

SCOTT COUNTY SCHOOL BOARD

MINUTES OF REGULAR MEETING

August 3, 2004

The Scott County School Board met in regular session on Tuesday, August 3, 2004, in the Scott County School Board Office Conference Room with the following members present:

E. Virgil Sampson, Jr., Chairman

Glenn M. McMurray

Lowell S. Campbell, Vice Chairman

Joe D. Meade

Gloria E. ?Beth? Blair

ABSENT: David T. Kindle

OTHERS PRESENT: James B. Scott, Division Superintendent; C. Dean Foster, Jr., County Attorney; Darryl E. Johnson, Director of Operations; Danny L. Dixon, Director of Instruction; Jimmy L. Dishner, Secondary Supervisor/Director of Testing; Loretta Q. Page, Clerk of the Board; K.C. Q. Linkous, Deputy Clerk; Johnny Trent, Scott County Education Association President; Lisa McCarty, Scott County Virginia Star; and Gerald Miller, Duffield Mayor.

CALL TO ORDER: Chairman Sampson called the meeting to order at 6:00 p.m. and presided.

APPROVAL OF AGENDA: There being no additions to the agenda, Mrs. Blair made a motion to approve the agenda as submitted, motion was seconded by Mr. Meade, all members voting aye.

PUBLIC COMMENTS: No members of the audience came forth to speak during public comments.

APPROVAL OF MINUTES: On a motion by Mr. Meade, seconded by Mr. McMurray, all members voting aye, the board approved the minutes of the regular meeting held on Tuesday, July 6, 2004, as submitted.

APPROVAL OF CLAIMS: On a motion by Mr. McMurray, seconded by Mr. Campbell, all members voting aye, the board approved payroll and claims as follows:

School Operating Fund invoices and payroll in the amount of \$839,432.15 as shown by warrants #8064651-8064996.

Cafeteria Auxiliary Fund invoices and payroll in the amount of \$46,218.01 as shown by warrants #1006460-1006508.

Scott County Public School Head Start invoices totaling \$34,395.37 as shown by warrants #3507-3562 (direct deposit - employee payroll for August).

APPROVAL OF CONSOLIDATED GRANT APPLICATION FOR 2004-05 SCHOOL YEAR: Mr. Danny L. Dixon, Director of Instruction, reported that the Consolidated Grant Application for the 2004-05 school year includes the same programs that the school division was eligible to participate in during the prior year. Mr. Dixon provided an opportunity for board members to ask questions concerning the programs included in the grant. On the recommendation of Mr. Dixon and on a motion by Mr. Campbell, seconded by Mrs. Blair, all members voting aye, the board approved the Consolidated Grant Application for the 2004-05 school year in the amount of \$1,021,967.00 as submitted and with the understanding that adjustments would be necessary for any difference in the grant application and the allocation awarded.

Superintendent Scott reported he received notification today from the Virginia Department of Education that the allocation has been decreased by \$12,000.00. Mr. Dixon stated that adjustments would be made according to the decrease in funding.

REPORT ON SUMMER PROGRAMS: Mr. Danny L. Dixon, Director of Instruction, reported that a total of 398 students participated in the summer programs. He presented the following Report on Summer Programs for 2004: Summer Enrichment ? 100 students, which was about the same number of students as last year; Science in the Summer ? 106 students,

which was a few less students than last year; and Library Nights ? 192 students, which was a significant increase in students in comparison to last year.

Superintendent Scott reported that state funding would be received based on the total number of students participating in the summer programs. He stated that he was pleased with the increase in participation for this year's summer program, which included 398 students compared to 375 last year.

REPORT ON STANDARDS OF LEARNING TEST SCORES: Mr. Danny L. Dixon, Director of Instruction, reported that all schools met the Adequate Yearly Progress (AYP) according to the provisions of the No Child Left Behind legislation. He reported that the Standards of Learning (SOL) test results being presented are preliminary and that adjustments would be necessary which take into consideration students in the recovery programs, etc. He further reported that these adjustments usually make an increase in the test scores.

Mr. Jimmy L. Dishner, Secondary Supervisor/Director of Testing, reported that the SOL test scores are great and that he anticipates that when the state report card comes out it would be even better than the preliminary results have shown.

Mr. Dixon reported that changes made by the Virginia Department of Education to the World Geography testing have made the testing more stringent for the students. He further reported that school divisions statewide have shown a decrease in World Geography test results. He explained that the Virginia Department of Education makes adjustments periodically and anticipates that adjustments would be made to the World Geography due to the significant change in test results statewide. Mr. Dixon also reported that changes have been made with personnel, scheduling, etc. to provide a recovery program, which should make a difference in the Math test scores.

Mr. Dishner and Mr. Dixon were pleased to report that the sub-groups tested assisted the schools in meeting the proficiency by increasing the test scores. Mr. Dixon stated that these results show that the teachers certainly met the challenge. Mr. Dixon also reported that he feels all schools will be accredited with the exception of one school, which is still uncertain at this point. He explained that the school division has to wait on the adjustments but hopes to be able to present a report at the September school board meeting.

APPROVAL OF HEAD START PARENT MENTOR TRAINING GRANT AND HEAD START YOUTH MENTORING INITIATIVE: On the recommendation of Superintendent Scott and on a motion by Mr. Campbell, seconded by Mrs. Blair, all members voting aye, the board approved the Head Start Parent Mentor Training Grant in the amount of \$2,037.00 and the Head Start Youth Mentoring Initiative in the amount of \$50,000.00 as submitted.

APPROVAL OF SCOTT COUNTY PUBLIC SCHOOLS POLICY MANUAL REVISIONS AND NEW POLICIES: Superintendent Scott reported that the Policy Manual Revisions and New Policies being presented are based on new legislation passed by the General Assembly. On the recommendation of Superintendent Scott and on a motion by Mr. Meade, seconded by Mr. Campbell, all members voting aye, the board approved the following Policy Manual Revisions and New Policies as submitted.

AD	Educational Philosophy
AF	Six-Year Plan
AFA	Evaluation Of School Board Operational Procedures
BBA	School Board Powers and Duties
BBBC	Board Member Oath Of Office
BDC	Closed Meetings
BF	Board Policy Manual
CBG	Evaluation Of The Superintendent
CLA	Reporting Acts Of Violence and Substance Abuse
CMA	School Division Annual Report Card
DIA	Reporting Per Pupil Costs
EI	Insurance Management
ET (Optional)	Educational Technology Foundation
FFA (Optional)	School Names
GCA	Local Licenses For Teachers

GCBE	Family and Medical Leave
GCL	Professional Staff Development
IAA	Notification Of Learning Objectives
IGAD	Career and Technical Education
IGBE	Remedial Instruction Program
IGBF	Limited English Proficient Students
IGBI	Advanced Placement Classes and Special Programs
IGCA	Summer Schools
IHB	Class Size
IKF	Standards Of Learning and Graduation Requirements
INDC	Religion In The Schools
JB	Equal Educational Opportunities/Nondiscrimination
JB-F	Report Of Discrimination
JCA	Transfers By Student Victims Of Crime
JCB	Transfers By Students In Persistently Dangerous Schools
JCC Improvement	School Choice For Students Enrolled In Schools Identified For
JEC	School Admission
JECA	Admission Of Homeless Children
JECB (Option 1)	Admission Of Nonpublic Students For Part-time Enrollment
JED	Student Absences/Excuses/Dismissals
JFC	Student Conduct
JFC-R (Option 2)	Standards Of Student Conduct
JFCD	Weapons In School

JFCF (Option 2)	Drugs In School
JFG	Search and Seizure
JDG/JGE (Option 2)	Student Suspension/Expulsion
JGDA	Disciplining Students With Disabilities
JHCB	Student Immunizations
JHG	Child Abuse and Neglect Reporting
KNAJ	Relations With Law Enforcement Authorities
LC	Charter Schools
LI	Relational With Educational Accreditation Agencies

REVISIONS TO SCOTT COUNTY PUBLIC SCHOOLS REGULATION

MANUAL: Superintendent Scott presented and discussed revisions to the Regulation Manual as follows:

GCBA-R	Staff Salary Schedules	(Replace)
GCBC-R (Pgs. 2&3)	Early Retirement Program	(Remove)
GCBD-R (Pg. 6)	Sick Leave	(Replace)
GCBE-R (Pgs.6-10)	Family and Medical Leave	(Replace)
GDBD-R (Pg. 6)	Sick Leave	(Replace)
GCL-R	Professional Staff Development	(Replace)
IICA-R	Field Trips	(Replace)
IKF-R	SOL & Graduation Requirements	(Replace)
IKG-R (Pgs.2-3)	Diploma Seals	(Replace)
JEC-R	School Admission	(Replace)
JED-R (Pgs.1-2)	Student Absences	(Replace)

JFC	Standards of Student Conduct (Replace)
JFC-R (Pgs.1-6)	Standards of Student Conduct (Replace)
JO-R (Pg. 3)	Students Records (Replace)

After discussion of changes to Regulations Manual GCBD-R (Page 6), it was decided that clarification would be made to the second paragraph in reference to ?school employee.?

APPROVAL OF SCOTT COUNTY PUBLIC SCHOOLS STUDENT/PARENT HANDBOOK AND CODE OF CONDUCT: Superintendent Scott reported that Mr. Darryl E. Johnson, Director of Operations, and Mr. C. Dean Foster, Jr., County Attorney, have reviewed the Student/Parent Handbook and Code of Conduct and made any necessary revisions according to legislation passed by the General Assembly. He and Mr. Johnson reported that there were no major changes but that ?Hazing? was added to the Code of Conduct. He stated that the school division plans to hand out the handbooks on the first day of school. He provided an opportunity for board members comments or questions. On the recommendation of Superintendent Scott and on a motion by Mr. Meade, seconded by Mr. McMurray, all members voting aye, the board approved the Student/Parent Handbook and Code of Conduct as submitted.

CLOSED MEETING: There was no motion to enter into a closed meeting.

RETIREMENT: On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Campbell, seconded by Mrs. Blair, all members voting aye, the board approved the retirement request of Mrs. Margaret M. Coleman, Gate City High School Teacher, and Mr. Franklin L. Reed, Job Placement Coordinator, effective July 1, 2004.

LEAVE-OF-ABSENCE: On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. McMurray, seconded by Mrs. Blair, all members voting aye, the board approved the leave-of-absence request of Ms. Theresa Cape, Homebound Instructor, effective for the 2004-05 school year.

EMPLOYMENT: On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Campbell, seconded by Mr. Meade, all members voting aye,

the board approved the employment of Ms. Kara Grizzel, Head Start Teacher for the 2004-05 school year.

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. McMurray, seconded by Mrs. Blair, the board approved the employment of Ms. Paula Gilliam, Rhonda Phillips, and Jack Taylor, as school bus drivers for the 2004-05 school year.

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Campbell, seconded by Mr. Meade, all members voting aye, the board approved Ms. Amy A. Shaffer and Ms. Margaret Ann Hass as cafeteria employees for the 2004-05 school year.

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. McMurray, seconded by Mrs. Blair, all members voting aye, the board approved the employment of Mr. Jason Howell as a maintenance employee, effective July 1, 2004.

On the recommendation of Mr. Darryl E. Johnson, Director of Operations, and on a motion by Mr. Campbell, seconded by Mr. McMurray, all members voting aye, the board approved the employment of new teachers for the 2004-05 school year as follows: Mr. Chadwick Fore, Mr. Justin Forrester, Ms. Tracy Marshall, Mr. Jacob McMurray, Ms. Ashley Mitchell, Ms. Amber Ketron, and Mr. Rhea McConnell.

On the recommendation of Mr. Campbell, seconded by Mr. Meade, the board approved coaches and sponsors as follows:

Gate City High School ? Patricia Sampson, Varsity Cheerleading Sponsor

Gate City Middle School ? Sarah Bellamy, Girls Basketball 8th Grade

Rye Cove High School ? Reagan Mullins, Athletic Director

Robin Hood & James Cobb, Asst. Football (split supplement)

Robin Hood, Boys Track

Donna Hood, Girls Track

Twin Springs High School ? Brian Powers, Boys Junior Varsity Basketball

Jody Wolfe, Assistant Softball

Margaret Falin, Academic Team

Regina Fuller, Yearbook Sponsor

Gena Kiser, Theater Festival

Note: Currently not filled positions-Girls Track &

Assistant Girls Asst. Basketball (Ashley Compton hired for Girls

Program)

Baskeball but not accepting due to acceptance in Masters

VOTE

Ayes: Gloria E. ?Beth? Blair, Lowell S. Campbell, Glenn M. McMurray, Joe D. Meade,

Nays: None

Abstain: E. Virgil Sampson, Jr.

DISCUSSION CONCERNING PAYMENT FOR ACADEMIC SUPPLEMENT:

Superintendent Scott stated that he wanted try to clarify confusion that exists concerning the amount of payment for academic supplements. He explained that when a school chooses two individuals to assist with the academic team, these individuals are to be paid a split supplement, which is currently the \$2,335 divided equally. He stated that at one time these two individuals were receiving a split supplement, as was the intention when two individuals were assisting with academics. He further stated that he did not know when or how it was started that each of the two individuals began receiving a total supplement. He reported that it was never the intention that a total supplement is paid to two individuals. He stated that the split supplement amount is in line with other supplements that are similar. He also stated that he could do further checking if the board wishes him to do so. He informed board members that they might receive phone calls from individuals that have been receiving the total supplement the previous year and will receive a spilt supplement this year.

Board members did not make any request for Superintendent Scott to further address payment for academic supplements.

PERSONNEL UPDATE: Superintendent Scott reported that the school division is still waiting on letters from two employees that the school division has heard is not returning for the 2004-05 school year. He reported that according to Mr. Robin Gardner, Gate City Middle School Spanish Instructor, there are 12 or more additional Spanish-speaking students in the school division. He requested permission, as in the past, to hire personnel as necessary to meet school division needs and to present them for approval at the next regular meeting. No board members expressed any disagreement with this request.

ITEMS BY BOARD MEMBERS: Mr. McMurray asked Superintendent Scott about the number of teachers that have been hired for the 2004-05 school year. Superintendent Scott reported that 28 teachers have been hired and that 24 of them are from Scott County.

INDIVIDUAL RETIREMENT PLAN PRESENTATION: Mr. Darryl E. Johnson, Director of Operations, reported on various individual retirement plans as follows:

403b Plan ? The Internal Revenue Service must provide a determination that the 403b Plan is a qualified employer plan. The employer does not receive an FICA tax break unless all employees contribute to the 403b Plan. If the employer establishes the 403b Plan, this will be the only plan that the employees can contribute their funds. If an employee chooses to take cash withdrawal from the 403b Plan upon retirement, these funds are subject to taxes. These funds cannot be assessed until age 55 without a penalty.

401a Plan ? The Plan is fully funded by employee contributions. These contributions cannot be withdrawn until age 59 ? with out a penalty.

457 Plan ? An employer deferred compensation plan that does not save on FICA tax. The IRS does not recognize the 457 Plan as an Individual Retirement plan.

Superintendent Scott stated that he would not want to establish a 403b Individual Retirement Plan due to the limitations it would place on an employee's benefits receivable upon retirement. He also stated that these retirement benefits should be payable to employees in a manner that allows them to choose how their retirement benefits are distributed. He further stated that the

403b Plan would be a bookkeeping problem for the school division. Board members agreed that employees should have the opportunity to choose how their payment for retirement benefits is spent.

ITEMS BY BOARD MEMBERS CONTINUED: Mr. Meade reported that the county would be conducting a zoning process during August 15, 2004 through September 2, 2004. He reported that the meetings will be held at various schools throughout the county and he encouraged everyone to attend. He also encouraged everyone to ask their friends and others to attend these meetings also. He reported that a schedule of the zoning meetings is available from Mr. Johnson or himself.

MAINTENANCE UPDATE: Superintendent Scott provided a maintenance update on the current stadium and bleacher projects at Gate City High School; the plans to complete a bleacher project at Rye Cove High School, hopefully prior to football season; and the plans to install six new cooling units for classrooms at Nickelsville Elementary School prior to school opening. He reported that the hiring of additional maintenance staff has helped with completing projects. He also reported that some items ordered have not been received and that projects at a couple of schools will be delayed until these items are received. He reported that he anticipates window projects can be completed quicker and at a better price if both the front and back windows of the schools are completed at the same time. He reported that window projects are to be completed next at Shoemaker Elementary School and Nickelsville Elementary School. He further reported that this would leave the Rye Cove High School window project to be done and upon completion, the school division would start over with window projects and complete the windows on the backside of the schools. He informed the board that plans are still being reviewed for the Rye Cove Intermediate School cafeteria project. He stated that he would share a maintenance update with school board members each month and asked if they would notify him of any maintenance projects that need to be scheduled.

ADJOURN: Chairman Sampson thanked Mr. Johnny Trent, Scott County Education Association President; Mrs. Lisa McCarty, Scott County Virginia Star; and Mr. Gerald Miller, Duffield Mayor, for their attendance at the meeting and welcomed them to attend future meetings. There being no further business to discuss, Chairman Sampson asked for a motion to adjourn. Mrs. Blair made a motion that the meeting be adjourned at 7:12 p.m.; Mr. Meade seconded motion, all members voting aye. The next regular meeting is to be held at 6: 00 p.m. on Tuesday, September 7, 2004, in the School Board Office Conference Room.

E. Virgil Sampson, Jr., Chairman

Loretta Q. Page, Clerk

