

SCOTT COUNTY SCHOOL BOARD
MINUTES OF REGULAR MEETING
WEDNESDAY, MARCH 3, 2004

The Scott County School Board met in a regular meeting on Wednesday, March 3, 2004, in the Scott County School Board Office Conference Room with the following members present:

E. Virgil Sampson, Jr., Chairman	David T. Kindle
Lowell S. Campbell, Vice Chairman	Glenn M. McMurray
Gloria E. ?Beth? Blair	Joe D. Meade

ABSENT: None

OTHERS PRESENT: James B. Scott, Division Superintendent; C. Dean Foster, Jr., County Attorney; Danny Dixon, Director of Instruction; Darryl Johnson, Director of Operations; Jimmy Dishner, Secondary Supervisor; Loretta Q. Page, Clerk of the Board; K.C. Q. Linkous, Deputy Clerk; Helen Henderson, Head Start Director; Margaret Falin, Scot Fleming, and Sue Arnold, Salary, Fringe Benefits, and School Calendar Committee Representatives; Lisa McCarty, Scott County Virginia Star; Kevin Castle, Kingsport Times News; Alison Taylor and Bob Moorehouse, Scott County Education Association Representatives.

CALL TO ORDER: Chairman Sampson called the meeting to order at 6:00 p.m. and presided.

APPROVAL OF AGENDA: Mrs. Blair made a motion to approve the agenda as submitted, motion was seconded by Mr. Campbell, all members voting aye.

PUBLIC COMMENTS: No members of the audience came forth to speak during this period.

APPROVAL OF MINUTES: On a motion by Mr. Kindle, seconded by Mr. Meade, all members voting aye, the board approved the minutes of the Regular Meeting, Tuesday, February 3, 2004, and the Public Hearing, Tuesday, February 3, 2004 as submitted.

APPROVAL OF CLAIMS: On a motion by Mr. McMurray, seconded by Mr. Campbell, all members voting aye, the board approved payroll and claims as follows:

School Operating Fund invoices in the amount of \$563,790.60 and payroll in the amount of \$346,799.88 as shown by warrants #8062210-8062698 (#8062195 & 8062211 voided).

Cafeteria Auxiliary Fund invoices in the amount of \$67,755.99 and payroll totaling \$33,141.65 as shown by warrants #1005974-1006080 (#1006008 voided).

Scott County Public School Head Start invoices totaling \$94,952.65 and payroll totaling \$5,113.35 as shown by warrants #2994-3154 (#3000 voided).

APPROVAL OF SCHOOL CALENDAR FOR 2004-05 SCHOOL YEAR: Mrs. Sue Arnold, Salary, Fringe Benefits, and School Calendar Committee Representative presented the School Calendar for the 2004-05 year as follows:

August 11-13	Preservice-SCCTC 8:30 a.m. (8/11) ? 12 & 13 ? Report to Schools
August 16	School Begins for Students
September 6	Labor Day ? Schools Closed
October 18	1 st Nine Weeks Ends
November 2	Election Day ? Schools Closed
November 24-26	Fall Break

December 20-January 2	Winter Break
Dec. ? Feb.	Floating Teacher Workday To Be Assigned on Snow Day
January 7	First Semester Ends
January 10	Teacher Workday/Schools Closed
January 11	Second Semester Ends
March 14	Third Nine Weeks Ends
March 25	Good Friday/Schools Closed
April 4-8	Spring Break
May 24	Second Semester Ends
May 25-26	Teacher Workdays

Superintendent Scott asked Mrs. Arnold if the committee would agree that the first day of preservice be a ?county? day and the remaining two days be ?schools? days. Mrs. Arnold indicated that the committee has no problem with the first day being ?county? and the second and third days being ?schools?. On a motion by Mr. Meade, seconded by Mr. Campbell, all members voting aye, the board approved the School Calendar for the 2004-05 School Year as submitted.

SALARY AND FRINGE BENEFITS RECOMMENDATIONS FOR 2004-05
SCHOOL YEAR: Mrs. Sue Arnold, Salary and Fringe Benefits Committee Representative, presented the following Salary/Fringe Benefits Committee Proposal for 2004-05:

1. The committee recommends a 5% salary increase based on actual salary for all employees.
2. The committee recommends funding the step increase for the 2004-05 school year.
3. The committee recommends the school system continue to pay employee?s portion of VRS.

4. The committee recommends that health insurance premiums, doctor co-pays, and prescription co-pays stay the same.
5. The committee recommends the funding for the \$1,000 retirement incentive for the last three years before retirement be continued.
6. The committee recommends that duty-free lunch for elementary teachers be continued.

Superintendent Scott stated that he would like to respond to the Salary/Fringe Benefits Committee

Proposal #5. He reported that the school division was notified by the Virginia Retirement System (VRS) that the retirement incentive could no longer be counted as VRS credit since it is counted as a supplement. He and Mr. Darryl Johnson, Director of Operations, explained that VRS issues were that the incentive was not a part of the salary scale and was not offered to all employees at the same time. Superintendent Scott recommended that the \$3,000 retirement incentive be added at the 30th step on the salary scale. He reported that this would assist 75 to 80% of the total number of teachers at the 30, 31, or 32 steps on the salary scale to receive VRS credit for the incentive.

Board members asked questions and voiced their opinion on various items relating to salaries such as, the average number of years of service for retiring teachers, the need to provide attractive salaries for potential teachers, and the need to work toward keeping the gap closer when comparing the lower and higher ends of the salary scales.

Superintendent Scott explained that 30 years is considered eligibility for full benefits from VRS. He also explained that in the past, the board has tried to provide salary increases by both using a flat percentage and also by using the median scale in order to try to keep the gap from widening for employees at both the bottom and the top of the scales. He explained that personnel have been understanding of this situation in prior years.

Chairman Sampson stated that the issues presented would be worked on as the budget process

proceeds and that the school board would be back in touch with the committee. He thanked the committee for their presentation. Superintendent Scott also thanked the committee members for their presentations.

APPROVAL OF HEAD START POLICY COUNCIL MEMBERS, PERSONNEL, AND POLICIES & PROCEDURES: Superintendent Scott reported that he did not have time to completely go through the Head Start items that were included in school board packets for approval. He explained that he read through part of the information included but was not able to read over all pages being submitted for approval. On the recommendation of Superintendent Scott and on a motion by Mr. Campbell, seconded by Mrs. Blair, all members voting aye, the board approved the Head Start Policy Council Members, personnel, and Policies and Procedures as submitted. (**Appendix K - Policy Council Members & Personnel**)

APPROVAL OF MEAL PRICES FOR 2004-05 SCHOOL YEAR: Superintendent Scott presented a region comparison report of breakfast and lunch prices showing some prices being higher in some school divisions and lower in others than Scott County. He reported that due to the price increases that were made last year and the solvent status of the cafeteria fund, he recommended no change be made to the price of breakfast and lunch prices for the 2004-05 school year. On the recommendation of Superintendent Scott and on a motion by Mr. Kindle, seconded by Mr. Meade, all members voting aye, the board approved school breakfast and lunch prices for the 2004-05 school year as follows:

	<u>Elementary</u>	<u>High School</u>
Full Price Student Breakfast	.75	.75
Full Price Student Lunch	1.35	1.60
Reduced Price Student Breakfast	.30	.30
Reduced Price Student Lunch	.40	.40
Extra Milk or Juice	.30	.30
Adult Price Breakfast	1.25	1.25
Adult Price Lunch	2.25	2.25

BUDGET UPDATE: Superintendent Scott presented revenue proposals received from both the House and Senate. He reported that the committees might have to reconvene to work on revenue proposals. He stated that he has been told to use his best guess when using figures for the Proposed 2004-05 School Budget. He explained that the Senate revenue proposals are higher

than both the Governor and House proposals. Also, that the House revenue proposal is less than the Governor's. He reported that he felt it would be a mistake to do the budget on the Senate proposal. He reported that the figure he is using is an estimate using both the Governor and House proposals. He also reported that figures would have to be adjusted accordingly when final revenue figures are received. He further reported that he has been told this date could be as late as June.

Superintendent Scott presented a summary of Proposed Budget Revenue & Expenditures for the 2004-05 School Year. He also presented proposed the Proposed Salary Scales and a Proposed 2004-05 School Budget, including a 3% salary increase and the step for those employees not yet at the top of the salary scale. He asked board members to review the budget information and to get back to him with any questions or suggestions with regard to the proposed salary scales and budget.

Superintendent Scott reported that many school divisions have to provide funding to the Cafeteria Fund from their school division's general fund. He explained that Scott County's Cafeteria Fund is breaking even or a little better than breaking even. He further explained that the only supplemental funding that the Cafeteria Fund receives is that the school division's general fund pays for the maintenance equipment for the cafeterias. He reported that an area of concern he has is the salaries of the cafeteria employees. He asked board members for their assistance in providing input regarding the salary scales for the cafeteria employees. He stated that the cafeteria workers are dedicated and hardworking employees. He also stated that he felt other school personnel would not object to them receiving a 5% salary increase since even with that increase they still would not be receiving \$9,000 per year.

Superintendent Scott reported that the required local effort (RLE) figure for the Proposed 2004-05 School Budget is based on an estimate using both the House and Governor's proposals. He explained that if the Senate revenue proposal were to be approved then the figure would have to be raised slightly. He reported that the RLE being requested is \$100,000 more than the prior year and about \$50,000 more than the proposed RLE pending final revenue figures received from the state. He also reported that the proposed RLE includes local revenue such as sale of school buses, transportation reimbursement from schools, student paid lunches, etc. He stated that the RLE proposed request to the county is \$4,085,345.

Superintendent Scott provided an opportunity for board members to ask questions with regard to the proposed budget, salary scales and RLE projection. In response to a question concerning whether another budget work session will need to be held prior to budget adoption, Superintendent Scott stated that he would like for board members to review the proposed draft

budget presented tonight and then review the budget figures once again at the next meeting scheduled on March 30. He reported that the only salary scales not presented are the coaching supplements. He informed board members that he would need to discuss these scales with them and get their input on the amounts of the supplements, especially the eighth grade supplements. He stated that he would like to be able to present the adopted budget to the county by April 1.

Board members and Superintendent Scott discussed the issue of sometimes having to hire personnel outside the school division to perform coaching duties when school administrators are unable to find someone within the division.

Superintendent Scott reported that the two-year Nursing Program at the Scott County Career and Technical Center is not going as well as in prior years with regard to second year program enrollment. He explained that during the first year enrollment is usually between 16 to 20 students but that by the second year enrollment decreases and that the enrollment for this year is down to 4 or 5 students. He reported that the second year nursing program is very costly for the school division, costing from approximately \$10,000 to \$15,000 per student. He further reported that Mr. Ralph Quesinberry, Career & Technical Director, and Mrs. Brigitte Casteel, Mountain Empire Community College Nursing Instructor, addressed the State Nursing Board requesting assistance with funding for the second year class. He stated that they were informed that the cost of the program can be paid by the AIMS or Tobacco Settlement Funds. He informed the board that the two Scott County Career & Technical Center nursing instructors were notified that due to the uncertain status of the nursing program, he would recommend to the school board that their contract not be renewed for the 2004-05 school year. He recommended that the school board send notification to these instructors that their contracts will not be renewed for the 2004-05 school year due to the uncertain status of the Nursing Program.

On the recommendation of Superintendent Scott and on a motion by Mr. Meade, seconded by Mr. Campbell, all members voting aye, the board voted that the contracts of Ms. Rejeanna Quillen and Ms. Kimberly Vivaldi not be renewed for the 2004-05 school year due to the uncertain status of the Nursing Program.

CLOSED MEETING: There was no request to enter into a closed meeting.

RETIREMENT: On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Campbell, seconded by Mr. Kindle, all members voting aye,

the board approved the retirement request of Mr. Thomas H. Haynes, Career and Technical Center Director, effective February 29, 2004.

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mrs. Blair, seconded by Mr. Kindle, all members voting aye, the board accepted the resignation request of Ms. Amber Mullins from the position of Rye Cove High School Cheerleading Coach, effective at the end of April 2004.

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Kindle, seconded by Mrs. Blair, all members voting aye, the board accepted the resignation request of Mr. Donald Qualls from the positions of Rye Cove High School Head Volleyball and Girls Basketball Coach effective March 1, 2004.

ITEMS BY BOARD MEMBERS ? APPROVAL OF SCHOOL BOARD MEMBER TO SERVE AS GOVERNING BOARD REPRESENTATIVE FOR THE LINWOOD HOLTON GOVERNOR'S SCHOOL: Chairman Sampson recommended that Mr. Lowell S. Campbell, School Board Member, continue to serve as the Governing Board Representative for the Linwood Holton Governor's School. On a motion by Mr. Kindle, seconded by Mr. McMurray, all members voting aye, the board approved Mr. Lowell S. Campbell to serve as the Governing Board Representative for the Linwood Holton Governor's School.

School board members expressed appreciation to school personnel for the gifts and recognition of School Board Appreciation Month ? February 2004.

Chairman Sampson reminded board members of the VSBA Southwest Regional Forum to be held at Mountain Empire Community College on Monday, April 26, 2004.

ADJOURNED MEETING: There being no further business to address, Mrs. Blair made a motion that the meeting be adjourned at 7:00 p.m., motion was seconded by Mr. Campbell, all members voting aye. The next regular meeting is to be held at 6: 00 p.m. on Tuesday, March 30, 2004, in the School Board Office Conference Room.

E. Virgil Sampson, Jr., Chairman

Loretta Q. Page, Clerk

