

**SCOTT COUNTY SCHOOL BOARD MEETING MINUTES  
REGULAR MEETING, TUESDAY, MARCH 2, 2010**

The Scott County School Board met in a regular meeting on Tuesday, March 2, 2010, in the School Board Office Conference Room in Gate City, Virginia, with the following members present:

James Kay Jessee, Chairman                    **ABSENT:** None  
Lowell S. Campbell, Vice Chairman  
Gloria E. "Beth" Blair  
Joe D. Meade  
Katherine J. "Kathy" McClelland  
Dennis C. Templeton

**OTHERS PRESENT:** James B. Scott, Division Superintendent; John Ferguson, Assistant Superintendent; Greg Baker, School Board Attorney; Loretta Q. Page, Clerk; K.C. Linkous, Deputy Clerk; Justin Forrester, SCEA President; Lisa McCarty, Scott County Virginia Star; Wes Bunch, Kingsport Times News; Travis Nickels, Central Office Supervisor; Tim Edwards and Billy Nash, Maintenance Employees; Vickie Kimbler, Matthew Kimbler, Nancy Godsey, John Hamilton, Citizens; Gerald Miller, Duffield Mayor; David Hartley, Heritage TV; Anthony Shipley, Patricia Currier & Valerie Babb, Salary, Fringe Benefits and School Calendar Committee Representatives; Ramona Russell, Duffield Primary School Teaching Assistant; and Suzanne Goins, VPE.

**CALL TO ORDER:** Chairman Jessee called the meeting to order at 6 p.m. Chairman Jessee welcomed everyone in attendance and expressed appreciation for their interest in the school system.

**APPROVAL OF AGENDA:** Superintendent Scott requested additions to the agenda as follows: Items By Superintendent (E.) Verbal Report on ERIP. On a motion by Mr. Campbell, seconded by Mrs. Blair, all members voting aye, the Board approved the agenda with addition as submitted by Superintendent Scott.

**PUBLIC COMMENTS:** Mrs. Nancy Godsey presented comments and questions regarding snow days in Scott County Schools.

**APPROVAL OF FEBRUARY 2, 2010 PUBLIC HEARING AND REGULAR MEETING MINUTES:** On a motion by Mr. Meade, seconded by Mr. Templeton, all members voting aye, the Board approved the February 2, 2010 Public Hearing and Regular Meeting Minutes.

**APPROVAL OF CLAIMS:** On a motion by Mr. Campbell, seconded by Mrs. McClelland, all members voting aye, the Board approved payroll and claims as follows: School Operating Fund invoices and payroll in the

amount of \$1,332,840.73 as shown by warrants #8094492-8094847 and (#8094817 & 8094819 voided) \$1,085,264.92 electronic payroll direct deposit and \$515,556.87 electronic payroll tax deposit. Cafeteria Fund invoices and payroll in the amount of \$126,835.20 as shown by warrants #1012741-1012818 and \$10,914.29 electronic payroll tax deposit. Scott County Head Start invoices and payroll in the amount of \$89,220.12 as shown by warrants #8609-8690.

### **SALARY, FRINGE BENEFITS & SCHOOL CALENDAR**

**PRESENTATION:** Mr. Anthony Shipley, Salary, Fringe Benefits & School Calendar Committee Chairman, presented the Proposed School Calendar and the salary and fringe benefits committee recommendations for the 2010-2011 school year. He stated that members of the committee recognize the financial situation with the state and explained that the committee tried to prioritize what they believe to be the most important things. He presented recommendations as follows:

#### **SALARY/FRINGE BENEFITS COMMITTEE PROPOSAL 2010-11 SCHOOL YEAR**

1. The committee recommends funding the step increase for the 2010-11 school year.
2. The committee recommends continuing (a) to maintain health insurance premiums for employees at the lowest possible 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 2009-10 school year.
3. The committee recommends that any possible salary increase for all full-time employees be based on percentage of actual salary.
4. The committee recommends that the School Board continue to evaluate and equalize all support staff salary scale.

Mr. Shipley reported that much deliberation centered on the school board taking money from the top three steps and using it to offset any cost employees would have to pay toward VRS. He also reported that the committee couldn't get an agreement on this matter. He stated that he has been teaching twelve years and has never seen the school board act in-contrary to the best interests of the teachers. He stated the belief is that the school board has done what is best for the students and teachers in the past. He stated that the committee trusts the Board to make the right decision on that matter should the need arise.

Superintendent Scott and school board members discussed the testing window and SOL test dates being "bumped up" due to the number of school days missed. 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 2010-2011 School Calendar as follows:

JULY 2010						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST 2010						
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	W	W	W	W	W	
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22	23	24	25	26	27	28
29	30	31				

SEPTEMBER 2010						
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			1	2	3	4
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	X					
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 2010						
S	M	T	W	T	F	S
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10	11	12	(13)	14	15	16
		W				
17	18	19	20	21	22	23
	WT	WT	WT			
24	25	26	27	28	29	30
31						

NOVEMBER 2010						
S	M	T	W	T	F	S
	1	2	3	4	5	6
		X				
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
			X	X	X	
28	29	30				

DECEMBER 2010						
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	X	X	X	X	X	
26	27	28	29	30	31	
	X	X	X	X	X	

AUGUST 9-13  
AUGUST 16  
SEPTEMBER 6  
OCTOBER 13

NOVEMBER 2  
NOVEMBER 24-26  
DECEMBER 17  
DECEMBER 20-31  
JANUARY 3

JANUARY 4  
MARCH 9

APRIL 4-8  
APRIL 22

MAY 24  
MAY 25-26

PRESERVICE-SCCTC/SCHOOLS  
SCHOOL BEGINS FOR STUDENTS  
LABOR DAY-SCHOOLS CLOSED  
FIRST NINE WEEKS ENDS  
TEACHER WORKDAY 3:30-6:30 P.M.  
ELECTION DAY-SCHOOLS CLOSED  
FALL BREAK  
FIRST SEMESTER ENDS  
WINTER BREAK  
TEACHER WORKDAY/  
SCHOOLS CLOSED  
SECOND SEMESTER BEGINS  
THIRD NINE WEEKS ENDS  
TEACHER WORKDAY 3:30-6:30 P.M.  
SPRING BREAK  
GOOD FRIDAY  
SCHOOLS CLOSED  
SECOND SEMESTER ENDS  
TEACHER WORKDAYS

MAKE-UP DAYS			
# DAYS	MAKE-UP DAY	# DAYS	MAKE-UP DAY
1	May 25	10	April 7
2	May 26	11	April 6
3	May 27	12	April 5
4	May 30	13	April 4
5	May 31	14	June 6
6	June 1	15	June 7
7	June 2	16	June 8
8	June 3	17	June 9
9	April 8	18	June 10

## SYMBOL

X  
[  
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W  
WT

## EXPLANATION

SCHOOL CLOSED  
SEMESTER BEGINS  
SEMESTER ENDS  
END OF NINE WEEKS  
TEACHER WORKDAY  
WRITING TEST

## MONTH

AUGUST  
SEPTEMBER  
OCTOBER  
NOVEMBER  
DECEMBER  
JANUARY  
FEBRUARY  
MARCH  
APRIL  
MAY

## DAYS

12  
21  
21  
18  
13  
20  
20  
23  
15  
17

JANUARY 2011						
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	W					
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30	31					

FEBRUARY 2011						
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20	21	22	23	24	25	26
27	28					

MARCH 2011						
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	WT	WT	(9) WT			
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20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 2011						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
	X	X	X	X	X	
10	11	12	13	14	15	16
17	18	19	20	21	22	23
					X	
24	25	26	27	28	29	30

MAY 2011						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
			W	W		
29	30	31				

JUNE 2011						
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**APPROVAL OF JOINT MEETING (SCHOOL BOARD & BOARD OF SUPERVISORS) – THURSDAY, MARCH 25:**

Superintendent Scott reminded the Board that a Joint Meeting was discussed at the last meeting and the prior date proposed was not agreeable so a new date of March 25 has been proposed. He reported that he had a meeting with two members of the Board of Supervisors last week and it went well. He also reported that the Board of Supervisors would like to discuss funding and other school issues. On a motion by Mr. Templeton, seconded by Mr. Meade, all members voting aye, the Board approved a Joint Meeting to be held with the Board of Supervisors on March 25, 2010 (6 p.m.) at the Keith Memorial Park in Nickelsville.

**DISCUSSION/APPROVAL OF SCHOOL CAFETERIA MEAL PRICES FOR THE 2010-2011 SCHOOL YEAR:** Superintendent Scott presented a comparison chart of area school divisions' meal prices for the 2009-2010 school year which showed Scott County to be in the "middle of the pack." He also presented a comparison of the 2008-09 & 2009-10 school years which showed that meal prices for the elementary and high school lunches were increased five cents and adult lunches increased by ten cents. He presented current meal prices are as follows:

DESCRIPTION	COST
<b>Breakfast:</b>	
Full Price Elementary	\$ .85
Full Price High School	\$ .90
Reduced Price	\$ .30
Adult	\$ 1.50
<b>Lunch:</b>	
Full Price Elementary	\$ 1.50
Full Price High School	\$ 1.80
Reduced Price	\$ .40
Adult	\$ 2.60
Extra Milk/Juice	\$ .30

Superintendent Scott reported that the Cafeteria Fund has been building up for the past few months. He stated that as long as the fund is making it he recommends leaving the meal prices the same for the coming year. He and board members discussed that should a need arise to change prices this matter could be addressed again.

On the recommendation of Superintendent Scott and on a motion by Mrs. McClelland, seconded by Mr. Campbell, all members voting aye, the Board approved meal prices to remain the same as presented above for the 2010-2011 school year with an understanding that should the need arise, this matter could be addressed anytime in the future.

**DISCUSSION REGARDING APPROVAL OF HEALTH INSURANCE  
PLAN RATES AND BENEFITS FOR THE 2010-2011 SCHOOL YEAR:**

Superintendent Scott recommended that benefits for the health insurance plan remain the same as this school year as the changes to benefits that were made for this school year has helped the fund. He reported that it is a little early to approve rates for next school year but stated he hopes rates can remain the same. He further reported that the fund is taking in approximately \$390,000 and has claims between \$260,000-309,000 monthly and therefore is gaining some funding. He expressed that if rates need to be increased he hopes the Board will be able to fund the increase and the employee share remain the same.

On the recommendation of Superintendent Scott and on a motion by Mr. Templeton, seconded by Mrs. Blair, all members voting aye, the Board tabled approval of health insurance rates for the 2010-2011 school year until the next meeting.

**SCHOOL BUDGET UPDATE & REPORT ON EARLY  
RETIREMENT INCENTIVE PLAN:** Superintendent Scott reported that the House and Senate have acted on their bills and at this point the conferees will get together next week to work on trying to bridge the gap in funding. He reported that there is a huge difference to bridge in the proposals. He provided details on the funding being proposed by both the House and Senate. He reported that with the House proposal the school system would lose another 1.6 million and with the Senate proposal the loss would be about \$800,000. He explained that the VRS rate has been proposed as follows: Governor (budget proposal December 18, 2009) 15.49%, House 9.01% and Senate 9.84%. He expressed that the House's proposed lower VRS rate would give the school system about \$700,000 more in funding but what they don't tell you is that the state pays the school system less funding on a lower rate. Therefore, he stated that this proposal is not as great as it might seem. He further reported that the Senate's proposal seems best for school systems. He reported that when figures are final it will be somewhere between the two proposals. He also reported that with the change of the new governor unfreezing the local composite index, this would mean about \$102,000 more in funding.

Superintendent Scott reported that in order to balance the budget it was necessary to offer the ERIP. He reported that with potential employees taking the ERIP, employees that have already left the system for various reasons; and, with the two or three that are going to take a leave-of-absence for next year, the school system is about five teachers short of what is really needed to balance the budget. He stated that what is really scary to him is that if basically everything that can possibly be cut is done and the governor doesn't put in stimulus funding for the year after school systems will automatically be down and for our school

system it would be about 2 million dollars for the stimulus, let alone the decrease in state funding. He stated his concern is what to do at that point and expressed the need to be as careful and saving over the next year or two as possible. He recognized that principals and teachers have asked for little or nothing and it has helped. He projected state revenue figures would be received no later than March 20. He reported that the Senate has also proposed a Group Life Insurance holiday and reported that VRS changes being proposed will not affect the employees presently working but would for employees hired after July 1, 2010.

Mrs. McClelland asked about the second half of stimulus funds. Superintendent Scott reported that Phase I of the stabilization funding was to hold jobs (1.6) and the plans were to spend half this year and half next year. He reported that at one time they were saying there would not be a Phase II but now are saying they feel there will be. He reported that he doesn't know how much the school system will get or how much the state will take to balance their budget. He further reported that the notification on Virginia's application, which included Scott County Schools, for the Race To The Top Grant should be received by April and that if received for our school system it would be \$400,000 over a three year period. He reported that hopefully, in the next month, we should know what is going to happen with Phase II funding since it has not been voted on.

Superintendent Scott reported that approval of a Line of Credit was necessary for both last school year and this one. He also reported that the state is holding back more funds all the time and more and more the school system has to spend funds and then ask for reimbursement. He explained that it will probably be necessary once again, in June, to request a line of credit from the Board of Supervisors for the coming school year. He recommended running the line of credit through March (2011). He provided an opportunity for board members to ask questions concerning the school budget update or the Early Retirement Incentive Plan.

**PUBLIC COMMENT ON COST SAVING PROPOSAL RECEIVED**  
**FROM THE FLOOR:** Mr. John D. Bowman, Philips Lightolier, reported that he had a request for the Board. He explained that he was at Gate City Middle School one day last week and prepared a cost saving proposal for the Gate City gym.

This matter not being an agenda item for presentation to the Board, Chairman Jessee informed Mr. Bowman that he would need to schedule a meeting with Superintendent Scott to discuss this matter.

**CLOSED MEETING:** No request presented for a closed meeting.

**APPROVAL OF OVERNIGHT FIELD TRIP REQUESTS:** Mr. John I. Ferguson, Assistant Superintendent, presented both the Twin Springs and Gate City High Schools' FCCLA field trips together for approval and explained that Rye Cove High School's was approved at a prior meeting and that all three high schools are sharing a charter bus and expenses of the trip.

Mrs. Blair had a question about chaperones for the trip. Mr. Ferguson stated that there are additional chaperones not listed. He stated he would provide this information for Mrs. Blair. Mrs. Blair expressed that it is important to her that chaperones be listed on the requests and stated that the schools have been made aware of this. It was suggested that the schools be notified once again that this information is necessary on their requests.

On the recommendation of Mr. John I. Ferguson, Assistant Superintendent, and on a motion by Mr. Campbell, seconded by Mrs. McClelland, all members voting aye, the Board approved the overnight field trip requests received from the Twin Springs High School and Gate City High School FCCLA students to attend the State Leadership Conference in Virginia Beach, VA, April 15-18, 2010.

**LEAVE-OF-ABSENCE:** On the recommendation of Mr. John I. Ferguson, Assistant Superintendent, and on a motion by Mr. Templeton, seconded by Mrs. Blair, all members voting aye, the Board approved the leave-of-absence request of Mrs. Amber Mullins, Shoemaker Elementary School Guidance Counselor, effective for the 2010-2011 school year.

**APPROVAL OF NON-RENEWAL OF CONTRACT FOR 2010-2011 SCHOOL YEAR FOR NON-TENURED TEACHERS:** Mr. John I. Ferguson, Assistant Superintendent, presented the list of non-tenured teachers being recommended for non-renewal of contract for the 2010-2011 school year. Mr. Campbell, reluctantly, made a motion for non-renewal of contract for 2010-2011 school year for the following list of non-tenured teachers, motion was seconded by Mr. Templeton, all members voting aye.

YRS EXP	LAST NAME	FIRST NAME	YRS EXP	LAST NAME	FIRST NAME
3	GARRETT	ASHLEY	2	CASTLE	BRENDA
3	GILLIAM	BRENDA	2	FRANCIS	JEREMY
3	PIERSON	EVA	2	BAKER	ASHLEY
3	MCCONNELL	SARAH	2	SHEPPARD	EVERETTE
3	WILLIAMS	MELISSA	2	OSBORNE	CHYENNE
3	JESSEE	ANDREA	2	MUSICK	TOMMY
3	MCMURRAY	SANDRA	1	SLOAN	MARK
3	PORTER	AMANDA	1	HARDY	DONNA
3	CRAWFORD	LESLIE	1	ACREE	SUSAN

3	VERMILLION	MIKE	1	BEVINS	LISA
3	HOUSERIGHT	JEREMY	1	CONKLIN	JON
3	CARTER	KRISTEN	1	GODSEY	TIFFANY
3	O' QUINN	STEPHANIE	1	HAMILTON	CARA
3	HOGSTON	HEATHER	1	HOOD	ASHLEY
3	ADDINGTON	APRIL	1	HOOD	CHAD
3	HALL	ASHLEY	1	HORTON	JACOB
3	MCMURRAY	MELANIE	1	HUBBARD	KIMBERLY
3	OSBORNE	LINDSEY	1	HUMPHREYS	BETSY
3	BERRY	MICHAEL	1	JOHNSON	JAMIE
3	BURDINE	JANE	1	JONES	SAMANTHA
3	BAKER	ERIC	1	KILGORE	SHERRY
3	HENSLEY	TAMMY	1	MANN	AMY
3	JONES	DAVID	1	MCDAVID	BARBARA
3	MCCONNELL	SETH	1	MEADE	JACQUELINE
3	MCMURRAY	JESSICA	1	MEADOWS	ADAM
3	SANDERS	MELISSA	1	MEADOWS	CRYSTAL
3	SPIVEY	BRANDY	1	MORETZ	CATHERINE
2	CURRIER	COURTNEY	1	MULLINS	APRIL
2	BERRY	WHITNEY	1	MUSICK	LINDSEY
2	LOVE	HETTIE	1	OSBORNE	TERRY
2	ELAM	LESLIE	1	SALYER	BRITTANY
2	BURKE	KIMBERLY	1	SPIVEY	ISAIAH
2	CLARK	MOLLY	1	STARNES	DANIELLE
2	LUCAS	CRYSTAL	1	STEWART	SHANNON
2	FIELDS	CYNTHIA	1	STOCK	DEBORAH
2	QUILLEN	LINDSEY	1	TAYLOR	BRITTANI
2	SLOOP	SUSAN	1	VASQUEZ	ARACELES
2	TEMPLETON	MIRANDA	1	WININGER	KYNDALL
2	CARTER	CHRISTY	1	BRIGHT	TIERSTAN

**VOLUNTEER COACHES:** On the recommendation of Mr. John I. Ferguson, Assistant Superintendent, and on a motion by Mr. Campbell, seconded by Mr. Meade, all members voting aye, the Board approved Mr. Robbie Lane as a Gate City High School Varsity/Junior Varsity Softball Volunteer Coach.

On the recommendation of Mr. John I. Ferguson, Assistant Superintendent, and on a motion by Mrs. Blair, seconded by Mr. Templeton, all members voting aye, the Board approved Mr. Garrick Hillman as a Rye Cove High School Softball Volunteer Coach.

**SUPERINTENDENT COMMENTS REGARDING LAYOFFS & ERIP:**  
Superintendent Scott commented that there has been a lot of talk and rumors that the school board is going to lay off 50 or 60 people in every area and category. He stated that whether there are any, or how many people, rests with how many take this early retirement plan and what the state funding ends up being. He further stated that he feels everyone in this room hopes and prays that nobody is laid off. He said that the school system might have to have 20, or as many as 25 teachers, depending on state funding and that does not take into account the ones that the school system might get by next Monday or people that might



leave the system for other reasons. He reported that each category is being looked at across the board including the \$330,000 in coaching supplements. He also reported that bus runs are being reviewed. He stated he hopes this will help the situation with the rumors that there are going to be 50 laid off.

Superintendent Scott requested that Assistant Superintendent Ferguson be given the leeway to work something out with those individuals having a special or unusual situation and are requesting to be considered for the ERIP. He presented an example of an individual needing only a few days to be eligible, etc. He stated that the requests could be presented at the next meeting. He also stated that Assistant Superintendent would need to tell them they can or they can't with the March 8 deadline and come back and share it with the board.

Superintendent Scott commented that what he felt the Board would be agreeable to is that if considering a special situation helps the individual to retire, if that is what they really want to do, and if it helps the school system and maybe it would mean the lay off of one less person then that is what we need to do.

Superintendent Scott and board members discussed that there is no guarantee that there will be another incentive in the future and that the only reason it is being offered this year is in the hopes that it would keep employees from being laid off.

Chairman Jessee stated that he understands that the consensus of the Board is that Mr. Ferguson be allowed leeway to work with potential ERIP participants with special or unusual situations and then present those requests to the Board for consideration on an individual basis.

**BOARD MEMBER COMMENTS:** Mr. Dennis Templeton asked Superintendent Scott to give everyone present the definition and purpose of Title II-A and also the mandatory procedures necessary to make our teachers highly qualified.

Superintendent Scott explained that the school system receives Title II-A federal funds through the state and reported that the school system's allocation is \$215,000. He explained that 15% of the funds must come off the top and that this amount depends on the allocation but for Scott County, it was about \$31,000 and can be used for staff development, such as the work that the school board attorney did with the principals. He also explained that it can be used to pay for coursework. He stated that a teacher is not highly qualified until they receive a five year teaching certificate when they have had all their classes and tests. He also stated that if a teacher needs the Praxis II test and they take it and pay for it the school system can reimburse them

with Title II-A funds. He reported that if all the funds are not spent in one year they can be carried over. He further reported that approximately \$20,000 of the \$31,000 has been spent and the remainder can be carried over. He reported that teachers can take classes and the school system reimburses them with these funds. He explained that some teachers may lack one class or some may need three in order to be highly qualified. He reported that the state and federal government look at how many teachers you have that are not highly qualified and if you have over a certain number it can hurt you as it could help you to not get accredited. He also reported that teaching certificates must be renewed every five years and that it has been policy that the school system pay for one of the classes needed and then the teacher pays for one. He explained that these (Title II-A) funds can be used and it doesn't have to come out of the regular budget. He explained that with the remaining funds, \$100,000 plus, it is used for salaries and fringe benefits to keep class size numbers down. He reported that four teachers are paid with these funds.

Superintendent Scott reported that the school system also receives Title II-D funds which is \$7,000 or \$8,000 and is used for technology and software.

Superintendent Scott commented that he thinks in some cases people think the school system just pays for people's classes but explained that we do if it means that they become highly qualified. He further stated that these funds have to be spent for that purpose and can't be spent on anything else.

Mr. Templeton commented that this is the purpose that they send it for. Superintendent Scott stated "yes."

Mrs. McClelland commented to the public that it is really important that we have highly qualified for No Child Left Behind because the school system gets a rating on that. She also commented that you may not be able to get that course through a state institution and may have to go through a private institution and therefore it's going to cost more money and that does explain what might appear to be an inequity. It just depends on where you take the college class and if it's private versus public and when it's available.

Superintendent Scott reported that he gave Mrs. McClelland a report that shows where every teacher stands as far as being highly qualified and the school system is in the best shape it has ever been. He stated that he could share the report with other board members as well.

Mrs. McClelland stated that the report looked good and that it is important in terms of all the things that the federal government is doing.

**ADJOURNMENT:** On a motion by Mr. Meade, seconded by Mrs. McClelland, all members voting aye, the Board adjourned at 7:15 p.m.

James Kay Jessee, Chairman

Loretta Q. Page, Clerk