

January 5, 2021

The Board of Education of the County of Kanawha met in Special Session on Tuesday, January 5, 2021 at the Board of Education Building, Charleston, West Virginia. The meeting was called to order by Board President Becky J. Jordon at 3:00 p.m.

PRESENT

Becky J. Jordon, President

Tracy White, President Pro Tem

Ric Cavender

Jim J. Crawford, Sr.

Ryan White

Thomas E. Williams, Secretary

Debra J. Lewis, Recording Secretary

ADMINISTRATIVE STAFF

Briana Warner, Communications Director

EXECUTIVE SESSION

Mrs. Tracy White moved: The Board enter into Executive Session as required by statute and State Board of Education Policy 5309 for the purpose of evaluating the county superintendent. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

The Special Session of the Board was recessed and the Executive Session convened at 3:01 p.m.

RECONVENE SPECIAL SESSION

Mrs. Tracy White moved: The Board reconvene the Special Session of the Board. Motion was seconded by Mr. Jim J. Crawford and unanimously carried. The Special Session was reconvened at 4:07 p.m.

SUPERINTENDENT'S EVALUATION

Mrs. Jordon-I would like to announce that in Executive Session, and as President of the Kanawha County Board of Education, that the county superintendent's evaluation has occurred and it was completed in conformity with the State Board of Education Policy 5309 and we are making the following statement about Dr. Williams' evaluation.

He has exceed goals in increasing student achievement, he gives support to Kanawha County Staff, and he has exceeded goals with the re-entry of the school system with COVID and is working on continuing the building of the Elk River Schools. He also exceeded the goals and is continuing to work on the maintenance of all of our schools to make them safer and cleaner. Also, a concern has been our low performing schools and he has continued with his Management Team to work with the low performing schools, so at this time the Board is very pleased with Dr. Williams' evaluation.

EXECUTIVE SESSION

Mrs. Tracy White moved: The county board convene in Executive Session to consider matters regarding a contract and related benefits for the county superintendent for a term commencing July 1, 2021 including contract duration, compensation and benefits to be considered. Motion was seconded by Mr. Jim J. Crawford and unanimously carried. The Special Session of the Board was recessed and the Executive Session convened at 4:09 pm.

RECONVENE SPECIAL SESSION

Mrs. Tracy White moved: The Board reconvene the Special Session of the Board. Motion was seconded by Mr. Ric Cavender and unanimously carried. The Special Session was reconvene at 4:37 p.m.

SUPERINTENDENT'S CONTRACT

Mrs. Jordon-I would like to say that no decisions were made in Executive Session and now I would like Mrs. White to make a motion.

Mrs. Tracy White moved: That we renew Dr. Williams contract effective July 1, 2021 for 4 years at a salary of \$150,000 with an increase increment of \$5,000 each year beginning July 1, 2022 with the only other changes to the terms of his contract being related to vacation carryover days and the accrual of sick days. Motion was seconded by Mr. Jim J. Crawford.

Mrs. Jordon-The Board is pleased with how Dr. Williams has led Kanawha County Schools through the COVID-19 pandemic and these uncharted times. He has provided the stability and knowledge that our county has needed to tackle unique challenges every day, and we know that his strong leadership will continue through 2021 and beyond. As Dr. Williams has been leading the State's largest school system through a global pandemic, he's also been paid less than many other West Virginia County Superintendents. This Board reviewed superintendent salaries across the state, and our Superintendent's salary was simply not in line. Therefore, we have also raised his salary to be competitive with other counties, especially those much smaller than Kanawha. We know that his focus in 2021 will be the academic and emotional well-being of our students and we look forward to continuing to work with Dr. Williams and his team.

Mr. White-I want to say that I absolutely think we should renew his contract, but I will not be voting for this because I am not in favor of a 4 year contract.

Mr. Cavender-I think it's important that we looked at all of the superintendents in the State and what they make and that we benchmark that, but my position has been through all of this process is that we are in the middle of a pandemic and I think that is appropriate that we let this pandemic run its course and be respectful of those out there who have not been as fortunate in this process and wait until 2022 to provide that first increment raise.

Mrs. Jordon-We did look at salaries and there are so many small counties that make more than Dr. Williams, and yes we are in a global pandemic and we are so glad that he has kept this school system very stable. It's been a tough time.

The above motion carried 4-1 with Mr. White voting no.

ESTABLISHMENT OF MEETING DATES

- A. Monday, January 4, 2021, 6:00 p.m.-Special Session at Piedmont Elementary
- B. Tuesday, January 5, 2021, 3:00 p.m.-Special Session
- C. Thursday, January 21, 2021, 6:00 p.m.-Regular Session
- D. Monday, February 1, 2021, 4:00 p.m.-Special Session
- E. Thursday, February 18, 2021, 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

Mrs. Tracy White moved: That the Special Session of the Board be adjourned. Motion was seconded by Mr. Jim J. Crawford and unanimously carried. The Special Session was declared adjourned by Board President Becky J. Jordon at 4:41 p.m.

President

Secretary

djl

1/12/2021