

SCOTT COUNTY SCHOOL BOARD

JUNE 29, 2023

MINUTES OF CLOSE OUT MEETING

The Scott County School Board met for a close out School Board meeting on Thursday, June 28, 2023, at 6:30 p.m. at the Scott County School Board Office, 340 East Jackson Street, Gate City, VA 24251 with the following members present:

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

ABSENT: Linda Gillenwater

OTHERS PRESENT: John Ferguson, Superintendent; Kim Henderson, Clerk/Purchasing Clerk; Sherri Christian, Deputy Clerk/Medicaid Specialist; Will Sturgill, School Board Attorney; Gabe Edmunds, Heritage TV and Scott County Virginia Star and Kathy Musick, VPE Representative.

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 Vice Chairman Steve Sallee, seconded by Mr. Gail McConnell, all members voting aye, the Board approved the agenda as presented.

PUBLIC HEARING ON ADJUSTING SCHOOL BOARD MEMBER SALARIES EFFECTIVE JANUARY 1, 2024: Chairman David Templeton opened the floor to anyone for comments regarding the adjustment of the School Board Member salaries effective January 1, 2024. No one spoke regarding this issue. Mrs. Kathy Musick, VPE Representative, thanked the Board for all that they do for the school system.

APPROVAL OF RESOLUTION ADJUSTING SCHOOL BOARD MEMBER SALARIES EFFECTIVE JANUARY 1, 2024 (APPENDIX A): On a motion by Vice Chairman Steve Sallee, seconded by Mr. Bill Houseright, with four members voting aye and Mr. Gail McConnell voting nay, the Board approved the resolution adjusting the school board members salaries effective January 1, 2024.

APPROVAL OF SCHOOL OPERATING FUND EXPENDITURES AND CLOSE OUT OF THE 2022-23 SCHOOL BUDGET: On a motion by Mr. Bill Houseright, seconded by Mr. Robin Hood, all members voting aye, the Board approved the School Operating fund expenditures in the amount of \$3,909,975.80 with a cash balance of \$2,914,057.14 of which \$2,061,570.00 will be carried forward to the School Construction Fund and \$852,487.14 to be paid toward the School Health Insurance for the 2023-24 school year. Should any adjustments be necessary, Superintendent John Ferguson has the authority to make the necessary adjustments.

SUPERINTENDENT'S REPORT:

APPROVAL OF ITEMS FOR SURPLUS SALE ON JULY 8, 2023: On a motion by Mr. Gail McConnell, seconded by Mr. Bill Houseright, all members voting aye, the Board approved the items for the Surplus Sale on July 8, 2023 at 9:00 a.m. at the Bus Garage. Items include 5 buses, 2 vans, 2 cars, 2 pickup trucks, tvs, teacher desks, book shelves, chairs, children's chairs, John Deere mower, metal lockers, computer desk, tv/utility carts, kitchen serving line, filing cabinets, copier, piano, Bunn coffee maker, projector screens and overhead projectors, wooden tables, floor buffers, microwaves, kids play sets, cafeteria tables and equipment, shop tables, popcorn machine, pressure washer and more.

APPROVAL OF 2023-24 SALARY SCALES (APPENDIX B): On a motion by Vice Chairman Steve Sallee, seconded by Mr. Bill Houseright, all members voting aye, the Board approved the 2023-24 Salary Scales with the changes to the Central Office Scale as needed.

APPROVAL TO CHANGE THURSDAY, JULY 6, 2023 BOARD MEETING TO TUESDAY, JULY 11, 2023: On a motion by Mr. Gail McConnell, seconded by Vice Chairman Steve Sallee, all members voting aye, the Board approved the change of July board meeting from Thursday, July 6, 2023 to Tuesday, July 11, 2023.

BOARD MEMBER COMMENTS:

Mr. Bill Houseright expressed thanks and appreciation to all teachers for the great year and for working together as a small family.

Mr. Gail McConnell thanked the teachers also.

Vice Chairman Steve Sallee shared his appreciation with all staff and faculty for a great year.

Chairman David Templeton seconded everything that was said.

ADJOURNMENT: With no further business to discuss, the close out meeting of the Scott County School Board was adjourned at 6:42 p.m. The next meeting of the Scott County School Board will be Tuesday, July 11, 2023, at 6:30 p.m. at the Scott County Career and Technical Center, 387 Broadwater Avenue, Gate City, VA.



David Templeton, Chairman



Kim Henderson, Clerk of the Board

APPENDIX INDEX

APPENDIX A – Approval of Resolution Adjusting School Board Member Salaries Effective January 1, 2024

APPENDIX B – Approval of 2023-24 Salary Scales

**RESOLUTION OF THE SCOTT COUNTY SCHOOL BOARD REGARDING BOARD
MEMBER COMPENSATION**

WHEREAS, the elected members of the Scott County School Board serve the School Division's students by providing leadership and appropriate oversight of the School Division; and

WHEREAS, the work of School Board members require substantial time in review of documents, multiple considerations for the well-being of the School Division's students, communications with School Division Administrators, parents, guardians, and community members, and other duties as set forth in School Board Policy BBA and as imposed by law; and

WHEREAS, consistent with *Code of Virginia* Section 22.1-32(A), any elected school board may pay each of its members an annual salary that is consistent with the salary procedures and no more than the salary limits provided for local governments; and

WHEREAS, the *Code of Virginia* sets forth the proper procedure for adjusting such compensation and the Scott County School Board has followed the required procedures for such adjustment.

NOW THEREFORE BE IT RESOLVED, the compensation of the members of the Scott County School Board will be adjusted and increased from the current rate of pay effective January 1st, 2024, in accordance with Section 22.1-32 of the *Code of Virginia* and Virginia law; and

BE IT FURTHER RESOLVED, that such compensation shall at all times remain within the statutory limits set for School members established by the *Code of Virginia*, and compensation is hereby set at an annual salary of \$5,000 per year for the Chairman and \$4,500 per year for all other Scott County School Board members; and

BE IT FURTHER RESOLVED that such annual salary shall be payable in equal monthly installments.

APPROVED BY THE SCOTT COUNTY SCHOOL BOARD ON JUNE 29th, 2023.


DAVID TEMPLETON, CHAIRMAN

ATTEST: Kim Henderson
Kim Henderson, Clerk Scott County School Board

Recorded Vote

Motion by: Steve Sallee

Seconded by: Bill Houseright

Yeas: Steve Sallee, Bill Houseright, Robin Hood, David Templeton

Opposed: Gail McConnell

SCOTT COUNTY PUBLIC SCHOOLS

"EVERY CHILD, EVERY OPPORTUNITY"



2023-2024 Salary Scales and Supplements

2023-2024

SCOTT COUNTY TEACHER'S SALARY SCHEDULE

EXP.	BACHELOR'S
0	\$43,415
1	\$43,415
2	\$43,415
3	\$43,850
4	\$44,290
5	\$44,735
6	\$45,185
7	\$45,640
8	\$46,095
9	\$46,565
10	\$47,025
11	\$47,495
12	\$47,970
13	\$48,790
14	\$50,370
15	\$52,605
16	\$53,445
17	\$54,205
18	\$55,100
19	\$55,950
20	\$56,760
21	\$57,605
22	\$58,485
23	\$59,265
24	\$60,120
25	\$60,915
26	\$61,755
27	\$63,760
28	\$65,255
29	\$66,475
30+	\$68,135

MASTER'S DEGREE: \$2,280

DOCTORATE DEGREE: \$3,000

2023-2024

TEACHING ASST'S/SUBSTITUTE TEACHER SALARY SCHEDULE

HIGH SCHOOL EDUCATION	
EXP.	SALARY
0	\$18,810
1	\$18,810
2	\$18,810
3	\$18,975
4	\$19,220
5	\$19,475
6	\$19,660
7	\$20,005
8	\$20,890
9	\$21,890
10	\$22,825
11	\$23,895

TWO YEARS COLLEGE	
EXP.	SALARY
0	\$20,065
1	\$20,325
2	\$20,580
3	\$20,850
4	\$21,100
5	\$21,380
6	\$21,635
7	\$21,895
8	\$22,145
9	\$23,045
10	\$23,935
11	\$24,845

CERTIFICATE (BACHELOR'S DEGREE)	
EXP.	SALARY
0	\$22,320
1	\$22,590
2	\$22,850
3	\$23,125
4	\$23,385
5	\$23,650
6	\$23,915
7	\$24,855
8	\$25,790
9	\$26,740
10	\$27,680
11	\$28,625

SUBSTITUTE TEACHER SALARY	
HIGH SCHOOL	\$85/DAY
2 YRS COLLEGE	\$90/DAY
4 YRS COLLEGE	\$100/DAY
LONG-TERM COLLEGE DEGREE	\$110/DAY
LONG-TERM CERTIFIED TEACHER	\$150/DAY

2023-2024
ADMINISTRATOR'S SALARY SCHEDULE

CLASSIFICATION	
"AA"	Assistant Superintendent
"A"	Elementary Supervisor Personnel Supervisor Secondary Supervisor Supervisor of Special Education Supervisor of Career and Technical Education Principal-High School Principal-Middle School
"B"	Principal-Elementary School* (300 or Less)
"C"	Principal-Elementary School* (More than 300)

SALARY SCALE				
EXP.	A	B	C	AA
0	\$87,935	\$80,185	\$83,670	\$103,565
1	\$89,185	\$81,355	\$84,850	\$104,815
2	\$90,415	\$82,595	\$86,085	\$106,055
3	\$91,660	\$83,830	\$87,320	\$107,290
4	\$92,905	\$85,085	\$88,575	\$108,540
5	\$94,140	\$86,335	\$89,820	\$109,770
6	\$95,640	\$87,845	\$91,335	\$111,280

CLASSIFICATION (ASSISTANT PRINCIPAL)		
10 Month	Elementary (300 or less)	Teacher's Scale + Masters + \$5,000
10 Month	Elementary (More than 300)	Teacher's Scale + Masters + \$8,000
10 Month	Middle/Secondary/ Alternative Ed/Career and Technical	Teacher's Scale + Masters + \$11,000
11 Month	Middle/Secondary Alternative Ed/Career and Technical	Teacher's Scale + Month + Masters + \$11,000
12 Month	Middle/Secondary Alternative Ed/Career and Technical	Teacher's Scale + 2 Months + Masters + \$11,000

JOB	SCALE
TRANSPORTATION COORDINATOR	TEACHER'S SCALE + 2 MONTHS
MAINTENANCE SUPERVISOR	TEACHER'S SCALE + 2 MONTHS
PRINCIPAL-FORT BLACKMORE	TEACHER'S SCALE+ 1 MONTH + \$8,000 STIPEND

2023-2024
SCHOOL SECRETARY SALARY SCHEDULE

SALARY SCALE		
CLASSIFICATION		
"A"	ELEM/SECONDARY (11 Months)	
"B"	SECONDARY (12 Months)	
EXP.	A	B
0	\$20,565	\$23,655
1	\$21,670	\$24,755
2	\$22,770	\$25,860
3	\$23,875	\$26,960
4	\$24,975	\$28,065
5	\$26,080	\$29,170
6	\$27,180	\$30,270
7	\$28,285	\$31,370
8	\$29,385	\$32,475
9	\$30,755	\$33,575
10	\$31,650	\$34,670

2023-2024
SALARY SCHEDULE MECHANICS/MAINTENANCE/BUS

YRS EXP	MAINTENANCE/MECHANICS
0	\$40,000
1	\$41,000
2	\$42,000
3	\$43,000
4	\$44,000
5	\$45,000
6	\$46,000
7	\$47,000
8	\$48,000
9	\$49,000
10	\$50,000

YRS EXP	BUS DRIVERS
0-3	\$15,990
4-6	\$17,090
7-9	\$18,195
10+	\$19,845
CAREER AND TECHNICAL SUPPLEMENT = \$5,495	

SUBSTITUTE DRIVERS	
REGULAR	\$75.00
VOCATIONAL	\$37.50
LONG TERM	\$80.00

2023-2024
SCHOOL CUSTODIAN SALARY SCHEDULE
(12 MONTHS)

EXP.	
0	\$26,210
1	\$26,565
2	\$27,435
3	\$28,535
4	\$29,640
5	\$30,740
6	\$31,980
7	\$33,575
8	\$35,160

2023-2024
CAFETERIA SALARY SCHEDULE

COOKS	
EXP.	6.5 HOURS
0	\$18,810
1	\$19,060
2	\$19,305
3	\$19,570
4	\$19,810
5	\$20,055
6	\$20,320
7	\$20,620
8	\$20,820
9	\$21,320

MANAGERS	
EXP.	7 HOURS
0	\$20,000
1	\$20,355
2	\$20,720
3	\$21,070
4	\$21,435
5	\$21,785
6	\$22,140
7	\$22,505
8	\$22,860
9	\$23,580

SUPPLEMENTS FOR MANAGERS	
ENROLLMENT+HEAD START	SALARY RANGE
0-199	\$2,000
200-399	\$3,000
400+	\$4,000

**SUPPORT SERVICES
SALARY SCALE 2023-2024**

JOB	SCALE
SCHOOL PSYCHOLOGIST	TEACHER'S SCALE + 12% + MASTER'S DEGREE
PHYSICAL/OCCUPATIONAL THERAPIST	TEACHER'S SCALE + 12% + (EXTRA MONTHS WHEN APPLICABLE)
CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT	TEACHER'S SCALE
BOARD CERTIFIED BEHAVIORAL ANALYST	TEACHER'S SCALE + 12% + MASTER'S DEGREE
SPEECH PATHOLOGIST	TEACHER'S SCALE + 12% + MASTER'S DEGREE
NURSE COORDINATOR	TEACHER'S SCALE + 9%
SCHOOL SOCIAL WORKER	TEACHER'S SCALE + 9% + MASTER'S DEGREE
TECHNOLOGY PERSONNEL	TEACHER'S SCALE + 2 MONTHS

REMEDIAL/HOMEBOUND
SALARY SCALE 203-2024

HOMEBOUND	\$25/HR
EARLY READING	\$25/HR
SOL/EOC REMEDIAL	\$25/HR
HIGH SCHOOL TUTORS:	
A. ENDORSED TEACHER	\$25/HR
B. COLLEGE STUDENT (2 YRS)	\$15/HR
C. HIGH SCHOOL STUDENT	\$11/HR
HIGH/MIDDLE SUMMER SCHOOL	\$25/HR
SOL ELEM SUMMER SCHOOL (GR 3 & 5)	\$25/HR
AFTER-SCHOOL DETENTION	\$25/HR
SATURDAY SCHOOL	\$25/HR
GEAR-UP	\$25/HR
21ST CENTURY	\$25/HR

2023-2024
SCHOOL RESOURCE OFFICER SALARY SCHEDULE

EXP.	SALARY
0	\$42,525
1	\$43,050
2	\$43,575
3	\$44,100
4	\$44,625
5	\$45,150
6	\$45,675
7	\$46,200
8	\$46,725
9	\$47,250
10	\$47,725
11	\$48,300
12	\$48,825
13	\$49,350
14	\$49,875
15	\$50,400
16	\$50,925
17	\$51,450
18	\$51,975
19	\$52,500
20	\$53,025

2023-2024
CENTRAL OFFICE SALARY SCHEDULE

EXP.	SALARY
0	\$35,360
1	\$26,460
2	\$27,565
3	\$28,665
4	\$29,770
5	\$30,870
6	\$32,290
7	\$33,810
8	\$35,350
9	\$36,945
10	\$38,540
11	\$39,455
12	\$40,355
13	\$41,125

Central Office Support Staff Stipends	
Clerk of the Board	\$5,000
Deputy Clerk of the Board	\$2,500
Personnel Clerk	\$600
Payroll Clerk	\$2,000
Officer Manager	\$2,600

**2023-2024
NURSING ASSISTANTS
SALARY SCALE**

YRS EXP	RN	LPN	MT
0	\$26,395	\$22,215	\$20,005
1	\$36,395	\$22,215	\$20,005
2	\$26,395	\$22,215	\$20,005
3	\$27,885	\$23,710	\$21,445
4	\$27,885	\$23,710	\$21,445
5	\$27,885	\$23,710	\$21,445
6	\$29,400	\$25,185	\$22,855
7	\$29,400	\$25,185	\$22,855
8	\$29,400	\$25,185	\$23,990
9	\$31,345	\$27,180	\$24,560
10	\$32,565	\$27,825	\$25,215
11	\$33,135	\$29,395	\$25,785
12	\$33,700	\$29,530	\$26,350
13	\$34,270	\$30,095	\$26,920
14	\$34,835	\$30,660	\$27,790
15	\$35,400	\$31,235	\$28,060
16	\$35,975	\$31,800	\$28,625
17	\$36,540	\$32,270	\$29,190
18	\$37,110	\$32,935	\$29,760
19	\$37,675	\$32,935	\$30,325
20	\$38,245	\$32,935	\$30,900

* Nursing contracts are 182 days

BACHELOR'S DEGREE \$500
MASTER'S DEGREE \$1,000

2023-2024
COACHING SUPPLEMENTS

FOOTBALL		BAND	
HEAD COACH	\$5,010	COUNTYWIDE	\$1,135.00
FIRST ASSISTANT	\$3,940		
OTHER ASSISTANT	\$3,300	ACADEMIC (TOTAL)	\$2,630.00
BOY'S BASKETBALL		CHEERLEADER (TOTAL)	\$3,940.00
HEAD COACH	\$5,010		
FIRST ASSISTANT	\$3,940	YEARBOOK	\$1,350.00
VARSITY AND/OR JV			
SECOND ASSISTANT	\$2,630		
VARSITY AND/OR JV			
9TH GRADE	\$1,690	CROSS COUNTRY	\$2,250.00
BASEBALL		FORENSICS	\$1,350.00
HEAD COACH	\$5,010		
ASSISTANT	\$2,630	THEATRE FESTIVAL	\$1,350.00
GIRL'S BASKETBALL		ATHLETIC DIRECTOR	
HEAD COACH	\$5,010	GATE CITY HIGH	\$5,000
FIRST ASSISTANT	\$3,940	GATE CITY MIDDLE	\$1,610
VARSITY AND/OR JV			
SECOND ASSISTANT	\$2,630	RYE COVE HIGH	\$3,610
VARSITY AND/OR JV			
9TH GRADE	\$1,690	TWIN SPRINGS HIGH	\$3,610
VOLLEYBALL			
HEAD COACH	\$5,010		
ASSISTANT	\$3,940		
TRACK			
	\$2,630		
SOFTBALL			
HEAD COACH	\$5,010		
ASSISTANT	\$2,630		
TENNIS			
	\$2,630		
GOLF			
	\$2,630		
SOCCER			
HEAD COACH	\$5,010		
ASSISTANT	\$2,630		