

**SCOTT COUNTY SCHOOL BOARD
MINUTES OF ORGANIZATIONAL MEETING
TUESDAY, JANUARY 3, 2006**

The Scott County School Board met in regular session on Tuesday, January 3, 2006, in the Scott County School Board Office Conference Room in Gate City, Virginia, with the following members present:

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

ABSENT: None

OTHERS PRESENT: James B. Scott, Division Superintendent; Darryl E. Johnson, Director of Operations; C. Dean Foster, Jr., County Attorney; Loretta Q. Page, Clerk; Karen C. Linkous, Deputy Clerk; Johnny Trent, Scott County Education Association President; M.A. Lunsford, Imagination Library Representative; Otis G. Lawson, American Legion; Kathy Musick, Shoemaker Elementary School Principal; Tavis Nickels, Gate City Middle School Teacher; Kevin Castle, Kingsport Times-News, and Gerald Miller, Duffield Mayor.

CALL TO ORDER: David T. Kindle, serving as temporary Chairman, called the meeting to order at 6 p.m.

APPROVAL OF AGENDA: Board members were informed of the corrected amount of Cafeteria Fund expenditures in the amount of \$58,414.48. On a motion by Mr. Meade, seconded by Mr. Campbell, all members voting aye, the board approved the agenda as submitted and with the stated correction of the Cafeteria Fund expenditures.

ELECTION OF CHAIRMAN: Mr. Kindle, serving as temporary Chairman, asked for nominations for Chairman. Mrs. Blair nominated Lowell S. Campbell to serve as Chairman; motion was seconded by Mr. McMurray. There being no other nominations for Chairman, Mr. Sampson made a motion that Mr. Campbell be elected by acclamation to serve as Chairman, motion was seconded by Mr. Meade, all members voting aye.

ELECTION OF VICE CHAIRMAN: Chairman Campbell asked for nominations for Vice Chairman. Mrs. Blair nominated Joe D. Meade to serve as Vice Chairman; motion was seconded by Mr. Kindle. There being no other nominations for Vice Chairman, Mr. McMurray made a motion that the nominations cease; motion was seconded by Mr. Sampson, all members voting aye.

APPOINTMENT OF CLERK: Upon the recommendation of Superintendent Scott and on a motion by Mr. Kindle, seconded by Mr. Sampson, all members voting aye, Mrs. Loretta Q. Page was appointed to serve as Clerk of the Board.

APPOINTMENT OF DEPUTY CLERK: Upon the recommendation of Superintendent Scott and on a motion by Mr. Meade, seconded by Mr. Sampson, all members voting aye, Mrs. Karen C. Linkous was appointed to serve as Deputy Clerk of the Board.

PRESENTATION – RESOLUTION IN RECOGNITION OF TRAVIS M. NICKELS, 2005 TITLE I DISTINGUISHED EDUCATOR AWARD: The following resolution was read and presented to Mr. Travis M. Nickels, Gate City Middle School Teacher, who received a round of applause in recognition of being a recipient of the 2005 Title I Distinguished Educator Award:

**RESOLUTION IN RECOGNITION OF
TRAVIS M. NICKELS
2005 TITLE I DISTINGUISHED EDUCATOR AWARD**

WHEREAS, the County School Board of Scott, Virginia, is hereby proud to recognize and congratulate Travis M. Nickels, Shoemaker Elementary School Teacher, recipient of the 2005 Title I Distinguished Educator Award, and

WHEREAS, this board hereby acknowledges that Travis M. Nickels was one of the twenty-two award recipients, which included teachers and administrators from Virginia's 2005 Title I Distinguished Schools, and

WHEREAS, this board hereby acknowledges that the federal No Child Left Behind Act of 2001 requires states to develop an award achievement program for schools that exceed adequate yearly progress (AYP) requirements, and

WHEREAS, this board hereby acknowledges that these schools must have met AYP for two consecutive years without safe harbor, been fully accredited for two consecutive years, and had a mean score at the 60th percentile or higher for English and mathematics in 2005, and

WHEREAS, this board hereby recognizes the expertise and knowledge of Travis M. Nickels in serving students with diverse needs, as is evident by his nomination for this distinguished award, and

WHEREAS, this board hereby expresses appreciation to Travis M. Nickels for continued dedication to the students of Scott County Public Schools, and

WHEREAS, this board hereby wishes continued success to Travis M. Nickels, Title I Distinguished Educator for 2005, and

THEREFORE, BE IT RESOLVED that this resolution be presented to Travis M. Nickels, teacher; a copy presented to Mrs. Kathryn E. Musick, Shoemaker Elementary School Principal; and a copy recorded among the permanent minutes of this Board.

David T. Kindle, Chairman (Signature)

Gloria E. "Beth Blair, Board Member (Signature)

Joe D. Meade, Board Member (Signature)

Lowell S. Campbell, Vice Chairman (Signature)

Glenn M. McMurray, Board Member (Signature)

E. Virgil Sampson, Jr., Board Member (Signature)

ATTEST:

James B. Scott, Division Superintendent (Signature)

Loretta Q. Page, Clerk (Signature)

PUBLIC COMMENTS: Mr. M.A. Lunsford, The Scott County Imagination Library Representative, provided board members with a registration brochure and explained that the program provides preschool children, from birth until their fifth birthday, with a book each month. He provided members with a list containing donor information and asked the board for financial support toward the program. He reported that he is continuously working toward building the donor list.

He reported that 450 preschool children are registered in Scott County that are receiving books. He stated that he hopes to have 700 registered and that according to information he has received there are over 900, or thereabouts, eligible in the county. He stated that the school can benefit from improved SOL scores since these children would be entering school better prepared for kindergarten. He also stated that reading these books helps to build the children's vocabulary. He reported that the Imagination Library is a free program and stated that all expenses are shown. He explained that there are no administrative costs to the program and that it is all volunteer work.

Mr. Lunsford informed the board that he would probably return each year asking for financial help and providing updated information about the program. He reported that the largest donation that they have received so far has come from outside the county. He also reported that legislators are working toward legislature that would provide matching funds, with the state providing one-half and the locality volunteers paying one-half, which would be similar to the program that is now in Tennessee.

Mr. Lunsford expressed appreciation for the board's consideration of his request and the opportunity to present information to them about the Imagination Library Program.

Chairman Campbell reported that Superintendent Scott would be getting in touch with Mr. Lunsford after reviewing funding.

Mr. Lunsford expressed thanks and appreciation for the opportunity to attend the meeting and to present information about the program.

Mr. Otis Lawson, American Legion Representative, reported that since he was not in attendance at the previous meeting to express thanks for the project completed at Gate City High School, he did not want to pass up the opportunity to thank everyone. He reported that even with the amount of rain that has fallen in the past few days, the rooms at the stadium are not leaking. He expressed appreciation to the school system and stated that everyone is happy with the project.

APPROVAL OF MINUTES: On a motion by Mr. Sampson, seconded by Mrs. Blair, all members voting aye, the board approved the minutes of the Regular Meeting held on Tuesday, December 6, 2005 as submitted.

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

School Operating Fund invoices and payroll in the amount of \$1,198,686.21 as shown by warrants #8073339-8073827.

School Improvement/School Construction Fund invoices in the amount of \$37,941.25 as shown by warrants #1900386-1900387.

Cafeteria Auxiliary Fund invoices and payroll in the amount of \$74,348.42 as shown by warrants #1008110-1008208(#1006833 voided).

Scott County Public School Head Start invoices and payroll totaling \$60480.49 as shown by warrants #4827-4904.

APPROVAL OF SCHOOL BOARD MEETING DATES: Board members discussed meeting dates and locations, including the possibility of meeting at the schools or a community center. It was discussed that when meetings have been held in the schools it is an extra burden on the staff since they spend time preparing food and take care of the opening and closing of the facility. The board stated that this is not their intention. Also discussed was the possibility of scheduling a meeting at a community center. After final discussion, members decided to meet on the dates and times submitted and selected July 5, 2006 as the regular meeting for July. The board also decided to meet at the same locations as scheduled the previous year. On a motion by Mr. Kindle, seconded by Mr. Sampson, all members voting aye, the board approved school board meeting dates as follows:

<u>Date</u>	<u>Location</u>	<u>Time</u>
February 7, 2006 (Tues.)	Scott Co. Career & Technical Center (Public Hearing: 2006-07 Proposed School Budget) (Regular Meeting)	5:45 p.m. 6:00 p.m.
February 9, 2006 (Thurs.)	Cove Ridge Center (Joint Meeting with Board of Supervisors)	6:00 p.m.
March 7, 2006 (Tues.)	School Board Office (Regular Meeting & Budget Work Session To Follow)	6:00 p.m.
April 4, 2006 (Tues.)	School Board Office (Final Budget Work Session & Approval of Proposed 2006-07 School Budget)	6:00 p.m.
May 2, 2006 (Tues.)	Scott Co. Career & Technical Center	6:00 p.m.
June 6, 2006 (Tues.)	School Board Office	6:00 p.m.
June 29, 2006 (Thurs.)	School Board Office (2005-06 School Budget Close-Out Meeting)	6:00 p.m.
July 5, 2006 (Wed.)	School Board Office	6:00 p.m.
August 1, 2006 (Tues.)	School Board Office	6:00 p.m.
September 5, 2006 (Tues.)	School Board Office	6:00 p.m.
October 3, 2006 (Tues.)	School Board Office	6:00 p.m.
November 8, 2006 (Wed.)	Scott Co. Career & Technical Center	6:00 p.m.
December 5, 2006 (Tues.)	School Board Office	6:00 p.m.
January 2, 2007 (Tues.)	School Board Office	6:00 p.m.

APPROVAL OF OVERNIGHT FIELD TRIP REQUESTS: On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Kindle, seconded by Mr. Meade, all members voting aye, the board approved the overnight field trip request received from Duffield Primary School 4th Grade Honor Society to Chattanooga, Tennessee, May 12-14, 2006.

APPROVAL OF RELIGIOUS EXEMPTION REQUEST 2006-1: Superintendent Scott informed board members that the law allows for a child to be exempted from compulsory attendance for religious reasons. He informed board members that the documentation received for religious exemption request 2006-1 has been reviewed and meets all necessary requirements to be granted according to law. On the recommendation of Superintendent Scott and on a motion by Mr. Sampson, seconded by Mr. Meade, all members voting aye, the board approved religious exemption request 2006-1.

APPROVAL OF WAIVER OF PRE-LABOR DAY OPENING REQUIREMENTS FOR 2006-07 SCHOOL YEAR: Superintendent Scott explained that Scott County meets the Virginia Department Of Education's criteria set forth for the waiver of Pre-Labor Day opening requirements because of the number of days missed in the past ten years due to inclement weather. The following information was presented to school board members (2 days missed during the 2005-06 school year as of this date):

<u>School Year</u>	<u>Days Missed</u>
2004-2005	4
2003-2004	6
2002-2003	14
2001-2002	8
2000-2001	7
1999-2000	11
1998-1999	5
1997-1998	7
1996-1997	5
1995-1996	21

On the recommendation of Superintendent Scott and on a motion by Mr. Kindle, seconded by Mrs. Blair, all members voting aye, the board approved the Waiver of Pre-Labor Day Opening Requirements for the 2006-07 school year.

DISCUSSION CONCERNING EARLY RETIREMENT BENEFITS PLAN AND BOARD APPROVAL OF INTEREST IN PROVIDING THE PLAN: Superintendent Scott and school board members discussed various aspects of the Proposed Early Retirement Benefits Plan Agreement at length. Superintendent Scott reported that approximately 80-82 employees are eligible to participate in the Plan. He reported that all employees except 10 or 11 are currently participating in the health insurance plan. He stated that some of these employees have insurance through their spouse. In response to board member questions, he stated that the school board is not legally obligated to provide a monetary retirement supplement and that there has been some confusion concerning this matter if age is tied to the monetary part of the plan. He stated that other school systems do not tie their plan to age and that they offer various monetary amounts or salary percentages. He stated that the \$25,000 monetary payment could be recouped in two years. He stated that providing an Early Retirement Benefits Plan would allow some employees to retire sooner than they had planned. He informed board members that several employees are looking at one plan or another. He stated that he felt the insurance would be most helpful to the employees. He stated once again that this would be a one time offer only and that it would be necessary to know something earlier than the date listed (March 10, 2006) for budget purposes and to notify board members of the number of retirees by the school board meeting scheduled on March 7. He stated he felt fewer employees would be interested in retirement if they do not have a retirement benefits plan. He also stated that there may be as many as 15-20 if the plan is offered. He reported that a question was received about guaranteeing a certain percentage; however, he did not feel this would be a problem since the employer has been absorbing more of the increase to the health insurance for the previous years. He informed board members that they need to decide whether or not they are interested in the plan agreement.

On a motion by Mr. Meade, seconded by Mr. Kindle, all members voting aye, the board agreed that they are interested in offering an Early Retirement Benefits Plan.

APPROVAL OF EARLY RETIREMENT BENEFIT PLAN: It was agreed that the board would pay the employer's share of the premium being \$295 for the Employee Only, Employee w/Child(ren), & Employee + Spouse and would pay the \$345 employer share for a Family Plan. It was agreed that a monetary equivalent of \$25,000 would be paid for full-time professional employees, the monetary equivalent of \$15,000 for full-time non-professional employees, and that the notification of participation deadline would be Friday, March 3, 2006.

On a motion by Mr. McMurray, seconded by Mr. Kindle, all members voting aye, the board approved the Early Retirement Benefit Plan as follows:

This **AGREEMENT** made and entered into this _____ day of _____, 2006, by and between _____ ("Employee"), and Scott County School Board, 261 East Jackson Street, Gate City, Virginia 24251, ("Employer"):

WITNESSETH:

That for and in consideration of the mutual benefits to accrue to each, Employee and Employer do agree as follows:

1. The Employee being a full-time professional or a full-time non-professional employee of Employer with 30 years of service, or an accumulated 82 points (determined by adding age and service), and voluntarily retires as an employee of said Employer;
2. The Employer will contribute for and on behalf of Employee a health insurance retirement plan, or _____ (initials) _____ (date)
3. The monetary equivalent of \$25,000 for full-time professional employees, or _____ (initials) _____ (date)
4. The monetary equivalent of \$15,000 for full-time non-professional employees, and _____ (initials) _____ (date)
5. The monetary equivalent will be paid over a period of two (2) years, with the first payment being on the 13th month following retirement and the second payment being paid 12 months after the first payment.
6. The insurance premium payment will begin as follows:
10 month employee – October 2006
11 month employee – September 2006
12 month employee – August 2006

BENEFITS:

Current age less than Medicare eligible age: Employer will pay the full cost of an employer's share of the current insurance premium in the Employer's John Deere Health Care, Inc. (or Employer's Successor Plan) for ten (10) years or to Medicare eligible age or the monetary sum as stated above for full-time professional and full-time non-professional employees. If Medicare eligible age is reached prior to this ten (10) year period, employee benefit is terminated. If monetary payment is chosen, payment will be paid over a period of two (2) years.

STIPULATIONS:

Any employee wishing to participate in the Early Retirement Benefits Plan Agreement must notify Darryl E. Johnson, Director of Operations, no later than Friday, March 3, 2006. This incentive plan will not be available for any employee after March 3, 2006. Employee agrees to work a total of ten (10) days, beginning after the first full year of retirement, and as determined by the Scott County School Board.

If two people are full-time employees of the Employer, the premium payment by the employer will not exceed the total cost of the health insurance premium.

The Employee can transfer to the Employer's health benefits plan or enroll, but only during the June 2006 enrollment period if he/she is not presently enrolled.

John Deere Health Care, Inc. or Successor Health Plan

Begin Date _____ End Date _____

Monetary Settlement

First Payment: Due Date _____ Amount _____

Second Payment: Due Date _____ Amount _____

(Employee Signature)

EMPLOYER: SCOTT COUNTY SCHOOL BOARD

BY: _____

BENEFICIARY SPECIAL COVENANTS:

Should Employee participating in the health insurance benefit plan predecease the completion of the Agreement the remainder of the health insurance benefit will be extended to eligible employee designees. Eligible as being determined by Employer's health insurance plan.

Should Employee opting for a monetary payment in lieu of health insurance benefits predecease completion of payment, any remaining payment of the Agreement would be paid to the Employee's designee.

BENEFICIARY DESIGNATION:

I do hereby designate the following as beneficiary (ies) of the accumulated retirement contributions to my credit in the Scott County Schools Early Retirement Benefits Plan Agreement.

Primary Beneficiary	First Name	MI	Last Name	Jr/Sr	Birth Date
					Mo. Day Year
Relationship of Member	___ Spouse ___ Child ___ Parent ___ Trustee under trust agreement dated (_____) ___ Other				

Primary Beneficiary	First Name	MI	Last Name	Jr/Sr	Birth Date
					Mo. Day Year
Relationship of Member	___ Spouse ___ Child ___ Parent ___ Trustee under trust agreement dated (_____) ___ Other				

Primary Beneficiary	First Name	MI	Last Name	Jr/Sr	Birth Date
					Mo. Day Year
Relationship of Member	___ Spouse ___ Child ___ Parent ___ Trustee under trust agreement dated (_____) ___ Other				

Contingent Beneficiary	First Name	MI	Last Name	Jr/Sr	Birth Date
(Person to receive benefit if primary beneficiary (ies) is not living)					
					Mo. Day Year
Relationship of Member	___ Spouse ___ Child ___ Parent ___ Trustee under trust agreement dated (_____) ___ Other				

I hereby direct that should I survive the above-named beneficiary(ies), any amount(s) which otherwise would have been payable to such beneficiary(ies) shall be paid to such other beneficiary(ies) as I shall hereafter designate by written designation filed with the Retirement Plan Administrator in accordance with its procedures. The right to change beneficiary(ies) designated without the consent of said beneficiary(ies) is reserved. (Persons holding a Power of Attorney, Guardianship, or acting as Trustee may not make or change a designation of beneficiary unless specifically authorized to do so by court action.)

Employee Signature: _____ Date: _____

THE FOLLOWING CERTIFICATE MUST BE EXECUTED BY A NOTARY PUBLIC OR OTHER COURT OFFICIAL AUTHORIZED TO TAKE ACKNOWLEDGEMENTS, THIS FORM IS NOT VALID UNLESS PROPERLY NOTORIZED.

State of _____ County of _____ on _____ (date)

The individual whose name is signed to the foregoing instrument appeared before me, acknowledged the foregoing signature to be his/hers, and having been duly sworn by me, made an oath that the statements in the said instrument are true.

My commission expires: _____ (Date) _____ (Notary Signature)

DISCUSSION CONCERNING GATE CITY HIGH SCHOOL HALL OF FAME WALL:

Superintendent Scott presented a draft drawing of the Gate City High School Hall of Fame Wall. He reported that on one side of the wall Hall of Fame coaches will be listed and on the other side the Hall of Fame players will be listed. He explained that plans are to install the wall so that it can be viewed by passersby in both directions and will have spotlight lighting. He also said that this would be the proper thing to do at the other schools since there are three Hall of Fame students so far for Scott County.

DISCUSSION CONCERNING DUES AND MEMBERSHIP FEES: Superintendent Scott reported that dues and membership fees are increasing each year. He reported that approximately \$20,000 is being spent of various dues, memberships, etc. He informed the board that the VSBA Policy Services is costing several thousand dollars and is a good service; however, he cited an example of a change that took place a few months ago and has only just been received. He stated the need to review the expenses for these items and cited the options of providing a detailed breakdown at the next meeting or setting a cap on the amount spent. After discussion, board members suggested Superintendent Scott review the items and set a limit on the amount of funds expended for these items.

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

EMPLOYMENT: On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Kindle, seconded by Mr. Meade, all members voting aye, the board approved the employment of Melissa Seaver as a Preschool Teacher, effective January 3, 2006.

ITEMS BY BOARD MEMBERS: There were no items by board members.

ADJOURN: There being no further business to discuss, Mr. Meade made a motion to adjourn at 7:36 p.m., motion was seconded by Mr. McMurray, all members voting aye. The Public Hearing for the 2006-07 Proposed School Budget is to be held at 5:45 p.m. on Tuesday, February 7, 2006, in the Scott County Career & Technical Center Auditorium. The next regular school board meeting will held at 6 p.m. on the same date and following the public hearing.

Lowell S. Campbell, Chairman

Loretta Q. Page, Clerk