

The Pocahontas County Board of Education met in regular session at 7:00 PM on Monday, November 9, 2015 at the Board of Education Conference Room, with the following members present:

Emery G. Grimes, President  
Cheryl Beverage )  
Jessica Hefner ) Members  
Steven C. Tritapoe )  
Norman E. "Joe" Walker )

### **MNUTES**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved the Minutes from the regular meeting held on Monday, October 12, 2015 at the Pocahontas County Board of Education Conference Room.

### **MINUTES**

On recommendation of the superintendent and motion of Mrs. Hefner, seconded by Mr. Tritapoe, the Board unanimously approved the Minutes from the Local School Improvement Council/Faculty Senate/Regular Board of Education meeting held on Tuesday, October 20, 2015 at Green Bank Elementary-Middle School.

### **AGENDA**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved the agenda.

### **SUPERINTENDENT'S REPORT/SPECIAL RECOGNITION...**

Mr. Beam informed the Board that the Office of Educational Performance Office results will be shared with the principals at the monthly Principals' meeting on November 17.

He said that Phillip Anderson has been acting principal at Marlinton Elementary School since November 2. He said that he is working very hard.

Finally, Mr. Beam stated that he and Mr. Grimes traveled to Charleston early that day to present a project to the West Virginia School Building Authority. He said that he feels very confident with the presentation.

### **INFORMATIONAL REPORTS/CENTRAL OFFICE UPDATES...**

Kathy White, teacher at Pocahontas County High School and county representative to West Virginia Education Association, addressed the Board regarding topics of concern.

Mrs. White asked the Board what they intended to do to recover the \$1,300,000 in underfunding by the West Virginia Department of Education.

Mr. Grimes stated that it was his understanding that the West Virginia Department of Education had no intentions of returning the money.

Robert Martin, legal counsel to the Board of Education, stated that he has contacted the three top plaintiff firms in the state; all are extremely interested in taking the case, if that is what the Board would choose to do. Mr. Martin also stated that he has talked with representatives from other counties affected by the underfunding, all of whom believe the task would be better accomplished by working together, rather than as individuals.

Mr. Grimes stated that he was concerned about retaliation by the West Virginia Department of Education.

Mrs. White then stated that it was rumored that the sparsity clause that provides funding for no less than 1400 students regardless of actual enrollment was being removed from state code and asked what the county had planned to offset these costs.

Mr. Grimes stated that Calhoun County was the strongest opponent of the sparsity clause. He suggested contacting your delegates, senators, and even the governor to stress the importance of the funding for the counties that are large in area but small in population.

Mrs. White talked the Board about the budget for substitute teachers. She asked how the amount budgeted for substitutes each year was determined.

Mrs. Radcliff explained the funding formula from the West Virginia Department of Education. Mrs. Radcliff also noted that the funding formula falls short each year.

Mrs. White asked if there has been adjustments made to offset the shortcomings.

Mrs. Radcliff said that there is simply no money. Each year costs go up in other areas, such as maintenance; the budget is strained. She and Mr. Beam have discussed option to increase staff attendance, such as an incentive for staff members who use no personal leave, but similar incentive programs in other counties have had very little impact on staff attendance. Mrs. Radcliff also noted that employees can no longer use their accumulated personal leave to add years of experience or purchase insurance after retirements – they simply lose the unused days they have earned. Mrs. Radcliff said that she is open to reasonable suggestions.

Finally, Mrs. White asked what strategies the Board intended on implementing to better retain staff.

Mr. Beam stated that there are no fair or fiscally responsible ways to retain new and young staff. In addition to the rural geographic nature of Pocahontas County, he said that the county cannot offer a signing bonus nor can they offer any other monetary incentive. He is open to any valid suggestions West Virginia Education Agency wanted to offer.

### **APPROVAL OF PAYMENT OF VENDOR LISTING OF CLAIMS...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved payment of vendor listing of claims in the amount of \$27,769.13.

### **APPROVAL TO AUTHORIZE PAYMENT OF VENDOR LISTING OF CLAIMS...**

On recommendation of the superintendent and motion of Mrs. Hefner, seconded by Mrs. Beverage, the Board unanimously approved to authorize payment of vendor listing of claims in the amount of \$34,961.52.

### **APPROVAL TO AUTHORIZE PAYMENT OF VENDOR LISTING OF CLAIMS...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Hefner, the Board unanimously approved to authorize payment of vendor listing of claims (local government purchasing card) in the amount of \$64,025.84.

### **GRANT AWARDS**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Hefner, the Board unanimously approved Grant Awards.

### **APPROVAL OF EMPLOYEE PAYROLL...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved the employee payroll for October 22, 2015 in the amount of \$234,418.71.

### **APPROVAL OF PCS MONTHLY FINANCIAL REPORT...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Hefner, the Board unanimously approved the Pocahontas County Schools Monthly Financial Report on a Cash Basis – as of and for the month ended September 2015.

### **BUDGET ADJUSTMENTS...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved the budget adjustments.

### **APPROVAL OF CEFPA AMENDMENTS...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved the amended CEFPA amendments, retroactive to October 26, 2015.

### **APPROVAL FOR MES 5th GRADE STUDENTS TO TRAVEL TO NYC, NY...**

On recommendation of the superintendent and motion of Mrs. Hefner, seconded by Mr. Tritapoe, the Board unanimously approved for Marlinton Elementary School fifth grade students to travel by charter bus to New York City, New York on June 1-3, 2016. All cost to be paid for by fund raising.

### **APPROVAL OF “BLESSINGS IN A BACKPACK”...**

On recommendation of the superintendent and motion of Mr. Walker, seconded by Mrs. Beverage, unanimously approved for New Hope Lutheran Church to sponsor “Blessings in a Backpack” at Marlinton Elementary School, effective for the 2015-2016 school year.

### **APPROVAL OF VOLUNTEER COACH...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved Tonya Warder as volunteer Assistant Basketball Coach (girls), at Green Bank Elementary-Middle School, effective for the 2015-2016 season.

### **APPROVAL OF VOLUNTEER COACH...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Hefner, the Board unanimously approved Derek Taylor as volunteer Assistant Basketball Coach (boys), at Green Bank Elementary-Middle School, effective for the 2015-2016 season.

### **APPROVAL TO DECLARE SCOTTISH RITE WEEK...**

On recommendation of the superintendent and motion of Steve Tritapoe, seconded by Mr. Walker, the Board approved for the Pocahontas County Board of Education to declare November 7 – 14 Scottish Rite Week, with a vote of 3-0 – Mrs. Beverage and Mrs. Hefner abstaining from the vote.

### **APPROVAL OF MOU BETWEEN ROSS INNOVATIVE EMPLOYMENT SOLUTIONS, AND PCBOE...**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Beverage, the Board unanimously approved the Memorandum of Understanding between Ross Innovative Employment Solutions, operator of the Region I Workforce Development Board Connection program, and Pocahontas County Board of Education, to support operation of the Connections program at Pocahontas County High Schools, effective for the 2015-2016 school year.

### **PERSONNEL**

On recommendation of the superintendent and motion of Mr. Tritapoe, seconded by Mrs. Hefner, the Board unanimously approved the Professional and Service Personnel.

#### Green Bank Elementary-Middle School:

EMPLOYMENT: ALLEN TAYLOR, as Head Basketball Coach (girls), at Green Bank Elementary-Middle School, effective for the 2015-2016 season, at a supplement of \$500. (NOTE: Position pending on sufficient number of players to make a team.)

EMPLOYMENT: LORI WARNER, as Head Basketball Coach (boys), at Green Bank Elementary-Middle School, effective for the 2015-2016 season, at a supplement of \$500. (NOTE: Position pending on sufficient number of players to make a team.)

#### Marlinton Middle School:

EMPLOYMENT: DAVID LEE MOORE, JR., as Head Basketball Coach (boys), at Marlinton Middle School, effective for the 2015-2016 season, at a supplement of \$500. (NOTE: Position pending on sufficient number of players to make a team.)

## **MATTERS FROM THE BOARD...**

Mr. Walker said that he understands people have earned the leave they are requesting, but what about the people taking a 'dock' day.

Mr. Beam explained that the 'dock' option has been taken off of the personal leave form; if an employee is taking a 'dock' day, or an unapproved unpaid leave of absence, they are essentially not fulfilling their contract and therefore can be dismissed.

Mr. Tritapoe asked at what point use of earned days became 'abuse'.

Mr. Beam said, to be very clear, he is not concerned with employees who take off from time to time with personal illness, illness in their family, or for no cause at all as long as they abide by the personal leave policy. He then stated that it was very obvious to him when people have been with the county for many years and have no personal leave to carry over from year to year. He also said that it is obvious in the community when a staff member misses a great deal of work; and obvious among staff members which causes animosity in the workplace.

Mr. Grimes then stated that the Pocahontas County High School football team will play Williamson at 7:30PM on Saturday.

He then welcomed Mrs. Denise Sharp as the new AFT president for Pocahontas County.

## **NEXT LSIC/FACULTY SENATE/BOARD OF EDUCATION MEETING...**

The Next Local School Improvement Council/Faculty Senate/Board of Education Meeting, Monday, November 16, 2015 at 1:00 PM at Marlinton Middle School.

## **NEXT BOARD OF EDUCATION MEETING...**

The Next Board of Education Meeting, Monday, November 30, 2015 at 7:00 PM at the Board of Education Conference Room.

## **ADJOURNMENT**

On motion of Mr. Tritapoe, seconded by Mrs. Hefner, the Board unanimously agreed to adjourn.

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President

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Secretary