

**SCOTT COUNTY SCHOOL BOARD
MINUTES OF REGULAR MEETING TUESDAY, MARCH 7, 2017**

The Scott County School Board met for a regular meeting on Tuesday, March 7, 2017, at the Scott County School Board Office in Gate City, Virginia, with the following members present:

William "Bill" R. Quillen, Jr., Chairman
David M. Templeton, Vice Chairman
Larry L. Horton
Gail L. McConnell
Lon Stephen "Steve" Sallee, Jr.

ABSENT: Linda D. Gillenwater

OTHERS PRESENT: John I. Ferguson, Superintendent; Jason Smith, Assistant Superintendent; K.C. Linkous, Clerk Of The Board/Human Resource Manager; Beverly Stidham, Deputy Clerk/Purchasing Agent; Will Sturgill, School Board Attorney; Kathy Musick, Virginia Professional Educators Representative; Robert Sallee, Maintenance Supervisor; Amanda Clark, Heritage TV; Lisa Bevins, Scott County Education Association; Nick Shepherd, Kingsport Time-News; Christopher Gibbs, Virginia Retirement Specialists; Karianne Counts, Teacher; Patricia Currier, Teacher and Adam Keith, Teacher/Asst. Principal.

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 Mr. Templeton led in citing the *Pledge of Allegiance*.

APPROVAL OF AGENDA: Chairman Quillen stated that Item 7 – Head Start Training, needs to be tabled until the April 4, 2017 Regular Board Meeting.

On a motion by Mr. Templeton, seconded by Mr. Sallee, all members voting, aye, the Board approved the Agenda with Item 7 being tabled until the April board meeting.

APPROVAL OF FEBRUARY 7, 2017 REGULAR MEETING MINUTES AND PROPOSED BUDGET MEETING: On a motion by Mr. Horton, seconded by Mr. McConnell, all members voting aye, the Board approved the Tuesday, February 7, 2017 Regular Meeting Minutes and Proposed Budget Meeting as submitted.

APPROVAL OF CLAIMS: Mr. Templeton asked a question about the Bank of America Public Capital claim in the amount of \$307,113.50. Superintendent Ferguson explained that this is the debt service payment for the PC Project and that every February we have to pay interest and principal.

On a motion by Mr. Sallee, seconded by Mr. Horton, all members voting aye, the Board approved claims as follows:

School Operating Fund invoices & payroll in the amount of \$784,980.59 as shown by warrants #8120642-8120960 (8120928, 8120931-8120945 voided) & electronic payroll direct deposit in the amount of \$1,118,244.83 & electronic payroll tax deposits in the amount of \$516,083.21 Cafeteria Fund invoices & payroll in the amount of \$153,214.44 as shown by warrants #1017714-1017778 (1017729 voided) & electronic payroll direct deposit in the amount of \$31,339.68 & electronic payroll tax deposit in the amount of \$13,582.36. Head Start invoices & payroll totaling \$48,454.53 as shown by warrants #14494-14545.

PRESENTATION BY CHRIS GIBBS-VRSI ADVISOR: Mr. Chris Gibbs, presented to the board an example of an Early Retirement Incentive Plan and a breakdown of possible budget savings if such a plan was implemented. Mr. Quillen asked what other school systems have adopted this type of plan and Mr. Gibbs stated that he has personally worked with Smyth County School System and that other advisors have worked with other systems in the state. He explained that they are currently servicing 90 school systems state wide with 403b plans. The board requested a list of those school systems so they can contact the personnel department and see how their ERIP plans are working for them.

Mr. Templeton asked what kind of fee is charged by VRSI to implement this type of plan. Mr. Gibbs stated that VRSI conducts this service free of charge. He stated that they make an income only when an employee wishes to set up a 403b plan and wants to do business with VRSI.

PUBLIC COMMENT: Kathy Musick, VPE Representative, addressed the Board and commended Region VII Superintendents and Superintendent Ferguson for their leadership in Richmond and for fighting for the Coalfield Project. Ms. Musick said that their voices were heard and that some items will be implemented for the upcoming budget. She explained that the two percent raise passed instead of the 1.5%, but that the VRS rate, however, will still be increased.

SALARY, FRINGE BENEFITS & SCHOOL CALENDAR COMMITTEE

PRESENTATION: Mr. Adam Keith, Teacher & Assistant Principal Presented the Salary/Fringe Benefit Committee Proposals and the 2017-2018 School Calendar. Chairman Quillen stated that the Board will consider the Salary/Fringe Benefit proposals as presented, but the Board will not know any details about salaries until the budget is finalized.

The Board thanked the Salary/Fringe Benefits and Calendar committee for their recommendations, hard work and diligence for their considerations of the upcoming school year.

2016-2017

SALARY & FRINGE BENEFITS/SCHOOL CALENDAR COMMITTEE

Duffield Primary School
Dungannon Intermediate School
Fort Blackmore Primary School
Gate City High School
Gate City Middle School
Hilton Elementary School
Nickelsville Elementary School
Rye Cove High School
Rye Cove Intermediate School
Scott County Career & Technical Center
Shoemaker Elementary School
Twin Springs High School
Weber City Elementary School
Yuma Elementary School
Central Office Representative
Principal Representative
Support Staff Representative
VPE Representative
SCEA Representative
School Board Member

Tiffany Scott
Karen Hartsock
Jennifer Oaks
Debbie Kilgore
Kelsey Jones
Andrea Lawson
David Gwinn
Monica McClelland
Trish Currier
Shawna Vermillion
Reba Kindle
Joey Shipley
Karianne Counts
Amy Wallace
Jason Smith
Travis Nickels
Susan Carter
Adam Keith
Monica McClelland
Linda Gillenwater

**SALARY/FRINGE BENEFITS
COMMITTEE PROPOSAL
FOR THE 2017-2018
SCHOOL YEAR**

- 1. The committee recommends funding a step increase for all eligible employees and a 3% 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 2016-2017 school year.**
- 3. The committee recommends increasing the amount of bereavement leave to five days for both immediate family and grandparents.**

APPROVAL OF SCHOOL CALENDAR FOR 2017-2018: On a motion by Mr. Templeton, seconded by Mr. Sallee, all members voting aye, the Board approved the 2017-2018 School Calendar as presented.

SCOTT COUNTY PUBLIC SCHOOLS SCHOOL CALENDAR 2017-2018

JULY 2017						
S	M	T	W	T	F	S
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30	31					

AUGUST 2017						
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SEPTEMBER 2017						
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OCTOBER 2017						
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NOVEMBER 2017						
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26	27	28	29	30		

DECEMBER 2017						
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24	25 X	26 X	27 X	28 X	29 X	30
31						

AUGUST 9-11, 14	PRESERVICE-SCCTC/SCHOOLS
AUGUST 15	SCHOOL BEGINS FOR STUDENTS
SEPTEMBER 4	LABOR DAY-SCHOOLS CLOSED
OCTOBER 12	FIRST NINE WEEKS ENDS TEACHER WORKDAY 3:30-6:30 P.M.
NOVEMBER 6-7	FALL BREAK-SCHOOLS CLOSED
NOVEMBER 20-24	THANKSGIVING BREAK-SCHOOLS CLOSED
DECEMBER 21	FIRST SEMESTER ENDS 1PM DISMISSAL
DECEMBER 22 - JANUARY 5	WINTER BREAK-SCHOOLS CLOSED
JANUARY 5	TEACHER WORKDAY-SCHOOLS CLOSED
JANUARY 8	SECOND SEMESTER BEGINS
MARCH 13	TEACHER WORKDAY 3:30-6:30 P.M. THIRD NINE WEEKS ENDS
MARCH 30	GOOD FRIDAY-SCHOOLS CLOSED
APRIL 2-6	SPRING BREAK-SCHOOLS CLOSED
MAY 28	MEMORIAL DAY-SCHOOLS CLOSED
MAY 29	SECOND SEMESTER ENDS 1 PM DISMISSAL
MAY 30-31	TEACHER WORKDAYS

MAKE-UP DAYS

# DAYS	MAKE-UP DAY	# DAYS	MAKE-UP DAY
1	MAY 30	10	JUNE 7
2	MAY 31	11	JUNE 8
3	JUNE 1	12	JUNE 11
4	JUNE 4	13	JUNE 12
5	JUNE 5	14	JUNE 13
6	JUNE 6	15	MAY 28
7	APRIL 6	16	APRIL 3
8	APRIL 5	17	APRIL 2
9	APRIL 4	18	JUNE 14

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EXPLANATION

SCHOOLS CLOSED
SEMESTER BEGINS
SEMESTER ENDS
END OF NINE WEEKS
TEACHER WORKDAY

MONTH

AUGUST
SEPTEMBER
OCTOBER
NOVEMBER
DECEMBER
JANUARY
FEBRUARY
MARCH
APRIL
MAY
FIRST SEMESTER
SECOND SEMESTER

DAYS

13
20
22
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20
85 DAYS
95 DAYS

JANUARY 2018						
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FEBRUARY 2018						
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APRIL 2018						
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MAY 2018						
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27	28 X	29 1PM	30 W	31 W		

JUNE 2018						
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APPROVAL OF REQUEST FOR LINE OF CREDIT FOR 2017-2018 SCHOOL YEAR:

Superintendent Ferguson stated 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.

On a motion by Mr. Templeton, seconded by Mr. McConnell, 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, 2017 and ending June 30, 2018 for the school system.

UPDATE ON THE 2017-2018 SCHOOL BUDGET: Superintendent Ferguson presented an update on the 2017-2018 school budget by stating that the monies available for the two percent raise that was passed, will not become effective until February, 2018 and until that time, we will not be receiving any help. He also explained that the VRS Rate will still be increased and that the board will have to meet this rise in retirement rates. He stressed that he and the board want to keep everyone employed and that Scott County Schools is the largest employer in the county and that 80% of the personnel employed in our schools is here in Scott County. Superintendent Ferguson also stated that the health insurance premium decrease will be available every year and that even though the rates may change, the premium decrease will still be implemented. He also stressed that he and the board will always put our students first.

APPROVAL OF HEAD START FINANCIAL BREAKDOWN FOR JANUARY, 2017: On a motion by Mr. Horton, seconded by Mr. McConnell, all members voting aye, the Board approved the Head Start Financial breakdown for January, 2017 as follows:

Expenses:	\$95,702.41
Inkind:	\$38,829.36

CLOSED MEETING: Mr. Templeton made a motion to enter into closed meeting at 7:16 p.m. to discuss teachers, coaches, custodians, maintenance staff 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. McConnell, all members voting aye.

RETURN FROM CLOSED MEETING: All members returned from closed meeting at 9:15 p.m. and on a motion by Mr. Sallee, seconded by Mr. McConnell, 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: Linda Gillenwater, Larry Horton, Gail McConnell, Bill Quillen, Steve Sallee, David Templeton

Nays: None

ABSENT DURING VOTE: None

ABSENT DURING MEETING: None

APPROVAL OF SUBSTITUTE TEACHERS: On a motion by Mr. Horton, seconded by Mr. Templeton, all members voting aye, the Board approved the following as substitute teachers effective March 7, 2017: Daniel Roller, Kay Price, Kala Ball, Audrey "Tootsie" Bellamy, Stephanie Moore and Laura Couch.

RESIGNATION: On the recommendation of Mr. Jason Smith, Assistant Superintendent and on a motion by Mr. Templeton, seconded by Mr. Horton, all members voting aye, the Board approved the resignation request of Ms. Brandy Spivey, teacher, effective February 28, 2017.

EMPLOYMENT: On the recommendation of Mr. Jason Smith, Assistant Superintendent and on a motion by Mr. Sallee, seconded by Mr. McConnell, all members voting aye, the Board approved the

employment of Mr. Jason Woods, assistant softball coach, GCHS, effective February 14, 2017 (split supplement).

On the recommendation of Mr. Jason Smith, Assistant Superintendent and on a motion by Mr. McConnell, seconded by Mr. Horton, all members voting aye, the Board approved the employment of Mr. Jason Davidson, assistant softball coach, GCHS, effective February 14, 2017 (split supplement).

RETIREMENT: On the recommendation of Mr. Jason Smith, Assistant Superintendent and on a motion by Mr. Sallee, seconded by Mr. McConnell, all members voting aye, the Board approved the retirement request of Ms. Patricia Whitley, teacher, effective at the end of the 2016-2017 school year.

LEAVE OF ABSENCE: On the recommendation of Mr. Jason Smith, Assistant Superintendent and on a motion by Mr. Horton, seconded by Mr. Templeton, all members voting aye, the Board approved the leave of absence on Ms. Shauna Lawson, teacher, effective for the 2017-2018 school year.

DISCUSSION CONCERNING NON-RENEWAL OF CONTRACTS FOR NON-TENURED TEACHERS AND CLASSIFIED EMPLOYEES: Superintendent Ferguson explained to the Board that April of each year he presents the list of Non-Tenured Teachers and Classified employees for the recommendation of non-renewal of contracts. He explained that we don't want to see anyone lose their jobs, but that this is standard procedure according to the *Virginia Code*.

BOARD MEMBER COMMENTS: Mr. Templeton thanked Ms. Spivey and Ms. Whitley for their service and also thanked each school for reaching out to the board during School Board Appreciation.

Mr. Horton also thanked the schools and staff and expressed appreciation for all the meals, letters and gifts during School Board Appreciation.

ADJOURNMENT: There being no further business the Board adjourned at 9:26 p.m.

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

K.C. Linkous, Clerk