limited homework;
- alternative grading strategies;
- built-in breaks;
- modified and/or limited classroom testing, exclusion from standardized testing; and
- reduction of extra time, assistance, and/or modification of assignments as needed.

Student will progress to the minimal instructional modification phase when able to tolerate full-time school attendance without exacerbation of existing symptoms or reemergence of previously resolved symptoms.

c. School: Full-time

Phase 5: Minimal instructional modification - instructional strategies may include, but are not limited to

- built-in breaks;
- limited formative and summative testing, exclusion from standardized testing;
- reduction of extra time, assistance, *and* modification of assignments; and
- continuation of instructional modification and supports in academically challenging subjects that require cognitive overexertion and stress.

Student will progress to nonmodified school participation when able to handle sustained cognitive exertion without exacerbation of symptoms or re-emergence of previously resolved symptoms.

Phase 6: Attends all classes; maintains full academic load/homework; requires no instructional modifications.

2. Progression through the above phases shall be governed by the presence or resolution of symptoms resulting from a concussion experienced by the student including, but are not limited to
 - a. difficulty with attention, concentration, organization, long-term and short-term memory, reasoning, planning, and problem solving;
 - b. fatigue, drowsiness, difficulties handling a stimulating school environment (e.g., sensitivity to light and sound);
 - c. inappropriate or impulsive behavior during class, greater irritability, less able to cope with stress, more emotional than usual; and
 - d. physical symptoms (e.g., headache, nausea, dizziness).
3. Progression through gradually increasing cognitive demands should adhere to the following guidelines:
 - a. increase the amount of time in school;
 - b. increase the nature and amount of work, the length of time spent on the work, or the type or difficulty of work (change only one of these variables at a time
 - c. if symptoms do not worsen, demands may continue to be gradually increased;
 - d. if symptoms do worsen, the activity should be discontinued for at least 20 minutes and the student allowed to rest
 - 1) if the symptoms are relieved with rest, the student may reattempt the activity at or below the level that produced symptoms; and
 - 2) if the symptoms are not relieved with rest, the student should discontinue the current activity for the day and reattempt when symptoms have lessened or resolved (such as the next day).
4. If symptoms persist or fail to improve over time, additional in-school support may be required with consideration for further evaluation. If the student is three to four weeks post injury without significant evidence of improvement, a 504 plan should be considered. Under Section 504, FAPE is the provision of regular or special education related aids and services that are designed to meet the individual educational needs of students with disabilities as adequately as the needs of non-disabled students are met.
 - a. List of major life activities under 504 are caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, breathing, speaking, concentrating, thinking, communicating, working, bending, breathing, lifting, reading and learning.
 - b. Students may eligible for 504 services, while they are recovering from concussion symptoms. The student's home school will meet with the 504 committee to review medical provider's recommendations for 'return to learn'. If the student's condition requires a 504 plan, it will be implemented immediately and revised as needed.
5. A student shall progress to a stage where he or she no longer requires instructional modifications or other support before being cleared to return to full athletic participation (return-to-play).

C. Protocol for return to play

1. No member of a school athletic team shall participate in any athletic event or practice the same day he/she is injured and:
 - a. exhibits signs, symptoms, or behaviors attributable to a concussion; or
 - b. has been diagnosed with a concussion.
2. No member of a school athletic team shall return to participate in an athletic event or training on the days after he/she experiences a concussion unless all of the following conditions have been met:
 - a. the student attends all classes, maintains full academic load/homework, and requires no instructional modifications;
 - b. the student no longer exhibits signs, symptoms, or behaviors consistent with a concussion, at rest or with exertion;
 - c. the student is asymptomatic during, or following periods of supervised exercise that is gradually intensifying; and
 - d. the student receives a written medical release from an appropriate licensed health care provider.

The Zurich Consensus Statement (November 2012) return-to-play guidelines and the American Academy of Pediatrics (AAP) Concussion Guidelines (August 2010), are available online to assist healthcare providers, student-athletes, their families, and school divisions, as needed.

D. Helmet replacement and reconditioning policies and procedures

1. Helmets must be National Operating Committee on Standards for Athletic Equipment (NOCSAE) certified by the manufacturer at the time of purchase.
2. Reconditioned helmets must be NOCSAE recertified by the reconditioner.
3. Regular training on proper helmet fitting and maintenance is recommended for coaches of all sports wearing protective headgear.

E. Training for personnel and volunteers

1. The concussion policy management team shall ensure training is current and consistent with best practice protocols. Each school division shall develop policies and procedures to ensure school staff, coaches, athletic trainers, team physicians, and volunteers receive current training annually on:
 - a. how to recognize the signs and symptoms of a concussion;
 - b. strategies to reduce the risk of concussions;
 - c. how to seek proper medical treatment for a person suspected of having a concussion; and
 - d. when the student-athlete may safely return to the event or training.
2. Documentation of compliance, with the annual training requirement, will be retained annually by the concussion policy management team.
3. Annual training on concussion management shall use a reputable program such as, but not limited to, the following:

- a. The Centers for Disease Control's (CDC) tools for youth and high school sports coaches, parents, athletes, and health-care professionals provide important information on preventing, recognizing, and responding to a concussion, and are available at Link: http://www.cdc.gov/concussion/HeadsUp/online_training.html. These include *Heads Up to Schools: Know Your Concussion ABCs*; *Heads Up: Concussion in Youth Sports*; and *Heads Up: Concussion in High School Sports*.
- b. The National Federation of State High School Associations' (NFHS) online coach education course – *Concussion in Sports – What You Need to Know*. This CDC endorsed program provides a guide to understanding, recognizing and properly managing concussions in high school sports. It is available at Link: www.nfhslearn.com.
- c. The Oregon Center for Applied Science (ORCAS) ACTive® course, an online training and certification program that gives sports coaches the tools and information to protect players from sports concussions. Available at Link: <http://activecoach.orcasinc.com/>, ACTive® is funded by the National Institutes of Health, developed by leading researchers, and validated in a clinical trial.

Community Involvement

Non-interscholastic youth sports programs utilizing public school property shall establish policies and procedures regarding the identification and handling of suspected concussions in students, consistent with the Scott County division's policies. These guidelines will be included in the facility joint use agreements.

Local school divisions shall not be required to enforce compliance with such policies.



COMMONWEALTH of VIRGINIA
Department of Education

MANUAL
SUPERVISORS
PRINCIPALS

DATE: January 18, 2019
TO: Division Superintendents
FROM: James F. Lane, Ed.D., Superintendent of Public Instruction
SUBJECT: School Board Policies on Concussions in Students

This memorandum provides information regarding amendments to the *Code of Virginia* to include § 22.1-271.5 and § 22.1-271.6 directing the Board of Education to develop and distribute guidelines to school divisions dealing with concussions in students and requiring each school division to develop policies and procedures regarding the identification and handling of suspected concussions in students. Pursuant to Senate Bill 652, (Northam 2010); House Bills 410 (Anderson) and 1096 (Filler-Corn), and Senate Bill 172 (Stuart 2014); and House Bill 954 (Kear 2016), the goals of the Student-Athlete Protection Act (SB 652, SB 172, HB 410, HB 1096, and HB 953) are to ensure that students who sustain concussions are properly diagnosed, given adequate time to heal, and are comprehensively supported until they are symptom free.

Each school division shall develop policies and procedures regarding the identification and handling of suspected concussions in students that address the academic needs and gradual reintroduction of cognitive demands for students who have been determined to have a concussion. Concussion symptoms may have a significant impact on learning and academic achievement. A concussion may interfere with a student's ability to focus, concentrate, memorize, and process information. School personnel shall be alert to cognitive and academic issues that may be experienced by a student who has suffered a concussion or other head injury, including (i) difficulty with concentration, organization, and long-term and short-term memory; (ii) sensitivity to bright lights and sounds; and (iii) short-term problems with speech and language, reasoning, planning, and problem solving. Local school boards shall accommodate the gradual return to full participation in academic activities, as appropriate, based on the recommendation of the student's licensed health care provider as to the appropriate amount of time that such student needs to be away from the classroom and would benefit from these accommodations to promote recovery following a concussion.

If you need technical assistance or have questions about school board policies on concussions in students, please contact Deborah Johnson, Specialist for Intellectual Disabilities and Traumatic Brain Injury, Office of Special Education Instructional Services, by email at deborah.johnson@doe.virginia.gov or by telephone at (804) 371-2725; or Vanessa Wigand,

Coordinator for Health Education, Office of Science, Technology, Engineering, and Mathematics, by email at Vanessa.wigand@doe.virginia.gov or by telephone at (804) 225-3300.

JFL/VCW/dr

Attachment

A. Virginia Board of Education Guidelines For Policies on Concussions in Students

Virginia Board of Education
Guidelines for Policies on Concussions in Students

Senate Bill 652, the 2010 General Assembly

Code of Virginia § 22.1-271.5

House Bill 410 & Senate Bill 172, the 2014 General Assembly

Code of Virginia § 22.1-271.5

House Bill 1096, the 2014 General Assembly

Code of Virginia § 22.1-271.6

And

House Bill 954, the 2016 General Assembly
Code of Virginia §§ 22.1-271.5 and 22.1-271.6

Virginia Board of Education Guidelines for Policies on Concussions in Students

Introduction

Pursuant to Senate Bill 652, (2010), House Bills 410 and 1096, and Senate Bill 172 (2014), and House Bill 954 (2016), the *Code of Virginia* was amended to include § 22.1-271.5 and § 22.1-271.6 directing the Board of Education to develop and distribute to school divisions by July 1, 2016, guidelines for policies dealing with concussions in students, and requiring each school division to develop policies and procedures regarding the identification and handling of suspected concussions in students. The full text of the 2010, 2014, and 2016 legislation is available at the end of this document.

The goals of the Student-Athlete Protection Act (SB 652, SB 172, HB 410, HB 1096, and HB 953) are to ensure that students who sustain concussions are properly diagnosed, given adequate time to heal, and are comprehensively supported until they are symptom free. According to the Consensus Statement on Concussion in Sport (4th International Conference on Concussion in Sport, Zurich, November 2012), "The cornerstone of concussion management is physical and cognitive rest until symptoms resolve and then a graded program of exertion prior to medical clearance and return to play."

The Brain Injury Association of Virginia notes that it is important for all education professionals to be aware of the issues surrounding brain injuries and how they can affect the student's abilities in the educational setting. When a child is known or suspected to have sustained a concussion, either from a sports injury, motor-vehicle crash, fall, or other cause, the resulting impairments can be multidimensional and may include cognitive, behavioral, and/or physical deficits. Impairments can be mild or severe, temporary or prolonged. Because no two concussions are alike, it is difficult to determine the period of recovery.

Concussions are a medical and educational issue and are considered to be among the most complex injuries in medicine to assess, diagnose, and manage. The concussed brain requires mental and physical rest to recover. Developing brains are highly variable and concurrent issues may affect cognitive recovery. Every concussion is different, and each student will have unique symptoms and recovery times. Facilitating/managing a student's recovery from a concussive injury includes awareness of current symptoms, the pre-injury status of physical and cognitive function, and the student's sensitivity to physical and cognitive exertion.

Concussion symptoms may have a significant impact on learning and academic achievement. A concussion may interfere with a student's ability to focus, concentrate, memorize, and process information. This cognitive impairment may cause frustration, nervousness, anxiety, and/or irritability, and further affect mood or previously existing irritability or anxiety. The "return to learn" academic concussion management plan is divided into graduated phases to promote recovery, considering all factors in this complex injury. Some students may need a short period of rest with a gradual return to school, while others will be able to continue academic work with minimal instructional support.

The "return-to-play" protocols following a concussion are also a stepwise process in which the students will progress to the next level when physical exertion does not exacerbate symptoms or cause the re-emergence of previously resolved symptoms. If any post-concussion symptoms reoccur while in the stepwise process, the student-athlete would revert back to the previous level, rest, and try to progress again after a period of rest is completed. Most students who experience a concussion can recover completely as long as they do not "return-to-learn" or "return-to-play" prematurely. *Premature return to learn/play may delay and/or impede recovery.* Return-to-play should not occur before the student-athlete has managed to return to a full day of academic activities.

The effects of repeated concussions can be cumulative, and after a concussion, there is a period in which the brain is particularly vulnerable to further injury. If a student sustains a second concussion during this period, the risk of prolonged symptoms increases significantly, and the consequences of a seemingly mild second concussion can actually be very severe and potentially catastrophic (i.e., "second impact syndrome").

Definitions

A *concussion* is a traumatic brain injury and is defined by the 4th International Conference on Concussion in Sports (2012) as a complex pathophysiological process affecting the brain and induced by biomechanical forces. Several common features that incorporate clinical, pathologic, and biomechanical injury constructs that may be utilized in defining the nature of a concussive head injury include the following:

- Concussion may be caused either by a direct blow to the head, face, neck, or elsewhere on the body with an "impulsive" force transmitted to the head.
- Concussion typically results in the rapid onset of short-lived impairment of neurologic function that resolves spontaneously. However, in some cases, symptoms and signs may evolve over a number of minutes, hours, or days.
- Concussion may result in neuropathological changes, but the acute clinical symptoms largely reflect a functional disturbance rather than a structural injury with no abnormality seen on standard structural neuroimaging studies.
- Concussion results in a graded set of clinical symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive symptoms typically follows a sequential course. It is important to note, however, that symptoms may be prolonged in some cases.

Appropriate licensed health care provider means a physician, physician assistant, osteopath, physician, or athletic trainer licensed by the Virginia Board of Medicine; a neuropsychologist licensed by the Board of Psychology; or a nurse practitioner licensed by the Virginia State Board of Nursing.

Cognitive rest means limiting cognitive exertion and careful management of neurometabolic demands on the brain during recovery.

Return-to-learn refers to instructional modifications that support a controlled, progressive increase in cognitive activities while the student recovers from a brain injury (i.e., concussion) allowing the student to participate in classroom activities and learn without worsening symptoms and potentially delaying healing.

Return-to-play means participate in a nonmedically supervised practice or athletic competition.

Non-interscholastic youth sports program means a program organized for recreational athletic competition or recreational athletic instruction for youth.

Virginia Board of Education Guidelines

A. Policies and Procedures

1. Each school division shall develop policies and procedures regarding the identification and handling of suspected concussions in students. Consideration should also be given to addressing the academic needs and gradual reintroduction of cognitive demands for *all* students who have been determined to have a concussion. The Brain Injury Association of Virginia offers resources on strategies for educators to consider when working with a student with a brain injury.
2. In order to participate in any extracurricular athletic activity, each student-athlete and the student-athlete's parent or guardian shall review, on an annual basis (every 12 months), information on concussions provided by the school division. After having reviewed materials describing the short- and long-term health and academic effects of concussions, each student-athlete and the student-athlete's parent or guardian shall sign a statement acknowledging receipt, review, and understanding of such information. The local school division will determine procedures for ensuring, annually, that statements are distributed to and collected from each student-athlete and his or her parent or guardian with appropriate signatures.
3. A student-athlete suspected by the coach, athletic trainer, or team physician of sustaining a concussion or brain injury in a practice or game shall be removed from the activity at that time. A student-athlete who has been removed from play, evaluated, and suspected to have a concussion or brain injury shall not return to play that same day nor until (i) evaluated by an appropriate licensed health care provider as defined by the Board of Education and (ii) in receipt of written clearance to return to play from such licensed health care provider. The licensed health-care provider evaluating student-athletes suspected of having concussions or brain injuries may be a volunteer.

4. Appropriate licensed health care providers or properly trained individuals evaluating student-athletes at the time of injury will utilize a standardized concussion sideline assessment instrument. Sideline Concussion Assessment Tool (SCAT-II, SCAT III, ChildSCAT3), the Standardized Assessment of Concussion (SAC), and the Balance Error Scoring System (BESS) are examples of sideline concussion assessment tools that test cognitive function and postural stability. A list of assessment tools is located in the Resources section of these guidelines.
5. The school division's concussion policy team may include a school administrator, teacher, school counselor, school psychologist, school nurse, athletic administrator, appropriate licensed health care provider, coach, parent/guardian, and student and shall refine and review local concussion management policies on an annual basis.

B. Protocol for Return to Learn

School personnel shall be alert to cognitive and academic issues that may be experienced by a student who has suffered a concussion or other head injury, including (i) difficulty with concentration, organization, and long-term and short-term memory; (ii) sensitivity to bright lights and sounds; and (iii) short-term problems with speech and language, reasoning, planning, and problem solving. Local school boards shall accommodate the gradual return to full participation in academic activities as appropriate, based on the recommendation of the student's licensed health care provider as to the appropriate amount of time that such student needs to be away from the classroom, and would benefit from these accommodations to promote recovery following a concussion.

1. A student recovering from a brain injury shall gradually increase cognitive activities progressing through *some or all* of the following phases. Some students may need total rest with a gradual return to school, while others will be able to continue doing academic work with minimal instructional modifications. The decision to progress from one phase to another should reflect the absence of any relevant signs or symptoms, and should be based on the recommendation of the student's appropriate licensed health-care provider in collaboration with school staff, including teachers, school counselors, school administrators, psychologists, nurses, clinic aides, or others as determined by local school division concussion policy.

a. Home: Rest

Phase 1: Cognitive and physical rest may include

- minimal cognitive activities – limit reading, computer use, texting,
- television, and/or video games;
- no homework;
- no driving; and
- minimal physical activity.

Phase 2: Light cognitive mental activity may include

- up to 30 minutes of sustained cognitive exertion;

- no prolonged concentration;
- no driving; and
- limited physical activity.

Student will progress to part-time school attendance when able to tolerate a minimum of 30 minutes of sustained cognitive exertion without exacerbation of symptoms or re-emergence of previously resolved symptoms.

b. School: Part-time

Phase 3: Maximum instructional modifications including, but not limited to

- shortened days with built-in breaks;
- modified environment (e.g., limiting time in hallway, identifying quiet and/or dark spaces);
- established learning priorities;
- exclusion from standardized and classroom testing;
- extra time, extra assistance, and/or modified assignments;
- rest and recovery once out of school; and
- elimination or reduction of homework.

Student will progress to the moderate instructional modification phase when able to tolerate part-time return with moderate instructional modifications without exacerbation of symptoms or re-emergence of previously resolved symptoms.

Phase 4: Moderate instructional modifications including, but not limited to

- established priorities for learning;
- limited homework;
- alternative grading strategies;
- built-in breaks;
- modified and/or limited classroom testing, exclusion from standardized testing; and
- reduction of extra time, assistance, and/or modification of assignments as needed.

Student will progress to the minimal instructional modification phase when able to tolerate full-time school attendance without exacerbation of existing symptoms or reemergence of previously resolved symptoms.

c. School: Full-time

Phase 5: Minimal instructional modification - instructional strategies may include, but are not limited to

- built-in breaks;
- limited formative and summative testing, exclusion from standardized testing;
- reduction of extra time, assistance, *and* modification of assignments; and
- continuation of instructional modification and supports in academically challenging subjects that require cognitive overexertion and stress.

Student will progress to nonmodified school participation when able to handle sustained cognitive exertion without exacerbation of symptoms or re-emergence of previously resolved symptoms.

Phase 6: Attends all classes; maintains full academic load/homework; requires no instructional modifications.

2. Progression through the above phases shall be governed by the presence or resolution of symptoms resulting from a concussion experienced by the student including, but are not limited to
 - a. difficulty with attention, concentration, organization, long-term and short-term memory, reasoning, planning, and problem solving;
 - b. fatigue, drowsiness, difficulties handling a stimulating school environment (e.g., sensitivity to light and sound);
 - c. inappropriate or impulsive behavior during class, greater irritability, less able to cope with stress, more emotional than usual; and
 - d. physical symptoms (e.g., headache, nausea, dizziness).
3. Progression through gradually increasing cognitive demands should adhere to the following guidelines:
 - a. increase the amount of time in school;
 - b. increase the nature and amount of work, the length of time spent on the work, or the type or difficulty of work (change only one of these variables at a time)
 - c. if symptoms do not worsen, demands may continue to be gradually increased;
 - d. if symptoms do worsen, the activity should be discontinued for at least 20 minutes and the student allowed to rest
 - 1) if the symptoms are relieved with rest, the student may reattempt the activity at or below the level that produced symptoms; and
 - 2) if the symptoms are not relieved with rest, the student should discontinue the current activity for the day and reattempt when symptoms have lessened or resolved (such as the next day).
4. If symptoms persist or fail to improve over time, additional in-school support may be required with consideration for further evaluation. If the student is three to four weeks post injury without significant evidence of improvement, a 504 plan should be considered.

5. A student shall progress to a stage where he or she no longer requires instructional modifications or other support before being cleared to return to full athletic participation (return-to-play).

The American Academy of Pediatrics (AAP) Return to Learn Following a Concussion Guidelines (October 2013), and the American Medical Society for Sports Medicine (AMSSM) Position Statement (2013), are available online to assist healthcare providers, students, their families, and school divisions, as needed.

C. Protocol for return to play

1. No member of a school athletic team shall participate in any athletic event or practice the same day he/she is injured and:
 - a. exhibits signs, symptoms, or behaviors attributable to a concussion; or
 - b. has been diagnosed with a concussion.
2. No member of a school athletic team shall return to participate in an athletic event or training on the days after he/she experiences a concussion unless all of the following conditions have been met:
 - a. the student attends all classes, maintains full academic load/homework, and requires no instructional modifications;
 - b. the student no longer exhibits signs, symptoms, or behaviors consistent with a concussion, at rest or with exertion;
 - c. the student is asymptomatic during, or following periods of supervised exercise that is gradually intensifying; and
 - d. the student receives a written medical release from an appropriate licensed health care provider.

The Zurich Consensus Statement (November 2012) return-to-play guidelines and the American Academy of Pediatrics (AAP) Concussion Guidelines (August 2010), are available online to assist healthcare providers, student-athletes, their families, and school divisions, as needed.

D. Helmet replacement and reconditioning policies and procedures

1. Helmets must be National Operating Committee on Standards for Athletic Equipment (NOCSAE) certified by the manufacturer at the time of purchase.
2. Reconditioned helmets must be NOCSAE recertified by the reconditioner.
3. Regular training on proper helmet fitting and maintenance is recommended for coaches of all sports wearing protective headgear.

E. Require training for personnel and volunteers

1. The concussion policy management team shall ensure training is current and consistent with best practice protocols. Each school division shall develop policies and procedures to ensure school staff, coaches, athletic trainers, team physicians, and volunteers receive current training annually on:
 - a. how to recognize the signs and symptoms of a concussion;

- b. strategies to reduce the risk of concussions;
 - c. how to seek proper medical treatment for a person suspected of having a concussion; and
 - d. when the student-athlete may safely return to the event or training.
2. School divisions shall maintain documentation of compliance with the annual training requirement.
3. Annual training on concussion management shall use a reputable program such as, but not limited to, the following:
 - a. The Centers for Disease Control's (CDC) tools for youth and high school sports coaches, parents, athletes, and health-care professionals provide important information on preventing, recognizing, and responding to a concussion, and are available at http://www.cdc.gov/concussion/HeadsUp/online_training.html. These include *Heads Up to Schools: Know Your Concussion ABCs*; *Heads Up: Concussion in Youth Sports*; and *Heads Up: Concussion in High School Sports*.
 - b. The National Federation of State High School Associations' (NFHS) online coach education course – *Concussion in Sports – What You Need to Know*. This CDC endorsed program provides a guide to understanding, recognizing and properly managing concussions in high school sports. It is available at www.nfhslearn.com.
 - c. The Oregon Center for Applied Science (ORCAS) ACTive® course, an online training and certification program that gives sports coaches the tools and information to protect players from sports concussions. Available at <http://activecoach.orcasinc.com/>, ACTive® is funded by the National Institutes of Health, developed by leading researchers, and validated in a clinical trial.

Community Involvement

Non-interscholastic youth sports programs utilizing public school property shall establish policies and procedures regarding the identification and handling of suspected concussions in students, consistent with either the local school division's policies or procedures developed in compliance with this section, or the Board of Education's Guidelines for Policies on Concussions in Students.

In addition, local school divisions may provide the guidelines to organizations sponsoring athletic activity for student-athletes on school property. Including the provision of the guidelines in the facility joint use agreements is strongly encouraged. Local school divisions shall not be required to enforce compliance with such policies.

Code of Virginia, as amended by the 2014 General Assembly

§ 22.1-271.5. Policies on concussions in student-athletes.

- A. *The Board of Education shall develop and distribute to each local school division guidelines on policies to inform and educate coaches, student-athletes, and their parents or guardians of the nature and risk of concussions, criteria for removal from and return*

- to play, risks of not reporting the injury and continuing to play, and the effects of concussions on student-athletes' academic performance.*
- B. Each local school division shall develop policies and procedures regarding the identification and handling of suspected concussions in student-athletes. Such policies shall require:*
- 1. In order to participate in any extracurricular physical activity, each student-athlete and the student-athlete's parent or guardian shall review, on an annual basis, information on concussions provided by the local school division. After having reviewed materials describing the short- and long-term health effects of concussions, each student-athlete and the student athlete's parent or guardian shall sign a statement acknowledging receipt of such information, in a manner approved by the Board of Education; and*
 - 2. A student-athlete suspected by that student-athlete's coach, athletic trainer, or team physician of sustaining a concussion or brain injury in a practice or game shall be removed from the activity at that time. A student-athlete who has been removed from play, evaluated, and suspected to have a concussion or brain injury shall not return to play that same day nor until (i) evaluated by an appropriate licensed health care provider as determined by the Board of Education and (ii) in receipt of written clearance to return to play from such licensed health care provider.*
- The licensed health care provider evaluating student-athletes suspected of having a concussion or brain injury may be a volunteer.*
- C. Each non-interscholastic youth sports program utilizing public school property shall either (i) establish policies and procedures regarding the identification and handling of suspected concussions in student-athletes, consistent with either the local school division's policies and procedures developed in compliance with this section or the Board's Guidelines for Policies on Concussions in Student-Athletes, or (ii) follow the local school division's policies and procedures as set forth in subsection B. In addition, local school divisions may provide the guidelines to organizations sponsoring athletic activity for student-athletes on school property. Local school divisions shall not be required to enforce compliance with such policies*
- D. As used in this section, "non-interscholastic youth sports program" means a program organized for recreational athletic competition or recreational athletic instruction for youth.*
- 3. That the Board of Education, in developing the policies pursuant to subsection A of § 22.1-271.5, shall work with the Virginia High School League, the Department of Health, the Virginia Athletic Trainers Association, representatives of the Children's Hospital of the King's Daughters and the Children's National Medical Center, the Brain Injury Association of Virginia, the American Academy of Pediatrics, the Virginia College of Emergency Physicians and other interested stakeholders.*
 - 4. That the policies of the Board of Education developed pursuant to subsection A of § 22.1-271.5 shall become effective on July 1, 2011.*

2010, c. 483; 2014, cc. 746, 760.

§ 22.1-271.6. School division policies and procedures on concussions in student-athletes. The Board of Education shall amend its guidelines for school division policies and procedures on concussions in student-athletes to include a "Return to Learn Protocol" with the following requirements:

- 1. School personnel shall be alert to cognitive and academic issues that may be experienced by a student-athlete who has suffered a concussion or other head injury, including (i) difficulty with concentration, organization, and long-term and short-term memory; (ii) sensitivity to bright lights and sounds; and (iii) short-term problems with speech and language, reasoning, planning, and problem solving; and*
 - 2. School personnel shall accommodate the gradual return to full participation in academic activities by a student-athlete who has suffered a concussion or other head injury as appropriate, based on the recommendation of the student-athlete's licensed health care provider as to the appropriate amount of time that such student-athlete needs to be away from the classroom.*
- 2014, c. 349.

Code of Virginia, as amended by the 2016 General Assembly

Be it enacted by the General Assembly of Virginia:

1. That §§ 22.1-271.5 and 22.1-271.6 of the Code of Virginia are amended and reenacted as follows:

§ 22.1-271.5. Guidelines and policies and procedures on concussions in student-athletes.

- A.** The Board of Education shall develop and distribute to each local school division guidelines on policies to inform and educate coaches, student-athletes, and their parents or guardians of the nature and risk of concussions, criteria for removal from and return to play, risks of not reporting the injury and continuing to play, and the effects of concussions on student-athletes' academic performance.
- B.** Each local school division shall develop policies and procedures regarding the identification and handling of suspected concussions in student-athletes. Such policies shall require:
 - 1.** *In Require that in order to participate in any extracurricular physical activity, each student athlete and the student-athlete's parent or guardian shall review, on an annual basis, information on concussions provided by the local school division. After having reviewed materials describing the short- and long-term health effects of concussions, each student-athlete and the student athlete's parent or guardian shall sign a statement acknowledging receipt of such information, in a manner approved by the Board of Education; and*

2. *A Require a student-athlete suspected by that student-athlete's coach, athletic trainer, or team physician of sustaining a concussion or brain injury in a practice or game shall to be removed from the activity at that time. A student-athlete who has been removed from play, evaluated, and suspected to have a concussion or brain injury shall not return to play that same day nor until (i) evaluated by an appropriate licensed health care provider as determined by the Board of Education and (ii) in receipt of written clearance to return to play from such licensed health care provider.*

The licensed health care provider evaluating student-athletes suspected of having a concussion or brain injury may be a volunteer.; and

3. *Include a "Return to Learn Protocol" with the following requirements:*
 - a. *School personnel shall be alert to cognitive and academic issues that may be experienced by a student who has suffered a concussion or other head injury, including (i) difficulty with concentration, organization, and long-term and short-term memory; (ii) sensitivity to bright lights and sounds; and (iii) short-term problems with speech and language, reasoning, planning, and problem solving; and*
 - b. *School personnel shall accommodate the gradual return to full participation in academic activities of a student who has suffered a concussion or other head injury as appropriate, based on the recommendation of the student's licensed health care provider as to the appropriate amount of time that such student needs to be away from the classroom.*
- C. Each non-interscholastic youth sports program utilizing public school property shall either (i) establish policies and procedures regarding the identification and handling of suspected concussions in student-athletes, consistent with either the local school division's policies and procedures developed in compliance with this section or the Board's Guidelines for Policies on Concussions in Student-Athletes, or (ii) follow the local school division's policies and procedures as set forth in subsection B. In addition, local school divisions may provide the guidelines to organizations sponsoring athletic activity for student-athletes on school property. Local school divisions shall not be required to enforce compliance with such policies.
- D. As used in this section, "non-interscholastic youth sports program" means a program organized for recreational athletic competition or recreational athletic instruction for youth.

§ 22.1-271.6. School division policies and procedures on concussions in students.

The Board of Education shall amend its guidelines for school division policies and procedures on concussions in student-athletes to include a "Return to Learn Protocol" with the following requirements:

1. School personnel shall be alert to cognitive and academic issues that may be experienced by a student-athlete *student* who has suffered a concussion or other head injury, including

- (i) difficulty with concentration, organization, and long-term and short-term memory; (ii) sensitivity to bright lights and sounds; and (iii) short-term problems with speech and language, reasoning, planning, and problem solving; and
- 2. School personnel shall accommodate the gradual return to full participation in academic activities by *of a student-athlete student* who has suffered a concussion or other head injury as appropriate, based on the recommendation of the student-athlete's *student's* licensed health care provider as to the appropriate amount of time that such student-athlete *student* needs to be away from the classroom.

Resources

A. Organizations and agencies that provide resources related to concussions

- 1. American Academy of Pediatrics, <http://www.aap.org>
- 2. American Medical Society for Sports Medicine, <http://www.amssm.org/>
- 3. Brain Injury Association of Virginia, <http://www.biav.net>
- 4. Centers for Disease Control and Prevention, <http://www.cdc.gov/>
- 5. Children's Hospital of the King's Daughters, <http://www.chkd.org>
- 6. Children's National Medical Center, <http://www.childrensnational.org>
- 7. Consensus Statement on Concussion in Sport (4th International Conference on Concussion in Sport, Zurich, November 2012), <http://www.ncbi.nlm.nih.gov/pubmed/23479479>
- 8. National Academy of Neuropsychology, <http://www.nanonline.org>
- 9. Virginia Athletic Trainers' Association, <http://www.vata.us>
- 10. Virginia College of Emergency Physicians, <https://www.acep.org>
- 11. Virginia Department of Health, <http://www.vdh.state.va.us>
- 12. Virginia High School League, <http://www.vhsl.org>
- 13. Virginia Recreation and Park Society, www.vrps.com

B. Concussion assessment tools

- 1. Sports Concussion Assessment Tool (SCAT), Concussion in Sport Group, <http://bjsm.bmj.com/content/47/5/259.full.pdf>
<http://bjsm.bmj.com/content/47/5/263.full.pdf>
- 2. Sports-Related Concussions in Children and Adolescents, Pediatrics, <http://pediatrics.aappublications.org/cgi/content/abstract/peds.2010-2005v1?rss=1>

SURPLUS ITEMS JULY 6, 2019

Grizzly Dust Collector	Typewriter
Rockwell Model #28300 Band Saw	Phillips DVD Recorder
Powermatic Planer	Texas Instruments TI Viewscreen
Delta Radial Arm Saw	Panasonic DVD/VHS Player
Grizzly Thickness Sander	Magnavox DVD/VHS Player
Porter Cable Drill Press	2 Drake Earth Station Receivers
Delta Disc Sander	3 Cassette Players
Rockwell Model #28380 Band Saw	Flat Screen TV Cart
Rockwell Lathe	Corkboard
Rockwell 16-RAS Radial Arm Saw	6 Texas Instruments CBL Systems
Rockwell/Delta Band Saw	3 Boxes of Cords
2 Large Coolers	Jovian View Magic
2002 34 Passenger Special Needs Bus	Kodak Slide Projector
2002 52 Passenger Bus- Wrecked	Old Mower
1996 International 64 Passenger	Round Scrubber
1996 International 64 Passenger	Plastic Coke Cooler
1996 International 64 Passenger	Napkin Dispenser
Poulan Pro 500 EX Riding Mower	3 Carts
1992 Ford E150 Van	20 Desks
3 Tables	5 Wooden Chairs
1 Desk Top	4 Computer Tables
1 Door	Radio Record/Player
1 Desk	3 Teacher Chairs
2 Chairs	3 Televisions
1 Propane Tank	6 VCR/DVD Players
4 Sections of Workout Weights	Mop Bucket
Metal handle on 2 tire axel	3vSets of Projector Legs
Homemade water sprinkler	10 Small Plastic Chairs
Pipe	Small Heater
Angle Iron and assortment of metal and aluminum	Meat Grinder
Old speaker from football field	Flat Tray
7 small tires	Cash Register
4 large drums	Silverware
12 signs	VHS Tapes
Roof vent	Jeopardy Game System
Exit sign	Tape Recorder
Push fertilizer spreader	Interwrite PRS System
Desk chair and wood desk	Molecule Science Kit
Wood book cart on wheels	VHS to VHS Recorder
Safco Lockbox	VCR
Avery Key 300 Gold	Video Modulator
Blinds	CD Player
Black wire display case	RCA Camcorder
Visioneer Scanner	TV Wall Mounts
4 boxes of albums/records	Screen
Wizard Desktop laminator	Small Pan of Knives
Sony DVD/VHS Player	Califone Megaphone
	Box of Spatulas

SURPLUS ITEMS JULY 6, 2019

Box of Mixing Equipment
 5 Pot Lids
 Small Mixer
 6 Large Muffin Pans
 7 Pots
 Mixer Pot
 12 Little Pan Lids
 4 Small Muffin Pans
 4 Large Pan Lids
 Stainless Steel Doors
 Roof Vent
 Windows
 Metal Brackets
 Chicken Wire Roll
 Metal Screen Roll
 Christmas Tree
 Toilet Paper Holders
 Paper Towel Holders
 Soap Dispensers
 2 TV Carts
 TV
 Computer Cart
 Trapezoid Table
 Overhead Projector
 Tape Player
 2 Boxes of Books
 3 TV Carts
 File Cabinet
 Custodian's Cart
 Teacher's Desk
 2 Small Bookshelves
 Table
 Rectangle Table
 Small Table
 Tennant Vacuum Bags
 Stainless Steel Cleaner
 3 Sunbrite
 2014 Zepwax
 25 Computer Chairs
 2 TV's
 VHS Tapes
 TV Cart
 2 Smart Boards
 1 Projector
 Various Chairs
 Wooden Tables
 Large Desk with Hutch
 Metal Dance Pad

Microphone Stand
 Student Desks
 Magazine Stands
 Computer Tables
 Metal Computer Cart
 Black Tier Cart
 Teacher Desks
 Metal Flip Chart Holder
 Speaker Stands
 Brown Wooden Table
 2 Filing Cabinets
 Yellow Chair
 Locker
 TV
 Broken Cabinet
 Cabinet
 3 Cup Dispensers
 5 Metal Teacher Desks
 Long Wooden Bookshelf
 Metal Bookshelf
 2 Wooden Computer Lab Tables
 2 Metal Wall Hanging Shelves
 Mixer
 31 Square Desks
 2 Half Round Tables
 4 Chairs
 4 Desks
 Big Desk
 Boxes of Library Books
 6 Rectangle Tables
 Basketball Goal
 Scrub Machine
 Small Filing Cabinet
 Janitor Cart
 Overhead Projector
 Lockers
 RCA Small Stereo
 Digital Stereo with Speakers
 Overhead Projector
 Cassette Player
 Computer Tables
 Magnavox TV
 Shelves
 2 Filing Cabinets
 Overhead Projector
 2 TV Carts
 Small Cabinet on Wheels
 Serving Shelves- Stand

2 Metal Shelves
2 Computer Tables
5 VHS/DVD Players
Boom Box
3 Stereos
Speakers
Soccer Goals
Vacuum Cleaner
Light Fixtures
Scoreboard Keyboard
Fax Copier
Projector
Scanner
6 Bags of Pots, Pans, Plastic Bowls, etc.
Washer
Rockwell Drill Press Model #70-6XO
Rolling Tower
2 Wooden Desks
Rolling Desk
Savin 8055 Copier
Savin 2518D Copier
VCR/DVD Player
Sony DVD Player
JVC Compact VHS Camcorder

Memo

To: School Board Members
From: Jason Smith, Assistant Superintendent
Date: May 7, 2019
Re: Optional- Special Pay Plan (403-b)

- I. Pension Plan (403b) for receiving the following:
 - a. Unused sick leave
 - b. Unused business leave
 - c. Retirement incentive payment (if available)
- II. The money will be sent to GWN Securities to be deposited into an account platform containing a VALIC fixed account. There are no charges upon deposit, distribution, or transfer.
- III. The current interest rate is 1.50%. This rate is subject to change on a monthly basis.
- IV. Employees have three choices
 - a. Leave the money in the VALIC fixed interest option (FIO) account.
 - b. Transfer the money to an existing retirement account
 - c. Take the money as a cash distribution. This option will generate Federal and State Income withholding. In addition, the IRS 10% premature distribution penalty may be imposed depending on the age of the employee at the time of distribution.
- V. Money will not be sent by Scott County Schools until June 30th or thereafter as designated by the Scott County School Board. Your account should be funded by the middle of July.
- VI. You will receive a confirmation in the mail of your account from the Wytheville office of Virginia Retirement Specialists, Inc. as soon as the information becomes available. Thereafter, you will receive QUARTERLY statements from GWN Securities.

VII. The advantage of this account will be the savings in Social Security and Medicare taxes that both the employer and employee will save.

SCOTT COUNTY PUBLIC SCHOOL HEAD START
HEAD START FINANCIAL REPORT
GRANT #03CH3469-05 (1/1/19-12/31/19)

APRIL 2019

REVENUE	CURRENT MONTH	YTD	APPROVED FUNDING	UNCOLLECTED FUNDING	%
Federal Funds	115,476.16	409,579.86	1,325,484.00	915,904.14	69%
USDA	-	28,480.86	-	-	
Donations, Other Revenue	-	831.42	-	-	
TOTAL \$	\$ 115,476.16	\$ 438,892.14	\$ 1,325,484.00	\$ 915,904.14	69%

EXPENSES	CURRENT MONTH	YTD	BUDGETED FUNDING	AVAILABLE FUNDING	%
PERSONNEL					
Payroll Expenses	68,902.69	276,128.97	838,976.00	562,847.03	67%
Fringe	25,129.24	101,295.89	319,785.00	218,489.11	68%
TRAVEL					
Out of Town Travel	-	-	1,500.00	1,500.00	100%
SUPPLIES					
Office Supplies	1,060.85	2,178.07	8,000.00	5,821.93	73%
Postage	33.34	59.74	1,000.00	940.26	94%
Food Supplies	11,533.88	27,835.47	34,950.86	7,115.39	20%
Food Service Supplies	-	-	2,000.00	2,000.00	100%
Educational Supplies	1,747.95	5,689.69	23,880.42	18,190.73	76%
Medical & Dental Supplies	51.01	51.01	1,500.00	1,448.99	97%
Janitorial Supplies	126.85	285.76	2,000.00	1,714.24	86%
CONTRACTUAL					
Mental Health Services	180.00	555.00	2,500.00	1,945.00	78%
OTHER					
Rent	800.00	4,000.00	9,600.00	5,600.00	58%
Utilities	1,820.94	4,931.26	21,000.00	16,068.74	77%
Telephone	1,083.37	4,140.56	14,400.00	10,259.44	71%
Child Liability Insurance	-	-	740.00	740.00	100%
Maintenance & Repair	691.09	2,035.77	20,000.00	17,964.23	90%
Local Travel	129.43	424.54	2,300.00	1,875.46	82%
Parent Activities	181.31	446.52	3,500.00	3,053.48	87%
Audit Fee (Accounting & Legal)	-	-	2,750.00	2,750.00	100%
Publications, Ads, & Printing	1,238.43	4,483.15	14,500.00	10,016.85	69%
Health Services	-	171.24	3,125.00	2,953.76	95%
Field Trips	-	-	1,000.00	1,000.00	100%
Discretionary Funds	138.19	265.82	3,300.00	3,034.18	92%
Health Examinations	-	72.91	250.00	177.09	71%
Assoc. Dues & Fees	35.00	270.00	1,840.00	1,570.00	85%
Training	605.58	3,550.82	20,399.00	16,848.18	83%
TOTAL \$	\$ 115,489.15	\$ 438,872.19	\$ 1,354,796.28	\$ 915,924.09	68%

IN-KIND (NON-FEDERAL SHARE)	CURRENT MONTH	YTD	IN-KIND BUDGETED	IN-KIND REMAINING	%
Parents & Volunteer	12,681.16	47,810.91	51,838.00	4,027.09	8%
School District	24,032.51	96,262.98	243,750.00	147,487.02	61%
Donations	3,631.92	14,534.28	35,783.00	21,248.72	59%
TOTAL \$	\$ 40,345.59	\$ 158,608.17	\$ 331,371.00	\$ 172,762.83	52%

ADMINISTRATIVE COST	CURRENT MONTH	YTD	ADMIN. COST BUDGETED	ADMIN. COST REMAINING
Personnel	13,397.72	53,304.40	159,915.00	106,610.60
Travel	-	-	165.00	165.00
Supplies	128.77	264.30	1,300.00	1,035.70
Other	2,149.10	8,668.84	31,796.00	23,127.16
TOTAL \$	\$ 15,675.59	\$ 62,237.54	\$ 193,176.00	130,938.46

APR. ADMIN. COST	0.9%
YTD ADMIN. COST	3.8%

**SCOTT COUNTY PUBLIC SCHOOL HEAD START
HEAD START PROGRAM
FINANCIAL REPORT SUMMARIZATION
GRANT #03CH3469-05 (1/1/19-12/31/19)**

APRIL 2019

REVENUES: \$115,476.16 – Federal Funds

EXPENSES:

Personnel

- Payroll/Fringe: Head Start staff (contracted/non-contracted) payroll & fringe benefits.

Supplies

- Office & Postage: General expenses for program.
- Food Supplies: USDA meals purchased for centers & non-food meal preparation supplies.
- Educational Supplies: General expenses for program.
- Medical & Dental Supplies: General expenses for program.
- Janitorial Supplies: General expenses for program.

Contractual

- Mental Health Services: February services.

Other

- Rent: Office rent, May.
- Utilities: Utility service for centers & HS office.
- Telephone: Telephone/internet service for office & centers.
- Maintenance & Repair: Routine maintenance fees for centers.
- Local Travel: Gasoline for program vehicles & mileage reimbursement to staff.
- Parent Activities: Mileage reimbursement & refreshments for policy council meetings.
- Publications, Ads, & Printing: Copier contracts for office & centers.
- Discretionary Funds: Reimbursements to education staff for classroom supplies.
- Association, Dues, & Fees: Annual licensing fees.
- Training: CDA renewal application fees, Refreshments for training events, Early Childhood Summit registration fees.

In-Kind Match: \$40,345.59. The remaining in-kind for the budget period is 52%.

Administrative Costs: \$15,675.59. The year-to-date administrative cost is 3.8%, not to exceed 15%.

Credit Card Expenses: \$877.77. See attached credit card expense report.

Scott County Public School Head Start
Custom Transaction Detail Report

Name	Memo	April 2019	Account	Debit	Credit	Balance
Bank of America-Platinum Plus	March Health Advisory Committee/Parent Training	20-3800 · Training		69.07		-69.07
Bank of America-Platinum Plus	VA Head Start conference meal purchase	5504 · Out of Town Travel		9.36		-78.43
Bank of America-Platinum Plus	2792-VGA extenders purchased to repair Smartboards	6001 · Office Supplies		262.52		-340.95
Bank of America-Platinum Plus	Quickbooks monthly Subscription April 2019	6001 · Office Supplies		131.00		-471.95
Bank of America-Platinum Plus	2803-Decor for office	6001 · Office Supplies		25.27		-497.22
Bank of America-Platinum Plus	2801-office supplies & batteries	6001 · Office Supplies		38.05		-535.27
Bank of America-Platinum Plus	2794-Infant Manikin Face Shields	6004 · Medical & Dental Supplies		51.01		-586.28
Bank of America-Platinum Plus	Discretionary items for program wide workshop	6017 · Discretionary Center Funds		51.47		-637.75
Bank of America-Platinum Plus	Discretionary items for program wide workshop	6017 · Discretionary Center Funds		27.92		-665.67
Bank of America-Platinum Plus	Va Head Start Conference	20-3800 · Training		50.49		-716.16
Bank of America-Platinum Plus	Va Head Start Conference	20-3800 · Training		36.63		-752.79
Bank of America-Platinum Plus	Meal purchased during Va Head Start Conference	20-3800 · Training		124.98		-877.77
				<u>877.77</u>	<u>0.00</u>	<u>-877.77</u>

**SCOTT COUNTY PUBLIC SCHOOL HEAD START
EARLY HEAD START FINANCIAL REPORT
GRANT #03HP00004902 (9/1/18-8/31/19)**

APRIL 2019

REVENUE	CURRENT MONTH	YTD	APPROVED FUNDING	UNCOLLECTED FUNDING	%
Federal Funds	21,813.69	208,797.17	378,506.00	169,708.83	45%
USDA	-	12,671.74	-	-	
Donations, Other Revenue	-	983.00	-	-	
TOTAL \$	21,813.69	\$ 222,451.91	\$ 378,506.00	\$ 169,708.83	45%

EXPENSES	CURRENT MONTH	YTD	BUDGETED FUNDING	AVAILABLE FUNDING	%
PERSONNEL					
Payroll Expenses	17,016.63	135,142.50	202,403.00	67,260.50	33%
Fringe	4,797.06	46,366.30	93,348.00	46,981.70	50%
TRAVEL					
Out of Town Travel	-	-	1,000.00	1,000.00	100%
SUPPLIES					
Office Supplies	384.82	394.81	3,000.00	2,605.19	87%
Postage	-	-	100.00	100.00	100%
Food Supplies	1,229.87	14,852.58	20,300.74	5,448.16	27%
Food Service Supplies	78.21	78.21	1,000.00	921.79	92%
Educational Supplies	168.28	1,170.20	20,983.00	19,812.80	94%
Medical & Dental Supplies	29.60	69.52	1,000.00	930.48	93%
Janitorial Supplies	121.29	255.71	1,000.00	744.29	74%
CONTRACTUAL					
Mental Health Services	120.00	120.00	1,000.00	880.00	88%
EQUIPMENT					
Medical & Dental Equipment	-	12,468.96	12,468.00	(0.96)	0%
OTHER					
Rent	-	-	-	-	0%
Utilities	237.11	1,768.72	4,500.00	2,731.28	61%
Telephone	228.72	1,627.09	3,000.00	1,372.91	46%
Child Liability Insurance	-	-	144.00	144.00	100%
Maintenance & Repair	135.00	2,472.71	6,760.00	4,287.29	63%
Local Travel	-	82.33	660.00	577.67	88%
Parent Activities	-	-	600.00	600.00	100%
Audit Fee (Accounting & Legal)	-	-	1,000.00	1,000.00	100%
Publications, Ads, & Printing	-	-	500.00	500.00	100%
Health Services	-	52.10	1,000.00	947.90	95%
Field Trips	-	203.96	4,067.00	3,863.04	95%
Discretionary Funds	10.08	41.98	1,320.00	1,278.02	97%
Transition	-	-	500.00	500.00	100%
Health Examinations	-	-	300.00	300.00	100%
Assoc. Dues & Fees	-	885.86	1,500.00	614.14	41%
Training	-	20.00	8,707.00	8,687.00	100%
TOTAL \$	24,556.67	\$ 218,073.54	\$ 392,160.74	\$ 174,087.20	44%

IN-KIND (NON-FEDERAL SHARE)	CURRENT MONTH	YTD	IN-KIND BUDGETED	IN-KIND REMAINING	%
Parents & Volunteer	5,767.82	46,539.43	73,463.00	26,923.57	37%
School District	845.15	7,312.22	9,150.00	1,837.78	20%
Donations	1,181.01	14,259.54	12,015.00	(2,244.54)	-19%
TOTAL \$	7,793.98	\$ 68,111.19	\$ 94,628.00	\$ 26,516.81	28%

ADMINISTRATIVE COST	CURRENT MONTH	YTD	ADMIN. COST BUDGETED	ADMIN. COST REMAINING
Personnel	2,203.34	17,876.03	30,020.00	12,143.97
Travel	-	-	200.00	200.00
Supplies	76.96	78.96	600.00	521.04
Other	87.42	1,223.05	4,208.00	2,984.95
TOTAL \$	2,367.72	\$ 19,178.04	\$ 35,028.00	15,849.96

APR. ADMIN. COST	0.5%
YTD ADMIN. COST	4.4%

**SCOTT COUNTY PUBLIC SCHOOL HEAD START
EARLY HEAD START PROGRAM
FINANCIAL REPORT SUMMARIZATION
GRANT #03HP00004902 (9/1/18-8/31/19)**

APRIL 2019

REVENUES: \$21,813.69 – Federal Funds

EXPENSES:

Personnel

- Payroll/Fringe: EHS staff (contracted/non-contracted) payroll & fringe benefits.

Supplies

- Office Supplies: General program expenses.
- Food Supplies: USDA meals purchased for centers & non-food meal preparation supplies.
- Food Service Supplies: Plates and serving utensils for centers.
- Educational Supplies: General program expenses.
- Medical & Dental Supplies: General program expenses.
- Janitorial Supplies: General program expenses.

Contractual

- Mental Health Services: February services

Other

- Utilities: Utility service for centers.
- Telephone: Telephone/internet service for centers.
- Maintenance & Repair: Routine maintenance charges for centers.
- Discretionary Funds: Reimbursement to education staff for classroom supplies purchased.

In-Kind Match: \$7,793.98. The remaining in-kind for the budget period is 28%.

Administrative Costs: \$2,376.72. The year-to-date administrative cost is 4.1%, not to exceed 15%.

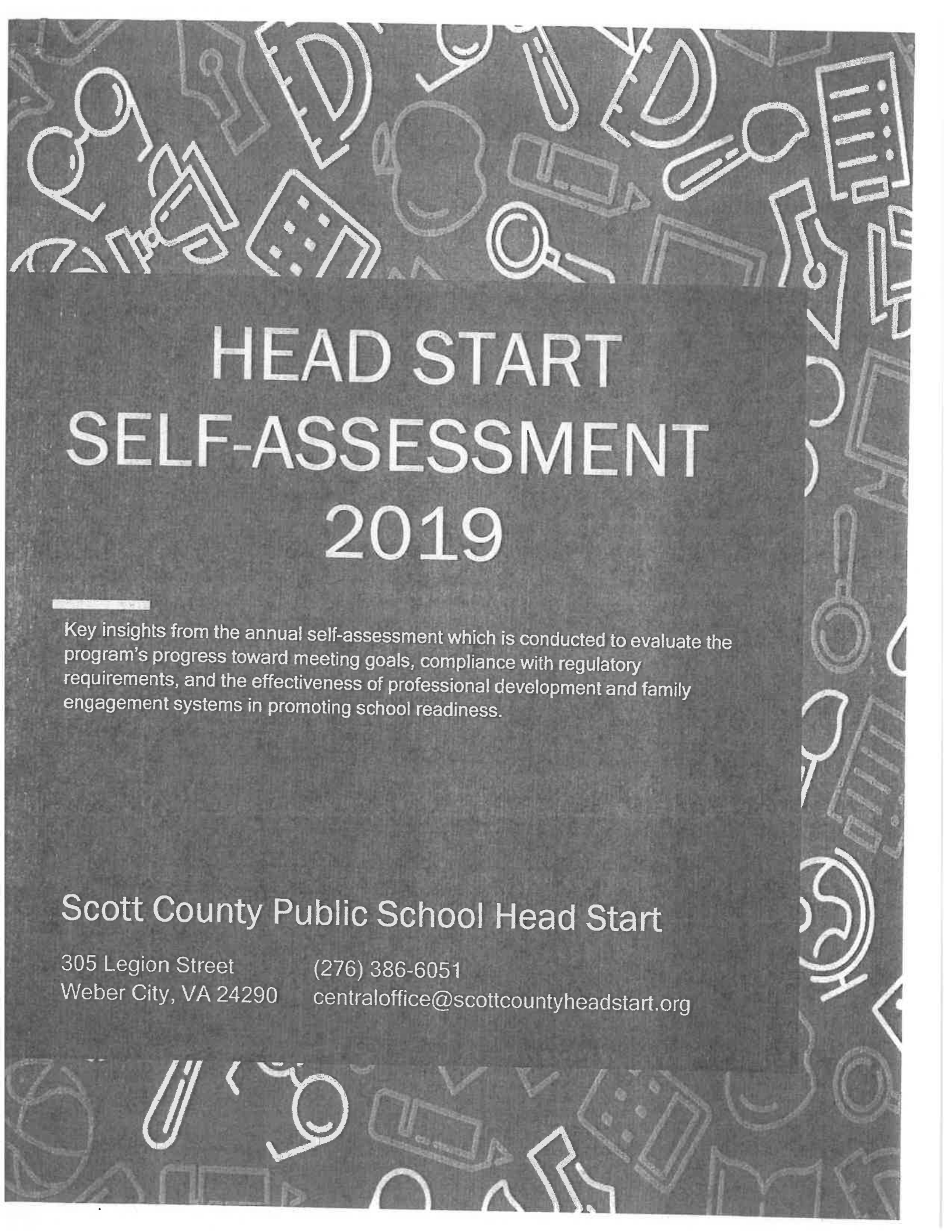
Credit Card Expenses: \$487.09. See attached credit card expense report.

10:49 AM
05/14/19
Accrual Basis

Scott County Public School Head Start Custom Transaction Detail Report

April 2019

Name	Memo	Account	Debit	Credit	Balance
Powell Valley National Bank	2787-food supplies	6002 · Food Supplies	149.11		-149.11
Powell Valley National Bank	infant formula	6002 · Food Supplies	40.93		-190.04
Powell Valley National Bank	2806-formula	6002 · Food Supplies	81.27		-271.31
Powell Valley National Bank	2806-infant toothpaste	6004 · Medical & Dental Supplies	29.60		-300.91
Powell Valley National Bank	2787-goo gone	6005 · Janitorial Supplies	7.44		-308.35
Powell Valley National Bank	2787-face paint	6013 · Educational Supplies	8.95		-317.30
Powell Valley National Bank	2789-items for sensory bags	6013 · Educational Supplies	5.48		-322.78
Powell Valley National Bank	2788-classroom supplies	6013 · Educational Supplies	37.17		-359.95
Powell Valley National Bank	2800-supplies	6013 · Educational Supplies	48.93		-408.88
Powell Valley National Bank	2793-food service supplies	6002A · Food Service Supplies	78.21		-487.09
			<u>487.09</u>	<u>0.00</u>	<u>-487.09</u>



HEAD START SELF-ASSESSMENT 2019

Key insights from the annual self-assessment which is conducted to evaluate the program's progress toward meeting goals, compliance with regulatory requirements, and the effectiveness of professional development and family engagement systems in promoting school readiness.

Scott County Public School Head Start

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Weber City, VA 24290

(276) 386-6051
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INTRODUCTION

PROGRAM DESCRIPTION

Scott County Public School Head Start (SCPSHS) began in Scott County as an eight-week summer program in 1965. The Rural Areas Development Association, Inc. (RADA) was the fiscal agent & grantee for the Head Start program. In 1995, the Head Start grant was awarded to Scott County Public Schools, who serves as the fiscal agent and grantee today. In addition to the Head Start grant, an Early Head Start grant was awarded to Scott County Public Schools in 2017. The program currently operates three full calendar year, 8-hour per day center-based classrooms and is funded to serve 24 children ages six weeks to three years.

CONTEXT FOR SELF ASSESSMENT

SCPSHS conducts self-assessment activities annually in accordance with Head Start Performance Standard 1302.102(b)(2) to evaluate service quality and work performance as well as influence continuous quality improvement.

The Self-Assessment team is comprised of management, staff, Policy Council representatives, School Board members, parents, and community partners. This team evaluates the program in targeted areas using a strength based approach and collaborative inquiry to analyze data collected.

Data sources reviewed by the Self-Assessment team include child and family outcomes data, professional development data, ongoing monitoring data, and other applicable program data.

Discoveries and recommendations from the Self-Assessment team will be used to inform program planning and continuous improvement.

SELF-ASSESSMENT METHODOLOGY

The self-assessment consists of the following focus areas:

1. Program Management and Quality Improvement

- Evaluate the program's effectiveness in providing staff with professional development trainings and opportunities to enhance their knowledge and skills within the scope of their job responsibilities.
- Evaluate how the program uses data to identify program strengths, needs, and areas needing improvement & how the program evaluates progress toward achieving program goals and compliance with program performance standards, and assess the effectiveness of professional development.
- Evaluate the program's structure of governance for making effective decisions related to program design and implementation.
- Evaluate the effectiveness of the program's involvement of parents in program operations and active engagement of Policy Council in the direction of the program.

2. Education and Child Development Services

- Evaluate the program's school readiness efforts in alignment with the Head Start Early Learning Outcomes Framework (HSELOF), and Virginia early learning standards.
- Evaluate the program's teaching practices to ensure the promotion of progress toward school readiness and high-quality learning experiences for children.
- Evaluate the program's effectiveness in ensuring teaching staff are prepared to implement curriculum and support children's progress towards school readiness.

3. Health Services

- Evaluate the effectiveness of the service area's ongoing monitoring procedures and practices in ensuring children's health needs are identified and addressed promptly.
- Evaluate the program's ability to promote mental health and social and emotional well-being through the use of mental health consultants to support staff.
- Evaluate the program's effectiveness to maintain and monitor effective oral health practices and nutrition services that meet nutritional needs and accommodate feeding requirements and allergies.
- Evaluate the program's process for monitoring and maintaining healthy and safe environments.

4. Family and Community Engagement Services

- Evaluate the program's ability to effectively establish a positive goal-oriented relationship with families, impact family wellbeing and promote family engagement in children's learning and development by first identifying areas of strength followed by opportunities for improvement.

5. Fiscal Infrastructure

- Evaluate the program's effectiveness in developing and implementing a budget to sustain management, staffing structures, and the delivery of services that support the needs of enrolled children and families.
- Evaluate the program's ability to implement a fiscal management system that supports the organization's ongoing capacity to execute its budget over time and meet the needs of the organization.
- Evaluate the program's effectiveness of control over and accountability for all funds, property, and assets.
- Evaluate the program's compliance with application, prior approval, and reporting requirements for facilities purchased, constructed, or renovated with Head Start funds.

6. **ERSEA: Eligibility, Selection, Enrollment, and Attendance**

- Evaluate the program's effectiveness in enrolling children who are categorically eligible or who meet defined income-eligibility requirements including at least 10% filled by children eligible for services under IDEA.
- Evaluate the program's system used to monitor attendance data to support families in promoting individual child attendance and inform program improvements where monthly attendance rates indicate systematic attendance issues.
- Evaluate the program is submitting accurate monthly enrollment numbers to HSES.

SELF-ASSESSMENT RESULTS

The Self-Assessment team identified program strengths and successes that can potentially be built upon to support continuous improvement. In addition, goal areas for program improvement and action steps discussed from the self-assessment are delineated under the six focus areas. Management will utilize the information to make decisions about program operations that will seek to improve service delivery and close any identified gaps in the program's overall performance.

Program Management & Quality Improvement

Strengths

- Positive working relationship with Scott County Public Schools.
- Strong working relationship with Smart Beginnings and Virginia Quality.
- Exceeds the required service duration hours for Head Start.
- Effective system for reporting program operations and financial status to Board and Policy Council.
- Offers families and community information about our program through social media and website.
- Ongoing and effective communication system between staff and families through phone calls, text, home visits, social media, conferences, email, and written mail.
- Effective oversight from Policy Council and the governing body.
- Exceed required hours for professional development.

Areas of Improvement

1. *Revise system of professional development for new staff.*

Action Steps	Time Frame	Team Member
Create timeline of required trainings.	2019-2020	Mgmt. Team
Create orientation training materials.	2019-2020	Mgmt. Team

2. *Review self-assessment data and program goals during quarterly meetings.*

Action Steps	Time Frame	Team Member
Discuss progress, outcomes, and challenges of self-assessment data and program goals.	2019-2020	Mgmt. Team

3. *Revise the program's method of engaging families in carrying out parent committee responsibilities.*

Action Steps	Time Frame	Team Member
Review responsibilities of parent committee via performance standards.	2019-2020	Mgmt. Team

Create a plan for carrying out parent committee responsibilities.	2019-2020	Mgmt. Team
Design a summary report to enhance effective communication between policy council and parent committee.	2019-2020	Mgmt. Team

4. Increase parent representation at Policy Council meetings.

Action Steps	Time Frame	Team Member
Provide orientation to parents on the purpose of policy council.	2019-2020	FRS
Ensure each classroom maintains a policy council member and alternate.	2019-2020	FRS

Education and Child Development Services

Strengths

- Bilingual staff and multiple curricula resources enhancing classroom quality.
- Our program's 2018 Federal CLASS Review scores show scores above the National average from 2018's grantee reviews.
- On-going CLASS training is a high priority for staff development.
- Effective monitoring and feedback to individual education staff.
- Curriculum and assessment is aligned with the Head Start Early Learning Outcomes Framework.
- Strong system to encourage family literacy implemented across program.
- Partnerships with LEA and community agencies related to disabilities services.
- Smooth transition process to Kindergarten through family and staff collaboration efforts. Families receive resource packets for Kindergarten bound children.
- LEA provides one SLP for all Head Start classrooms.
- Well written disability service plan.

Areas of Improvement

1. Expand on-going training including special needs and disabilities to staff and families.

Action Steps	Time Frame	Team Member
During pre-service, continue to provide overview/information from LEA and SLP.	2019-2020	CDSC
Provide training related to special needs for families with children with disabilities.	2019-2020	CDSC
Research trainings offered by local colleges related to special education.	2019-2020	CDSC

Provide training to staff on specific disabilities.	2019-2020	CDSC
Provide training in conflict resolution.	2019-2020	CDSC
Provide social/emotional training through Pyramid Model.	2019-2020	CDSC
Provide overview and training on TPOT.	2019-2020	Mgmt. Team

2. Enhance the system of individualizing strategies.

Action Steps	Time Frame	Team Member
Provide training on writing individualized plans.	2019-2020	CDSC
Provide targeted training to FRS staff on individualizing.	2019-2020	CDSC
Provide training on using classroom data to embed individualized goals.	2019-2020	CDSC

3. Explore the option of reducing COR objectives.

Action Steps	Time Frame	Team Member
Contact High Scope and COR Advantage.	2019-2020	CDSC
Review Performance Standards to ensure compliance.	2019-2020	CDSC
Contact other programs for input.	2019-2020	CDSC

4. Explore options for additional CLASS training.

Action Steps	Time Frame	Team Member
Implement plan for additional CLASS observers.	2019-2020	CDSC
Send selected staff to CLASS reliability training.	2019-2020	CDSC
Provide financial support to staff for certification.	2019-2020	AA/FO

5. Update school readiness goals action plan.

Action Steps	Time Frame	Team Member
Add Pyramid Model to action steps of school readiness goals action plan.	2019-2020	CDSC

Health Services

Strengths

- Timely health referrals.
- Head Start staff reinforce safety rules regularly throughout the year.

- Strong relationships with community partners.
- Hearing and vision screening equipment purchased for program use.
- Portable dental equipment enables onsite dental exams.
- Health services screening equipment provides more documentation for families and medical professionals.
- Partnered with families to maintain raised gardens at all sites.
- Timely communication ensuring parents are advised of their child's health status.
- Teaching staff is MAT, pediatric first aid, and CPR certified. FRS staff are pediatric first aid certified.
- Promote safe and healthy environments through ongoing monitoring.
- All classrooms are provided individual colored t-shirts with center information for field trips.
- Bus drivers receive twenty-four hours of classroom instruction and twenty-four hours behind the wheel prior the first route.
- All school division drivers have received basic first aid certification through the American Heart Association.

Areas of Improvement

1. *Improve oral health partnerships.*

Action Steps	Time Frame	Team Member
Provide an additional dental fair during program year.	2019-2020	FRS
Explore additional dental services, including on-site Smiles Virginia.	2019-2020	FRS
Provide oral health education to families and staff.	2019-2020	FRS

2. *Increase parent understanding of oral health & medical homes.*

Action Steps	Time Frame	Team Member
Utilize parent meetings and orientation to educate parents on having an oral health and medical home.	2019-2020	FRS/HNSC

3. *Provide the opportunity for children and families to gain knowledge in growing and harvesting a vegetable garden.*

Action Steps	Time Frame	Team Member
Collaborate with families, LEA, Master Gardeners, and community to educate children on best practices in gardening.	2019-2020	Mgmt. Team
Extension staff to conduct gardening classes for staff and parents.	2019-2020	Mgmt. Team

4. *Explore options for MAT and First Aid/CPR training to staff.*

Action Steps	Time Frame	Team Member
Research MAT trainers.	2019-2020	Mgmt. Team

Implement plan for an onsite First Aid/CPR instructor.	2019-2020	Mgmt. Team
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5. Improve outdoor playground areas.

Action Steps	Time Frame	Team Member
Research funding opportunities for playgrounds.	2019-2020	AA/FO
Research options to repel insects on playgrounds.	2019-2020	AA/FO
Research options for drainage at Duffield site.	2019-2020	AA/FO
Make improvements as funding is available.	2019-2020	Mgmt. Team

6. Improve delivery of mental health services.

Action Steps	Time Frame	Team Member
Provide training to mental health consultant on Prevent, Teach, Reinforce behavior support plan model.	2019-2020	Mgmt. Team
Review/revise contracts with mental health providers to include supporting classroom staff.	2019-2020	Mgmt. Team

7. Increase specific strategies and support for children experiencing challenging behaviors.

Action Steps	Time Frame	Team Member
Gain knowledge on specific strategies used to decrease challenging behaviors.	2019-2020	Mgmt. Team
Provide additional resources on specific challenging behaviors.	2019-2020	Mgmt. Team

8. Develop a more effective mental health referral process.

Action Steps	Time Frame	Team Member
Create a program wide mental health referral process to include implementation of TPOT and TPITOS.	2019-2020	HNSC
Design an informational brochure to educate families on the mental health referral process.	2019-2020	HNSC
Act as advocate for families during intake process.	2019-2020	HNSC

9. Revise monitoring process for pre-employment background checks.

Action Steps	Time Frame	Team Member
Review policy and make changes as needed.	August 2019	Mgmt. Team

Family and Community Engagement Services

Strengths

- Monthly family engagement events focus on specific school readiness activities.
- Family Assessment is aligned with PFCE framework.
-

Areas of Improvement

1. *Explore possibility of using an automated message system for program updates and events.*

Action Steps	Time Frame	Team Member
Contact LEA and/or IT for more information.	2019-2020	Mgmt. Team

2. *Review parenting curriculum options.*

Action Steps	Time Frame	Team Member
Meet with Frontier Health to discuss parenting curriculum.	September 19	Mgmt. Team
Explore potential parenting curricula.	September 19	Mgmt. Team

3. *Increase parent committee attendance.*

Action Steps	Time Frame	Team Member
Contact other programs for input.	2019-2020	CDSC
Survey families about availability & topics for parent committee meetings.	2019-2020	FRS
Create a calendar of agenda items based on survey results for meetings.	2019-2020	Mgmt. Team

4. *Revisit the delivery of family literacy initiatives.*

Action Steps	Time Frame	Team Member
Review the required family literacy activities in the Head Start Act with all staff.	August 19	Mgmt. Team
Review system for the implementation and tracking of C.H.A.T.T.E.R.	August 19	Mgmt. Team

5. *Provide community resources on website.*

Action Steps	Time Frame	Team Member
Obtain list of community resources.	2019-2020	Mgmt. Team
Create links to community resources on website.	2019-2020	Mgmt. Team

Fiscal Infrastructure

Strengths

- Access to comprehensive fringe benefits package to attract qualified applicants for employment.
- Strong financial transparency and fiscal oversight from Policy Council and the governing body.
- Positive working relationship between grantee and staff.
- Effective cost allocation methods.
- Strong internal controls.

Areas of Improvement

1. *Increase skilled hourly workforce.*

Action Steps	Time Frame	Team Member
Collaborate with local colleges to attain prospective employees.	2019-2020	Mgmt. Team
Participate in local job fairs.	2019-2020	Mgmt. Team

2. *Increase volunteer opportunities.*

Action Steps	Time Frame	Team Member
Create parent/volunteer calendar per classroom.	August 19	FRS
Create a list of volunteer opportunities for families.	August 19	FRS
Create a list of community volunteer resources.	2019-2020	Mgmt. Team
Contact community resources and schedule volunteer hours.	2019-2020	Mgmt. Team

3. *Revise Financial Manual.*

Action Steps	Time Frame	Team Member
Review Financial Manual and make changes as needed.	2019-2020	AA/FO

4. *Secure permanent notice of federal interest postings on facilities.*

Action Steps	Time Frame	Team Member
Explore options for permanent signs.	July 19	AA/FO
Purchase signs.	August 19	AA/FO

5. *Improve the method of staff timesheets.*

Action Steps	Time Frame	Team Member
Explore time sheet options.	May 19	AA/FO
Training staff on new time sheet method.	August 19	AA/FO
Implement new time sheets.	August 19	AA/FO

6. *Improve staff wellness initiatives.*

Action Steps	Time Frame	Team Member
Research methods for staff wellness.	May 19	AA/FO
Submit survey to staff.	May 19	AA/FO
Implement wellness initiatives based on survey results.	August 19	AA/FO

7. *Implement initiatives to increase staff morale.*

Action Steps	Time Frame	Team Member
Research initiatives for increasing morale.	May 19	AA/FO
Submit survey to staff.	May 19	AA/FO
Implement initiatives based on survey results.	August 19	AA/FO

8. *Revise written administrative cost plan.*

Action Steps	Time Frame	Team Member
Review Administrative Cost Plan and make changes as needed.	August 19	AA/FO

ERSEA: Eligibility, Selection, Enrollment, and Attendance

Strengths

- Effective use of Facebook and website for recruitment.
- Collaborative Early Childhood Fair related to Child Find/Recruitment.
- Convenience of online application.

Areas of Improvement

1. *Ensure children attend school on a regular basis.*

Action Steps	Time Frame	Team Member
Review program's attendance policy with staff and families.	2019-2020	Mgmt. Team
Provide a preschool attendance handout encouraging families to "build a habit of good attendance." <ul style="list-style-type: none"> • Children's acceptance letters • Included in parent handbook 	2019-2020	Mgmt. Team
FRS will monitor attendance in ChildPlus and be in regular communication with education staff. FRS will make the appropriate follow-up contact as required. Teachers will give attendance report to each family during conferences.	2019-2020	FRS
FRS will alert parents to the number of absences during routine family service contacts.	2019-2020	FRS

Classroom staff will include a listing of children's names with perfect attendance in the program newsletter and the classroom parent board.	2019-2020	Education Staff
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2. Enhance the program's recruitment strategies.

Action Steps	Time Frame	Team Member
Solicit parent testimonials for program website.	2019-2020	Mgmt. Team
Utilize staff, families, and community members to place recruitment signs in high traffic areas.	2019-2020	Mgmt. Team

3. Increase awareness of online application and website.

Action Steps	Time Frame	Team Member
Purchase marketing materials that promote website.	2019-2020	Mgmt. Team
Purchase additional recruitment signs that promote online application.	2019-2020	Mgmt. Team

CONCLUSION

Scott County Public School Head Start continues to strive for high performance and high-quality service delivery by utilizing program data to inform the decision making process and continuous quality improvement efforts. The insight received during this year's self-assessment will be used to assist the management team with implementing an improvement plan. The success of the improvement plan based on action steps and suggested time frames will be tracked and monitored to measure progress during quarterly data management team meetings.

The 2019 Head Start Self-Assessment has been presented and approved by the Scott County Public School Head Start Policy Council and the Scott County School Board of Directors.

Director, Head Start

Date

Chairperson, Policy Council

Date

Chairman, School Board

Date

HIRING PROCEDURE

Application/Interview Process

The procedures outlined below will be followed during the recruitment and selection of all personnel with the exception of the Director. In the case of the Director, the Division Superintendent will assume those duties as ascribed to the Director.

Procedures shall be developed for filling vacancies and new positions to insure all openings not filled through promotions, have been properly advertised to give all interested parties the opportunity to be considered and to expedite the selection process.

Job openings will be advertised in the local media to ensure equal opportunity for all interested persons to file an application and to be considered for employment. The Director will set a date after which no applications will be accepted.

The Administrative Assistant/Fiscal Officer will receive all applications for employment and keep them on file in the Head Start office. Applications for the position of Director must be submitted to the School Board office and placed on file there. The Regional Office must approve the Director and Administrative Assistant/Fiscal Officer applicants recommended by Policy Council and School Board.

The Director will schedule a time for the Personnel Committee comprised of a Scott County School Board representative, the Head Start Director, Policy Council members (two parents and one community representative) and one appropriate staff member. All applications will be screened on the basis of hiring criteria developed in advance specifically for the job at hand and as advertised. Those applicants whose credentials do not meet the hiring criteria will receive no further consideration.

All references listed on the employment application for full or part time work are contacted by the Administrative Assistant/Fiscal Officer. Reference responses are recorded and attached to the application for the Personnel Committee to review

The Administrative Assistant/Fiscal Officer will schedule appointments for personal interviews with the Personnel Committee. The Personnel Committee will interview applicants and select the candidate for employment whose interview and credentials show that they are best qualified to perform the functions of the job.

The Personnel Committee will make a recommendation to the Policy Council for approval of the Committee's selected candidate. The Personnel Committee's recommendation will be given to the Division Assistant Superintendent for School Board's approval.

If the Policy Council or the School Board declines to approve the candidate for employment, the Personnel Committee may recommend the first alternate for approval. If the Council or School Board refuses to approve the first alternate, the Personnel Committee may recommend the second alternate. If the Council or School Board fails to approve the second alternate, then the position will be re-advertised.

Policy Council and School Board approval is not required for non-contracted staff.

Background Check Requirements

Scott County Public School Head Start is required by the Office of Head Start and/or Virginia Department of Social Services Licensing Division to complete the following for all new staff:

- Sworn Disclosure Statement
- Criminal Record Check Request & Sex Offender Registry (Virginia State Police & FBI)
- Central Registry Release of Information (VA Department of Social Services)
- Out-of-State Child Abuse Registry Search

Sworn Disclosure Statements are completed during the employment/volunteer application process. For existing staff, an updated sworn disclosure statement is conducted every five years.

Applicants must pass a satisfactory clearance for a fingerprint criminal record check & sex offender registry (eligible as employee) through the Virginia State Police and FBI prior to being hired. Applicants are provided instructions for completing the fingerprint criminal record check by the Administrative Assistant/Fiscal Officer. Once a criminal record check is returned to the Head Start office, the Director and Administrative Assistant/Fiscal Officer will review the report to verify employment eligibility. The Administrative Assistant/Fiscal Officer will input this information into Child Plus and file in the employee's personnel record. For existing staff, an updated fingerprint criminal record check must be conducted every five years.

After the program receives a satisfactory criminal record check and has obtained approval by Policy Council and School Board (excluding non-contracted employees), the Director will notify the applicant to inform him/her of their start date for beginning work. Additionally, the Director will notify the appropriate supervisor of the employee's start date.

Applicants will also complete a DSS Central Registry Release of Information Form and submit to the Head Start office. The Administrative Assistant/Fiscal Officer will submit the completed form to DSS. Once a determination report is returned to the Head Start office, the Director and Administrative Assistant/Fiscal Officer will review the report to verify employment eligibility. The Administrative Assistant/Fiscal Officer will input this information into Child Plus and file in the employee's personnel file. Employees may start work prior to receiving the completed report, however if the report is not received within 30 days of the employee's hire date, the Administrative Assistant/Fiscal Officer will follow up with DSS to determine the status. For existing staff, an updated DSS Central Registry Release of Information Form must be conducted every five years.

If an applicant has lived out-of-state within the last five years, the applicant will sign a release form authorizing an out-of-state Child Abuse Registry Search within the applicable states. The Administrative Assistant/Fiscal Officer will submit the necessary documents to the applicable states in order to conduct the search. Once the results are returned to the Head Start Office, the Director and Administrative Assistant/Fiscal Officer will review the report to verify

employment eligibility. The Administrative Assistant/Fiscal Officer will input this information into Child Plus and file in the employee's personnel record. Employees may start work prior to receiving the completed report, however if the report is not received within 30 days of the employee's hire date, the Administrative Assistant/Fiscal Officer will conduct a follow up. For existing staff, an updated Out-of-State Child Abuse Registry Search must be conducted every five years.

It shall be the responsibility of the applicant to furnish accurate information; therefore, any falsification of either information or credentials shall be cause for dismissal or refusal to employ.

Background Check Fees

Scott County Public School Head Start shall pay any fees associated with obtaining required background check documentation for all staff, including applicants.

Monitoring & Follow-Up:

The Administrative Assistant/Fiscal Officer will utilize Child Plus to generate a monthly personnel report for the Director's review. This report ensures background check follow ups are completed in a timely manner for all employees

SCOTT COUNTY PUBLIC SCHOOL HEAD START
CONTRACT EMPLOYEE LIST
JULY 1, 2019 – JUNE 30, 2020

EMPLOYEE	POSITION	CONTRACT DAYS
Adams, Charnita	Teacher Assistant	190
Bledsoe, Kelly	Family & Community Services Coordinator	220
Campbell, Morgan	Teacher Assistant	190
Carter, April	AA/Fiscal Officer	260
Davidson, Kristy	Teacher	190
Dixon, Jenny	EHS Teacher	240
Duty, Brittany	Teacher Assistant	190
Edwards, Lori	Teacher Assistant	190
England, Kaitlin	Teacher	190
Franklin, Bailey	EHS Teacher	240
Glenn, Emily	Teacher	190
Henry, Sandra	Family Resource Specialist	200
Holley, Kayla	Teacher	190
Hufnagle, Donna	Teacher	190
Johnson, Tara	Teacher	190
Lane, Susan	EHS Teacher	240
Martinez, Ana	Teacher Assistant	190
Meade, Summer	Teacher Assistant	190
Osborne, Tracy	Teacher Assistant	190
Parks, Melissa	Family Resource Specialist	200
Powers, Kelli	Teacher	190
Ramsey, Faith	EHS Teacher	240
Ratliff, Jerri Michelle	Receptionist/Data Secretary	220
Raymond, Cindy	Child Development Services Coordinator	260
Roberts, Chynna	Teacher	190
Robinette, Nora	Family Resource Specialist	200
Russell, Kellie	EHS Teacher	240
Sloan, Melanie	Teacher	190
Stidham, Elizabeth	Health & Nutrition Services Coordinator	240
Thomas, Faith	EHS Teacher	240
Wallen, Michelle	Teacher Assistant	190
White, April	Teacher Assistant	190
Wilcox, Katherine	Director	260