

January 17, 2019

The Board of Education of the County of Kanawha met in Regular Session on Thursday, January 17, 2019 at the Board of Education Building, Charleston, West Virginia. The meeting was called to order by Board President Ryan White at 6:00 p.m.

PRESENT

Ryan White, President
Ric Cavender, President Pro Tem
Jim J. Crawford, Sr.
Becky J. Jordon
Tracy White
Ronald E. Duerring, Secretary

Debra J. Lewis, Recording Secretary

ADMINISTRATIVE STAFF

Tom Williams, Deputy Superintendent
Mark Milam, Assistant Superintendent, Secondary & Career-Technical Education
Paula Potter, Assistant Superintendent, Middle & Alternative Schools
Bob Calhoun, Assistant Superintendent, Elementary
Missy Ruddle, Assistant Superintendent, Curriculum & Instruction
Kate Porter, Assistant Superintendent, Special Education & Student Support Services
Carol Hamric, Executive Director, Human Resources
Chuck Smith, Executive Director, Facilities, Planning & Management
Terry Hollandsworth, Executive Director, Maintenance & Energy Management
Lisa Wilcox, Treasurer, Budget & Finance
Briana Warner, Communications Director
Alan Cummings, Director, Purchasing & Supply Management
Lindsey McIntosh, General Counsel
Leah Sparks, Executive Director
Brett Fraley, Executive Director, Transportation

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Board President Ryan White.

APPROVAL OF MINUTES

A. December 3, 2018 - Special Session

There being no corrections, deletions or amendments, the minutes stand approved as submitted.

PRESENTATIONS

A. WVDE Distinguished Schools-Holz Elementary, Kenna Elementary and George Washington High School

Dr. Jan Barth-I am delighted to be here tonight for Dr. Paine, but mostly I'm delighted to be here as a former Kanawha County Employee. Our state's accountability system for schools and districts measures our student performance and multiple indicators across the state in math, English and language arts, attendance and secondary achievement along with graduation rates. The West Virginia Board of Education and the Department of Education recognized schools based on individual measures which define student achievement, performance and growth around these qualities. This year 51 schools are being recognized across the state for exceeding one of these standards. Only 51 out of 634 schools won awards. It with great pleasure that I would like to present this award to Holz Elementary and Principal Davis. They are 1 out of 14 elementary schools that were recognized as a School of Excellence, 1 out of 4 schools recognized for the English/language arts, 1 out of 3 schools for exceeding the math standard and 1 out of 14 schools for exceeding the standards in attendance. Holz is the only elementary school recognized for exceeding 3 areas in the entire state.

The next award goes to Kenna Elementary and Principal Ernest. They are 1 out of 14 schools that were recognized for the West Virginia Distinguished School Award and 1 out of 4 schools recognized for exceeding math and English/language arts. It's truly a prestigious award.

The next award goes to GW and Principal Aulenbacher. They are 1 out of 34 schools recognized as a Distinguished School and 1 out of 16 high schools for exceeding the standards in post-secondary achievement. Congratulations to Kanawha County on these prestigious awards.

REPORTS

A. School Start Times

Dr. Duerring-I would like for Brett Fraley, our Director of Transportation, to come up and speak, and then Mr. Reedy from Sissonville High School and Mr. Redman from Nitro High School.

Brett Fraley-If you go back to the bell schedule used for many years, given the fact that we were 30 drivers short this year, we wouldn't have been able to get them to school. We built more time into the schedule and were able to be more flexible. Mrs. Jordon-Is that why we changed to the early start times or was it because of research? Dr. Duerring-It was because of research that we moved in that direction but that really was like a side win when the shortage happened.

Mrs. White-Are we still short those 30 drivers? Brett Fraley-No, we are short 15. We've had 69 candidates go through the process and only 22 have qualified. Because of the DOT requirements for the CDL it takes about 5 months to qualify the drivers. We have a new class of 13 that just started and we have more classes after that scheduled. Mrs. Jordon-I've heard that we lost some to KRT because they pay more than us but how can they do that since they are a county employer also? Brett Fraley-They pay \$17 or \$22 an hour. A CDL driver can go out and drive a water tanker and make \$80,000 and our drivers make \$20,000. Mr. White-Our rates are set by the legislature. KRT has the ability to determine how much they pay and we don't. Mr. Fraley-If we go back to the old schedule we will double the amount of drivers that we are short. We were able to eliminate some buses at Westside and Edgewood because we didn't need them on the new schedule.

Ron Reedy-The research began because we noticed that we had a lot of kids that were showing up late to school and in many cases they decided not to come at all and miss the entire day under the old schedule. I started doing some research to see what other schools were doing and how they were dealing with this. I looked at various sources of information that supported a later start time for middle and high schools. Biorhythms seem to be the determine factor. Young children typically go to bed early and they have got more rest by the time the early hours come. Adolescents go to bed at 10:00 but their biorhythms don't permit them to go to sleep so therefore they don't get the sleep that they need. The study finds an improvement in grades as well as tardies and absences. Students who took a biology class at a later start time had final grades that were 4.5% higher than those who started earlier. The research was unanimous. I think it comes down to doing what the research says is the right thing to do or doing what is convenient.

REPORTS (continued)

Jason Redman-I am going to speak about how this has affected Nitro High School this year. We have had a tremendous start to the year. Our kids are awake the first thing in the morning. We have fewer 1st period absences and our tardies are down also. One interesting thing is our failures. I track those on a weekly basis. Last year 14% of our courses were failed the 1st semester, this year it is 10%. That is the lowest we have seen in the last 5 years. Our discipline is down by a third. The kids seem to be more enjoyable. One of the biggest controversies was about sports. I talked to my coaches and none of them had anything negative to say about it. Our kids have a more positive attitude.

Mr. White-We will go ahead and call on the Delegations at this time.

DELEGATIONS

John Mitchell, Jr.-I am an attorney in Charleston. I currently have a 5 year old daughter in Kindergarten at Weberwood. I think it's admirable about what's going on with the high school students, however, I have a 5 year old that has to be up before 6 to get on a school bus. With all due respect, I don't think a study has been done on what's best for our grade school children. If I have any activities in the evening for that young lady, there's no way to get that child her 10 or 11 hours of sleep. You can't put an economic price on the wellbeing of these children. This is having a detrimental effect on this child. I don't hear anyone from the elementary schools saying this is working out better for them. I can guarantee you if it doesn't get straightened out you will hear from me as well as some other parents. I strongly prevail upon you to get this fixed.

Dinah Adkins-As I visit schools I hear many comments about the new earlier start times in Kanawha County. The new time is geared toward improved productivity at the high schools. By the end of this year you should have an idea if this improvement occurred. The change has not impacted middle and high schools as much as it has elementary schools. Elementary schools starting at 7 a.m. has created a challenge for students, parents and teachers. Building entrances and parking lots are not well lit and this is a safety concern. Quite a few more parents are bringing their children to school which increases traffic. Are we losing students to other counties because of our early start time? We are asking that you monitor closely and gather data on absences and tardies as well as students that are signed out early. Are children falling asleep in class, are they alert early in the morning? Productivity is the concern. We ask that you develop a plan to help all of our students.

DELEGATIONS (continued)

Herbert Hoover High Students-Various students presented their concerns to the Board. As students we have all been impacted by the change of the start and end time of our school. The changes have had a negative impact on our lives this year and we ask that you consider changing it back to our previous schedule. As we understand it, the Board changed the time because studies said that older students benefited from an hour of sleep, but at our school that is not the case. Students spend more time on the buses in the morning because we have to wake up early and get on the buses with the middle school and they start earlier than us. With the later start time there is a later release time. Students that practice after school are arriving home later and have to drive home in the dark. They still have homework after they arrive home at night so they are staying up later. It affects the students who are employed because they can't get to work until 5. Some students have to work to help pay monthly bills. Some have to work pay for AP books, AP Tests, band and show choir. This past year we have struggled to continue our program to feed the homeless. Another thing we do is walk dogs at the Humane Society. This year it is difficult because we arrive at 5 and they close at 6. Another thing we did was go to the nursing home to visit and play games with them. We aren't able to do that this year because they start setting up for dinner at 4:30. Many student athletes are missing the last two periods of the day. We are asking that you change the time to 7:35-2:50. In addition we are asking that you allow local schools and administration, local bus garage supervisors and feeder school administration to set the schedule for their schools. Each school is an individual and should be treated as such.

Dr. Duerring-Whether we agree or disagree on any issue that comes up I just want you to know that you were so respectful and so wonderful and if that is what Kanawha County Schools is teaching you to do than we are doing our job.

Leslie McCallister-I have young elementary students and am a regular volunteer at Overbrook. It is imperative that elementary school start times should be pushed back. I'm not advocating that middle school or high schools start times be changed. A study from the University of Kentucky said elementary school start times that were pushed back earlier can result in lower standardized test scores and poor attendance. As a volunteer at Overbrook I have witnessed firsthand that our tardies have risen to between 15-25 students a day whereas last year it was 3-5. Our school has had a harder time finding subs because of the earlier start times. If we are going to argue that sleep is important for our older Kanawha County students I believe wholeheartedly that we should be applying the same logic for our youngest elementary students. There should be equal treatment with regard to the need for sleep. If you need parent volunteers to look at workable solutions, I will be the first to sign up.

DELEGATIONS (continued)

Martha Hewitt-I am a teacher at Ben Franklin. At Ben Franklin we say that when our students leave there that they will be career and college ready. The current start time is not in line with that particular statement. They enroll in our school so they can earn a certificate so they can go to work. This requires that they have a certain number of days in school and it requires that they have a number of hours towards that certificate. They need 40 hours in a preschool classroom to get that certificate. With the change in time my students cannot reach that because you have classes leaving when my students are coming. My 40 hours are regulated by the State Department of Education. What about our nursing students? Those hours are set by the Nursing Board and the State Medical Board. You have students at Carver and Ben Franklin whose certificates are in jeopardy because they will not have the hours that they need. Transportation has been wonderful but now that doesn't work. If I can get them to the school my students don't have a bus now. My students cannot afford a car for the most part. Many of my students work and their hours have been drastically cut. They are now getting their hours pushed to the weekend. To tell them as a high school student to come to school at 9 o'clock, I don't know a nurse or a plumber that goes to work at 9 o'clock. This is not the real world.

Melinda Monks-I am a teacher at Bridgeview Elementary. I feel like the odd man out tonight because the new schedule has been a godsend for me. As a staff member that had surgery last spring I still have frequent follow-ups and in the past I would have had to take a day off work to make those appointments.

Andrea Mitias-I have 3 children at Holz Elementary. I volunteer my time at the school in the morning. I do the carpool line. It is lined up around the building because more parents are taking them now and I'm pulling kids out of their car seats that are still asleep and traffic is a problem. We had a Kindergarten student who had an embarrassing accident in his pants. He was having a hard time staying awake and alert. The parent took him to the pediatrician and the doctor said he was showing signs of sleep deprivation. We are starting to notice a lot more tardies in the morning. That means that the kids are missing out on the free breakfast now and they are unable to eat until lunch. The concern I have with the early back to school date, and with the conference that Governor Justice had on Monday, is that he wants to capitalize on promoting tourism. If the biggest school district in the state is starting school early in August, I'm afraid he may enforce a mandatory start time that will be after Labor Day. I hoping we can see these things resolved.

DELEGATIONS (continued)

Dr. Duerring-I hear what everyone is saying. First of all, we have to have a rolling bus system. We have to stagger in order to pick all of our kids up so no matter what we do we have to keep that going. Twenty seven of our schools were going between 7:05 and 7:50. That's been that way since I've been Superintendent and even before then. The problem that we are going to run into is the shortage of bus drivers and we talk about getting our kids to school and this schedule has allowed us to do that. Mrs. Jordon-Is this the first time that we have had this much of a shortage of drivers? Brette Fraley-Yes, I believe so. Mr. Cavender-Is filling the vacancies the only thing that is holding us back from being able to help with a compromise? Brette Fraley-Yes. Mr. White-If elementary start times are bad then they are bad for everybody and going back to the original schedule is not an option. Dr. Duerring-If we go back to old schedule it would cause students to be up to an hour late every day. That's going to be the issue. Mr. Crawford-Did we have trouble getting kids to school in school year 2017-18? Brette Fraley-Yes. If we were fully staffed we could be more flexible. Mrs. Jordon-When we were fully staff we had half of our elementary schools going this early time and they never complained. I sat in the LSIC Meeting with Alum Creek & Holz and Alum Creek has done it for years. Don't expect when we are fully staffed that everybody will go later. Mrs. White-I don't think that is fair. I think if we are saying it's bad for elementary schools then we need to change all elementary schools. I would want all elementary schools to go later. Mr. Cavender-I appreciate everyone coming out tonight. This has been very educational to hear these perspectives. I just want you to understand that this is not a voting item tonight. Mr. Crawford-I'd like to see Dr. Duerring and his staff and Mr. Fraley look at the situation and see what we can do to alleviate this problem. Dr. Duerring-We have. Mr. Crawford-I want them to look at it in depth. Mr. White-Is there an option to move everybody back say a half hour? Dr. Duerring-We could take a look at that. There's no easy solution. Mr. Cavender-We as a Board didn't vote for this. That was an administrative decision. I'm saying that is a procedural issues for the Board. We leave that up to Dr. Duerring and his very capable hands. Dr. Duerring-We brought it to the Board and there were no objections. Let's make that clear. The only thing we can do is see if there are options.

REPORTS (continued)

B. Kanawha County Travel Reimbursement for December, 2018 (Enclosure 76)

C. Monthly Financial Report (Enclosure 77)

D. Construction Report

Chuck Smith-Since September we have completed projects at Andrews Heights with the new Exploratorium completed, as well as the vet tech renovation and dental lab at Carver. Also the HVAC project at Piedmont and the first phase at Ben Franklin. We demolished the old Herbert Hoover High School. We put Cedar Grove toilet renovations out to bid. Hopefully by the end of January we will have the design renovations complete for the auditorium at DuPont Middle. The roofing project for the Baker Building and McKinley Middle and Dunbar Middle are nearly complete. That's most of our major projects. We renovated a portable at Roxalana. J.E. Robins will start coming down Monday. We have started a process in our department to track construction projects and capital improvements within our facilities. All administrators would require a permit from our office to verify what they want to do and who is going to pay for it. Since that process has been implemented we are averaging one permit a day. This process is working. We've denied a few. We are trying to take care of our facilities. The process is still rolling regarding the flood. The environmental assessments are in Philadelphia for Herbert Hoover. We are still on target to have those in by March. The appraisals are complete. Everything is going on schedule.

E. Legal Report

None

F. Board Reports

None

PERSONNEL

- A. Personnel Agenda for January 17, 2019 (Enclosure 78)

Mr. Ric Cavender moved: The Board approve the Revised Personnel Agenda as included in Enclosure 78. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

NEW BUSINESS

CONSENT

Mr. Ric Cavender moved: The Board approve the following CONSENT Items A-C. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

- A. Approval of Bills for December 2018 (Enclosure 79)

Approval of the payment of bills for the month of December 2018 in the amounts of \$21,279,635.11 for the Current Expense Fund and the Special Revenue Fund; \$103,626.13 for the KCS Public Library Excess Levy Fund; \$565,877.28 for the Permanent Improvement Fund; \$541,131.59 for the Public Library Fund; and \$29,104.35 for the RESA Fund as reflected in Enclosure 79.

- B. Budget Supplements & Transfers (Enclosure 80)

Approval of budget supplements and transfers as reflected in Enclosure 80.

- C. Out of State Travel Requests (Enclosure 81)

Approval of the Out of State Travel Requests as contained in Enclosure 81.

OTHER NEW BUSINESS

A. Watts Elementary

Mr. Ric Cavender moved: The Board approve the sale of the Watts Elementary property to Ken Kelly, the only and highest bidder at public auction, for the sale price of \$30,000. Motion was seconded by Mrs. Becky J. Jordon.

Mrs. Jordon-What are you going to do with the building? Mr. Kelly-I am one of the partners in a home health care business and I want to put it in as an anchor. I'm ex-Navy and I want to do startup businesses for first responders. I want to focus on the young guys coming back from wars. It's time to give back. Mrs. Jordon-Give us a tour when it's done. Mr. Kelly-I will. It's where my passion is now.

The above motion unanimously carried.

FIRST READING

A. Public Kindergarten Entrance Requirements Policy Series J22 (Enclosure 82)

Bob Calhoun-Basically the changes that are there put us in line with the new state policy. They have to be 5 by July 1st. Mr. White-We have had a reduction in students due to this. Mr. Calhoun-Yes, we have lost about 150. Mr. White-That is going to cause us to do a reduction in force with teachers and some service personnel. I have requested that the State School Board run a bill that would basically make it so that those reductions in force do not have to occur because of this change. This was an unintended consequence of the Legislator and the State School Board has indicated they would do that and they believe the Legislature would be favorable for that. That's a bill that will be beneficial across the state. Mrs. Jordon-Good deal Ryan.

SUPERINTENDENT'S PRESENTATION

A. Employee Discipline

Mr. Ric Cavender moved: The Board adopt the findings and conclusions of the hearing examiner and approve the Superintendent's recommendation for dismissal of Kimberly Francis, and Kimberly Francis shall be, and she is hereby, terminated from her employment with the Kanawha County Board of Education, effective immediately. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

QUESTIONS/ANSWERS

None

ESTABLISHMENT OF MEETING DATES

- A. Thursday, January 17, 2019, 6:00 p.m.-Regular Session
- B. Monday, February 4, 2019, 4:00 p.m.-Special Session
- C. Thursday, February 21, 2019, 6:00 p.m.-Regular Session
- D. Monday, March 4, 2019, 4:00 p.m.-Special Session
- E. Thursday, March 7, 2019, 3:00 p.m. & 3:15 p.m. Budget Workshop-Statutory Session (Presentation of Schedule of Proposed Levy Rates) (Budget Workshop to Follow)
- F. Thursday, March 14, 2019, 12:00 Noon-Statutory Session (Approval of the Schedule of Proposed Levy Rates)
- G. Thursday, March 21, 2019, 6:00 p.m.-Regular Session

NOTE: The above meetings of the Kanawha County Board of Education, unless otherwise indicated, will be held in the Board of Education Building, 200 Elizabeth Street, Charleston, WV.

ADJOURNMENT

Mr. Ric Cavender moved: That the Regular Session of the Board be adjourned. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried. The Regular Session was declared adjourned by Board President Ryan White at 7:25 p.m.

President

Secretary

djl

1/28/2019