

November 18, 2021

The Board of Education of the County of Kanawha met in Regular Session on Thursday, November 18, 2021 at the Board of Education Building, Charleston, West Virginia. The meeting was called to order by Board President Becky J. Jordon at 5:00 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**

Paula Potter, Deputy Superintendent  
Mellow Lee, Assistant Superintendent, Elementary  
George Aulenbacher, Assistant Superintendent, High Schools, Technical & Adult Education  
Melissa Ruddle, Asst. Superintendent, Curriculum & Instruction  
Melanie Meadows, Treasurer, Budget & Finance  
Ron Pauley, Executive Director, Human Resources  
Megan McCorkle, Assistant Superintendent, Special Education & Student Support Services  
Alicia Warden, Health Services  
Briana Warner, Communications  
Keith Vititoe, Executive Director, Safety & Security  
Leah Sparks, Executive Director, Technology  
Lindsey McIntosh, General Counsel

**PLEDGE OF ALLEGIANCE**

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

## **APPROVAL OF MINUTES**

- A. October 4, 2021 - Special Session
- B. October 18, 2021 - Special Session
- C. October 21, 2021 - Regular Session

## **REPORTS**

- A. Kanawha County Travel Reimbursement for October, 2021 (Enclosure 63)
- B. Monthly Financial Report (Enclosure 64)
- C. Legal Reports  
  
None
- D. Board Reports

Mrs. White-Today I had a meeting with our preschool faculty. They did their annual community assessments meeting where they invite our community partners to come in and give everyone an update. Before that meeting I had a meeting earlier this morning with Mrs. McCorkle and the ladies down at the Parent Education Resource Center and we are discussing some things that we are going to put in place for this spring. We are going to revamp what we do with Special Olympics and we are going to have a disabilities fair at the Resource Center so our young adults know what is available for them after graduation.

Dr. Williams-I would just like to make everyone aware that yesterday the Governor presented \$50,000 to Pratt Elementary so that is our third school. Andrew Jackson and Elkview Middle were the others.

## **PERSONNEL**

- A. Personnel Agenda for November 18, 2021 (Enclosure 65)

Mrs. Tracy White moved: The Board approve the Revised Personnel Agenda as included in Enclosure 65. 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-C.  
Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

#### A. Approval of Bills for October, 2021 (Enclosure 66)

Approval of the payment of bills for the month of October, 2021 in the amounts of \$30,261,302.29 for the Current Expense, Special Revenue and Federal Stimulus Funds; \$661,609.32 for the KCS Public Library Excess Levy Fund; \$2,783,234.95 for the Permanent Improvement Fund; and \$471,798.25 for the Public Library Fund as reflected in Enclosure 66.

#### B. Budget Supplements & Transfers (Enclosure 67)

Approval of budget supplements and transfers as reflected in Enclosure 67.

#### C. Out of State Travel Requests (Enclosure 68)

Approval of the Out of State Travel Requests as contained in Enclosure 68.

## **OTHER NEW BUSINESS**

#### A. Contracted Service Pay

Mr. White-We've been asked to look at this a couple of times so I'd like to discuss this. It looks like, based on the information that we received, that we are below our neighboring counties with supplemental pay rates which are \$25-\$30 an hour. We are at \$22 an hour which is substantially below the average rate. Do we have to pay everybody the same rate? Dr. Williams-Yes, if they have a supplemental contract. Unless there is something like someone coming back to be a mentor we would give them their daily rate. These are things like academic improvement, tutoring or when Title I keeps them after school or teachers work during their planning. Mr. White-If we do this then it's my understanding that some teachers will get less than their daily rate and there will be some that get more. Dr. Williams-It will depend on how much you want to take it to. If you do the average that would be \$33. Some people's hourly rate would be higher and some would be lower. Mr. White-Does State law requires us to keep it the same across the board? Why can't we say your average rate is based on your experience? Dr. Williams-It would be much more expensive for the system as a

## **OTHER NEW BUSINESS (continued)**

whole if we did that. It would be considerably more expensive. Mrs. Jordon-Do other counties keep it the same too? Dr. Williams-I think they must because you can see down below that the neighboring counties range from \$25-\$30.

Melanie Meadows-The counties that I spoke with do what we do for what we call more standard supplemental contracts where they have a set rate. If it something that is not quite standard or something that is going to be done on more of a regular basis, that's when we have their average daily rate calculated to an hourly rate and each time we do that we bring it to you on the agenda and the Superintendent has to sign a contract.

Missy Ruddle-If we hired somebody to write curriculum for us for 3 or 4 days, they may get paid their daily rate to do that if they are doing it outside of school. Melanie Meadows-That is more specialized and that would require a separate contract. Dr. Williams-When we did the lessons for the Quarantine Academy, we actually hired our teachers to work outside of the school day to develop those lessons and it took 2-3 weeks to do that so that is why they are paid their standard daily rate.

Ron Pauley-In the past when we do renewal for non-certified substitutes, we have paid an individual to write the course work and to grade the course work and then they get a higher level than the standard \$22. Mr. White-Do we have substitutes doing this type of work as well? Dr. Williams-If they are long-term subs that is possible. Usually your day to day subs don't do this. Mr. White-With the pandemic and the children being so far behind, we are utilizing people a lot more in order to get kids caught back up and it's been a huge mental drain on the students and the teachers. I'd like to see us do something where we can raise this to at least \$30.

Mr. Crawford-I don't mind giving people a raise, but the point is that we are in the middle of a budget year and we don't know what's going to happen with us losing kids to the charter schools. It's not good business to make pay raises for people in the middle of the year. I'm not against pay raises but I think we need to look at it realistically. People are refusing to substitute unless they get their regular daily rate and right now is a very hard time for teachers in the classroom. I think it would behoove us to go through the budget process and see if we have the money to do this. We need to treat everyone the same and be fair. I don't think it's wise to do this tonight. Mrs. Jordon-It's not a vote tonight. Mr. White-I never asked that we do it tonight, I just wanted to discuss it. Mr. Crawford-Not only that, where are we going to get the money? We would have to take it from another program where we have already budgeted the money. Let's wait until we start with the budget and then we can give everybody the same consideration, the coaches, everybody. Everybody is underpaid. I think we need to be more considerate than single out one group and give them a raise.

## **OTHER NEW BUSINESS (continued)**

Mrs. Jordon-We are not going to vote tonight, but I would like to hear from our Treasurer on this. What do you feel is possible for us? Melanie Meadows-if you were to make a change in the middle of the year my first step would be to set down with Dr. Williams and look at the budget and do a major revision mid-year. If you want to consider looking at something for next year we are getting ready to start the budget process. We receive our preliminary comps in December and we usually have our first budget workshop in March. The first thing that we look at is staffing. What I could do is let you know at that time what we are looking at and we could plan for it from the beginning versus in the middle. I will say we are on a trend of declining enrollment and assessed values also decreased and they predict another decrease. I would ask you to exercise caution when deciding to do an increase. Maybe plan to increase it a couple of dollars and let's see how things look in our budget workshop. I would consider looking at something at that first budget workshop and I would be glad to bring you some different scenarios.

Mr. Cavender-The process where you would reevaluate something in the middle of a budget year to raise salaries, how often does that happen? Melanie Meadows-Since I've been Treasurer it has not happened. I've had it happen before in previous jobs. You have to remember that once you do it you can't take it back.

Mr. White-We are still having a lot of trouble retaining our teachers still correct? Dr. Williams-Mr. Pauley and I have been discussing that. He's been to all of our colleges, etc. but there are not people out there that want to get into this field. It is difficult to obtain and retain teachers. Mr. Pauley, we aren't losing any more people for retirements and personal reasons than a normal year are we? Ron Pauley-No, at this point we are consistent with the last two years.

Mr. Cavender-If we were to reduce our building costs, the number of buildings we have, etc. would that allow us to be able to pay our teachers more to be better able to recruit? Dr. Williams-If we had less buildings and less schools that would give us more money to spend in other ways. For example, if we are awarded the money for Cedar Grove in December, then that would close the middle school part and move those kids to DuPont and we would redo the elementary and it would substantially reduce our costs in maintenance at Cedar Grove. Mr. Cavender-I'm assuming that could be replicated in other places? Dr. Williams-Yes. Mr. Cavender-That is a very comprehensive conversation that we need to start having. Mrs. Jordon-We need Dr. Williams to come to us after the first of the year with another idea. Dr. Williams-I've got two in my mind. Mrs. Jordon-I think we all agree that it needs to be done.

## **OTHER NEW BUSINESS (continued)**

Mr. White-I do think it is not equitable to pay our teachers that much less than their daily rate is. We are putting so much demand on them. We can utilize our ESSERF money in order to pay for this since it is part of us getting our kids back up to speed at least for the tutoring correct? Melanie Meadows-The estimate that I gave you is for supplemental pay only from the General Budget because those supplemental contracts being paid through ESSERF yes, those increases would be covered through ESSERF but we will still have regular things not related to ESSERF that would get the supplemental pay. I also went back and looked at 2019 pre-COVID and we essentially had similar numbers of supplemental contracts that year as well so it was a very consistent comparison. Mr. White-Did the teachers that did summer school only get paid \$22 an hour? Dr. Williams-No, we actually paid them 10% more than their daily rate because we couldn't get teachers. They were exhausted. Melanie Meadows-They were paid through ESSERF money.

## **DELEGATIONS**

Bob Mullet-I am the head coach at John Adams Middle School. I've coached 48 years. I've coached college, high school, middle school and grade school. I still substitute teach. In the last several years we've added to coaching another 6 weeks. We in Kanawha County haven't had a pay raise 30-40 years. I've had the pleasure of coaching at 7 different high schools in different counties and this is one of the lowest counties for supplemental pay for coaches in the State of WV. I do have examples to give you. I was offered a job at Liberty High School in Raleigh County as the Assistant Coach for \$6200. At John Adams Middle School I make \$2800. In Boone County I used to make \$8,000 as the head Football Coach. The head football coach at Mason County makes \$8,000 and if I'm not wrong we are behind \$3,000. It goes for all sports. I'm mandated to attend WVSSAC Clinics. It's just goes on and on. We are losing professionals. When I was trained as a coach in college, in most counties they have very few teachers coaching anymore. I'm a stickler about what degrees I have and to look at some guys who take a class and they are standing right beside of me getting the same pay I am actually a nationally certified coach In the United States of America. I appreciate your time.

Mr. Crawford-Let me say something on the coach's behalf. They have added more time to them. He is right that we have very few professional educators coaching today. I went through the same program that Coach Mullet went through at WV State. They took us through the mill. People that come in off the street and coach are not professional people and sometimes I wonder about them.

## **SUPERINTENDENT'S PRESENTATION**

### A. Employee Discipline

Mrs. Tracy White moved: The Board adopt the findings and conclusions of the hearing examiner and approve the Superintendent's recommendation for dismissal of Lillian Branham, and Lillian Branham shall be, and she is hereby, terminated from her employment with the Kanawha County Board of Education, effective immediately. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

Mrs. Tracy White moved: The Board adopt the findings and conclusions of the hearing examiner and approve the Superintendent's recommendation for dismissal of Carolyn Jarrell, and Carolyn Jarrell shall be, and she is hereby, terminated from her employment with the Kanawha County Board of Education, effective immediately. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

## **QUESTIONS/ANSWERS**

Mrs. Jordon-Last year Coonskin didn't do the Christmas lights because they didn't have people to fix the lights. Dr. Aulenbacher has had Carver and Ben Franklin students working on those and now the lights will be back this year. Thank you to everyone that worked on that for the community.

## **ESTABLISHMENT OF MEETING DATES**

- A. Thursday, November 18, 2021, 5:00 p.m.-Regular Session
- B. Monday, December 6, 2021, 5:00 p.m.-Special Session at Riverside High School
- C. Thursday, December 16, 2021, 5:00 p.m.-Regular Session
- D. Monday, January 3, 2022, 4:00 p.m.-Special Session
- E. Thursday, January 20, 2022, 5:00 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 Regular Session of the Board be adjourned. Motion was seconded by Mr. Jim J. Crawford and unanimously carried. The Regular Session was declared adjourned by Board President Becky J. Jordon at 5:31 p.m.

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President

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12/2/2021

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Secretary