

**SCOTT COUNTY SCHOOL BOARD  
MINUTES OF REGULAR MEETING  
TUESDAY, MARCH 7, 2006**

The Scott County School Board met in regular session on Tuesday, March 7, 2006, in the School Board Office Conference Room in Gate City, Virginia, with the following members present:

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

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; Lisa McCarty, Scott County Virginia Star; Gerald Miller, Mayor of Duffield; Tim Spicer, Joey Shipley, Patricia Currier and David Gwinn, Salary, Fringe Benefits, and School Calendar Committee Representatives; Travis Nickels and Valerie Rhoton, Gate City Middle School Teachers; and Michael Vermillion, Virginia Intermont College.

**CALL TO ORDER**: Mr. Lowell S. Campbell, Chairman, called the meeting to order at 6 p.m.

**APPROVAL OF AGENDA**: Chairman Campbell and Superintendent Scott requested an addition to the agenda as follows: Item VII. F. Other – Architect and Engineering Services Proposal. On a motion by Mrs. Blair, seconded by Mr. Kindle, all members voting aye, the board approved the agenda including the addition as requested.

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

**APPROVAL OF MINUTES**: On a motion by Mr. McMurray, seconded by Mr. Sampson, all members voting aye, the board approved the minutes of the February 7, 2006 Public Hearing; February 7, 2006 Regular Meeting; and February 9, 2006 Joint Work Session Meeting, as submitted.

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

School Operating Fund invoices and payroll in the amount of \$1,197,404.61 as shown by warrants #8074327-8074826 (#8074392 & #8074812 voided).

School Improvement/School Construction Fund invoices in the amount of \$52,077.67 as shown by warrants #1900389-1900391.

Cafeteria Auxiliary Fund invoices and payroll in the amount of \$116,523.70 as shown by warrants #1008312-1008411.

Scott County Public School Head Start invoices and payroll totaling \$62,112.62 as shown by warrants #4988-5074.

**APPROVAL OF SCHOOL CALENDAR FOR 2006-07 SCHOOL YEAR**: Mr. Joey Shipley, School Calendar Committee Representative, presented the Proposed School Calendar for the 2006-07 School Year. He pointed out some of the dates as follows: School Begins – August 15, End of First Semester – December 19, School Closed – Labor Day and Election Day, Fall Break – Wednesday through Friday of Thanksgiving week, Winter Break – December 20 – January 2, Teacher Work Day – January 3, Second Semester Begins – January 4, and End of Second Semester – May 22.

Superintendent Scott stated that he did not have a problem with the calendar as presented with the exception of scheduling the winter break to extend through January 2. After discussion with committee representatives and board members, Superintendent Scott recommended approval of the school calendar as

presented. On a motion by Mr. Kindle, seconded by Mr. Sampson, all members voting aye, the board approved the School Calendar for 2006-07 School Year as presented.

**SALARYFRINGE BENEFITS COMMITTEE PROPOSAL:** Joey Shipley, Salary/Fringe Benefits Committee Representative, reported that in the Regional Salary Comparisons for 2005-06, Scott County ranked #1 for minimum salary (\$31,775) and #6 for maximum salary (\$47,450). The Regional Salary Comparisons included the school divisions of Bristol, Dickenson, Lee, Norton, Russell, Scott, and Wise (ranking of 1-7). Mr. Shipley thanked board members for the generosity given to beginning teachers. He expressed that he has several of those teachers that he works with that do an excellent job. Mr. Shipley presented the following proposal for the 2006-07 school year:

1. The committee recommends a 5% salary increase based on actual salary or \$1,200 (whichever is greater) for all full-time employees.
2. The committee recommends funding the step increase for the 2006-07 school year.
3. The committee recommends that the School Board consider adding additional money for teachers at or above the 25<sup>th</sup> step.
4. The committee recommends continuing the funding for the \$3,000 retirement incentive for classified and \$1,500 for non-classified employees during the 30<sup>th</sup> year of employment.
5. The committee recommends continuing (a) to maintain health insurance premiums for employees at the 2004-05 rates without a reduction in benefits, (b) to offer the sick leave bank to employees, (c) to provide duty free lunch for elementary teachers, and (d) to issue employee contracts as early as possible before the end of the 2005-06 school year.
6. The committee recommends that the Sick Leave Bank Committee change the “first 30 consecutive contract day” requirement to 20 consecutive days or a typical work month.

Superintendent Scott asked what the difference is with #3 and #4 of the salary proposal. Mr. Shipley explained that #3 was being provided for consideration at the request of several committee members who wanted to add steps to the scales. He reported that this was an item that was provided much discussion but no agreement was reached.

Mrs. Patricia Currier, Salary/Fringe Benefit Committee Representative, stated that if another step were added to the scale there would be more equalization. She reported that the \$3,000 retirement incentive is not included with the amount of salary reported to the Virginia Retirement System; therefore, has no impact on retirement benefits. Mr. Darryl E. Johnson, Director of Operations, verified that the retirement incentive for classified and non-classified employees is not counted in the final compensation for retirement benefits.

Superintendent Scott informed board members that it is not possible to fund everything that the committee has proposed; however, board members asked him to review the budget figures and let the committee know what can be done.

Superintendent Scott reported that the state has not yet provided final figures yet but stated that the school board has been trying to give a 5% salary increase over a three year period, of which this is the third year. He further reported that the salary incentive provided by the state helps but it begins in January and does not provide a whole lot toward salaries, especially, since the school division provides a salary increase for all personnel. He informed committee members that he thinks it is the feeling of the board that it is important to try to get contracts to personnel as close to April 1<sup>st</sup> as possible and to hire the necessary teachers to have personnel in place for the coming year.

**APPROVAL OF MEAL PRICES FOR 2006-07 SCHOOL YEAR:** Superintendent Scott reported that during previous years there has been no increase in meal prices. However, he stated that due to the need to continue providing a salary increase for cafeteria personnel and increased food costs, he recommends a five cent increase for the cost of the full price breakfast and lunch for elementary, high school, and adults. He stated that the remaining costs would remain the same. He also reported that the Cafeteria Fund continues to do pretty well and that the School Operating Fund continues to pay for some of the necessary items such as maintenance service, purchasing of equipment, etc.

On a motion by Mr. Meade, seconded by Mrs. Blair, all members voting aye, the board approved meal prices for the 2006-07 school year as follows:

	<u>2005-06</u>	<u>2006-07</u>
Full Price Student Breakfast	\$.75	\$.80
Reduced Price Student Breakfast	.30	.30
Full Price Student Lunch Elementary	1.35	1.40
Full Price Student Lunch High School	1.60	1.65
Reduced Price Student Lunch	.40	.40
Adult Breakfast	1.25	1.30
Adult Lunch	2.25	2.30
Extra Milk or Juice	.30	.30

#### **APPROVAL OF HEALTH AND DENTAL INSURANCE RATES FOR 2006-07 SCHOOL**

**YEAR:** Superintendent Scott reported that this has been a good year for the School Employees Self-Funded Health Fund. He reported that the school system has sent out for bids on the insurance and expects to get good rates with caps and administrative costs. He recommended no change to the current rates. On a motion by Mr. McMurray, seconded by Mr. Kindle, all members voting aye, the board approved health and dental insurance rates to remain the same for the 2006-07 school year as the 2004-05 school year as follows:

##### **HEALTH INSURANCE RATES**

	<b>EMPLOYEE PREMIUM</b>	<b>EMPLOYER PREMIUM</b>
<b>EMPLOYEE ONLY</b>	\$80.00	\$265.00
<b>EMPLOYEE + MINOR CHILDREN</b>	\$140.00	\$265.00
<b>EMPLOYEE + SPOUSE</b>	\$235.00	\$265.00
<b>EMPLOYEE + FAMILY</b>	\$315.00	\$315.00

##### **DENTAL INSURANCE RATES**

	<b>EMPLOYEE PREMIUM</b>	<b>EMPLOYER PREMIUM</b>
<b>EMPLOYEE ONLY</b>	\$12.00	\$15.00
<b>EMPLOYEE + ONE</b>	\$25.00	\$15.00
<b>EMPLOYEE + 2 OR MORE</b>	\$45.00	\$15.00

#### **APPROVAL OF ASSISTANT PRINCIPAL SALARY SCHEDULE FOR 2006-07 SCHOOL**

**YEAR:** Superintendent Scott reported that legislation currently submitted for approval states that any school, high school or elementary, that has 400 or more students is required to have a full time assistant principal. He informed board members that there has not previously been a salary scale for assistant principals. On the recommendation of Superintendent Scott and on a motion by Mr. Kindle, seconded by Mr. Meade, all members voting aye, the board approved the Assistant Principal Salary Schedule for 2006-07 as follows:

10 Month	Elementary (400 or less)	Teacher's Scale + Masters + \$3,500				
10 Month	Elementary (More than 400)	Teacher's Scale + Masters + \$5,000				
10 Month	Middle/Secondary	Teacher's Scale + Masters + \$7,000				
11 Month	Middle/Secondary	Teacher's Scale + Month + Masters + \$7,000				
12 Month	Middle/Secondary	Teacher's Scale + 2 Months + Masters + \$7,000				

#### **APPROVAL OF RESOLUTION FOR THE RYE COVE WATER EXTENSION:**

Superintendent Scott asked board members for approval of a grant written by Ron Flanary and Lou Ann Johnson, LENOWISCO Planning District Commission, to assist with the Rye Cove Water Extension Project that would provide approximately \$200,000 toward the cost of this project. 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 Submission of an Indemnification and Community Revitalization Commission Application for the Rye Cove Water Extension as follows:

**SCHOOL BOARD MEMBERS OF THE  
SCOTT COUNTY PUBLIC SCHOOLS  
APPROVAL OF SUBMISSION OF A  
VIRGINIA TOBACCO  
INDEMNIFICATION AND COMMUNITY REVITALIZATION COMMISSION APPLICATION  
FOR THE  
RYE COVE WATER EXTENSION**

*WHEREAS, the School Board Members of the Scott County Public Schools wishes to pursue Economic Development Grant Program funding through the Virginia Tobacco Indemnification and Community Revitalization Commission for the Rye Cove Schools Water Extension; and*

*WHEREAS, the Public School's \$200,000 request herein for Commission funding represents a portion of the total project cost of \$700,000, with the balance of project funds detailed within the attached application.*

*BE IT THEREFORE RESOLVED, that the School Board hereby authorizes submission of the grant application attached herein, and that its Superintendent, Mr. James B. Scott, accepts on the Public School's behalf, responsibility for the accuracy of the application and for the appropriate use of funds, should they be granted; and*

*BE IT FURTHER RESOLVED, that Mr. James B. Scott hereby authorized to sign and submit any and all appropriate documents relevant to this Economic Development Grant Program application.*

**SCOTT COUNTY PUBLIC SCHOOLS**

*Lowell S. Campbell, Chairman (Signature)*

*Date: March 7, 2006*

*Attest: Loretta Q. Page, Clerk (Signature)*

**SCHOOL BUDGET UPDATE:** Superintendent Scott reported that due to this year being the long session scheduled for the General Assembly, there will be a delay in receiving the final state revenue figures but that he will share them when they are received at a later date. He stated that he would provide further school budget information at the work session scheduled to follow the regular meeting.

**REQUEST FOR PROPOSAL FOR ARCHITECT AND ENGINEERING PROFESSIONAL CONSULTING SERVICES:** Superintendent Scott reported that three proposals: Michael Brady, Inc. (Knoxville); Beeson, Lusk & Street, Inc. (Johnson City); and Appalachian Technical Services, Inc. (Abingdon & Wise), were received for Architect and Engineering Professional Consulting Services and that they are currently being reviewed and would report back to board members at a later date.

**RYE COVE WATER EXTENSION UPDATE:** Superintendent Scott reported that the Rye Cove Water Extension Project is proceeding quickly and that the project could be finished as early as when school closes for the summer or no later than the beginning of next school year. He informed board members that the school division does have the funds necessary to proceed with the project.

**CLOSED MEETING:** Mr. Blair made a motion to enter into a closed meeting at 6:39 p.m.; motion was seconded by Mr. Meade, all members voting aye, the board entered into closed meeting pursuant to Section 2.1-3711(A) 1 of the Code of Virginia, as amended, to discuss all personnel.

**RETURN FROM CLOSED MEETING:** All members returned from closed meeting at 7:25 p.m. and on a motion by Mr. Kindle, seconded by Mr. Sampson, the board returned to regular session and considered the following certification of the closed meeting:

**CERTIFICATION OF CLOSED MEETING**

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

WHEREAS, Section 2.2-3712 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: Beth Blair, Lowell Campbell, David Kindle, Glenn McMurray, Joe Meade, Virgil Sampson

Nays: None

ABSENT DURING VOTE: None

ABSENT DURING MEETING: None

**RETIREMENT:** On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Meade, seconded by Mr. Sampson, all members voting aye, the board approved the retirement requests according to the Early Retirement Benefit Plan approved at the February 7, 2006 school board meeting of the following employees effective at the end of the 2005-06 school year:

**Health Insurance**

Britt, Lou  
Buchtman, Danny  
Coleman, Geoffrey  
Currier, James  
Dishner, Carolyn  
Giles, Forrest  
Giles, Peggy  
Greear, Susan  
Hartsock, Clara  
Hill, Janet  
Mitchell, James  
Osborne, James  
Peters, Bobby  
Qualls, Donnie  
Smith, John  
Smith, Sheila  
Smith, Vicki  
Smith, Gilbert

**Monetary Equivalent**

Bowles, Donald  
Bledsoe, Patsy  
Brown, Edward  
Cheak, Andrea  
Crabtree, Judith  
Craft, Sandra  
Ervin, Susie Q.  
Gardner, Jennifer  
Godsey, Carolyn  
Greene, Betty Jane  
Kiser, Mary  
Lane, Dwight  
Qualls, Faye Darlene  
Reynolds, Thelma  
Salyer, Maggie  
Speers, Glenda

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mrs. Blair, seconded by Mr. McMurray, all members voting aye, the board approved the retirement request of Lana Stallard, teaching assistant, effective March 1, 2006.

**EMPLOYMENT:** On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Meade, seconded by Mr. Kindle, all members voting aye, the board approved the employment of new teachers for the 2006-07 school year as follows:

Sarah A. Burke  
Theresa L. Burton  
Jennifer Leigh Conklin  
Alicia B. Gilreath  
Amanda M. Green  
Stacie F. Jenkins  
Candice L. Jennings  
Christy L. Head  
April N. Herron  
Whitney B. Herron  
Traci L. Kerns  
Linda M. Lewis  
Michelle Lewis  
Susan D. Maness  
Shelley R. Miller  
Beverly M. Musick  
Elizabeth R. Mykytka  
Leslie Powers

Donna F. Rowlett  
Melissa A. Sanders – employment as of January 1, 2007  
Elizabeth A. Sigmond  
Shawna Y. Vermillion  
Dawn Williams  
Brooke Michelle Wilmoth  
Emily L. Wood  
Kellie K. Young

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Meade, seconded by Mrs. Blair, all members voting aye, the board approved the employment of David McConnell and Josh Austin, Twin Springs High School Assistant Baseball Coaches (split supplement).

**ITEMS BY BOARD MEMBERS:** Mr. Kindle expressed congratulations to the Skills USA students at the Scott County Career and Technical Center for performing so well at the district competitions held recently. He reported that there were several first place winners and stated that he would like for them to be invited to attend the next meeting of the school board (April 4, 2006).

Mr. Meade spoke on the regional basketball tournaments held at Clinchco and how the teams played so well and that what he was really impressed about and wanted everyone to remember is how at the end of the contest, it was the first in a long time, that the teams came together at center court and held hands and had prayer. Other members expressed that this was nice.

**ADJOURN TO BUDGET WORK SESSION:** On a motion by Mr. Kindle, seconded by Mr. Sampson, all members voting aye, the board adjourned at 7:30 p.m. to a school budget work session for the Proposed 2006-07 School Budget.

**SCHOOL BUDGET WORK SESSION:** Superintendent Scott presented school board members a rough draft of the Proposed 2006-07 School Budget and discussed the Governor, Senate, and House of Representatives, proposed revenues. He explained that there is not a lot of difference in the three different proposals. He stated that the figures were surprisingly close. He expressed that it is safe to say that the school system is going to do rather well. He presented the VRS and GLI rates and explained that the Group Life Insurance has had a premium holiday for past three years.

Superintendent Scott explained that the overall budget has increased due to the grants that have been applied for and included in the budget. He also explained that both the revenue and expenditures for the grants have been balanced and therefore should not create any problems should a grant not be awarded to the school division. He reported that the budget copy that they are receiving is a draft until final figures are received from the state.

Superintendent Scott and board members expressed the feeling that the recent meeting held with the Board of Supervisors at the Cove Ridge Center was very informative and helpful.

Superintendent Scott reported that the window project should be completed in one and a half or two weeks. He explained that for reporting purposes according to the auditor it is better not to have carryover funds and he also explained the need to transfer money from School Operating Fund to School Construction fund for payment of the window project since the final payment for School Construction Funds will not be received until May. He also explained that the funds would be transferred back to the School Operating Fund upon receipt of the revenue payment prior to June 30.

Superintendent Scott reported that the classroom projects are going well and that the gym projects would probably be done this fall. He explained the need to get contractors for the gym projects since maintenance personnel will be needed elsewhere for school projects.

Mr. Lowell Campbell asked about getting inmates to help with painting projects in the schools.

He reported that they had helped with other painting projects in the county. Superintendent Scott reported that he could notify the principals at the meeting scheduled to be held this week.

Superintendent Scott reported that the current ADM is 3,578 students and that it is more than the budgeted figure for the 2005-06 School Budget. He informed board members that changes to the Proposed 2006-07 School Budget would be made when final revenue figures are received and that they would receive a copy prior to the April school board meeting. He informed board members that he plans to ask them to act on the 2006-07 School Budget and then forward it to the County Board of Supervisors.

**ADJOURN:** On a motion by Mrs. Blair, seconded by Mr. Meade, all members voting aye, the board adjourned at 7:52 p.m.

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Lowell S. Campbell, Chairman

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Loretta Q. Page, Clerk