

MINUTES

Board of Education for the County of Mingo

110 Cinderella Road
Williamson, West Virginia 25661

Special Meeting

March 26, 2020 at 10:00 a.m.

The Mingo County Board of Education will adhere to Federal, State and Local agencies regarding public gatherings. On-site attendance of this meeting will be limited to Board Members, essential district staff and participants in the scheduled hearings.

Audio and Video of this meeting will be live streamed for public viewing. A link to the stream can be found on the District Web Site Home Page <https://mingoschools.com>

I. Call to Order

President Sabrina Grace called the meeting to order. The time was 10:13 a.m.

All Board Members were present: Robert Starr, Vice President James Baisden, John W. Preece, President Sabrina Grace, and Tom Slone. Superintendent Donald Spence attended.

Members of the Press were not in attendance.

District Office staff in attendance:

Since only necessary staff was present for this meeting. Johnny Branch, Assistant Superintendent; and Virginia Taylor-Mounts, Technology Integration Facilitator was present behind the scenes monitoring the technology used for this meeting. Rocky Hall, Human Resources Director was also in attendance.

II. Pledge of Allegiance

Mr. Preece led the pledge of allegiance.

III. Hearings related to realignment for the 2020-2021 school year

Leslie Tyree represented the Board of Education in all the hearings. All Board members had a letter for each employee who will be at the hearing today. All hearings are open unless there is a request to close one. RIF (Reduction in Force) and transfers have nothing to do with employee job performance. Rocky Hall was sworn in for the day.

a. Carolyn Baize transfer aide / ECCAT LK8

Carolyn Baize and her representation will be attending remotely. Her representative could not be reached by phone at that moment so the Board moved forward to the next hearing. See lines 50-57.

b. Wendy Barker transfer aide / ECCAT WK8

Mrs. Barker was to be transferred. The hearing was open. Mrs. Tyree made an opening statement. Mr. Allen Stump of WVEA represented Mrs. Barker and made an opening statement. Rocky Hall answered questions for Mrs. Tyree and Mr. Stump.

The meeting then moved back to a. Carolyn Baize transfer aide / ECCAT LK8. (The technology team was able to reach both parties remotely.)

This hearing was open. Mrs. Baize was to be transferred.

Mrs. Tyree represented the Board. Mrs. Lisa Nester, WVSSPA represented Ms. Baize. Rocky Hall answered questions.

c. Mark Dean transfer principal GK8 to principal LK8

This hearing was open. Leslie Tyree swore in Mr. Dean who would be representing himself (Mr. Stump was present). Mr. Dean was to be transferred from Principal Gilbert K-8 to Principal Lenore K-8. Mrs. Tyree cited the county lateral transfer policy 1540. Mr. Dean addressed the Board and answered their questions.

d. Kimberly Dixon terminate contract aide / early childhood classroom assistant teacher MK8

This hearing was open. Ms. Dixon was to be Reduced in Force (RIF) and placed on the preferred recall list. Mr. Hall explained the reduction in force. Mr. Allen Stump of WVEA had a rebuttal and cited policy 18A-4-8B. There was discussion.

e. Tamra Ferris transfer principal LK8 to assistant principal BK8

This hearing was open. Mrs. Ferris was to be transferred from Principal Lenore K-8 to Assistant Principal Burch K-8. Mrs. Tyree cited policy 1540. Mr. Allen Stump spoke on behalf of Mrs. Ferris. Mr. Hall explained the reason for the transfer and answered questions. Mr. Stump asked other questions. Mrs. Ferris shared her thoughts. Statements were made from a couple of Board members.

f. Christina Jewell terminate contract assistant principal BK8

This hearing was open. Christina Jewell was being Reduced in Force (RIF). Mrs. Jewell was sworn-in by Leslie Tyree. Mr. Stump spoke on behalf of Mrs. Jewell. Mr. Hall explained the reason for the reduction in force. There was discussion. Mrs. Jewell explained her situation and shared her thoughts. Mr. Stump had more questions and some solutions. Mrs. Grace had questions for Mrs. Jewell and Mrs. Jewell offered answers.

The hearings were concluded at 12:56 p.m.

Mr. Baisden made a motion for a 10-minute recess. Mr. Starr seconded. The motion carried with a vote of 5/0.

Returned from recess at 1:47 p.m.

IV. Probationary contract renewals and workforce realignment for the 2020-2021 school year.

a. Professional Personnel-Renew probationary contracts and offer contracts for the 2020-2021 school year as indicated (current assignment listed for reference)

- i. Taylor Bailey teacher / science GK8 2nd probationary
- ii. Michael Baisden teacher / kindergarten LK8 3rd probationary
- iii. Patricia Billips teacher / science BK8 continuing
- iv. Mark Blackburn teacher / special education LK8 2nd probationary
- v. Cindy Booth teacher / science KK8 continuing
- vi. Amanda Brown teacher / art MK8 2nd probationary
- vii. Kimberly Brown teacher / science TVHS continuing
- viii. Patricia Brown teacher / kindergarten GK8 continuing

- 99 ix. Courtney Case teacher / grade 4 MK8 2nd probationary
100 x. Crystal Canterbury school nurse MCS 3rd probationary
101 xi. Andrea Clark teacher / health occupations MCHS 3rd probationary
102 xii. Cassidy Cline teacher / English MCHS 2nd probationary
103 xiii. Lauren Copley teacher / graphic design MCHS 2nd probationary
104 xiv. Alonzo Croaff social worker MCS 2nd probationary
105 xv. Andria Curry teacher / English LK8 continuing
106 xvi. Henry Dillon technology interventionist specialist TVHS continuing
107 xvii. Kimberly Dotson teacher / health occupations MCHS 3rd probationary
108 xviii. Samantha Dotson teacher / kindergarten KK8 3rd probationary
109 xix. Amber Elkins teacher / art LK8 2nd probationary
110 xx. Joshua Endicott teacher / law and public safety MCHS 2nd probationary
111 xxi. Lisa Estep teacher / grade 6 LK8 2nd probationary
112 xxii. Corbyn Fields teacher / social studies and careers in education MCHS continuing
113 xxiii. Keisha Gamble school counselor GK8 continuing
114 xxiv. Amanda Gibson teacher / social studies BK8 2nd probationary
115 xxv. Bruce J. Gibson teacher / health and PE BK8 2nd probationary
116 xxvi. Cynthia Glasscock teacher / special education GK8 continuing
117 xxvii. Connie Hager teacher / LPN instructor MELC 2nd probationary (added location at meeting)
118 xxviii. William Hensley director of facilities and safety MCS continuing
119 xxix. Lisa J. Justice teacher / grade 1 WK8 2nd probationary
120 xxx. Allison Little teacher / art WK8 continuing
121 xxxi. Michael Lucas school social worker MCS 3rd probationary
122 xxxii. Larry Maynard teacher / drivers education TVHS continuing
123 xxxiii. Tracey McCartney teacher / grade 3 LK8 2nd probationary
124 xxxiv. Jamie Meddings teacher / grade 5 KK8 3rd probationary
125 xxxv. Phillip N. Mitchell teacher / health and PE MCHS 2nd probationary
126 xxxvi. Alicen Mounts teacher / grade 4 DES 2nd probationary
127 xxxvii. Shirley Mounts teacher / special education BK8 3rd probationary
128 xxxviii. Butler E. Newsome teacher / grade 4 BK8 3rd probationary
129 xxxix. Amanda Copley-O'Brian teacher / business TVHS 3rd probationary
130 xl. Maria Ramey teacher / math MCHS 2nd probationary
131 xli. Christopher Roberson teacher / auto mechanics MCHS 2nd probationary
132 xlii. Katlyn Robinson teacher / English TVHS 2nd probationary
133 xliii. Katherine Runyon teacher / math LK8 3rd probationary
134 xliv. Asia Salmons teacher / music LK8 2nd probationary
135 xlv. Virgil Setser teacher / special education TVHS 3rd probationary
136 xlvi. Melody Sincell teacher / grade 5 MK8 continuing
137 xlvii. Kala Sipple teacher / grade 1 BK8 2nd probationary
138 xlviii. Andrea Sloan teacher / art GK8 3rd probationary
139 xlix. Kari Slone teacher / English MK8 continuing
140 l. Leigh Smith teacher / Spanish MCHS 2nd probationary
141 li. Teresa Thompson-Smith teacher / art KK8 continuing
142 lii. Frances Stanley teacher / PE DES 2nd probationary
143 liii. Thelma Stanley teacher / ProStart TVHS 2nd probationary
144 liv. Charlotte Stewart teacher / business TVHS continuing
145 lv. Jennifer Toler teacher / math MCHS 2nd probationary
146 lvi. James B. Vanhooose teacher / grade 3 BK8 continuing
147 lvii. Kerri Varney teacher / special education WK8 3rd probationary
148 lviii. Maggie Varney teacher / math WK8 2nd probationary

- lii. Ashton Walls teacher / special education GK8 3rd probationary (added location at meeting)
lii. Mark Whitt teacher / drivers education MCHS continuing
lii. Tara Wolford teacher / science LK8 continuing

b. Abolish professional positions (vacant or to become vacant), effective June 30, 2020

- i. Teacher / grade 1 BK8
- ii. Teacher / grade 4 BK8
- iii. Teacher / grade 2 DES
- iv. Teacher / grade 4 DES
- v. Teacher / grade 2 GK8
- vi. Teacher / grade 5 GK8
- vii. Teacher / kindergarten KK8
- viii. Teacher / grade 4 KK8
- ix. Teacher / pre-K (special needs) LK8
- x. Teacher / grade 1 MK8
- xi. Teacher / grade 1 WK8

c. Create position (professional), effective July 1, 2020

- i. Teacher / special education TVHS
- ii. Teacher / grade 3 DES
- iii. Teacher / grade 5 DES
- iv. Teacher / grade 3 KK8
- v. Teacher / grade 5 WK8

d. Reassign or Transfer as appropriate (professional), effective July 1, 2020

- i. Samantha Dotson from teacher / kindergarten KK8
- ii. Randi Bowen-Boyteck from teacher / grade 2 DES to teacher / grade 3 DES
- iii. Alicen Mounts from teacher / grade 4 DES to teacher / grade 5 DES
- iv. Pamela Caldwell from teacher / grade 4 KK8 to teacher / grade 3 KK8
- v. Lisa J. Justice from teacher / grade 1 WK8 to teacher / grade 5 WK8
- vi. Tamra Ferris from principal LK8 to assistant principal BK8
- vii. Daniel M. Dean II from principal GK8 to principal LK8

e. Decline to renew professional probationary contract or terminate for 2020-2021 school year due to reduction-in-force

- i. Darlene Griffith teacher / Pre-K (special needs) LK8
- ii. Christina Jewell assistant principal BK8

f. Appointment of treasurer for the 2020-2021 school year

- i. Mary E. Daniels treasurer / chief school business officer

g. Service Personnel renew probationary contracts and offer contracts for the 2020-2021 school year as indicated (current assignment listed for reference)

- i. Jennifer Adkins custodian III MCHS 3rd probationary
- ii. Patricia Chapman cook II GK8 3rd probationary
- iii. Wendy Cisco executive secretary / accountant I MCS continuing
- iv. Marvin Colegrove custodian III MCHS 3rd probationary
- v. Rhonda Colegrove bus operator (Tug Valley area) MCS 2nd probationary
- vi. Marty Copley bus operator (Williamson area) MCS continuing
- vii. Christi Curry cook II BK8 3rd probationary

- viii. Teddy Curry bus operator (Gilbert area) MCS continuing
- ix. Eric Davis general maintenance / welder MCS 2nd probationary
- x. Theresa Dillon executive secretary / accountant I MCS continuing
- xi. Larry Dotson custodian III GK8 2nd probationary
- xii. Johnathan Dove custodian III MCHS 2nd probationary
- xiii. Natasha Duty aide / autism mentor itinerant MCS (at DES) 2nd probationary
- xiv. Andrea Ellis bus operator (Tug Valley area) MCS 3rd probationary
- xv. Tina Evans cook II WK8 continuing
- xvi. Charles Fowler custodian III GK8 continuing
- xvii. Nina Hatfield executive secretary MELC 3rd probationary
- xviii. Rosa Lee Hauck cook II MK8 3rd probationary
- xix. Monica Hite custodian III MCHS 2nd probationary
- xx. Jackie Hundley bus operator (Tug Valley area) MCS continuing
- xxi. James R. Johnson bus operator (Tug Valley area) MCS 3rd probationary
- xxii. Kimberly Kennedy aide / autism mentor itinerant MCS (at BK8) 3rd probationary
- xxiii. Ruth Kirk aide / autism mentor itinerant MCS (at BK8) 2nd probationary
- xxiv. Cynthia Mahon aide / autism mentor itinerant MCS (at MCHS) continuing
- xxv. Heather Newsome School Nurse LPN itinerant MCS 3rd probationary
- xxvi. Jennifer Perry aide / autism mentor itinerant MCS (at BK8) 3rd probationary
- xxvii. Ericka Phillips secretary II GK8 2nd probationary
- xxviii. Darrell Roberts bus operator (Gilbert area) continuing
- xxix. Tammy Salmons aide / early childhood classroom assistant teacher KK8 (2020-2021 cook III GK8) 3rd probationary
- xxx. Beverly Sartin School Nurse LPN itinerant MCS 2nd probationary
- xxxi. Michael Spence heating & air conditioning mechanic II / electrician II MCS 2nd probationary
- xxxii. Nannie C. Spence executive secretary (transportation) MCS 2nd probationary
- xxxiii. Kathy Williams aide / autism mentor KK8 continuing

h. Abolish service positions (vacant or to become vacant), effective June 30, 2020

- i. Aide / early childhood classroom assistant teacher – Itinerant (currently at KK8)
- ii. Aide / early childhood classroom assistant teacher LK8
- iii. Aide III / early childhood classroom assistant teacher II WK8

i. Reassign or Transfer as appropriate (service personnel) for the 2020-2021 school year

- i. Carolyn Baize from Aide / early childhood classroom assistant teacher LK8
- ii. Wendy Barker from aide III / early childhood classroom assistant teacher II WK8

j. Decline to renew / terminate service personnel contract or probationary contract for the 2020-2021 school year due to reduction-in-force

- i. Kimberly Dixon aide II / early childhood classroom assistant teacher II MK8
- ii. Misty Baisden aide / early childhood classroom assistant teacher BK8

V. Consent Agenda

a. Personnel Actions

1. PROFESSIONAL PERSONNEL

a. Rescind

- i. Request for Leave of Absence Jequeta Roberts teacher / grade 1 GK8 (effective March 24, 2020 through May 1, 2020)

End Consent Agenda

249 Rocky Hall made corrections to items in the consent agenda.
 250 Under IV. a. xxvii. Connie Hager teacher / LPN instructor 2nd probationary – wanted to add MELC for the
 251 location (see line 117), and also on lix. Ashton Walls teacher / special education 3rd probationary – added
 252 GK8 for the location (see line 149).
 253
 254 Mr. Preece and Mr. Baisden pulled items from section IV. Probationary contract renewals and workforce
 255 realignment for the 2020-2021 school year. a. Professional Personnel-Renew probationary contracts and
 256 offer contracts for the 2020-2021 school year as indicated (current assignment listed for reference)
 257 ii. Michael Baisden teacher / kindergarten LK8 3rd probationary and xliii. Katherine Runyon teacher / math
 258 LK8 3rd probationary.
 259
 260 Mr. Preece made the motion to approve the section IV. a. with the exception of the two items pulled. Mr.
 261 Baisden seconded that motion. The motion carried with a vote of 5/0.
 262
 263 Mr. Preece and Mr. Baisden recused themselves from the room at 1:53 p.m. as there were family members
 264 being voted on.
 265
 266 Mr. Slone made the motion to accept the two pulled items as presented. Mr. Starr seconded that motion.
 267 The motion carried with a vote of 3/0.
 268
 269 Mr. Preece and Mr. Baisden re-entered the room at 1:54 p.m.
 270
 271 Mr. Preece made the motion to accept sections IV. Probationary contract renewals and workforce
 272 realignment for the 2020-2021 school year, b. Abolish professional positions (vacant or to become vacant),
 273 effective June 30, 2020 and c. Create position (professional), effective July 1, 2020. Mr. Slone seconded the
 274 motion. The motion carried with a vote of 5/0.
 275
 276 Mr. Slone made the motion to accept items i – v from d. Reassign or Transfer as appropriate (professional),
 277 effective July 1, 2020 (i. Samantha Dotson from teacher / kindergarten KK8, ii. Randi Bowen-Boyteck from
 278 teacher / grade 2 DES to teacher / grade 3 DES, iii. Alicen Mounts from teacher / grade 4 DES to teacher /
 279 grade 5 DES, iv. Pamela Caldwell from teacher / grade 4 KK8 to teacher / grade 3 KK8, v. Lisa J. Justice from
 280 teacher / grade 1 WK8 to teacher / grade 5 WK8) *and item i.* from e. Decline to renew professional
 281 probationary contract or terminate for 2020-2021 school year due to reduction-in-force (i. Darlene Griffith
 282 teacher / Pre-K (special needs) LK8). Mr. Baisden seconded the motion. The motion carried with a vote of
 283 5/0.
 284
 285 Mr. Slone moved to approve IV, f. Appointment of treasurer for the 2020-2021 school year, i. Mary E. Daniels
 286 treasurer / chief school business officer. Mr. Starr seconded that motion. The motion carried with a vote of
 287 5/0.
 288
 289 Mr. Preece made a motion to approve the items under g. Service Personnel renew probationary contracts
 290 and offer contracts for the 2020-2021 school year as indicated (current assignment listed for reference). Mr.
 291 Slone seconded that motion. The motion carried with a vote of 5/0.
 292
 293 All sections h, i and j were pulled for further discussion.
 294
 295 Mr. Preece made a motion to approve 1. PROFESSIONAL PERSONNEL, a. Rescind, i. Request for Leave of
 296 Absence Jequeta Roberts teacher / grade 1 GK8 (effective March 24, 2020 through May 1, 2020). Mr. Starr
 297 seconded that motion. The motion carried 5/0.
 298

Mr. Baisden made the motion to go into executive session to discuss personnel issues from Items from IV. Probationary contract renewals and workforce realignment for the 2020-2021 school year, d. Reassign or Transfer as appropriate (professional), effective July 1, 2020, vi. Tamra Ferris from principal LK8 to assistant principal BK8, vii. Daniel M. Dean II from principal GK8 to principal LK8 and e. Decline to renew professional probationary contract or terminate for 2020-2021 school year due to reduction-in-force ii. Christina Jewell assistant principal BK8 and all items under sections h. Abolish service positions (vacant or to become vacant), effective June 30, 2020, i. Reassign or Transfer as appropriate (service personnel) for the 2020-2021 school year, and j. Decline to renew / terminate service personnel contract or probationary contract for the 2020-2021 school year due to reduction-in-force. Mr. Preece seconded that motion. The vote carried 5/0. The time was 2:10 p.m.

The Board returned from the Executive session at 3:19 p.m. No decisions had been made during the session.

Mr. Preece made the motion to accept the recommendation of the superintendent on items d. Reassign or Transfer as appropriate (professional), effective July 1, 2020, vi. Tamra Ferris from principal LK8 to assistant principal BK8, vii. Daniel M. Dean II from principal GK8 to principal LK8 and e. Decline to renew professional probationary contract or terminate for 2020-2021 school year due to reduction-in-force ii. Christina Jewell assistant principal BK8. Mr. Slone seconded that motion. The motion carried with a vote of 4/1 Mrs. Grace voted nay.

Mr. Baisden made the motion to approve h. Abolish service positions (vacant or to become vacant), effective June 30, 2020, i. Aide / early childhood classroom assistant teacher – Itinerant (currently at KK8), ii. Aide / early childhood classroom assistant teacher LK8; i. Reassign or Transfer as appropriate (service personnel) for the 2020-2021 school year, i. Carolyn Baize from Aide / early childhood classroom assistant teacher LK8; j. Decline to renew / terminate service personnel contract or probationary contract for the 2020-2021 school year due to reduction-in-force, i. Kimberly Dixon aide II / early childhood classroom assistant teacher II MK8 ii. Misty Baisden aide / early childhood classroom assistant teacher BK8. Mr. Preece seconded that motion. The motion carried with a vote of 5/0.

Mr. Starr made the motion to approve h. Abolish service positions (vacant or to become vacant), effective June 30, 2020, iii. Aide III / early childhood classroom assistant teacher II WK8; i. Reassign or Transfer as appropriate (service personnel) for the 2020-2021 school year, ii. Wendy Barker from aide III / early childhood classroom assistant teacher II WK8. Mr. Slone seconded the motion. Motion carried with a vote of 3/2. Mr. Preece voted no, and Mrs. Grace voted no.

VI. Adjournment

Mr. Starr made the motion to adjourn. Mr. Baisden seconded that motion. The motion carried with a vote of 5/0. The time was 3:22

Next Regular Meeting

April 21, 2020