

**STATE OF WEST VIRGINIA
COUNTY OF LOGAN**

A special meeting of the Logan County Board of Education was held at the Ralph R. Willis Career/Technical Center on Tuesday, December 20, 2016 at 6:00 p.m.

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, Secretary – Patricia Lucas, Interim Superintendent.

The purpose of this meeting is to allow consideration of items/proceedings that would have taken place should the Board have held their regular scheduled meeting on Thursday, December 22, 2016.

Pledge of Allegiance

The Pledge of Allegiance was led by Debbie Mendez.

Moment of Silence

A moment of silence was observed.

Public Speakers, Presentations and Recognitions

Jake McCoy addressed the Board asking for their continued financial support for the Academic Challenge Games.

Jeremy Tipton addressed the Board to continue funding for Academic Challenge Games.

Alicia Saunders Mullins – Man High Instructor – Coach of Academic Challenge Team addressed the Board to answer questions in regard to Academic Challenge Games.

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

At 6:23 p.m. Dr. Pat J. White made the motion to enter into Executive Session in accordance with WV Code 6-9A-4 for the purpose of student expulsion. Mrs. Mendez seconded the motion. Motion carried. Vote was 5-0.

Kristen Dingess- Principal Chapmanville Middle School, Bryan Kidd – Assistant Principal Chapmanville Middle and parent of student from Chapmanville Middle School entered into executive session to attend the expulsion hearing.

Return from Executive Session

At 6:52 p.m. Dr. Ed White made the motion to return from executive session. Mrs. Mendez seconded the motion. Motion carried. Vote was 5-0.

Interim Superintendent Patricia Lucas made the following recommendation:
Student to be expelled for 365 days and placed in alternative educational setting at Logan Middle School with a review in 45 days.

Dr. Pat J. White made the motion to accept the Superintendent's recommendation. Mr. Farley seconded the motion. Motion carried; vote 5-0.

Interim Superintendent Patricia Lucas recommended approval of the following action items:

Approval of minutes

Dr. Pat J. White made the motion to approve the minutes from the Tuesday, December 06, 2016 meeting. Mrs. Mendez seconded the motion. Motion carried, vote was 5-0.

Action Items

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

- a. Contracts
 - i. Contract with Chief Logan Recreational Center to Provide Swimming Lessons to 4th Grade Students \$125.00 per student
 - ii. Appalachia Service Project request the use of Chapmanville Middle School June 2017 – August 2017
- b. Policies Revision - Early Notification of Retirement
340 and 440.1 (WAIVE THREE READINGS)
- c. Out of County Transfer from Boone County to Chapmanville Regional High School
- d. Out of State Travel Darlene Dingess-Adkins, Assistant Superintendent, Rebecca McNeely, Coordinator of Title I and Pre K Leah Perry, Director of Special Education
Request to attend Center for Early Reading Impact Forum – Palo Alto, CA – January 18-20, 2017
- e. Parent Volunteers
 - i. Logan High School
 - ii. Man Elementary
 - iii. Verdunville Elementary

Superintendent’s Report - This item was moved to the foot of business.

- i. A – F Grading System
- ii. OEPA Report

Interim Superintendent Patricia Lucas recommended approval of the following items presented by the Finance Office:

Finances

Mrs. Mendez made the motion to approve the finance items as presented. Mr. Farley seconded the motion. Motion carried, vote was 4-0. Dr. Pat White abstained from the vote due to a travel reimbursement on the vendor list.

Budget Supplement(s) -	\$00.00
Budget Transfer(s) –	\$00.00
Schedule of Invoices:	
i. County -----	\$668,619.24
ii. Purchase Card-----	\$72,657.16
iii. Food Service -----	\$48,267.37

iv.	IASA -----	\$9,168.17
v.	Permanent Improvements-----	\$513,407.63
vi.	Vocational -----	\$18,227.54
	<u>Total</u> -----	\$1,330,347.11

Interim Superintendent Patricia Lucas 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

The following Personnel Items **Professional F - Suspension** and **Service E - Suspension** where pulled to be standalone items.

PROFESSIONAL

F. SUSPENSION

1. _____ - Logan Middle School – teacher – Effective November 15, 2016 - November 28, 2016 - without pay ; November 30, 2016 – December 16, 2016 – pending conclusion of issue review – with pay – will return to work December 19, 2016
2. _____ - Man High School – teacher – three days - Effective December 7, 2016 – December 9, 2016 – without pay
3. _____ - _____ - Principal – Effective December 21, 2016 – January 27, 2017 – without pay – Will return to work January 30, 2017

SERVICE

E. SUSPENSION

1. _____-Logan Elementary School-Cook-with pay-December 5, 2016 through December 7, 2016; without pay December 8, 2016 through December 21, 2016. The Board of Education Reserves right to request additional actions pending completion of investigation.

Dr. Pat J. White made the motion to approve the personnel schedule with the exception of Professional F Suspension and Service E Suspension. Dr. Ed White seconded the motion. Motion carried; vote was 5-0.

PROFESSIONAL

PENDING CERTIFICATION/CIB

A. EMPLOY

1. **Gartin, Krystle** – West Chapmanville Elementary School – Extended Day Tutor – Effective January 3, 2017
2. **Green, Zachary** – Logan Middle School – Spanish – long-term substitute – Effective January 3, 2017
3. **Kitchen, Michael** – Chapmanville Middle School – Math 7th/8th – effective January 17, 2017
4. **Lockhart, Brenda** – substitute teacher – Effective January 3, 2017

5. **Ooten, Miranda** – West Chapmanville Elementary School – Extended Day Tutor – Effective January 3, 2017
6. **Smith, Brandi** – Logan Middle School – Alternative School – long-term substitute – Effective January 3, 2017

B. MATERNITY LEAVE

1. **Sutters, Angela** – East Chapmanville Elementary School – 4th grade – Effective November 19, 2016, through January 10, 2017

C. TRANSFER

1. **Barker, Jill** – West Chapmanville Elementary School – Principal - from Chapmanville Regional High School – Assistant Principal – Effective January 3, 2017
2. **Evans, Camille** – Chapmanville Middle School – Assistant Principal – from Logan High School – Assistant Principal – Effective January 3, 2017
3. **McCallister, Cynthia** – Man High School – English/Language Arts 9th-12th from Man Middle School – Social Studies 5th/6th Effective January 3, 2017

D. RESCIND

1. **Bryant, Stephanie** – Personnel Schedule dated August 11, 2016 – will **NOT** be Chapmanville Middle School – Math 5th-8th – long-term substitute – will remain on the substitute list – Effective January 17, 2017

E. REGISTRATION

1. **Adkins, William** – Hugh Dingess Elementary School – Extended Day Tutor – Effective December 5, 2016

~~F. SUSPENSION~~

- ~~1. _____ Logan Middle School teacher Effective November 15, 2016 – November 28, 2016 – without pay ; November 30, 2016 – December 16, 2016 – pending conclusion of issue review – with pay – will return to work December 19, 2016~~
- ~~2. _____ Man High School teacher three days – Effective December 7, 2016 – December 9, 2016 – without pay~~
- ~~3. _____ Principal – Effective December 21, 2016 – January 27, 2017 – without pay – Will return to work January 30, 2017~~

G. TERMINATION

1. **Buchanan, Lisa** – Man Middle School – Math – Due to unavailability – Effective November 1, 2016

H. MEDICAL LEAVE

1. **Kennedy, Mark** – Man High School – Multi-categorical – Effective December 16, 2016 – June 30, 2017

SERVICE

PENDING CIB/PAPERWORK

A. AMENDMENT: BONDING LEAVE

1. **Bays-Frazier, Jennifer**-Logan Bus Garage-Bus Operator-Bus Run L-11-will return to work on December 21, 2016 **NOT** January 5, 2017 as stated on February 25, 2016 agenda.

B. EMPLOY

1. **Bays-Frazier, Jennifer**-Logan Bus Garage-Bus Operator-Bus Run L-3-TEMPORARY UNTIL REGULAR EMPLOYEE RETURNS, effective January 3, 2017. (JP 2017-261)
2. **Farmer, Shawn**-Special Education Office Media Center-Parent Resource-contracted services at \$8.75 per hour, up to 15 hours maximum per week, no benefits, effective January 3, 2017. (JP 2017-271)
3. **Nida, Rhonda**-Itinerant-Support Specialist/Special Needs Aide-from substitute list, effective January 3, 2017. (JP 2017-262)
4. **Rice, Charles**-Logan Bus Garage-Bus Operator-Bus Run L-17, TEMPORARY UNTIL REGULAR EMPLOYEE RETURNS, effective January 3, 2017. (JP 2017-269)
5. **Vance, Anthony**-Electrical Maintenance-Electrician II-effective January 3, 2017. (JP 2017-268)
6. **Woodruff, Christina**-Chapmanville Bus Garage-Bus Operator-Bus Run C-2 from the substitute list, effective January 3, 2017. (JP 2017-270)

C. MEDICAL LEAVE

1. **Bryant, Kathy**-Verdunville Elementary School-Special Needs Aide, effective November 28, 2016 through June 30, 2017

D. RESIGNATION

1. **Hatfield, Pamela**-East Chapmanville Grade School-Sign Support Specialist/Special Needs Aide, effective close of day, January 20, 2017

~~**E. SUSPENSION**~~

1. ~~_____ Logan Elementary School Cook with pay December 5, 2016 through December 7, 2016; without pay December 8, 2016 through December 21, 2016. The Board of Education Reserves right to request additional actions pending completion of investigation.~~

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

At 6:56 p.m. Dr. Ed White made the motion to enter into Executive Session in accordance with WV Code 6-9A-4 for the purpose of Employee Discipline. Mrs. Mendez seconded the motion. Motion carried. Vote was 5-0.

Leslie Tyree – Attorney for Logan County Schools, Brandon Tinney – AFT Representative and Elizabeth Farley – Employee attended Executive Session for employee hearing.

Return from Executive Session

At 8:23 p.m. Dr. Ed White made the motion to return from executive session. Dr. Pat J. White seconded the motion. Motion carried. Vote was 5-0.

Interim Superintendent Patricia Lucas made the following recommendation:

PROFESSIONAL PERSONNEL SUSPENSION

Elizabeth Farley – Logan Middle School – teacher

Effective November 15, 2016 – November 28, 2016 – 5 days without pay:

November 30, 2016 – December 16, 2016 – pending conclusion of issue review – with pay –

Will return to work December 19, 2016.

Dr. Pat J. White made the motion to accept the Superintendents recommendation.

Mrs. Mendez seconded the motion. Motion carried vote 4-0.

Mr. Farley abstained from the vote.

Tina Goodman - Man High School – teacher – three days

aEffective December 7, 2016 – December 9, 2016 – without pay.

Mr. Farley made the motion to accept the Superintendents recommendation.

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

Cynthia Caldwell, Principal Man Middle –

Effective December 21, 2016 – January 27, 2017 – without pay –

Will return to work January 30, 2017.

Mr. Farley made the motion to accept the Superintendents recommendation.

Dr. Ed White seconded the motion. Motion carried; vote 5-0.

SERVICE PERSONNEL SUSPENSION

Stacy Ellis -Logan Elementary School-Cook-

With pay- December 5, 2016 through December 7, 2016;

Medical leave December 8, 2016 through January 1, 2017.

Suspension without pay January 3 – 13, 2017

Reserves right to request additional actions pending completion of investigation.

Dr. Pat J. White made the motion to accept the Superintendents recommendation.

Mr. Farley seconded the motion. Motion carried; vote 5-0

Superintendent's Report REMOVED TO FOOT OF BUSINESS

- i. A – F Grading System
- ii. OEPA Report

Mrs. Lucas – presented the Board with a copy of the A – F Grading system, and explained how the state determined the scores. Meeting will be held with individual school principals and steps will take place in help schools improve their scores. Man Middle School being an F school will receive immediate, direct and intensive intervention as mandated by the state policy.

Board Member/Superintendent Discussion/Comments

- Dr. Pat White - Man High held a community dinner for the public on Sunday – had great turnout 750 dinners served. Positive comments from community. Attended the Hugh Dingess Christmas lunch today. All the schools I have visited - the decorations were outstanding. Wish all staff and kids Merry Christmas and Happy New Year.
- Mrs. Mendez – Thanks everyone that has come forth and brought concerns on what is going on in schools. I have received complaints about teachers talking down to

- children. 5th graders have trouble maneuvering into middle school, then to have teachers say to them they are lazy if they ask for help- I would like to see improvement of teachers not talking down to students. Have a great holiday – Merry Christmas.
- Dr. Ed White - A – F system we did have some bright spots – congratulations to the schools that did us proud. We should not be judged on what previous board done. I took offense to being attacked. I appreciated the energy and concern, but he attacked on points he did not know about. We are trying to do what is right, hope people will give us time. Merry Christmas to everyone.
 - Mr. Farley – No secret WV counties are suffering from fiscal problems. This board has been informed we lost 200 students – that is significant revenue. I appreciate hearing academic issues. Nobody on this Board wants to see anything happen to academics, we do put a high priority on academics. Anyone that insinuates we don't care about education – it is not true. We have to look at everything and scrutinize it. It is very unpopular. So many positive things going on in schools that A – F won't recognize. Logan County kids are as smart as anyone. This Board will work together to find creative solutions – we will make unpopular decisions to some in the community, all expenditures have to be looked at. Thank you everybody that puts a hand in our schools. Merry Christmas and Happy New Year.
 - Mr. Hardesty – Merry Christmas. Being elected to the Board of Education I feel compelled I owe allegiance to tax payers and children. I received numerous phone calls about problems in the school system that were so farfetched I thought could not be possible. Sad to report they were true. We have started to deal with them. Things going on for past three years that are literally and figuratively proven to be criminal. We are going to address that. I received numerous calls from the public about Man Middle School problems. I made the comment that the environment at Man Middle is a toxic one – after that, I received a letter from staff members at Man Middle. Webster's interpretation of environment is surroundings or condition in which a person lives or operates. Toxic says very bad - unpleasant or harmful. I stand behind that comment today. We have received another letter today from some of the staff at Man Middle. Everything that is outlined in this letter - not one thing is germane to the suspension acted on this evening. Man Middle School thinks I make comments on whim - I don't do anything on a whim. An investigation has been conducted, and in due time the Superintendent will address other findings and problems at Man Middle School. Rest assured, the board will deal with each perpetrator, one by one with facts presented to us. Things going on up there, that makes me sick to my stomach. Things going on when the public finds out - people will be embarrassed. Let the facts be presented - let the chips fall where they may. I find it offensive. We know what is going on up there, don't insult our intelligence.

Adjournment

There being no further business, Dr. Pat J. White made the motion to adjourn, with Dr. Ed White seconding the motion. Motion carried, vote was 5-0. The meeting adjourned at 9:22 p.m.

PRESIDENT

SECRETARY