

Monroe County Board of Education
Regular Meeting Minutes
March 6, 2012 at 7:00 p.m.
Monroe County Board of Education Office

I. Roll Call

- a. Mr. Lively called the meeting to order at 7:00 p.m. All members were present.

II. Pledge of Allegiance

III. Approval of Minutes

- a. Mrs. Sabol moved to approve the minutes from the February 21, 2012 BOE Meeting. The vote to approve was unanimous.

IV. Public Comments

- a. Mr. Lively stated that, based on a recommendation from OEPA, all public comments would now be limited to five minutes as stated in Monroe County Board of Education Policy.
- b. Greg Morgan, JMHS Band Director, asked the Monroe County Board of Education to dissolve the JMHS Band Boosters Club and allow him to restructure it into a JMHS Performing Arts Boosters. He stated that he has scheduled five meetings during the current school year but had yet to have a quorum of members present in order for action to be taken to spend funds in the account. Dr. Siers informed Mr. Morgan that he would first need to ask the Principal of JMHS if she supported his request and to ask her for a letter of support if she was in favor of restructuring this booster club. Mr. Sams questioned Mr. Morgan about why parents and other booster club members were not showing up to the meetings. Mr. Morgan stated that the band had more members when the booster club was formed, so the bylaws were written to require a large number of participants as a quorum.
- c. Joetta Basile, Monroe County Schools Director of Special Education, spoke to the Board regarding the NASA SEMAA in Beckley, WV which is a program for the advancement of Math, Science, Engineering, and Technology. Mrs. Basile provided each Board member with a packet of information regarding the program and stated that she would like to form a partnership between Monroe County Schools and NASA for the county's gifted students. She and a group of science teachers from the county had recently toured the facility and were impressed with the programs that would be available to the Monroe County Students. Mr. Lively asked if there was a possibility that high achieving students, who were not in gifted, would be able to participate. Mrs. Basile stated that there was a possibility for this to occur. Mr. Lively stated that he expected the number of referrals for the gifted program to increase when word about this program gets out into the community.

V. Superintendent's Report

- a. Each Board member was presented with the year to date expense summary which showed that \$142,444 less has been spent from local funds than at the same point in 2011 and that \$469,729 less has been spent than at the same point in 2010.
- b. Each board member was presented with a copy of the tentative administrative structure next year for Monroe County Schools. Dr. Siers explained that duties had to be shifted around to allow the school system to operate with less administrative staff in the 2012-2013 school year.
- c. Dr. Siers informed the Board members that the State Superintendent, Dr. Jorea Marple, had recommended that school systems change their calendars to place non-instructional days that hadn't been used as snow make-up days at the end of the school year. Doing this would accomplish the objectives of getting more instructional days in prior to the administration of the WesTests and allow the school year to end earlier for students and employees. He explained that he had met with approximately 15-20 teachers throughout the county and there was overwhelming support for this plan. The board reached a consensus that the OSE days from March 12, 2012 and March 23, 2012 be changed to instructional days and that school end for students on June 1, 2012. Dr. Siers agreed to submit the changes to the Joe Panetta for approval.
- d. Mr. Lively and Dr. Siers had met with Dr. Donna Davis from the Office of Education Performance Audits (OEPA) on Tuesday, March 28, 2012 to conduct an exit interview. The meeting lasted approximately three hours and there will be a number of recommendations made for improvement within Monroe County Schools. However, Dr. Davis did state that overall she felt positive about the direction of the school system and that she planned to recommend that Monroe County Schools remain fully accredited and that no state intervention be applied at this time. The school system will have approximately one year from the date that the report is presented to the WV Board of Education to make the recommended corrections.

VI. Finance

- a. Mr. Sams moved to approve the payment of all bills as they were presented. The vote to approve was unanimous.

VII. New Business

- a. Jason Long and Jennifer Caradine, attorneys with Dinsmore and Shohl, presented the Board members with a proposal to redo the Monroe County Schools Policy Manual as was recommended during the OEPA audit. Dr. Siers explained that the auditors found a large number of policies that were many years out of date. Mr. Long and Mrs. Caradine stated that they many school systems have used their legal firms to revamp policies to be in line with state code and state board policies which, in most cases, involves shrinking the manual down to about 50 required policies as opposed to the few hundred that many school systems have kept in place over the years. Dr. Siers stated that the school system did have some old Step VII money which could be used to pay the \$16,000 fee needed to revise the policy manual and recommended that the board

approve this expense. Mr. Sams moved to approve the recommendation. The vote to approve was unanimous.

- b. Each Board member was presented with a document titled Personnel Resources Allocation. Given the absence of the treasurer, Mr. Sams asked if this document could be presented again at the next BOE meeting. Dr. Siers agreed to add it to the agenda.
- c. Each Board member was provided with a copy of the WV SBA Proposed Standards for High Functioning School Boards that had recently been sent out for comment.
- d. Dr. Siers explained that he had recently been approached by a number of employees who wished to take unpaid leave without cause to attend such events as cruises, weddings, and long weekends. After several requests came in at the same time, he researched the issue and found that it was a widespread practice for Monroe County Schools. Dr. Siers informed the Board that allowing these types of absences was a violation of the employees' contracts unless the county school system had a policy for Unpaid Leave Without Cause which Monroe County does not currently have in place. He stated that he was not in favor of developing such a policy because he felt that our students are best served when the permanent full time employees are working with them and that the number one indicator of high student achievement was time in the classroom with a highly qualified teacher. However, he did agree to develop a policy if it was the consensus of the board that the practice be allowed to continue. No board member moved for the development of this policy.

VIII. Executive Session

- a. Mr. Sams moved to enter into executive session under the guidelines of policy 6-9A-4 for the discussion of personnel at 8:25 p.m. The vote to approve was unanimous.
- b. Mr. Sams moved to exit executive session at 9:10 p.m. The vote to approve was unanimous.
- c. No actions were taken in executive session.

IX. Personnel

- a. Dr. Siers recommended the following hires: Laura Nester as a substitute teacher-pending certification, Gary Crosier as the 21st Century Site Coordinator for PES/PMS, Patricia Beasley as the ½ time clerk at PES, Shellie White as the temporary ½ clerk at JMHS, Seth Abramson as the temporary part time dance instructor at JMHS, Teresa Johnson as the head cook at PES, Tracy Dransfield as the guidance counselor at JMHS, Debora Judy as a part time nurse's aide instructor at MCTC, and Robin Johnson as a part time nurse's aide instructor at MCTC. Mrs. Sabol moved to approve the recommendations. The vote to approve was unanimous.
- b. Dr. Siers recommended that the board accept the resignations of April Hobson as an English teacher at JMHS and Alan Thomas as the track coach at MVS. Mrs. Sabol moved to approve the recommendation. The vote to approve was unanimous.
- c. Dr. Siers recommended that medical leaves of absence for the following employees: Cassandra Bailey from 04/16/12 to 06/08/12, Mary Ann Beasley from 03/06/12 through

04/06/12, and Kathreen Feury through the end of the current school year. Mr. Sams moved to approve this recommendation. The vote to approve was unanimous.

- d. Dr. Siers recommended that Robert Wickline be approved as a volunteer for JMHS. Mr. Mann moved to approve this recommendation. The vote to approve was unanimous.
- e. Dr. Siers recommended the following rehires of probationary employees: PES- Jenenna Baker, Sarah Brackenrich, Melissa Griffith, Lisa Hopkins, and Craig Riffe; PMS- Katherine Adkins, Heather Elliot, Christen Porterfield, Gary Santolla, and Amanda Woodson; MVS- Chelsea Dorsey, Erin Dotson, Andrea Jessee, and Jacob Lee; JMHS- Christine Lee, Johnathan McPherson, Shreenaian Nakka, Dhaya Poulouse, Michael Wiley, and Scott Womack; MCTC- Malory McPherson and Eric Widdoes; and BOE Office- Allison St. Clair. Mr. Mann moved to approve this recommendation. The vote to approve was unanimous.

- X. Mr. Lively adjourned the meeting at 9:20 p.m.