

**SCOTT COUNTY SCHOOL BOARD**

**MARCH 7, 2023**

**MINUTES OF REGULAR MEETING**

The Scott County School Board met for a regular School Board meeting on Tuesday, March 7, 2023, at 6:30 p.m. at the Scott County Career & Technical Center, 387 Broadwater Avenue, Gate City, VA 24251 with the following members present:

David Templeton, Chairman  
Lon Stephen "Steve" Sallee, Vice Chairman  
Linda Gillenwater  
Gail McConnell  
Robin Hood  
William "Bill" Houseright

ABSENT:

**OTHERS PRESENT:** John Ferguson, Superintendent; Jason Smith, Assistant Superintendent; Sherri Christian, Deputy Clerk/Medicaid Specialist; Will Sturgill, School Board Attorney; David Hartley, Heritage TV; Gabe Edmunds, Scott County Virginia Star; Robert Sallee, Maintenance Supervisor; Angel, Bryan and Carter Babb.

**CALL TO ORDER/MOMENT OF SILENCE/PLEDGE OF ALLEGIANCE:** Chairman David Templeton called the meeting to order at 6:30 p.m. and welcomed everyone. He asked everyone to please stand for the moment of silence and led in reciting the *Pledge of Allegiance*.

**ITEMS TO ADD TO THE AGENDA:** Chairman David Templeton asked if there were any changes to be made to the agenda. There were no changes to be made.

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

**APPROVAL OF MINUTES FOR FEBRUARY 7, 2023 REGULAR MEETING:** On a motion by Mr. Bill Houseright, seconded by Vice Chairman Steve Sallee, all members voting aye, the Board approved the minutes of the February 7, 2023 regular meeting as written.

**APPROVAL OF CLAIMS:** On a motion by Chairman David Templeton, seconded by Mr. Robin Hood, all members voting aye, the Board voted to approve the claims as follows:

School operating fund invoices and payroll in the amount of \$1,258,915.75 as shown by warrants #8136687-8136856; electronic payroll direct deposit in the amount of \$1,683,192.76 and electronic tax deposits in the amount of \$604,290.31. Cafeteria fund invoices and payroll in the amount of \$269,939.16 as shown by warrants #1021156-1021206; electronic payroll direct deposit for cafeteria in the amount of \$50,322.60 and electronic tax deposits in the amount of \$14,631.82. Head Start invoices totaling \$115,315.73 as shown by warrants #24042-24109.

**PUBLIC COMMENT:** There was no public comment.

**RECOGNITION OF 2022 GATE CITY HIGH SCHOOL BASEBALL RECOGNITIONS OF RYAN JESSEE AND CARTER BABB:** Superintendent John Ferguson recognized Ryan Jessee, 2022 Gate City High School

baseball team member, for his accomplishments as 2<sup>nd</sup> Team All Mountain 7 District Second Baseman, 1<sup>st</sup> Team All Region 2D Second Baseman and as 1<sup>st</sup> Team All State At-Large.

Superintendent John Ferguson recognized Carter Babb, 2022 Gate City High School baseball team member, for his accomplishments as 2<sup>nd</sup> Team All-Mountain 7 District First Baseman/Designated Hitter, 1<sup>st</sup> Team All-Region 2D Designated Hitter and as 1<sup>st</sup> Team All-State Designated Hitter.

**SUPERINTENDENT'S REPORT:**

**APPROVAL OF 2022-23 SECOND SEMESTER, FOURTH QUARTER SCHOOL ALLOCATIONS**

**(APPENDIX A):** On a motion by Mr. Robin Hood, seconded by Mr. Gail McConnell, all members voting aye, the Board approved the 2022-23 second semester, fourth quarter school allocations as presented in Appendix A.

**APPROVAL OF 2022-23 GRADUATION DATES/AWARD DATES (APPENDIX B):** On a motion by Vice Chairman Steve Saltee, seconded by Mr. Gail McConnell, all members voting aye, the Board approved the 2022-23 Graduation Dates/Award Dates as presented in Appendix B.

**APPROVAL OF HEAD START FINANCIAL REPORT, JANUARY 2023 (APPENDIX C):** On a motion by Mr. Robin Hood, seconded by Vice Chairman Steve Saltee, all members voting aye, the Board approved the Head Start Financial Report for January 2023 (Appendix C).

**APPROVAL OF FISCAL YEAR 2022/23 COMMUNITY ASSESSMENT UPDATE (APPENDIX D):** On a motion by Mr. Gail McConnell, seconded by Mrs. Linda Gillenwater, all members voting aye, the Board approved the Fiscal Year 2022/23 Community Assessment Update (Appendix D) as presented.

**APPROVAL OF 2023 WAGE AND BENEFIT COMPARABILITY STUDY (APPENDIX E):** On a motion by Mr. Robin Hood, seconded by Vice Chairman Steve Saltee, all members voting aye, the Board approved the 2023 Wage and Benefit Comparability Study (Appendix E).

**HEAD START DIRECTOR'S REPORT, FEBRUARY 2023:** Superintendent John Ferguson presented the February 2023 Head Start Director's Report on behalf of Head Start Director Cindy Raymond. With no comments or questions raised regarding the report, the next agenda item was presented.

**CLOSED MEETING:** Vice Chairman Steve Saltee made a motion to enter into closed meeting at 6:47 p.m. to discuss Head Start personnel, teachers, coaches, principals, nurses, custodians, bus drivers and cafeteria staff as provided in Section 2.2-3711A (1) of the Code of Virginia as amended, the motion was seconded by Mr. Gail McConnell, all members voting aye.

**RETURN FROM CLOSED MEETING:** All members present returned from closed meeting at 8:39 p.m. with a roll call vote being held and on a motion by Chairman David Templeton, seconded by Vice Chairman Steve Saltee, the Board returned to regular session and cited the following certification of the closed meeting.

**CERTIFICATION OF CLOSED MEETING:**

WHEREAS, the Scott County School Board has convened a closed meeting on the date pursuant to an affirmative recorded vote and in accordance with the provisions of the Freedom of Information Act and,

WHEREAS, Section 2.2-3711A (1) 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: David Templeton, Steve Sallee, Linda Gillenwater, Gail McConnell, Robin Hood and Bill Houseright

NAYES: None

ABSENT: None

**ITEMS BY ASSISTANT SUPERINTENDENT JASON SMITH:**

**PERSONNEL – EMPLOYMENTS, RETIREMENTS AND LEAVE OF ABSENCE**

**EMPLOYMENTS:** On a motion by Mr. Gail McConnell, seconded by Vice Chairman Steve Sallee, all members voting aye, the Board approved the following employments:

Samantha Jones, assistant softball coach, TSHS, effective February 14, 2023

Anthony Head, JV softball coach, TSHS, effective February 14, 2023

Phil Quillen, bus driver, effective March 1, 2023

Gary Tiller, custodian, effective February 20, 2023

Charleigh Jones, cook, effective February 17, 2023

Josh Austin, assistant JV baseball coach, TSHS, effective February 27, 2023

Austin Palmer, assistant baseball coach, GCHS, effective March 6, 2023

Lori Cox, non-stipend assistant girls' tennis coach, GCHS, effective March 6, 2023

Kevin Hass, non-stipend assistant middle school baseball coach, GCMS, effective March 6, 2023

Adam Kiser, non-stipend middle school baseball coach, TSHS, effective March 6, 2023

Chris Rollins, JV baseball coach, RCHS, effective for the 22-23 season

**RETIREMENTS:** On a motion by Vice Chairman Steve Sallee, seconded by Mrs. Linda Gillenwater, all members voting aye, the Board approved the following retirements:

Carolyn Meade, cook, effective March 1, 2023

Jane Burdine, speech therapist, effective at the end of the 22-23 school year

Jennifer Meade, principal, effective July 1, 2023

Georgianne Cole, speech therapist, effective at the end of the 22-23 school year

Yvonne Edwards, nurse, effective June 1, 2023

**LEAVE OF ABSENCE:** On a motion by Chairman David Templeton, seconded by Mr. Gail McConnell, all members voting aye, the Board approved the return of Lindsey Smith, teacher, from her leave of absence for the 23-24 school year.

**NON-CONTRACTED HEAD START STAFF:** On a motion by Vice Chairman Steve Sallee, seconded by Mr. Bill Houseright, all members voting aye, the Board approved the following non-contracted Head Start staff as of February 2023:

Barbara Baker, classroom aide  
Shayla Castle, substitute  
Alicia Davis, substitute  
Haylee Dillman, substitute  
Sierra Edens, substitute  
Heather Edwards, substitute  
Amber Hill, substitute  
Heather Laney, nutrition support/education assistant  
Savannah Manning, food service provider/education assistant  
Luisa Martinez, food service provider/education assistant  
Sheila Mays, payroll/invoice clerk  
Haley Moore, substitute  
Jeff Napier, food delivery technician  
Kayla Page, classroom aide  
Cassidy Roach, substitute  
Kristin Sigwalt, classroom aide  
Ariel Sloan, classroom aide  
Katelyn Stansberry, EHS floater  
Kirstin Stansberry, classroom aide  
Lisa Stansberry, classroom aide  
Adam Tipton, technology support specialist

**APPROVAL OF OVERNIGHT FIELD TRIP REQUESTS:** On a motion by Mr. Gail McConnell, seconded by Mr. Robin Hood, all members voting aye, the Board approved the Overnight Field Trip Request for Rye Cove High School Band to attend the Annual Spring Competition in Washington, DC. The event will be held from April 20-23, 2023.

On a motion by Vice Chairman Steve Saltee, seconded by Mr. Robin Hood, all members voting aye, the Board approved the Overnight Field Trip Request for Gate City Middle and High and Rye Cove High School FCCLA to attend the State Leadership and Recognition Conference in Virginia Beach, VA. The event will be held from April 13-16, 2023.

**APPROVAL OF PERSON TO SIGN FOR JUUL LAWSUIT SETTLEMENT OFFER:** On a motion by Vice Chairman Steve Saltee, seconded by Mr. Gail McConnell, all members voting aye, the Board approved Superintendent John Ferguson to sign on the JUUL Lawsuit settlement offer.

**BOARD MEMBER COMMENTS:** There were no comments.

**ADJOURNMENT:** With no further business to discuss, the regular meeting of the Scott County School Board was adjourned at 8:47 p.m. The next meeting of the Scott County School Board will be Tuesday, April 4, 2023, at 6:30 p.m. at the Scott County Career and Technical Center.

  
David Templeton, Chairman

  
Sherri Christian, Deputy Clerk of the Board

## **APPENDIX INDEX**

**APPENDIX A – Approval of 2022-23 Second Semester, Fourth Quarter School Allocations**

**APPENDIX B – Approval of 2022-23 Graduation Dates/Award Dates**

**APPENDIX C – Approval of Head Start Financial Report, January 2023**

**APPENDIX D – Approval of Fiscal Year 2022-23 Community Assessment Update**

**APPENDIX E – Approval of 2023 Wage and Benefit Comparability Study**

**2022-23 ALLOCATIONS (2ND SEM, 4TH QTR)**

**MARCH 7, 2023**

	<b>COPIER</b>	<b>REM./INST.</b>	<b>LIBRARY</b>	<b>BUS/TECH</b>	<b>BAND</b>	<b>CUSTODIAL</b>	<b>TOTAL</b>
<b>DPS</b>	\$1,750.00	\$2,400.00	\$350.00			\$3,600.00	\$8,100.00
<b>DES</b>	\$2,000.00	\$1,100.00	\$200.00			\$1,800.00	\$5,100.00
<b>FBPS</b>	\$1,000.00	\$550.00	\$100.00			\$900.00	\$2,550.00
<b>HES</b>	\$1,000.00	\$1,100.00	\$200.00			\$1,800.00	\$4,100.00
<b>NES</b>	\$1,500.00	\$1,925.00	\$300.00			\$3,150.00	\$6,875.00
<b>RCI</b>	\$1,000.00	\$1,375.00	\$225.00			\$2,250.00	\$4,850.00
<b>SES</b>	\$2,750.00	\$4,400.00	\$600.00			\$5,875.00	\$13,625.00
<b>WCES</b>	\$2,125.00	\$2,750.00	\$400.00			\$4,500.00	\$9,775.00
<b>YES</b>	\$1,125.00	\$1,375.00	\$250.00			\$2,250.00	\$5,000.00
<b>GCMS</b>	\$1,700.00	\$2,750.00	\$600.00	\$300.00	\$2,500.00	\$4,500.00	\$12,350.00
<b>GCHS</b>	\$2,500.00	\$5,225.00	\$1,000.00	\$1,200.00	\$5,000.00	\$7,675.00	\$22,600.00
<b>TSHS</b>	\$1,020.00	\$1,650.00	\$450.00	\$750.00	\$3,250.00	\$2,700.00	\$9,820.00
<b>RCHS</b>	\$1,190.00	\$1,925.00	\$450.00	\$750.00	\$3,250.00	\$3,150.00	\$10,715.00
<b>SCCTC</b>	\$1,000.00	\$25,000.00				\$1,750.00	\$27,750.00
<b>TOTAL</b>	\$21,660.00	\$53,525.00	\$5,125.00	\$3,000.00	\$14,000.00	\$45,900.00	<b>\$143,210.00</b>

To: Scott County School Board Members

From: John I. Ferguson, Superintendent

RE: 2022-2023 Graduation Dates/Award Dates

The dates below have been recommended for consideration/approval to hold graduation ceremonies at each of our three high schools:

<b>Twin Springs High School</b>	Tuesday, May 23, 2023 at 7:00 pm <i>Rain Date-</i> Friday, May 26, 2023 at 7:00 pm
<b>Gate City High School</b>	Wednesday, May 24, 2023 at 7:00 pm <i>Rain Date-</i> Saturday, May 27, 2023 at 7:00 pm
<b>Rye Cove High School</b>	Thursday, May 25, 2023 at 7:00 pm <i>Rain Date-</i> Sunday, May 28, 2023 at 2:00 pm

The dates listed below is when each of our high schools will be having their awards program:

<b>Twin Springs High School</b>	<i>Wednesday</i> , May 17, 2023 at 9:30 am
<b>Gate City High School</b>	<i>Thursday</i> , May 18, 2023 at 9:00 am
<b>Rye Cove High School</b>	<i>Friday</i> , May 19, 2023 - Flag Ceremony begins at 9:00 am followed by the awards program

Thank you.

# SCOTT COUNTY PUBLIC SCHOOL HEAD START

FINANCIAL REPORT, JANUARY 2023

## GRANT AWARDS

<i>1/1/23-12/31/23 – YEAR 4</i> <i>03CH011328-04</i>	BASE FUNDING	T&TA	NFS	TOTAL
<i>Continuation - 00</i>				
<i>Head Start (HS)</i>	\$1,326,280	\$18,132	\$336,103	\$1,680,515
<i>Early Head Start (EHS)</i>	\$573,451	\$10,974	\$146,106	\$730,531
<b>TOTAL</b>	<b>\$1,899,731</b>	<b>\$29,106</b>	<b>\$482,209</b>	<b>\$2,411,046</b>

<i>4/1/21-3/31/23</i> <i>03HE000869-01</i>	BASE FUNDING	T&TA	NFS	TOTAL
<i>CCRSA (C5) - 00</i>	\$51,766			\$51,766
<i>ARPA (C6) - 01</i>	\$205,798			\$205,798
<b>TOTAL</b>	<b>\$257,564</b>	<b>\$0</b>	<b>\$0</b>	<b>\$257,564</b>

**\$11,214**

*Approximate amount of federal funding awarded per child*

### Available Funding as of February 16, 2023

Head Start	\$557,979.68
Early Head Start	\$260,495.41
CCRSA	\$00.00
ARPA	\$62,613.03
<b>Total</b>	<b>\$881,088.12</b>

## CCRSA & ARP FUNDS

AWARDED AS ONE-TIME SUPPLEMENTAL GRANTS IN RESPONSE TO COVID-19.

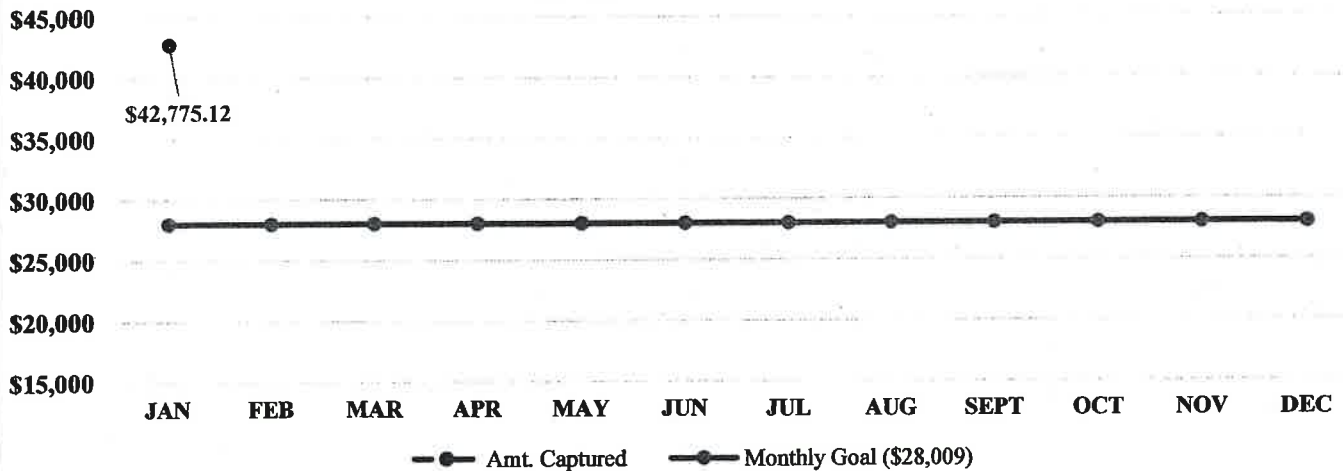


## NON-FEDERAL SHARE (NFS)

Non-federal funding match is a statutory requirement of the Head Start Act Section 640(b). As stated in the Act, the grantee agency must provide 20% of the total costs of the program.

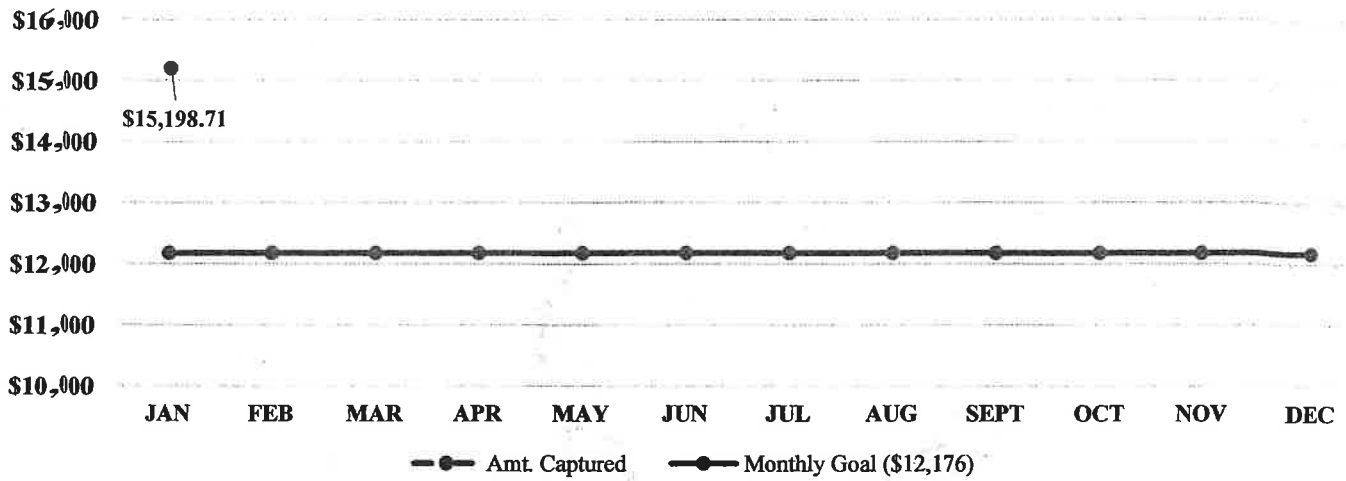
HS	Current Month	YTD	Budgeted	Remaining	% Remaining
Parents & Volunteer	\$ 15,532.07	\$ 15,532.07	\$ 83,295.00	\$ 67,762.93	81%
School District	\$ 24,576.23	\$ 24,576.23	\$ 234,116.00	\$ 209,539.77	90%
Donations	\$ 2,666.82	\$ 2,666.82	\$ 18,692.00	\$ 16,025.18	86%
<b>Total</b>	<b>\$ 42,775.12</b>	<b>\$ 42,775.12</b>	<b>\$ 336,103.00</b>	<b>\$ 293,327.88</b>	<b>87%</b>

### HS TREND ANALYSIS



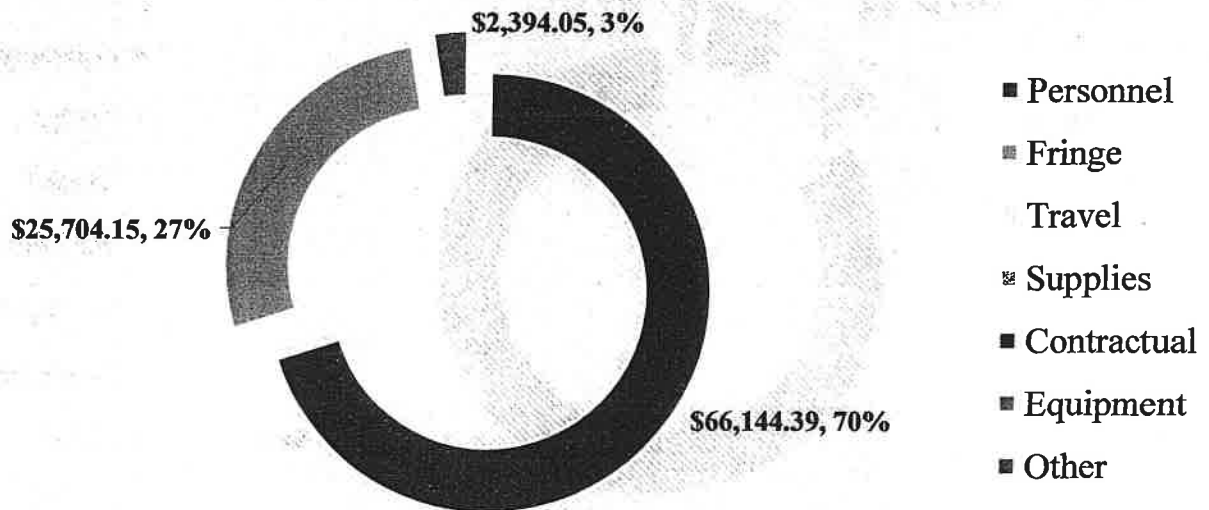
EHS	Current Month	YTD	Budgeted	Remaining	% Remaining
Parents & Volunteer	\$ 11,691.24	\$ 11,691.24	\$ 121,834.00	\$ 110,142.76	90%
School District	\$ 2,799.74	\$ 2,799.74	\$ 16,964.00	\$ 14,164.26	83%
Donations	\$ 707.73	\$ 707.73	\$ 7,308.00	\$ 6,600.27	90%
<b>Total</b>	<b>\$ 15,198.71</b>	<b>\$ 15,198.71</b>	<b>\$ 146,106.00</b>	<b>\$ 130,907.29</b>	<b>90%</b>

### EHS TREND ANALYSIS

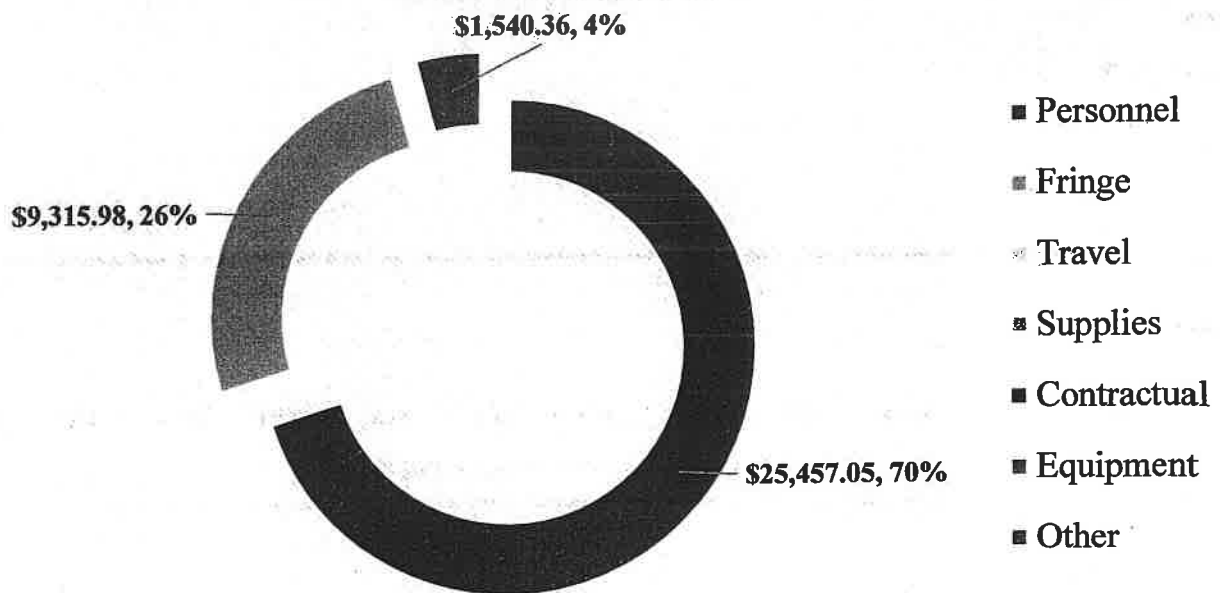


### EXPENDITURES BY CATEGORY

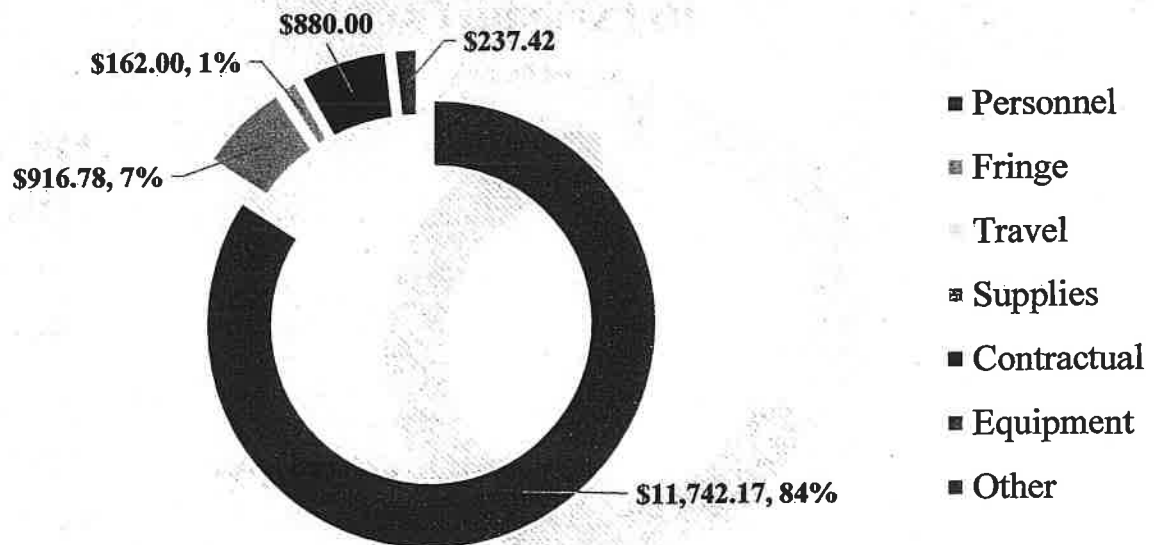
#### HS EXPENDITURES



### EHS EXPENDITURES



### CRRSA/ARPA EXPENDITURES



## ADMINISTRATIVE COSTS

Allowable costs to develop and administer a program cannot exceed 15% of the total approved program costs, which includes both federal and non-federal costs. *HSPPS 1303.5*

**HS  
YTD COSTS**



**HS  
CURRENT MONTH**

Personnel	\$10,011.54
Fringe	\$3,235.17
Travel	\$00.00
Supplies	\$00.00
Contractual	\$38.50
Other	\$756.11
<b>Total</b>	<b>\$14,041.32</b>
	<b>.84%</b>

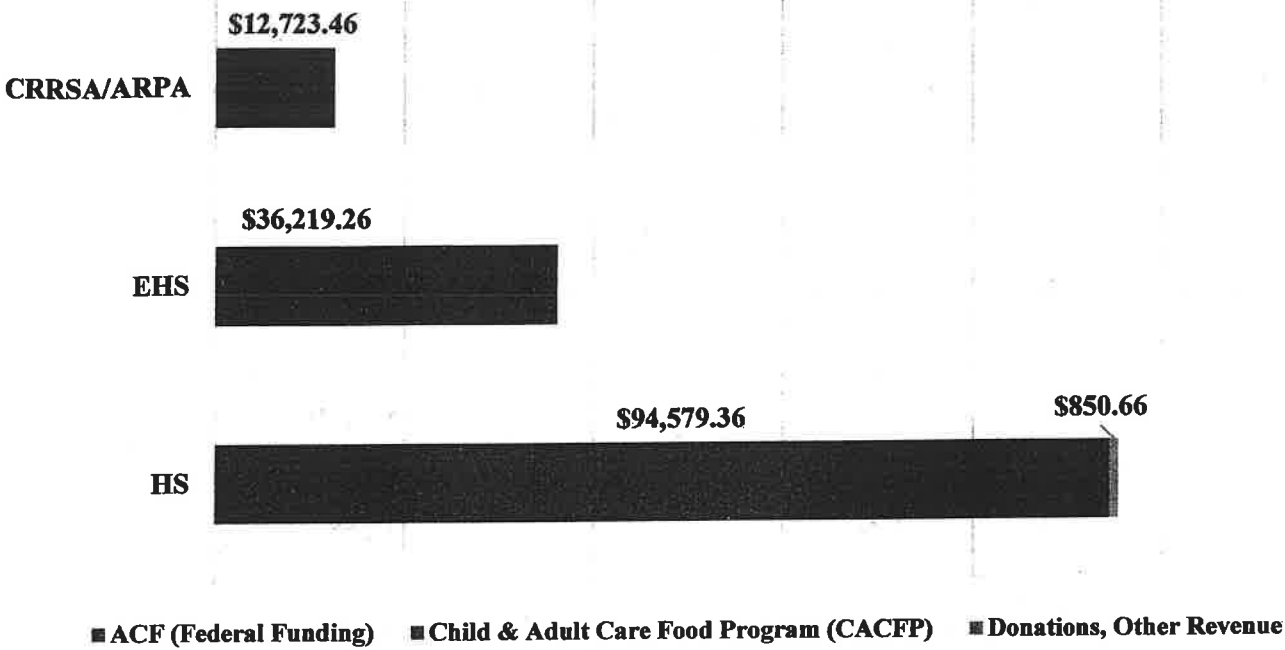
**EHS  
YTD COSTS**



**EHS  
CURRENT MONTH**

Personnel	\$2,355.32
Fringe	\$732.02
Travel	\$00.00
Supplies	\$00.00
Contractual	\$24.62
Other	\$261.51
<b>Total</b>	<b>\$3,373.47</b>
	<b>.46%</b>

**REVENUES BY FUNDING SOURCE**



# HEAD START BUDGET - JAN. 2023

03CH011328-04 (01/01/23-12/31/23)

REVENUES	CURRENT MONTH	YTD	BUDGETED TOTAL	BUDGET REMAINING	% REMAINING
ACF-OHS	\$ 94,579.36	\$ 94,579.36	\$ 1,344,412	\$ 1,249,832.64	93.0%
CACFP	\$ -	\$ -	\$ 150,989	\$ 150,989.00	100.0%
Donations, Other Revenue	\$ 850.66	\$ 850.66	\$ -	\$ (850.66)	0.0%
<b>Total</b>	<b>\$ 95,430.02</b>	<b>\$ 95,430.02</b>	<b>\$ 1,495,401</b>	<b>\$ 1,399,970.98</b>	<b>93.6%</b>
<b>EXPENDITURES</b>					
Personnel	\$ 66,144.39	\$ 66,144.39	\$ 830,985	\$ 764,840.61	92.0%
<b>Personnel Total</b>	<b>\$ 66,144.39</b>	<b>\$ 66,144.39</b>	<b>\$ 830,985</b>	<b>\$ 764,840.61</b>	<b>92.0%</b>
Fringe	\$ 25,704.15	\$ 25,704.15	\$ 325,191	\$ 299,486.85	92.1%
<b>Fringe Total</b>	<b>\$ 25,704.15</b>	<b>\$ 25,704.15</b>	<b>\$ 325,191</b>	<b>\$ 299,486.85</b>	<b>92.1%</b>
Out of Town Travel	\$ -	\$ -	\$ 4,834	\$ 4,834.00	100.0%
<b>Travel Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,834</b>	<b>\$ 4,834.00</b>	<b>100.0%</b>
Office Supplies	\$ -	\$ -	\$ 7,111	\$ 7,111.00	100.0%
Postage	\$ -	\$ -	\$ 500	\$ 500.00	100.0%
Food Supplies	\$ -	\$ -	\$ 157,000	\$ 157,000.00	100.0%
Food Service Supplies	\$ -	\$ -	\$ 8,989	\$ 8,989.00	100.0%
Classroom/Ed. Supplies	\$ -	\$ -	\$ 11,857	\$ 11,857.00	100.0%
Medical & Dental Supplies	\$ -	\$ -	\$ 4,000	\$ 4,000.00	100.0%
Transition Supplies	\$ -	\$ -	\$ 1,000	\$ 1,000.00	100.0%
Janitorial Supplies	\$ -	\$ -	\$ 4,500	\$ 4,500.00	100.0%
<b>Supplies Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 194,957</b>	<b>\$ 194,957.00</b>	<b>100.0%</b>
Mental Health Services	\$ -	\$ -	\$ 3,600	\$ 3,600.00	100.0%
Other Contractual Services	\$ -	\$ -	\$ 13,420	\$ 13,420.00	100.0%
<b>Contractual Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 17,020</b>	<b>\$ 17,020.00</b>	<b>100.0%</b>
Equipment	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Equipment Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>
Rent	\$ 729.00	\$ 729.00	\$ 8,748	\$ 8,019.00	91.7%
Utilities	\$ 542.23	\$ 542.23	\$ 18,630	\$ 18,087.77	97.1%
Telephone	\$ 764.15	\$ 764.15	\$ 13,770	\$ 13,005.85	94.5%
Child Liability Insurance	\$ -	\$ -	\$ 770	\$ 770.00	0.0%
Maintenance & Repair	\$ -	\$ -	\$ 7,768	\$ 7,768.00	100.0%
Local Travel	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Parent Activities	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Audit Fee	\$ -	\$ -	\$ 2,578	\$ 2,578.00	100.0%
Publications, Ads, & Printing	\$ -	\$ -	\$ 17,820	\$ 17,820.00	100.0%
Health Services	\$ -	\$ -	\$ 2,800	\$ 2,800.00	100.0%
Field Trips	\$ -	\$ -	\$ 5,000	\$ 5,000.00	100.0%
Discretionary Funds	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Health Examinations/Wellness	\$ -	\$ -	\$ 800	\$ 800.00	100.0%
Assoc., Dues, & Fees	\$ 19.95	\$ 19.95	\$ 7,500	\$ 7,480.05	99.7%
Substitutes	\$ 338.72	\$ 338.72	\$ 18,360	\$ 18,021.28	98.2%
Training	\$ -	\$ -	\$ 8,870	\$ 8,870.00	100.0%
<b>Other Total</b>	<b>\$ 2,394.05</b>	<b>\$ 2,394.05</b>	<b>\$ 122,414</b>	<b>\$ 120,019.95</b>	<b>98.0%</b>
<b>Expenditures Total</b>	<b>\$ 94,242.59</b>	<b>\$ 94,242.59</b>	<b>\$ 1,495,401</b>	<b>\$ 1,401,158.41</b>	<b>93.7%</b>
<b>Income (Loss)</b>	<b>\$ 1,187.43</b>	<b>\$ 1,187.43</b>			



**EARLY HEAD START BUDGET - JAN. 2023**

**03CH011328-04 (01/01/23-12/31/23)**

	CURRENT		BUDGETED	BUDGET	%
REVENUES	MONTH	YTD	TOTAL	REMAINING	REMAINING
ACF-OHS	\$ 36,219.26	\$ 36,219.26	\$ 584,425	\$ 548,205.74	93.8%
CACFP	\$ -	\$ -	\$ 44,275	\$ 44,275.00	100.0%
Donations, Other Revenue	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Total</b>	<b>\$ 36,219.26</b>	<b>\$ 36,219.26</b>	<b>\$ 628,700</b>	<b>\$ 592,480.74</b>	<b>94.2%</b>
<b>EXPENDITURES</b>					
Personnel	\$ 25,457.05	\$ 25,457.05	\$ 347,444	\$ 321,986.95	92.7%
<b>Personnel Total</b>	<b>\$ 25,457.05</b>	<b>\$ 25,457.05</b>	<b>\$ 347,444</b>	<b>\$ 321,986.95</b>	<b>92.7%</b>
Fringe	\$ 9,315.98	\$ 9,315.98	\$ 111,665	\$ 102,349.02	91.7%
<b>Fringe Total</b>	<b>\$ 9,315.98</b>	<b>\$ 9,315.98</b>	<b>\$ 111,665</b>	<b>\$ 102,349.02</b>	<b>91.7%</b>
Out of Town Travel	\$ -	\$ -	\$ 3,337	\$ 3,337.00	100.0%
<b>Travel Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,337</b>	<b>\$ 3,337.00</b>	<b>100.0%</b>
Office Supplies	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Postage	\$ -	\$ -	\$ 500	\$ 500.00	100.0%
Food Supplies	\$ -	\$ -	\$ 46,738	\$ 46,738.00	100.0%
Food Service Supplies	\$ -	\$ -	\$ 7,275	\$ 7,275.00	100.0%
Classroom/Ed. Supplies	\$ -	\$ -	\$ 14,751	\$ 14,751.00	100.0%
Medical & Dental Supplies	\$ -	\$ -	\$ 4,000	\$ 4,000.00	100.0%
Transition Supplies	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Janitorial Supplies	\$ -	\$ -	\$ 4,500	\$ 4,500.00	100.0%
<b>Supplies Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 80,764</b>	<b>\$ 80,764.00</b>	<b>100.0%</b>
Mental Health Services	\$ -	\$ -	\$ 2,160	\$ 2,160.00	100.0%
Other Contractual Services	\$ -	\$ -	\$ 8,580	\$ 8,580.00	100.0%
<b>Contractual Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 10,740</b>	<b>\$ 10,740.00</b>	<b>100.0%</b>
Equipment	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Equipment Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>
Rent	\$ 171.00	\$ 171.00	\$ 2,052	\$ 1,881.00	91.7%
Utilities	\$ 127.19	\$ 127.19	\$ 4,370	\$ 4,242.81	97.1%
Telephone	\$ 488.55	\$ 488.55	\$ 3,230	\$ 2,741.45	84.9%
Child Liability Insurance	\$ -	\$ -	\$ 176	\$ 176.00	0.0%
Maintenance & Repair	\$ -	\$ -	\$ 11,576	\$ 11,576.00	100.0%
Local Travel	\$ -	\$ -	\$ 1,500	\$ 1,500.00	100.0%
Parent Activities	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Audit Fee	\$ -	\$ -	\$ 1,822	\$ 1,822.00	100.0%
Publications, Ads, & Printing	\$ -	\$ -	\$ 4,180	\$ 4,180.00	100.0%
Health Services	\$ -	\$ -	\$ 2,160	\$ 2,160.00	100.0%
Field Trips	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Discretionary Funds	\$ -	\$ -	\$ 2,360	\$ 2,360.00	100.0%
Health Examinations/Wellness	\$ -	\$ -	\$ 800	\$ 800.00	100.0%
Assoc., Dues, & Fees	\$ -	\$ -	\$ 7,000	\$ 7,000.00	100.0%
Substitutes	\$ 753.62	\$ 753.62	\$ 21,672	\$ 20,918.38	96.5%
Training	\$ -	\$ -	\$ 5,852	\$ 5,852.00	100.0%
<b>Other Total</b>	<b>\$ 1,540.36</b>	<b>\$ 1,540.36</b>	<b>\$ 74,750</b>	<b>\$ 73,209.64</b>	<b>97.9%</b>
<b>Expenditures Total</b>	<b>\$ 36,313.39</b>	<b>\$ 36,313.39</b>	<b>\$ 628,700</b>	<b>\$ 592,386.61</b>	<b>94.2%</b>
<b>Income (Loss)</b>	<b>\$ (94.13)</b>	<b>\$ (94.13)</b>			

**CRRSA/ARPA BUDGET - JAN. 23**  
**03HE000869-01 (04/01/21-3/31/23)**

<b>REVENUES</b>	<b>CURRENT</b>	<b>YTD</b>	<b>BUDGETED</b>	<b>BUDGET</b>	<b>%</b>
	<b>MONTH</b>		<b>TOTAL</b>	<b>REMAINING</b>	<b>REMAINING</b>
ACF-OHS	\$ 13,938.37	\$ 194,426.57	\$ 257,564	\$ 63,137.43	24.5%
CACFP	\$ -	\$ -	\$ -	\$ -	0.0%
Donations, Other Revenue	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Total</b>	<b>\$ 13,938.37</b>	<b>\$ 194,426.57</b>	<b>\$ 257,564</b>	<b>\$ 63,137.43</b>	<b>24.5%</b>
<b>EXPENDITURES</b>					
Personnel	\$ 11,742.17	\$ 142,221.62	\$ 14,400	\$ (127,821.62)	-887.7%
<b>Personnel Total</b>	<b>\$ 11,742.17</b>	<b>\$ 142,221.62</b>	<b>\$ 14,400</b>	<b>\$ (127,821.62)</b>	<b>-887.7%</b>
Fringe	\$ 916.78	\$ 11,022.79	\$ 1,239	\$ (9,783.79)	-789.7%
<b>Fringe Total</b>	<b>\$ 916.78</b>	<b>\$ 11,022.79</b>	<b>\$ 1,239</b>	<b>\$ (9,783.79)</b>	<b>-789.7%</b>
Out of Town Travel	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Travel Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>
Office Supplies	\$ 162.00	\$ 18,901.97	\$ -	\$ (18,901.97)	0.0%
Postage	\$ -	\$ -	\$ -	\$ -	0.0%
Food Supplies	\$ -	\$ 119.85	\$ 408	\$ 288.15	70.6%
Food Service Supplies	\$ -	\$ 441.89	\$ -	\$ (441.89)	0.0%
Classroom/Ed. Supplies	\$ -	\$ 5,029.78	\$ 98,780	\$ 93,750.22	94.9%
Medical & Dental Supplies	\$ -	\$ 5,536.51	\$ 2,000	\$ (3,536.51)	-176.8%
Transition Supplies	\$ -	\$ -	\$ -	\$ -	0.0%
Janitorial Supplies	\$ -	\$ 2,737.72	\$ 3,600	\$ 862.28	24.0%
<b>Supplies Total</b>	<b>\$ 162.00</b>	<b>\$ 32,767.72</b>	<b>\$ 104,788</b>	<b>\$ 72,020.28</b>	<b>68.7%</b>
Mental Health Services	\$ 880.00	\$ 880.00	\$ 93,600	\$ 92,720.00	99.1%
Other Contractual Services	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Contractual Total</b>	<b>\$ 880.00</b>	<b>\$ 880.00</b>	<b>\$ 93,600</b>	<b>\$ 92,720.00</b>	<b>99.1%</b>
Equipment	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Equipment Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>
Rent	\$ -	\$ 819.80	\$ 2,460	\$ 1,640.20	66.7%
Utilities	\$ -	\$ 71.08	\$ -	\$ (71.08)	0.0%
Telephone	\$ -	\$ 209.00	\$ -	\$ (209.00)	0.0%
Child Liability Insurance	\$ -	\$ -	\$ -	\$ -	0.0%
Maintenance & Repair	\$ -	\$ 2,435.31	\$ -	\$ (2,435.31)	0.0%
Local Travel	\$ -	\$ -	\$ -	\$ -	0.0%
Parent Activities	\$ -	\$ -	\$ 3,000	\$ 3,000.00	100.0%
Audit Fee	\$ -	\$ -	\$ -	\$ -	0.0%
Publications, Ads, & Printing	\$ -	\$ 2,080.48	\$ 8,699	\$ 6,618.52	76.1%
Health Services	\$ -	\$ -	\$ -	\$ -	0.0%
Field Trips	\$ -	\$ -	\$ -	\$ -	0.0%
Discretionary Funds	\$ -	\$ -	\$ -	\$ -	0.0%
Health Examinations/Wellness	\$ -	\$ -	\$ -	\$ -	0.0%
Assoc., Dues, & Fees	\$ -	\$ -	\$ 15,000	\$ 15,000.00	100.0%
Substitutes	\$ 237.42	\$ 1,515.55	\$ 1,800	\$ 284.45	15.8%
Training	\$ -	\$ 403.22	\$ 12,578	\$ 12,174.78	96.8%
<b>Other Total</b>	<b>\$ 237.42</b>	<b>\$ 7,534.44</b>	<b>\$ 43,537</b>	<b>\$ 36,002.56</b>	<b>82.7%</b>
<b>Expenditures Total</b>	<b>\$ 13,938.37</b>	<b>\$ 194,426.57</b>	<b>\$ 257,564</b>	<b>\$ 63,137.43</b>	<b>24.5%</b>
<b>Income (Loss)</b>	<b>\$ -</b>	<b>\$ -</b>			





1:35 PM  
02/14/23

**Scott County Public School Head Start**  
**Reconciliation Summary**  
2300 · Bank of America CC, Period Ending 01/31/2023

	<u>Jan 31, 23</u>
Beginning Balance	12,807.72
Cleared Transactions	
Charges and Cash Advances - 24 items	-8,042.58
Payments and Credits - 3 items	<u>12,810.43</u>
Total Cleared Transactions	<u>4,767.85</u>
Cleared Balance	<u><u>8,039.87</u></u>
Register Balance as of 01/31/2023	8,039.87
Ending Balance	8,039.87

Scott County Public School Head Start  
Reconciliation Detail  
2300 - Bank of America CC, Period Ending 01/31/2023

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						12,607.72
Cleared Transactions						
Charges and Cash Advances - 24 Items						
Credit Card Charge	12/31/2022	1/16/23	Webstaurant Store	✓	-940.46	-940.46
Credit Card Charge	12/31/2022	1/3/23	Target	✓	-876.71	-1,817.17
Credit Card Charge	12/31/2022	1/9/23	Verizon Wireless	✓	-510.69	-2,327.86
Credit Card Charge	12/31/2022	1/9/23	Target	✓	-276.72	-2,604.58
Credit Card Charge	12/31/2022	1/3/23	Safety Sacks	✓	-178.71	-2,783.29
Credit Card Charge	12/31/2022	1/9/23	United States Postal Service	✓	-158.40	-2,941.69
Credit Card Charge	12/31/2022	2/6/23	Teachstone Training LLC	✓	-122.99	-3,064.68
Credit Card Charge	12/31/2022	1/25/23	Wal-Mart	✓	-82.82	-3,147.50
Credit Card Charge	12/31/2022	1/13/23	VA Dept of Social Services 1	✓	-81.38	-3,208.88
Credit Card Charge	12/31/2022	1/9/23	United States Postal Service	✓	-19.80	-3,228.68
Credit Card Charge	12/31/2022	1/19/23	Dollar Tree	✓	-9.48	-3,238.16
Credit Card Charge	12/31/2022	1/10/23	Dollar Tree	✓	-7.50	-3,245.66
Credit Card Charge	2/14/2023	1/17/23	Wal-Mart	✓	-1,325.15	-4,570.81
Credit Card Charge	2/14/2023	1/10/23	Wal-Mart	✓	-872.93	-5,443.74
Credit Card Charge	2/14/2023	1/9/23	Good Batch Mama	✓	-929.60	-6,473.34
Credit Card Charge	2/14/2023	1/24/23	Pizza Plus	✓	-470.98	-6,944.32
Credit Card Charge	2/14/2023	2/9/23	Pizza Plus	✓	-274.55	-7,218.87
Credit Card Charge	2/14/2023	2/6/23	McAllister's Deli	✓	-250.73	-7,469.60
Credit Card Charge	2/14/2023	1/26/23	Zira Technologies Inc.	✓	-185.00	-7,654.60
Credit Card Charge	2/14/2023	1/24/23	Pizza Plus	✓	-140.15	-7,794.75
Credit Card Charge	2/14/2023	1/9/23	Wal-Mart	✓	-125.34	-7,920.09
Credit Card Charge	2/14/2023	1/17/23	Pizza Plus	✓	-81.76	-7,991.85
Credit Card Charge	2/14/2023	1/19/23	Dollar Tree	✓	-47.75	-8,039.60
Credit Card Charge	2/14/2023	1/20/23	Wal-Mart	✓	-12.98	-8,042.58
Total Charges and Cash Advances					-8,042.58	-8,042.58
Payments and Credits - 3 Items						
Bill	12/31/2022	11/26/22-12/25/22	Bank of America 1	✓	3,167.75	3,167.75
Bill	12/31/2022	11/26/22-12/25/22	Bank of America 1	✓	9,639.97	12,807.72
Credit Card Credit	2/14/2023	2/9/23	Bank of America 1	✓	2.71	12,810.43
Total Cleared Transactions						
Cleared Balance					4,767.85	4,767.85
Register Balance as of 01/31/2023					-4,767.85	8,039.87
Ending Balance					-4,767.85	8,039.87
					-4,767.85	8,039.87



# COMMUNITY ASSESSMENT

Approved 2019-2020

## Scott County Public School Head Start

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305 Legion St. Weber City, VA 24290

(276) 386-6051

[www.scottcountyheadstart.org](http://www.scottcountyheadstart.org)

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# ABOUT THE COMMUNITY ASSESSMENT

## What is the Community Assessment?

As required by Section 1305.3, Title 45, Volume 4 of the Code of Federal Regulations, Scott County Public School Head Start (SCPSHS) must conduct a community assessment once every five years. The community assessment is a strategic planning tool to help SCPSHS determine long-term and short-term program goals and objectives. In addition, the community assessment identifies trends within the program service area that directly impact low-income families.

The 2019 community assessment provides the most recent data available regarding demographics, early learning programs, disabilities, health and nutrition, and social services for children and families in the program service area. The assessment provides a portrait of the SCPSHS program and identifies community resources available. This assessment also identifies where there are gaps between available services and needs.

Ultimately, the community assessment is used to make decisions for outreach, enrollment, selection, and the most appropriate delivery of services. It is a valuable resource for staff, parents, and community partners to collectively think about the impacts of population shifts and equitable distribution of services.

SCPSHS holds a "key community stakeholders" meeting consisting of staff, board members, policy council representatives, parents, and community partners to gather pertinent data critical to completing the community assessment.

## Data Sources

This assessment is made using information from a variety of sources and divided into these three basic categories: Community/Consumer Input, Staff/Partner Agency Information, and Resource Sources. Information is gathered from each source using a process designed to provide an accurate and detailed picture of the needs and resources of the program and its service area. Community and consumer sources are surveyed using questions about needs and resources. Staff members are trained to elicit information and comments from families served by the program. Community input is collected in a number of different settings including private sector conferences and other interagency information gathering tools. Staff and partner agency comments are solicited, documented, and included in the assessment. Partner agencies submit comments in response to directed inquiries. Staff attend a facilitated



planning session in which directed brainstorming and prioritization techniques are used to elicit and rank suggestions for program direction and operation.

Standard research courses are also consulted. Local planning agencies as well as computer based information databases provide demographic and other data. The results of research in all three of these source categories are synthesized by the Program Director and Management Team.

## **Assessment Outcomes**

Through this process, SCPSHS gathers data that is relevant to the population served. Ensuring accurate and timely data will create a community assessment which does the following:

- Informs decisions about needs for services
- Suggests improvements to service delivery systems
- Identifies recruitment and enrollment patterns and trends
- Proposes appropriate program options
- Suggests more efficient and effective staffing patterns
- Justifies budget levels and grant modifications, if needed
- Identifies community resources which can help supply the program's non-federal share
- Assists the program in revising or reaffirming the program's philosophy as it relates to new populations
- Assists in determining long-term and short-term goals for program planning

## PROGRAM BACKGROUND

In 1965, Head Start began in Scott County as an eight-week summer program designed to break the cycle of poverty by providing children with a program to meet their social, emotional, health, nutritional, and physiological needs. The idea was that with a little help, children from even the most disadvantaged families could begin elementary school at the same level of school readiness as their more advantaged peers.

From 1965 to 1995, the community action agency, Rural Areas Development Association, Inc. (RADA) was the fiscal agent and grantee for the Head Start program in Scott County, with Scott County Public Schools delegated to operate the program. In 1995, the Head Start grant was awarded to Scott County Public Schools. The public school system continues to serve as the fiscal agent and grantee for the Head Start program today.

From 1965 to 1977, Head Start was funded to operate 147 children in a center-based program format. From 1977 to 2002, Head Start operated both center-based and home-based program options with a funded enrollment of 181 children. In the Fall of 2003, the community assessment indicated the need for all center-based services and as a result, funded enrollment dropped to 173 center-based slots. The program currently operates nine full school year, 6.5 hour per day center-based classrooms and is funded to serve 173 children ages three and four.

In addition to the Head Start grant, an Early Head Start grant was awarded to Scott County Public Schools in 2017. The program currently operates three full calendar year, 8-hour per day center-based classrooms and is funded to serve 24 children ages six weeks to three years.

Today, Scott County Public School Head Start (SCPSHS) continues to provide opportunities to low-income children, families, and communities with high quality early childhood education, nutrition, health, dental, mental health, and social services. The promotion of school readiness is the focal point and delivered through a program that is child centered, family focused, comprehensive, and community based. Not only are developmental goals for children supported, but there is also support for employment and self-sufficiency goals for families. The mission of SPSHS is *"Guiding low income families toward self-sufficiency and success in school."* In order to meet our mission, the program must address the changing needs of its service area.

# SERVICE AREA DEMOGRAPHICS

## History/Geography

Scott County was formed by an act of the Virginia General Assembly on November 24, 1814. The county was created out of parts of Washington, Lee, and Russell Counties.<sup>1</sup>

Scott County is a rural county located on the southern edge of the Southwest Virginia coalfields in rural southeastern Appalachia. It contains 536 square miles of land area and borders Lee, Wise, Russell, and Washington counties. The county also borders the State of Tennessee.

There are six small incorporated towns within Scott County: Clinchport, Duffield, Dungannon, Gate City, Nickelsville, and Weber City. Most of these populated areas are located near rivers or large creeks, in county valleys, and in close proximity to natural passageways through mountain chains. These six incorporated areas account for 4.65 square miles (8.63%) of the county's total land area. Gate City, the county seat, is 348 miles southwest of the state's capital, Richmond.

Scott County has a continental, warm-to-temperate climate with an average winter temperate of 37.5 degrees and an average summer temperature of 73 degrees. Sudden, heavy rainfalls in late winter and spring combine with existing steep terrain to result in periodic flash flooding.

## Local Government

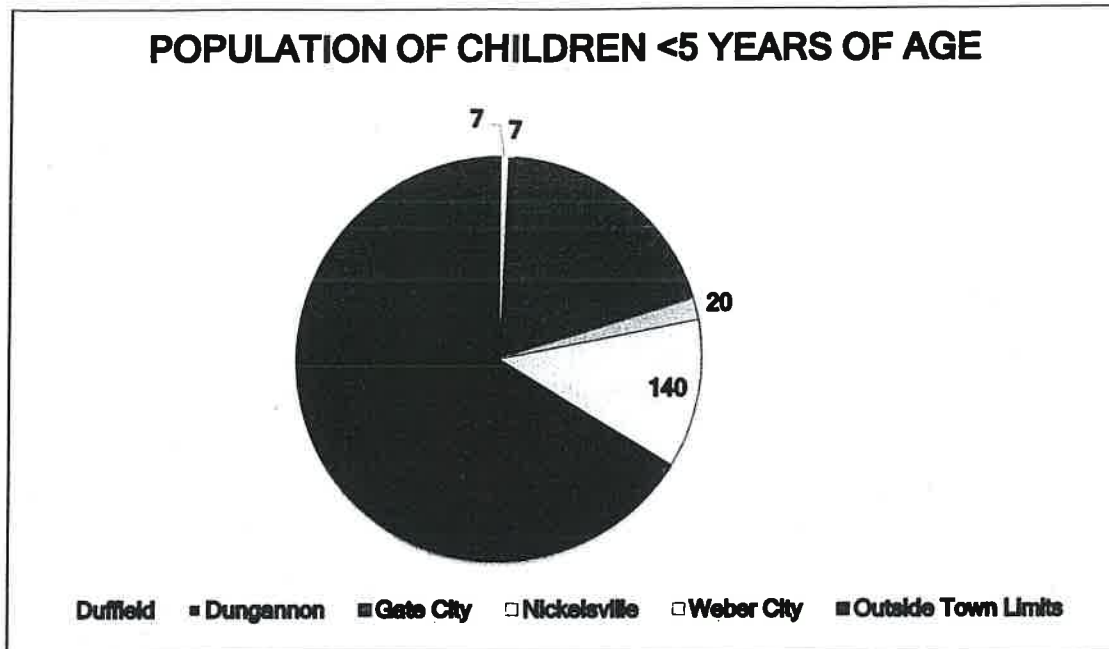
Scott County is governed by a County Board form of local government. Divided into six magisterial districts, each district elects a representative to the Board of Supervisors, including a Supervisor at Large. These seven members are responsible for county governance.

## Population

According to July 2018 US Census data, the population of Scott County is 21,534. The Scott County Comprehensive Plan 2017, estimates 18.3% of the county's total population resides in one of the county's six incorporated towns. The table below shows the 2017 estimated population less than five years of age for the six incorporated towns within Scott County and outside town limits.

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<sup>1</sup> Scott County Tourism, [www.explorescottcountyva.org](http://www.explorescottcountyva.org), 2019



Source: Dilenowisco Planning District

The remaining 81.7% of Scott County residents live outside incorporated town limits. Of the total population, 1,173 Scott County residents are under the age of five.

Based on a five-year average from 2012-2016, Livestories.com estimates a total of 281 pre-school age children live in poverty within Scott County. This total dropped over 80 children to 199 based on a 5-year estimate from 2013-2017. Scott County Schools has also seen a decline in Kindergarten registration over the past five years. In 2015-2016, Kindergarten registration was 202 children. This number dropped to 131 children in the 2018-2019 school year.

SCPSHS has seen a shift in enrollment for the Head Start program. In 2016-2017, the program did not meet funded enrollment for four consecutive months. The areas of Dungannon and Nickelsville were consistently under enrolled. An under-enrollment plan was put into place for the 2017-2018 school year. During that school year, the program maintained full enrollment for each month.

## Foster Care

According to the Scott County Department of Social Services, there are currently 46 children under the age of 18 in foster care within Scott County. Of those 46 children, 10 are under the age of 5. SCPSHS continues to serve children in foster care. During the 2018-2019

school year, SCPSHS served 2 infants/toddlers and 5 pre-school children from the Scott County Foster Care program.

## **Homelessness**

Scott County serves homeless women and children through the Hope House of Scott County. SCPSHS and the Scott County Public School System work together to ensure the county is in compliance with the federal mandates of the Stewart B. McKinney Homeless Assistance Act in conjunction with Virginia's House Joint Resolution 181. Through an interagency agreement, the SCPSS informs Head Start of any homeless EHS/HS age eligible children in the county. SCPSHS informs the LEA's social worker of any homeless children and their siblings. SCPSHS has served 3 homeless children during the 2018-2019 school year.

## **Pregnant Women and Infants**

According to 2016 Kids Count Data Center, 81.8% of Scott County women received pre-natal care beginning in the first trimester. According to the Virginia Department of Health, 187 births were documented for Scott County in 2017. The 2016 Kids Count Data revealed babies born to Scott County residents with a low birth weight are slightly lower than the corresponding rates in Virginia.

## **Disabilities**

The recruitment efforts of SCPSHS include actively locating and recruiting children with disabilities. Among the children served by the Head Start program, there are 7 children with developmental delays and 22 children with speech delays. In the public school system's Early Childhood Special Education program, there are 37 children with developmental delays, 7 of whom are served by Head Start and included in these numbers.

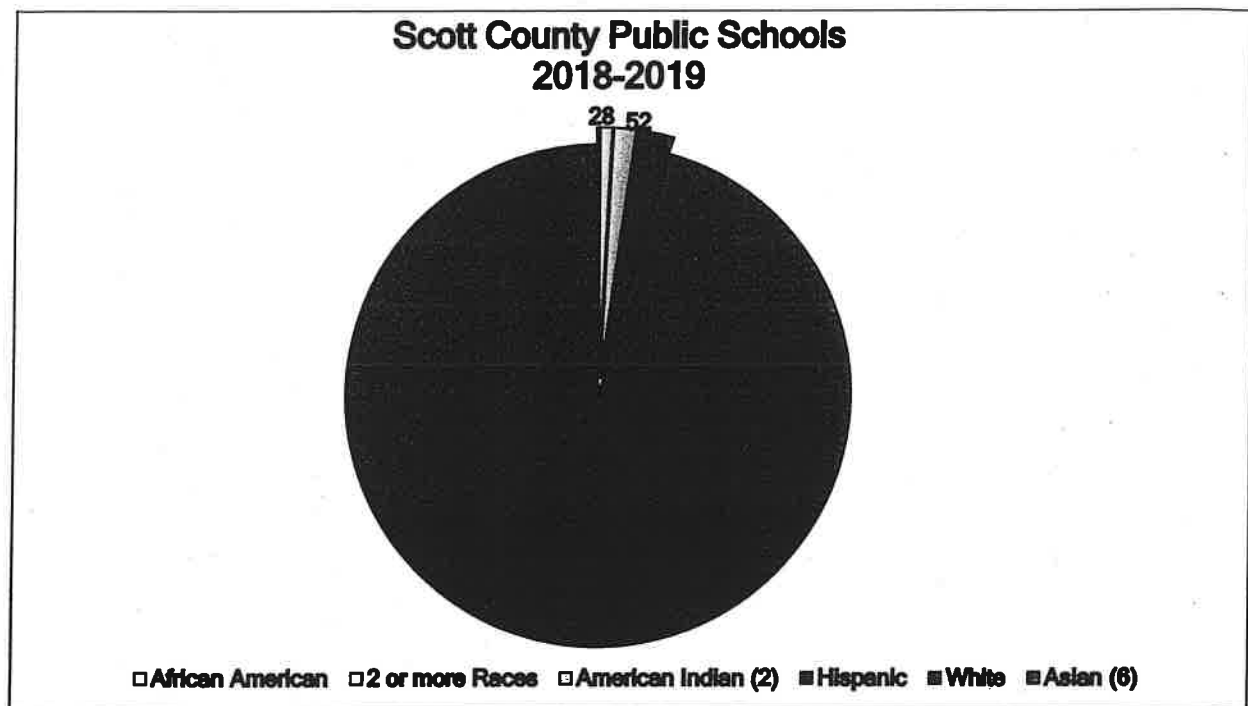
The Infant & Toddler Connection of Dilenowisco currently serves 24 children and has 2 referrals within Scott County. Of the 24 children served, 6 are enrolled in the Early Head Start program, 4 of which have developmental delays & 2 with speech delays.

Disability services are provided to Scott County children through various agencies including: Southwest Virginia Child Development Clinic, Scott County Behavioral Services, Infant & Toddler Connection of Dilenowisco, First Step Rehab, Mountain Region Speech & Hearing Center Inc., Bristol Regional Rehabilitation Center, Easter Seal Society of Virginia Inc., March of Dimes Birth Defects Foundation/SW Division Chapter, Kluge Children's

Rehabilitation Center, Mini Miracles Pediatric Therapy, Regional Eye Center, Weber City Eye Clinic, & Repko Family Vision Center.

## Racial and Ethnic Composition

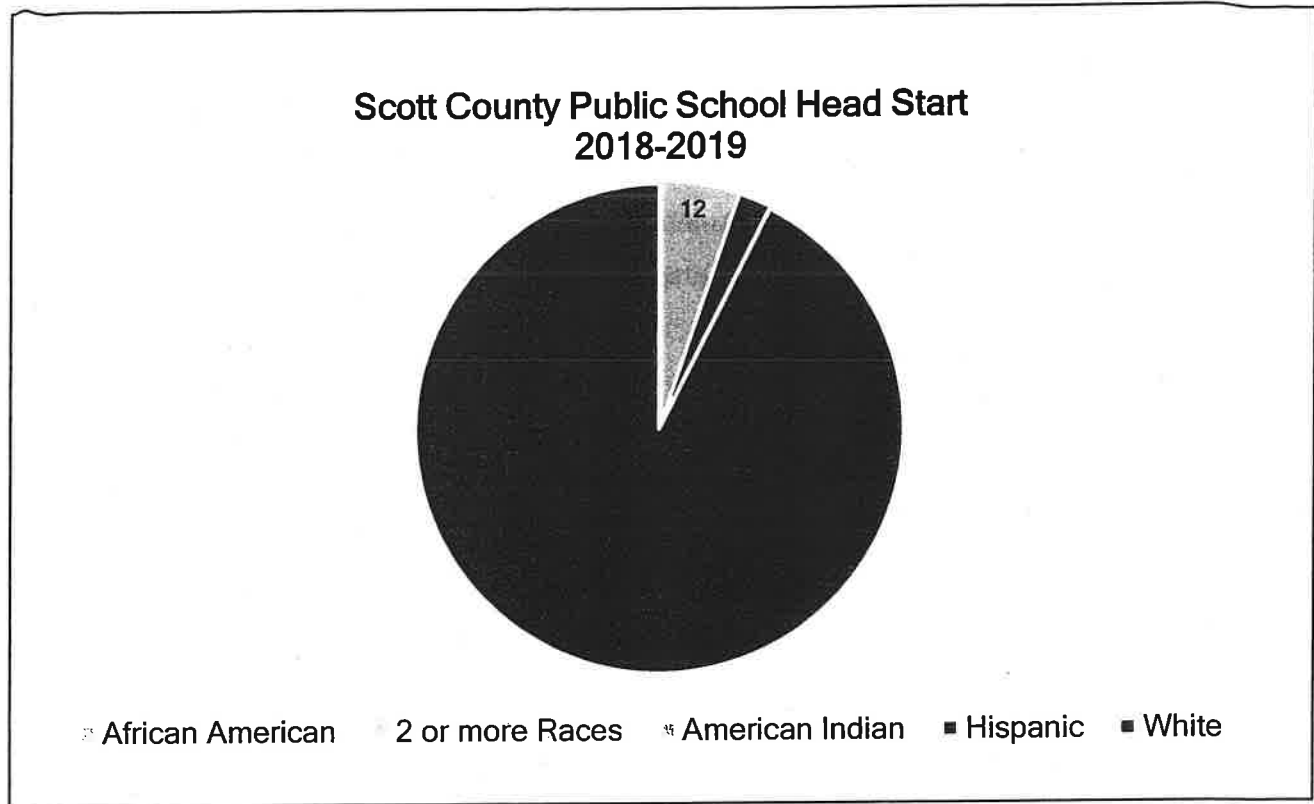
According to US Census data, 97.7% of Scott County residents are White. The remaining 3.6% is comprised of African American (.8%), American Indian and Alaska Native (.3%), Asian (.2%), Native Hawaiian and Other Pacific Islander (.1%), Two or More Races (.9%), and Hispanic or Latino (1.3%). A majority of Scott County residents are native to the mountains of Southern Appalachia and share a common cultural background. The percentage of persons speaking a language other than English at home is 1.4%. The table below shows the racial demographics of enrolled children in the Scott County Public School system for the year 2018-2019.



Source: Scott County Public Schools, POWERSCHOOL data

During the 2018-2019 school year, the Head Start program served 187 children and the Early Head Start program served 37 children. There were no dual-language learners. The

Below listed chart displays the racial composition of children enrolled in SCPSHS.



## Poverty

Scott County, along with the surrounding areas continues to have some of the highest poverty rates in the Commonwealth of Virginia. Poverty creates barriers to accessing health services, healthy food options, and other necessities, thus contributing to poor health status.

For 2019, the federal poverty level is \$12,060 for a one-person household and \$24,600 for a four-person household. The below listed charts detail the percentage of Scott County residents and children living 100% below the federal poverty level.

### POPULATION BELOW 100 FEDERAL POVERTY LEVEL

REPORT AREA	TOTAL POPULATION	POPULATION IN POVERTY
Scott County	21,621	4,355 (20.14%)
State	8,060,892	921,664 (11.43%)
National	310,629,645	46,932,225 (15.11%)

Source: US Census Bureau, American Community Survey. 2012-16.

### POPULATION OF CHILDREN BELOW 100 FEDERAL POVERTY LEVEL

REPORT AREA	POPULATION UNDER AGE 18	POPULATION IN POVERTY UNDER AGE 18
Scott County	4,126	1,184 (28.7%)
State	1,838,212	278,352 (15.14%)
National	72,456,096	15,335,783 (21.17%)

Source: US Census Bureau, American Community Survey. 2012-16

During the 2018-2019 school year, the Head Start program cumulatively enrolled 146 children at 100% below the poverty level, 23 between 100%-130%, & 18 over income. The Early Head Start program cumulatively enrolled 32 children at 100% below the poverty level, 3 between 100%-130%, & 2 over income.

During the 2018-2019 school year, 85 children within Scott County received TANF assistance. Thirty-three Scott County families participated in the Virginia Initiative for Employment Not Welfare (VIEW) program. The below listed chart details the number of families within Head Start and Early Head Start receiving TANF, Supplemental Security Income (SSI), and WIC services.

PROGRAM	TANF	SSI	WIC
Head Start	14	9	75
Early Head Start	6	0	10

According to the US Census Bureau, 1,581 (17.37%) households in Scott County are receiving SNAP benefits. This percentage is much higher than the state average of 9.43% and the nationwide average of 13.05%. Of the 1,581 households receiving SNAP benefits, 29 of them are Head Start/Early Head Start families. As of July 2019, the WIC program of Scott County served 97 infants from birth to twelve months and 166 children from age one to five. SCPSHS staff encourages all families to apply for WIC participation. Program families also receive assistance from a variety of other sources including Medicaid.

## Employment

A vast majority of Scott County's residents obtain employment in nearby counties and states. Residents benefit from employment opportunities in the Tri-Cities metro area and the growth of industries along the I-81 corridor in Washington County, VA. The table below



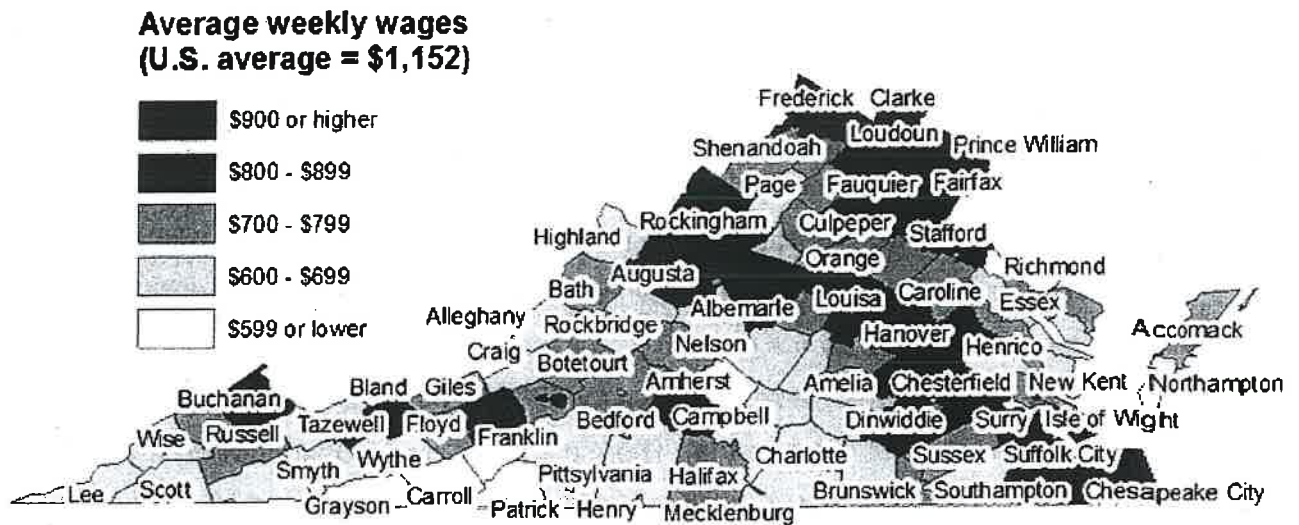
shows the industries with the highest number of employees in Scott County for the third quarter, 2017.

<b>RANK</b>	<b>INDUSTRY SECTOR</b>	<b># OF ESTABLISHMENTS</b>	<b># OF EMPLOYEES</b>
<b>1</b>	<b>Total, All Industries</b>	<b>419</b>	<b>4,600</b>
<b>2</b>	<b>Health Care and Social Assistance</b>	<b>112</b>	<b>802</b>
<b>3</b>	<b>Manufacturing</b>	<b>9</b>	<b>740</b>
<b>4</b>	<b>Educational Services</b>	<b>3</b>	<b>672</b>
<b>5</b>	<b>Retail Trade</b>	<b>75</b>	<b>636</b>
<b>6</b>	<b>Accommodation &amp; Food Services</b>	<b>23</b>	<b>417</b>
<b>7</b>	<b>Public Administration</b>	<b>33</b>	<b>338</b>
<b>8</b>	<b>Other Services</b>	<b>43</b>	<b>155</b>
<b>9</b>	<b>Administrative &amp; Support, Waste Mgmt.</b>	<b>5</b>	<b>144</b>
<b>10</b>	<b>Transportation &amp; Warehousing</b>	<b>18</b>	<b>140</b>

Source: Virginia Employment Commission, Quarterly Census of Employment & Wages

According to December 2018 statistics from the Virginia Employment Commission, the federal unemployment rate was 3.7%, the state unemployment rate was 2.6% and Scott County's unemployment rate was reported at 2.9%. Scott County has seen a 1.2% decrease in the unemployment rate since January 2018. The top five largest employers within Scott County are Scott County School Board, Joy Technologies, Tempur Productions, Itec Healthcare Solutions Inc., and Food City. The average weekly wages for employees working in Scott County is \$614. At 2018-2019 enrollment, 137 households served by SCPSHS were gainfully employed. SCPSHS offers employment opportunities to families through substitute staff training. The program also communicates with families regarding job opportunities within the area through parent meetings and program wide workshops.

**Chart 1. Average weekly wages by county in Virginia, first quarter 2018**



## Housing

According to the 2010 census, Scott County has a total of 11,916 housing units, an increase from the 2000 census count of 11,355. The dominate housing type continues to be single-family at 71%, with multi-family housing at 5%, and manufactured homes at 24%

In 2010, occupied rental units comprised 19% of Scott County housing. Owner occupied units comprised 63% and vacant units accounted for 18%. Median value for occupied housing units increased from \$46,000 in 1990 to \$91,700 in 2010.<sup>2</sup>

Based on the US Census Bureau Fact Finder Demographics, statistics for owner occupied households with own children under age 18 is 2,287 (23.4%). The statistics for renter occupied households with own children under age 18 is 667 (6.8%).

According to the 2010 census and the most recent data from the planning district commission, 6% of the total units in Scott County lack complete plumbing systems, 2% lack complete kitchen facilities, 5% are overcrowded, 6% lack indoor plumbing, 46.4% lack an approved source of water, 42% lack central heating, and 8% lack telephones.

According to the Scott County Redevelopment and Housing Authority, renters within Scott County pay a median gross rent of \$609. Approximately 40% of renters pay 30% or more of their income for housing costs, a level considered far exceeding affordable housing costs.

<sup>2</sup> Scott County Comprehensive Plan, 2017

There are two types of housing provided by the Scott County Redevelopment and Housing Authority: Section 8 Housing & Public Housing. In public housing, participants pay 30% of their adjusted income. Electricity and water are included in their rent. If participants in public housing become employed and go over the income guidelines, they are given the opportunity to stay in housing while paying a flat rent rate. In Section 8 housing, participants have a private landlord. Participants are responsible for a portion of the rent and are responsible for electricity and water. If while in Section 8 housing the participant goes over the income guidelines, they are given 6 months to find other housing.

As of June 2019, 42 families are on the wait list for Section 8 housing, and 48 families are on the wait list for public housing. There are three low-income housing projects within Scott County. There are 60 total units in Duffield, 36 in Gate City, and 15 in Dungannon. The wait list for housing is 6 to 12 months.

## Education

In today's workforce, education is a key factor in self-sufficiency. Many employers are requiring higher education levels for vacant positions, limiting the number of job opportunities available for those with low education levels of formal education. The table below shows the 2012-2016 educational attainment of the population by percentage of Scott County in comparison to the state and national averages.

EDUCATIONAL ATTAINMENT	COUNTY	STATE	NATIONAL
Less than High School Diploma	20.7%	11.4%	13.0%
High School Diploma or Equivalency	38.1%	24.5%	27.5%
Some College, No Degree	21.6%	19.9%	21.0%
Associate's Degree	7.0%	7.4%	8.2%
Bachelor's Degree	8.7%	21.2%	18.8%
Graduate or Professional Degree	3.8%	15.7%	11.5%

Source: US Census Bureau, American Community Survey. 2012-16.

Although there are no institutions of higher learning located in Scott County, the area is served by a two-year community college, Mountain Empire Community College and a four-year college, the University of Virginia's College at Wise in Wise County, VA. The Kingsport Center for Higher Education located in neighboring Sullivan County, Tennessee consists of four institutions: Lincoln Memorial University, East Tennessee State University, and Northeast State Community College.

During the 2018-2019 school year, SCPSHS served a total of 207 families (171 Head Start, 36 Early Head Start). Of the 171 Head Start families, 5 have an advanced degree or baccalaureate degree, 24 have an associate's degree or some college, 133 have a high school diploma or equivalency, and 15 have less than a high school diploma. Of the 36 Early Head Start families, 2 have an advanced degree or baccalaureate degree, 9 have an associate's degree or some college, 22 have a high school diploma or equivalency, and 3 have less than a high school diploma. The following chart details the educational status of families served by the program based on percentages during the 2018-2019 school year.

EDUCATION STATUS	HS	EHS
Less than High School Diploma	9%	8%
High School Diploma or Equivalency	78%	61%
Associate's Degree or Some College	14%	25%
Advanced Degree or Baccalaureate Degree	3%	6%

SCPSHS partners with the Regional Adult Education Program through referrals to families for free GED classes offered in two locations throughout the county. There are currently two Head Start families enrolled in Adult Education classes.

## Transportation

The primary mode of transportation throughout the service area is by private vehicle. There is a bus/van operated by Mountain Empire Older Citizens (MEOC) in a neighboring county offered to residents. Current American Community Survey (US Census Bureau) data reveals nearly 10% of Scott County residents carpool to work. The lack of public transportation creates a significant issue for those who do not own a vehicle. Among current families served by SCPSHS, four have no transportation. For many families, the transportation available is either unreliable or used to transport employed family members.

Head Start children utilize the public school system for transportation to and from school. Travel reimbursement is also available for parents attending certain SCPSHS events including Policy Council meetings.

# HEALTH & NUTRITION

## Health Services

Access to healthcare in Scott County is limited by both geographic and economic barriers. The county currently has no hospital facilities within the service area. Many residents seek hospital services in bordering Sullivan County, Tennessee. There are five general practice physician offices in localities throughout Scott County. Additionally, residents can seek health services through the Lenowisco Health District - Scott County Health Department located in Gate City. During the 2018-2019 school year, the Head Start program had 174 children with a primary care physician. The Early Head Start program had 24 children with a primary care physician.

According to data compiled by the US Census Bureau in 2016, 7% of children from low-income families do not have health insurance. The percentage of uninsured Scott County residents is 11.49% as opposed to the state's average of 10.68%. During the 2018-2019 school year, the Head Start program had 159 children enrolled with Medicaid, 16 with private insurance coverage, 2 covered by other insurance, and 10 not covered by medical insurance. The Early Head Start program has 21 children enrolled with Medicaid and 3 with private insurance.

The County Health Rankings, issued by the Robert Wood Johnson Foundation is a metrics for evaluating the overall health of a region. Scott County ranks 92<sup>nd</sup> least healthy out of 133 jurisdictions evaluated in Virginia.

## Hearing & Vision Services

Scott County currently has two sites with three opticians providing optical care to residents. SCPSHS uses a SPOT screening camera for enrolled children to detect six amblyopic risk factors in children as young as six months old.

Additionally, the program uses a pediatric device called an OAE (otoacoustic emission) Hearing Screener to test hearing by detecting how hair cells in the cochlea respond to sound.

## Oral Health Services

There are currently four dentists providing oral care services in Scott County. Of the four dentists, two offices accept Medicaid patients. SCPSHS has partnered with this dental office to provide initial dental examinations for enrolled children. Extensive follow-up care is offered in neighboring Tennessee. SCPSHS assists families with scheduling appointments

and transportation, as needed. During the 2018-2019 school year, the Head Start program had 157 children with a dental home. The Early Head Start program had 7 children with a dental home.

## **Mental Health Services**

SCPSHS contracts with Frontier Health to provide identification and intervention regarding each child's social and emotional wellness. The program ensures support through regularly scheduled on-site consultations and observations.

The program uses the ASQSE-2 assessment tool to screen concerns and behaviors. During the initial observation of the 2018-2019 school year, 37 children have been referred for further evaluations.

Additional mental health services are provided to Scott County children through various agencies including: Health Connect America and Family Preservation Services.

## **Nutrition Services**

Food uncertainty and limited access to nutritious food is an ongoing concern for many residents of Scott County, particularly children. Poor nutrition directly contributes to worse health and lower performance in school. According to 2015-2016 data from the CDC, nearly 1 in 5 school age children and young people (6-19 years old) in the United States has obesity. The Body Mass Index, BMI, is a widely used screening tool for measuring obesity. The CDC recommends the use of BMI percentile when measuring children. The CDC defines overweight in children ages two & up as a BMI at or above the 85<sup>th</sup> percentile and less than the 95<sup>th</sup> percentile. According to the latest measurements for Head Start children enrolled in the 2018-2019 school year, there are 20 overweight children and 29 obese children (27% of total enrollment).

According to the Virginia Department of Education - Office of School Nutrition Programs 2018-2019 Report, 3,527 children within the Scott County Public School system are members of the School Nutrition Program. Of the 3,527, 2,037 (57.75%) are classified as free while 243 (6.89%) are classified as reduced. All 197 children enrolled in Head Start/Early Head Start are classified as free.

SCPSHS is regulated by the USDA's Child and Adult Care Food Program (CACFP), a federally-funded program that aids in the provision of nutritious foods for young children. SCPSHS also works to guarantee all children meet or surpass the recommended amount of daily physical activity as well as encourage children to drink water throughout the day.

SCPSHS partners with WIC on educational materials used to encourage healthier food choices for families.

# SOCIAL SERVICE NEEDS

## Substance Abuse

According to 2016 data from the Center for Disease Control and Prevention, 48.5 million Americans have used illicit drugs or misused prescription drugs. These numbers continue to increase, affecting children and families nationwide. The Scott County Sheriff's Office reports 80% of incarcerations are drug related or drug abuse, approximately 30% of those cases involve children. According to the Virginia Department of Health data, opioids have been the driving force behind the large increase in fatal overdoses since 2013. In 2018, Scott County had a rate of 6.5-11.4 fatal prescription opioid overdoses per 100,000 persons. This is the third highest rating out of six on the fatal methamphetamine overdose scale in the State of Virginia. Additionally, Scott County had a rate of 2.6-4.4 fatal methamphetamine overdoses from 2016-2018. This is the second highest rating out of six on the fatal methamphetamine overdose scale in the State of Virginia. The rate of fatal prescription opioid overdoses in SCPSHS continues to address this problem through staff and parent trainings.

## Domestic Violence

Families within the service area continue to face a variety of social service needs. According to the Domestic Violence Officer of the Scott County Sheriff's Office, substance abuse, alcohol, and drugs account for a majority of the domestic violence calls occurring within the county. These incidents increase during the summer months when children are home and resources such as money and food are scarce. The Domestic Violence Task Force works closely with the Hope House to ensure there is a safe place for women and children who flee from violence in the home. Within the past year, the Hope House has served 46 children under the age of 18 and 7 under the age of 5.

## Child Abuse & Neglect

According to statistics provided by Virginia Department of Social Services for FY 17-18, the Child Protective Services (CPS) unit investigated 324 child abuse cases concerning children in Scott County. Family assessments were conducted for 653 families. Approximately 44% of the investigations were returned as "founded."



# EARLY LEARNING PROGRAMS

## Child Development & Child Care Programs

Child care resources outside the Head Start/Early Head Start programs in the county are very limited. There is currently one faith-based child care provider serving a capacity of 220 children six weeks to twelve years of age. Of the 220 children, the provider serves approximately 48 children ages six weeks to two years of age and 90 children ages three to five years of age. There are also a limited number of private in-home child care providers. Approximate rates of child care within the county ranges from \$85 per week to \$140 for full time and daily rates of \$45 for a minimum of two days per week.

The Scott County Public School System offers six Pre-K classrooms, serving a total of 105 4-year old children throughout the county in the following locations: Hiltons, Yuma, Weber City, Gate City, Duffield, & Nickelsville. Of the 105 children, 50 slots are funded by the VDOE - Virginia Preschool Initiative. Gate City Christian School provides one Pre-K classroom, serving approximately five 4-year old children. The monthly rate for enrollment is \$155 per child.

Families within the community continue to express concerns of the lack of affordable child care, specifically for infants and toddlers. As of August 2019, SCPSHS has 55 age eligible children on the Early Head Start waitlist. Of that total amount, 32 children are income eligible. The program has seen this number continue to increase since the opening of Early Head Start.

# COMMUNITY STRENGTHS

## Low Violent Crime Rates

In an analysis conducted by the Virginia Department of Criminal Justice Services, counties are ranked against other counties for total violent crime rates with the highest rate ranked 1 and the lowest rate ranked 95. Scott County ranked 63<sup>rd</sup> out of 95 counties for total violent crime rate in 2016. This is a decrease from 2007 in which Scott County ranked 57<sup>th</sup>.

## Active Community and Intergenerational Family Involvement

Scott County is a close-knit community with a large number of faith-based worship centers. These churches along with other members of the community play an active role in meeting rising needs of families including extracurricular activities for children. Scott County has a volunteer-based Little League for children ages 4-14 interested in various sports. Additional extracurricular activities for children include Upward Sports League, Jenkins School of Dance, Virginia Cooperative Extension Office 4H Program, and the Scouts programs. Additionally, residents of Nickelsville, Duffield, and Gate City maintain community gardens during the summer months.

Intergenerational families play a contributing factor into the development of such a close-knit community. This is reflected in that extended family members help provide child care as needed while parents work or are in school. They also assist with transportation to various activities.

## Quality Public School Education

The Scott County Public School System focuses on developing lifelong learners who value themselves and others, contribute to their community, and are college and career ready. All 13 schools within the Scott County Public School system are accredited. Developed by the Comprehensive Plan Committee, the 2018-2024 Comprehensive Plan details four main priority areas for the school system: High Academic Standards, College/Career Readiness, Communication/Community Involvement, and Social/Emotional Development. During the 2017-2018 school year, the district graduation rate was 95%, of those graduating, 50% of Twin Springs High School graduates had an advanced studies diploma, 33% from Rye Cove High School, and 54% from Gate City High School. The district maintained an attendance rate of 94.7% during the 2017-2018 school year. Additionally, the school system

has an extensive range of extracurricular activities for students ranging from academics to athletics.

### **Location/Economic Opportunity**

Bordering the Tri-Cities metro area, Scott County residents have more opportunities for employment compared to other neighboring counties. In October 2016, TeleTech, a provider of customer service, opened a customer care center in Scott County, which brought up to 300 jobs to the region.

### **Cultural Landscape**

Scott County is an area culturally rich in the Appalachian heritage. A major Scott County venue along the “Crooked Road” is the destination of the first family of country music, The Carter Family, at the Carter-Family Fold. Additionally, Kickin’ Back @ King Alley is a free summer concert and event series in which talented bands from across the region come to perform in downtown Gate City. Scott County JAMS is a Crooked Road JAM program that began in 2014. The program attempts to preserve the Appalachian music heritage by offering affordable afterschool classes in fiddle, banjo, guitar, and mandolin for students in grades 4<sup>th</sup>-8<sup>th</sup>.

### **Outdoor Recreation**

Located along the Appalachian Trail, Scott County has a vast array of outdoor recreation opportunities available to residents. The county is home to a popular hiking destination known as the “Devil’s Bathtub” and Natural Tunnel State Park which offers hiking and mountain bike trails, swimming, fishing, and boating. Scott County is home to Creation Kingdom, an exotic zoo, open seasonally for visitors. The Scott County Regional Horse Association sponsors shows at the Scott County Horse Park. The Clinch and Holston Rivers are known for a great variety of fish. Additionally, the community utilizes these rivers for recreational fishing. Nearby Jefferson National Forest has several areas open for public hunting.

# SUMMARY OF FINDINGS

## Service Area Demographics

- A majority of the county's population (81.7%) live outside incorporated town limits.
- SCPSHS served 7 children from the Scott County Foster Care program.
- SCPSHS served 3 homeless children during the 18/19 school year.
- 81.8% of women in Scott County receive pre-natal care during the first trimester.
- The Scott County Public School System serves 37 children with developmental delay, 7 of which are enrolled in Head Start.
- The Infant and Toddler Connection of Dilenowisco serves 24 children with developmental and/or speech delays, 6 of which are enrolled in Early Head Start.
- 97.7% of residents are white and share a common cultural background.
- The percentage of county residents living at or below the federal poverty level is significantly higher than state and national percentages, specifically those under the age of 18.
- 17.37% of Scott County residents are receiving SNAP benefits, a percentage much higher than the state average of 9.43% and national average of 13.05%.
- The average weekly wage of employees working in Scott County is \$614.
- 46.4% of housing units within Scott County lack an approved source of water.
- Gross median rent for county residents is \$609. Additionally, 40% of renters, pay 30% or more of their income towards housing.
- Scott County has a total of 111 low-income housing units (Duffield - 60, Gate City - 36, & Dungannon - 15).
- In comparison to the state and national averages, Scott County residents have a much higher percentage of residents without a high school diploma or equivalency.
- Lack of public transportation creates issues for many one-vehicle families throughout the county.

## **Health & Nutrition**

- 11.49% of Scott County residents do not have health insurance as opposed to the state average of 10.7%.
- Scott County ranks 92<sup>nd</sup> least healthy out of 133 jurisdictions evaluated in Virginia.
- SCPSHS ensures routine health screenings for enrolled children.
- 27% of total enrolled Head Start children have a BMI measuring above the 85<sup>th</sup> percentile.
- All enrolled Head Start/Early Head Start children receive free healthy meals through the USDA's CACFP program.

## **Social Service Needs**

- 30% of the drug cases within Scott County involve children.
- Scott County has a higher rate of drug overdose deaths per 100,000 people compared to the national average.
- The Hope House of Scott County served 46 children under the age of 18 within the past year.
- 44% of the investigations conducted by the Child Protective Service Unit of DSS during FY 17-18 were returned as "founded."

## **Early Learning Programs**

- The number of early child care programs offered to Scott County residents is very limited.
- Existing child care programs offered outside SCPSHS and the public school system are unaffordable to many low income families.

## **Community Strengths**

- Scott County ranks 63<sup>rd</sup> out of 95 counties for total violent crime rate (highest ranking beginning at 1).
- Community and intergenerational family involvement play a contributing factor in creating a close-knit community.
- The Scott County Public School System provides quality education and extracurricular activities for school age children.

- Residents of Scott County have more opportunities for employment compared to neighboring counties due to its close proximity to Tri-Cities area.
- Scott County is an area culturally rich in the Appalachian heritage.
- Residents have access to a vast array of outdoor recreational opportunities including hiking, mountain biking, swimming, fishing, and boating.

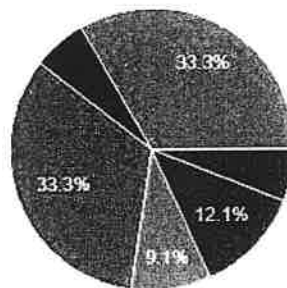
## ASSESSMENT SURVEY

As a part of the assessment process, comments were solicited from parents with children currently enrolled in the program, policy council community members, program staff, and individuals who reside/work within the community. This took place through an electronic survey posted on social media and the program's website. Additionally, details regarding the survey were sent home with children enrolled in the program at that time.

The program had a total 33 responses. The below chart provides details of those surveyed.

Please select the below listed statement that best describes you.

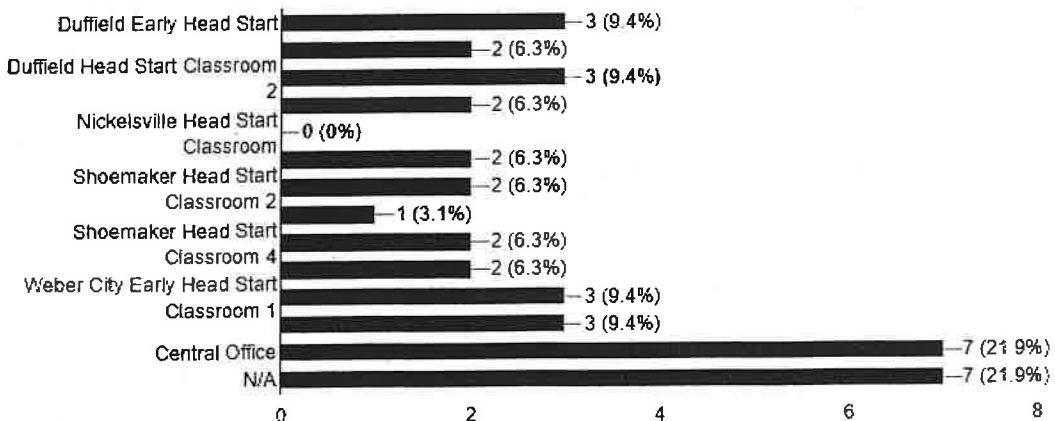
33 responses



- My child is enrolled in Early Head Start.
- My child is enrolled in Head Start.
- I have children enrolled in both Early Head Start & Head Start.
- I am an employee of SCPSHS.
- I am a SCPSHS Policy Council Community Member.
- I reside and/or work within Scott County.

### Center Location

32 responses



The following multiple choice questions were included in the survey and the below listed chart provides details of the responses.

- *What do you feel are the greatest childcare needs within your community?*
- *What do you feel are the most concerning health/disability needs for children and families within your community?*
- *What do you feel are the most concerning educational needs for children and families within your community?*
- *What do you feel are the most concerning nutritional needs for children and families within your community?*
- *What do you feel are the most concerning social service needs for children and families within your community?*
- *What do you feel are the most concerning safety needs for children and families within your community?*

The survey also included the following short answer questions. Below are the three most common responses for each question.

**What do you like best about living in your community?**

---

1. Small town community
2. The people are friendly
3. Feel like it is a safe place to live.

**What do you like least about living in your community?**

1. Increase in drug abuse
2. Lack of job opportunities in the area
3. Lack of community resources

**What resources are easily accessible to you within your community?**

1. Online Educational Opportunities with GED Classes & MECC
2. Local Library
3. Assistance from Department of Social Services

**What resources are difficult for you to access within your community?**

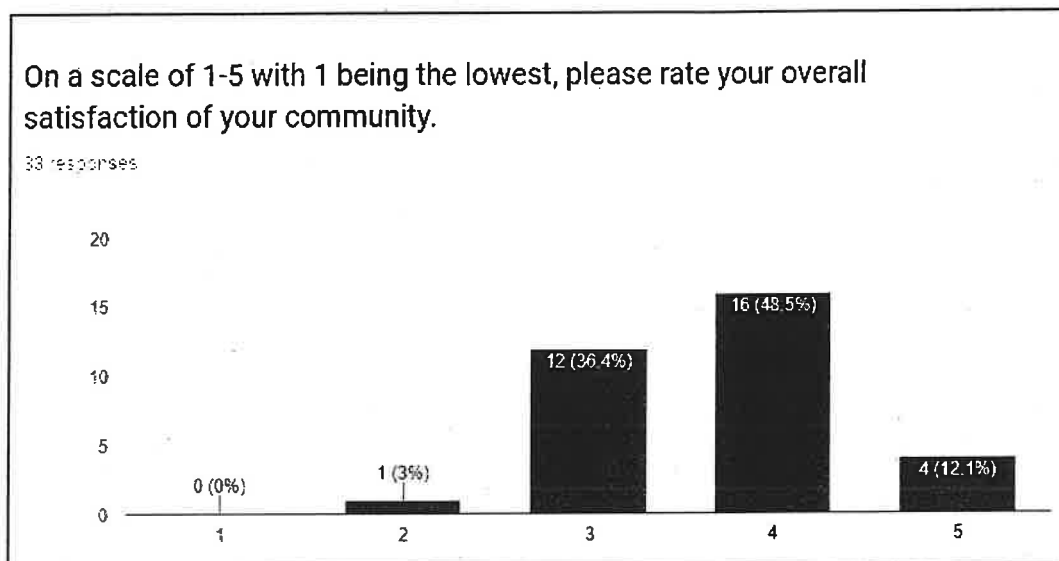
1. Public Transportation
2. Affordable child care (after school & summer)
3. Dental care



The program also requested changes or suggestions that could be made within the community to better meet the needs of families. Some of the responses included:

- Community Center for children and youth
- More options for child care & after school/summer care
- Public transportation
- More job opportunities

Surveyors were asked to rate their overall satisfaction of their community, with one being the lowest and five the highest. The below listed chart details the responses.



SCPSHS staff comments reflected the importance of health care and transportation issues. The need for insured and affordable medical/dental care is great among families. There is also a need for a prescription medication insurance plan that would be economically feasible for program families. Additionally, transportation for many families is either undependable or used to transport a working parent to and from a job.

Underlying all the specific issues is the recurrent theme of increasingly lower eligibility cutoff points. When parents find employment, they increase their income by just enough to make them ineligible for benefits such as child care and health services. These services are too expensive for families living at this level to afford in the private market. The lack of benefits interferes with their ability to maintain stable employment. Many children who need the services provided by Head Start/Early Head Start are barely ineligible due to family's income being slightly over the income guidelines.

## COMMUNITY RESOURCES

SCPSHS works collaboratively with other agencies and community resources to provide high quality services to families. Some examples of these collaborations are listed below.

**Scott County School Public School System** - provides fiscal and administrative oversight to SCPSHS. Additionally, supports the program by providing computer technician services, maintenance, transportation, legal services, school health support, staff training, and technical assistance as needed.

**Scott County Public Health Department** - services and programs offered include: Pharmacy Connect Program - assisting eligible patients with prescription medications at no or reduced costs, immunizations, Pre-school physicals with an appointment, diagnostic evaluation services for children with developmental disorders (Child Development Clinic), diagnostic, preventive, and restorative dental health treatment, food establishment regulations, sewage regulations, water permits, rabies prevention, lead exposure, and outbreak investigations.

**Clinch River Health Services** - A community health care center, located in Dungannon provides medical services to low-income patients through a sliding scale of service charge. The Clinch River practice has nine examinations rooms that are shared by two family physicians and a family nurse practitioner. Services include a waived medical lab, simple x-rays, emergency care, pharmaceuticals for patients with chronic illnesses, mental health counseling, minor surgery, and prenatal care up to 32 weeks for low-risk patients. The clinic will make home visits as needed and tailor their range of available services to meet the needs of the community.

**Scott County Volunteer Fire Department** - Fire prevention training to children and parents, as well as tours of the local fire station.

**Virginia Cooperative Extension (Scott County Office)** - Parent training is offered annually on a wide range of topics. Associated with Virginia Tech, this office provides printed materials/information ranging from "nutrition" to "budgeting" at no cost to staff and parents. The Smart Choice Nutrition Education Program (SCNEP) agent provides nutrition education to families in their home. The Extension Office also conducts workshops throughout the year designed to help parents preserve the Appalachian heritage including gardening, canning, and cooking traditional recipes in a healthy manner.

**The Christian Social Ministry** - Provides clothing and household goods for families in Crisis.

**Christmas CART** - Provides food baskets and clothing/toys to families during the Christmas season.

**Hope House** - Provides shelter for victims of domestic violence including homeless women and children.

**Scott County Cooperative Ministries** - Distribution of monthly food packages and additional groceries are distributed to families in crisis and as needed.

**Dungannon Development Commission** - Organization that involves the people in building a better community through providing survival skills, environmentally sound economic development, affordable and safe housing, and youth empowerment programs. Some programs include: monthly food pantry, Project Help-Volunteer Home Repair program, Crisis Program, Computer Training center, and Dungannon Thrift Store.

**H.O.P.E. Christian Ministries** - A non-profit group of area churches that provide food and clothing to those within the community in need. Additional programs provided include: food pantry, clothes closet, counseling, tutoring, resume building, cooking classes, and elder care assistance.

**Natural Tunnel State Park** - Serves on the SCPSHS Policy Council. Provides community events promoting outdoor recreation and history related to Scott County.

**Regional Adult & Career Education** - Serves on the SCPSHS Policy Council. Offers free GED classes and GED testing services within Scott County to improve regional adult education and prepare students for career success through earning a high school equivalency diploma.

**Appalachian Community Action & Development Agency (AppCAA)** - Serves on the SCPSHS Policy Council. Some programs include: After School/Summer Food Program, Imagination Library, Financial Coaching & Empowerment, Financial Workshops, Tax Preparation Services, AmeriCorps VISTA, Retired Seniors Volunteer Program, CHORE Program, Emergency utility services, Housing Counseling, Indoor Plumbing & Rehabilitation, New Eyes for the Needy, SafeLink Cellphone, and Weatherization.

**Findhelp.org** - Website to connect support with financial assistance, food pantries, medical care, mental health services, and other free or reduced costs.

**Anthem HealthKeepers Plus** - Serves on the Health Services Advisory Committee. Provides funding assistance for program events. Offers vaccination incentives.

**Molina Healthcare** - Serves on the Health Services Advisory Committee and participates in the program's resource events.

**Health Wagon** - Provides medical and dental services. Can serve as a dental home for individuals without a primary care dental practitioner.

**Birth to Five Hub** - A child care locator through United Way of Southwest Virginia

**United Way of Southwest Virginia** - Resource hub for early childhood education programs to improve quality childcare.

SCPSHS receives additional support from several private sector companies. Local banks often provide training on managing money and budgeting. A past Policy Council Community Representative, who is also a local farmer, provides a tour through his pumpkin patch and corn maze as a field trip for children and their families. Three local churches share space for parent meetings, including kitchen space for meals and space for on-site child care.

## ASSESSMENT UPDATES 2020-2021

Subpart A 1302.11(b)(2) of the Head Start Program Performance Standards requires programs to review and update the community assessment annually to reflect any significant changes, including increased availability of publicly-funded pre-kindergarten, rates of family and child homelessness, and significant shifts in community demographics and resources.

### COVID-19 Pandemic

During the COVID-19 pandemic, more than 670,000 Virginia residents have filed for unemployment. According to June 2020 statistics from the Virginia Employment Commission, the federal unemployment rate was 11.2%, a 7.4% increase from June 2019. On the state level, Virginia reported an unemployment rate of 8.5%, which was a 5.6% increase from June 2019. Locally, Scott County's unemployment rate was reported at 6.7%, a 3.2% increase from June 2019. Many Scott County residents work in the labor force sector of the Tri-Cities area in Tennessee, which saw an unemployment rate of 8.0% in June 2020. This was a 3.5% increase from the unemployment rate reported in June 2019.

According to results collected from the program's Family Resource Specialists, at least 15 of the program's families were laid off due to COVID-19. Some of the families have either returned back to work or are now working two jobs to meet the changing needs of their families. At least four families remain unemployed at this time. The local health department's quarantine requirements for potential COVID-19 exposure has also affected the program's working families. Companies exempt from the emergency paid leave requirements set forth in the CARES Act aren't required to provide paid sick leave to employees during quarantine. In addition, families working multiple part-time jobs may be ineligible to receive company paid sick leave.

The lack of affordable childcare within the service area continues to be a concern with the community. As a result of COVID-19, the public school system, including Head Start, altered their program operating hours. With this change, many families had to modify their work schedules, rely on family members for childcare, and/or incur increased expenses by paying for childcare. Childcare providers within the service area have a limited capacity and have also had to modify their services to meet state and local health department COVID-19 requirements.

SCPSHS has seen a shift in enrollment throughout the county as a result of COVID-19. The Head Start grant is funded to serve 140 Head Start children and 8 Early Head Start

Children. Head Start is currently serving 91 Head Start children, 17 of which are being served in a remote online platform and 8 Early Head Start children. The Early Head Start grant is funded to serve 24 children and is fully enrolled. All Early Head Start children are receiving in-person services.

During the 2020-2021 school year, in case of school closure or the need for virtual instruction, teaching staff will provide services online. Services will be provided through online platforms (Seesaw, Facebook Live, Facebook Class Page, and/or Zoom). Education staff will provide weekly instruction in social emotional development, language and literacy development, math and science, and health and nutrition.

The COVID-19 pandemic is ongoing. Program statistics contained within this assessment update is from data gathered as of September 2020.

### **Program Nurse**

SCPSHS hired a Program Nurse with a LPN credential to support health, oral health, and nutrition services in July 2020. Even though the Program Nurse has worked for a short period of time, she has helped the program develop a Pandemic Plan that supports children, families, and staff. The Program Nurse has worked in conjunction with appropriate Head Start staff, families, and the LENOWISCO Health Department to address any concerns related to COVID-19. The Program Nurse has provided training to staff and families related to following all guidelines set forth by the CDC, VA DSS Licensing, Office of Head Start, LENOWISCO Health Department, and Scott County Schools.

## ASSESSMENT UPDATES 2021-2022

Subpart A 1302.11(b)(2) of the Head Start Program Performance Standards requires programs to review and update the community assessment annually to reflect any significant changes, including increased availability of publicly-funded pre-kindergarten, rates of family and child homelessness, and significant shifts in community demographics and resources.

### Job Expansion Opportunities

In December 2020, eHealth Technologies, a provider of medical record and image retrieval and clinical intelligence services announced it would bring 160 new jobs to Scott County through the establishment of a customer service center. In a press release issued by Governor Northam, he stated *“The growth of telehealth during the pandemic has created an increased demand for companies like eHealth Technologies. Southwest Virginia is proactively working with its higher education partners to equip the workforce with 21<sup>st</sup>-century skills, and this announcement is a reflection of that progress.”*

Additional employment opportunities have expanded within the county and surrounding counties during 2021. Little Caesars joined the food industry bringing in 35 jobs to the county. Bristol, Virginia, a neighboring county, opened an Amazon Distribution Center, bringing in hundreds of new jobs for the region with base pay beginning well above minimum wage.

The creation of these new jobs will further boost the county’s economy and provide more job opportunities for residents living within Scott County.

### Increased Access to Higher Education, including Early Childhood

On March 29, 2021, Governor Ralph Northam signed legislation creating his signature “Get Skilled, Get a Job, Give Back” initiative, or “G3,” which makes tuition-free community college available to low and middle income students who pursue jobs in high-demand fields. The G3 program includes \$36 million to cover tuition, fees, books, and provide wraparound support for eligible students at the Commonwealth’s two-year public institutions, including Mountain Empire Community College. The designated programs fall into five targeted career areas that are in high demand in Virginia: Healthcare, Information Technology, Manufacturing and Skilled Trades, Early Childhood Education, and Public Safety.

Scott County has a poverty rate higher than the state and national averages. Combined with a low educational attainment rate, financial resources could create a barrier

for pursuing higher education opportunities. As a result of the G3 legislation, higher education is now more affordable and accessible to those residing in the service area. SCPSHS hopes to see an influx of qualified candidates eligible for early childhood education positions within the program. SCPSHS continues to collaborate with Mountain Empire Community College to recruit and enroll adult learners into the college's Early Childhood Education program. Staff have also increased personnel recruitment efforts through job fairs and providing education on the G3 initiative to program families.

### **Access to Nutritious Meals for Children during COVID-19**

To assist in combating barriers to healthy food options, all children enrolled in Scott County Public Schools receive a free breakfast and lunch each day of the school year, including virtual learning days. This benefit for Scott County families is made possible through the USDA under their Community Eligibility Provision for school districts in low income areas.

The Pandemic Electronic Benefit Transfer (P-EBT) program was created by the federal government in the spring of 2020 to supplement school meals that students missed while schools were closed or placed on part-time attendance schedules due to COVID-19. All children enrolled in Scott County Public Schools were eligible for the P-EBT benefits due to their status under the USDA's Community Eligibility Provision. These benefits were issued in eight installments from March 2021 - August 2021 for a benefit period beginning October 2020. P-EBT funds were eligible for use at any store that accepts SNAP, including online platforms such as Amazon, Aldi, Food Lion, and Walmart.

### **Expansion of Program's Recruitment Efforts**

With the push for in-person learning, and full enrollment effective January 2022, SCPSHS continues to utilize creative methods for recruiting. During the summer of 2021, SCPSHS partnered with our neighboring state to actively recruit within their service area. Due to our county's location and limited resources and industry, many within the community work, shop, and seek medical care across the state line. Expanding the program's recruitment efforts has increased SCPSHS's involvement and public relations in surrounding community events.

### **COVID-19 Ongoing Pandemic**

An increase in COVID-19 cases within the Appalachian Highlands area has prompted, Ballad Health, the community's local healthcare system, to postpone all elective and non-



emergent surgeries as of August 26, 2021. Additionally, clinical and non-clinical personnel from the United States Army and National Guard have been working within the local hospitals to support the COVID-19 surge. Ballad Health continues to set new records for COVID-19 patients in their facilities. As of September 9, 2021, the regional positivity rate was 21.1%, with Ballad Health caring for 709 patients positive with, or under investigation for COVID-19. Of that total, five are children.

According to records received from the Virginia Department of Health, the percentage of the population fully vaccinated within Virginia is 57.5% with Scott County's vaccination rate at 39.7%. Since the start of the pandemic, the Virginia Department of Health has recorded over 2,000 positive COVID-19 cases within Scott County. SCPSHS continues to raise awareness and promote COVID-19 vaccinations within the community. The program recently collaborated with the Virginia Department of Health to provide a mobile vaccination clinic at the Head Start Central Office. Five individuals within the community were vaccinated during the event.

### **Minimum Wage Increase**

On May 1, 2021, the Virginia Assembly passed legislation increasing the minimum wage within the Commonwealth from \$7.25 per hour to \$9.50 per hour. This has given residents within Scott County some assistance in recovering from the loss of employment and wages due to the ongoing pandemic. According to the Virginia Employment Commission, pandemic unemployment benefits (\$300 weekly payments and extended benefits for people who have run out of regular state unemployment) expired September 4, 2021. Scott County currently has an unemployment rate of 3.7%.

## ASSESSMENT UPDATES 2022-2023

Subpart A 1302.11(b)(2) of the Head Start Program Performance Standards requires programs to review and update the community assessment annually to reflect any significant changes, including increased availability of publicly-funded pre-kindergarten, rates of family and child homelessness, and significant shifts in community demographics and resources.

### Early Education Employment Sector

Like many other employment sectors across the country, early education programs continue to face shortages in staff. SCPSHS had a 24% turnover rate in full-time contracted employees during the 2021-2022 school year. Additionally, the program has struggled to secure an adequate pool of substitute teaching staff. SCPSHS continues to collaborate with Mountain Empire Community College to expand the early childhood education workforce in Scott County and has also recently partnered with Bluefield University to promote their post-secondary early education programs.

**Retention Bonuses** - Recognizing the essential role staff play in the delivery of high-quality comprehensive services, SCPSHS implemented a staff retention plan for the past two school years. Staff receive retention bonus payouts for services rendered during a defined period so long as they meet certain eligibility criteria. Financial incentives have also been implemented for temporary non-contracted staff in an attempt to attract and retain substitute teaching staff.

**Minimum Wage** - Minimum wage continues to increase in the Commonwealth of Virginia beyond the federal minimum wage rate. As of January 1, 2023, the state minimum wage rate will be \$12.00 per hour, a \$4.75 increase from the federal rate and state rate of Tennessee, which borders Virginia. Many Scott County residents seek employment opportunities within neighboring Tennessee counties and it appears that Virginia's minimum wage rate has not created a competitive advantage. Tennessee employers are choosing to increase their rates of pay beyond minimum wage in order to mitigate staffing shortages and retain qualified candidates for employment.

**Masking & Vaccination Mandates** - OHS masking and vaccination mandates have created challenges for the recruitment and retention of staff, especially in situations where these mandates contradict local policies. Candidates applying for similar positions within other early education programs do not have to adhere to the same COVID-19 vaccination and masking mandates required by Head Start programs. On January 6, 2023, the Office of Head

Start issued a final rule removing the masking requirement for all individuals over the age of two.

**Mental Health Supports** - In June 2022, the National Head Start Association in partnership with Ayogo Health, announced the launch of Starling Minds Mental Fitness, a digital mental health program that delivers proactive, comprehensive mental health support to early childhood educators, staff, and their families. The program offers a wide range of tools and features, including an assessment, checkups, guided module sessions, short exercise, live training sessions, educational videos, and a peer community - all aimed to help educators identify negative thoughts, patterns, and behaviors and practical tools and strategies to better manage them. SCPSHS pays the National Head Start Association membership fees for all staff enabling them and their families access to this digital mental health program.

**Limited Public Service Loan Forgiveness Waiver** - The Department of Education announced major changes to the Public Service Loan Forgiveness program for a limited time, as a result of the COVID-19 national emergency. The Limited PSLF Waiver allowed borrowers to receive credit for past periods of repayment, making it easier to have student loans forgiven. The deadline for applications was October 31, 2022. The waiver also allowed borrowers, including those who work for Head Start and early childcare programs, to gain additional PSLF credit, even if previously told they had the wrong loan type or repayment plan.

## **Additional Housing Opportunities**

On November 2, 2022, the Scott County Economic Development Authority announced that a new housing development will be coming to Scott County. The developer is planning to build several traditional homes and dozens of town houses. This project should bring economic growth through housing opportunities for families seeking to reside in the service area.

## **One-Time Tax Rebate**

The 2022 Virginia General Assembly passed a law earlier this year giving taxpayers with a liability a rebate of up to \$250 for individual filers and up to \$500 for joint filers. Most eligible taxpayers who filed by September 5<sup>th</sup>, have already been issued rebates with the remaining tax payers receiving rebates in the order that returns were filed.

## **The Connection Between Head Start and SNAP**

President Biden's "Executive Order on Transforming Federal Customer Experience and Service Delivery to Rebuild Trust in Government" simplified and streamlined processes in order to improve efficiency and bridge a connection between Head Start eligibility and SNAP. Prior to the Information Memorandum, families needed to go through eligibility and enrollment processes for both Head Start and SNAP programs separately. This executive order went into effect April 2022.

As of school year 22/23, 43 families receive SNAP benefits, making them categorically eligible for Head Start services. Of these families, at least three were above the 130% income guidelines. Additionally, 9 families receive TANF and 5 receive SSI.

## **VPI Funding Increase & Current Head Start Enrollment**

During school year 22/23, Scott County Public Schools' VPI program increased funding slots by 20 students. As of November 2022, at least 14 slots remain unfilled.

As of November 2022, Head Start is serving 136 three and four-year-old children with four slots unfilled and 32 infants and toddlers with no vacancies. There are currently 13 three to four-year-old children on the Head Start waitlist, with one residing outside the service area. Of these children, nine are categorized as over-income. There are 24 infants and toddlers on the Early Head Start waitlist, with ten residing outside the service area. Of these children, four are categorized as over-income.

## **Therapeutic Day Treatment Closure**

Family Preservation Services, LLC (FPS) has been a mental and behavioral health services provider in Virginia since 1992. In 2001, FPS became the first private provider of therapeutic day treatment (TDT) services in Virginia public schools. As of December 12, 2022, FPS has made the decision to close out the TDT program due to procedural and fiscal challenges. This will affect eight Head Start children. Utilizing American Resource Plan funds, the program has entered into a partnership with FPS to secure a qualified mental health professional (QMHP) for alternative behavioral intervention services (ABIS). The QMHP is currently providing services to six enrolled children.

## **Access to Quality Medical & Dental Services**

According to County Health Rankings, there is one dentist per 5,410 people registered in Scott County in comparison to one dentist per 1,309 people statewide. There is one dental

provider in the service area that accepts Medicaid, however the practitioner does not provide sedative services. Enrolled children must seek care outside the service area in neighboring counties. Ongoing partnerships continue with the Health Wagon for medical and dental services of enrolled children. The program is currently in negotiations with Appalachian Miles for Smiles to provide additional dental services.

### **Additional Licensed Child Care Provider**

Holston View United Methodist Daycare serves newborn to school age children up to thirteen years of age. The daycare also accepts Virginia Child Care subsidy and has served the community as a religiously-exempt child care provider since 2006. The daycare has recently partnered with United Way of Southwest Virginia to increase access to quality childcare and is now a state licensed facility.

# **Wage and Benefit Comparability Study for Head Start**

**February 2023**



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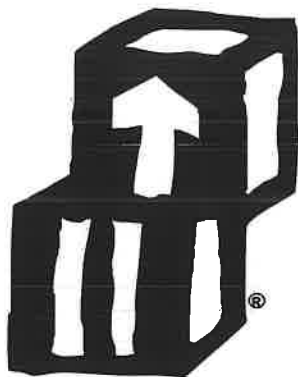
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## INTRODUCTION

The purpose of this study is to analyze employee compensation in comparison to organizations that offer similar services and demographics. Through the research process conducted by Human Resources staff, occupational wage and benefit data was complied, analyzed, and presented in this report.





**“Guiding low-income families towards self-sufficiency & success in school.”**

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### **About the Program**

Scott County Public School Head Start has been providing high quality early childhood education, nutrition, health and social services to qualifying children and their families since 1965.

The program has twelve classrooms located throughout Scott County, eight of which serve pre-school age children and four which serve infants and toddlers.

Scott County Public Schools serves as the fiscal agent and grantee for the Head Start program and employs 33 full-time staff and an average of 20 part-time staff in the service areas of administration, education, family services, and health.

The program is funded to serve 140 pre-school age children and 32 infants and toddlers with an annual operating budget of \$1,900,000. This funding is provided through a federal grant from the Administration of Children and Families – Office of Head Start.

### **Study Findings**

Wages of early childhood education workers in Southwest Virginia and Northeast Tennessee vary considerably from one entity to another. Fringe benefits are generally provided at similar rates for Head Start programs operated through local Boards of Education and non-profits.

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Teachers employed by child care centers and Head Start programs are paid substantially less than local Board of Education employees with comparable education, duties, and responsibilities.

Assistant Teachers employed by Head Start programs are paid at similar rates offered through local Boards of Education, even though education/certification requirements are higher for Head Start programs.

Recruitment and retention of high-qualified staff is challenging when employment opportunities outside the early education field offer substantially better pay and benefits.

Data reveals many workers are leaving the early education field for jobs with higher wages and less demanding responsibilities. 42% of contracted staff who left during the 2021-2022 school year, sought employment in a field outside of early childhood education.

Salary increases from the program's local Board of Education are generally higher than those provided by the program due to limitations in the lack of available federal funding.

While wage disparities exist for employees, program staff have access to the same fringe benefits offered to other school system employees through the local Board of Education.



## Regulatory Requirements Related to Employee Compensation

The Head Start Act, Section 653 requires that Head Start programs not pay less than the minimum wage rate prescribed in section 6(a)(1) of the Fair Labor Standards Act of 1938 and encourages Head Start agencies to provide compensation according to salary scales that are based on training and experience. Programs must ensure compensation is adequate to attract and retain qualified staff, improve staff qualifications with the implementation of career development programs, and provide education and professional development to support ongoing improvement of skills and expertise.

The Head Start Performance Standards indicate a program must establish written personnel policies & procedures that are approved by the governing body and policy council and made available to all staff.

Uniform Guidance 45 CFR 75.430 applies a standard of reasonableness to compensation.

The Fair Labor Standards Act (FLSA) is a federal law governing minimum wage, overtime pay, and equal pay for men and women in the same type of job, child labor, and recordkeeping requirements.

The Virginia Department of Labor & Industry ensures the protection of employee rights under labor laws and helps employers understand and maintain compliance with regulations.

In addition to the program's written personnel policies & procedures, staff must also adhere to personnel policies established by Scott County Schools.

Head Start Act  
HSPPS  
Uniform Guidance



FLSA  
VA Labor Laws  
Local Policies

## Wages and Benefits Data Collected

A number of reports and data sets related to wages and benefits of the early childhood workforce in Southwest Virginia and Northeast Tennessee were reviewed including:

1. Wage comparability survey data collected by program
2. National and state salaries by occupation
3. Virginia Department of Education minimum salary scales with equity
4. County/City Boards of Education – salary scales of contracted teachers and service personnel
5. Local vacancies reported through online employment sites
6. Internal program data

In order to establish some common basis for comparison of wages, minimum starting salaries were compiled for positions frequently found within early childhood education programs.

Hourly wages are compared to the extent possible for similar positions across different programs within Southwest Virginia and Northeast Tennessee's early childhood system. Entry level salaries are also compared to positions requiring similar education and experience to the extent that available data allows.

Given Head Start's "whole child approach" to early childhood education and the birth to five composition, there were limitations in comparable data available for local boards of education, many of which positions of similar roles and responsibilities do not exist. These positions include but are not limited to infant/toddler teachers, family advocates, and coordinators who oversee service areas such as education, health, and family services and administrative positions including program management, clerical, and fiscal personnel.

## Education Requirements

POSITION	EDUCATION LEVEL
Director	Bachelor's Degree or Advanced Degree
HR/Fiscal Officer	Bachelor's Degree or Advanced Degree
Receptionist	High School Diploma, Some College Preferred
Coordinator Positions	Bachelor's Degree

Family Resource	Family Services Certificate
Head Start Teacher	Associate's Degree or Bachelor's Degree
Infant/Toddler Teacher	Infant/Toddler CDA
Teacher Assistant	Preschool CDA
PT Support Staff	High School Diploma/GED

## Job Descriptions

**Director** - The Director is responsible for managing and supervising the Head Start program. This includes planning and coordinating program activities.

**HR/Fiscal Officer** – The HR/Fiscal Officer prepares, analyzes, and verifies any financial documents, statements, or tax returns. The HR/FO is also in charge of maintaining journals, ledgers, and other financial records, preparing reports, developing financial plans and forecasts, and monitoring the budget.

**Receptionist/DS** – The Receptionist/DS serves as support for general office tasks such as typing, filing, answering phones, directing calls, copying materials, handling correspondence, and scheduling activities and events. They may also handle any customer service-related questions and requests. This position also enters and tracks program data.

**Child Development Services Coordinator** – The Child Development Services Coordinator supervises education services, curriculum and program planning, development and training, and disabilities. This position serves as a resource for education staff. They also analyze data and complete reports related to the provision of educational services.

**Family & Community Services Coordinator** – The Family & Community Services Coordinator supervises service activities and family resource staff, including establishing a record keeping system and monitoring family services. This position is also responsible for child recruitment and enrollment.

**Health Services Coordinator** – The Health Services Coordinator reviews child and family health data and develops individual health plans. This position offers health education, training, and counseling, in addition to maintaining and tracking health records. They also oversee the program's nutrition services.

**Family Resource** – The Family Resource Specialist is responsible for assisting families to identify and meet their social service needs by providing targeted services, such as encouraging parental involvement, explaining programs and procedures, providing support in locating community resources, and participating in parent meetings.

**Head Start Teacher & Infant/Toddler Teacher** – The Teacher is responsible for classroom operations, such as planning and carrying out activities, maintaining the classroom environment, supervising children, parent/teacher conferences, and supervision of classroom volunteers. They also supervise teacher assistants and may provide mentor services to other education staff.

**Teacher Assistant** – The Teacher Assistant assist the teacher in conducting classroom activities, maintain the classroom environment, and supervising children. They also assist in planning and recordkeeping and other classroom-related duties.

**PT Support Staff** – Part-time support staff may assist the teacher and teacher assistant in conducting any classroom activities to include meal preparation, maintaining the classroom environment, and supervising children.

## **Comparing Wages of Early Childhood Education Workers**

### **Preschool Teachers and Assistant Teachers**

Using available data related to salaries of persons classified as “preschool teacher” and “assistant teacher” in different early childhood settings, the average entry level salary was computed for each type of early childhood education program. The results of this comparison are seen in chart 1.1 Average Preschool Teacher and Teacher Assistant Entry Level Salary.

Given the limitations in the data, it is not possible to verify that the education and experience levels are equivalent from one place of employment to another; however, it is obvious that average entry level wages of “preschool teachers” in private childcare and Head Start settings are well below the level of wages paid by local boards of education. One contributing factor to the gap in pay for teachers is most likely a result in the varying education requirements of local boards of



education, who require teachers to have at a minimum, a bachelor's degree and Head Start programs who must employ teachers who have at least an associate's degree or bachelor's degree pursuant to 1302.91(e)(2)(ii) of the Head Start Performance Standards.

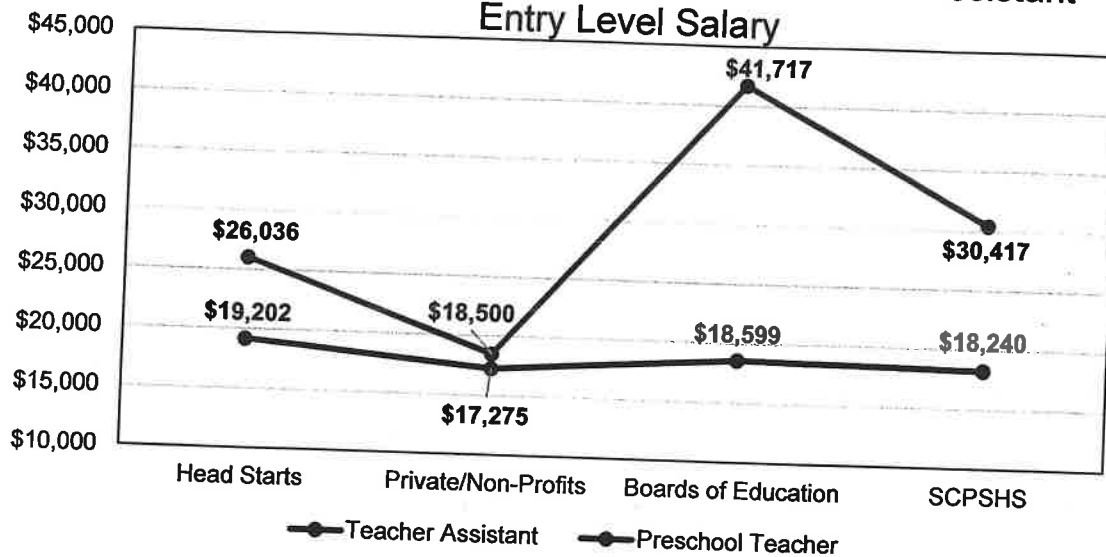
As demonstrated in the chart below, Scott County Public School Head Start's average entry level salary for preschool teacher is considerably higher than those of private childcare, but less than local boards of education. However, the program's entry level pay range is consistent with other Head Start programs within Southwest Virginia and Northeast Tennessee.

Data collected in relation to salaries of persons classified as "assistant teacher" are comparable across early childhood education programs within Southwest Virginia and Northeast Tennessee.

Limitations in data collection do exist for assistant teacher education requirements by boards of education and private/non-profits, however Head Start programs who employ assistant teachers must obtain a CDA credential or state-awarded certificate that meets or exceeds the requirements for a CDA credential. A brief review of data available demonstrates a high school diploma or GED is the minimum requirement for assistant teachers in other non-Head Start early childhood education settings, including public school systems.

Although pay for assistant teachers is comparable across different early childhood programs, Head Start assistant teachers are required to obtain additional education beyond a high school diploma or GED to meet minimum job requirements established by the federal government.

### 1.1 Average Preschool Teacher and Teacher Assistant Entry Level Salary



A detailed analysis was conducted of average teacher salaries utilizing the 2020-2021 Teacher Salary Survey Results published by the Virginia Department of Education on January 2, 2022. The average classroom teacher salary for fiscal year 2021 was **\$61,684** and is expected to increase 0.68% for fiscal year 2022. Data on the average teacher salary reported by Southwest Virginia boards of education within the 2020-2021 Teacher Salary Survey Results has been summarized in chart 1.2 Average Teacher Salary by Locality

1.2 Average Teacher Salary by Locality	
City of Bristol	\$60,539
Washington County	\$55,830
Wise County	\$52,946
Lee County	\$48,698
Scott County	\$48,503
Smyth County	\$47,104
Buchanan County	\$46,079
Norton City	\$45,589
Russell County	\$40,574
Dickenson County	\$40,532

Internal records report the FY 2021 actual average teacher salary for Scott County Public School Head Start was **\$34,596** (44% lower than the state average and \$13,907 less than the local public-school system, who serves as the program's fiscal agent and grantee).



Also contained with the Virginia Department of Education's 2020-2021 Teacher Salary Survey Results is reported local action to improve classroom teacher salaries in FY 2022. Many school systems note they plan to implement salary increases ranging from 1.5% to 8%. Scott County Public Schools reported a step increase plus an additional 3% increase.

Scott County Public School Head Start received federal funding to support a 2.3% cost-of-living adjustment to salaries effective January 1, 2022. This increase was applied to all steps on the organization's salary scale. The program also utilized additional supplemental federal funding to award step increases for all contracted staff beginning July 1, 2022. Based on internal data, Scott County Public School Head Start's budget is unlikely to sustain future step increases without additional federal funding.

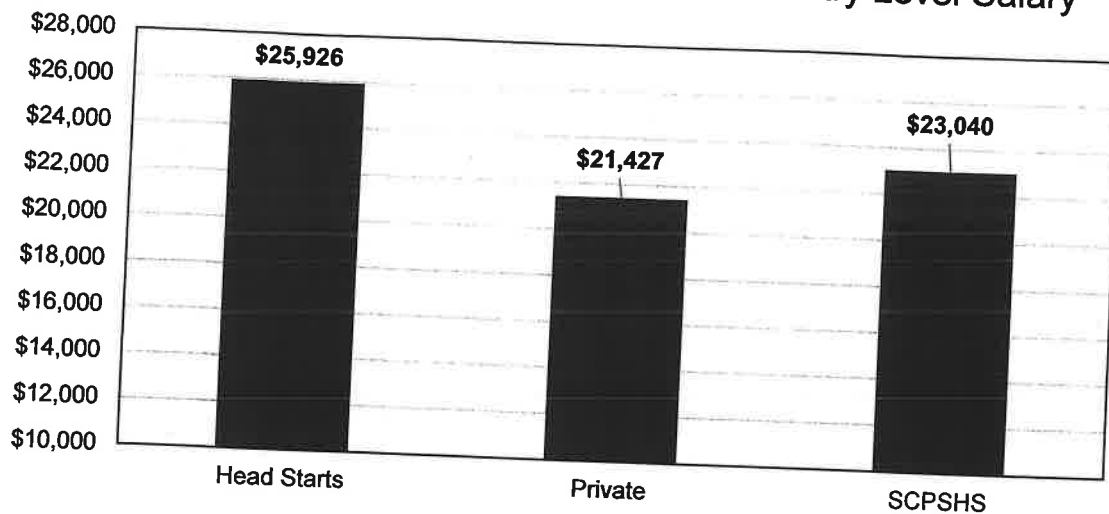
According to the most recent survey (May 2021) from the U.S. Bureau of Labor Statistics<sup>1</sup>, preschool teachers reported a median annual wage of \$30,202. A breakdown by industry reveals preschool teachers employed in child day care services have an annual mean wage of \$32,020 as opposed to those employed by elementary and secondary schools, which have an annual mean wage of \$52,420. The approved Scott County Public School Head Start salary scale for the 2022-2023 school year, reports an entry level rate of pay at \$35,380, which is higher than the median annual wage nationwide.

### **Infant/Toddler Teachers**

Using available data related to salaries of persons classified as "Caregiver," "Infant/Toddler Teacher," and "Early Head Start Teacher" in different early childhood settings, the average entry level salary was computed for each type of early childhood education program. The results of this comparison are seen in chart 1.2 Average Infant/Toddler Teacher Entry Level Salary.

<sup>1</sup> <https://www.bls.gov/oes/current/oes252011.htm>

## 1.2 Average Infant/Toddler Teacher Entry Level Salary



Internal records report the FY 2022 actual average Early Head Start teacher salary for Scott County Public School Head Start was **\$23,040**. This rate of pay is slightly less than the entry level rate of pay for comparable Head Start programs, but higher than rates offered through private early childhood education programs.

According to the most recent survey (May 2021) from the U.S. Bureau of Labor Statistics<sup>2</sup>, childcare workers reported a mean hourly wage of \$10.95 in the Southwest Virginia nonmetropolitan area. At the time of the survey, the entry level hourly wage for an Early Head Start Teacher was \$11.55 per hour, which is higher than the mean hourly wage for the Southwest Virginia nonmetropolitan area. The approved Scott County Public School Head Start salary scale for the 2022-2023 school year, reports an entry level rate hourly wage of \$12.00.

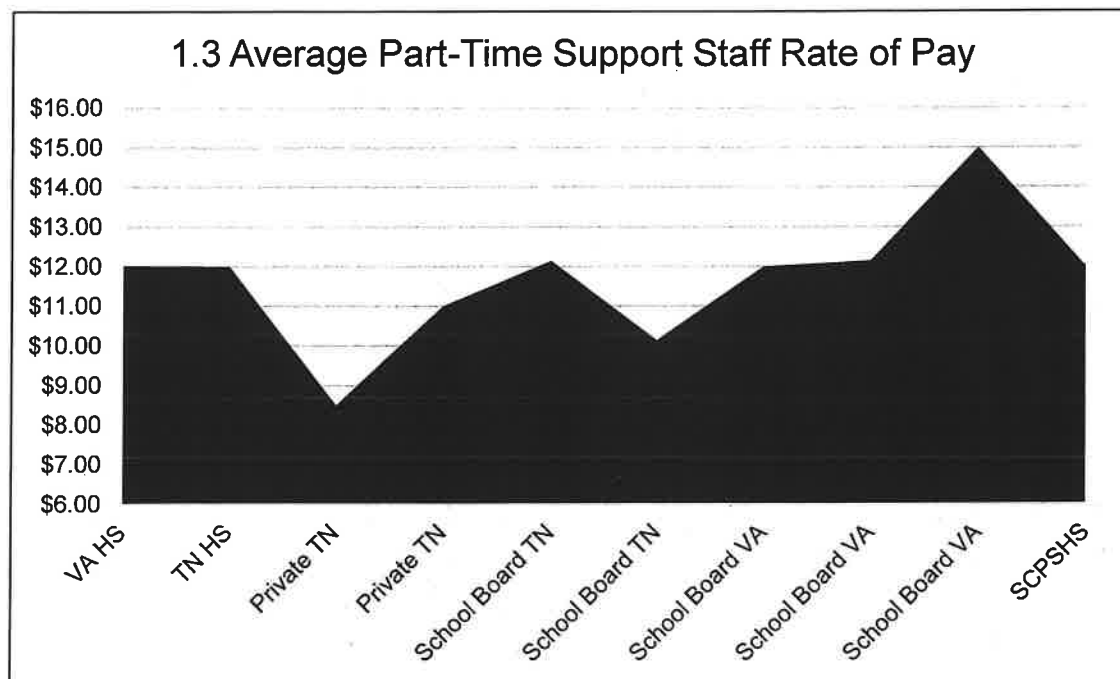
### Part-Time Support Staff

An analysis of part-time support staff to include food service workers, classroom aides, and substitute teaching pay across early childhood programs in Southwest Virginia and Northeast Tennessee was conducted by program staff. The federal minimum wage rate of \$7.25 has not changed since 2009, however the Commonwealth of Virginia passed the Virginia Minimum Wage Act effective May 1, 2021. The legislation establishes the state minimum wage rate from January 1, 2022 until January 1, 2023 at the rate not less than \$11.00 per hour and from January 1, 2023 until January 1, 2025, at a rate not less than \$12.00 per hour. Details on minimum wage increases beyond January

<sup>2</sup> <https://beta.bls.gov/dataViewer/view/timeseries/OEUM510000100000039901103>

1, 2025 can be found in the Code of Virginia 40.1-28.10. Minimum Wages.

The State of Tennessee has yet to increase their state minimum wage rate, however some agencies in an attempt to attract, recruit, and retain staff are offering wages beyond the state minimum wage. For early childhood education settings within Northeast Tennessee that cannot support comparable wages, Scott County Public School Head Start has a competitive advantage. Data collected reveals part-time support staff pay for Scott County Public School Head Start is comparable with rates offered by public school systems and other early childhood education programs within the local industry. These results are displayed in chart 1.3 Average Part-Time Support Staff Rate of Pay.



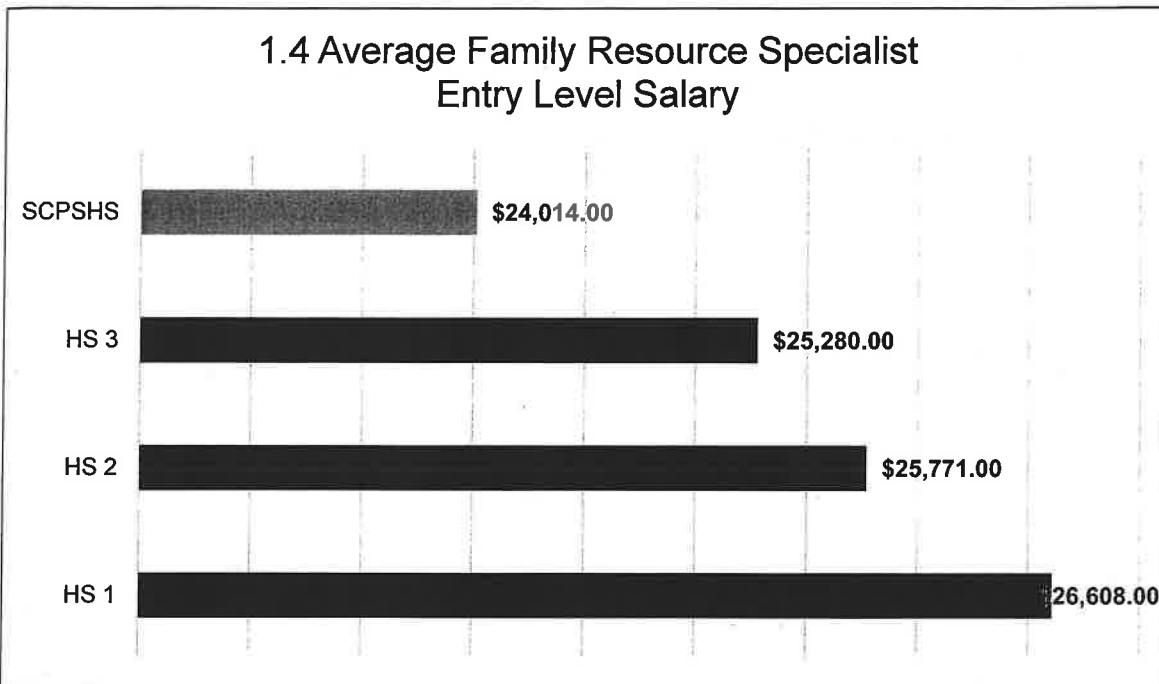
It should be noted additional data collected on other service industries including retail and food service provide entry level rates of pay at or above Virginia's minimum wage rate. The rate of pay coupled with less demanding responsibilities has created challenges with retaining qualified part-time support staff.

### Other Program Staff

Using available data related to salaries of persons classified as "family advocate" or otherwise known as "family resource specialist," was computed for each type of early childhood education program. The

results of this comparison are seen in chart 1.4 Average Family Resource Specialist Entry Level Salary.

Due to the roles and responsibilities of a family resource specialist, data collected is specific to Head Start programs. Comparable positions were not found within the private sector or through local Boards of Education.



Data reveals the rate of pay for a family resource specialist is slightly less than the entry level rate of pay for comparable Head Start programs, however education requirements were not known when data was collected.

*According to the HSPPS 1302.91(7), programs must ensure staff who work directly with families on the family partnership process hired after November 7, 2016, have within eighteen months of hire, at a minimum, a credential or certification in social work, human services, family services, counseling, or a related field.*

Scott County Public School Head Start adheres to the minimum requirements set forth in the standards. Some Head Start programs have opted to adopt additional education requirements for the position of family resource specialist to include an Associate's or Bachelor's degree in exchange for a higher rate of pay, which could skew data results.

Using available data related to salaries of management positions who oversees areas such as family services, education, and health were computed for each type of early childhood education program. Due to the roles and responsibilities of these positions, data collected is specific to Head Start programs. Comparable positions were not found within the private sector or through local Boards of Education.

*According to the HSPPS 130291(d)(1)&(2), a program must ensure staff responsible for management and oversight of family services, health services, and services to children with disabilities hired after November 7, 2016, have at a minimum, a baccalaureate degree, preferably related to one of more of the disciplines they oversee. As prescribed in section 648A(a)(2)(B)(i)<sup>25</sup> of the Act, a program must ensure staff and consultants that serve as education managers or coordinators, including those that serve as curriculum specialists, have a baccalaureate or advanced degree in early childhood education or a baccalaureate or advanced degree and equivalent coursework in early childhood education with early education teaching experience.*

The average entry level salary for a Head Start coordinator is \$36,699. Coordinators throughout Head Start programs may work less than 2,080 hours per year. The number of working hours per year by position was not known when data was collected. This may produce skewed results. Scott County Public School Head Start has an entry level average of \$34,196-\$44,764 for coordinator positions as of FY2022. These positions work between 1,760-1,960 hours per year and are not based on a standard 2,080-hour work year.

Using available data related to salaries of persons classified as "receptionist" or similarly titled position was computed for each type of early childhood education program. A similarly titled position defined for local Boards of Education was "school secretary" or "central office secretary."

The average entry level salary for a receptionist is \$23,876. Receptionist roles and responsibilities may vary for each type of early childhood education program. Scott County Public School Head Start has an entry level salary of \$22,615 for the position of receptionist as of FY2022. This position is contracted to work 1,760 hours per year.

*According to the HSPPS 1302.91(b)&(c), a program must ensure an Early Head Start or Head Start director hired after November 7, 2016,*

*has, at a minimum, a baccalaureate degree and experience in supervision of staff, fiscal management, and administration. A program must assess staffing needs in consideration of the fiscal complexity of the organization and applicable financial management requirements and secure the regularly scheduled or ongoing services of a fiscal officer with sufficient education and experience to meet their needs. A program must ensure a fiscal officer hired after November 7, 2016, is a certified public accountant or has, at a minimum, a baccalaureate degree in accounting, business, fiscal management, or related field.*

Challenges exists in the data collection for the position of Director. Wages offered by Head Start programs for Director vary based on funded enrollment amounts. This information was not available at the time data was collected. When compared to wages offered by local Boards of Education for a comparable position of 'Principal-Elementary School,' wage rates were significantly less for the position of Director. The average entry level salary for "Principal-Elementary" is \$65,500. Scott County Public School Head Start has an entry level salary of \$52,968, for the position of Director as of FY2022, which is >20% less than that of local Boards of Education.

Challenges also exists in the data collection for the position of HR/Fiscal Officer. While funded enrollment amounts may play a role in wage variability, the roles and responsibilities of the position present challenges in and of itself. Available data from other Head Start programs reveal the Human Resource component is a separate funded position from the Fiscal Officer's responsibilities and was unable to produce reliable and useable data.

According to February 1, 2023 data<sup>3</sup>, the average annual pay for a non-profit accountant in the United States is \$56,639 a year. An analysis of fiscal positions for local Boards of Education reveals the entry level salary for an "Accountant" is \$42,713. Scott County Public School Head Start has an entry level salary of \$47,042 for the position of HR/Fiscal Officer as of FY2022, which is only slightly higher than that of local Boards of Education and has increased roles of responsibilities of HR management. The position of HR/Fiscal Officer is >20% less than that of the nationwide average for non-profit accountants.

### **Comparing Fringe Benefits**

<sup>3</sup> <https://www.ziprecruiter.com/Salaries/Non-Profit-Staff-Accountant-Salary>

Given the extremely wide variation in benefits provided within individual programs and very limited data about the types of benefits offered, this brief does not attempt to analyze the differences in fringe benefits provided to early childhood workers. Review of the available information on benefits within early childhood programs does, however, lead to the following conclusion: "On average, the level of fringe benefits provided by Head Start programs are consistent regardless of organization classification."

### **Medical Benefits**

A survey was distributed to Head Start programs throughout the Commonwealth of Virginia varying from school districts to non-profit organizations. Data from the survey reveals on average programs pay approximately 50-85% of medical premiums for employees. Several programs reported premiums for dependent coverage is paid 100% by the employee with no employer contributions.

For eligible employees, Scott County Public School Head Start pays 85% of the total premium of an employee's medical & vision at employee only coverage, 57% at employee + 1 coverage and 62% at employee + 2 or more coverage. Dental coverage premiums are paid by the employer at the following percentages: 54% for employee only coverage, 38% for employee + 1 coverage, and 26% for employee + 2 or more coverage. These rates are effective January 1, 2023.

### **Retirement Options & Other Fringe Benefits**

Head Start programs employed by local Boards of Education are generally eligible for retirement benefit options provided through state retirement plans. Many Head Start programs operating within a non-profit organization participate in 401(k) savings plans for employees with an employer match of 3% on average.

Upon hire, eligible Scott County Public School Head Start employees become members of the Virginia Retirement System (VRS), which serves retirement and other benefits to Virginia public employees. While working, members contribute to their defined benefit plan member account, which earns 4% interest annually. In addition, certain members have a defined contribution plan which is funded based on member and employer contributions and net investment earnings. Scott County Public School Head Start makes contributions to VRS based on actuarial rates. The current rate as of January 18, 2023 is 16.62%.

Additional benefits provided to members through VRS include: basic group life insurance, optional group life insurance, health insurance credit, long-term care programs, and the Virginia Local Disability Program. These benefit types are also provided by other surveyed Head Start programs, with a majority, if not all stating premiums are paid by the employer.

### **Paid Leave**

Survey results indicated all Head Start programs regardless of composition, provide paid leave to full-time staff including sick leave accrued based on time worked and years of service. Full-time employees of Scott County Public School Head Start accrue sick leave, personal leave, and vacation based on their position and days worked.

### **Staff Retention**

#### **The Ongoing Impact of COVID-19 on Early Childhood Education**

Early childhood education programs across the country face unprecedented shortages in staff; a problem that existed prior to, and was exacerbated by, the COVID-19 pandemic. The child care industry is down more than 10% of pre-pandemic levels and hiring of key staff is more challenging than ever.

According to an article published by the Society for Human Resource Management in March 2022<sup>4</sup>, the “Great Resignation”, a term to describe the trend of mass voluntary exit of employees from their employment obligations, continues along a historic path among all previously reported years of quits data reported by the Bureau of Labor Statistics. Many factors have led to the historic quits levels – the ongoing pandemic, vaccine mandates, and a strong candidate’s market are just some considerations that may be leading more workers to put in their notice. The last 10 months of 2021 saw the largest exodus of employees on record.

Additionally, the Virginia Department of Education has designated Elementary Education PreK-6 as a top critical shortage teaching endorsement area in Virginia for the 2022-2023 school year. The definition “critical shortage” is defined in two ways: (1) shortages by subject matter as designated from the top ten academic disciplines

<sup>4</sup> <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/interactive-quits-level-by-year.aspx>



identified in an annual survey of school divisions; or (2) a school personnel vacancy for which a school division received three or fewer qualified candidates for a position.

### **Job Recruitment and Program Vacancies**

Scott County Public School Head Start advertises job vacancies through online employment websites, social media, local media channels, and through its website. Applications for positions such as Head Start Teacher, Early Head Start Teacher, and Teacher Assistant, remain open year-round to assist in building a pool of qualified candidates.

HR staff with Scott County Public School Head Start have participated in job fairs held by the local employment commission. These fairs include employers from various industries including education, manufacturing, and sales. Turnout to these events continues to be low even though the demand for skilled workers remains high.

Utilizing these methods of recruitment for vacancies, Scott County Public School Head Start continues to struggle with securing qualified candidates for employment. The program has expanded job qualifications for the position of Head Start Teacher to include candidates with an associate's degree. This has opened up the position to those that would not have previously met the minimum requirements. Part-time employment positions remain unfilled for extended periods of time. Applicants have expressed greater interest in positions that offer more hours with benefits. The following chart shows the level of difficulty finding qualified applicants by position.

<b>POSITION</b>	<b>NO DIFFICULTY</b>	<b>SOME DIFFICULTY</b>	<b>GREAT DIFFICULTY</b>
Director	X		
HR/Fiscal Officer	X		
Receptionist/DS	X		
Coordinator Positions	X		
Family Resource	X		
Head Start Teacher			X
Infant/Toddler Teacher			X
Teacher Assistant		X	
PT Support Staff			X

**Program Retention Data**

High employee turnover rates have added an additional strain on existing program staff. Coupled with other personal and professional hardships associated with the COVID-19 pandemic, many program employees are susceptible to increased employee burnout.

Program data reveals a 29% turnover rate in full-time contracted employees during the 2021-2022 school year. Of the total contracted staff who left during the contract year, 42% sought employment in a field outside of early childhood education, 17% left for higher wages through a public-school system, and the remaining 41% has been classified as other.

**Program Action to Support Staff Retention**

During the COVID-19 pandemic, the Scott County School Board provided eligible Head Start employees with emergency paid sick leave and expanded FMLA beyond the expiration of FFCRA.

Scott County Public School Head Start has implemented various coaching and free and/or employer-paid professional development opportunities. The program voluntarily participates in the region's PDG grant providing educators the opportunity for professional development, free CLASS certification, and quarterly stipends upon completion of classroom observations and reflective feedback. The program has also implemented professional learning communities, certified educators in curriculum, CLASS reliability, and given opportunities for staff to participate in listening circles among their peers to discuss challenges and provide support to one another.

In an effort to provide additional support with addressing challenging behaviors and an increased need for sanitation, the program has added additional part-time staff in Head Start classrooms. The program also strives to foster an environment of mutual respect, trust, and teamwork where staff feel empowered to make decisions and know that program leadership are there to support them.

Additionally, policy council in cooperation with the governing body approved a staff retention plan for SY 2021-2022 and 2022-2023. This plan provides retention pay for part-time and full-time staff who maintain an active employment status and meet certain criteria established within the plan. One-time funding for this plan was provided through the American Rescue Plan Act. Based on internal data, Scott County Public

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School Head Start's budget is unlikely to sustain future retention pay without additional federal funding.

## **CONCLUSION**

Attracting and retaining a qualified workforce for Head Start is central to achieving the best outcomes for children and their families. Each Head Start program must set standards for pay based on training and experience and must pay comparable salaries to staff with comparable positions within community organizations.

This study attempted to examine wages and benefits provided by Scott County Public School Head Start in comparison to those offered by other early childhood education programs. This study will be used to meet the criteria established in Sec. 653 of the Head Start Act. The results of this study will serve as an information guide and will be used in the consideration of personnel policies and wages in relation to other Head Start and early childhood education programs within the region.