

October 17, 2019

The Board of Education of the County of Kanawha met in Regular Session on Thursday, October 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
Paula Potter, Assistant Superintendent, Middle & Alternative Schools
Carol Hamric, Executive Director, Human Resources
Terry Hollandsworth, Executive Director, Maintenance & Energy Management
Lindsey McIntosh, General Counsel
Leah Sparks, Executive Director
Melanie Meadows, Treasurer, Budget & Finance
Melissa Ruddle, Asst. Superintendent, Curriculum & Instruction
Bob Calhoun, Asst. Superintendent, Elementary
Chuck Smith, Executive Director, Facilities, Planning & Management
Brette Fraley, Executive Director, Transportation
Kate Porter, Asst. Superintendent, Special Education & Student Support Services
Keith Vititoe, Executive Director, Safety & Security
Alan Cummings, Director, Purchasing & Supply Management
Mark Milam, Asst. Superintendent, Secondary & Career-Technical Education
Jon Duffy, Director, Counseling & Testing

PLEDGE OF ALLEGIANCE

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

APPROVAL OF MINUTES

- A. September 3, 2019 - Special Session
- B. September 19, 2019 - Regular Session

PRESENTATION

A. Test Scores

Jon Duffy presented the results from the 2019 Spring Summative Assessments for grades 3-8 and 11. This school year will be the 3rd consecutive year when all grade 3-8 students will complete the WV GSA and all juniors will complete the SAT. We had 43% proficient in Math and the State had 39%. In ELA we had a 48% proficiency rate and the State had 46%. In Science we had 35% and the State had 33%. The ELA rate for KCS was 42% in grade 3 and 44 at the State level. In grade 4 we had 49% in KCS and 48% in the State. In grade 5 we had 46% in KCS and the State had 47%. Grade 6 had 46% in KCS and the State had 45%. In grade 7 we had 44% in KCS versus 42% at the State. In grade 8 we had 48% in KCS and it was 43% at the State. Our proficiency rates exceeded the state average across the board. These are the schools that demonstrated 15% or more growth from year to year within a certain grade level. In grade 3 Holz and Mary Ingles, grade 4 Malden, Mary C. Snow, Montrose and Weberwood. In grade 5 Cross Lanes, Midland Trail, Nitro, Overbrook and Richmond. McKinley had growth in grades 6 and 8 in ELA as well as grade 6 at Cedar Grove, Stonewall, Dunbar Middle and Sissonville Middle. Pratt, Richmond, and Ruthlawn had growth in Math in grade 3. In grade 4 Chesapeake, Cross Lanes, Edgewood, Mary C. Snow, Nitro, Weberwood and Montrose. In grade 5 Chamberlain, Sharon Dawes. At the middle school level both 7th and 8th grades at Sissonville Middle showed growth. In grade 6 Cedar Grove, grade 7 East Bank and Sissonville and South Charleston Middle. At the 8th grade level it was Dunbar, Hayes, McKinley and Sissonville.

Kristen Oxley-The State Department of Education has a Math for Life Initiative that they have started. You will see the pamphlet that we created for Kanawha County. We have been going to Family Nights, we had one this week. You will see a list of things that the schools are doing as well. They are having a huge Leap into Math event at the Clay Center. We have monthly math user group evenings where the teachers come in from 4-6 in the evenings on their own time and we have Professional Development for them as well.

PRESENTATION (continued)

Jon Duffy-In regards to our SAT School Day, our district results showed a total score of 961 versus the State at 928. For the reading KCS exceeded both the State and national with our score of 494, the State was 475 and we were 3 points above the national/international group. Our drop-out rate has significantly improved. We have been below 2% in the last 2 years.

REPORTS

- A. Kanawha County Travel Reimbursement for September, 2019 (Enclosure 38)
- B. Monthly Financial Report (Enclosure 39)
- C. Protocols on Handling School Threats

Keith Vitioe-I wanted to give you some information on how we handle school threats. I've investigated school-based threats for over 20 years and sometimes you will see spikes. The great majority of the threats we received can be attributed to juvenile mischief, however there are sometimes they come from outside the school system. They are made over the internet through social media mostly snapchat which allows them to have disappearing messages. If I could do anything it would be for parents to delete snapchat all together. First and foremost what we want to do when we receive any kind of threat is to isolate and contain that problem so it doesn't actually turn into a physical threat. Sometimes when it happens during the school day we have to enter into a precautionary lockdown. We will err on the side of caution and do that if the threat comes in after hours. We contact law enforcement. We want them to be involved. Those are all felonies and they have to investigate that also. If I get a threat after hours within 15 to 20 minutes I will have already set up an enhanced security plan for that school. The next morning we will have extra officers at that school. Our best precaution is to put a ring of cops around the building to make sure they can't physically carry out the threat that was stated. I have an 11-step check list such as checking video, taking statements, etc. The biggest determining factor in whether a threat is credible or not is if that student has the means to carry that threat out. Access to weapons is our number one concern. If they don't have access to weapons the anxiety is lower. I work with law enforcement to make that home visit to verify if they have access to weapons. We notify parents and we ask them to come to the school. We gather what evidence we can. We contact the social media provider to be able to get the information that we need of the identity of whoever made that threat. Those are situations that take time. We don't get an immediate response back from that social media provider. A screen shot can be shared instantaneously to thousands of people but we can't conduct

REPORTS (continued)

an investigation at the speed of Facebook. We recently sent out a Parent Link just to get more cooperation with the public. We send out parent messages as quickly as we can determine if we have credible information. We have to be right. If that threat comes to me I set forth counter measures to be at that school the next morning to make sure that is not going to happen.

Dr. Duerring-Keith created some videos and asked the principals to either talk to them about the threats and the consequences or they showed them in home room and then review those with students as well. Keith Vititoe-The purpose behind that was there were some students that didn't realize the seriousness of those threats.

Mr. Cavender-When a Parent Link goes out do we mimic that message on our social media so it goes out to the general public? Keith Vititoe-I don't know if it went out on our Facebook page or not.

Mrs. White-If parents feel they aren't safe they don't have to wait for us to call to come to the school and pick up their student.

D. Construction Report

Chuck Smith-The turf projects are complete at Riverside High and Sissonville High. Fencing and concrete work is ongoing at Sissonville and we hope to have that completed by 10/25. At Laidley Field the track striping is completed and inspected. The track association wants to construct a new timing building onsite. At Ben Franklin we are compiling punch lists. At Cedar Grove bathroom renovations are complete. At Piedmont Elementary the drawings are complete and we are waiting for the costs for enclosing the classroom on the 1st floor. We are wanting on pricing on security fencing for the cooler area. At Nitro High the new gym floor is under construction and should be finished by the first week in November. At Dupont Middle School the auditorium renovations are complete. There are drainage issues at the fieldhouse that is awaiting a contractor. At Malden and Sharon Dawes the fire alarm projects are complete. At Capital High School the plans are complete for the exterior door replacement project. Kanawha City was submitted to the SBA for the Needs Project. The GW levy project will go out to bid in January. The plans are under review for an electrical service upgrade at the Central Office. At Elk Center the pool leak was found and engineers are looking at different methods to correct the situation. At Clendenin Elementary they are held up in the environmental process. At Hoover the construction documents for the site are complete.

REPORTS (continued)

E. Legal Report

None

F. Board Reports

Mrs. White-Dr. Duerring, Mr. Crawford, Mrs. Jordon and myself went to Topeka and we got to see the stuff that their schools did out there. It's nice to gage where we are as compared to other districts in our country. We came back with some great ideas. It was a great time.

PERSONNEL

A. Personnel Agenda for October 17, 2019 (Enclosure 40)

Mr. Ric Cavender moved: The Board approve the Revised Personnel Agenda as included in Enclosure 40. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

DELEGATIONS

Qsawi Toombs-I am here to talk to you about racism specifically at South Charleston High School. Last week there was an incident with my daughter. They were broken up into groups in class and one group beside them conspired and wrote the "N" word on a piece of paper and handed it to them. From what I understand the student that was disciplined was the one who wrote the note not the one who delivered it. I just want to see more of a proactive approach to racism. On the front end I don't see anything. You can't affect change from the bottom up. It just doesn't affect minorities it affects our ability to work together and have a positive environment. I would advise you to work with the Human Right's Commission. You can't solve racism but you can't set on your hands anymore. I'm advising you to do something.

Mr. White-Dr. Duerring would you set up a committee to look at recommendations to see what we can do to help with this? Dr. Duerring-We already have a Diversity Cadre set up. Mr. White-Can you include Mr. Toombs in that? Dr. Duerring-Yes. We do have teachers doing diversity lessons in their schools, we also review the Code of Conduct, we also do an inclusive week and we also do implicit bias training with all of our people. We will pull that committee back together and we will let you know as well. Mr. Toombs-Do you have key performance indicators to let you know if your plans are working? Dr. Duerring-I'll have to look into that.

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 September 2019 (Enclosure 41)

Approval of the payment of bills for the month of September 2019 in the amounts of \$21,412,624.62 for the Current Expense Fund and the Special Revenue Fund; \$804,900.68 for the KCS Public Library Excess Levy Fund; \$3,352,094.02 for the Permanent Improvement Fund; and \$611,760.61 for the Public Library Fund as reflected in Enclosure 41.

B. Budget Supplements & Transfers (Enclosure 42)

Approval of budget supplements and transfers as reflected in Enclosure 42.

C. Out of State Travel Requests (Enclosure 43)

Approval of the Out of State Travel Requests as contained in Enclosure 43.

OTHER NEW BUSINESS

A. Substitutes in Areas of Critical Need and Shortage (Enclosure 45)

Mr. Ric Cavender moved: The Board approve the renewal of Kanawha County Board of Education Policy Series G66 "Substitutes in Area of Critical Need and Shortage," as shown in Enclosure 45. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

B. Temporary Easement Agreement (Enclosure 46)

Mr. Ric Cavender moved: The Board approve the temporary easement agreement with the Sanitary Board of the City of Charleston as shown in Enclosure 46. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

OTHER NEW BUSINESS (continued)

C. Sanitary Sewer Easement (Enclosure 47)

Mr. Ric Cavender moved: The Board approve the easement agreement with the Sanitary Board of the City of Charleston as shown in Enclosure 47. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

D. Appalachian Power Easement (Enclosure 48)

Mr. Ric Cavender moved: The Board approve the right of way and easement with Appalachian Power Company as shown in Enclosure 48. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

E. Capital High School HVAC & Roofing Architectural/Engineering Design Services (Enclosure 49)

Mr. Ric Cavender moved: The Board enter into contract with Williamson Shriver Architects for HVAC & Roofing Architectural/Engineering Design Services per EOI 19-124. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

F. George Washington High School HVAC Architectural/Engineering Design Services (Enclosure 50)

Mr. Ric Cavender moved: The Board enter into contract with Bastian & Harris for HVAC Architectural/Engineering Design Services per EOI 19-125. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

G. School Bus Purchases (Enclosure 51)

Mr. Ric Cavender moved: The Board approve a purchase for three 84 passenger Blue Bird Buses to Blue Bird Sales of West Virginia per State Contract SBUS19A in the amount of \$366,759.00 as well as four 53 passenger Special Needs and eight 78 passenger IC Buses to World Wide Equipment per State Contract SBUS19C in the amount of \$1,183,086.00 as shown in Enclosure 51. Motion was seconded by Mrs. Becky J. Jordon.

OTHER NEW BUSINESS (continued)

Mr. Crawford-Why are we buying from two different companies? Wouldn't it be easier to buy from one? Brette Fraley-One of the reasons we buy from different suppliers is a different fit. All engines are the same they are all Cumming's engines so the parts are the same. Mr. Crawford-Wouldn't you get a better price if you bought them all from the same company. Brette Fraley-No sir.

The above motion unanimously carried.

UNFINISHED BUSINESS

A. Employee Leave Policy Series GO5A (Enclosure 24)

Mr. Ric Cavender moved: The Board approve the Employee Leave policy as shown in Enclosure 24. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

B. Reduction in Force Policy Series G51 (Enclosure 25)

Mr. Ric Cavender moved: The Board approve the Reduction in Force policy as shown in Enclosure 25. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

FIRST READING

A. Equal Employment Opportunity Policy Series G23 (Enclosure 44)

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 Shawn Miller, and Shawn Miller shall be, and he is hereby, terminated from his 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, October 17, 2019, 6:00 p.m.-Regular Session
- B. Monday, November 4, 2019, 4:00 p.m.-Special Session
- C. Thursday, November 21, 2019, 6:00 p.m.-Regular Session
- D. Monday, December 2, 2019, 4:00 p.m.-Special Session
- E. Thursday, December 19, 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 7:55 p.m.

President

Secretary

djl

10/23/2019