

October 15, 2020

The Board of Education of the County of Kanawha met in Regular Session on Thursday, October 15, 2020 at the Board of Education Building, Charleston, West Virginia. The meeting was called to order by Board President Becky J. Jordon at 6:00 p.m.

PRESENT

Becky J. Jordon, President
Tracy White, President Pro Tem
Ric Cavender
Jim J. Crawford, Sr.
Ryan White
Thomas E. Williams, Jr., Secretary

Debra J. Lewis, Recording Secretary

ADMINISTRATIVE STAFF

Paula Potter, Assistant Superintendent, High Schools, Technical & Adult Education
Carol Hamric, Executive Director, Human Resources
Lindsey McIntosh, General Counsel
Melanie Meadows, Treasurer, Budget & Finance
Briana Warner, Communications Director
Amon Gilliam, Assistant Superintendent, Middle & Alternative Schools
Leah Sparks, Executive Director, Technology
Chuck Smith, Executive Director, Facilities, Planning & Management
Alan Cummings, Director, Purchasing & Supply Management
Keith Vititoe, Executive Director, Safety & Security
Mellow Lee, Assistant Superintendent, Elementary
Laura Pauley, Executive Director, Accounting/Compliance

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Board President Becky J. Jordon.

APPROVAL OF MINUTES

- A. September 3, 2020 - Special Session
- B. September 8, 2020 - Special Session
- C. September 17, 2020 - Regular Session

PRESENTATIONS

- A. Kanawha County Schools Service Personnel of the Year 2019-20, Stephanie Toliver

Dr. Williams-Because of COVID we couldn't do these awards at the end of last year and we apologize to our honorees. It's a privilege to recognize Stephanie Toliver, a Special Education Aide at Nitro Elementary, as the 2019-20 Kanawha County Schools Service Personnel of the Year. In addition to being the Kanawha County Service Personnel of the Year, Mrs. Toliver was 1 of 5 finalists at the State level for the West Virginia School Service Personnel of the Year. She's a dedicated citizen in the Nitro community, well-respected by students, staff and community members. She is the go-to person in the school in many ways. She's an exemplary employee and we are very lucky to have her as part of our Nitro and Kanawha County Schools' families. She's a former employee at Central and has been with Kanawha County for 14 years. She works hand in hand with the Nitro Food Bank to provide weekend backpacks filled with instant meals for students and is also an organizer of the Nitro Elementary Garden Club. She regularly assists with their Family Nights. According to her colleagues she is truly dedicated to her students and her school. Thank you for everything you do.

Stephanie Toliver-This is such an honor. I was surprised when I got nominated and then when I won I couldn't believe it and to make it to the finals that was something else. I want to thank everybody especially my Nitro family, they are fantastic. It's truly a joy to be a part of Kanawha County Schools. Thank you very much.

Mrs. Jordon On behalf of myself and the rest of the Board, thank you for all you do. Congratulations.

PRESENTATIONS (continued)

B. Kanawha County Schools Teacher of the Year 2019-20, Chef Thomas Grant.

Tonight we are honoring Chef Grant. He is the Culinary Instructor at Carver Career Technical Center. He was selected as the 2019-20 Kanawha County School Teacher of the Year. In addition he was named the 2019 West Virginia CTE Teacher of the Year. He has been employed at Carver since 2005 where he started the Culinary Arts Program and is President and Director of the Culinary Arts Education. Under his leadership, students have won multiple state and national competitions and many of the students have graduated from the program and have moved on to higher education or have been employed in the culinary field. He is a member and past president of the Southern West Virginia American Culinary Federation and he has been a guest chef for the James Beard Good Food for Good Foundation. He truly embodies the role of a teacher. He has encouraged his students to participate in state and national competitions. He builds a strong connection with his students and has created a mutually respectful and consistent environment in his classroom. In addition to learning about culinary arts, his students have become leaders, innovators and team players, all skills which help them become more successful in society. Chef Grant's passion is food and his gift is his ability to impart that passion on to the younger generation. Congratulations and we appreciate everything you have done.

Chef Grant-This is quite an honor. I'm very blessed to work at Carver Career Center. I think there is an old saying that says you are only as good as the people you are surrounded with. The staff at Carver are truly amazing. I learn every day from them. I'm not just a teacher, I'm a student. I'm inspired by what they are teaching. I'm blessed to have a great administrative staff. Mrs. Dorsey is doing a great job and the past principals that I worked under, Mr. Calvert and Mr. Casdorff also led the way and also all of the students that come. Thank you.

Mrs. Jordan-I would like to add that if you had some good meals at the Bridge Road restaurants or at the Greenbrier those are some of his former students. Congratulations Chef Grant.

C. Kanawha County Schools Principal of the Year 2019-20, Amanda Mays

Dr. Williams-I would like to congratulate Mrs. Amanda Mays as the Principal of the Year. She is currently the Principal at Edgewood Elementary where she has served for 3 of 9 years as an elementary principal. Prior to Edgewood, Amanda was Principal at Belle for 6 years.

PRESENTATIONS (continued)

She began her career in 2002 as a teacher and librarian at Elk Elementary Center, then as a teacher at JE Robins Elementary School. As a teacher at JE Robins, she received the prestigious Milken Award for her work in increasing student achievements where in Math 63% of her students achieved mastery as compared to 45 % of students statewide. Mrs. Mays is a dedicated administrator and has demonstrated proficiency in using technology as an instructional tool. She was recently selected as the Elementary Principal Representative on the Kanawha County Schools Professional Staff Development Council. Congratulations we are proud of you.

Amanda Mays-I just want to say thank you to everyone for this honor. It's just exciting. Sometimes you think what you do doesn't really matter but it pays off. What we do every day is so important for students. I appreciate the support from my family. I know there are lots of late nights and phone calls and text messages so I appreciate your support and I appreciate all of you and your support.

Mrs. Jordon-We appreciate you Mrs. Mays.

REPORTS

- A. Kanawha County Travel Reimbursement for September, 2020 (Enclosure 34)
- B. Monthly Financial Report (Enclosure 35)
- C. Construction Report

Chuck Smith-The Hoover site package is currently on schedule. The building pad will be ready for the contractor to take over on November 23rd. The Hoover building package bids were received last week. Clendenin Elementary comes to you all this evening. The Capital HVAC roofing project is currently underway. They are currently renovating the science wing of that building. GW renovation projects are nearing completion on the first floor. We are waiting to do a power transfer next week that will enable us to set units and get heat in the building for the upcoming winter. Mrs. Jordon-When do you expect that to be finished? Chuck Smith-I think it's supposed to be completed in April. At Alum Creek the SBA levy project has started and the demolition of the canopies have taken place. The turf projects at St. Albans, South Charleston, GW, Nitro and Capital have all been completed. HVAC roofing projects at Belle and Pinch are about 95% complete. Montrose roofing project is anticipated to start in the next 2 weeks. There are 11 HVAC projects in the levy. The majority of the bids have been received. South

REPORTS (continued)

Charleston High School gym floor is currently under construction and should wrap up within the next few days. At this time within the next 30-60 days we will have over \$300 million dollars in construction projects. Mr. White-When do you expect us to begin construction on Clendenin? Chuck Smith-Depending on Board approval tonight we are hoping to start in the next 20-30 days and they have 18 months to complete the project once the contract is signed.

D. Legal Reports

None

E. Board Reports

None

PERSONNEL

A. Personnel Agenda for October 15, 2020 (Enclosure 36)

Mrs. Tracy White moved: The Board approve the Revised Personnel Agenda as included in Enclosure 36. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

NEW BUSINESS

CONSENT

Mrs. Tracy White moved: The Board approve the following CONSENT Items A-B. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

A. Approval of Bills for September, 2020 (Enclosure 37)

Approval of the payment of bills for the month of September, 2020 in the amounts of \$27,354,289.97 for the Current Expense Fund and the Special Revenue Fund; \$976,744.37 for the KCS Public Library Excess Levy Fund; \$7,629,987.72 for the Permanent Improvement Fund; and \$541,549.87 for the Public Library Fund as reflected in Enclosure 37.

B. Budget Supplements & Transfers (Enclosure 38)

Approval of budget supplements and transfers as reflected in Enclosure 38.

OTHER NEW BUSINESS

A. Construction of a New Kanawha County Elementary School (Enclosure 39)

Mrs. Tracy White moved: The Board approve a contract for the construction of a New Kanawha County Elementary School in the amount of \$30,698,195.00 to Wolf Creek Contracting per bid 21-103 as shown in Enclosure 39.

Mrs. Jordon-Where are they from? Chuck Smith-Their main office is in Waterford, Ohio but they have a corporate office in Cross Lanes. Mrs. Jordon-Has Kanawha County Schools used them before? Chuck Smith-Yes we have. Mr. Cavender-Are they all local workers? Chuck Smith-I would say 80% will come from the local work force.

The above motion unanimously carried.

B. Substitutes in Areas of Critical Need and Shortage Policy (Enclosure 40)

Mrs. Tracy White moved: The Board approve the Substitutes in Areas of Critical Need and Shortage Policy as shown in Enclosure 40. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

DELEGATIONS

Dinah Adkins, KCEA-Input from our members recently indicate the majority of employees are wearing masks appropriately but this should be 100% across the county. We can stop the spread if we can encourage them to wear their masks. Our members continue to express concern about social distancing. More students transferring from eLearning to in-person has increased crowding in the classrooms. We need more boots on the ground. Some eLearning teachers are being told they will need to become an in-person teacher. It's time to hire teachers to reduce class sizes. Another concern is the lapse in time between the exposure of a positive case at a work sight and the time that other employees have been notified. A heads-up at the first concern would help us keep the virus from spreading. Let's make them aware as quickly as possible. Let's remember safety must be our first concern.

Jay O'Neal-West Side Middle Teacher-We were eager to see how things were working out with blended and were pleased at how things were playing out. We believed our Board when they said we would do blended for two weeks, so you can imagine how teachers felt when the Board decided to suddenly send us back to a full 5 day schedule without waiting to see how blended was going. WV just set a new record with 382 cases

DELEGATIONS (continued)

on Friday. Only 9 other counties in the entire state are having students attend the full 5 days right now, so teachers are frustrated. We were told once a family chooses eLearning or in-person they were locked in but we have had 23 switch to in-person in the last 2 weeks. You have to assess the potential risks. We have a right to be informed about the increased risk that we all face.

Jerry Throckmorton, President of AFT Kanawha-I have been in the classroom for 31 years working for KCS. Last Monday it was decided to end blended learning. I was in a state of shock. I realize that we have to live with COVID but we can take steps to be as safe as possible. Within moments after that decision was made you can imagine the amount of phone calls we received. We quickly put together a survey of our members and 70% of our members responded. We found out that 86% said that was the wrong decision. We had 78% say they wanted to continue blended until the end of first 9 weeks. Schedules are changing and people are moving from eLearning to in person. Our results suggested that only 34% of classrooms had an acceptable number of students they would be dealing with. That number was 15 and below. We are nowhere close to being 6 feet away. We would like to call for a reversal and return to the blended model until the end of the 1st 9 weeks. People want some consistency to plan more than one day in advance then on November 6th we will see where we at. No one wants to be in front of their kids more than our members. We want safety. We felt blindsided. No one expected such a vote on that day. Regardless of the circumstances they will be there because that's the profession they chose.

UNFINISHED BUSINESS

A. Re-Entry Discussion

Dr. Williams-We worked with the schools that we are aware of that have issues and to get the numbers down in the classrooms. We will continue to work on those as we hear about them. We have handed out close to 2 million meals since March. We are nearing 2 million interactions a week on Schoology. Today 67 of our 69 schools are open. I too want everyone to be safe in the classrooms. All schools have some concerns and as we come to them we address them. I don't know that I've denied a TIRE this year. Subs are hard to come by. That's why some schools have had to remain closed. We plan on beginning the 2nd semester scheduling in the first part of November so they can look at numbers and get things arranged for the start of school on January 19th which is

UNFINISHED BUSINESS (continued)

the first day of the 2nd semester. We have slowed our movement from eLearning to in-person because our classrooms are at just about the limit so unless it's an extreme circumstance we won't be moving anyone else until 2nd semester. There is concern about getting people notified and when does that occur and how does that happen. We do not do the contract tracing. That is the job for the Kanawha Charleston Health Department. When the principal is told they have a positive case, they have a form they fill out with questions to ask. That form is then given to Health Department and from there they begin the contract tracing and they contact people. We try to get the answers as quickly as possible once we receive them. Tomorrow the step by step checklist will be put on our website so everyone will know exactly what we do and when we do it and how it's done.

Mr. White-What is the process for determining whether to close down a classroom or school? Dr. Williams-We confer with the Health Department. They cannot close the school I'm the only one that can do that, but when they advise me to close the school or classroom then I'm going to close the school or classroom unless it's a situation where we can't get subs. If we can't get subs the school can't stay open. We had a problem at East Bank. They have issues getting subs on a good day. They needed 5 and could only get 3. Carol called 100 people personally.

Mr. Cavender-Do they give a reason why they don't want to sub? Carol Hamric-There's three different reasons. Fear and sometimes people don't want to go because of COVID and location. Mr. White-Are we utilizing the student teachers? Carol Hamric-Yes, we have about 18.

Mr. Cavender-Mr. Throckmorton mentioned that in his classroom that they are not 6 ft. apart. Are we at capacity? I've heard from several teachers saying they are full. Dr. Williams-A lot are full but not all of them. Paula, Amon and Mellow talk to the Principals on a daily basis asking for their numbers. When we see an issue we deal with the issue.

Mrs. White-Is the conflict because some people say 6 ft. and Dr. Marsh said 3 ft.? Dr. Williams-We are trying 3 ft. A lot of times when we go into classrooms we see they have a lots of things that might be removed to give them more space.

Melanie Meadows-If you hear anyone at a school saying they don't have the PPE they need tell them to speak to one of the assistant superintendents. We have spent more than \$600,000 on the schools PPE.

UNFINISHED BUSINESS (continued)

Mrs. White-Can we get a breakdown of the CARES money we've spent? Melanie Meadows-I can send it to you in the morning.

Mr. Cavender-Mrs. Adkins how do your members feel about the rest of the 9 weeks? Dinah Adkins-The majority of them don't want to do 5 days. They don't feel that they can social distance. They are getting scared. Mr. Cavender-Between AFT and KCEA what does that constitute for the number of teachers in our system? Rosemary Jenkins-We have 500 service personnel and over 1200 teachers Mr. Cavender-How many total are there in the county? Dr. Williams-Right at 2,000. Mr. Cavender-How many do we have in KCEA? Dinah Adkins-Our numbers are confidential.

Mr. Cavender-I want to ask that when we are considering such important decisions moving forward as a Board I just hope that we are going to consider when we hear from these folks and we put more weight in what they are telling us. These questions should have been asked and confirmed before we made this vote last Monday to go back to school.

Mrs. Jordon-I feel like Dr. Williams and the Assistant Superintendents have heard from teachers. This was not planned last week and so far we are hanging in there and they are doing a great job. We only have 2 schools closed. Dinah Adkins-We have such serious concerns about social distancing that we are waiting to hear an injunction filed by WVEA because of the use of the color map which determines whether we are in school or not

Mrs. Jordon-We don't want our teachers scared but when we have 95% of our schools open we are doing something right. It's a scary time but only 2 schools are closed. I don't vote by social media. I listen right here to these people and I listen to Mrs. Adkins and Mrs. Jenkins too.

Mr. Crawford-This discussion is to be among the Board Members not with the public.

QUESTIONS/ANSWERS

None

ESTABLISHMENT OF MEETING DATES

- A. Thursday, October 15, 2020, 6:00 p.m.-Regular Session
- B. Monday, November 2, 2020, 6:00 p.m.-Special Session at Riverside High School
- C. Thursday, November 19, 2020, 6:00 p.m.-Regular Session
- D. Monday, December 7, 2020, 6:00 p.m.-Special Session at Mary C. Snow Westside Elementary
- E. Thursday, December 17, 2020, 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. Jim J. Crawford moved: That the Regular Session of the Board be adjourned. Motion was seconded by Mr. Ryan White and unanimously carried. The Regular Session was declared adjourned by Board President Becky J. Jordon at 6:58 p.m.

President

Secretary

djl

11/3/2020