

MINUTES

The Board of Education of the County of Kanawha

Charleston, West Virginia 25311



March 30, 2021

The Board of Education of the County of Kanawha met in Special Session on Tuesday, March 30, 2021, in the Board of Education Building, 200 Elizabeth Street, Charleston, West Virginia. The meeting was called to order by Board President, Becky Jordan at 2:00 p.m.

PRESENT

Becky J. Jordan, President

Tracy White

Jim Crawford

Rick Cavendar

Ryan White

Thomas Williams, Secretary

Kimberly Harper, Recording Secretary

ADMINISTRATION

Lindsey McIntosh, General Counsel

Ron Pauley, Executive Director Human Resources

OTHERS

Lisa Taylor

PURPOSE OF MEETING

The Board met in Special Session to grant a personnel hearing to an individual who has been recommended for transfer and assignment for the school year commencing 2021-2022.

HEARING OF LISA TAYLOR

The Board met in an open hearing at 2:00 p.m. to conduct a hearing for:

Lisa Taylor (no representative)

Statement by Becky Jordan, President

My name is Becky Jordan, President of the Kanawha County Board of Education. The purpose of this meeting is to provide Lisa Taylor an opportunity to be heard in connection with the Superintendent's recommendation that her contract as a Clerk at Herbert Hoover High School be subject to transfer and assignment commencing with the 2021-2022 school year.

Miss McIntosh will present the case on behalf of the administration. At the conclusion of Miss McIntosh's presentation, Lisa Taylor or her representative may begin their presentation. The employee may make statements to the board, present evidence, ask questions of the administrative staff, or submit written materials for the board members to consider during their deliberations. Miss McIntosh may ask questions of the employee and any witness called by the employee. We have asked that you limit your presentation to 20 minutes.

The board will make its decision today and you will be notified of the decision in writing. It is our usual practice to deliberate and make a decision after the conclusion of the hearing.

It is the option of the employee whether or not this hearing is open or closed to the public. Do you have a preference whether this hearing is open or closed? Do you have a preference if this meeting is open or closed? If it is closed, we would ask that the media leave the room, but if you want it open, he can stay, he is the only one in here that shouldn't be.

Ms. Taylor stated it could be OPEN.

Ms. Jordan introduced the superintendent, the board members, Lindsey McIntosh and Mr. Ron Pauley and asked for Miss McIntosh to begin.

LM: As you stated, Ms. Taylor is currently a clerk at Herbert Hoover High School, her seniority date is July 16, 2020. Ms. Taylor was slated for transfer to Hayes Middle School due to a reduction in force of a 261 day Clerk in Central Office. As the second least senior clerk in the county this reduction caused a series of bumps which Ms. Taylor is affected by. Her position at Herbert Hoover High School is still going to exist but be filled by somebody else in that series of bumps and Ms. Taylor will be moved to Hayes Middle School. She will still obviously be employed by the County, full benefits and this is not a reflection on her at all as an employee, but just an unfortunate part of school personnel law. I have Mr. Pauley here to answer any questions, but I have a couple of questions for him before you all may ask him some questions. Mr. Pauley have you reviewed this transfer?

RP: Yes ma'am, I have.

LM: Ok, and what did your review entail?

RP: I had to review the employee days and each and every employee bump that occurred.

LM: OK, so that what I stated earlier, Ms. Taylor's bump is being affected by a series of bumps. How many employees are being moved ahead of her.

RP: Two

LM: Her seniority date that I stated earlier, is that correct?

RP: Yes ma'am.

LM: OK, is there another employee that is being affected by this?

RP: Yes ma'am

LM: OK. Is there anything that can be done that you know of in order to prevent Ms. Taylor from having to go to Hayes Middle School.

RP: No ma'am.

LM: Those are all of the questions that I have for Mr. Pauley.

LM: Do you all have any questions for me?

T White: So, the position that we cut was here at Central Office?

LM: Correct, a 261 day Clerk position was cut. The person in that position knew that it was a one-year position and that they were going to be moved at the end of the year.

T White: OK

BJ: We go ahead with Ms. Taylor.

LT: I was just coming to see what happened. I don't guess there is anything really that I can do about it, other than take the move or look for a different position other than going to Hayes. Obviously, I would prefer to stay where I am because it is close to home but I guess I don't have another choice. Just have to see what happens.

LM: I can clarify some on that. You will obviously still be able to apply for positions. Personnel season really ends at the end of June so as positions come open, you can apply for them as well.

LT: Even if I would switch back to aide, that would put me in the same position as far as being ... I was an aide for like oh gosh. I did some subbing as a clerk, my hire date was around 2000, but I wasn't a permanent, didn't have a permanent position all those years, but anyway, If I would switch back to an aide, I would still be in the same position that I am now as far as hire date again, right? If I would switch back to an aide? I had been an aide for several years.

LM: I believe you would keep your seniority date as an aide, but your seniority date as a clerk is different.

LT: Yeah, its July of 2020. I think my hire date as a teacher's aide is January of 2008. Like I said, I have been working for the County since 2000. I would just hate to have to move, I was at Herbert Hoover before as a teacher's aide. I've been rified, I know things happen but we just have to deal with it. I was just trying to find out, just came to see what I could find out, but I know, things happen. I'm a lucky person, it always seems to happen to me. (laughed). You don't want my luck. (laughed again)

Becky Jordan asked if there were any more comments. Do we have a Motion?

T White: I move the board approve the superintendent's recommendation that Lisa Taylor will be subject to transfer and subsequent assignment commencing with the 2021-2022 school year.

JC: I second the motion.

BJ: Any comments, questions? Call for the question.

LT: If that other person was ... if the person bumping me would take something else, it's possible I could stay?

LM: Correct, or if any retirements or bumps don't go through, but there only 2 people that are ahead of you, those two people, one of them would have to decide not to be a clerk anymore and that would help you. But I don't see that happening.

LT: Thank you.

BJ: Call for the question.

KH: Mr. Crawford

JC: Aye

KH: Mr. White

RW: Aye

KH: Mrs. Jordan

BJ: Aye

Mr. Cavender:

RC: Aye

Mrs. White

T White: Aye

BJ: Motion passes 5-0. Thank you, Ms. Taylor for coming today.

BJ: Does any board members have any question? Mr. White?

RW: I have none.

BJ: Mrs. White

T White: I do not, thank you.

JC: I have none.

RC: I do not. Thank you.

ADJOURNMENT

BJ: Do we have a motion to adjourn

T White : I move to adjourn

JC: Second

BJ: All in favor?

“AYE” (all board members in unison)

BJ: Alright, thank you everyone.

LM: Just for clarity, the second one was cancelled.

RC: That's all you have then?

LM: Yes.

ESTABLISHMENT OF MEETING DATES

- A. Monday, April 5, 2021, 4:00 p.m. – Special Session
- B. Thursday, April 15, 2021, 6:00 p.m. – Regular Session
- C. Tuesday, April 20, 2021, 12:00 Noon-Statutory Session (Reconvening of March 16, 2021, Meeting to Enter all Levies)
- D. Monday, April 26, 2021, 6:00 p.m. – Statutory Session (Public Hearing on Proposed Budget)
- E. Monday, May 3, 2021, 4:00 p.m. – Special Session
- F. Thursday, May 13, 2021, 6:00 p.m. – Regular Session
- G. Tuesday, May 18, 2021, 12:00 Noon – Statutory Session (Approval of the Proposed Budget)

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

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2:08 p.m.

President

Secretary

klh

4/05/21