

**STATE OF WEST VIRGINIA
COUNTY OF LOGAN**

A special meeting of the Logan County Board of Education was held at the Administrative Offices of Logan County Schools, Conference Room on Tuesday, July 5, 2016 at 11:15 a.m.

Purpose of Meeting: Personnel Facilities Moving of Summer Programs

Call to order

The meeting was called to order by Board President Paul Hardesty. Those present were, Jeremy Farley, Debbie Mendez, Dr. Ed White, Dr. Pat J. White, Phyllis Doty-Secretary, and Shana Thompson-General Counsel for the Board.

Public Speakers, Presentations and Recognitions

Brandon Wolford- President of Mingo County Education Association, stated he spoke to the Board two months ago about a member who is also my wife. I have presented emails from Liz Thompson stating that his wife was not allowed to be placed on the sub list for a period of two years due to missing paper work which she claims is due to unavailability. I have spoken to Mrs. Doty, she says no policy exist. I have here, basically it's not true what she told her. They have since then promised me she would be placed back on sub list. Every time I have tried to talk to Mrs. Doty - she refuses to answer. They will not give me a date that she will be on there. If this continues going to be a law suit.

Mrs. Doty stated she has talked with Rob Bobbera, which is Mingo County Superintendent and she was in a full time placement job until the end of the school term. We cannot hire someone that is already in a full time position in our county when they're in Mingo County. You cannot hold two positions at one time. What I told you was - we would be hiring before school started long term subs, and that you needed to come back. It's illegal for me to hire two people - for her to be hired in two counties at one time.

Mr. Wolford stated he has asked can we at least hire her on the sub list, so she can be hired. I cannot get an answer, it is one excuse after another. Mrs. Thompson will not answer at all. Mr. Wolford presented the Board with a copy of a letter from Mrs. Thompson stating that according to Board Policy that she is not allowed to be hired for period of two years. Mr. Wolford stated that Mrs. Doty confirmed that a policy like this does not exist.

Mr. Hardesty asked Mr. Wolford to generate some of the emails you have suggested to us, to come to the July 14th meeting, for us to take a better look at this. This is the first time we had a chance to see this. I understand some of your concerns. Before you pursue litigation, which

you have made crystal clear to me you intend to do. Will you be willing to come back on the 14th and bring this information to us, where we can look at it and make some kind of decision?

Mr. Wolford stated he shared those two months ago, Mrs. Doty and the others was aware. I can definitely do that.

Mr. Hardest asked if you will afford us the luxury of coming back on the 14th at the regular meeting and bring the documents you want us to look at, we will address this on the regular meeting on the 14th. Your comments will be reflected on the record today.

Superintendent Phyllis Doty recommended approval of the following action items:

Action Items

Mr. Hardesty requested that Action Item 3 B be pulled to be addressed as a standalone item.

Dr. Ed White made the motion to approve the following action items. Mr. Farley seconded the motion. Motion carried, vote was 5-0

Approval of all summer programs /employment originally located at Logan High School moved to Logan Middle School due to safety concerns over work being done at Logan High

Superintendent Phyllis Doty recommended approval of posted positions as well as other personnel action(s) that arise which are not as a direct result of the posting, as provided by the Personnel Office:

Personnel

Superintendent Doty stated the following changes in the Personnel Schedule presented.

Strike A 2 Hatfield, Ancie – Central Office – Purchasing Director/Assistant Business Manager – Effective July 11, 2016

Table B 2 Noe, Keith – Chapmanville Regional High School – assistant soccer coach – certified authorized coach at no expense to the Board – Effective July 15, 2016 – for the 2016-2017 season

Mr. Farley requested that Item C 4 be removed from the consent agenda to be treated as a standalone action item.

Teeters, Melissa – Central Office – Assistant Superintendent/Curriculum Instruction from Central Office – Director of School Improvement and Technology Integrationist – Effective July 11, 2016

Mrs. Mendez made the motion to approve the personnel schedule with corrections. Dr. Pat J. White seconded the motion. Motion carried; Vote was 4-0.

Member Dr. Ed White recused himself from the vote due to a relative on the personnel schedule.

A. EMPLOY

1. **Harless, Kirsten** – Man Elementary School – 3rd grade – Effective August 15, 2016
2. ~~**Hatfield, Ancie** – Central Office – Purchasing Director/Assistant Business Manager – Effective July 11, 2016~~

B. ATHLETIC

1. **Codispoti, Jennifer** – Logan Middle School – head cheerleading coach – Effective August 1, 2016 – for the 2016-2017 season
2. ~~**Noc, Keith** – Chapmanville Regional High School – assistant soccer coach – certified authorized coach at no expense to the Board – Effective July 15, 2016 – for the 2016-2017 season~~

C. TRANSFER

1. **Adams, Macel** – Man High School – Assistant Principal from Ralph R. Willis Career & Technical Center – Assistant Principal – Effective July 11, 2016
2. **Adkins, Jacinda** – Man Elementary School – Universal Pre-K from Man Elementary School – Multi-categorical – Effective August 15, 2016
3. **Farmer, Melissa** – Chapmanville Middle School – Principal from Chapmanville Middle School – Assistant Principal – Effective July 11, 2016
4. ~~**Teeters, Melissa** – Central Office – Assistant Superintendent/Curriculum Instruction from Central Office – Director of School Improvement and Technology Integrationist – Effective July 11, 2016~~

D. IN-SCHOOL REASSIGNMENT

1. **Thompson, Phyllis** – South Man Elementary School – Title I Reading from South Man Elementary School – 3rd- 2nd grade – Effective August 15, 2016
2. **Bunch, Amy** – South Man Elementary School 2nd grade from South Man Elementary School – Kindergarten – Effective August 15, 2016

E. RESCIND

1. **Miller, Whitney** – Reduction in Force – due to lack of need – as stated on personnel schedule dated February 25, 2016 – will remain as Ralph R. Willis Career & Technical Center – LPN Instructor – Effective July 1, 2016
2. **York, Michael** – Reduction in Force – due to lack of funding – as stated on personnel schedule dated February 25, 2016 – will remain as Ralph R. Willis Career & Technical Center – ABE Instructor – Effective July 1, 2016
3. **York, Robin** – Reduction in Force – due to lack of funding – as stated on personnel schedule dated February 25, 2016 – will remain as Ralph R. Willis Career & Technical Center – ½ time ABE Instructor – Effective July 1, 2016

F. CORRECTION

1. **Vance, Thomasa** – **Summer Achievement Camp** – 4th grade - Man area **NOT** Logan area – as stated on agenda dated May 24, 2016 – due to need and resignation of Marilyn Cook – Effective June 23, 2016
2. **Create** – Man High School – soccer team **NOT** swim team – (Swim team was created on agenda dated May 24, 2016)

G. AMENDMENT

1. **Burgess, Christopher** – continuing contract **NOT** 3rd probationary – as stated on agenda dated April 14, 2016, due to status change from permit to initial teacher certification.
2. **Justice, Lori** – continuing contract **NOT** 3rd probationary – as stated on agenda dated April 14, 2016, due to status change from permit to initial teacher certification.
3. **Rakes, Joshua** – continuing contract **NOT** 3rd probationary – as stated on agenda dated April 14, 2016, due to status change from permit to initial teacher certification.

H. RESIGNATION

1. **Broadwater, Samantha** – West Chapmanville Elementary School – 1st grade – Effective June 21, 2016
2. **Bowen, April** – West Chapmanville Elementary – 4th grade – Effective June 21, 2016
3. **Cook Marilyn** – **Summer Achievement Camp** – Man area – 4th grade – Effective June 21, 2016

4. **Hensley, Gary** – Chapmanville Middle School – assistant football coach – Effective June 20, 2016

Mr. Hardesty made the motion to reject the Superintendent recommendation C 4 and ask the Superintendent to repost that position. Mr. Farley seconded the motion. Motion carried. Vote 5-0.

Teeters, Melissa – Central Office – Assistant Superintendent/Curriculum Instruction from Central Office – Director of School Improvement and Technology Integrationist – Effective July 11, 2016

Action Item

Mr. Farley made the motion to table Action Item 3 B

Approval of Bid for demolition of Old Chapmanville High Gymnasium Empire Salvage \$154,836.00 until the July 14, 2016 Board meeting.

Dr. Pat J. White seconded the motion. Motion carried. Vote 5-0

Should the need be presented, President Paul Hardesty (or designee) recommended the Board enter into Executive Session in accordance with WV Code 6-9A-4:

Executive Session – WV Code 6-9A-4

No Executive Session was held

Board Member/Superintendent Discussion/Comments

- Mrs. Farley - Happy to be here- first meeting more than willing to work with Board Members and Superintendent. Look forward to working together with everybody.
- Dr. Ed White - New turf to me, I appreciate everyone's patience with me as I get up to speed with the process. I am doing my homework to get my knowledge base where it needs to be. I am here to work with everyone available to anyone – here to help.
- Dr. Pat J. White - Good to have full board. A lot of hard work facing us. Question to Mrs. Thompson - back in May or first of June asked you to come up with list of dates to present to this board a list of dates we need to meet to make sure we have personnel in place before school starts.

- Mrs. Elizabeth Thompson - July 14 and 28 works perfectly. In August 11th will fill in long term subs. May be a need for one special meeting the first week of August, I won't know that until later this month.

Mrs. Mendez - Welcome new members. We have several challenges in front of us which I think that we can work well together and concur. All Directors at one time or another to address this Board. We need to hear from dietary, maintenance, etc. - hear from the Directors themselves.

Mr. Hardesty - In order to know where you are going, you got to realize where you come from. Every two years under state law this Board resets itself and reorganize and reconstitutes itself. We are going to make some changes going forward. Effective immediately we will waive 15 minute rule on those signing up to speak to the Board. It is not enforceable. If you show up at 5:59, and sign in to speak you will be afforded the luxury to speak. Once meeting starts, that offer will not be on table. Board packets that the Board Members receive, I want the Logan Banner and WVOW Radio to receive the same info to work from that we have as Board Members. Sensitive material will not be provided to you. We promised transparency and we are going honor that. Executive sessions days of hiding behind a veil for hours at a time, those days are over. Certain instances that this Board has to go into executive session and we will do that in accordance with state law. I going to ask that a new section be placed on our board agenda, called the Superintendents Report. Given the catastrophic loss of revenue this county is going to face, on a going forward basis. I think our budget projections are iffy at best. I know the expenditure side is pretty much cast in stone. I not comfortable with the revenue side. Therefore I asked that the Superintendent to give a brief update where we are at - how things are going at each of our regular meetings. It does not have to be long just something that we all stay apprised of the situation. When new board seated, usually ask for audits and account balances as of June 30. Given the extraordinary issues that have taken place, at this Board of Education the past two years, I don't think is going to be suffice. Therefore I am asking for the following: July 1, 2014 balance of our unassigned cash fund, July 1, 2014 balance of the permanent improvement fund. I have been going back to correspondences this Board as received in times past some of the things I want to note - Loss of basic state aid \$881,000; Service personnel over 52.8 positions \$1,372,800; Professional personnel over at 32.5 positions at \$1,690,000; Loss of excessive levy evaluations \$1,083,000; State aid loss \$250,000; GASB 68 Retirement Liability \$2,300,000; Assessor recent notice of Bankruptcies from coal companies \$2,600,000; Our commitment new Chapmanville Elementary School, Auxiliary Gym, Demolish of Gym, Holden Grade Addition and overage that number is somewhere in 8 or 9 million. Why I am saying this - our cash position is not what everybody in the public thinks it is. We are to be stewards of tax payer's money. Our predecessors have not been good stewards of tax payer money. John I am going to ask, after we get the balances from

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2014, I going to ask you to project in 2017 when all these chickens come home to roost. I think you all will be shocked what our number will be. We are not that far behind Boone County. I don't think we will have cash flow issues this year – but we could have cash flow issues next year. For a county to have the financial windfall like this county has had for past two decades, this is 100 percent unacceptable. I am going to do what tax payers elected me to do. We are going to have to roll up our sleeves – get busy - and start taking care of the kids.

Bulletin board at Ralph R. Wills, where we have meetings, I want this on the bulletin board “Our decisions impact children”. Every time you cast a vote, I want you to read this statement. Playing games is over, it time to fix it.

Adjournment

There being no further business, Mr. Farley made the motion to adjourn, with Dr. Ed White seconding the motion. Motion carried, vote was 5-0. The meeting adjourned at 11:33 a.m.

PRESIDENT

SECRETARY