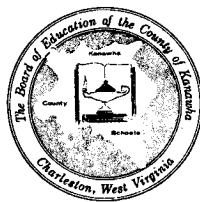


MINUTES

The Board of Education of the County of Kanawha

Charleston, West Virginia 25311



April 1, 2022

The Board of Education of the County of Kanawha met in Special Session on Friday, April 1, 2022, in the Board of Education Building, 200 Elizabeth Street, Charleston, West Virginia. The meeting was called to order by Board President, Becky Jordon at 2:43 p.m.

PRESENT

Becky Jordon, President

Jim Crawford

Tracy White

Ryan White

Ric Cavender

Thomas E. Williams, Jr., Ed. D., Secretary

Kimberly Harper, Recording Secretary

ADMINISTRATION

Lindsey McIntosh, General Counsel

Ronald Pauley, Executive Director Human Resources

Mellow Lee, Assistant Superintendent

Debbie Mougues, Principal

OTHERS

Mr. Dotson, (husband)

Ryan Quinn

PURPOSE OF MEETING

The Board met in Special Session to grant a personnel hearing to an individual who has been recommended for transfer for the school year commencing 2022-2023.

HEARING OF Jennifer Dotson

The Board met in an open hearing at 2:43 p.m. to conduct a hearing for:

Jennifer D. Dotson, aide at Cedar Grove Elementary.

Statement by Becky Jordon, President

My name is Becky Jordon, President of the Kanawha County Board of Education. The purpose of this meeting is to provide **Jennifer D. Dotson** an opportunity to be heard in connection with the Superintendent's recommendation that **her** contract as an **aide at Cedar Grove Elementary School be recommended for transfer commencing with the 2022-2023 school year.**

Miss McIntosh will present the case on behalf of the administration. At the conclusion of Miss McIntosh's presentation, **Jennifer D. Dotson** 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. 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?

Jennifer Dotson requested that the meeting be open.

Ms. McIntosh: Ms. Dotson is an aide at Cedar Grove Elementary where they currently have two teachers and two aides for the Kindergarten class. The projections for the kindergarten class next year decreases and there would only be a need for two teachers and one aide. Next year the projected enrollment is to be 22 students, represented by the first highlighted line item on the document provided. Ms. Dotson is the least senior and that is the position being cut.

Ms. Lee discussed the last three years numbers of students that required one teacher and one aide in each classroom. The numbers were close so the decision was made to keep the teacher. That would leave 12 students with the second teacher with no need of an aide in the classroom.

Ms. McIntosh: How many students would we need for the extra aide?

Ms. Lee: We would need 34 students in order for there be a need for a second aide.

Ms. McIntosh: Right now we are asking the reduction because of the projected numbers.

Ms. Lee: We would put 15 students in one class and a small class would not have a need for an aide.

Tracy White: What is the maximum number of students a classroom can have before an aide is required?

Ms. Lee: Twenty-three. At twenty-four you have to have an overage teacher.

Discussions with the board members, Lindsey McIntosh, Ms. Lee, and Ms. Mougues regarding the kindergarten projections, the numbers, the possibility of fluctuation, the numbers in Pre-K currently, and the number that has registered.

Jennifer Dotson: Opened by speaking to Board Member Tracy White and the prayers for her husband. She then discussed the school being in a rough community and the problems and difficulties of students and families. She asked that everyone keep their mind and ears open as she read several pages of a pre-written statement. (Not provided).

Amanda Easter: Teacher at Cedar Grove Elementary discussed that the school has low test scores and there is a need for the aide in the classroom.

Discussions between Lindsey McIntosh, the board members, Ms. Lee: Ms. Dotson will still have a job next year as an aide, she would just be put on transfer. The numbers of students, the difference of projections with Covid last year and this year. The school aide formula with the numbers of students to teacher/aide ratio.

Superintendent Williams: In addition to educating children, we have to run a business. We have students in every school with needs and have issues like you have spoken about. Even though we don't like it, we have needs at all of these schools and we have to look at the whole staffing.

Tracy White: Made the Motion to accept the superintendent's recommendation that Jennifer Dotson's contract as an aide at Cedar Grove Elementary School be subject to transfer and assignment commencing with the 2022-2023 school year.

Jim Crawford: Seconded the Motion.

The Motion failed four to one.

ESTABLISHED MEETING DATES

- A. Monday, April 4, 2022, 4:00 p.m.-Special Session
- B. Tuesday, April 19, 2022, 12:00 Noon-Statutory Session (Reconvening of March 24, 2022, Meeting to Enter all Levies)
- C. Thursday, April 21, 2022, 5:00 p.m.-Regular Session
- D. Monday, May 2, 2022, 5:00 p.m.-Statutory Session (Public Hearing on Proposed Budget)
- E. Thursday, May 12, 2022, 5:00 p.m.-Regular Session
- F. Tuesday, May 17, 2022, 12:00 Noon-Statutory Session (Approval of the Proposed Budget)

ADJOURNMENT

Meeting was declared adjourned by Becky Jordon, Board President, at 3:20 pm.

President

Secretary

KLH

May 18, 2022