

**SCOTT COUNTY SCHOOL BOARD
REGULAR MEETING MINUTES, TUESDAY, MAY 1, 2012**

The Scott County School Board met in a regular meeting on Tuesday, May 1, 2012, in the Scott County School Board Office Conference Room in Gate City, Virginia, with the following members present:

James Kay Jessee, Chairman **ABSENT:** None
 William "Bill" R. Quillen, Jr., Vice Chairman
 Jeffrey "Jeff" A. Kegley
 Gail L. McConnell
 L. Stephen "Steve" Sallee, Jr.
 Herman "Kelly" Spivey, Jr.

OTHERS PRESENT: John I. Ferguson, Superintendent; Will Sturgill, School Board Attorney; Jason Smith, Supervisor of Personnel/Middle Schools; Brenda P. Robinette; Supervisor of Special Education; Loretta Q. Page, Clerk Of The Board/Administrative Assistant/ Head Start Payroll & Invoice Clerk; K.C. Linkous, Deputy Clerk Of The Board/Human Resource Manager; Suzanne Goins, Virginia Professional Educators Representative; Justin Forrester, Scott County Education Association Representative; Ramona Russell, Duffield Primary School Teaching Assistant; Lee Roy Sanders, School Bus Driver; M.A. Lunsford, Scott County Imagination Library; Nick Colobro, Gate City High School Instructor/Coach; Lisa Bevins, Gate City Middle School Teacher; Lisa Dean, Gate City High School Teacher/Scott County Special Education Advisory Committee Chairman; Kellie Johnson, Fort Blackmore Primary School Principal; Mike Lane, Nickelsville Elementary School Principal; Renee Dishner, Rye Cove Intermediate School; Valerie Babb, Shoemaker Elementary School Principal; Kelsey Taylor, Weber City Elementary School Principal; Kathy Musick, Yuma Elementary School Principal; Larry Vicars, Citizen; Wade Smith, Rexel; Charles Paul, Precision; John Bowman, Philips Lightolier; David Hartley, Heritage TV; Lisa McCarty, Scott County Virginia Star; and Wes Bunch, Kingsport Times News.

CALL TO ORDER/MOMENT OF SILENCE/PLEDGE OF ALLEGIANCE: Chairman Jessee called the meeting to order at 6:30 p.m. and welcomed everyone in attendance. He asked the audience to observe a moment of silence and then asked Mrs. Suzanne Goins to lead the audience in citing the *Pledge of Allegiance*.

ITEMS TO BE ADDED TO AGENDA/APPROVAL OF AGENDA: Chairman Jessee requested that members strike Item 13.G. from the agenda. On a motion by Mr. Kegley, seconded by Mr. McConnell, all members voting aye, the Board approved the agenda including the change made by Chairman Jessee.

APPROVAL OF APRIL 3, 2012 REGULAR MEETING MINUTES: On a motion by Mr. Sallee, seconded by Mr. Spivey, all members voting aye, the Board approved the Tuesday, April 3, 2012 Regular Meeting Minutes as submitted.

APPROVAL OF APRIL 19, 2012 SPECIAL MEETING MINUTES: On a motion by Mr. Quillen, seconded by Mr. Sallee, all members voting aye, the Board approved the Thursday, April 19, 2012 Special Meeting Minutes as submitted.

APPROVAL OF CLAIMS: On a motion by Mr. Sallee, seconded by Mr. Spivey, all members voting aye, the Board approved the following payroll and claims: School Operating Fund invoices & payroll in the amount of \$1,067,682.86 as shown by warrants #8103207-8103508 & electronic payroll direct deposit in the amount of \$1,170,342.25 & electronic payroll tax deposit \$507,086.88. Cafeteria Fund invoices & payroll in the amount of \$206,991.11 as shown by warrants #1014819-1014879 & electronic payroll direct deposit in the amount of \$24,109.10 & electronic payroll tax deposit \$10,651.46. Scott County Head Start invoices & payroll in the amount of \$49,605.48 as shown by warrants #10330-10382.

PUBLIC COMMENTS: None.

VIRGINIA BOARD OF EDUCATION DISTINGUISHED TITLE I SCHOOLS AWARDS: Chairman Jessee expressed pride for the schools achievement of the Virginia Board of Education Distinguished Title I Schools Awards and thanked everyone involved. Board members presented Virginia Index of Performance Excellence Award Certificates to Renee Dishner, Rye Cove Intermediate School Principal; Dr. Kellie Johnson, Fort Blackmore Primary School Principal; Kathy Musick, Yuma Elementary School Principal; Mike Lane, Nickelsville Elementary School Principal; Kelsey Taylor, Weber City Elementary School Principal; and Valerie Babb, Shoemaker Elementary School Principal. This recognition is based on Standards of Learning (SOL) assessments given in the 2009-2010 and 2010-2011 school years and the No Child Left Behind Act of 2001 required states to develop an achievement award program for schools that exceed adequate yearly progress (AYP) requirements; therefore, these schools received this distinguished award for achieving a mean score at the 60th percentile for both English and mathematics; for meeting AYP for two consecutive years without safe harbor for all students and in the subgroups; for reaching full accreditation in the second year of making AYP; and for exceeding the annual measureable objectives (AMOs) for English and mathematics in the current and previous year for all students.

BOARD ACTION CONCERNING \$5,000 REQUEST FOR DONATION FROM SCOTT COUNTY IMAGINATION LIBRARY: M.A. Lunsford, Scott County Imagination Library Representative, shared his expectations with the school board in regard to his request for their assistance with the Scott County Imagination Library Program. He stated that he has talked with school board members and understands the board's problem. He spoke on his long term volunteer work for the county and his efforts in obtaining items for the county's use during his employment with the police force. He asked the Board to do the best they can to help fund the program. He informed the Board that he has to report back to the County Board of Supervisors and that they have agreed to do whatever this Board does in matching funds. He reiterated the value of the program and stated that there have been no negative comments regarding the program. He reported that the program has distributed over 35,000 books in the county.

Superintendent Ferguson and board members discussed that at the present time it is not known what funding will be available at the end of the year; however, members expressed a desire to assist with the program.

After discussion, Mr. Quillen made a motion to approve the donation (\$5,000) to the Scott County Imagination Library should funds be leftover at June 30; motion was seconded by Mr. McConnell.

Vote

Ayes: James Kay Jessee, Gail McConnell, Bill Quillen, Steve Sallee, Kelly Spivey

Nay: Jeff Kegley

SPECIAL EDUCATION ADVISORY COMMITTEE PROGRAM RECOMMENDATIONS FOR 2012-2013: Lisa Dean, Special Education Advisory Committee Chairman, expressed thanks to the Board for the playground at the Scott County Career & Technical Center and explained that it has made a difference. She presented a statement of needs in regard to having a successful transition program. She provided a handout and brief summary on Transition (Requirements of Success) – In Schools, Transition Coordinator Duties, Transition Assessment, Student Employment Training, Interagency/Business. She pointed out the Fabulous 5: (1) High Quality Academic Programs, (2) Social Support, (3) Career & Technical Education, (4) Partnerships, and (5) Agency Linkage. She also provided a handout and brief summary on Major Laws Protecting Individuals with Disabilities, Major Components of IDEA, Technology is Making it Possible for Children with Disabilities to do More for Themselves, This Technology is Called Assistive Technology, What is Assistive Technology?, What are Assistive Technology Devices?, What are Assistive Technology Services?, This Technology Can Address One or More of the Following Functional Domains, and Examples of Assistive Technology for Functional Domains. She reported that these devices have shown a huge change with the success rates in children with disabilities. She also reported that VCU has a great website with information on their Assistive Technology Program. She invited board members to stop by the SCC&TC to see the recently installed playground. She explained that with the teachers' duties and paperwork it would be beneficial to have more staff across the board.

APPROVAL OF SPECIAL EDUCATION ANNUAL PLAN/FLOW-THROUGH APPLICATION 2012-2013:

Brenda Robinette, Supervisor of Special Education, explained the assurances that are included on the superintendent's certification which accompanies the Annual Plan/Flow-Through Application for Part B Funds under the provisions of the IDEA. She reported that there are no changes to be made to the Local Special Education Policies and Procedures Manual. She explained that the manual is kept on file in the office. She reported that the Policies and Procedures Manual and Annual Plan/Flow-Through Application were reviewed by the Special Education Advisory Committee at their April 23, 2012 meeting and recommended approval. On a motion by Mr. Spivey, seconded by Mr. McConnell, all members voting aye, the Board approved the Annual Plan/Flow-Through Application as submitted.

APPROVAL OF SPECIAL EDUCATION VI-B GRANT: Brenda Robinette, Supervisor of Special Education, provided a brief summary of the expenditures budgeted for the Special Education Part B Section 611 Funds VI-B Grant and recommended approval. On a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board approved the Special Education VI-B Grant in the amount of \$846,778.00 as submitted.

APPROVAL OF SPECIAL EDUCATION PRESCHOOL GRANT: Brenda Robinette, Supervisor of Special Education, provided a brief summary of the expenditures budgeted for the Part B Section 619 Funds Early Childhood Special Education Grant (Preschool) and recommended approval. On a motion by Mr. Sallee, seconded by Mr. Spivey, all members voting aye, the Board approved the Early Childhood Special Education (Preschool) Grant in the amount of \$31,398.00 as submitted.

APPROVAL OF GIFTED PLAN 2012-2017: Brenda Robinette, Supervisor of Special Education, presented the Local Plan for the Education of the Gifted and explained that the policies and procedures being presented is for a five year plan from 2012 through 2017. She reported that the school division has one gifted program teacher and provided enrollment figures for the school division (elementary 135 and 100+ high school). She also reported that one student has been accepted to participate in the Governor's School in the field of medicine and another at University of Virginia at Wise. On the recommendation of Brenda Robinette, Supervisor of Special Education, and on a motion by Mr. Kegley, seconded by Mr. Sallee, all members voting aye, the Board approved the Gifted Plan 2012-2017 as submitted.

DISCUSSION CONCERNING AGREEMENT FOR USE OF BASEBALL FIELD LOCATED IN KEITH

MEMORIAL PARK: At the request of Superintendent Ferguson, School Board Attorney Will Sturgill presented recommended changes to the proposed Agreement for Use of Baseball Field Located in Keith Memorial Park as follows:

The first 4 Whereas's to be reworded to Read:

"WHEREAS, the County owns Keith Memorial Park in Nickelsville, Virginia, near Twin Springs High School; and,

WHEREAS, the baseball field located in Keith Memorial Park was built primarily for use by Twin Springs High School for regulation baseball; and

WHEREAS, Twin Springs High School currently uses the baseball field located in Keith Memorial Park for regulation high school baseball; and,

WHEREAS, the County and School Board are mutually interested in a successful baseball program and quality facilities for use by Twin Springs High School; and" Then agreement continues as written until:

#1 Re-worded to Read: "The County agrees that from February through June of each year that Twin Springs Baseball has exclusive rights to the baseball field at Keith Memorial Park; and if other groups wish to use the field for regulation baseball from February through June, they shall receive permission of use and schedule the time with the principal at Twin Springs High School."

#2 Re-worded to Read: "During the months of assigned use, the School Board agrees to maintain the field for regulation baseball play at its own cost and at no cost to the County. The County shall be responsible for regular and reasonable maintenance of the field from July to January of each year."

#3 Re-worded to Read (take out word equipment and change to fixtures and to read as follows): "It is further agreed that plans and specifications for placement of any fixtures, any physical changes to the land area, any construction of buildings on the site, or any permanent changes upon said premises, as well as the type, design, and construction thereof, shall be approved by the County's Director of Public Works and/or County Administrator. The Nickelsville Area Recreation Association Board of Directors shall be notified of such changes and included in discussions of the changes before said approval."

#4 Re-worded to Read: "It is further agreed that maintaining said improved areas shall be the responsibility of the School Board as long as Twin Springs High School uses said field exclusively as the high school baseball field. Twin Springs High School shall have exclusive use of the improved areas so long as the School Board is responsible for maintaining said improved areas."

#5 Have the word equipment substituted with "fixtures" in the sentence.

#6 Re-worded to Read: "The School Board agrees to annually provide a copy of its liability insurance policy with coverage of \$1,000,000 should an accident or other such incident occur while the property is in use by Twin Springs Baseball Team. The School Board shall be indemnified and held harmless by the County from any and all demands, claims, damages, suits, actions, and/or legal proceedings derived from the use or maintenance of the property unless an accident or other such incident occurs while the property is in use by Twin Springs Baseball Team."

#7 Re-worded to Read: "The School Board agrees that from July through January other organized groups wishing to use the field for regulation baseball can schedule the site through the County's Recreation Department, which will require each group to abide by the County's facility use rules (copy attached). If after the use by any organized group appears any evidence of damage or vandalism, the group shall be banned from use of the field in the future. During this specified time period, the County shall be responsible for regulation of baseball activities to ensure that the field is appropriately maintained and undamaged."

#8 Re-worded to Read: "The School Board agrees that it will provide adequate personnel to supervise the baseball activities that take place for Twin Springs High School at this site; and that any discussion/questions as to use of the facility will include the County's Director of Parks and Recreation and/or the Nickelsville Area Recreation Association Board of Directors."

Mr. Larry Vicars, Nickelsville - Keith Memorial Park Chairman, explained the issues that he, along with volunteers and others, have faced in having to pick up litter left behind, re-seed grass, fertilize ground and haul in dirt to repair damage to the field due to the high foot traffic, etc. He also explained his plans to go before the County Board of Supervisors tomorrow to request restrictions and limits on the use of the field. Mr. Kegley presented a list of expenditures from March 1989 through April 2012 paid for with Twin Springs High School (not Scott County Schools) funding which has gone into the project as well as grant funding, private donations, etc. He pointed out that if things are not taken care of then you have to keep putting funds into it to have an adequate field. Also discussed was that the park needs to be taken care of

as it has the potential to make an economic impact on the community. Further discussion was that Mr. Vicars and others have put a lot into the park and there is a risk of losing volunteers to take care of the facilities and this would add an increased cost to the county if that happens.

APPROVAL OF CHANGES TO AGREEMENT FOR USE OF BASEBALL FIELD LOCATED IN KEITH MEMORIAL PARK AND SUBMISSION TO COUNTY BOARD OF SUPERVISORS: After discussion, Mr. Kegley made a motion to approve changes as presented by School Board Attorney Will Sturgill and to submit the changes to the County Board of Supervisors; motion was seconded by Mr. McConnell, all members voting aye.

APPROVAL OF SCHOOL OPERATING FUND BUDGET FOR 2012-2013 SCHOOL YEAR: Superintendent Ferguson explained that the budget being presented includes a step and 6.25% increase to offset the 5% fringe benefit (VRS) increase that employees are to be responsible for paying. He explained that the plan is that no employees would take home less money because of the rate increases. He also explained that it is left up to the school system or locality on whether the pay back is done in 1% increments or the full 5% and explained that it would cost more to fund the pay back in 1% increments. He further explained that the VRS increase is mandated and the increase places an extreme burden on school systems and localities since it almost doubled. He stated that he understands board members to feel as he does in that they want to keep employees and programs in place. He stated that the budget presented is the budget committee's recommendation for presenting to the County Board of Supervisors. On the recommendation of Superintendent Ferguson, and on a motion by Mr. Spivey, seconded by Mr. Kegley, all members voting aye, the Board approved the School Operating Fund budget for the 2012-2013 school year as submitted.

APPROVAL OF CAFETERIA FUND BUDGET FOR 2012-2013 SCHOOL YEAR: Superintendent Ferguson reported that the Cafeteria Fund Budget is reflective upon the school system step and 6.25% increase and explained that the (VRS) rate is different than the other classification. On the recommendation of Superintendent Ferguson, and on a motion by Mr. McConnell, seconded by Mr. Sallee, all members voting aye, the Board approved the Cafeteria Fund Budget for the 2012-2013 school year as submitted.

**SCOTT COUNTY PUBLIC SCHOOLS
2012-2013 SCHOOL BUDGET
3,677 ADM**

<u>REVENUE</u>	<u>2011-2012</u>	<u>2012-2013</u>
Local Revenue	\$205,304.00	\$289,156.00
State Funds (including Sales Tax)	\$24,356,366.00	\$25,371,428.00
Federal Funds	\$3,240,201.00	\$2,383,783.00
County Funds	\$4,817,304.00	\$8,132,429.00
Cafeteria Funds Transfer	\$75,000.00	

SCHOOL OPERATING FUND APPROPRIATION	\$32,619,175.00	\$36,176,796.00
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CAFETERIA FUND APPROPRIATION	\$1,920,598.00	\$1,996,174.00
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<u>EXPENSES</u>		
61100 Instruction	\$24,299,495.00	\$26,317,668.00
62000 Administration, Attendance & Health	\$1,184,003.00	\$1,485,182.00
63000 Transportation	\$1,602,930.00	\$1,820,106.00
64000 Operation & Maintenance	\$4,102,281.00	\$4,914,792.00
68000 Technology Instructional	\$1,505,466.00	\$1,639,048.00

SCHOOL OPERATING FUND EXPENDITURES	\$32,694,175.00	\$36,176,796.00
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CAFETERIA FUND EXPENDITURES	\$1,920,598.00	\$1,996,174.00
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DISCUSSION OF EARLY RETIREMENT INCENTIVE PLAN (ERIP) AMENDMENTS: Superintendent Ferguson reported that several employees have asked questions and expressed an interest in the ERIP but so far there have been no requests received. He recommended that in consideration of inquiries received that the ERIP be extended to a December 1 effective date for employees needing to get in their full 30 years toward retirement but explained that employees would be required to notify him in writing by June 1 of their intent to retire. On the recommendation of Mr. Kegley, seconded by Mr. Quillen, all members voting aye, the Board approved the amended ERIP as submitted by Superintendent Ferguson.

SCOTT COUNTY SCHOOLS ERIP PROPOSAL

ELIGIBILITY:

Participation in the ERIP is subject to the approval of the School board, based on the following factors:

Retiree must be eligible to file a Retirement Option with VRS.

Retiree must be currently employed and in good standing with the Scott County School Board;
and

Retiree must notify the SUPERINTENDENT OF SCOTT COUNTY SCHOOLS in writing, by **June 1, 2012**.

Retirees under this plan are not required to work any workdays.

****If Retiree is not yet eligible but becomes eligible to file a Retirement Option with VRS and meets all other requirements by December 1, 2012, then Retiree shall be eligible (subject to the approval of the School Board) to participate in this ERIP upon retirement at the end of the first semester of the 2012-2013 school year. The Retiree must give written notice to the Superintendent by June 1, 2012, and also be enrolled to the Employer's health benefits plan during the June open enrollment period if not presently enrolled.**

INCENTIVE

Employer will pay up to the full cost of Employer's share of the Health Insurance Premium with a maximum payment of Employer being the rate of the current (2011-2012) Health Insurance Premium in the Employer's Health Benefit Plan (if the employer rate increases in the future, only the 2011-2012 rate will be paid by the Employer, if the Employer rate decreases in the future, the Employer will only pay the Employer's share of the Premium). The Retiree shall be responsible for payment of all remaining amounts of insurance premiums. The Premium will be paid until the employee is Medicare eligible (either by disability or age) or until the Retiree is age 65, whichever occurs first. Upon reaching Medicare eligibility or attaining the age of 65, the employee benefit is terminated.

NOTE: ONCE EMPLOYEE BECOMES MEDICARE ELIGIBLE (either by disability or age) OR HAS ATTAINED AGE 65, PARTICIPATION IN THE GROUP HEALTH AND DENTAL PROGRAM IS TERMINATED.

NOTE: The insurance premium payment will begin as follows:

10 month employee – October 2012

11 month employee – September 2012

12 month employee – August 2012

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

REVOCATION:

Participants in the ERIP may withdraw from the program but may not resume full-time employment with the School Board.

Employee Signature

Date: _____

EMPLOYER: SCOTT COUNTY SCHOOL BOARD

BY: _____ Date: _____

VIRGINIA SCHOOL BOARDS ASSOCIATION INSURANCE SERVICES RENEWAL FOR 2012-2013

SCHOOL YEAR: Superintendent Ferguson presented the renewal quote received from the Virginia School Boards Association for property/automobile/liability/workers' compensation/student insurance. He explained that the \$256,155 overall quote for renewing these services with the VSBA includes a \$17,282 increase with the major increase being to workers' compensation. It was pointed out that salary increases would increase the workers compensation premium and that this is understandable with the VRS.

On a motion by Mr. McConnell, seconded by Mr. Spivey, all members voting aye, the Board approved the renewal of the property, automobile, liability, workers' compensation and student insurance with the Virginia Schools Boards Association for the 2012-2013 school year.

APPROVAL OF SURPLUS SALE TO BE HELD JULY 14, 2012: On the recommendation of Superintendent Ferguson and on a motion by Mr. Kegley, seconded by Mr. Quillen, all members voting aye, the Board approved a surplus sale to be held at the Bus Garage/Shoemaker Playground Area on Saturday, July 14, 2012. He explained that a list of items will be presented to the Board for approval at a future meeting prior to the sale. He also explained that the lists are gathered from the schools and if any items are needed within the school system they are not placed in the sale.

RECOGNITION OF 2012 SUMMER RESIDENTIAL GOVERNOR'S SCHOOL PARTICIPANTS:

Superintendent Ferguson recognized Laura McDavid, Gate City High School student, that has been invited to attend the Summer Residential Governor's School Life Sciences and Medicine Program. He commented that he did not have the name of the other student that Mrs. Robinette mentioned during her presentation at tonight's meeting who was invited to attend the University of Virginia at Wise but wanted to recognize that student as well.

RECOGNITION OF FCCLA STATE OFFICER FOR UPCOMING SCHOOL YEAR: Superintendent Ferguson expressed pride that his son, John Dalton Ferguson (Gate City High School student), has been elected as the state's FCCLA Vice President of Programs for the upcoming school year.

JUNIOR POLICE ACADEMY - MOTION TO TABLE UNTIL NEXT MEETING: Superintendent Ferguson presented information on the request received from Kim Birchfield, Gate City Police Chief, for a Junior Police Academy to be held in two separate sessions (June 25-29 & July 9-13) at Gate City High/Middle School. He explained that Phillip Lane, Weber City Police Chief, also wishes to be a partner. He also explained that he requested that the town attorney draw up a Memo of Understanding that would make all three agencies co-sponsors of the academy. He stated that the academy could be approved to be held with the condition that County Attorney Will Sturgill approved the Memo of Understanding.

Board members questioned the student interest in the program. After discussion it was decided that Mr. Smith would send out flyers to determine the student interest in the program.

On a motion by Mr. McConnell, seconded by Mr. Sallee, all members voting aye, the Board decided to table the request for a Junior Police Academy until the next meeting to allow a survey of student interest and pending receipt of a Memo of Understanding of the three agencies (Scott County School Board, Gate City Police Department & Weber City Police Department).

UPDATE ON STORM SHELTERS IN SCOTT COUNTY: Superintendent Ferguson informed Board members of school buildings designated for the purpose of storm shelters for the public as follows: Gate City Middle School, Dungannon Intermediate School, Duffield – Pattonville School, Rye Cove Intermediate School and Hiltons Elementary School, along with the Fairview Community Center. In answer to a question concerning the insurance coverage Superintendent Ferguson indicated that he would check on this matter.

BUILDING SERVICES UPDATE: Robert Sallee, Supervisor of Building Services, presented a Building Services Update containing a few of the items completed during April. He also provided an update on the water meter discussed at the last school board meeting. He reported that there is a meter presently in place for the Gate City High School football field and explained that he is working with the town manager

regarding the matter. He explained that a letter has been sent to the Gate City Town Council to be addressed in their minutes and then will be brought back to this Board to be put in the minutes.

Mr. Sallee presented Twin Springs High School audit proposal summary information received from Philips Lightolier which included the following:

<u>Area Square Footage (EPAct Sq.Ft.)</u>	<u>Investment</u>	<u>1st Year Savings</u>	<u>Post 1st Year Savings</u>	
75,000	\$151,718.00	\$37,329.00	\$37,329.00	
<u>Realized PB Years</u>	<u>Estimated ROI</u>	<u>10 Year Savings</u>	<u>Simple Payback Years</u>	<u>Simple ROI</u>
4.06	24.60%	\$373,290.00	4.06	24.60%
<u>Investment:</u> Energy \$17,178.00		<u>Maintenance</u> \$20,151.00		
<u>Total Annual</u> \$37,329.00		<u>Total Monthly</u> \$3,110.75	<u>1st Year Incentive</u> \$37,329.00	
<u>Kwh Reduction:</u> 214,695.00		<u>Kwh \$ Saved:</u> \$17,178.00		
<u>Carbon Footprint Reduction in Metric Tons of CO2:</u> 133.54				

John Bowman, Southeast Energy Services Manager for Philips Lightolier, provided additional information and answered board member questions.

CLOSED MEETING: Mr. Sallee made a motion to enter into a closed meeting at 8:30 p.m. to discuss all personnel: teachers, teaching assistants, coaches, principals, secretaries, custodians, bus drivers, maintenance, cafeteria, central office staff and school resource officers as provided in Section 2.2-3711A (1) of the Code of Virginia, as amended; motion was seconded by Mr. Kegley, all members voting aye.

RETURN FROM CLOSED MEETING: All members returned from closed meeting at 9:00 p.m. and on a motion by Mr. Sallee, seconded by Mr. Quillen, 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 this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Freedom of Information Act; and

WHEREAS, Section 2.2-3711 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

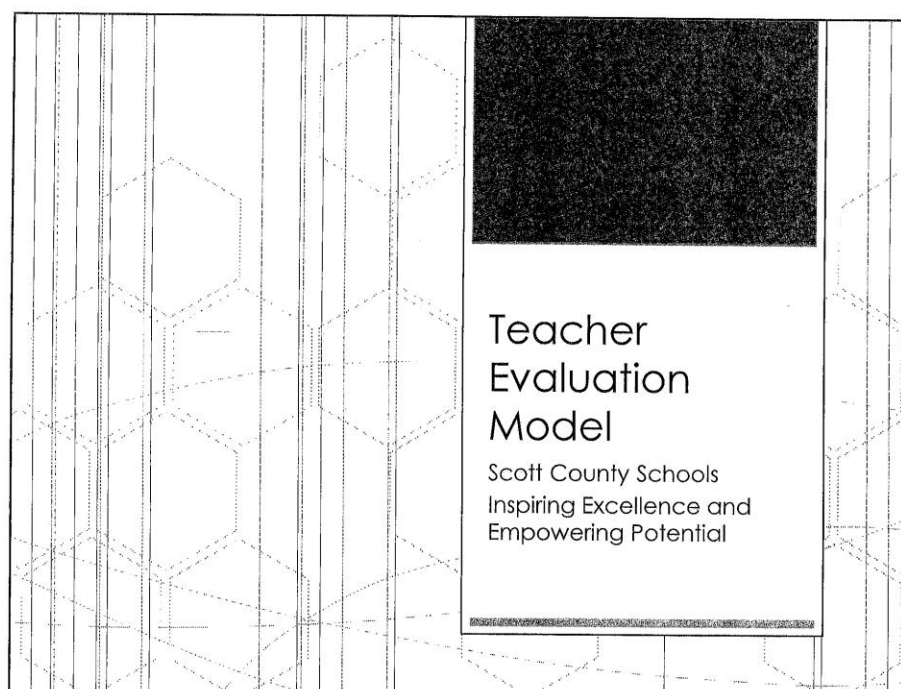
Ayes: James K. Jessee, Jeff Kegley, Gail McConnell, Bill Quillen, Steve Sallee, Kelly Spivey

Nays: None ABSENT DURING VOTE: None

ABSENT DURING MEETING: None

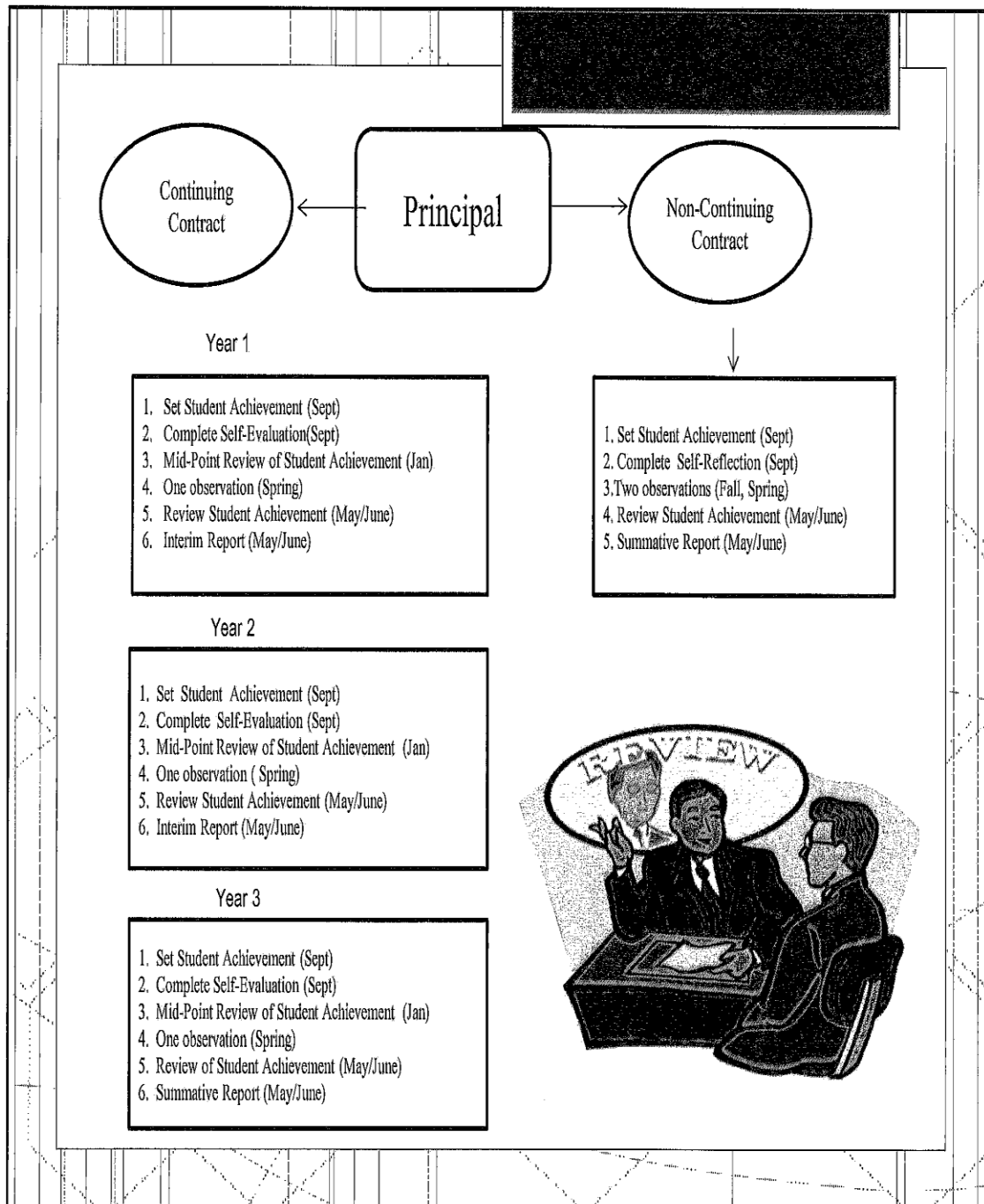
PRESENTATION/APPROVAL OF SCOTT COUNTY PUBLIC SCHOOLS EVALUATION HANDBOOK

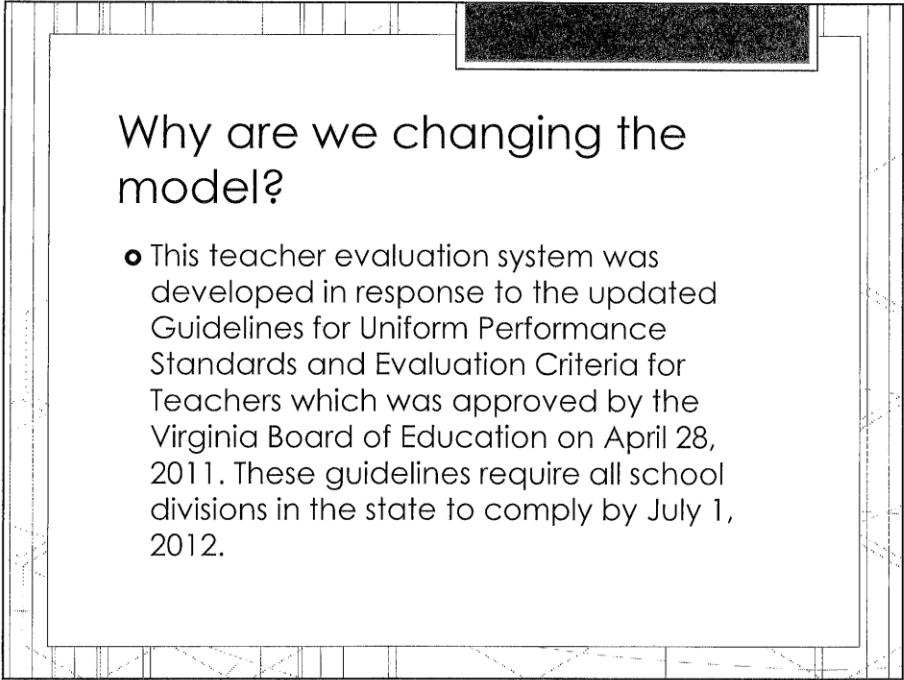
(TEACHERS & CLASSIFIED PERSONNEL): Jason Smith, Supervisor of Personnel, presented a summary of the *Scott County Public Schools Evaluation Handbook (Teachers & Classified Personnel)* as follows:



Teacher Evaluation Committee

- Jane Carter
Rye Cove High
- Renee Dishner
Rye Cove Intermediate
- Lowell Fowler
Scott County Career and Technical
- Karen Hartsock
Dungannon Intermediate
- Diane Kegley
Shoemaker Elementary
- Allison Kimbler
Shoemaker Elementary
- Mary Beth Keith
Twin Springs High
- Autumn McConnell
Fort Blackmore Primary
- Seth McConnell
Shoemaker Elementary
- Kathy Musick
Yuma Elementary
- Nancy Parker
Weber City Elementary School
- Jason Smith
Central Office
- Kari White
Yuma Elementary School
- Barry Wolfe
Rye Cove High School





Why are we changing the model?

- This teacher evaluation system was developed in response to the updated Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers which was approved by the Virginia Board of Education on April 28, 2011. These guidelines require all school divisions in the state to comply by July 1, 2012.



Interim Reports

- Evaluators use this form in the spring to maintain a record of evidence documented for each teacher performance standard. Evidence can be drawn from formal observations, informal observations, and other appropriate sources. This form should be maintained by the evaluator during the course of the evaluation cycle. This report is shared at a meeting with the teacher held within appropriate timelines.

Student Achievement Goal Setting

- Each teacher, using the results of an initial assessment, sets an annual goal for improving student achievement
- A new goal is identified each year.
- The goal should be customized for the teaching assignment and for the individual learners.
- The goals describe observable behavior and/or measurable results that would occur when a goal is achieved.
- The acronym SMART is a useful way to self-assess a goal's feasibility and worth.
- **Specific:** The goal is focused, for example, by content area, by learners' needs.
- **Measurable:** An appropriate instrument/measure is selected to assess the goal.
- **Appropriate:** The goal is within the teacher's control to effect change.
- **Realistic:** The goal is feasible for the teacher.
- **Time limited:** The goal is contained within a single school year.

Sample Goals

- o **First Grade Sample Goal:**

All of my students will demonstrate growth of one academic year on the PALS assessment. Also, at least 80% of my students will be reading on or above grade level by the end of this school year.

- o **High School English Sample Goal:**

Ninety percent of Grade 12 English students will score 80% or higher on English 12 Nine-Weeks assessment.

- o **Grade 7 Mathematics Sample Goal:**

At least 90% of my students will demonstrate proficiency on the Grade 7 Math SOL Test

- o **Middle School Self-Contained Special Education Sample Goal:**

The students will increase their Woodcock Johnson score by an average of 6 months.

Summative Evaluation

- Teachers will receive an overall summative evaluation using the following rubrics:

Category	Weighted Rating	Weighted Rating	Weighted Rating
1. Environmental Impact	12.5%		
2. Social Impact	12.5%		
3. Economic Impact	12.5%		
4. Environmental Impact	12.5%		
5. Social Impact	12.5%		
6. Economic Impact	12.5%		
Total	25%		
		Summative Rating (sum of weighted contributions)	

Exemplary (4.5/5)	Exceeds Expectations (4.4/4)	Proficient Meets all the expected level of performance (3.0/3)	Developing/Needs Improvement (2.0/2)	Unacceptable (1.0/1)
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TEACHERS TO SERVE ON VDOE SOL COMMITTEE REVIEW: Jason Smith, Supervisor of Personnel/Middle Schools, recognized Sarah Burke, Alicia White and Lindsey Quillen, teachers, for being selected by the Virginia Department of Education to serve on SOL items for committee review in the areas of World Geography, Reading and Math.

RESIGNATION: On the recommendation of Jason Smith, Supervisor of Personnel/Middle Schools, and on a motion by Mr. McConnell, seconded by Mr. Sallee, all members voting aye, the Board approved the resignation request of Janet Hill, Gate City High School Varsity Cross Country Coach, effective May 1, 2012.

LEAVE-OF-ABSENCE: On the recommendation of Jason Smith, Supervisor of Personnel/Middle Schools, and on a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board approved the request from Julie Bowen, teacher, for an additional year of leave-of-absence, effective for the 2012-2013 school year.

RETIREMENT: On the recommendation of Jason Smith, Supervisor of Personnel/Middle Schools, and on a motion by Mr. McConnell, seconded by Mr. Quillen, all members voting aye, the Board approved the retirement request of Rayford Dingus, Scott County Career & Technical Center Instructor, effective at the end of the 2011-2012 school year. Mr. Smith commended Mr. Dingus for his years of service to the school system.

BOARD MEMBER COMMENTS: None.

ADJOURNMENT: On a motion by Mr. Quillen, seconded by Mr. Kegley, all members voting aye, the Board adjourned at 9:24 p.m.

James Kay Jessee, Chairman

Loretta Q. Page, Clerk