

March 17, 2022

The Board of Education of the County of Kanawha met in Regular Session on Thursday, March 17, 2022 at the Board of Education Building, Charleston, West Virginia. The meeting was called to order by Board President Pro Tem Tracy White at 5:00 p.m.

PRESENT

Becky J. Jordon, President (via TEAMS)

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

George Aulenbacher, Asst. Superintendent, High Schools, Technical & Adult Ed.

Melissa Ruddle, Asst. Superintendent, Curriculum & Instruction

Ron Pauley, Executive Director, Human Resources

Megan McCorkle, Asst. Superintendent, Special Ed. & Student Support Services

Alicia Warden, Health Services

Briana Warner, Communications

Leah Sparks, Executive Director, Technology

Lindsey McIntosh, General Counsel

Amon Gilliam, Assistant Superintendent, Middle & Alternative Schools

Melanie Meadows, Treasurer, Budget & Finance

Keith Vitioe, Executive Director, Safety & Security

Elaine Gayton, Director, Staff Development/ESL

Alan Cummings, Executive Director, Purchasing & Supply Management

Andrew Crawford, Executive Director, Facilities & Planning

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Board President Pro Tem Tracy White.

APPROVAL OF MINUTES

- A. February 7, 2022 - Special Session
- B. February 17, 2022 - Regular Session

REPORTS

- A. Kanawha County Travel Reimbursement for February, 2022 (Enclosure 109)
- B. Monthly Financial Report (Enclosure 110)
- C. Legal Reports
None
- D. Board Reports
None

PERSONNEL

- A. Personnel Agenda for March 17, 2022 (Enclosure 111)

Mr. Ric Cavender moved: The Board approve the Revised Personnel Agenda as included in Enclosure 111. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

NEW BUSINESS

CONSENT

Mr. Ric Cavender 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 February, 2022 (Enclosure 112)

Approval of the payment of bills for the month of February, 2022 in the amounts of \$29,344,741.30 for the Current Expense, Special Revenue and Federal Stimulus Funds; \$75,155.99 for the KCS Public Library Excess Levy Fund; \$3,516,458.97 for the Permanent Improvement Fund; and \$642,883.40 for the Public Library Fund as reflected in Enclosure 112.

B. Budget Supplements & Transfers (Enclosure 113)

Approval of budget supplements and transfers as reflected in Enclosure 113.

C. Out of State Travel Requests (Enclosure 114)

Approval of the Out of State Travel Requests as contained in Enclosure 114.

OTHER NEW BUSINESS

A. Construction Specialist Job Description (Enclosure 115)

Mr. Ric Cavender moved: The Board approve the Construction Specialist Job Description as shown in Enclosure 115. Motion was seconded by Mr. Jim J. Crawford.

Dr. Williams-This is replacing a vacant position. As many construction projects as we have going on now we need someone with a little more experience in construction. We have a vacant position that was a Building Project Management Specialist and we are asking to switch that to a Construction Specialist to have more help with outdoor classrooms, fields, facility upgrades, HVAC roofs and those type of things.

Mr. White- Is there an increase in salary? Dr. Williams-No.

The above motion unanimously carried.

OTHER NEW BUSINESS (continued)

B. Promethean Boards (Enclosure 116)

Mr. Ric Cavender moved: The Board approve a purchase from Komax Business Systems in the amount of \$137,080.00 for 40 Promethean Boards with hardware, installed, per Sourcwell Contract #022719KON as shown in Enclosure 116. Motion was seconded by Mr. Jim J. Crawford.

Dr. Williams-These are for ID rooms. This is much easier to use than the iPads for students that have fine motor issues.

The above motion unanimously carried.

C. George Washington High Scoreboard Replacement (Enclosure 117)

Mr. Ric Cavender moved: The Board approve a purchase for a scoreboard, installed, from Daktronics, Inc. in the amount of \$216,969.00, per AEPA Contract IFB#020-F as shown in Enclosure 117. Motion was seconded by Mr. Jim J. Crawford.

Dr. Williams-The scoreboard at George Washington is basically shot. Through a community effort with Ms. Fenwick they have raised the money to purchase a new scoreboard. Thank you very much for community support, it is much appreciated

Mr. Cavender-They raised the full amount? Dr. Williams-Yes.

The above motion unanimously carried.

D. New Herbert Hoover Residential & Industrial Appliance Package (Enclosure 118)

Mr. Ric Cavender moved: The Board enter into contract, with the lowest responsible bidder, Swope Construction Company, for the purchase of Residential and Industrial Appliances in the amount of \$119,000.00 as per bid #22-130 as shown in Enclosure 118. Motion was seconded by Mr. Jim J. Crawford.

Dr. Williams-This is the 3rd time this has been put out for bid. The first two times folks didn't feel comfortable because prices kept going up and up, but this is for washers and dryers for the kitchen, athletic facilities, microwaves, smaller refrigerators, etc. for the new Herbert Hoover.

OTHER NEW BUSINESS (continued)

Mr. White-How many is that for? That seems like a lot. Andrew Crawford-I don't have an exact count. There are refrigerators and washers and dryers for all of the athletic facilities, we also have small refrigerators in the science wings and clinics. This takes care of the whole building and the athletic facilities at the new Hoover.

Mr. Cavender-Will we have to do this for other things that come in for the new Hoover? I assumed we approved the full budget but obviously this is on top of what we have already approved. Andrew Crawford-I would assume that we will be doing this for the new Clendenin and if it's not part of our construction project package that we put out for Cedar Grove we will have to do it for that as well. Dr. Williams-Usually anything over \$100,000 you all will have to approve.

The above motion unanimously carried.

E. Alum Creek Elementary Utility Easement (Enclosure 119)

Mr. Ric Cavender moved: The Board approve the water easement with the Regional Development Authority of Charleston-Kanawha County West Virginia Metropolitan Region, to allow utility installation on the property located at Alum Creek Elementary as shown in Enclosure 119. Motion was seconded by Mr. Jim J. Crawford.

Mr. White-This is for Alum Creek Elementary, correct? Andrew Crawford-Yes, they will be running a new service line behind the playground area. It will allow for improved pressure and service not only for our facility but also for the Alum Creek community.

The above motion unanimously carried.

UNFINISHED BUSINESS

Mrs. White-Would you like to vote on these collectively? Mr. White-Can we pull out Series G81? There's a lot of changes.

Mr. Ric Cavender moved: The Board approve the following Items A-E.

A. KCS Series D01-Fiscal Management Policy (Enclosure 94)

Approval of the KCS Series D01-Fiscal Management Policy as shown in Enclosure 94.

UNFINISHED BUSINESS (continued)

B. KCS Series D02-Federal, State & Local Funded Special Projects Policy (**REPEAL**)
(Enclosure 95)

Repeal KCS Series D02-Federal, State & Local Funded Special Projects Policy as shown in Enclosure 95.

C. KCS Series D07-Equipment & Supplies Management-Inventory Control and Receiving Policy (Enclosure 96)

Approval of KCS Series D07-Equipment & Supplies Management-Inventory Control and Receiving Policy as shown in Enclosure 96.

D. KCS Series D12-Individual School Accounting Procedures Policy (Enclosure 97)

Approval of KCS Series D12-Individual School Accounting Procedures Policy as shown in Enclosure 97.

E. KCS Series D05-Insurance Policy (Enclosure 98)

Approval of KCS Series D05-Insurance Policy as shown in Enclosure 98.

The above motions were seconded by Mr. Jim J. Crawford and unanimously carried.

F. KCS Series G81-Employee Drug Use Prevention Policy (Enclosure 99)

Mr. Ric Cavender moved: The Board approve KCS Series G81-Employee Drug Use Prevention Policy as shown in Enclosure 99. Motion was seconded by Mr. Jim J. Crawford.

Lindsey McIntosh-This policy was worked on very diligently by myself and Mr. Pauley because the old policy was extremely long. I think we reduced it from 14 pages down to 6 pages just by cleaning up the font and titles. As you can see in the lined version there is a significant amount of strike-outs. The stuff that is struck doesn't mean it's deleted from the policy, it may be redundant or it was moved in the policy somewhere else. In the first couple of things that were struck that were permanently removed, we had a policy, purpose and scope and a policy statement and then a general policy. That had a lot of redundancy so I struck out some of that beginning stuff then there was also policy goals and objectives. I struck out a lot of that in order to just get right into the policy. We cleaned up some of the definitions and then just so it was easier to read, the stuff

UNFINISHED BUSINESS (continued)

that looked like it was general policy considerations we moved all to the policy portion and then we set out a procedure portion so the new 81.4 is the general policy altogether and then it talks about if this a type of drug testing you are going to do, go to the procedure and the procedure is more streamlined so you know where in the policy you are. That is primarily the major changes.

Mr. White-The drug screen language, was that added or moved on page 81.105?

Lindsey McIntosh-That was in another policy so we also combined, which I forgot to tell you, G38A. This is G81, G30A and G37 all together. We actually managed to combine four policies together and still make it shorter, so that language came from either G38A or G37. Mr. White-That's in our existing policy? Lindsey McIntosh-Correct. Mr. White-There is some sort of over the market substance that people can take that is similar to THC is there not? Lindsey McIntosh-Delta 8. Mr. White-Would that be covered under this? Lindsey McIntosh-If they took enough of it they might blow a test and it might be covered but it's not illegal. Mr. White-Does it have THC in it? Lindsey McIntosh-Yes, it just doesn't have enough to rise to the level that it's illegal. All of that being said I know that is isn't an illegal substance. It might for a bus driver. Mr. White-I guess the issue that I have is that we have THC that is legal under State law for medicinal purposes but then we have this Delta 8 which is legal but it's the exact same thing. I'm assuming we are not doing anything for medical cannabis which is legal. Lindsey McIntosh-If you are prescribed any one of these things and some people are prescribed opioids and you test positive for it then you would show the prescription and you would be cleared of the issue. Mr. White-That includes a certification for medicinal purposes as well? Lindsey McIntosh-Yes. Mr. Cavender-Then that would then mean that the employees would need to understand that there are over the counter things that would make them test positive. Lindsey McIntosh-Yes, but then again that's only new for THC. It's always been the case for opioids so that is something we would just say if this is something you are doing you have to provide the prescription or certification. Mr. Cavender-You don't have to have a prescription to buy Delta 8 but it will make them test positive. Lindsey McIntosh-That is a risk I guess they are taking. Mr. White-I just wanted to make sure that we weren't being inconsistent and I don't think we are. Lindsey McIntosh-That specific language comes out of G38. Eventually we will repeal those because all of the important language out of those now has been combined into this policy and that action will be brought before you except for the A policies unless you are wanting to see them. G37 will come before you and we will ask you to repeal that.

Mr. Cavender-Great work on all of this. Dr. Williams-She's puts in a lot of time.

FIRST READING

A. KCS Series D06-Property Management Personal Property Policy (Enclosure 120)

Mr. White-How are we going to dispose of surplus furniture and equipment if we are striking that language? Lindsey McIntosh-This was done by Mr. Cummings. Alan Cummings-This is actually covered under WVDE Policy 8200 and it's removed by public auction.

B. KCS Series D08-Voluntary Payroll Deductions (Enclosure 121)

Mr. White-So we aren't going to allow dues to be deducted anymore? Lindsey McIntosh-That's in accordance with the law change and we will not be deducting dues anymore. Mr. White-So the law says that voluntarily you can't deduct dues? Lindsey McIntosh-Yes.

DELEGATIONS

Tony Sparks-We came today to speak to you about not tearing down the gym at Cedar Grove Middle School. I live in eastern Kanawha County and have coached youth ball for 20 plus years and we don't have any kind of community center at all in that area so we don't have anywhere to practice except for the churches. I talked to the Governor's Office and to Sheriff Rutherford and they sent me a letter saying they thought it was a great idea to get the kids off of the streets if we could save it. We heard they are building a drive-around to drop the kids off out back and we had an architect, my cousin, to come in and she drew a picture of a road wide enough that it doesn't even touch the gym. I talked to Larry Rowe myself and the House of Delegates have been looking at building something in the eastern end to have a community center. I've got so much support. My Aunt, who retired from the White House, has been helping me and we've been talking to people about grants. We wanted to have you all postpone tearing that down until we can get that.

Emily Bowles-I run the Riverside Youth Basketball League and we had 206 kids last season which was 26 teams, so through the week it's really hard to find 26 gyms with time to practice. So every fall we get in this predicament. We have nowhere except for churches. It's a very nice facility, there is no reason to destroy it when we need that so bad. My high school boys have to drive to Falls View to shoot basketball. We really need this for our area. We saw where they sold the Roosevelt School for \$10 to the City of Charleston and they turned it into a community center and that is what we are interested in doing. It's not only for sports, we could do so much because the little theatre is connected to it and there are lots of other rooms in that building. All of our

DELEGATIONS (continued)

kids have nothing to do after school. We would love for you all to consider leaving the gym for us. You could tear down and still have a bus loop just like you all want. It's still possible to do that and leave the gym for us.

Dinah Adkins, WVEA-We understand that RIF and transfers are an unavoidable part of the school systems duty and we understand the financial responsibilities of the Board. There are several teachers that are feeling uncertain because they are being rified less than a year after they were told their jobs were being budgeted for three years. It's our understanding that there are somewhere around 100 or more positions that are being rified. The Board approved these positions using ESSERF monies to help the schools with added pressure and learning gaps that COVID has caused over the last 2 years. By all accounts we have heard this has been a most welcome move by the Board and this indeed has been very beneficial to our students. I think this has caused some confusion about whether they would have to reapply for the job. Our concern is that we are going to lose people who are in these positions and are doing a fantastic job. One, if they don't get that position and are sent to another school, they aren't going to take it. They are just going to leave the system by retiring or get out of teaching altogether. We understand that the school aid formula fluctuates based on enrollment but the ESSERF money doesn't fluctuate. That's the reason why teachers are confused as to why the three year commitment to these positions abruptly ended after one year. They feel like they are blindsided. Many will not apply for jobs that will make them go to other school locations. We can't afford to lose more educators. We ask that you clarify the information so these employees know what's going on. Are they going to have the same position or are they going to be moved to another school. We also ask that you reconsider those RIFS in your staffing and let those teachers in positions where you still need that position retain that job at that particular school. We hope that we can work with you to secure these educators. If these positions don't need to be RIFFED let's just take that off the plate and let them know they are safe in their position for the next 2 years.

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 Aaron Reginald White, and Aaron Reginald White shall be, and he is hereby, terminated from his employment with the Kanawha County Board of Education, effective immediately. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

SUPERINTENDENT'S PRESENTATION (continued)

Mr. Ric Cavender moved: The Board adopt the findings and conclusions of the hearing examiner and approve the Superintendent's recommendation for dismissal of Lisa Perdue, and Lisa Perdue 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.

Mr. White-I noticed on this next one that Mr. Cavender is supposed to do that there is an Aaron White on there. Would that be the same Aaron White that we just approved for dismissal and if so, we should probably not include him on this one. Dr. Williams-We will have to look that one up. I think the termination would supersede it. Lindsey McIntosh-The termination would 100 percent supersede it if we are doing a suspension for not completing the safe schools.

Mr. Ric Cavender moved: The Board approve the Superintendent's recommendation and the following individuals be suspended, without pay, for a period of ½ day for failing to complete the required Safe Schools Training for one year: Keirsten Anderson, Caroline Balsler, Daina Berry, Joshua Boggess, Katherine Canterbury, Carly Dye, Kristin Earley, Jerry Edwards, Sherry Ellis, Nancy Fields, Megan Fleming, Joseph Gibson, Meagan Goode, Brandy Goodwin, Jason Haynes, Sarah Henry, Raymond Huffman, Kimberly Koontz, MaKana Landers, Jackie Lett, Michael Linkenhoker, Kathryn Mack, Lauren Moran, Holli Peterson, Christopher Price, Jessica Priddy, April Ross, Taylor Runyon, Carrie Shamblin, Holly Shankool, Brianna Smith, James Smith, Erin Stephens, Margie Taylor, Robert Vannoy, Matthew Wamsley, Aaron White, Curtis Workman and Amy Young. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

Mr. Ric Cavender further moved: The Board approve the Superintendent's recommendation and the following individuals be suspended, without pay, for a period of three days for failing to complete the required Safe Schools Training for two years: Tammy Anderson and Alisha Bratton. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

Mr. Ric Cavender further moved: The Board approve the Superintendent's recommendation and the following individual be suspended, without pay, for a period of five days for failing to complete the required Safe Schools Training for three years: Chrystal Legros and Janetta Richards. Motion was seconded by Mr. Jim J. Crawford and unanimously carried.

Mr. White-For the record I would like to make clear in the minutes that if it is the same Aaron White that our actual intention is to terminate him.

QUESTIONS/ANSWERS

Mrs. White-We attended the Wizard of Oz at DuPont Middle School and they did a fantastic job. Also, did we just upload the calendar for next year? Dr. Williams-Yes. Mrs. White-The biggest question I am getting is why is the Parent/Teacher Conferences are in February and why is it on Valentine's Day. Elaine Gayton-The reason it was moved out of the 1st semester in November was because you agreed to end the semester before Christmas and we have the bare minimum number of days in the first semester which is 85 days. That was mid third-nine weeks and that's when primary teachers think about retaining students and we thought that we be a good time to meet with parents. Mrs. White-I should have asked that back when we were working on the calendar. Mr. White-I'm confused as to why people are concerned about that.

Mr. Cavender-I know it's not on the agenda, but if we could look into the Cedar Grove thing. I think they had some valid points. I think we need to study it a little more. Dr. Williams-We can do that.

Dr. Williams-We have two of our schools in the State Boys Basketball Tournament tonight and the City of South Charleston bought all of the students at South Charleston High School tickets for the game. It should be a good game at 9:00 tonight.

ESTABLISHMENT OF MEETING DATES

- A. Thursday, March 17, 2022, 5:00 p.m.-Regular Session
- B. Wednesday, March 23, 2022, 3:00 p.m. & 3:05 p.m.-Statutory Session (Presentation of Schedule of Proposed Levy Rates) (Budget Workshop to Follow)
- C. Thursday, March 24, 2022, 12:00 Noon-Statutory Session (Approval of the Schedule of Proposed Levy Rates)
- D. Monday, April 4, 2022, 4:00 p.m.-Special Session
- E. Tuesday, April 19, 2022, 12:00 Noon-Statutory Session (Reconvening of March 24, 2022, Meeting to Enter all Levies)
- F. Thursday, April 21, 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

Mr. Ric Cavender 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 Pro Tem Tracy White at 5:40 p.m.

President

Secretary

djl

3/31/2022