

QUESTIONS/ANSWERS  
COMMUNITY/FORUM MEETINGS

Below are notes taken from the community meetings which were held at each of our high school from December 1, 2008 through December 17, 2008. These notes have been edited to delete excessive repetitive questions, as many of the same questions were asked at each meeting. This information will be updated as the board collects additional information.

1. A year and a half ago we attended the meeting about renovation. They asked for too much information which inflated the price. Now we're asked to give input on a school that we don't want. Are we going to again change direction in the next year and a half?
  - a. There was quite a bit of information collected on renovation, and it was considered by the board. Once we collect on the data for the consolidation project, the board will have to consider it. Everybody agrees that there are a lot of needs with our current high schools. We also have to consider efficiency and operations costs. It looks like we may lose \$2 million from the state next year. If this happens many more times, we will have to address these issues very quickly.
2. If we need to cut operational costs, why didn't we look at a K-12 school here and in the other small communities?
  - a. We have looked at this. High schools are innately inefficient to operate. If we combined into the K-12 model, the efficiency would be very similar to what we have now, especially with regard to salaries which is the biggest part of a school system budget.
3. We're hoping that we're going to save money by cutting positions.
  - a. Yes, we will save operation costs through fewer staff.
4. Is this going to offset what the governor will cut?
  - a. These cuts will primarily affect capital building projects. About \$500,000 will have to come from other areas. We don't want to have to address these issues down the road without appropriate planning now. The cost savings from the efficiencies of the consolidation project will make these issues easier to address. The bad situation that we don't want to have to face is to consolidate into current schools because we can't afford to operate all of our schools.
5. What about the additional costs for transportation? Everything is going to have to be three times further.
  - a. Transportation will cost more, but not to a significant degree. The transportation for athletics is not a big part of our budget, especially compared to salaries.
6. If you're looking at saving money by consolidating schools and offer more course offerings, we won't be saving any money. Cutting one or two positions won't save a lot.
  - a. By the cuts we are looking at, it will result in about \$3 million dollar savings. If we combine two of the very small classes together, they will still be small. We

will be very thoughtful and deliberate on the staff management plan. We have to take care of our people.

7. How many cuts?
  - a. Now we have a 14:1 STR, and we will go up to 18:1 STR. There will be about 70-100 employees cut.
8. How much of this can be taken care of through attrition?
  - a. There will be about 33 teachers who will be able to retire. The folks who we hire can be hired on limited contracts. The folks who we couldn't take care of would be notified well in advance.
9. Do you know what the STR is at AHS now? I read that AHS won an award last week. Why do we want to raise our STR when we are doing so good?
  - a. No. Some of our larger schools are achieving just as well. CHS just scored 100% on their writing scores.
10. Are lower numbers better. Our smaller communities are consistently outperforming our bigger communities.
  - a. This is not entirely so. Sometimes larger numbers can encourage each other to push one another. Sometimes too low numbers will have an adverse affect.
11. Wouldn't it be more stressful for a teacher to teach the larger classes?
  - a. Some of our classes are already larger. Sometimes we also push kids into advanced classes when they may not be ready just so that the class will make.
12. In your student teacher ratios, were the 8<sup>th</sup> grade pulled out? Why would you do that when they are at this school?
  - a. Yes. When you report this information to the state, they are looking at 9-12. The 8<sup>th</sup> graders would then be counted at the middle school. We will have some bleed-over for the 8<sup>th</sup> grade teachers who also teach upper level courses. There are a few 8<sup>th</sup> graders taking high school courses which might be counted.
13. \$3million dollar savings. If you save that much, you are saving taxpayers that much, correct? After these savings, you can ask for less from the board of supervisors, correct? If so, what would you have for instruction?
  - a. There will be some type of indebtedness for the construction. The savings will help pay down the debts.
14. Who will be responsible for paying that debt?
  - a. We (the taxpayers) all will be responsible. We would ask for \$3 million for debt service, but would save that much in operational costs. If we renovated and didn't have any operational cost savings, we would still have the debt, which would mean that we would have to ask the taxpayers for more overall.
15. There would be additional costs in transportation. We have buses now for our high school and elementary kids to ride together. How many buses will we have to buy to keep our elementary kids off the buses for 2 hours a day?

- a. There should not be any student on the bus for that long. Some kids will have a little longer ride, and some will have a shorter ride. I don't know that this would require any more buses.
16. Where will the schools be located?
  - a. We have begun collecting data on some sites for the board to consider. The board has begun the discussion in closed session.
17. Is this the same board that we elected that voted against this two years ago?
  - a. This board is elected and it is the same board.
18. Is it going to be safe to say that Appalachia is going to be left out since they don't want to cross any rivers or railroad tracks?
  - a. I said we want to be cautious about this.
19. In the last board meeting you said everything would be open and transparent. How did you calculate the STR? Who was included in this count? Who was responsible for this? How did you handle band directors?
  - a. Gene Rowland worked on this. Only classroom instructional folks were included in the STR. Band directors were included since they have class, and we counted  $\frac{1}{4}$  a day if they only had one block.
20. What are the minimum space requirements per student based on the state guidelines for high schools? You told us that a classroom would consist of 850 square feet. Are we going to be cramming too many students in too small of a classroom? Please break this down for us by classroom type. We want to know what the options are, what the cost is, and what we will be getting for our money. I think that you all would have done some research on this already. We need to list the minimum so we know that is not the optimum.
  - a. This is the case for elementaries, but may not hold true for high schools. We will not cram students into classrooms, we will make sure that they have adequate space. I don't know what the minimum square footage per student. We will address these issues through the collaborative design process. We haven't already decided what is going into these schools. This will be done through a collaborative process. We want people to participate in this process.
21. I have done some research. They suggest the average standard of square foot per pupil be 151 in 2007. This was based on two schools that were built. Roanoke built 136 square feet per student at about \$176 per square foot. Before we leap into this, we need to have some ideas. Before we go much further into this, we need to address minimum square footage and minimum number of instructional classrooms. \$6 million for classroom space only. Are we going for minimum or are we going for optimum? We need to know the costs for each.
  - a. We could bring you a design to show you, without any input. This is not hard to do. This is not the way we want to do it. We want to ask the community what they want in it. At a future meeting, we will bring in architects and engineers to

help with this. From community input, we hope to develop all these pieces before it is submitted to the school board.

22. We want to see concrete.

- a. I agree 100%. People can't make informed decisions without concrete. All of this information will be presented before the vote. We won't strive for the minimum.

23. Why are we doing this?

- a. We have to address our facilities.
  - i. We can renovate what we have
  - ii. We can consolidate.
- b. How can we maintain a strong instructional program while being financially responsible.

24. If we had more kids we wouldn't need to consolidate? How about if we weren't worried about finances?

- a. We haven't seen any growth in student enrollment. If we thought that money was never going to be an issue, renovation would be a good option. Divisions across the country are faced with declining enrollment. Because of state funding, we are very vulnerable to state cuts.

25. What about the faculty that you plan to cut? What about their families? If they weren't cut, would they have to drive far to work?

- a. We would develop a staff management plan. all these issues would be planned out in advance so that folks could make informed decisions. Some of this could be taken care of through retirements, teachers who would move anyway, and through short term initial contracts. We wouldn't have to make these cuts all in one year.

26. A lot of teachers are certified 7-12. Does this mean that some middle school teachers may get cut?

- a. This would be addressed in the staff management plan. it would be planned out so that subjectivity would not come into play. This would not be isolated to high schools only.

27. The eighth graders will probably be the ones to graduate from the new schools. Is there coal underneath the high school?

- a. There have been no conversations about tearing down the high school to get at the coal.

28. Dr. Perry, you're a recent short timer here. There is coal under here, and this is a reason for the consolidation. They want to close us down and send us to Powell Valley. We are doing it because the school board voted for it. We are here to get info and ask answers. The 5 people who voted for consolidation tried to isolate Appalachia, since we don't have a 4 lane. You are trying to isolate us more with site selection, since we have rivers and railroads. Other people have had input about where the new schools will be. Do you

know who are the highest taxpayers? People on fixed income. Bulldogs don't play that game.

- a. We need to get through the Wildcat/Bulldog thing. We need to worry about the education of our students. We disagree about how we think this is best done.

29. With these rules, how are you going to treat Appalachia fair?

- a. Site selection is one of the most difficult decisions. Site locations down here are more difficult than any other locations. The board has directed us to look at several locations in this area. Some of these sites, most people in this room would approve of if they were selected. The board will have to make this decision. It is being handled through closed session.

30. We're closing all six schools? What are you going to do with them? Are they going back to the county, is the school board going to keep them, or are you going to sell them? Don't give them to the county, they belong to the schools.

- a. The school board will have to make this decision. We hope that they will be used for the community's benefit. If we can do something that will bring in jobs we would gladly do it.

31. Would it be best for Appalachia economically to keep the school? People come here for ballgames and because of the school.

- a. There is a lot of truth to that.

32. A lot of government decisions have been made to slowly kill our town. Consolidation was not driven by the needs of our students, but by the finances of the county.

Appalachia, Pound, and St. Paul will be left out of the pie.

- a. A lot of small towns across the nation have been done in by centralization. People go to Wal-Mart rather than the corner grocery. These decisions that we make every day help to stifle small business in small towns. When we have people move into the community, they look at health care and schools. Sometimes judgments will be passed on outside appearances. Therefore we need to improve our schools. I don't think that a school alone can save a small town. When we built new consolidated schools in Montgomery, both communities grew. Our small towns will struggle anyway.

33. If we combine, we're still going to have to fight with those larger communities in which we combine. How can we make this fair? We won't have as much say when they outnumber us so much and Us becoming Vikings won't be fair.

- a. I would resign before I allow you to become Vikings.

34. Does Powell Valley realize that we have teachers with more tenure? Do they realize that folks here outrank them?

- a. One of the principals heard that, and was very upset that these things are being said. That principal has already had conversations with that staff that the larger school does not outrank a smaller school.

35. What about offering classes? Does the larger school student outrank the smaller school's students?
- a. Community meetings will be held to collaboratively come up with the curriculum. Everybody will have equal and fair input. They won't have more votes because they have more students. Everyone will have input. The kids will adopt their own identity when they get to the new schools.
36. Is everyone getting the same information at all of the meetings? Some people from Powell Valley think they have an inside line.
- a. We are trying to answer all of the questions the same, and give out the same information. We are trying to get everything recorded to post online. There is no one who knows the outcome. Some folks can guess correctly.
37. Is it not for sure that PVH will be knocked down and the new school built there?
- a. It is not for sure. I cannot discuss the land issues. We have to look at all options.
38. State funding is based on enrollment?
- a. It is based on local ability to pay, based on enrollment. We could lose up to \$2 million.
39. You don't realize how many students that you will lose through this process.
- a. We do know that some folks may go to other schools. But there also may be some kids to come in who haven't gone here before.
40. How are we supposed to benefit?
- a. If we continue to keep all the schools open, we would have to close them at some point. Then students would be transferred to other schools, without the school being a neutral school that all students entered into at the same time. We need to be proactive about this.
41. What happens if you run out of money before it was done, or what happens if there is a chemical in there?
- a. We have a ton of regulatory requirements. We would address any of these issues beforehand. The kind of funding that we would require, the community would have to come up with the cash. We have to have the funding secured before we would begin to build them. We would have to pay it back afterwards. Cost overruns could be a problem. But we will get guaranteed costs.
42. Everybody keeps talking about all of these classes. Isn't a bigger school going to increase the dropout rate?
- a. There is not a significant difference among our schools based on size. Many times there are other issues that school size that impact on these issues. Caring teachers, school leaders, and parents are some of the most important factors of student achievement.
43. Have they looked at out-of-county tuition yet?
- a. We have not looked at this. With our low economic index, it would not help us much. Our out of county students are not hurting us economically, but helping us.

These kids bring a lot to our division other than state dollars. If the index changes, we might begin to look at it.

44. Appalachia is not for consolidation. As I look around the wall, I think about all of the teachers who have given their all. I would like to see a wall of fame for all of the people who would lose their job through this process.
  - a. We will try to honor everyone throughout this process. We will hopefully lose few people that we have now. Due to the large number of employees, we can deal with this fairly effectively. People would like to protect the traditions of the old schools. The school board office is full of pictures of schools that were consolidated years ago.
45. Is there going to be a survey done of 5<sup>th</sup> through 8<sup>th</sup> grade families to see who will actually show up in the new schools?
  - a. We do that in different kinds of ways. If we did it right now while people were emotionally attached, we would likely see different results if the same thing was done on the day the doors to the new schools were opened. There are other methods to determine this. We will make some very firm calculations about student numbers, make sure we have enough room, but not too much room. We could build a shell where some rooms were not finished until they were needed.
46. Are there restrictions on the property at PVH?
  - a. We were told that there was, but it appears to not be the case according to the deeds we have.
47. Recently some doublewides have been moved behind PVH. Is it to house our students until the new school is built?
  - a. No, these were brought in to replace some older inappropriate buildings. There has been no discussion, actions, or plans to move anyone anywhere. We are working hard to prevent this.
48. When will the new schools be opened?
  - a. Site selection will play a big role in the timeline. Once the sites are selected and plans approved, it would take about 18 months to build the schools. Hopefully we will start construction in the spring of 2010. This year's 8<sup>th</sup> graders could be the first graduating class.
49. How will the site selection help Appalachia's economy if it's not in Appalachia?
  - a. We won't necessarily build a school just for people traveling by to see it. Taking the school out can have a negative impact. People will look at the quality of high schools in determining whether or not to move into this county. We will have to make our towns the most attractive places to live. The towns will have to make sure that there are good activities, the town looks good, and etc.
50. Wendell Caldwell said that it was crazy to buy land when the county already had the land behind PVH. Would that give them a leg up?

- a. Economic infrastructure will play a part in site selection. The board has to be fiscally responsible. I can't control what comments that people makes. Safety, infrastructure costs, efficiency, transportation will all play a role in this decision.
51. Are we the worst school as in condition? Would you start with the worst school first in the construction?
- a. There are so many factors considering needs of schools. Each school has its own set of needs. If we had big needs and the site was ready, we would use that information to decide which project to begin first. A priority list would be developed to help determine this. Every school has its own problems.
52. Seems like we need to have some joint meetings between the communities because we will be outvoted.
- a. There's not going to be a vote per student situation. You can't have a team with all of one community and none of the other. There are several different ways to make sure this happens equitably. We will make sure that there is fairness throughout.
53. The school board has told us what they want, and it doesn't mean that they're going to get it. Nobody has put it before the taxpayers. When will this be done?
- a. We have an elected board that we all get the opportunity to vote for, and they are elected to make these discussions. If we don't like those decisions, we can vote them out.
54. They voted against this before, now they voted for it. Before we can vote them out, it will be done. We voted for them to vote one way, then they didn't.
- a. Some folks were elected who ran on consolidation. Some had previously run on renovation. A school board member is elected to represent their community, and the county as a whole. Many board members have struggled with this issue.
55. The biggest loss of time is students that disrupt every day. We teach to the middle and not to the higher performing and lower performing students.
- a. We have already directed curriculum improvement. The board is also establishing our educational priorities. However, these issues have to be addressed regardless of consolidation.
56. VCEDA get a lot of our coal severance taxes who distribute it to the bigger towns. I'll go to my grave fighting consolidation. SOL test scores, pass failure rates should be used in the evaluation process. There are principals who do not visit classrooms and do not know how teachers are doing. These principals should not be allowed to evaluate these teachers. Some of our principals are childish. Who's going to evaluate the principals, and how will this be done. It involves cleanliness, discipline, instruction.
- a. I hope you will stand up and help kids through this process. The evaluation piece is one of the most important aspects of this process. Principal selection is very important. We also have to support the person selected once they begin their new

job. Once we begin this process, we need to support it for the sake of our students. We want to make this positive for them.

57. I have grandkids and I am strong on discipline. When rules are made and policy set, they apply to everyone equally. There should be no favoritism to kids or teachers. As a taxpayer, I do not want out of county people to be on the transition committees.
- a. We need to make sure that we end up with unity. Comments that are made will have an impact, either positively or negatively. We all have a duty to be positive. We need to include folks, but I don't know how that will look.
58. Has Norton city schools made any request to come into the county, and how will that impact this process?
- a. This was discussed at the last board meeting openly. The board directed to let Norton know that if they were interested in joining us, they would have to make a request. Norton's superintendent sent a letter with questions regarding governance, facilities, and other things. I don't know how this will work out at this point. Our board will have to direct me to do something with those questions. I think that we should be building relationships and seeing how it could benefit our students. There could possibly be some benefits, and some negatives.
59. Why are board members who voted for this not here tonight?
- a. Those board members have attended other meetings. Not everyone who represents Appalachia is here tonight. Everyone has other commitments from time to time.
60. You will find that most people here will support the school and the kids. You made a speech about us doing just that. You need to make the same speech to our school board. Not every school board member is working toward this end. People have begged those board members to listen to us and they haven't. Those board members will be the biggest problem about knitting these communities together. You have to watch the board.
- a. I don't think I deserve your trust until I earn it. These meetings are the right things to do, and we'll do it.
61. We have been lied to by the board for years.
- a. We have to address everything from this point on.
62. How many acres does this school sit on? If we want to make it fair, the central location would be right around here distance-wise. This school sits in the middle. Water, sewage, and infrastructure are here. This would be a good compromise.
- a. This has some merit to it. There may be some other costs inherent as well. It is my hope that everybody feels that they get something out of it. Some things will be better, and some will not be as good. The consolidation is not a silver bullet.
63. Our trucks is no more dangerous than that 4 lane.
64. When will they make the choice on site location?
- a. There is no way to make that by the January board meeting. We hope to get some clarification be made by then. I hope we have this done by March, hopefully. If problems occur, it could drag on for a while. We will make a presentation to the

board for proposed sites as far as cost. We have already walked some property and looked at ownership. This preliminary information will be shared with the board. The board will then narrow these sites and possibly give us some more to look at. The construction management group will conduct the site analysis on the short list of prospective sites.

65. Will Norton affect this timeline?
  - a. We are moving ahead as planned right now. This shouldn't hold up our process, as far as waiting to hear from them.
66. Will there be community meetings to discuss the sites?
  - a. We don't know how this will work.
67. Will there be meetings when the three sites are chosen?
  - a. Possibly. We could get feedback that could be taken back to the board.
68. Does the advisory committee already exist?
  - a. Yes, we have one teacher per school. The parent advisory committee already exists as well.
69. For the new committees, will there be the same representation from each school?
  - a. The board will have to determine this. Usually this traditionally follows the Senate model of representation.
70. When can we expect the answers from the forums to be posted on the website?
  - a. We would first like to consolidate them and post our answers so they would be cleaner. This will be sometime after Christmas. Maybe mid January. We want to use this for the official information.
71. Where do you plan on putting the eighth graders from Appalachia?
  - a. Right now the plan is to move the eighth grade to the elementary schools.
72. Is there a group who has looked at the sites? Please use the pronoun I if it is just you.
  - a. I don't have the collective wisdom and expertise of my coworkers. The group that helped me to do that is Mr. Rowland, Mr. Vicars, and Mr. Mullins. We have just walked the property.
73. I have a deep appreciation for openness and honesty, and you seem to embody this. I hope that you could be a contagion of this to our board. I hope you can have a positive influence on our board.
  - a. We have a huge agenda, and this is not the only item. I have to represent the board, as we couldn't address all of these issues efficiently in a board meeting.
  - b. I have heard this at every meeting that I have attended. There needs to be a dialog where questions can be answered. This is one of several forums. We have to give people reasonable answers. I will do my best to make sure that we can influence the board to do just this.
  - c. We have to find out why people want what they want.
74. Are you going to give the same love and care that have been given to these?

- a. We will have money in the plan to take care of the new and the older buildings as well. Part of this problem with our buildings is the inability to make decisions about them.
75. How often does administration and school board visit schools? Do you have set meetings to do this?
- a. We do not have set meetings. I believe in the chain of command. Principals are responsible for the buildings, they answer to the school board office, and we answer to the board. We have to hire the best people and put them in the right jobs.
76. I think that the school board should go on record to give the old property to the town of Appalachia.
- a. The board will have to make this decision.
77. I would like for someone to explain to me how consolidation will be more beneficial and efficient for our students.
- a. In some of our schools, we have some very small class sizes of 3-5 students which are not very efficient. If we combine these classes we could increase our efficiency; there would be 10 or so kids in the class if we brought the two schools together. This would free up a teacher for that other class. This economy of scale would allow for more higher level classes to make which wouldn't have otherwise.
78. The taxpayers will be asked to pay for this. We're still going to have kids leave campus to go to college. How is this going to help us?
- a. There will be fewer teachers, principals, and custodians. This will improve our efficiency. When we put these schools together, they will not be large schools.
79. What's the cutoff for the staffing requirements?
- a. The SOQ allows for so many of each staffing positions for each 1000 students. We have exceeded this requirement in most areas. There will be some things that are more beneficial for our students such as fine arts. Students will be able to specialize more in certain areas. Our teachers will be able to be more certified, with the hope of offering more dual enrollment courses in house. Some things will not be as good with our new schools.
80. When you are talking about the small classes, which ones are you talking about?
- a. These are mostly the specialized classes.
81. Would it not be more efficient to have the teachers teach via technology to save transportation costs?
- a. These classes do offer efficiency. This works well for some classes and some students, but not for all courses or students.
82. Is the main reason for consolidation to more efficiently offer our students' classes?
- a. Primary reason is that our schools need work. This has been an issue for year. Capital needs have been postponed. The board had to answer which was the most

effective, efficient way to deal with this issue. There are many costly issues if we were to renovate, such as asbestos. At some point, some of these schools' enrollments would drop far enough that they would have to be closed. At that point, the cost to keep it open would be too great. If this happened, students would have to be transferred into an existing school. Our band programs and some athletic programs are suffering because of small enrollments.

83. I didn't realize that there were schools that did not participate in everything.
- a. Block scheduling is one issue, as could be block scheduling.
84. Are we going to continually decline in enrollment? I thought Appalachia has increased.
- a. We did see a little leveling off for a while, but we're continuing to decrease. Appalachia's enrollment has decreased. Some of the inner cities have seen increased enrollment, but most divisions across the country have had declining enrollment. Ervington is suffering with this now. We would rather be proactive and build new schools where all communities can have input and ownership.
85. Was there a location already chosen for the new school?
- a. Monday evening the board looked at a variety of site for the new schools, and asked me to check into these sites. We are going to get a construction management company to conduct analysis on the sites for safety, infrastructure, and soil compaction. The board will have to make the decision, but no decision has been made yet.
86. Why was the decision made to put the schools on the 4 lane. I feel that this would be dangerous.
- a. The wording was in the vicinity of the 4 lane in order to provide access to the school. We are also looking at areas closer to Appalachia. There are limited sites available to build. We could level a mountain, but the cost would make this unaffordable. Site selection is the second toughest decision.
87. Why don't we build a big school in Wise to offer these extra classes, and they could bus from their home schools to that school? You already send a shop bus up to Wise twice a day.
- a. We would not see the same savings from efficient use of staff. That prospect would cost more. I don't know if anyone has thought about this. It's not just an equity of classes issue. The state is experiencing a difficult financial situation. So far we have not been cut, but other agencies have been affected. A 5% cut in state funding would be a significant decrease for us. This is why we have to be responsible with our decision making process.
88. My husband had a meeting with Bud Phillips, and he said you need to look at a 5% cut.
89. Why don't you look at consolidating the 2 Appalachia schools?
- a. This wouldn't address the Powell Valley issue. This would create additional costs. Part of the cost would be made up in savings.
90. Why are you putting a new gym at CHS? The floor was redone.

- a. The middle school had a new gym built. The gym floor at the high school was redone. We have not done hardly any capital improvements to the high schools for a long time.
91. I came here to teach in 1969 and stayed for 34 years. There are emotional ties and issues that we have with our schools. We all realize that time marches on. At times there are things that we value. What would be the required square footage for a school with 700 students?
- a. It would be about 850 square feet per classroom, roughly. We would have to determine our curriculum first, and then determine staffing and square footage needs. These meetings will help to determine our curriculum needs. We will be able to answer this question as these other questions are answered.
92. What is the current building costs per square foot?
- a. We have seen on the DOE website the costs have been about \$200 per square foot.
93. Who was involved in the decision to have an 18 to one student/teacher ratio?
- a. This ratio will not include guidance counselors, principals, and etc. There is currently 14:1 ratio. This wouldn't be a large increase and would increase efficiency.
94. How many principals in a school of 700?
- a. The board has not made this decision. Probably one principal, and one or two assistant principals. This would all be determined by our staff management plan.
95. Guidance counselors for 700 students?
- a. The board has not made this decision, but I would guess one or more.
96. How many school nurses? We have more and more students with health issues. If we are going to provide for these children, we need to do so generously?
- a. The board has not made this decision. The purpose of these meetings is to get these questions to take to the board. This will help the board to determine specifics for the staff management plan.
97. How many security officers?
- a. The board has not made this decision.
98. You graduated from Pound High School. If you had been enrolled in a school of 700 students, would you have received the attention, care, dedication, and nurturing that you received at PHS?
- a. I think you can have a good quality education in a good school or small school. 700 students is not a large school. I loved my experience at PHS, and a good friend had a good experience at JJK which was much larger. A large school can offer the same degree of nurturing. I experienced this in Montgomery County. I knew all of the 600 kids in that elementary school, and we had a strong family oriented environment there. This school was made up of 2 distinctly different communities. They did not initially want to be consolidated.

99. Since the plan is to choose sites on the 4 lanes, you won't have the new schools near established communities. How do you plan on building community support?
- I don't know where the sites will be. I think that the community will be expanded. I don't think that it will be the same, but it will be different, not better or worse.
100. I would have to give the board an F because there have been no specifics through this situation. This poses a problem. If I am changing something that works, I want to know what I can do to make it work and continue to improve. We don't have the planning or vision. There has been no proposed curriculum. What are the psychological and social benefits to the students?
- This is the starting point. Should we go into the backroom somewhere and develop a plan to show everyone? This is why we are going to the communities now. We are getting input and questions so the board can make better decisions and so that we can bring back answers to the folks in the county. If we can choose a site fairly quickly, we can have all of the plans by the end of the school year. We will work through this process in the open so everyone will know what is going on.
101. Consolidation is forever affecting Wise County and who we are, everyone in the county. This town is struggling right now. We should try to foster our heritage. The site is a key thing for all of us. I understand that BSG folks want to build the school right behind PVH. What are you going to do with the old buildings? We have been told that it will be sold to a coal company. We could market this as a dental school. I would consider the land behind PVH as PVH, even if the new school was built there. We need to boost this end of the county economically.
- We will have to address this issue, as we don't know yet. We hope that we can add value to the county with these sites, and that folks could benefit. There have not been any formal conversations about mining coal from under AHS.
102. One of the key things is to unload the schools once the new ones are built.
- They would be a liability. We would want to convert them to something useful.
103. If we are going to consolidate, academics should be the top priority. We should go off block scheduling. I do not like it. My child who went on the traditional period day was better prepared for college than the child who went on block. We need to hit the core academic areas hard. Kids don't test into college on horticulture. We need to add more math and English.
- We need to make sure the foundations are there, but I have also seen the power of the fine arts. I would hope that we are more than those core areas. Some of our kids really excel in these areas where they had not seen success in the core areas. We have to maintain a balance.
104. I've heard a rumor that they are going to shut the elementary school down and consolidate it with PV.

- a. There has been no conversation about this whatsoever. I have also heard that rumor. Smaller kids have a different academic need.
105. I read that the town of Big Stone is going to let us use Bullitt Park. I don't want my kids to have that as a home field. We should build the athletic facilities on the new site with the new school. If you're going to consolidate, everyone should have to suffer that change.
- a. I can sympathize with what you are saying. We have to look at all options to find the most viable. The kids who play on that football would not have the same history that you and I have. There have been a lot of examples when consolidation was done poorly, but I have been involved with a consolidation which worked well. Those folks would not choose to go back to their smaller schools. We had people who looked out for our kids. We were able to make a family atmosphere at that school. It was built behind the larger school.
106. The traffic around the BSG schools is very unsafe. I think that you have made it clear that the school will be in Big Stone. They would not be as supportive if the school were to be built in Appalachia.
- a. The state law doesn't prohibit us from discussing the situation, it allows us. We could cross railroad tracks, but we would prefer not to do so, or cross small bridges. The site has not been selected yet.
107. I came before the school board that they could approach the town of Appalachia about the 83 acres. Has anyone from the school board contacted Appalachia about this property. If not, why have they not been contacted?
- a. To my knowledge, the town hasn't been approached. The offer has been discussed. There is an understanding by that board that the offer was legitimate, and is still offered.
108. There are kids everywhere in the evening due to the high level of student participation in extracurricular activities. If we're going to do this, a measure of success will be the number of kids who participate in extracurricular activities.
- a. We share that common wish. We want our kids to participate. We need to encourage our kids to participate, and replace our history with theirs.
109. What instructional models are you going to choose for the high schools?
- a. We have directed the central office to look at curriculum. This will happen regardless of consolidation. We've not had conversations about conceptual models. This will be dependent upon features of the new schools.
110. If I'm going to pay for this, I'm going to expect nothing but excellence.
- a. I echo that sentiment. If we want that, the only way that we'll get it is if everyone shares that wish. Its not the size of the school that makes it special, it's the people in them. I will do everything in my power to make this happen, but it requires us all to make it happen. We have to work together on this issue.

111. Doesn't the RIF policy recognize tenure? Would the 7 year teacher trump the 25 year teacher?
- a. Seniority may not always take priority. The school board has to set that policy. However, additional certifications or other criteria could be used. During a consolidation, you reevaluate the policy to make sure that it meets the needs. There may be transfers which will get folks closer to home. If this is done early enough (2-3 years) people can plan accordingly. Teacher could receive dual enrollment certifications. New staff could be hired on limited contracts to address this. We need to make sure that we treat everyone fairly and with dignity. We have several teachers within retirement age. We are having trouble finding some certifications. We want a set policy beforehand.
112. I would not support getting rid of veteran teachers. Athletics mean nothing next to academics.
- a. By doing things in a planned way, there will be very few people that we will have to let go. Librarians, guidance, and administrators may be a little harder to address.
113. If we reduce some teachers, we'll leave some kids behind.
- a. We have some schools with small student teacher ratios that leave kids behind, while some larger schools achieve better. If we have quality teachers, supportive parents, and good administrators, our children would be fine. We are looking at an increase from 14:1 to 18:1 this is not much of an increase. Most schools have a higher student teacher ratio.
114. Has there been a timeframe set for the closing of the schools?
- a. So much of this depends on site selection. There has been no timeframe set as of yet. It could come as early as this summer. There would be no school closures next fall. It would take about 128 month to build schools once construction begins.
115. Would the county transport students home after extracurricular activities? This could cause a great expense to our families. This could potentially limit participation by some.
- a. We would want to make sure to help kids participate in these activities. I don't know how much money we could spend on it. The distances between locations would not be considered large compared to some divisions. We have tried to find as many sites as possible to help with this situation.
116. The main thing is the site. I agree that there needs to be a neutral site. Look at Blackwood. It would be neutral. This might facilitate Norton coming into the mix. I had to teach in a large school where I didn't have my own room. There is flat land between the country cabin and the drive in. There is easy access to the four lane. For consolidation to work, we'll have to make everything new. For our kids, money should not be an issue.

- a. We will look at all the sites. We will provide an analysis of our site decisions. Many of our taxpayers no longer have kids in school. We have to act responsibly toward those folks as well.
117. The greatest things in the schools are the teachers. I hope they will be handled carefully since they are the greatest assets for our kids. I hope you will consider the offer of land from the town of Appalachia. It seems like Appalachia is getting left behind. Other towns are getting their economic development, power plant, coalfield expressway. Wise County is committed to excellence. I'm not seeing the clear-cut plan in this process. A clear cut action plan would make everyone feel better.
- a. The creation of all of that is a murky process. We could create all of this and bring it to you without any input. We'll bring more information as we get it.
118. I've not heard anybody say anything about 8<sup>th</sup> graders. Mr. Vicars is checking on the gym at the elementary school. You said if more room is needed to house the 8<sup>th</sup> grade at the elementary, then we'll build it. I am asking that an auditorium is built at the elementary. You are taking from Appalachia.
- a. What you are saying is the nature of these meetings. Instead of this working in more of an accusatory tone, just tell us what you want. We may or may not keep the old gyms and auditoriums open. There have been conversations about these issues to date. We haven't discussed timeframes for these things yet.
119. You have an employee at PVH who has been saying when Appalachia comes to Powell Valley- behind the high school, what the colors will be, and who the coach is. How can school board members be held accountable for hiring nephews and family members. This is going on. These employees have told us these things, and other things that have come true. This needs to be nipped in the bud. It's so obvious.
- a. Board members who have relationships with potential employees would need to be declared. I would hope these folks would refrain from voting. I want relationships declared. We will talk to our staff members about being conscientious about their words, trying not to incite things. There is no way that we can tell people what they can or cannot say due to freedom of speech. Just because someone can read a situation does not mean that they have power over the situation.
120. Are the three schools having the same design and will they be built at the same time?
- a. They will have the same design, site permitting. This will save a tremendous amount of money. We are looking at the time frame, and will make a decision about that in the next several months. Do we have the construction capacity? Maybe so with the slow economy. The longer the project protracts, the more costs would be incurred. The construction management company can help evaluate thus situation. The board of supervisors will have to decide whether or not to take on the whole cost at the same time. Timeline priorities will have to be developed.

121. My concern is pushing the 8<sup>th</sup> grade to the elementary. We need to make sure that the elementary has the space. I want to make sure that the teacher who is dual enrollment certified is hired over the non dual enrollment certified teacher with many years of service. Now, I am having to teach my son at home after he gets home from school.
  - a. We would make sure that the needs were met at the elementary facilities.
122. I graduated from Pound High School, taught all over the county, there are still some things that we can do to say if this happens, I want to be part of this process. I would like to have an office that is appropriate. I will volunteer to help whatever I can do to help name the school and help with school colors. I have worked in both schools. I want to be a part of the solution. We can do this process now. We can pull committees of the two schools together to help make these decisions. This would stop the talk about this stuff.
  - a. We talked about a construction management team made up of stakeholders to help with this process. After we finish these forums, and collect the question, we want people to be involved in activities to give input.
123. Will you involve 7<sup>th</sup> and 8<sup>th</sup> grade students in this process?
  - a. We will look at this. We want to increase the investment in this process. The final decision with this rests with the board.
124. Is Mr. Hurt working on the curriculum? Will teachers be involved in this?
  - a. He, Mr. Rowland, and Mrs. Grace are doing that now. We are currently using just the SOLs. Teachers will be involved. We have a good plan with a timeline. It will be addressed at the next principals' meeting.
125. Is the curriculum going to expand into dual enrollment in house?
  - a. We are going to be looking at that.
126. If you went away from the block scheduling, wouldn't this help?
  - a. I see merit in both scheduling types. It is difficult for kids to take dual enrollment classes in a 50 minute period. The tuition break is very beneficial to our families, and we don't want to take this from the families.
127. A modified college schedule would help with this.
  - a. Bad weather can throw the schedules off. There are positives to the 6 and 7 period.
128. Our kids feed off of our energy whether it's positive or negative. How can we consolidate with our kindergarteners going up. I'm not talking about building new buildings. Use Appalachia as the primary, and Powell Valley as the middle school.
  - a. We haven't discussed this. The schools can have their separate identities, and then the kids come together into the combined school with the new identity. Our kids listen to us, both our formal and causal comments. As parents, teachers, and administrators, we have to portray this process in a positive light to help ease their transition through consolidation. These kids will root for their new team. If this is something that both communities want, we would be willing to explore this

possibility. Even in Pound, some areas sit together at ball games- Bold Camp, South Fork.

129. I went through the transition from East Stone to Powell Valley. We did not get to know everyone. There are too many kids.
  - a. The school in Montgomery County worked. These kids assimilated very well. We can do the same thing here. It all depends on how we go about it.
130. The little league consolidation was discussed between the two towns. The conversation was very positive.
  - a. I think this is a very positive initiative. This will help the consolidation process for our kids. Its all in how you approach it.
131. We have to find a neutral location.
132. If we can make it better for our kids let's do it.
133. Are you considering cuts at the central office?
  - a. We are going to try to consider all to improve efficiency.
134. Are you going to present transportation costs?
  - a. Yes, after site selection process we will have that. Transportation costs will probably be a little more with consolidated schools.
135. If we cut our band directors, what will happen to the music programs in our elementary schools?
  - a. The freeing up of these positions would allow those folks to work more in the elementaries. The more savings we would realize, the more these possibilities could come into being. Band programs do not begin in the 9<sup>th</sup> grade. They start in the elementary schools.
136. At what point do you stop and say this is going to cost too much?
  - a. We start out with what you want to see in this school through the collaborative design process. Estimates are determined, and if it is too much, collaborative cuts must be made. Our buildings are not adequate now.
137. How far will we cut these projects? Will we just build one school?
  - a. I would rather we wait if that was the case until we could do this right. My name will be associated with this, and I want to have a positive legacy.
138. What we are going to gain should outweigh what we are going to lose.
  - a. We have to do this on a benefit analysis. We hope that we can provide some improvements, and we are committed to this.
139. Will we still offer the same course offerings?
  - a. We hope to maintain what we have plus be able to expand some of the programming- such as upper level math and science courses- no plan to diminish the curriculum
140. What about the schools with 8<sup>th</sup> grade?

- a. The plan is that the high schools will be 9-12, and 8<sup>th</sup> grade would be moved to elementary schools- might need to build onto elementary schools, might not need to do so
141. How many kids will be at Coeburn/St Paul school?
- a. A little over 500 students
142. Are considerations being made to readjust attendance boundaries?
- a. No discussion at this time- we could accommodate issues since we have an open enrollment practice
143. How many kids will these high schools be able to hold?
- a. We will determine that through the process- we want to build for a little expansion- based on enrollment and desired pupil teacher ratio
144. What is the total estimated cost for consolidation?
- a. Preliminary estimates did not include the site selection process and some other unknown costs. There will be more community meetings when that estimate is refined. Preliminary figures range from \$30 million per school- based on current construction across VA- mostly from northern VA. Before this is taken to the Board of Education or the Board of Supervisors, a firm figure will be established.
145. What if we spend all of this money studying consolidation and the Board of Supervisors say that we can't afford it?
- a. We need to spend a little money on the front end to help make a \$80-\$100 million dollar decision. It is important that we have accurate information
146. Prior to consolidation, did you consider upgrading schools using energy performance contracts that would cost no additional money?
- a. We have done that in several primary and elementary schools. These schools already had these HVAC services in place. Our high schools do not have the same equipment already in place, which would increase utility costs over our coal fired heating systems. Therefore, energy performance contracts would not be enough to help pay for the upgrades. Some of the needed renovations would not be tied to energy costs. Electrical is the biggest area for cost savings. Coal heat is already electricity efficient.
147. How many teachers will be left without jobs due to consolidation?
- a. We want to make sure that we treat our teachers with dignity and respect. There will be less teachers in the end, but we hope to address the reduction in staff through retirements and other means. We hope to be proactive about this through our hiring procedures.
148. If the Board of Supervisors think that this is more than our county can afford, will we try to update our current schools?
- a. Most people agree that our High School facilities are lacking in a lot of areas. Capital needs have not been addressed due to the consolidation issue. If the board

and our community cannot agree that consolidation is the answer, our high school situation still needs to be addressed.

149. Can we get into trouble with student teacher ratio if we let attrition take care of our staffing issue?
  - a. We will have a staffing plan in place before we begin this process. Right now we have 33 teachers at the high school level who could retire by the time consolidation takes place. We value our teachers greatly, they are a tremendous asset to our county.
150. How will administrators be affected by consolidation?
  - a. We have principals who are close to retirement. Decisions will have to be made, and there are opportunities for placement. Decisions will have to be made early on so that folks can plan accordingly.
151. Are we going to set aside a rainy day fund now to plan for when the new buildings require maintenance and other needs?
  - a. We now have a good plan for maintaining our primary and elementary schools. We would continue to plan accordingly with our high schools. We need to plan rotations of windows, HVAC, roof replacements, and other upgrades in order to maintain our facilities.
152. Our high schools have gone without AC for years, how can we expect to all of the sudden pick up this big debt service?
  - a. There will be some savings in operational costs, but there will also be some incurred costs as well. If we want to have a high quality school system, we must invest in it. Schools at time can be the deciding factor in businesses coming into an area.
153. Are we going to rename the schools?
  - a. We will be very careful in the name selection. Name selection has been very important to folks who have gone through this process before. Students and community members would be involved in determining new school names. The school board has the final responsibility in choosing the names of the new schools. Our board has always been interested in involving our community.
154. How are we going to pay for new uniforms?
  - a. Principals and coaches have been made aware that we don't need to buy any new uniforms until new schools come into use.
155. Are we going to have more security due to the rivals being consolidated together?
  - a. Safety and supervision will be designed into the new buildings. The new schools will be much safer architecturally than our older schools could be. Respect and tolerance must be taught, encouraged, and modeled. These schools will still be considered small schools.
156. Are we going to have metal detectors in the new schools?
157. Are we going to add more busses?

158. Are beginning times going to change to accommodate longer travel times?
159. Will there be an ad hoc committee form the public to address new school design and construction?
- a. We will discuss a committee of community members, leadership team, board of supervisors, and etc. who can add input into this process. Before this process is complete, each person will have numerous process to provide input.
160. How will the \$10 million that the BOS set aside be used? Will it be used to upgrade our schools if consolidation falls through?
- a. The Board of Supervisors has control over that money and will have to decide on its use.
161. Is the board going to go full throttle towards consolidation, or are they keeping a plan b?
- a. Right now, the board is moving towards consolidation. When all facts are determined, the final decision must be made.
162. Will there be one architectural firm, or three firms? One firm would help provide equity among all communities.
- a. Cost efficiency is important, can one firm handle the entire scope of work? A single firm would help to create efficiency in the process. Hopefully floor plans will be similar if not the same.
163. I do not think that my freshman will be in a new school before he graduates. It took three and a half years for the new addition at CMS to be built. The concern is that these kids now in high school will not have the benefit of the new facilities that will be placed in the new schools.
- a. We want to provide the best possible educational opportunities for our kids. We must make sure that we are not missing the priority of student achievement. This will be on the board agenda next week. We are not waiting for the new schools to help improve our educational programs. However, we cannot make million dollar investments in schools that will not be used but for a short time.
  - b. Some things are already in motion to set instructional goals and priorities. We will focus on these instructional needs. However, needs are infinite and budgets are not. Principals will be asked to outline instructional needs to help to set these goals and objectives.
164. Board comments
- a. It's very likely that we will include athletic facilities in this process.
  - b. We have to look out for the education. We hope that we would have enough room for athletic facilities, but we will probably have to utilize existing athletic facilities
182. 40 acres was mentioned as an amount for the site for these schools. Why do we need this much if we have not been given cost estimates for sporting facilities. This is very unfair for Pound, because there are no appropriate sites between Pound and Wise.

- a. A school facility without athletic facilities is recommended to be 20 acres, with athletic facilities is 40 acres. There is no set acreage that has been established for prospective school sites. The estimates were preliminary and clearly speculative in nature. We cannot say at this time what the costs will be. Site selection will have a tremendous effect on the overall cost. When we have sites and floor plans chosen, we will have a better idea of overall cost.
183. Where is the money coming from?
- b. The board of supervisors. We will go through a collaborative design process in which input from the community will be gathered in order to come up with the final design of the schools. There will be some operational savings, but there will be increased costs as well.
184. It seems like over the last few years the schools have pushed parents out, and now I would like to see parents have more say in our schools. A consolidated school will make the problem worse because I won't know the teachers and administrators. I know a lot of people in Lee County, and they say their consolidated school isn't working. They are having a lot of trouble with it.
- a. We are hoping to increase parent involvement throughout this process. If we continue to fight consolidation throughout the process, we will lose valuable input that those would have to offer. We need to look at Lee County to make sure that we address any potential problems that they are having.
185. What if there's more people who don't want consolidation than those who do want it.
- a. We can discuss that later. The board has made the decision to move forward with consolidation. This meeting is to help plan for the new school since that is the direction we are moving.
186. Are you trying to change people's mind for consolidation?
- a. No, we won't be able to change people's minds. There have been other times to discuss this issue.
187. You are coming to discuss something we don't want and we don't want to work towards. I know that the Board of supervisors will have to vote on this. I hope they put it up for a referendum so the public can vote on it. I will work against consolidation to the very end. How can I stand behind something that I feel is dead wrong. I think that 90% of the people in Pound don't want PHS shut down. We have been in a recession for a year, and now you want to add more burden to the tax payers.
- a. If we struggle against this until the new school is open, we may waste our opportunity to have input on what goes into the new school. This is the purpose for this meeting. The purpose for this meeting is to gather input. What are the questions that you have about the new school? There may be people here that want to provide input into the new school.
188. Are you sure that the taxpayers will be better off, and that these schools will make better students? Does bigger make better students?

- a. The size of the school does not necessarily dictate the quality of education. Small and large schools have been successful and failing. A school of 700 students are not large by national standards.
189. With all due respect, this meeting should have been held before the vote. The school board did not have the courage to do this. A new school board could throw this out. This is bringing politics into the school system. A lot of us are concerned about the letter that was sent out. Why do we have to have these meetings in the holiday season? We are going to the school board meetings, the board of supervisors, and the state.
190. What is your criteria for finding a location for our new schools?
- a. Two critical factors. Equity in equal distances from two old schools. Folks in the smaller towns are really concerned about this. Second, is the infrastructure issues that will arise, such as compaction, water, sewer, and electricity. These two points will have to be weighed by the board. We have to be financially responsible while making folks as comfortable as possible. Monday night at the school board meeting we will look at some potential sites.
191. Will it be between Pound and Wise.
- a. That is the nature at this point. It may be that there are no sites between those locations. If this is the case, the school board will have to address this.
192. Clintwood has been approved for consolidation for 10 years. We can't say it's a done deal until it happens.
- a. To develop the plans to consolidate is a done deal. We have to develop that plan and bring it in front of the school board then the board of supervisors. They will either approve it and we move forward, or disapprove the plan and then we go back to the drawing board.
193. Folks on fixed incomes will be really hurt by this. How will they continue to pay their taxes?
- a. We understand that folks have a hard time right now, and that there are economic hard times to come. However, unless we improve our schools and other infrastructures, people will not want to move into Wise County. There is a responsibility.
194. What's the maximum dollar amount that the board will put into researching this until they will stop wasting our money on this research?
- a. The first initial parts of the process will not be expensive compared to the rest of the project. Site selection costs and infrastructure studies will be a fairly limited amount. If we try to scrimp and save money on this part, it will cost us much more in the long run. We will get this information together.
195. I believe that there is no sewer infrastructure past Glamorgan. We would have to run sewer lines, correct?
- a. We could build a treatment plant, but we would rather not.

196. I think we could keep costs down if all schools were built the same.
  - a. We anticipate having all three schools built on the same floor plan for equity and to save money. Each school could have its own uniqueness through front facades.
197. Do you anticipate a raise in taxes or a bond issue or both?
  - a. The funding of this falls to the board of supervisors. Could come through bond issues, tax increases, efficiency savings , or a combination thereof. PPEA could help out with this as well. The board of supervisors would have to decide how to finance this project.
198. Are we limited to a \$15 million dollar cap for a literary loan?
  - a. They increased it a little bit.
199. That means that the county would have to cover a bond. How can the county pay for it.
200. The bank is the tax payer. Is the board of supervisors listening to the tax payers?
  - a. These meetings are not meant to divide people. We have to tackle this decision to provide for our future generations. If they had not raised taxes 50 years ago, we would not be in this building tonight.
201. Does cutting classes if we don't consolidate hurt our students?
  - a. We might have to rely on technology to help with these issues.
202. Would a consolidated school with more students be able to better offer better educational opportunities?
  - a. We can't make such a blanket statement, because some issues will be better, and some might be a little worse. We can't continue our current line of staffing with the dwindling student body. Right now, we have had to push our students into upper level course who may not be ready for them just to make the classes make. A new building will not make better teaching, we have to work on those issues separately. We are committed to improving our instructional program everyday. If we get that critical mass of students, we can provide additional opportunities.
203. In the day in which we live, it is essential that our kids get the best education.
  - a. The World Is Flat tells us that the world is changing, and that we are now competing globally. Our students need a much better and more rigorous education now more than ever.
204. Have you thought about how many student we will lose to other counties due to consolidation?
  - a. There will be some of that. We understand that this will happen. However, after the school is built, people will see the new facilities and will realize the benefits available there.
205. What will happen to the old trophies from the old schools?
  - a. We will want to honor and celebrate the past accomplishments. We can build upon this legacy of accomplishment.
206. It was more cost effective for the X-rays to be read overseas. Do we not have people who are smart enough?

- a. There were no technicians who would work at that small a place. We couldn't afford to have someone there full time. Our kids will be competing with kids from all over the world.
207. If we consolidate, we'll be competitive with folks all over the world, but we can't do that at PHS? That's a bunch of bologna. There is no place between Pound and Wise except on a strip job, and that is very expensive.
- a. A consolidated school will have both good and bad with it. Things will change regardless. If we continue to lose enrollments, we'll have to do something. It's better to be proactive now than reactive later.
208. These kids have the same opportunity to join the bands, but they may not want to.
- a. I would have loved to have wrestled, but the small size of the school would not allow it. Some kids have to participate in a lot of activities just to have the activities for others.
209. When the power plant goes online, will our composite index not go up?
- a. The power plant will increase our composite index will go up. It's unknown how it will actually work out. Increase in property values will result in increased tax revenues, but decreased money from the state due to the higher composite index. It could take several years for this to happen.
210. Has JWA student enrollment not stayed the same?
- a. It had or a couple of years, but it has gone down this year.
211. You will be lucky to get 20 kids from St. Paul and Appalachia in the new schools. The same will happen at Pound. You need to take that into account.
- a. Clearly there are some people who are dedicated to that. This is something that we will look at. If you look at past experiences, a lot of people talk about that, but it doesn't really happen to that extent in practice.
212. Is it true that you're looking at bringing Norton into this?
- a. At this point, there has been no formal plan or discussion to do this. It may be an option if the school board so decides. Individuals may have talked about this, but there's been no official track towards that end.
213. I don't want my child to be on the bus before 7:30, I don't want to see her on the bus for more than 30 minutes, and I want her to have a foreign language in the middle school
- a. We have some kids on the bus for more than 30 minutes each trip now.
214. Will the curriculum change in the elementary to prepare them for the advanced curriculum in the high school?
- a. The quicker you can introduce that foreign language the better for our kids. We will discuss issues such as this at the board meeting on Monday.
215. Is there a maximum that a student can be on a bus? My wish is no more than 30 minutes.

- a. The state does not have any guidelines about this. But we do try to make sure that kids are limited as much as possible. For some kids, there will be a shorter ride, but for others it will be longer.
216. When you're staring all of this, are we talking \$100,000's for site selections and the same for drawing plans?
- a. It is my responsibility as superintendent and the school board's responsibility to give everyone an accurate accounting to the cost. If we don't do our homework up front, we could run into unforeseen cost overruns.
217. Do you have any kind of timetable? It's dividing our communities.
- a. The board has not established a timetable. If we started tomorrow, it would be no less than 2 years before the doors opened. While we're waiting, our current schools do not have adequate paces for our kids to learn, and our kids are doing without opportunities.
218. If the schools are as bad off structurally, how long can they go before we have to do something?
- a. There are some good solid places now, and they could be good for instruction. The renovation consolidation debate has caused these schools to be neglected, because no one wanted to put money into a building that may not be used for much longer. We do need to address these issues soon.
219. Do all of the high schools currently have fiber optics classrooms? Why can't these classrooms be used to more efficiently utilize our staff?
- a. We do this. In some classes, the distance learning method is not the best for some of our students. However, its not the answer for all students and all classes. We can still use these technologies when we consolidate.
220. Rumor about Pound students going to JJK next year.
- a. There has been no conversation that I know of about that. We have had no formal conversations about this. Individuals may have said this. However, there are no plans for this. A bad economy could possible force this.
221. What type of security will the new schools have?
- a. Architectural and design pieces help to make things safer. Computerized door systems have been used with electronic keys. Surveillance cameras have been used. Blind spots had been eliminated. Intruder locks to keep people out. Many things can be used.
222. Are we going to have fewer employees to pay for with consolidation?
- a. Yes. The cost estimates are about \$3 million per year in personnel savings.
223. Why has not the central office been looked at? A study said we were overstaffed at the central office level.
- a. If the school board office is overstaffed, the school board needs to look at that. I don't think that we're overstaffed.
224. What about the 6 guidance clerks?

- a. We'll certainly have to make some decisions. If there are positions open that match your skill level, we'll help you get that job. The staff management plan will help to determine which staff are selected. There will be very clear rules developed to address this issue.
225. I feel that the kids being put together before the new schools are built would be very detrimental.
- a. This would create a ton of equity issues.
226. Maybe this will bring infrastructure to areas that have not previously had it.
- a. This could help to foster business growth, and thus increase tax base.
250. I am proud of PVH, and have had many family members who have gone through this school. The lottery pays out over \$400 million from the lottery, and Wise County only gets about \$1 million dollars.
- a. Wise County has about 6500 students, and we get our share, which is a little over \$1.2 million per year. We have been using this money for some larger maintenance projects. The remainder of the \$400 million goes to other divisions across the state.
251. I am for consolidation. You have enough room to build the school behind this one.
252. This might be a touchy issue, but we have so much land and good facilities here, and I would like to see the new consolidated school here where we could use this auditorium. It would save the tax payers millions of dollars. I would like to see the field back here utilized.
- b. This will be one of the most difficult situations to face through this whole process. Everyone wants the school either closer to their town, or in the middle where there would be little bias. We will discuss this issue at the board meeting Monday night. The board is looking at all options to find out which is the best option. We are looking at cost when site selection is considered. A cost analysis will be done on potential sites.
253. Operational savings with smaller schools would help to provide every child with a laptop computer with wireless connection, which would provide a better education for our children.
- a. We are constantly pushing the envelope on technology, and we will continue to do so in our new schools to enhance the educational process.
254. At what point will we address the athletic facilities, use the old ones or build new ones.
- a. This will probably be one of the first things that the board will have to address. A school alone would require about 20 acres. A school with athletic facilities would require about 40 acres. We will have to decide whether or not we could or would want to use the older facilities. The site selection process might help with this.
255. The town will be willing to work with the county to continue to use Bullitt Park
- a. We want to be conscious of other schools and them playing at the other schools facilities. We have to keep looking at all options.

- b.
- 256. If Appalachia had land, we might be upset. If we name those three new schools something different than what we have now, kids will like it better. I think the school board need to do this first. Coaches, administrators, and townspeople need to pick the colors for the new school. Kids who will be in the new school when it is built would not be appropriate for this decision. The students should be allowed to choose the mascot for the new school
  - a. Through the other consolidations that I have been through, people worried about these things much more than curriculum and academics. We will lay out the process by which these things will happen. We don't want to maintain any previous names. We want the community to help with these issues. Setting these things will make it more real for our folks.
- 257. When this school was built, the kids picked the colors from the previous schools
  - a. We want to increase that investment and sense of ownership.
- 258. Dollars and Sense- Cost effectiveness of small schools. You can order it free. The school board was given this book, but I don't know if they have read it. Consolidated schools will not be cheaper. Pulaski County schools had more principals and assistant principals. In the US, smaller schools are being built because of these issues.
  - a. We do agree with some of that. When we consolidate, some things will be better, and others not as good. When we consolidated before, we saved a lot of money through this process. Block scheduling will be another topic for another day.
- 259. When we consolidate, we will still have small schools
  - a. The largest school will have about 699 students, which is smaller than the schools were when a lot of us graduated from them.
- 260. This is not right, because I called the high schools today to find out their enrollments.
  - a. We are basing this on the enrollments of kids now in grades 5-8 who will be in the new high schools by the time they are built.
- 261. Are the cost estimates based on the actual projected enrollment numbers?
  - a. The initial estimates were based on 700 students per school. The initial estimates are just that, estimates. Site acquisition and design features will have an impact on these figures.
- 262. If consolidation occurs, I have heard about Norton joining in on this?
  - a. There have been informal conversations, but nothing formal. This has been discussed since or prior to 1986 among individuals. This would take a lot of work. We will not hold up our process to wait on Norton to decide. There could be some benefits and/or negatives to both parties in this situation.
- 263. We don't know the cost for three new schools. I have a great concern about building these new schools and then wouldn't be able to afford to maintain our middle and elementary schools.

- a. We have a preventative maintenance for those schools, and we have to keep them up. Simple neglect can cause many problems for us down the road. We have postponed so much work on our high schools, so they really need to be address now. I think the county can afford to keep up our middle/elementaries while building new schools. We wouldn't go forward with new schools if we can't keep up our other schools.
264. Will you put pressure on older teachers to retire?
- a. No, because the civil rights lawyers would be down here. We could offer early retirement options. Our older teachers are still fired up about teaching and learning, and we want to keep those folks. We have too much respect for those folks.
265. Which schools will be built first?
- a. The decision about building order, or even do we build them all at the same time. Construction costs do go up each year. Do we have the local capacity to build all schools at the same time, or will we have to phase them in? there have been no decisions made. We are looking to build with identical floor plans to help save costs. Sometimes the site may dictate differences, but we can probably design around this. Schools can have different facades to provide uniqueness.
266. How many more of these meetings we will have, and how often?
- a. This is the first of the preliminary meetings. We are gathering questions and will get answers for them. This is the first of several meetings. We will notify through a letter of future meetings.
267. Rumors are going around that we've looked at sites around the college. That is a dangerous place to put it.
- a. I have heard that rumor, but there have been no official action. There has been discussion among individuals. There are 3 primary issues; infrastructure, safety, financial commitment.
268. JWA is a nightmare for traffic patterns.
- a. We have others as well. We will be required to conduct traffic engineering.
269. I am a graduate, my son is a curriculum, my girl goes here now. How will our curriculum expand? My kid was into computers, but he couldn't compete state wide because of the advanced courses taught across the state.
- a. We have had conversations about this. We hope that by putting the classes together, we can offer more courses. Now, we have some tiny classes being taught. If we combine these (they would still be small), we could free up staff to offer classes we have not offered before. Singletons can also be eliminated with a larger student body. Its not just about course offerings, but about offering corses at different times so they won't have to decide about which they take. We also won't have to push kids into classes that they might not be ready for just to have enough kids to get the class to make. I think the computer technology classes has

increased since then. We have to do a thoughtful controlled job on consolidation, while making sure our kids have the best possible educational opportunities.

270. I thought we already voted to consolidate.
- a. We will be getting a plan together. When the school board and the board of supervisors get the plan, they will have to decide to enact it.
271. Do we have cost estimates?
- a. We have them, but they are only estimates. There are wildcards such as site locations. Transportation costs are another wildcard. We will have better information later.
272. What about the maintenance to get us through this process until the new schools are built?
- a. Most of our elementaries and middles are in good shape, and we have to make sure that we keep them that way. We have to plan financially to build the new ones and maintain the others at the same time.
273. Is space going to be an issue when you move the eighth graders down to the elementaries?
- a. There are only two schools that this will affect.
274. I would hope that if you place eighth graders back at SPE and AES, that someone at the school board office would not try to develop a middle school athletic program so that kids from AES and PVM do not compete against each other. This would be detrimental when they start to high school.
- a. We would get community input on issues such as this.
275. K-8 issues
- a. This works well at JWA
276. If you reuse facilities, how would you decide which fields you would use?
- a. We have to look at all of the issues; safety, parking, services, and etc. If we do use existing fields, we will make sure that they are cleaned and painted differently.
277. Now we only have one VoTech center. Would it be possible for each school could have its own VoTech center? It discourages students from attending due to the travel time up there.
- a. We could do it, but we don't know if we could afford it. The regional center could provide a lot of efficiency. It would cost too much to match the facility we have at each school. We could do some exploratory stuff at each school. These are going to be decisions that will have to be made through the collaborative design process.
278. How about the security?
- a. The new facility would be designed with safety in mind. Electronic door locks, no blind corners, camera systems, lockdown locks, communications systems, and

etc. can be designed into the schools from the beginning. We will work with the sheriff's department and the response teams on these issues.

279. Do you think that all of this can come about without a tax increase?
- a. I think there will be some tax increase. Cost savings would be realized through efficiencies, maybe the powerplant income could help. We will have more information as we get the plan developed.
280. What's your timeframe for information?
- a. We hope to talk about sites, infrastructure analysis within the next few months. After this is done, the next parts should come more quickly.
281. You were educated in the small high school and went to CVC, did you get a good education in Wise County?
- a. Yes, we have a wonderful school system. Many good things are going on in our smaller and larger schools. Size doesn't dictate the quality of schools. We combined two good elementaries into an exemplary larger school of 600 K-5 students.
282. Have you watched the school board meetings when our kids got up and spoke? I am so proud of their speaking abilities. The school board has never answered their questions, and some didn't pay attention or seem to care.
- a. School board members have discussed these kids, and they did pay attention. School board meetings are not an appropriate venue for conversations, like this meeting is. Just because folks have different points of view does not mean that they don't care.
283. I disagree with that statement. 3 board members care, and the others do not appear to do so. These were kids from small schools
- a. All of our board members have discussed their pride with these kids. We also have kids from our larger schools who could be just as articulate. When we make decisions based on this much money and the future of our kids, we can't make our decisions based solely on emotion. If we did that, we could never move ahead. We have to temper our emotions with rational thought. We have to address issues which will arise in the future.
284. There have been some good questions. I taught in technology before I retired. This is a good start. I am impressed with the way you have handled this.
285. Our teachers and staff deserve a lot more money. When you build the new schools, don't put in stoker coal furnaces.
286. When we think about the energy needs of our new schools, we need to look at natural gas and geothermal energy sources.
- a. We have to study the needs of our schools, the resources available, and the ecological and ethical issues. Sometimes the technology is so expensive, it becomes prohibitive.

287. If you're going to discuss locations on Monday, does this mean that you all have had formal discussion about this issue?
- No formal discussion has been made. I am not with board members all of the time. The board has not addressed this issue formally. That will happen for the first time on Monday. Everybody that drives up and down the road looks for appropriate sites. Individual board members are citizens by themselves. Only when three of them get together does it constitute the board. To my knowledge, three members have not gotten together to discuss this issue. We will be very honest about this. There have been issues about trust. I hope that throughout this process honesty and integrity will be evident in this administration.
288. The only thing I have ever asked is honesty. I'm glad to hear you say that.
- Hold me to that.
289. What would be the feasibility of building one large indoor sports complex for all schools to use?
- Transportation and scheduling would be difficult. Equity issues would also arise.
290. I think that AP classes are important. Will there be any other classes to choose from? There's not been that many offered.
- We don't control those online courses. The governor's school and Virtual Virginia control those classes. The ideal situation would be to get our teachers certified/trained to teach those classes. We hope to be able to offer more of those classes.
291. Last year I was interested in taking culinary arts at the CTC, but that takes up two whole blocks, and I needed other classes.
- We have been looking at this. Travel time necessitates doubling up these classes to make them feasible. It is hard to give up two blocks in one semester to take those classes. Many of our kids are giving up great opportunities by not going to the CTC. We want to continually strive to meet the needs of our students.
292. I'm a sophomore, and we have a limited amount of equipment in chemistry. Would we have more equipment in a consolidated school?
- We are going to be focusing on that on Monday. We have to make sure that we provide the best education for our kids. We don't want to neglect our current students while planning for the future students. We will have a focus on instruction.
293. Board comments
- I'm only speaking for myself, but I don't like that we don't get to be involved with dialog during the meetings. If you have a specific question for me, ask and I will answer it. I have an email posted to our website. Talk to me publicly privately.
  - I appreciate everyone coming out tonight. Congratulations well done to Dr. Perry. I appreciate your honesty. I think you all are putting forth an honest effort.

It bothers me when we talk about when it's too costly and when it's not too costly. The money issue is a tough thing, and we don't know how much is too much. Curriculum is mandated to a great extent from the state of Virginia. It is a fallacy that if we build three new schools those kids will be able to take anything that they want. Band programs suffer due to a lack of creativity on the school board's part and block scheduling. Kids have to choose between classes, and band suffers. We need a 0 block like the 9:00 club to be able to offer these classes. I see some influential people from my like here. I have some concerns about K-8 schools. I like the middle school concept. I have seen some good effort from Dr. Perry and his staff. I am concerned about how much money is too much. Each town needs a middle school.

- c. We don't live in a vacuum. There is no conspiracy going on. I talk to all other board members. We only speak to one another with no more than two at a time. There are issues that we need to address.
  - d. I appreciate your leadership style, very professional. I think your experience will bring a lot to this county. I feel like as a board of supervisor member, my responsibility is to the taxpayers. From our conversations, I feel like you will bring forth a plan to the board that benefits not only our students but our taxpayers. To me the cost and how we're going to pay for this is very important. What can you assure me in the way of cost savings? I think we can pay for this, but I'm not for sure until I see the final figure. I think the power plant will play into this. Hopefully we'll have these answers by spring and summer, and both boards can work together.
294. How will they handle class rings?
- a. When we establish timelines we will be able to plan for these things. The students will have input into this. We will have to work out these issues to ensure a smooth transition. We will know about 2 years prior to the doors opening on the new schools.
295. Can we let the 7<sup>th</sup> graders on down start working as a team in athletics so they will open the new school with kids who were used to being together?
- a. Anything that we could do to promote this unity would be beneficial. There would be some logistics to work out, but it could possibly be done. Coaches and principals would have to work this out.
296. Youth soccer is getting bigger in our community. Could this be a varsity sport in the new schools?
- a. This question has come up before? When consolidation happens, fields would be opened up to help with this. The more sports offered the more that you spread around the kids. We can plan for additional athletics. Soccer has continued to grow.

297. Have you thought about registering the new mascots so that you can license them, possible get revenue from the sales?
- We have not thought about this, but we will.
298. Any possibility of in house AP courses?
- We hope to strengthen the curriculum, while seeing some savings as well. Through efficient use of staff we can offer some more variety of courses. We will strive to get teachers certified to teach AP courses.
299. What criteria did the school board use to decide on 3 high schools instead of 2? Is declining population still a concern?
- One of the issues is geographic locations and student transportations. Another issue was that we didn't want to have larger schools than about 700 students. By the time we get these schools built, we will have to address middle schools and elementary schools. These schools could be built onto or repurposed in later years. We hope that these will be the schools for the next 50 years. Larger schools would also mean high divisions for athletics, which means that kids would have to travel farther to participate with like sized schools.
300. Will high schools remain on block scheduling?
- At this time, that issue is not being discussed. There was support for the block scheduling as of last year.
301. Can you modify that block to facilitate band programs? Fine arts should be scheduled first.
- We have to address these situations. We may have to look at some zero periods or other creative scheduling models. Bands are suffering throughout the nation right now. Some scheduling issues are exasperated. Hopefully the larger schools will alleviate this to some degree. We are talking with the board on instructional and curriculum issues. We hope to strengthen the fine arts program.
302. When you look at the reduction in force policy, we must reduce those who are provisionally certified first. How many do we have now who are provisionally certified? We're not going to need as many professional as well as certified people.
- I don't know. I don't think that we have that many. We want as many highly qualified folks as possible. We will look at this to make sure that everything's thought through very well. Consolidation is a little different that a reduction in force. We will make sure that everyone knows what the rules are. We can even shift folks around to help get people closer to home. We have to take care of everybody?
303. How much discussion has the school board had with the board of supervisors? Is there a possibility that plans would need to be changed after these discussions?
- We want to meet with the board of supervisors regularly to keep these lines of communications open. They need to understand our process, and we need to understand what they can afford. We have to work with the board of supervisors.

If we come up with a plan that has unviable costs, we will have to reevaluate our plans.

304. What current grades will be the new students in the new schools?
  - a. There are a few issues that would impact that; site selection, planning, and funding. We will have plans and cost estimates hopefully by the end of school. It would take about 18 months to construct the schools. It could happen as early as three years from now. A tenth grader would probably not be involved in the new schools. There is a reasonable possibility that ninth graders could go to the new schools. However, we have to make sure that our kids going to the current schools get what they need.
305. With increased enrollment at each school will there be increased foreign language more than French and Spanish?
  - a. We have to make sure that we offer a rigorous curriculum with a wide variety of options that we can support. Could we get teachers to teach Chinese, and then would we have enough student interest to make it go. We should offer foreign language earlier in a student's career where it would be easier for them to learn because of the formation of their brains.
306. Through the staffing plan, we could bring Spanish teachers down to the middle schools.
  - a. This would make available some opportunities. However, there is a financial responsibility to our community. We have to make some savings in order to pay for some of this debt. This will give us some options.
307. Could the school system offer busing of student to college so that more kids could take advantage of this opportunity?
  - a. By combining staffs and looking at certifications, we could hopefully offer some of these courses in house. Transportation is an option. We just have to determine if this is where we want to put our money.
308. Do we foresee the curriculum in the next few years moving foreign language down to the middle schools?
  - a. The board has not discussed this. I would like to see this, but when you add anything, you have to take something else away. We do not foresee any additional money from the state. We would have to make some budget choices. We could partner with the colleges to get interns in to possibly offer some introductory courses for students. The board will have to place our priorities.
309. Will the construction management company be responsible for the architectural drawings?
  - a. The construction management company is the owners' representative. They will help us through the process. We will pick and choose what they will help us to do. Sometimes design/build companies will do the architectural plans for free, if they get to do the construction should the process go forward. The bad economy may work in our benefit, because a lot of companies are looking for work.

310. Do we have money in the budget now for the planning process?
- a. The first part could be relatively cheap. The most costly will be the site selection process because of site and infrastructure analysis. We hope to have some conversations with the board of supervisors about this. We have some money now. The more sites we add to the analysis, the more costly this process will become.
311. Thank you for answering our questions. Is there any thought about changing the policy for out of county students? This changes the student teacher ratio.
- a. We do have kids coming from out of county who do not pay tuition. If you have a classroom in which a new student moves from out of county where you wouldn't have to add another teacher, it is to our advantage to take the student and the \$8000 of state money that comes with them. This has not hurt the division yet, but they are helping. Site selection could reduce numbers of out of county students. We get state funding for all students. The state is paying 82% of our educational costs due to our low composite index. We have the second lowest index in the state. We also get a lot of federal finds.
312. Governor Kaine announced that we have escaped state cuts for round one and two, but round three we will be cut.
- a. We expect cuts for the 2009-2010 school year, between 5%-10%. This would be hard for us to absorb.
313. Does the state fund all counties the same?
- a. No, most other divisions are funded less, all based on the local ability to pay.
314. Is there going to be a maintenance plan to be put into place for the new buildings?
- a. We will plan to build our schools as energy efficiently as possible. We have to plan the materials that go into our buildings for the long term maintenance. We will try to add features that will require less maintenance. We have to plan our budgets to maintain our new schools as well as our older schools. We have to look at long term maintenance costs.
315. Have you thought about logistics of transportation of all of the schools? Would we have to let the high schools out earlier to account for this?
- a. We have done some rough preliminary work, but site selection will allow a more detailed analysis. We hope to minimize the bus rides as much as possible. There would be a difference in travel time. Some will have a longer ride, and some will be shorter. We will develop guidelines, and make sure that length of bus rides follows these. The shuttling of students will cause logistical problems, so we will try not to have these kinds of situations.
316. How do the bus routes currently run? What percentage of students ride the bus?
- a. Some go to the elementary first; some go to the high school first. I don't know right now. However, bus ridership should increase.
317. Have you thought about transporting high schoolers separately?

- a. That might be cost prohibitive.
318. Is there any formal communication with principals and kids on consolidation? This could really help to alleviate anxieties.
- a. We will begin these conversations as we move forward. It will be sooner than later. We have teachers, administrators, and guidance counselors who care and would be more than happy to help our student through this.
319. We are creating new schools; Pound is not consolidating into Wise, and vice versa. We need to make sure that our kids are comfortable with this.
- a. We have to clearly communicate this with our staff. After the plans are approved, we need to move forward with talking to our kids. We need to make sure to not put our kids in bad situations, and make this a positive for them.
320. I think the kids have come to this idea sooner than the adults. Our kids are ready to come together.
- a. Kids are hanging out together on the weekends. Transportation and communication advances have already brought these kids together. If we have a teacher constantly complaining about this process, it could make it hard on our students.
321. I have gone into consolidated schools with commemorative plaques. This would help to honor the past.
322. Our 7<sup>th</sup> graders have come up with some good ideas, such as selling bricks with their names on it. They have ideas about how to make the new schools theirs.
- a. I worked with two school consolidations, and the kids had no issues with it. They had played soccer and t-ball together. There were no transition problems with the kids, only the adults. We can create a family atmosphere anywhere.
323. Will expense of site costs have any bearing on site selection, and will schools still be equidistant?
- a. Cost will be a factor. The board wants to find sites in neutral locations to help with the process. The availability of appropriate land is not great. I don't know if we can guarantee equidistant sites.
324. I'm appalled that the other school board members are not here. This decision carries a lot of responsibility. These people ran for this job, and they are responsible for the representation of the whole county, and they should be at all of the meetings. The school board should answer these questions themselves. How can you make the decision for consolidation if you don't know what the cost will be? Have you gone to visit the schools in Castlewood, the school of pharmacy, the Appalachian School of Law, or the Mountain Mission School to see how renovations can be beneficial?
- a. We do record all questions and responses to provide to board members. I have been in those schools before, as well as other schools which have been renovated. It is a viable option in a lot of situations. However, consolidating schools would be able to realize some operational savings. Consolidation could save costs while

keeping the quality of service at or above what we currently have. The board has made the decision to move forward with this plan. The plan will be presented to the board upon completion, and then the board will then decide whether it's a viable option or not. The school board and the board of supervisors would both have to approve the plan before it could come to fruition.

325. I don't see how the board can choose consolidation when they haven't considered the cost savings in renovation, considering how consolidation could end up costing more.
- a. I feel that the board did consider both options equally, and decided upon consolidation. This issue has been discussed for many years. We want to make sure that we all have the educational facilities that we not just want today, but we would also want many years to come. With the declining enrollments we are experiencing, some schools could decline to the point to where they could not efficiently operate. There would be an enrollment number that would eventually cause a school to be closed. We have to be proactive so as to not be faced with this issue. If we build new schools now, all parties have the opportunity for input into their school. If a school had to be closed, this would not be the case.
326. I asked some questions in March at a school board meeting and they have yet to be answered. I had the opportunity to review an SOL test from Algebra where this school finished second in the state. Lee High finished much lower, and they were a consolidated school. I am troubled that we have elected officials who have not shown up tonight. Renovation is a scalded dog, and no one wants to see how bad he's scalded. Castlewood high shows how good a renovation could work. I'm troubled about all of the savings that they're talking about. The savings are hog wash. We don't have a lot of flat land to build the new schools on. If Castlewood was built in 1949, JJK was only built in 1950. This school has been maintained because people have taken care of it, no graffiti. I believe in good education. These are good solid buildings, are we going to let them fall in, and what are we going to do with them?
- a. Educational quality- small schools sometimes do create good results and make a big difference. The stability of the community to be able to recruit and retain teachers makes a big difference. We consolidated two small rural schools together that were doing pretty good into a K-5 school with 600 students into a top performing school. We were the third school to be fully accredited. The size of the school enrollment is not as important as quality people, quality instruction, and quality leadership. Pound and Coeburn both achieved 100% pass rates on their writing tests this fall. There are good people here who care about their school and that are really the neat thing about this small school. I knew all 600 kids in our school, the communities were forged together. I have also been involved in situations where things didn't go so well. There is no one who believes that consolidation by itself will solve anything.

327. What problem are you trying to solve? Originally it was buildings, now I don't know what we're talking about. Do you dispute the study that says our schools are structurally sound? Did they let the buildings get in bad shape so that we would have to address consolidation? Is Wise and Big Stone determining things, are they loosing anything? How does Norton fit into this?
- a. I think there's good information in all the studies. We're trying to provide the best possible education that we can. There are some issues with our buildings. Poor managers would allow their buildings to get into that shape just to meet their goals. There are very limited sites because of the requirements that the schools be located next to the highway. We are looking at some sites that are equidistant. We don't know how Norton will figure into it. There is a bad issue with distrust because things were not always handled openly. Therefore, we put the Norton issue on the table at the
328. Are the same board members who want Norton kids the same folks who are trying to drive out the Russell County Kids? A person at the last meeting who said they need to leave.
- a. We receive about \$8000 in state funding; therefore we would not try to drive out anyone. These kids provide economic benefits to the county. We get kids from Kentucky and Dickenson county. The person who made that comment was not representative of the school board or administration.
329. It's in print that people from outside the county are freeloaders. That didn't go over well on this end of the county, and some folks on the school board still feel this way.
- a. In my dealings with the board, there have been no formal conversations about these kids being a liability to the division. Since we have such a low composite index, it only benefits us to accept these kids, unless we had to hire another teacher or build another classroom for additional students.
330. I feel sorry for you because you've been hired for the school board to defend their position. They should be here, all 7 of them to answer their questions. It's being smart that you said that you want to keep those out of county students. Out of our SPH kids, 150 of them will not go to another Wise County school if they close SPH. This will not be only for a short period of time, there will go to Castlewood. They will not drive 15 miles when they can drive 2. It's been told that we would save a million by closing, but would lose 1.2 million when those kids leave.
- a. I accept this responsibility and do not shirk this responsibility. I would not want any out of county parents to think that the only reason that we want these kids is for the state money that follows them. They are an important part of this school district. Some kids would transfer out of county, and some will stay there. In Montgomery County, folks said the same thing. This situation is more unique in nature. People have that choice, and it may be a better option for them. We don't

know for sure how this will play out. I'm not disputing these claims, but I don't know that it's necessarily a fact, based on how we handle the process.

331. The closer you get it towards St. Paul, the more students will go. They will build it towards Coeburn. What are you going to do with our 8<sup>th</sup> graders?
  - a. I think that the 8<sup>th</sup> graders will go to the elementary. We will have to look at the facilities and staffing to see what we need to bring the 8<sup>th</sup> grade to the elementary. We are looking at a K-8 facility.
332. This is a high school, and having 8<sup>th</sup> graders here is ideal.
  - a. I would not argue with you in this situation. In a true 9-12 without middle school participation, it wouldn't be a good situation to have 8<sup>th</sup> graders in a larger high school. More separated from an elementary.
333. Since St. Paul elementary does not have a gym or auditorium, there's plenty of room here, where's your million dollar savings. I asked a question at the forum in Wise and it has not been answered. What is plan B when the board of supervisors will not fund the new schools?
  - a. We're going to make sure that there are educational facilities to house the kids at each school. If we have to build more rooms or auditoriums, we will put it into the plan. The plan is to go forward with consolidation. If the plan falls through, even at the school board level, we will have to evaluate the situation. We have not been tasked with Plan B. We can have some numbers before the school year's out if the site selection goes OK.
334. I went to Castlewood when the snow blowed in, but look at it now. Leave us alone. I didn't graduate because I went to three different schools. I hope the board of supervisors isn't dumb enough to give them the money.
  - a. It is probably true that it would be cheaper to renovate in the short term. If we continue to lose student enrollment, we would run into equity issues.
335. I think that everybody wants the best education for our kids. Have you been through our schools? What would be wrong with bringing Coeburn over here, using both of our schools for the new high school? It's the same distance from here to there, as from there to here. We could bring the elementary to Coeburn. It would be cheaper to do this option.
  - a. I don't think that anyone has thought about this idea. This hasn't been given to us as a charge. We will look at this aspect. We would have to look at all of the facilities.
336. You have been away for a while, and we're glad to have a county native. St. Paul students are consistently successful. Since the school board has concluded that SPH has been closed, how can you assure that this student will be able to achieve the same high levels and have the same opportunities? It is counterproductive to the wished of the board to maintain low student teacher ratios.

- a. There is no doubt that the quality of instruction and opportunities here is exemplary. I don't believe that these opportunities couldn't be had at another school. Appropriate instructional leadership could duplicate this at another school. Other schools have quality programs. However, consolidation wouldn't improve the situation, unless we are dedicated to improvement. I know I cannot convince you, but I hope that you will trust that we are committed to provide these educational opportunities for our kids. I hope that we will pull together and help to make this happen. Cost is an issue, or we would pay starting teachers \$60,000 per year. We sometimes have to make some tough calls. If the board honestly and truly felt that we could continue to cooperate our 6 schools for the next 20 years that they would. We will try to make sure that good opportunities will remain available to our kids.
337. Reduction in force policy. Will teachers be given a seniority list so that they can make appropriate decisions about employment? 75% of teachers are women. We will have to address title IV to make sure that there will be no gender discrimination. This will be a nightmare. It's going to be real hard to make the decision about whether to retire. Would take Dr. Killough's plan.
- a. There would have to be some reduction in force to help to pay for the schools. There are 33 teachers within 3-5 years of retirement. By the time the high schools are built, a significant part of our teachers would be at retirement age. Some folks move from year to year. We would develop a staff management plan to determine our staffing needs and the process by which to meet those needs. Teachers would have input into that. We have to treat our people with respect. We have to meet the educational needs of our students. We may have to move some people and reallocate resources. Some folks may get to move closer to home from their assigned school. We will develop the curriculum, and then determine our staffing needs. We hope to get all of this done by the end of the school year. We would have time to make sure that everyone knew the rules. When we would hire new folks, we would let them know that they were only to have employment for 1-2 years.
338. Does an overall seniority list exist, and will it be presented to the teachers?
- a. I don't know, but I will find out.
339. What would happen to Estonoa when SPH closes?
- a. We would hate for that project to cease. There are other projects at other schools with similar merit. We can't commit to all projects for the long term, but we want to support as many as we could. We will have to address these issues through the consolidation process.
340. We want to compliment on your initiative to get with the board of supervisors on this issue. Don't you need to get a commitment of dollar amount form the board of supervisors?

- a. Every other endeavor in the division, the board of supervisors plays a major role. We need to work together. We have to have some ongoing conversations between the boards to increase communications. If we don't know where the limits are we could waste a lot of energy. We hope that no limits are placed until we weigh the merit of the project.
341. The public needs to know what the debt service is.
- a. If we can work out the site selection in an efficient amount of time, we can provide information to the board of supervisors- sites and floor plans- for them to make a decision.
342. SPH has always been a survivor; it has always had to prove itself to keep from being consolidated. I think it's wrong to run traffic by the power plant with all of the trucks that will be on the road. This is the only school in the fourth district. If we closed this school it would slight the voters of the 4<sup>th</sup> district. I think its best to put our 8<sup>th</sup> graders in this high school. We plan to go to Russell County if this goes through. You need to read the Boucher Plan. 1/3 of our town is in Russell County. We're soon going to be the largest taxpayer in Wise County. It's wrong to take our school. We're trading our high school for a power plant.
- a. I don't think that anyone places less importance on any student. It concerns me that the comment is made about St. Paul kids going to Russell. County. This might make people less willing to take St. Paul into consideration through the site selection process. If they're going to move over anyway, why would we pay more for site preparation closer to St. Paul?
343. I think that people say that all of the time that the assumption is that the schools will be built in BSG, Wise, and Coeburn. We feel that its' a foregone conclusion that there will not be an equitable site chosen. We have gone to the board meeting every month to present 12 pounds of paper to the board and give input. I think the majority of the board have ignored us and go on with their agenda. I didn't know that we had problems until I started going to the school board meetings. The school board wants three new schools in Wise, Coeburn, and BSG, and will close the smaller schools to do so. I think you've brought a lot of good things to the division. I hope that you'll make every effort to choose equitable sites. Let's forget the forgone conclusion and start having trust in the process. We have a concern about- do they really care what we think. I think Dr. Perry does, but the missing board members don't. I think the central office has been very helpful. In West Virginia from 1990-2000 there have been massive consolidations. Out of 45 counties, 42 spend more money that did the small community schools. Only 3 counties saved money. Lee County has dropped SOL scores, discipline reports have increased. The reports aren't good. What steps will you take to ensure us that consolidation will provide academic or financial gains.
- a. We are looking at sites that are neutral, though they are limited. We could put a school anywhere, if we were willing to pay for the infrastructure. The people are

dedicated to find as neutral a site as possible. We have to make fiscally responsible decisions. There have been situations where consolidated schools have not performed. There are some cases where others have done better. There will be some elements of these schools that will be better, and others won't be as good. It's a matter of how we plan for our schools as to the quality on the other side. We will work extremely hard to make these schools the best that we can.

344. If we fail to get a neutral site, it cannot be a community school.
- a. We can create a larger community.
345. My daughter has been the happiest and done the best at ST. Paul over two other schools. No one has proven that consolidation is the way to go, but I can see the other point of view. My family will support the board's decision, and will work to make that a good school. Will we add AP classes?
- a. It is our hope that we can strengthen our curriculum. A lot of good things are already going on. I don't think that we can find a better curriculum around us. We hope that increased efficiencies can provide additional educational opportunities for our students.
346. What kind of timeline are we looking at for consolidation? How would transportation routes work with kids in high school/elementary school?
- a. If the site selection goes well, we could get floor plans and estimate by the end of the school year. Once we get those, and the boards approved, next spring construction could begin. It would be about an 18 month process to build them. We can't do a lot with transportation until the site selection process has been concluded. The specific transportation situation would be specific to each location based on sites. We want the elementary students' rides to be shorter than the high school kids.
347. If the county wants to cut me a check for \$60,000, I will bring my kids to the new school. I will not transport my students across the mountain. I don't think that Vanessa Perry, Ted Thompson and Betty Cornett voted to build the school on Bull Hill. They want to fire the teachers to build the building. The most rational thing discussed was the plan to avoid closing schools by closing schools.
- a. The board voted to try to build the schools between the communities. There was a lot of conversation to not build the schools in Wise, Coeburn, and BSG. I have been directed to look for areas that are in the middle. However, we might have to make some hard decisions.
348. Do you accept the studies that said the schools were structurally sound?
- a. I would rather be honest instead of giving you a yes or no answer.
349. Is it true that there is a 20 year bonus on the pay scale in going to the central office?
350. What is the cost per high school student in the Wise county school system? Has anyone done a cost analysis? How do you promote efficiency if you don't have a measureable standard? If you don't have an idea of efficiency, how do you close

schools? Is this designed to increase classroom numbers? Do you have anyone assigned to make sure that students with disabilities are not hurt by this process? I have seen educational issues not being address by previous administrations. I believe that we are looking beyond what is present and real. How much time is spent on current students?

- a. The state report does not look at this issue. For the last few years we have been focused on consolidation, which has diverted our attention as instructional leaders. We addressed this at the school board meeting on Monday night. We want to make sure that our division is more than the consolidation issue. We are going to focus on instruction. I am as worried about opening the new schools as I am what are we going to do for students tomorrow. We are dedicated to improving our instruction now. We are addressing these things now.

351. We don't get board meetings over here.

- a. Robbie Robbins (Wise County's board of supervisors meeting will be aired over here over the fiber optics line. The school board could work through their lines to bring the school board meetings here as well.)

352. Why could those board meetings not be made available online? What is the enrollment at JI Burton? Why don't we trade Burton for SPH, and leave SPH alone.

- a. About 240. I am not sure where the board is with the Burton issue. The direction that I have is to let Norton approach us. That many students would incur additional direct costs since we would have to build more classrooms.

353. What happens if you lose 100 high school students, and 100 elementary students? I think that Norton is interested, and we're not. 200 students are 200 students.

- a. That is something that we will have to look at. This could dictate the size of the new facilities. The difference may be that we will continue to see a continued decrease in enrollment which at some point would eventually close a small school. This would cause equity issues.

354. Over the course of 20 years, SPH has maintained its enrollment better than anyone else.

355. One of the largest taxpayers will be in St. Paul. Why not just build one big school?

Some board members want their school. One school would be the cheapest. It doesn't matter that St. Paul folks would have to travel.

- a. There have been issues that the coal supporting towns have supported the school system. The coal power plant could be half the tax base in Wise County. I want to be held accountable for everything that I say. Some efficiencies of some small schools would cause issues if enrollment dropped to a certain point. If we went to one school, we would be AAA size, and would have to travel to Roanoke to participate in athletics. I don't think there are many people who would support a 2000 student high school. We don't think that a 600-700 student school is large. Two schools could work, but geography would be a bigger issue.

356. I want to look at this as a community school because there are things more important than a dollar. If the real estate values fall, it would cause the town to lose. We need to think about the whole picture. We wouldn't want to lose our school if we had 90 students. As long as we can keep it going it would be worth every dime.
- a. Some folks think the only thing behind this is money, but it's not. If it was just about money, we would only have one high school. We had a community school at our combined elementary in Blacksburg.
357. We would lose community involvement if we move the schools. There will not be town parades. We were told that it would cost \$990,000 to put in central heating and air. It would cost \$50,000 to replace our current room based units. They want to create a crisis in which the solution would be consolidation.
- a. This could be a view that people could have, but I don't think it's accurate.
358. I am concerned that music and art remain in the curriculum. These current schools were built with inaccurate facilities for the arts. Please make sure the band directors have input into the plans in the new schools.
- a. We are committed to recommend to the board that we maintain and strengthen our programs. The board has to set these priorities, and we hope that the arts will come to the top of the priority list. When we build these schools, we want to build them with appropriate facilities. The teachers will be involved in the design the facilities.
359. Are you currently considering property owned by Dominion Power, because they would be willing to donate, and it has sewer and water?
- a. Please have these individuals contact me. Site selection is a legal matter and we cannot divulge the particulars of this situation. We would certainly consider this option.
360. After the Basham fiasco, all consolidationists were overturned in the election. Will we ever get answers to the questions that we keep asking at all of our board meetings?
- a. If each board member responded to each question that each person asked at each board meeting, school business could not be addressed. This is the first part of answering these questions and fostering communication. I speak for the board, but not for individual board members. Individual board members have no power. Their power is collective as a board. We could provide opportunities for the board to respond to questions.
361. First dominion was going to bring in coal by rail, now it's going to be 400 trucks per day. Are you going to look at this?
- a. We have to conduct a traffic study for any site.
362. I've been watching the news, and some of the things happening now are worse than black Tuesday. I don't think that we can build these bigger and better schools now.

- a. The economic situation is very unstable, and school board and board of supervisor's members are aware of this. Cost will be a factor in this process. We have to present a plan that's economically viable that we can handle.
363. I don't hear anything about what the students want. I'm not sure this is the best for the students. I think it's best for the pocketbook.
- a. We have a great deal of faith in our students. We have had students talk to us on several different issues. Students can participate in the process as well as anyone else by attending school board meetings and contacting school board members.
364. We will trade our power plant back for our school. Would this project be affordable without the power plant?
- a. I think that the tax money from the plant will have a significant gain to the county.
365. Obama's plan to renovate schools- is we going to go against a presidential order?
- a. Potentially there may be some money at the federal level for capital projects.
366. I believe that 90% of the people here would be in favor of moving the county into Russell County. All we have to do is petition the general assembly.
- a. I don't know that process.
367. People are concerned about the RIF's policy because people from the bigger schools say they feel sorry for us because we will be without jobs. The seniority list will make people realize that not all people at the smaller schools will lose jobs- seniority will play into this process. Those folks think they'll be OK and we'll be the ones to suffer. This list may help with this. If Norton comes into this, it will complicate this issue further. We have a lot of teachers who can't stop working just because we get to retirement age. Health insurance is a big issue, as is the age of social security.
- a. Traditionally when folks get to retirement age, they do, but there may be different situations now. We will not force these folks out. Policy and student needs will determine the staffing plan, not where a person works. Legally it is indefensible. We will clarify this.
368. Thank you for coming here and doing this. We have wanted this dialog for several years. We appreciate your honesty and your answers. You opened you heart about what the board and what other folks think about us. You were honest when you commented that folks may feel that we're expendable because we keep threatening to go to Russell County. Most of us have invested our lives in this community. We love St. Paul, and we don't want to see it die. We think that you're going to try to give us an equal chance. Don't kill us by moving our school too far away. If there are consolidated schools, people will eventually go to it.
- a. If we're going to have an open honest conversation, we have to put all the facts on the table. I hope that people don't take that comment out of context. If that was factual, that could impact the site selection process.

369. If the schools were built one at a time, could some schools remain community schools until the new schools were built?
- Yes, if the board so decided.
370. I can see St. Paul growing and incorporating more territory. We won't have to worry about the other end of the county to take care of us. We want to stay in Wise County; we deserve it as much as anyone. We believe in community schools. My vote is the reason two schools weren't closed before.
- There is no indication that we devalue St. Paul. It is a valuable part of our school district.
371. Where were you when Basham closed the schools? This is why some folks are nervous. Two of the sitting board members ran initially against consolidation and have since changed. The idea that you are going to be Sir Galahad and ride in and smooth things over is a little ingenuous. All of that stuff is not over.
- I do not come into this situation naively. I have kept up with the situation. I have some of the same emotions that you do. I don't think that either of our emotions outweighs the other. I don't think that it's fair for you to question my character. Anything that's not done openly and honestly, without public comment is not how I would have done it. I will be accountable for everything that happens under my administration. I cannot be responsible for things that have happened prior.
372. I don't think that we know what the problem that we're trying to solve is and the goal we're trying to achieve by closing our high schools. I think the school board needs to define these issues, and how it's better than what we have. It's a slap in the face when we're bringing in jobs, and the school board is trying to cut jobs.
- We will try to better articulate this.
373. Do you personally feel that consolidation is what is best for our kids?
- My responsibility is to follow out and implement the direction of the board. I will do so as long as I feel it is ethical, moral, and will not hurt our children. I am dedicated to this. I feel we can be successful with this. My personal feelings are not an issue; I can see benefits to both. It is a very difficult decision, and I know everyone wants a yes or no answer. I am the superintendent of Wise County. As long as we have the money and other resources, here is probably the best for these kids to stay here. However, this impacts the rest of the county. This is a wonderful place, as are our other schools. We have to do what's best for the whole county. I always take the interest of each child into mind in making decisions, as well as all of the children as a whole.
374. If you go to three or two schools which have been rumored, what studies have you made as to how many students in each school, and will the schools be built to handle increased enrollment?
- We do have plans for this. All schools will be under 700 students. The Coeburn/St. Paul School would be about 508 students. We will build the schools

with some expansion capabilities. We will build so that the buildings could be added onto within reasonable costs.

375. Operating costs for St. Paul High school/

a. We can get that.

376. We feel that Dr. Perry listens to us. We have had school board members not listen to us, pass notes, and giggle. It's wonderful to have a superintendent with a degree in reading. I feel like we're moving backwards. A principal from Letcher County retired because of the consolidated school. Indiana is now going back to community schools.

a. As I have talked to the board, they have heard folks. They may have disagreed, but they truly care about our kids, county, and school system. Just because the decision does not meet a person's ideal does not mean that their ideas have fallen on deaf ears.