

WYOMING COUNTY BOARD OF EDUCATION, August 27, 2018

STATE OF WEST VIRGINIA

COUNTY OF WYOMING, TO-WIT:

A call for a regular meeting of the Wyoming County Board of Education was held on Monday, August 27, 2018, at 6:00 p.m. at the Wyoming County Career and Technical Center. Those in attendance were Michael R. Prichard, President; Allan R. Stiltner, Vice President; Morgan K. "Mike" Davis and Betty F. England, Members. Douglas E. Lester, Member, joined the meeting at 6:11 p.m. Deirdre A. Cline, Superintendent, was also in attendance. The agenda for the meeting was as follows:

1. Individuals or Groups of the Community at Large Wishing to Address the Board
2. Consent Agenda
 - A. Minutes - Board of Education Meeting, August 16, 2018
 - B. Extracurricular, Special, and Bus Requests
3. School Safety and Security
4. Consideration of PSAT 10 Test Option for Sophomores
5. Superintendent's Plan of Action
6. Personnel List
7. Items for Future Agendas and Announcements

Mr. Prichard called the meeting to order, and asked Ms. Rebecca Cooke, Assistant Superintendent of Elementary and Middle Schools, to give the invocation.

The Board, along with those in attendance, then recited the Pledge of Allegiance, led by Ms. Robin Hall, Assistant Superintendent for Secondary Schools.

Individuals or Groups of the Community at Large Wishing to Address the Board: Mr. Prichard asked if there was anyone wishing to address the Board.

Mrs. Cline introduced Miss Christina Shade and Ms. June Eldreth.

Miss Shade asked the Board members what the hiring practices were for Wyoming County Schools.

Mr. Prichard asked Mrs. Cline to outline the hiring process for teachers.

Mrs. Cline said the County follows all West Virginia State Codes regarding the hiring of personnel. She said Wyoming County practices also vary from other counties in some regards, such as the location of interviews, and having a Central Office administrator sit in on the interviews. She said Central Office presence in interviews is not required; however, she thinks it is a best practice regarding the hiring of employees. She said the County also follows the 11 point guidelines that were established by the West Virginia Legislature, in the form of matrix for each applicant.

Mr. Davis asked how long the matrix and point guidelines have been in place.

Mrs. Cline said it came into full practice during the 2013-14 school year.

Miss Shade then asked why teachers working in another county were disqualified and not given an interview.

Mrs. Stacey Butcher, Director of Assessment and Personnel, said surrounding counties are different in their employee release practices. She said some counties will let an employee leave after the date of the contract, while others will not. She said she has contacted the surrounding counties regarding the release of employees and Raleigh County stated they would only release teachers up until the first day for students. She said interviews for the position in question were held as quickly as possible after the posting came down. She said Miss Shade was not interviewed for the position given students had been in the classroom for a full week in Raleigh County, and she would not be released of her employment contract in Raleigh County.

Miss Shade said this issue is in regards to the Social Studies position that was recently filled at Wyoming East High School. She said she feels as if her taking employment in another county is being held against her.

Mrs. Cline said Wyoming County Schools does not discriminate against any

applicants. She said Raleigh County stating their employees are not released after students started was the only reason Miss Shade did not receive an interview. She said Miss Shade was not hireable, as she was under an employment contract with Raleigh County Schools.

Mrs. Butcher stated that she, too, has had this situation occur when she worked in McDowell County, previously. She said she was offered employment by Wyoming County Schools, and McDowell County Schools would not release her from her employment contract for that position.

Mr. Davis said this type of situation occurs, and if an employee is under contract, the County has the right to hold employees to the contract. He said he understands she was not hireable due to her current contract with Raleigh County.

Mrs. Cline reviewed the stay put rule with Miss Shade and Board members.

Miss Shade asked if a qualified teacher was hired for the position.

Mrs. Butcher said the teacher hired does hold a professional teaching certificate in Social Studies.

Mr. Davis asked if Miss Shade would have been interviewed if Raleigh County Schools had stated they would release her from her contract.

Mrs. Butcher said Miss Shade would have absolutely been given an interview, just as the other qualified applicants. She said it is also worth noting that teacher licenses can be suspended for up to one year if they do not fulfill their obligations of the employee contract.

Mrs. Cline said Wyoming County has also not released teachers to other counties after the first day with students.

There was a thorough discussion regarding the hiring process.

Consent Agenda: A. Minutes - Board of Education Meeting, August 16, 2018:

Mrs. Cline recommended the minutes as presented, with the noted change.

B. Extracurricular, Special, and Bus Requests: Mrs. Cline recommended the Extracurricular, Special, and Bus Requests as follows:

1) A request from Christie Dameron for her daughter to attend school out of district, transferring from Road Branch Elementary and Middle School to Baileysville Elementary and Middle School, for the 2018-2019 school year;

2) A request from Kendra Sparks for her daughter to attend school out of district, transferring from Huff Consolidated Elementary and Middle School to Baileysville Elementary and Middle School, for the 2018-2019 school year;

3) A bus request from Wyoming East High School to take students on the volleyball team to the following away games: September 4, 2018 to Van High School; September 12, 2018 to Riverview High School; and October 11, 2018 to Valley Fayette High School; with funding from volleyball funds to cover the cost;

4) A bus request from Wyoming East High School to take 9th - 12th grade band students to the football game at Westside High School on August 31, 2018, with funding from school band funds to cover the cost; and

5) A request from Sarah Pennington for her daughter to attend school out of district, from Mullens Middle School to Herndon Consolidated Elementary School, for the 2018-2019 school year.

After a brief discussion, Mr. Davis made a motion, seconded by Mr. Lester, to approve Consent Agenda, Items A. and B., as presented and recommended by Mrs. Cline, Superintendent. Passed with a 5-0 vote.

School Safety and Security: Mr. Prichard asked Mrs. Cline to present regarding School Safety and Security.

Mrs. Cline said the Medical Time Out training had recently been held. She asked

Ms. Hall to address the Board.

Ms. Hall said the training was basically a refresher course for most, as the basic procedure has not changed. She said any new information was also shared. She said Mr. Mark Brooks does a tremendous job with the training.

Mrs. Cline said a principal had contacted her regarding a parent carrying a weapon on school property, while signing a child out of school. She said the principal asked the parent to go wait in the car, and she would bring the child out to him. She said the principal was not afraid of the parent in anyway, as there was no threat of any sort; however, it was not something she was comfortable with. Mrs. Cline said the parent had not realized he had the weapon until he was in the school, as he carries it regularly, per law. She said the parent told the principal, and was happy to wait outside the building. She said this did cause a discussion regarding carrying weapons on school property, taking the new laws that permit citizens to carry without a permit. She said she has spoken with Mrs. Rebecca Tinder, Counsel for Bowles Rice Law Firm, and Mrs. Tinder said the old law had not been completely repealed and replaced by the new law. Mrs. Cline said Mrs. Tinder's recommendation was to continue to prohibit weapons of any sort on school property. She said this was her recommendation, as well. Mrs. Cline said she feels as if the no weapons protocol needs to be posted outside of the school, to reiterate no weapons of any sort are allowed on school property. She said Mr. Clay has ordered the signs and will have them installed as soon as possible.

Mrs. Cline said she had an email to share from Robbie Bailey, with the Pineville Fire Department, regarding the Knoxbox. She read the email to the members, which said the boxes will be in place as soon as possible.

There was a thorough discussion regarding School Safety and Security.

Consideration of PSAT 10 Test Option for Sophomores: Mr. Prichard asked

Mrs. Cline to present regarding the Consideration of PSAT 10 Test Option for Sophomores.

Mrs. Cline said principals have requested to be able to administer the PSAT 10 test. She asked Ms. Hall to address the Board.

Ms. Hall said the PSAT 10 is a test sophomores used to take, voluntarily, to give them an idea of the set up of the SAT. She said the SAT is now being given in the 11th grade and the PSAT 10 will give students the opportunity to personalize their SAT practice. She said the PSAT 10 will help identify areas where improvement is needed before taking the SAT. She said the PSAT 10 also makes qualifying students get noticed by colleges and shows students potential scholarships. Ms. Hall said the PSAT 10 is a fantastic tool to help better prepare the students for the required SAT in 11th grade.

Mrs. Butcher, Director of Assessment and Personnel, was in agreement with the addition of the PSAT 10 option. She said this test is a great resource for students.

After a brief discussion, Mrs. England made the motion, seconded by Mr. Stiltner, to approve the PSAT 10 Test Option for Sophomores, as presented and recommended by Mrs. Cline, Superintendent. Passed with a 5-0 vote.

Superintendent's Plan of Action: Mr. Prichard asked Mrs. Cline to present regarding the Superintendent's Plan of Action.

Mrs. Cline said Wyoming County Schools must submit a Strategic Plan as a county, in addition to individual school plans. She said the Superintendent's Plan of Action takes the goals and puts them in the form of a "to do" list. She said any items listed in red on the plan are new items for this school year. She said few changes have been made to the draft that was presented to the Board at an earlier meeting.

After a brief discussion, Mr. Davis made a motion, seconded by Mr. Lester, to approve the Superintendent's Plan of Action, as presented and recommended by Mrs.

Cline, Superintendent. Passed with a 5-0 vote.

Personnel: A Personnel List: Mr. Prichard asked Mrs. Cline to present the Personnel List.

Mrs. Cline recommended the Personnel List as presented.

After a thorough discussion, Mr. Davis made a motion, seconded by Mrs. England, to approve the Personnel List, as presented and recommended by Mrs. Cline, Superintendent. Passed with a 5-0 vote.

PROFESSIONAL

ELEMENTARY TEACHERS

A. Recommended for Appointment:

Megan Akers Crutchfield, Elementary Education Teacher, Berlin McKinney Elementary School, effective August 29, 2018

Jessica Y. Toler, Elementary Education Teacher, Huff Consolidated Elementary and Middle School, effective August 29, 2018

Amy M. Mitchell, from One Half-Time Title I Teacher, and One Half-Time Elementary Education Teacher, Mullens Elementary School, Title I Teacher, Pineville Elementary School, effective August 29, 2018

B. Resignation:

Jeffrey W. Yeager, Science/Social Studies Teacher, Herndon Consolidated Elementary and Middle School, effective August 20, 2018

SECONDARY TEACHERS

A. Recommended for Appointment:

Michele Cook, from Math Teacher, Westside High School, to Physical Education/Health Teacher, Westside High School, effective August 29, 2018

Christy S. Young, Social Studies Teacher, Wyoming East High School, effective August 29, 2018

Victoria L. Belcher, Prostart - Culinary Arts Instructor, Wyoming County Career & Technical Center, effective August 29, 2018

B. Change in Effective Date of Resignation:

Markie A. Gunnells, English Teacher, Westside High School, effective August 28, 2018

C. Change in Effective Date of Appointment:

Caleb B. Whisenant, English Teacher, Westside High School, effective August 29, 2018

D. Resignation:

Victoria K. Clay, Community In Schools Site Resource Facilitator, Westside High School, effective August 22, 2018

SPECIAL SERVICES

A. Recommended for Appointment:

Keisha L. Shrewsbury from Pre-School Special Needs Teacher, Road Branch Elementary and Middle School to Pre-School Special Needs Teacher, Herndon Consolidated Elementary and Middle School, effective August 29, 2018

Carolyn McCoy-Phillips, from Special Education Teacher, Pineville Elementary School, to Special Education Teacher, Pineville Middle School, effective August 29, 2018

EXTRA DUTIES

A. Recommended for Appointment:

Betsy A. Walls, Volleyball Coach, Huff Consolidated Elementary and Middle School, effective August 29, 2018

Zachary Raye, 7th & 8th Grade Assistant Football Coach, Pineville Middle School (This team consolidates players from Glen Fork, Herndon Consolidated, Mullens Middle, and Pineville Middle Schools), effective August 29, 2018

Brandon French, Assistant Varsity Boys Basketball Coach, Westside High School, effective August 29, 2018

Brittany R. Cook, Volunteer Junior Varsity and Varsity Volleyball Coach, Westside High School, effective August 29, 2018

Algie D. Cook, Volunteer Football Coach, Westside High School, effective August 29, 2018

Darren Gibson, Volunteer Football Coach, Westside High School, effective August 29, 2018

EXTRA DUTIES (Continued)

A. Recommended for Appointment: (Continued)

Timmy J. Spolarich, Volunteer Golf Coach, Westside High School, effective August 29, 2018

Jeremy Bower, Volunteer Football Coach, Wyoming East High School, effective August 29, 2018

Joshua C. Williams, Volunteer Football Coach, Wyoming East High School, effective August 29, 2018

B. Resignation:

Kayla E. Deweese, 3rd - 5th Grade Cheerleading Coach, Pineville Elementary School, effective August 20, 2018

Douglas R. Thorn, 7th & 8th Grade Football Coach, Pineville Middle School (This team consolidates players from Glen Fork, Herndon Consolidated, Mullens Middle, and Pineville Middle Schools), effective August 21, 2018

Christy D. Plumley, Junior Varsity Cheer Coach, Westside High School, effective August 21, 2018

Dale J. Besl, Jr., Junior Varsity Baseball Coach, Wyoming East High School, effective August 17, 2018

SERVICE PERSONNEL

CENTRAL OFFICE

A. Retirement:

Larry R. Parks, Office Equipment Repairman/Electronic Technician, Central Office, effective August 28, 2018

AIDES

A. Resignation:

Teresa L. Craft, Aide/ECCAT, Berlin McKinney Elementary School, effective August 17, 2018

CUSTODIANS

A. Clarification of Contract Days:

Belinda Clay, Custodian (2:00 p.m. - 10 p.m.), 220 Contract Days, Wyoming County Career and Technical Center

SUBSTITUTES

Teachers

Steven G. Bailey

Custodians

Paul Vance, remove from list

Items for Future Agendas and Announcements: Mr. Prichard asked for any Items for Future Agendas and Announcements.

Ms. Hall said a meeting was scheduled with the school nurses and counselors for the next day. She said a lot of community agencies will be present. She said the agencies will provide information on the services they provide for children.

Mrs. Cline said a copy of the Back to School newspaper supplement has been provided. She said she has held one on one meetings with each principal prior to the start of the school year. She said these meetings were geared towards growth and were very positive. She added the first principals' meeting of the year had been held and was very successful, as well. Mrs. Cline said a workshop had been held with principals and central office staff to discuss ethics, employee discipline, and financial practices, among others. She said Mrs. Tinder, Counsel, did a phenomenal job with the meeting. She said this was proactive and was very informative.

Mr. Prichard reminded members of the next Board meeting, which is to be held on Tuesday, September 4, 2018, at 6:00 p.m., at the Wyoming County Career and Technical Center.

Mr. Lester made a motion, seconded by Mrs. England, to adjourn. Passed with a 5-0 vote.