

**SCOTT COUNTY SCHOOL BOARD
MINUTES OF REGULAR MEETING TUESDAY, MARCH 3, 2015**

The Scott County School Board met for a regular meeting on Tuesday, March 3, 2015, at the Scott County School Board Office in Gate City, Virginia, with the following members present:

William "Bill" R. Quillen, Jr., Chairman

ABSENT: None

L. Stephen "Steve" Sallee, Jr., Vice Chairman

James Kay Jessee

Jeffrey "Jeff" A. Kegley

Gail L. McConnell

Herman "Kelly" Spivey, Jr.

OTHERS PRESENT: John I. Ferguson, Superintendent; K.C. Linkous, Clerk Of The Board/Human Resource Manager; Beverly Stidham, Deputy Clerk/Purchasing Agent; Will Sturgill, School Board Attorney; Robert Sallee, Supervisor of Building Services; Suzanne Goins, Virginia Professional Educators Representative; Ramona Russell, Teaching Assistant; Amanda Clark, Heritage TV; Dennis McFarlane and Will Nulton, Comfort Systems USA; Patricia Whitley, Scott County Education Association; Robert Perry, Teacher; Rindi Perry, Substitute Teacher; Nancy Godsey, Citizen; Gina Fuller Teacher/Parent; Bradley Fuller, Student/Member of Boy Scouts of America; Chris Stapleton, Teacher/Assistant Principal; Patricia Currier, Teacher and Danny Mann, Board of Supervisor.

CALL TO ORDER/MOMENT OF SILENCE/PEDGE OF ALLEGIANCE: Chairman Quillen called the meeting to order at 6:30 p.m. The audience observed a moment of silence and Bradley Fuller, Student/Member of Boy Scouts of America led in citing the *Pledge of Allegiance*.

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

APPROVAL OF FEBRUARY 3, 2015 REGULAR MEETING MINUTES AND PROPOSED BUDGET MEETING: On a motion by Mr. Kegley, seconded by Mr. McConnell, all members voting aye, the Board approved the Tuesday, February 3, 2015 Regular Meeting Minutes and Proposed Budget Meeting as submitted.

APPROVAL OF CLAIMS: Superintendent Ferguson explained that an additional list of claims is being submitted by Head Start to close out their year December 25, 2014. On a motion by Mr. Kegley, seconded by Mr. Sallee, all members voting aye, the Board approved claims as follows with the additional list dated December 25, 2014 from Head Start:

School Operating Fund invoices & payroll in the amount of \$828,465.27 as shown by warrants #8113168-8113489 (8113213 voided) & electronic payroll direct deposit in the amount of \$1,020,433.07 & electronic payroll tax deposits in the amount of \$480,758.92. Cafeteria Fund invoices & payroll in the amount of \$156,215.73 as shown by warrants #1016519-1016576 & electronic payroll direct deposit in the amount of \$26,868.52 & electronic payroll tax deposit in the amount of \$12,350.88. Head Start invoices & payroll totaling \$132,726.32 as shown by warrants #13220-13295.

PUBLIC COMMENT: None

SALARY, FRINGE BENEFITS & SCHOOL CALENDAR COMMITTEE PRESENTATION: Mr. Christopher Stapleton, Teacher and Assistant Principal presented the Salary/Fringe Benefits Proposal for the 2015-2016 school year. Chairman Quillen stated that the Board will consider these proposals as presented. He also explained that the state funding information was received on Saturday, February 28. Chairman Quillen thanked the Salary and Calendar committee for their recommendations, hard work and diligence for their considerations of the upcoming school year.

2014-15
Salary/Fringe Benefits and School Calendar Committee

Lisa Brown	Duffield Primary School
Karen Hartsock	Dungannon Intermediate School
Vickie Lane	Fort Blackmore Primary School
Debbie Kilgore	Gate City High School
Kelsey Jones	Gate City Middle School
Tracy Stallard	Hilton Elementary School
David Gwinn	Nickelsville Elementary School
Michael Paul Berry	Rye Cove High School
Chris Stapleton	Rye Cove Intermediate School
Dan Gibson	Scott County Career & Technical Center
Reba Kindle	Shoemaker Elementary School
Joey Shipley	Twin Springs High School
Karianne Counts	Weber City Elementary School
Amy Addington	Yuma Elementary
Jason Smith	Central Office Representative
Valerie Babb	Principal Representative
Sheila Mays	Support Staff Representative
Teresa Duncan	SCEA Representative
Patricia Currier	VPE Representative
Steve Sallee	School Board Representative

SALARY/FRINGE BENEFITS COMMITTEE PROPOSAL
FOR THE 2015-2016 SCHOOL YEAR

- 1. The committee recommends funding a step increase for all eligible employees and a 2% salary increase, based on actual salary, for all employees.**
- 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 eligible 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 2014-15 school year.**
- 3. The committee recommends offering an early retirement incentive for all eligible employees.**
- 4. The committee recommends considering nonmonetary incentives to help improve morale. Some suggestions include offering free lunch or lunch at student prices to all faculty and staff; increasing the number of planning days from four to five; and increasing the amount of planning time allotted for elementary and intermediate teachers.**

APPROVAL OF 2015-2016 SCHOOL CALENDAR: Mr. Christopher Stapleton, Teacher and Assistant Principal presented the school calendar for the 2015-2016 school year. On a motion by Mr. Kegley, seconded by Mr. Spivey, all members voting aye, the Board approved the school calendar for the 2015-2016 school year as presented.

RESOLUTION FROM VEA/PTA “PUT KIDS FIRST”: Superintendent Ferguson presented the Resolution “Put Kids First” from the Virginia Education Association and the Virginia Parent/Teachers Association. Ms. Patricia Whitley, President of Scott County Education Association spoke to the Board concerning the resolution and stated that the Associations will focus on four items: (1) Class Size; (2) Under Funding; (3) Quality education for Early Childhood and (4) Over testing.

On a motion by Mr. Sallee, seconded by Mr. Jessee, all members voting aye, the Board accepted the Resolution of “Put Kids First.”



RESOLUTION

WHEREAS, the Commonwealth of Virginia has no more precious resource than its children;

WHEREAS, the public schools represent our best opportunity to lift up this generation of Virginia students to achieve to their full potential and prepare to begin high-skill careers in Virginia's new economy;

WHEREAS, in the last five years, the Commonwealth has allowed funding of preK-12 public education to drop 17 percent in state aid per pupil;

WHEREAS, some 5,000 jobs in preK-12 education have been cut since 2009 across the state;

WHEREAS, two-thirds of Virginia 3- and 4-year olds in low-income households are not enrolled in a preschool program;

WHEREAS, the Virginia Education Association and the Virginia Parent Teacher Association have launched a campaign called Put Kids First to mobilize Virginians to rekindle support for children and public schools;

THEREFORE, BE IT RESOLVED, that the Scott County Education Association and the Scott County School Board jointly support the call to action through the Put Kids First campaign;

THEREFORE, BE IT FURTHER RESOLVED, that the Scott County Education Association and the Scott County School Board encourage the attendance of parents and community members, school employees and any others supporting the worthy goals of the Put Kids First campaign, at the Rally at the Capitol in Richmond on Saturday, April 16, 2015.

Signature of the President of the Scott County Education Association

Signature of the Superintendent of Scott County Public Schools

Signature of the Chairman of the Scott School Board

Date

APPROVAL OF HEAD START TIME LINE FOR SELF ASSESSMENT & PROGRAM PLANNING INCLUDING SCHOOL BOARD AND POLICY COUNCIL MEETING AGENDA:

Superintendent Ferguson explained that there is a revision to the Head Start Time Line for self-assessment and program planning including the school board and policy council meeting agenda. On a motion by Mr. Jessee, seconded by Mr. McConnell, all members voting aye, the Board approved the Head Start Time Line for Self Assessment & Program Planning including School Board & Policy Council Meeting Agenda. (Appendix E)

BOARD MEMBERS TO SERVE ON BUDGET COMMITTEE: Superintendent Ferguson explained that he has appreciated the service of board members Mr. Kegley and Mr. Sallee in the past to help on the school budget and appreciated their insight and input and would like to ask for volunteers to serve on this next school years budget for 2015-2016. Mr. Kegley and Mr. Sallee stated that they would serve another term on the Budget Committee. On a motion by Mr. Jessee, seconded by Mr. Spivey, all voting aye, the Board approved Mr. Kegley and Mr. Sallee to serve on the Budget Committee.

APPROVAL OF REQUEST FOR LINE OF CREDIT FOR 2015-2016 SCHOOL YEAR: Superintendent Ferguson stated that he was happy to say that the line of credit for this year has been paid off. Mr. Ferguson also explained that he would like to request approval to submit a request to the Board of Supervisors for another Line of Credit in the amount of \$4,000,000. Mr. Ferguson stated that we request this because funding from certain state revenue line items does not always come in at the first of July but is usually distributed in January. He also enforced the fact that we do not borrow unless we absolutely have to. On a motion by Mr. Sallee, seconded by Mr. Kegley, all members voting aye, the Board approved to submit a request to the County Board of Supervisors to authorize the Treasurer to apply for a line of credit in the amount of \$4,000,000 for a period beginning July 1, 2015 and ending June 30, 2016 for the school system.

BUILDING SERVICES/PERFORMANCE CONTRACT UPDATE: Mr. Robert Sallee, Supervisor of Building Services, presented an update on the current maintenance projects for the month of February. He explained that all schools are now equipped with the Aiphone entry system and that the electronic entry system should be up and going by August, 2015.

Mr. Dennis McFarlane and Will Nulton from Comfort Systems USA presented an update on the Performance Contract and stated that they have completed the list of punch items and will review the first three schools online and at the end of the week will close out these schools. Board Member Steve Sallee asked if we would be able to see savings numbers off these three schools now. Mr. Robert Sallee stated that he could get an informal list of kilowatt savings from the power company and present at the next board meeting. Mr. Will Nulton explained that once the punch list of items is complete, Comfort Systems will begin their measurement and verification audit.

SPECIAL RECOGNITION: Superintendent Ferguson presented a special recognition to Mr. Bradley Fuller, student and member of the Boy Scouts of America. Mr. Ferguson explained that Bradley is in the process of earning his Citizenship in the Community Merit Badge and asked if he would like to explain to the school board and those in attendance, what he must do to earn that. Mr. Fuller explained that he must attend community meetings of the school board, board of supervisors and town meetings and document what is discussed.

Superintendent Ferguson and the School Board welcomed Mr. Bradley Fuller to the meeting and extended best wishes on obtaining his merit badge.

CLOSED MEETING: Mr. Sallee made a motion to enter into closed meeting at 6:55 p.m. to discuss teachers, coaches, custodians, and central office staff as provided in Section 2.2-3711 A (1) of the Code of Virginia, as amended; motion was seconded by Mr. Jessee, all members voting aye.

RETURN FROM CLOSED MEETING: All members returned from closed meeting at 8:00 p.m. and on a motion by Mr. Sallee, seconded by Mr. Jessee, 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 Kay Jessee, Jeff Kegley, Gail McConnell, Bill Quillen, Steve Sallee, Kelly Spivey

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

APPROVAL OF OVERNIGHT FIELD TRIPS: On the recommendation of Mr. Jason Smith, Supervisor of Personnel and on a motion by Mr. Jessee, seconded by Mr. Sallee, all members voting aye, the Board approved the field trip request of Gate City High School, two students and one sponsor to attend the District Interact Conference 2015 at Bath County High School in Hot Springs, Virginia on Friday March 13 – Saturday March 14, 2015.

On the recommendation of Mr. Jason Smith, Supervisor of Personnel and on a motion by Mr. McConnell, seconded by Mr. Spivey, all members voting aye the Board approved the field trip request of Gate City High/Middle School. 57 students, two sponsors and 18 chaperones, to attend the Wind Ensemble Spring Trip to Williamsburg, Virginia on April 30-May 3, 2015.

RESIGNATIONS: On the recommendation of Mr. Jason Smith, Supervisor of Personnel and on a motion by Mr. Jessee, seconded by Mr. Sallee, all members voting aye, the Board approved the resignation request of Ms. Susan Looney, custodian, effective March 6, 2015.

On the recommendation of Mr. Jason Smith, Supervisor of Personnel and on a motion by Mr. Sallee, seconded by Mr. McConnell, all members voting aye, the Board approved the resignation request of Mr. Randy Ward, custodian, effective March 2, 2015.

RETIREMENT: On the recommendation of Mr. Jason Smith, Supervisor of Personnel and on a motion by Mr. Sallee, seconded by Mr. Spivey, all members voting aye, the Board accepted the retirement request of Mr. Stanley Rogers, Teacher, effective at the end of the 2014-2015 school year.

On the recommendation of Mr. Jason Smith, Supervisor of Personnel and on a motion by Mr. McConnell, seconded by Mr. Spivey, all members voting aye, the Board accepted the retirement request of Mr. Barry Jones, Teacher, effective at the end of the 2014-2015 school year.

DISCUSSION CONCERNING NON-RENEWAL OF CONTRACTS FOR NON-TENURED TEACHERS AND CLASSIFIED EMPLOYEES: Superintendent Ferguson presented a list of Non-Tenured Teachers and Classified employees for the recommendation of non-renewal of contracts. Mr. Ferguson explained that these individuals will be recommended for approval of non-renewal of contract at the March 26, 2015 regular board meeting.

NON-TENURED TEACHERS (EXPERIENCE OF JUNE 30, 2015)

YRS EXP	LAST NAME	FIRST NAME
4	BURKE	RACHEL
4	CARPENTER	RYAN
4	CASELL	DEREK
4	CASTLE	JOSHUA
4	BEVINS	CASSANDRA
4	JOHNSON	AMANDA
4	LAWSON	SHAUNA
4	RHOTON	AMANDA
4	ROBERTSON	BENJAMIN
4	SANDERS	MEGAN
4	WARNER	KEITH
3	BAKER	BETH

3	HOOD	ADAM
3	PARKER	ANNETTE
2	EGAN	WHITNEY
2	HENRY	ANNIE
2	PARKS	TYLER
2	RICHARDSON	KRISTI
2	SMITH	TABITHA
2	TEMPLETON	KAYLA
1	BERRY	MAGGIE
1	DEAN	AMY
1	HORN	LAUREN
1	PETERSON	HEATHER
1	QUILLEN	MORGAN
1	COUNTS	KARIANNE
1	COLLIER	DUSTIN
1	BAKER	MARY JO
1	GARDNER	CHRISTY
1	DOCKERY	MARK
1	HOOD	CHAD
1	JARMILLA AVILA	MARIO
1	MULLINS	AMANDA
1	WARNER	KATIE
1	WEBB	JIMMY
1	WHITE	ELIZABETH
1	WILLIAMS	LAURA

TENURED TEACHERS SERVING 2 YEAR PROBATIONARY PERIOD

SHAWN BECKER
JOANNA EDENS
CAROLYN HAMILTON
STEPHANIE HOOD
TRAVIS PIERSON
JONATHON SALYER
AMANDA SALYERS

CLASSIFIED PERSONNEL

Teaching Assistants

Tammie Dixon
Phyllis Bellamy
Jennifer Evans
Dorothy Grinsell
Ramona Russell
Donna Sanders

Francina Lynn Bishop
Jana Bright
Wilma Cox
Gena Quillen
Lisa F. Bishop
Nikki Gardner

Carolyn Howington
 Kathy Hensley
 Lindsey Redwine
 Kelly Campbell
 Teresa Williams
 Brenda Gilliam
 Melissa Robinson
 Jeannie Callaway
 Kelsey Curtis
 Tana Broadwater

Tina Williams
 Karen Jennings
 Christy Billips
 Kevin Warner
 Christy Bradshaw
 Jenny Page
 Brittany Peterson
 Ruth Potts
 Kayla Kilgore

Technology Department

Debby Brickey
 Information Management Systems
 and Technology Coordinator

Patrick Johnson
 Technology Support Specialist

Adam Tipton
 Technology Support Specialist

Joey Kilbourne
 Technology Support Specialist

Central Office

Sharon Holland
 Administrative Assistant

Anita Howell
 Administrative Assistant to
 Special Education Supervisor

Karen (K.C.) Linkous
 Human Resource Manager/
 Clerk of the Board

Beverly Stidham
 Purchasing Specialist/
 Deputy Clerk of the Board

Vickie Lane
 Administrative Assistant to the
 Superintendent/Budget Specialist

Angie Johnson
 Food Service &
 Child Nutrition Specialist/ Head Start
 Payroll & Invoice Officer

Medicaid Specialist

Angie Vermillion

School Nurses

Courtney Bolling
 Lisa Castle
 Tammy Farmer
 Kristie Qualls
 Michelle Basham

Tabbitha Bledsoe
 Yvonne Edwards
 Stephanie Penley
 Farrah Lane
 Karen Dunlap

Occupational/Physical Therapists

Emily Prater
 Rebecca Hillman

School Secretaries

Susan Carter
 Patricia Sampson
 Teresa Shupe
 Pam Flanary
 Robin Hall
 Jenny Jordan
 Sherri Christian
 Lana Culbertson
 Rebecca Statzer
 Jennifer Houseright
 Robin Bond

Sheila Nash
 Barbara Baker
 Sherry Bridwell
 Tracy Ferguson
 Kristie Rusek
 Carla Carter
 Norma Casteel
 Sheila Mays
 Karen Blanton
 Jackie Willis
 Patricia Nash

Custodians

Bobby Collins
 Larry France
 Vernon Free
 Peggy Cruby
 David Kinkead
 Ronald Laney
 David Tipton
 Jeff Napier
 Brenda Richardson
 Debra K. Brown
 Stanley Sluss
 Paula Gilliam
 Melissa Williams
 Scottie Williams
 Teresa France
 Rodney Darnell
 Pam Sivert
 Helen Jackson
 Nathaniel Akers
 Ralph Lyons

Thomas Dooley
 Cathy Criswell
 Dexter Harmon
 Greg Hill
 Kenneth Lane
 Susan Looney
 Rebecca Powers
 Diane Martin
 Penny Osborne
 Gaye Sanders
 Rhonda Franklin
 David Williams
 Jeff Lawson
 Phyllis Payne
 Ashley Clark
 Connie Edwards
 Larry Vermillion
 Oakley Hartsock
 Brian Lawson
 Randy Ward

Transportation Coordinator

Gary Adams

Mechanics

Billy Addington
 Phillip Quillen

Tim Edwards
 Hollis Dean Anderson

Maintenance Secretary

Kim Henderson

Maintenance

Larry Darrell McConnell
 Tommy Payne
 Paul Boggs
 William Pippin
 Jamie Blanton
 John Farmer

Billy Nash
 Steve Lane
 Richard Howell
 Randall Laney
 Gary McDavid

Bus Drivers (Pending Physical)

William Don Akers
 Deborah Bledsoe
 Charles Fugate
 Melinda Brickey
 Allen Godsey
 Greg Marshall
 Hazel Hass
 Donna Hass
 Rodney Darnell
 David Kinkead
 Shirley Marshall
 Linda Cantrell
 Odene Nash
 G. E. Nash
 Billy Odle
 Donald Salyer

Tim Benton
 Charles Blessing
 Paula Gilliam
 Matthew Cruby
 Tim Spicer
 Dexter Harmon
 Garry Hood
 Judy Johnson Fritz
 Grover Kegley, Jr.
 Valerie Lane
 Lisa Anderson
 Nancy McDavid
 Kevin Moore
 Anthony Odle
 Carlene Cross
 Lee Roy Sanders

Eva J. Shelton
 Charles O. Taylor
 David Lawson
 Doris Tipton
 Travis Kern
 Jonathan Pierson
 Hobert Edward Musick
 Thomas Dooley

Kenneth Sluss
 Charlie R. Taylor
 Tammy Bledsoe
 Nadine Vermillion
 Billy Flanary
 Donna Hood
 Connie Dockery

Cafeteria Personnel

Lisa Bishop
 Jackie Taylor
 Brenda Rhoton
 Deborah Bennett
 Margaret Hass
 Barbara Percy
 Michelle White
 Carolyn Meade
 Carolyn Kern
 Cynthia Carter
 Anna Griffin Palmer
 Jessica Howell
 Amy Shaffer
 Sharon Vermillion
 Kathy Penley
 April White
 Judy Porter

Tamara Berry
 Joyce Austin
 Vickie Kern
 Deborah Osborne
 Heather McComas
 Margaret Jessee
 Sharon Culbertson
 Linda Dockery
 Teresa Lane
 Shelsie Page
 Jennifer Pennington
 Patricia Robertson
 Betty Castle
 Carla Gardner
 Judy Spears
 Debra Fletcher
 Kathy Starnes

BOARD MEMBER COMMENTS: None

ADJOURNMENT: On a motion by Mr. Jessee, seconded by Mr. Sallee, all members voting aye the Board adjourned at 8:05 p.m.

William “Bill” R. Quillen, Jr., Chairman

K.C. Linkous, Clerk