

**SCOTT COUNTY SCHOOL BOARD  
MINUTES OF REGULAR MEETING  
THURSDAY, MAY 30, 2013**

The Scott County School Board met in a regular meeting on Thursday, May 30, 2013, at the Scott County Career & Technical Center Auditorium in Gate City, Virginia, with the following members present:

James Kay Jessee, Chairman  
William "Bill" R. Quillen, Jr., Vice Chairman  
Jeffrey "Jeff" A. Kegley  
Gail L. McConnell  
L. Stephen "Steve" Sallee, Jr.

**ABSENT:** Herman "Kelly" Spivey, Jr.

**OTHERS PRESENT:** Will Sturgill, School Board Attorney; Jason Smith, Superintendent Designee/Supervisor of Personnel and Middle School Education; Tammy Quillen, Supervisor of Elementary Education/Head Start Liaison/Director of Testing; Jennifer Frazier, Supervisor of Secondary Education/Food Services; Loretta Q. Page, Clerk Of The Board/Budget Specialist/Head Start Payroll & Invoice Clerk; K.C. Linkous, Deputy Clerk Of The Board/Human Resource Manager; Suzanne Goins, Virginia Professional Educators Regional Director; Pat Whitley, Scott County Education Association President; Doris Boitnott, Cumberland Mountain UniServ District 1 Director; Robert Sallee, Supervisor of Building Services; Ralph Quesinberry, Scott County Career & Technical Center Supervisor/Principal; Stephen Taylor, Scott County Career & Technical Center Assistant Principal/Instructor; Lisa Bevins, Gate City Middle School Teacher; Reba Kindle, Shoemaker Elementary School Teacher; Nancy Godsey, Citizen; Ramona Russell, Duffield Primary School Teaching Assistant; Dan Gibson, Scott County Career & Technical Center Instructor; Lee Sanders, School Bus Driver; Carol Sluss, Dungannon Citizen; Susan Lane, Scott County Public Schools Head Start Employee; Melanie McMurray, Twin Springs High School Instructor/FCCLA Adviser; Reagan Mullins, Rye Cove High School Principal; Tammy Cassell, Rye Cove High School Instructor/FCCLA Adviser; Debbie Kilgore and Beverly Musick, Gate City High School Instructors/FCCLA Advisers; Roger Cassell, Duffield Volunteer Fire Department Chief; and Amanda Clark, Heritage TV.

**CALL TO ORDER/MOMENT OF SILENCE/PLEDGE OF ALLEGIANCE:** Chairman Jessee called the meeting to order at 6:30 p.m. The audience observed a moment of silence and cited the *Pledge of Allegiance*. Chairman Jessee welcomed everyone and mentioned that there are several students in the audience tonight to be recognized. He wished success to the students playing in sports tonight. He informed those present that Superintendent Ferguson is attending his son's tennis tournament and pointed out that Mr. Jason Smith will be handling the superintendent's duties for tonight's meeting.

**APPROVAL OF AGENDA:** On a motion by Mr. Kegley, seconded by Mr. McConnell, all members voting aye, the Board approved the agenda as presented.

**APPROVAL OF MAY 7, 2013 REGULAR MEETING MINUTES:** On a motion by Mr. Sallee, seconded by Mr. Quillen, all members voting aye, the Board approved the Tuesday, May 7, 2013, Regular Meeting Minutes, as submitted.

**APPROVAL OF CLAIMS:** On a motion by Mr. Quillen, seconded by Mr. Kegley, all members voting aye, the Board approved claims as follows: School Operating Fund invoices & payroll in the amount of \$971,971.36 as shown by warrants #8107122-8107335 (#8106917 voided) & electronic payroll direct deposit in the amount of \$1,006,805.85 & electronic payroll tax deposit \$478,446.81. Cafeteria Fund invoices & payroll in the amount of \$80,465.65 as shown by warrants #1015484-1015527 electronic payroll direct deposit in the amount of \$20,480.90 & electronic payroll tax deposit \$9,922.26. Head Start invoices & payroll totaling \$49,461.71 as shown by warrants #11132-11194 (#11169 voided).

**RECOGNITION OF FCCLA STATE OFFICERS & ADVISERS AND AWARDS:** Mr. Smith, Superintendent Designee, expressed excitement in having the privilege of recognizing the success of the FCCLA Programs. He also commented on how well students have done in various events and the great job they have done in preparing for the events.

Mr. Smith recognized Debbie Kilgore's eight years of involvement in working on the STAR Events Management Team and read a letter received from Ms. Deborah Will, STAR State FCCLA Co-Specialist. He also pointed out that Mrs. Kilgore was Melanie McMurray's teacher; and that she had both Tammy Cassell and Beverly Musick student teach with her. He noted that Mrs. Kilgore received the Master Adviser Award in 1999, Adviser Mentor Award in 2007 and the Teacher of Teacher Award in 2008.

Mrs. Beverly Musick, Gate City High School FCCLA Adviser, was recognized as receiving the Spirit of Advising Award; Tammy Cassell, Rye Cove High School FCCLA Adviser, was recognized as receiving the Adviser Mentor Award; and Melanie McMurray, Twin Springs High School Adviser, was recognized as receiving the Master Adviser Award.

Gate City High School and Rye Cove High School FCCLA students were recognized as follows (some students were in attendance and others were not present due to participation in sporting events being held):

#### **GATE CITY HIGH SCHOOL**

##### **Advance to National's:**

Beth Hartsock – Gold Medal & Trophy – Nutrition & Wellness  
Wesley Bausell & Ashley Poe – Silver Medal & Trophy – Environmental Ambassador  
Cade Lane & Keeley Quillen – Gold Medal & Trophy – Illustrated Talk  
Julia Peters, Logan Dockery & Ashley Carter – Silver Medal – 2<sup>nd</sup> Place

##### **Gold Medals:**

Hailey Cole & Brook Wheatley – Gold Medal – Focus on Children

##### **Silver Medals:**

Ally Snapp & Adrianna Ward – Silver Medal – National Programs In Action  
Joey Canter, Luke Funkhouser, Emily Baker & Madison Cross – Silver Medal - Parliamentary Procedure

##### **Bronze Medals:**

Kelsey Green, Sara Presley & Brooklyn Hensley – - Bronze Medal -Chapter Service Project Display  
Hannah Estep & Kourtney Dockery – Bronze Medal – National Programs in Action  
Mitchell Cassell – Bronze Medal – Applied Technology

##### **Officers & Adviser Award:**

John Dalton Ferguson – 2012/2013 Vice President of Programs  
Kaitlyn Lane – Elected 2013/2014 Vice President of Parliamentary Law

#### **RYE COVE HIGH SCHOOL**

Emily Mays: **1<sup>st</sup> Vice President**

Jordan Kelly: **Gold-Job Interview, Sr**

Amanda Horton and Morgan Kerns: **Bronze-Chapter Service Project, Sr**

**Power of One Completers (Medals):** Morgan Kerns, Amanda Horton, Emily Mays, Keila Vaughn, Jacob Dean, Courtney Smith, Kortney Graham, Carli Cassell, Callie Carter, Cassidy Sharpe, Anna Proctor **Silver-Parliamentary Procedure, Jr**

Rachel Baldwin, Tiffani Vanzant, Madison Dockery: **Silver Medal-Chapter Showcase Display, Jr**

Jake Boyd and Samuel Wheeler: **Silver-Illustrated Talk, Jr**

**Severel Chapter Awards:** 20+ Membership, Increase by 7, Outstanding Chapter-Gold, National Program Awards, Public Relations Award

**BOARD ACTION CONCERNING A REQUEST FROM DUFFIELD VOLUNTEER FIRE AND RESCUE STATION NO. 3 RYE COVE - TO EXTEND THE EXISTING FIRE HALL:** Mr. Roger Carter, Duffield Volunteer Fire and Rescue Chief, presented the fire department's request for extending the existing fire hall by adding a 20 ft. x 40 ft. additional bay to the north side for housing vehicles and equipment. He explained that the bay may be closer to 18 ft.

Chairman Jessee asked to be excused from the discussion and action in regard to the request received from the Duffield Volunteer Fire and Rescue since he serves as a member. He suggested that the school board's records be researched to find the original agreement with the fire department and for review by the school board attorney.

Mr. Quillen made a motion that the Board table the request from the Duffield Volunteer Fire and Rescue until a research is conducted to find the original agreement since the department is not pushed for time and is currently not planning to build for another year, motion was seconded by Mr. McConnell. **(VOTE)** Ayes: Jeff Kegley, Gail McConnell, Bill Quillen, Steve Sallee Abstain: Kay Jessee

**PUBLIC COMMENT:** Carol Sluss, grandmother of a Fort Blackmore Primary School student, presented comments concerning an end-of-year field trip that some students were unable to attend due to disciplinary action. She asked that the Board consider changing the rules for future end-of-year trips.

Mrs. Suzanne Goins, VPE Regional Director; reported that some of the area school boards recognize retirees at their May meeting and suggested that it would be nice if the school board would recognize retirees in some manner. She stated that individual schools recognize retirees but the school board could think about this suggestion over the next year.

**APPROVAL OF HEAD START SELF-ASSESSMENT REPORT FOR 2012-2013 SCHOOL YEAR:** On the recommendation of Ms. Tammy Quillen, Supervisor of Elementary Education/Head Start Liason, and on a motion by Mr. Quillen, seconded by Mr. Kegley, all members voting aye, the Board approved the Head Start Self-Assessment Report for 2012-2013 School Year as submitted:

**Program Self-Assessment Results  
Regional Office Summary Report  
Program Year 2012-2013**

**Program Name:** Scott County Public School Head Start

**Self-Assessment Dates:** April 30, 2013 – May 9, 2013

**Participants in the Self-Assessment Process** (rather than individual names provide stakeholders such as staff, parents, Policy Council, Board, and community partners, that were included in the process):

Staff	Community Partners
Parents	Board Members
Policy Council Members	

Program strengths identified:	
Team	Strengths
Team 1 – Education, Disabilities, Safe Environments and Transportation	Bilingual staff members, third adult in each classroom and multiple curricula resources enhancing classroom quality. Up-to-date curriculum guide – aligned with standards.
	As of May, 2013, program has attained a demonstrated average score of 4.62 in Instructional Support, 6.6 in Emotional Support, 6.34 in Classroom Organization.
	On-going CLASS training is a high priority for staff development of all staff.
	CLASS reliability training has been provided for all teachers.
	Strong system for peer observation and mentoring implemented across program.
	Strong system to encourage family literacy implemented across program.
	Parents coordinate weekly CHATTER activities.
	Collaborative Early Childhood Fair related to Child Find/ Recruitment.
	Family Guide to Kindergarten Readiness
	Partnerships with LEA and community agencies related to disabilities services.
	Smooth transition process through partnership with each receiving school.
	Disabilities Service Plan reviewed and revised during self-assessment process.
	Speech Intervention Program (SIP) w/Speech Services
	All licenses are current, posted, and filed in Main Office.
	Head Start staff reinforces safety rules regularly throughout the year.
	Daily safety inspections, monthly state required inspections and annual state police inspections conducted on all buses.

Team	Strengths
	Bus drivers receive 24 hours classroom instruction and 24 hours behind-the-wheel instruction prior to first route.
	All school division drivers have received basic First Aid certification from American Heart Association.
	LEA Transportation Coordinator was involved in developing the monitoring tool.
	Conducts monitoring, and ensures all buses are well equipped for safety.
	Strong relationship with the school division Nurse Supervisor.
	Timely communication that ensures parents are advised of their child's health status.
	Timely health referrals.
	Teaching staff is MAT, first aid, and CPR certified. All FRS are first aid certified.
	Home-bound system for enrolled children with chronic illness or injury implemented.
	All education staff trained to Implement AI's Pals, and the Mental Health Behavioral Consultant is trained in Here Now and Down the Road curriculum.
	Strong relationships with community partners including WIC, Lenawisco Health District, Frontier Health.
	Classroom dry-tooth brushing method used to prevent cross-contamination.
	Strong parent participation in nutrition education program.
	Strong Head Start to Kindergarten transition process for families.
	Bi-monthly program wide parent training focuses on mandated training and school readiness.
	Children transition to the center through a two day staggered enrollment.
	Strong involvement of the LEA Payroll/Invoice Clerk in Fiscal operations.
	Program Investment in ChildPlus computerized tracking system.
	The program is in compliance with Virginia Code and Head Start regulations.
	Ongoing and effective communication system between staff and families through phone calls, home visits, email, written mail.
	Access to comprehensive fringe benefits package attracts better qualified applicants for employment.
	System in place for on-going staff development through the provision of a third adult in each classroom.
	Strong financial transparency.
	Positive working relationship with LEA Transportation Coordinator, Nursing Supervisor, Payroll/Invoice Clerk and WIC Registered Dietitian.
	Increased fiscal and programmatic participation from Grantee in monthly Policy Council meetings.
	Effective system for reporting program operations and financial status to Board and Policy Council.
	Strong staff involvement with Smart Beginnings Coalition

## Goal areas for program improvement:

Team	Area for Improvement or Need	Action Step	Timeframe	Team Member Responsible
Team 1 – Education, Disabilities, Safe Environments and Transportation	A. Expand School Readiness Plan.	A1. Revise Initial Home Visit form to enhance School Readiness goals. A2. Link parent's School Readiness goals to Family goals.	A1. May 21, 2012 A2. Fall 2013	A1. CDSC and Teachers A2. FRS and Teachers
	B. Using the Brigance Head Start Screen, screen the first year children earlier in the year.	B1. Discuss with teachers and plan to implement in September. B2. Provide training for teaching staff.	B1. May 2013 B2. August 2013	B1. CDSC B2. CDSC
	C. Expand training & resource materials for teaching staff on writing individualized plans and individualized objectives.	C1. Review samples of written individualized plans with teaching staff during performance appraisals. C2. Provide additional training related to writing objective statements. C3. Provide additional training on how to effectively write/implement individualized plans. C4. Duplicate speech notebooks for individualization and ensure each classroom has a copy.	C1. May 2013 C2. August 2013 C3. October 2013 C4. Sept 2013	C1. CDSC C2. CDSC C3. CDSC C4. CDSC
	D. Continue to improve C.L.A.S.S. scores.	D1. Determine programmatic benchmarks. D2. Provide targeted training opportunities and additional mentoring based on C.L.A.S.S. scores.	D1. May 21, 2012 D2. Aug 2012 – May 2013	D1. CDSC D2. CDSC
	E. Continue to provide Peer Observation and Mentoring opportunities.	E1. Discuss peer observation needs during performance appraisals.	E1. May 2012	E1. CDSC

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Team	Area for Improvement or Need	Action Step	Timeframe	Team Member Responsible
Team 1 – Education, Disabilities, Safe Environments and Transportation		E2. Design schedule for peer observations. E3. Provide peer observation opportunities for Teacher Assistants.	E2. Aug 2012 E3. Oct 2012 – May 2013	E2. CDSC E3. CDSC
	F. Provide opportunities for education staff to gain knowledge on effectively observing children and use ongoing assessment to intentional teach.	F1. Provide training for teaching staff and Family Resource Specialist. F2. Provide training for teaching staff.	F1. July 2013 F2. Aug 2012	F1. CDSC F2. CDSC
	G. Gain knowledge of how to utilize a SmartBoard for intentional teaching purposes.	F3. Sync with ChildPlus software. G1. During In-Service, teachers will share ideas with each other. G2. During orientation, center staff will utilize the SmartBoard.	F3. Aug 2013 G1. May 2013 G2. Sept. 2013	F3. CDSC G1. CDSC G2. Teachers
	H. Teaching Strategies Gold checkpoint dates need to be finished earlier in the year.	H1. Meet with teachers and discuss optional dates. H2. Monitor to ensure that TSGold is being completed on a regular basis.	H1. May 2013 H2. May 2013	H1. CDSC H2. CDSC
	I. Expand on-going training on special needs and disabilities.	I1. Provide training related to special needs. I2. During Pre-Service, continue to provide overview/information from Early Intervention, ECSE Staff, and Family Preservation.	I1. Beginning Aug 2013 I2. Aug 2013	I1. CDSC I2. CDSC
	J. Ensure all fences are in good condition.	J1. Maintenance will inspect each fence to ensure they are safe and secure. H2. Purchase fencing and repair or install as needed.	J1. Fall 2012 H2. Fall 2013	J1. AA/FO H2. AA/FO

Team	Area for Improvement or Need	Action Step	Timeframe	Team Member Responsible
	K. Maintain the cleaned wooded area behind Shoemaker 1 & 2.	K1. Contact Scott County Sheriff to inquire about trustees to clean area behind the Shoemaker 1&2 centers.	K1. June 2013	J1. AA/FO
	L. Ensure all buses are equipped with signs stating the location of the seat belt cutter and the First Aid Kit.	M1. Purchase signs online. M2. LEA Transportation Coordinator will ensure signs are installed on all buses.	M1. July 2013 M2. Aug 2013	M1. HNSC M2. HNSC
Team 2 – Health, Mental Health, and Nutrition	A. Increase parent awareness of health education during Parent orientation and Resource Fair.	A1. Enlist local health community to present education materials to parents during the Heritage Day/Resource Fair events.	A1. Oct 2013	A1. HNSC
	B. Re-design physicians letter to inform them what health screening is required by Head Start	B1. Dr. Gary Michael volunteered to design the existing physician's letter. B2. Health Advisory Committee will approve letter.	B1. May 2013 B2. May 2013	B1. HNSC B2. HNSC
	C. MHBS offer a 6-week parenting course in the fall.	C1. MHBS will research the availability of classes offered through Frontier Health. C2. MHBS will present the parent training plan to staff during August 2013 pre-service.	C1. August 2013 C2. August 2013	C1. HNSC & MHBS C2. HNSC & MHBS
	A. Improve children's daily attendance	A1. Include names and a photograph of children with perfect attendance in the monthly newsletter. A2. Send letters/ e-mail to parents to inform them how many times their child has been absent. A3. Meet with teachers and family service staff to revise monthly attendance monitoring procedure.	A1. Monthly A2. Monthly A3. August 2013	A1. Teaching Staff A2. Teaching Staff A3. FCSC

Team	Area for Improvement or Need	Action Step	Timeframe	Team Member Responsible
	B. Improve the quality of parent orientation.	B1. Provide staff training on parent orientation process. B2. Offer a different time for center staff to conduct a short orientation for returning parents.	B1. Aug 2013 B2. Aug 2013	B1. Mgt Staff B2. Teaching Staff
	C. Enhance Family Engagement Days to focus more on school readiness activities.	C1. Provide opportunities for teachers to share their experiences this past year. C2. Develop a plan to describe specific components for Family Engagement Days. C3. Provide training utilizing the school readiness guide.	May 2013 August 2013 August 2013	CDSC/ FCSC
	A. Ensure that Policy Council (PC) receives Annual Report.	A1. Distribute Annual Report at August PC meeting.	A1. August 2013	A1. Director
Team 4 – Fiscal and Program Design and Management	C. Ensure that PC receives the end-of-year Program Information Report.	D1. Distribute PIR report at Sept. PC meeting.	D1. Sept. 2013	D1. Director
	D. Build on existing Professional Development system.	F1. Management team will meet to discuss existing system. F2. Management team will enhance existing system to ensure opportunities are available to meet employee's goals. F3. Ensure there is a mid-year conference between supervisor and employee.	F1. Summer 2013 F2. Summer 2013 F3. Dec & Jan	F1. Director F2. Director F3. Supervisors

Team	Area for Improvement or Need	Action Step	Timeframe	Team Member Responsible
	E. Ensure parents understand policy of bi-monthly updating, and maintaining their emergency contact information, which includes their home 911 addresses.	G1. Insert Emergency Updating policy into the Parent Handbook. G2. Review and discuss policy with parents during Parent Orientation.	G1. July 2013 G2. Aug 2013	G1. Mgt Team G2. Teaching team
	H. Apply child outcome data more effectively to improve the ongoing planning process.	H1. Acquire training on analyzing child outcomes data. H2. Analyze child outcomes. H3. Provide training to improve outcomes. H4. Purchase resources to improve child outcomes.	H1. Nov 2013 H2. Quarterly H3. Aug 2013 H4. As needed	H1. Director H2. Mgt Team H3. CDSC H4. CDSC
	J. Survey all enrolled parents of their preference to receive Head Start information electronically or through a hard copy.	J1. At orientation, teachers will ask parents how they want to receive information about program activities.	J1. September	J1. Teachers

*Helen Henderson* 5-16-13  
Head Start Director Signature Date

*Frank Lipton-Black* 16 May 2013  
Policy Council Chair Signature Date

*James K. Jacobs* 5-30-13  
Board Chair Signature Date

**APPROVAL OF K-2 MATHEMATICS TEXTBOOK ADOPTION FOR 2013-2020:** Ms. Tammy Quillen, Supervisor of Elementary Education, provided background information to board members concerning textbook adoption. She reported that Math Committee Members consisted of the following: Tammy Quillen, Supervisor of Elementary Education; Michelle Bush, K-6 Math Specialist; all K-2 teachers, and one grade level math teacher in grades 3-6. She provided a summary of the Mathematical Goals and School Division Goals. She also reported on current costs (\$44,531 annually) in comparison to the committee's proposal of the K-2 Houghton Mifflin *Math Expressions Curriculum* (\$25,603.96). She explained that the Houghton Mifflin proposal will save funds, is the lowest bid of competing publishers and will provide new materials and resources. Ms. Quillen provided bids from two other companies and reported that Houghton Mifflin is the lowest bid of competing publishers.

On the recommendation of Ms. Tammy Quillen, Supervisor of Elementary Education, and on a motion by Mr. McConnell, seconded by Mr. Kegley, all members voting aye, the Board approved the K-2 Houghton Mifflin Math Expressions Curriculum at a cost of \$25,603.96. The K-2 Mathematics Textbook Adoption is for a seven year timeframe: 2013-2020.

**REPORT ON SUPERKIDS:** Ms. Tammy Quillen, Supervisor of Elementary Education, presented background information on the establishment of the reading curriculum, *SuperKids*, that is currently a pilot program in place in all kindergarten classrooms. She reported that with the pilot program, the foundation only requires payment for the consumables portion. She reported on the success of the pilot program and provided examples of benchmark percentages depicting success. She also reported that staff is pleased and wishes to continue with the program.

Ms. Quillen explained that the *Superkids* program provides a clear sequential path of instruction that leads to reading mastery while it simultaneously teaches students to write and spell. She also explained that it is important to continue the program for two or three years for students to truly master the alphabetic principle and access the written word accurately and automatically. Therefore, she reported that the overall plans are to continue with the program in the first and second grades. She stated that, at this time, the request is for guidance and permission to continue the program with all first grade classrooms next year. She reported that an assessment would then be completed; and, based on the program's outcome she would come back to the Board next year and ask for textbook adoption. No board members expressed any disagreement with continuing the pilot program in the first grade classrooms for the coming year.

**APPROVAL OF CONTINUATION OF PARTNERSHIP WITH SOUTHERN APPALACHIAN MOUNTAINS FOOD BUYING CO-OPERATIVE (SAM) AND EXTENSION OF CURRENT CONTRACT FOR FOOD & SUPPLIES:**

Mrs. Jennifer Frazier provided background information and a list of school divisions participating in the Southern Appalachian Mountains Food Buying Co-operative (SAM). She recommended a continuation of the partnership for the 2013-2014 school year. On the recommendation of Mrs. Jennifer Frazier, Supervisor of Secondary Education/Food Services, and on a motion by Mr. Sallee, seconded by Mr. McConnell, all members voting aye, the Board approved the continuation of partnership with Southern Appalachian Mountains Food Buying Co-operative (SAM) and extension of current contract for food and supplies for the 2013-2014 school year.

**COMMENTS FROM MR. JASON SMITH/SUPERINTENDENT DESIGNEE:** Mr. Jason Smith/Superintendent Designee, commented that Superintendent Ferguson is in his father role tonight attending his son's (John Dalton Ferguson/Gate City High School Senior) last high school competitions and that he will do his best in presenting items on Superintendent Ferguson's behalf in his absence.

He asked Mrs. K.C. Linkous, Human Resource Manager, to present health insurance information.

**APPROVAL OF CHANGES TO HEALTH INSURANCE BENEFIT PLAN:** Mrs. K.C. Linkous, Human Resource Manager, reported that Mr. Alan Bayse, Health Insurance Consultant, presented options for Scott County Schools Health Insurance Renewal for 2013-2014 with options funding at 90%; however,

Mrs. Linkous reported that it was determined that the premiums would be high and it was a desire of the committee to try to make premiums as affordable as possible. Therefore, she explained that although the total claims usage for this past year is currently at 83% and is being funded at 82%, the committee decided to go with Option 3 and would fund the plan at 85%. She explained that part of the increase in rates is due to the very large claims over the past two years, as well as, consideration of the 8% Government Regulated Affordable Health Care Taxes and the 5% Trend Cost and Hospital Costs that hospitals are passing down to the insurance companies.

Mrs. Linkous reported that the insurance committee recommends Option 3, funding at 85% with the current Employee Only Employee Share remaining at \$125. She pointed out that committee members asked that where both spouses work in the school system, they could look at splitting their plans. She explained an example of a couple on a family plan that may want one spouse to take the Employee Only Plan and the other spouse take an Employee/Children Plan. She reported that this was deemed acceptable but would be left up to each individual to look at what is best for their situation. Mrs. Linkous provided the following information on the Medical Benefit Plan Options:

SCOTT COUNTY SCHOOL BOARD MEDICAL BENEFIT PLAN OPTIONS				
	CURRENT BENEFITS	ORIGINAL OPTION	OPTION 1	OPTION 3
<b>Lifetime Plan Maximum</b>	Unlimited	Unlimited	Unlimited	Unlimited
<b>Annual Plan Maximum</b>	5,000,000	5,000,000	Unlimited	Unlimited
<b>Deductibles</b>				
Individual	None	\$1000 / \$500**	None / \$500**	\$2000 / \$2500**
Family	None	\$2000 / \$1000**	None / \$1000**	\$4000 / \$5000**
<b>Coinsurance</b>	70/30	70/30	50/50	70/30
<b>Maximum Out-of-Pocket</b>				
Individual	\$3000	\$4500 / \$4000**	\$5000 / \$5500**	\$5000 / \$5500**
Family	\$6000	\$9000 / \$8000**	\$10,000 / \$11,000**	\$10,000 / \$10,500**
<b>Routine Wellness</b>		No deductible	No deductible	No deductible
Office Visit	0%	0%	0%	0%
Lab and X-ray	0%	0%	0%	0%
<b>Physician Services</b>			After deductible	No deductible
PCP Office Visit	\$20 copay	\$30 copay	50%	\$30 copay
Specialist Visit	30%	\$60 copay	50%	\$50 copay
<b>Outpatient Services</b>		After deductible	After deductible	After deductible
Facility Charges	\$150 copay, then 30%	30%	50%	30%
Physician Services	30%	30%	50%	30%
Emergency Room	\$250 copay, then 30%	40%	50%	40%
Urgent Care	30%	\$30 copay	50%	\$30 copay
<b>Inpatient Hospital</b>	\$400 copay, then 30%	After deductible, 30%	After deductible, 50%	After deductible, 30%
<b>Prescription Drugs:</b>				
31-day supply	\$300 max. per script	\$300 max. per script	\$300 max. per script	\$300 max. per script
Tier 1	\$10 copay	\$10 copay	\$10 copay	\$10 copay
Tier 2	Greater of \$30 or 30%	Greater of \$30 or 30%	Greater of \$30 or 30%	Greater of \$30 or 30%
Tier 3	Greater of \$40 or 40%	Greater of \$40 or 40%	Greater of \$40 or 40%	Greater of \$40 or 40%
Mail Order (90-day supply)	\$600 max per script	\$600 max per script	\$600 max per script	\$600 max per script
Tier 1	\$20 copay	\$20 copay	\$20 copay	\$20 copay
Tier 2	Greater of \$60 or 30%	Greater of \$60 or 30%***	Greater of \$60 or 30%	Greater of \$60 or 30%***
Tier 3	Greater of \$80 or 40%	Greater of \$80 or 40%***	Greater of \$80 or 40%	Greater of \$80 or 40%***
Specialty Pharmacy (30-day)	50% (\$50 min., \$300 max.)	50% (\$50 min., \$300 max.)	50% (\$50 min., \$300 max.)	50% (\$50 min., \$300 max.)
<b>Out-of-Network:</b>				
Deductible (Ind./Family)	\$500/\$1000	\$2000 / \$4000	\$2000/\$4000	\$4000/\$8000
Coinsurance	40%*	40%*	50%*	50%*
<b>Out-of-Pocket (Ind./Family)</b>	\$4250/\$8000	\$5000 / \$10,000	\$10,000/\$20,000	\$8000/\$16,000

\*Plan pays applicable percentage of allowable charge - provider may balance bill for difference

\*\*With / without biometric screenings and risk appraisal (Note: If employee covers spouse, both employee and spouse must participate in screenings and risk appraisal if they wish to decrease deductible and out-of-pocket maximum

\*\*\*Separate \$50 copay for basic x-ray and lab

This outline of benefits is for comparative purposes only. Final benefit determination will be based on actual contract.

On a motion by Mr. Kegley, seconded by Mr. Quillen, all members voting aye, the Board approved the Health Insurance Committee's recommendation for Option 3 for health insurance renewal with Medcost for 2013-2014.

**APPROVAL OF HEALTH INSURANCE RATES FOR 2013-2014 SCHOOL YEAR:** Mrs. K.C. Linkous, Human Resource Manager, presented the Health Insurance Committee's proposal for health and dental insurance rates for 2013-2014. She explained that a decision on the proposed rates was not easy for the committee. She explained that the health insurance fund has experienced large claims in recent years including the timeframe of no salary increases. Mrs. Linkous also explained that during that timeframe the committee did not choose to increase premiums in order to give employees a break. She further explained that with the excessively high claims the fund has experienced and to comply with the Affordable Health Care Act it is necessary to increase premiums.

Mrs. Linkous reported that the dental insurance and part-time vision and dental insurance would remain the same. She also reported that tomorrow and the following week staff will be going out to the schools and informing personnel of insurance changes.

On a motion by Mr. Sallee, seconded by Mr. McConnell, all members voting aye, the Board approved the Health Insurance Committee's recommendation for rates for the 2013-2014 school year as follows:

**SCOTT COUNTY SCHOOLS HEALTH AND DENTAL  
PROPOSED RATES FOR 2013/2014**

**HEALTH**

<u>Category</u>	<u>Employee Premium</u>	<u>Employer Premium</u>	<u>Total Premium</u>
Employee Only	\$ 125.00	\$ 450.24 (\$60.24)	\$ 575.24
Employee + Child(ren)	\$ 502.43 (+267.43)	\$ 455.00	\$ 957.43
Employee + Spouse	\$ 641.53 (+357.53)	\$ 546.00	\$ 1,187.53
Family	\$ 755.67 (+362.67)	\$ 777.00	\$ 1,532.67

**DENTAL**

<u>Category</u>	<u>Employee Premium</u>	<u>Employer Premium</u>	<u>Total Premium</u>
Employee Only	\$ 15.00	\$ 20.00	\$ 35.00
Employee + 1	\$ 28.00	\$ 20.00	\$ 48.00
Employee + 2 or More	\$ 52.00	\$ 20.00	\$ 72.00

**PART TIME VISION/DENTAL**

Employee Only	\$23.00	\$ 20.00	\$ 43.00
Employee + 1	\$44.00	\$ 20.00	\$ 64.00

Mrs. Linkous commented that the Health Insurance Committee has had a very stressful time in making decisions and requested that as you see members that have served on the committee to please thank them for their service.



**APPROVAL OF PROBATIONARY TERM OF SERVICE FOR TEACHERS:** Mr. Jason Smith, Superintendent Designee, explained the 2013 Virginia General Assembly Senate Bill 1223 that was approved and amended Section 22.1-303 of the Code of Virginia as follows: *A. A probationary term of service of at least three years and, at the option of the local school board, up to five years in the same school division shall be required before a teacher is issued a continuing contract.*

Mr. Smith, Superintendent Designee, recommended on behalf of Superintendent Ferguson, that those teachers who have successfully completed their third year of teaching (2012-2013) to obtain continuing contract status on the first work day with students and for those teachers who have not completed their third year of teaching shall be on a probationary term of five years. This would go into effect for the 2013-2014 school year. On a motion by Mr. Quillen, seconded by Mr. Kegley, all members voting aye, the Board approved Mr. Smith's recommendation on behalf of Superintendent Ferguson as stated.

**APPROVAL OF SIGNATURES IN ABSENCE OF SUPERINTENDENT:** Mr. Jason Smith, Superintendent Designee, explained that there may be situations that occur when Superintendent Ferguson is out of the office at a time that his signature is required on Department of Education documents. He also explained that the school board may designate other personnel to sign in his absence. He further explained that the Department of Education must be notified of such board action and the authorized signature must be on file with the Department of Education before requests for reimbursements or other official actions that would normally require the division superintendent's signature can be processed.

Mr. Smith, Superintendent Designee, recommended on behalf of Superintendent Ferguson, that Jason Smith, Supervisor of Personnel/Middle School Education and Loretta Page, Clerk of the Board/Budget Specialist be approved to sign Department of Education documents in absence of the superintendent. On a motion by Mr. Quillen, seconded by Mr. Kegley, all members voting aye, the Board approved Jason Smith, Supervisor of Personnel/Middle School Education and Loretta Page, Clerk of the Board/Budget Specialist to sign Department of Education documents in absence of the superintendent

**APPROVAL OF GRANT APPLICATIONS:** On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Mr. Kegley, seconded by Mr. McConnell, all members voting aye, the Board approved grant applications for level funding for the 2013-2014 school year as follows:

**Title I, Part A** - Improving Basic Programs

**Title I, Part C** - Education of Migratory Children (level funding and participation in the Southwest VA Title IC Migrant Consortium through Carroll County Schools)

**Title II, Part A** - Teacher Quality

**Title III, Part A** - Language Instruction for Limited English Proficient and Immigrant Students (level funding and participation in the Southwest VA Consortium through Carroll County Schools)

**Title IV, Part B** – 21<sup>st</sup> Century

**BUILDING SERVICES UPDATE:** Chairman Jessee asked fellow members to direct any questions to Superintendent Ferguson that they may have in regard to the Building Services Update that was provided to school board members.

**CLOSED MEETING:** Mr. Sallee made a motion to enter into closed meeting at 7:39 to discuss 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) Code of Virginia, as amended; motion was seconded by Mr. Quillen, all members voting aye.

**RETURN FROM CLOSED MEETING:** All members returned from closed meeting at 9:25 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      Nays: None*

*ABSENT DURING VOTE: None      ABSENT DURING MEETING: None*

**BOARD ACTION CONCERNING THE IMAGINATION LIBRARY OF SCOTT COUNTY:** Mr. Kegley made a motion that the Imagination Library of Scott County item be tabled until the end of year Close-out Meeting (Thursday, June 27, 2013), motion was seconded by Mr. Sallee, all members voting aye.

**APPROVAL OF NON-TENURED TEACHERS EMPLOYMENT FOR THE 2013-2014 SCHOOL YEAR:** On the recommendation of Mr. Jason Smith, Superintendent Designee, on behalf of Superintendent Ferguson, recommended approval of the three year experience non-tenured teachers for employment for the 2013-2014 school year. On the recommendation as stated by Mr. Smith and on a motion by Mr. Quillen, seconded by Mr. Kegley, all members voting aye, the Board approved the employment of non-tenured teachers for the 2013-2014 school year as follows:

<u>Years Experience</u>	<u>Name</u>
3	Derek Cassell
3	Brittany Edwards
3	Dustin Fleenor
3	Kandace Haigler
3	Reba Kindle

On the recommendation of Mr. Jason Smith, Superintendent Designee, on behalf of Superintendent Ferguson, and on a motion by Mr. Sallee, seconded by Mr. Quillen, all members voting aye, the Board approved the employment of non-tenured teachers for the 2013-2014 school year as follows (as per the new 5 year guidelines):

<u>Years Experience</u>	<u>Name</u>
2	Rachel Burke
2	Ryan Carpenter
2	Joshua Castle
2	Cassandra Dowdy
2	James Graybeal
2	Amanda Johnson
2	Shauna Lawson
2	Amanda Rhoton
2	Benjamin Robertson
2	Megan Sanders
2	Keith Warner

<u>Years Experience</u>	<u>Name</u>
1	Beth Baker
1	Annette Parker

**APPROVAL OF CLASSIFIED PERSONNEL EMPLOYMENT FOR THE 2013-2014 SCHOOL YEAR:** On the recommendation of Mr. Jason Smith, Superintendent Designee, on behalf of Superintendent Ferguson, and on a motion by Mr. Kegley, seconded by Mr. Saltee, all members voting aye, the Board approved the employment of Classified Personnel for the 2013-2014 school year as follows:

**CLASSIFIED PERSONNEL**

**Teaching Assistants**

Jeannie Callaway	Ruth Potts
Tammie Dixon	Francina Lynn Bishop
Phyllis Bellamy	Jana Bright
Jennifer Evans	Wilma Cox
Dorothy Grinsell	Gena Quillen
Ramona Russell	Lisa F. Bishop
Donna Sanders	Nikki Gardner
Carolyn Howington	Tina Williams
Kathy Hensley	Karen Jennings
Jane Templeton	Christy Billips
Christie Howell	Jordan Coates
Teresa Williams	Kayla Templeton
Christy Bradshaw	Brenda Gilliam
Amanda Mullins	Jenny Page
Melissa Robertson	
Brittany Peterson	

**Technology Department**

Debby Brickey	Patrick Johnson
Information Management Systems	Technology Support
and Technology Coordinator	Specialist

Adam Tipton  
Technology Support Specialist

**Central Office**

Loretta Page	Anita Howell
Budget Specialist and Clerk of the Board	Administrative Assistant to
	Special Education Supervisor
Karen (K.C.) Linkous	Beverly Stidham
Human Resource Manager and	Accounts Payable and
Deputy Clerk of the Board	Purchasing Specialist
Vickie Lane	Angie Johnson
Administrative Assistant to the	Food Service and
Superintendent	Child Nutrition Specialist

**Transportation Secretary**  
Sharon Holland

**Medicaid Specialist**  
Angie Vermillion

### **School Nurses**

Amanda Banks  
Lisa Castle  
Tammy Farmer  
Kristie Qualls  
Michelle Basham

Mona Carter  
Yvonne Edwards  
Stephanie Penley  
Farrah Lane  
Karen Dunlap

### **Occupational/Physical Therapists**

Emily Prater

### **School Secretaries**

Susan Carter  
Patricia Sampson  
Teresa Shupe  
Pam Flanary  
Debbie Gillenwater  
Kristie Rusek  
Carla Carter  
Norma Casteel  
Sheila Mays  
Karen Blanton  
Kim Henderson  
Robin Bond

Sheila Nash  
Barbara Baker  
Sherry Bridwell  
Tracy Ferguson  
Robin Hall  
Jenny Jordan  
Sherri Christian  
Lana Culbertson  
Rebecca Statzer  
Jennifer Houseright  
Jackie Willis  
Patricia Nash

### **Custodians**

Bobby Collins  
Larry France  
Freddie France  
Dexter Harmon  
Peggy Cruby  
David Kinhead  
Randall Laney  
David Tipton  
Jeff Napier  
Brenda Richardson  
Debra K. Brown  
Gaye Sanders  
Stanley Sluss  
Paula Gilliam  
Melissa Williams  
Scottie Williams  
Teresa France  
Rodney Darnell  
Pam Sivert  
Randy Ward

Thomas Dooley  
Cathy Criswell  
Vernon Free  
Vilas Bowen  
Greg Hill  
Kenneth Lane  
Susan Looney  
Rebecca Powers  
Diane Martin  
Penny Osborne  
  
Patsy Coley  
Rhonda Franklin  
David Williams  
Jeff Lawson  
Phyllis Payne  
Donald Lane  
Connie Edwards  
Larry Vermillion  
Helen Jackson

### **Transportation Coordinator**

Gary Adams

### **Mechanics**

Billy Addington

Phillip Quillen

Larry Bledsoe

Hollis Dean Anderson

### **Maintenance**

Larry Darrell McConnell

Tommy Payne

Paul Boggs

William Pippin

Jamie Blanton

Billy Nash

Tim Edwards

Richard Howell

Roger Sampson

Gary McDavid

### **Bus Drivers (Pending Physical)**

William Don Akers

Deborah Bledsoe

Charles Fugate

Melinda Brickey

Rhonda Estepp

Charlie B. Gray

Dexter Harmon

Garry Hood

Judy Johnson Fritz

Grover Kegley, Jr.

Valerie Lane

Lisa Anderson

Nancy McDavid

Kevin Moore

Anthony Odle

Carlene Cross

Donald Salyer

Eva J. Shelton

Charles O. Taylor

Deborah Taylor

Doris Tipton

Roy Dwayne Williams

Ralph Lyons

Aaron Tipton

Hobert Edward Musick

Tim Benton

Charles Blessing

Paula Gilliam

Cathy Dooley

Allen Godsey

Greg Marshall

Hazel Hass

Donna Hass

Ashley Justice

David Kinkead

Shirley Marshall

Linda Cantrell

Odene Nash

G. E. Nash

Billy Odle

Lisa Russell

Lee Roy Sanders

Kenneth Sluss

Charlie R. Taylor

Tammy Bledsoe

Nadine Vermillion

Billy Flanary

Jonathan Pierson

Donna Hood

### **Cafeteria Personnel**

Lisa Bishop	Tamara Berry
Jackie Taylor	Joyce Austin
Brenda Rhoton	Vickie Kern
Deborah Bennett	Deborah Osborne
Margaret Hass	Heather McComas
Barbara Percy	Margaret Jessee
Michelle White	Sharon Culbertson
Carolyn Meade	Linda Dockery
Carolyn Kern	Teresa Lane
Cynthia Carter	Brenda Bishop
Anna Griffin Palmer	Jennifer Pennington
Jessica Howell	Patricia Robertson
Amy Shaffer	Betty Castle
Sharon Vermillion	Carla Gardner
Kathy Penley	Judy Spears
Lisa Diana Crabtree	Debra Fletcher

**RESIGNATION:** On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board approved the resignation request of Ms. Amanda Banks, Nurse, effective at the end of the 2013-2014 school year.

**REINSTATEMENT:** On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Quillen, seconded by Mr. Sallee, all members voting aye, the Board approved the reinstatement of Mrs. Julie Bowen-Dunworth as a teacher for the 2013-2014 school year.

**EMPLOYMENT:** On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Sallee, seconded by Mr. Quillen, all members voting aye, the Board approved the employment of Kristi Richardson as a Speech Language Pathologist, effective for the 2013-2014 school year (high needs area in which services have been contracted).

On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. McConnell, seconded by Mr. Sallee, all members voting aye, the Board approved the employment of Ms. Tabitha McCoy as a teacher, effective for the 2013-2014 school year (will replace a retiree that had been teaching the math dual enrollment classes).

On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Kegley, seconded by Mr. Sallee, all members voting aye, the Board approved the employment of Mr. Joey Kilbourne as a Technology Support Specialist, effective July 1, 2013 (replacement).

On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Quillen, seconded by Mr. Sallee, all members voting aye, the Board approved Mr. Rodney Darnell as substitute school bus driver, effective May 30, 2013.

On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. McConnell, seconded by Mr. Kegley, all members voting aye, the Board approved Mr. Edwin Dingus as a substitute school bus driver, effective May 30, 2013.

On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board approved Mr. Jake Dougherty as substitute school bus driver, effective May 30, 2013.

**RETIREMENT:** On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. McConnell, seconded by Mr. Kegley, all members voting aye, the Board approved the retirement request of Ms. Linda Lane, Rye Cove Intermediate cook, effective at the end of the 2012-2013 school year.

**HEAD START EMPLOYMENT – TEACHER’S ASSISTANTS & FAMILY RESOURCE SPECIALIST:** On the recommendation of Mr. Jason Smith, Supervisor of Personnel, and on a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board approved the employment of Head Start Teacher’s Assistants and Family Resource Specialist as follows (Employment Effective: July 1, 2013 to December 31, 2013 pending receipt of federal funds):

Lori Edwards	Teacher’s Assistant	Contract – 180 Days
Michelle Wallen	Teacher’s Assistant	Contract – 180 Days
Tracy Osborne	Teacher’s Assistant	Contract – 180 Days
April White	Teacher’s Assistant	Contract – 180 Days
Sandy Henry	Teacher’s Assistant	Contract – 180 Days
Ana Martinez	Teacher’s Assistant	Contract – 180 Days
Janice Casados	Family Resource Specialist	Contract – 180 Days

**BOARD MEMBER COMMENTS:** Chairman Jessee informed fellow members he would see them at the graduations and reminded them of the dates as follows: Saturday, 9 a.m., June 1, Rye Cove High School; Monday, 7 p.m., June 3, Gate City High School; and Tuesday, 7 p.m., June 4, Twin Springs High School.

**ADJOURNMENT:** On a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board adjourned at 9:33 p.m.

James Kay Jessee, Chairman

Loretta Q. Page, Clerk