

Minutes

The Barbour County Board of Education met in regular session at 6:00 p.m. on Monday, December 14, 2020, at the Board of Education Office, 45 School Street, Philippi, WV 26416, and via Zoom.

David Everson, Adam Starks, Joanne McConnell, and Ron Phillips, Members, and Jeffrey Woofter, Secretary, were present. Jared Nestor, Member, was absent. Also in attendance and via Zoom were: David Neff, Brian Moats, and Connie Mundy.

Mrs. McConnell called the meeting to order at 6:00 p.m.

Mr. Phillips led the pledge to the flag.

Invocation by Mr. Phillips

A motion was made by Mr. Everson to approve the minutes of the November 30, 2020, meeting. The motion was seconded by Mr. Phillips. After discussion, the motion passed four (4) to zero (0).

**Reports –**

Attendance/Enrollment Report

**Superintendents Recommendations –**

1. Recommendation: Approve payment of bills for the period of November 24, 2020, through December 8, 2020, at a total expenditure of \$129,312.02.
2. Recommendation: Authorize December 15, 2020, payroll and federal withholdings not to exceed the amount of \$1,000,000.00 to be released in accordance with Federal Law.
3. Recommendation: Authorize the payment of utility bills and copier bills due before the next board meeting not to exceed \$50,000.00.
4. Recommendation: Approve the final total of utility/copier bills in the amount of \$5,238.96.
5. Recommendation: Approve/Confirm fundraising activity requests as submitted (all candy sales will be done outside school hours)

Belington Elementary School (Office) – projected revenue - \$300.00; (School) - \$300.00

6. Recommendation: Review revised policy 1100, Mission and Core Beliefs, for second reading.

1.0 Purpose.

Consistent with Barbour County Schools' philosophy of education and the state goals for public education adopted by the West Virginia State Board of Education, the Barbour County Board of Education recognizes the need to proactively plan and prepare for the current and future educational needs of the children of Barbour County.

Barbour County Schools will provide leadership for continuous school climate/culture improvement planning and implementation. The county responsibilities for school climate/culture improvement include:

- 1.1 Barbour County Schools Board policies will address and adhere to all applicable federal and state laws cited within policy 4373. County board policies and procedures include guidelines for school level implementation and safeguards to protect the safe and supportive environment of the school. These safeguards shall include but not be limited to:
  - 1.1.1 education, communication and enforcement provisions;
  - 1.1.2 identification, intervention and referral of students with behavioral and substance abuse issues;
  - 1.1.3 no advertisement of tobacco or alcohol products
  - 1.1.4 minimal marketing of other foods and beverages
  - 1.1.5 school facility use agreements; and
  - 1.1.6 public announcements regarding the policy for events during non-instructional time.
- 1.2 Partnership Development: form informal and formal partnerships with community agencies/organizations that can support safe and supportive school efforts within the county. Procedures will be developed to approve formal partnership agreements when partners will interact directly with students.

- 1.3 Policy Dissemination and Training: develop and implement an ongoing awareness campaign for all students, staff and parents/guardians.
  - 1.3.1 ensure that all schools provide appropriate policy training.
  - 1.3.2 review the policy at least bi-annually for compliance with federal and state law and WVBE policy.
  - 1.3.3 Make the county policy readily available to the public (written or electronic).
- 1.4 Implementation Plan: address school climate/culture within the Student Support Goal of the county strategic plan with objectives for policy implementation that ensures each school incorporates the following:
  - 1.4.1 use of pro-active strategies to develop and support positive behavior;
  - 1.4.2 application of data-driven continuous school climate/culture improvement activities; and
  - 1.4.3 application of appropriate/consistent interventions for inappropriate behaviors.
- 1.5 Evaluation of Effectiveness: annually review data related to this policy including:
  - 1.5.1 summary data for incidents of inappropriate behavior and intervention responses to incidents;
  - 1.5.2 required LSIC reports;
  - 1.5.3 trend analysis from school climate/culture survey tools (as available);
  - 1.5.4 impact data related to school climate/culture improvement strategies within county and school strategic plans; and
  - 1.5.5 impact data from training and staff development offered by the county, and/or WVDE.

West Virginia Code Requirements for County Boards of Educations:

- §18-2C-1 et seq. Establish policy prohibiting harassment, intimidation or bullying
- §18-5A-2 Review and file Local School Improvement Councils (LSIC) discipline reports
- §18-9F-1 et seq. Submit School Access Safety Plans to the School Building Authority
- §18-9F-9 Collect all school crises response plans by August 1, 2013
- §18A-5-1 Responsibility for the administration of proper discipline in the public schools
- §18A-5-1a Disciplinary action requirements and due process procedures for Safe Schools Act violations (possessing deadly weapons, possessing a controlled substance, assaults and batteries upon teachers or other school personnel; sale of narcotic)
- §61-7-11 a Authorization for the possession of deadly weapons on school property and reporting requirements for unauthorized possession of deadly weapons

2.0 Administrative Procedures.

- 2.1 During presidential election years, the Superintendent will present this policy to the BOE for its review. At that time, the BOE may determine the following:
  - 2.1.1 The policy is appropriate as written; maintain as is;
  - 2.1.2 The policy needs to be revised; request the Superintendent to get input from all appropriate community and educational system stakeholders; submit said input in writing to the BOE for their consideration; revise the policy as appropriate, following all set protocols for policy revision/adoption.

3.0 Mission Statement.

The mission of Barbour County Schools is to provide educational excellence with **commitment to learning for all** in preparation for the challenges of the 21<sup>st</sup> century.

4.0 Core Beliefs.

- 4.1 We believe . . .
  - 4.1.1 our highest priority should be to provide an accessible, clean, safe environment in which students can maximize their learning potential.
  - 4.1.2 our schools should embrace a positive school culture and should promote academic, professional and personal integrity.
  - 4.1.3 the education of our students is a partnership among community, schools, parents and students.
  - 4.1.4 clear communication is vital to the success of the system

7. Recommendation: Review revised policy 2200, Lateral Transfer, for first reading.
- 1.0 Having considered the rank of each professional position within the District, in terms of title, nature of responsibilities, salary level, certification and/or licensure and days in the period of employment, the Board has established that the following positions shall be considered lateral for purposes of the requirements of W. Va. Code § 18A-4-7a:
  - 1.1 The position Assistant Superintendent shall be lateral to other Assistant Superintendents.
  - 1.2 The positions of Director and Director/Managers shall be entitled to displace the least senior employee in the following areas, where no specific certification or licensure is required, and in the following order:
    - a) Principal, if position at that programmatic level was previously held in the county
    - b) Assistant Principal
    - c) Classroom Teacher
  - 1.3 The position of Elementary Principal shall be lateral to and be entitled to displace the least senior employee in the following areas, where no specific certification or licensure is required, and in the following order:
    - a. Elementary Principal
    - b. Head Teacher
    - c. Classroom Teacher
  - 1.4 The position of Head Teacher shall be lateral to Head Teachers at the same programmatic level. If no less senior Head Teacher position is available the position shall be lateral to Classroom Teacher.
  - 1.5 The position of Secondary Principal shall be lateral to and be entitled to displace the least senior employee in the following areas, where no specific certification or licensure is required, and in the following order:
    - a) Secondary Principal
    - b) Assistant Principal
    - c) Classroom Teacher
  - 1.6 The position Middle/Secondary Assistant (Associate) Principal shall be lateral to other Middle/Secondary Assistant (Associate) Principals. In the event there is no less senior Middle/Secondary Assistant (Associate) Principal to displace the position shall be lateral to Classroom Teacher.
  - 1.7 The position Counselor shall be lateral to other Counselors at the similar programmatic level. In the event there is no less senior Counselor to displace the position shall be lateral to Classroom Teacher.
  - 1.8 The position Classroom Teacher shall be lateral to other Classroom Teachers.
  - 1.9 The position of Academic Coach shall be lateral to other Academic Coaches. If no less senior Academic Coach position is available the position shall be lateral to Classroom Teacher.
  - 1.10 The position of Literacy Coach shall be lateral to other Literacy Coaches. If no less senior Literacy Coach position is available the position shall be lateral to Classroom Teacher.
  - 1.11 The position of Academic Data Coach shall be lateral to other Academic Data Coaches. If no less senior Academic Data Coach position is available the position shall be lateral to Classroom Teacher.
  - 1.12 The position of Special Education Specialist shall be lateral to other Special Education Specialists. If no less senior Special Education Specialist position is available the position shall be lateral to Classroom Teacher.
  - 1.13 The position of Social Worker shall be lateral to other Social Workers.
  - 1.14 The position of Assistant Attendance Officer shall be lateral to other Assistant Attendance Officers. If no other Assistant Attendance Officers position is available the position shall be lateral to Classroom Teacher.
  - 1.15 The position of County Athletic/Activity Coordinator shall be lateral to other County Athletic/Activity Coordinators. If no less senior position of County Athletic/Activity Coordinator is available the position shall be lateral to Classroom Teacher.

1.16 The position of Technology System Specialist shall be lateral to other Technology System Specialists.

2.0 Eligibility for a lateral placement is dependent upon possession of appropriate certification and/or licensure.

3.0 Placement in positions of lower rank for which a person was previously employed is dependent upon possession of appropriate certification and/or licensure. Such placements shall be identified based upon the highest ranking position, previously held by an affected employee, occupied by a less senior professional employee.

4.0 Effect of Policy: Nothing within this policy shall be construed to confer any rights upon Barbour County Schools' employees beyond those rights conferred by statute.

8. Recommendation: Approve Memorandum of Understanding with Marion County Board of Education to provide Medicaid services for the 2020/2021 school year.

9. Recommendation: Employ the following personnel for the 2020/2021 school year. **Employment is contingent upon certification and clearance of criminal convictions as defined in WV Codes §18-5-15c(d) and §15-2-24(d)**

Regular Employee Assignments 2020-21		
Name of Person	Location	Job ID: Position
	PES, Itinerant	Job 2964: Multi-Categorical/Severely Profoundly Impaired Instructor w/Autism
	PMS	Job 2965: Mathematics Instructor
	PES, Itinerant	Job 2966: Multi-Categorical w/Autism Instructor
	PBHS, Itinerant	Job 2967: School Nurse - RN (half-time)
	PBHS, Itinerant	Job 2975: Educational Interpreter/Sign Language Specialist/Supervisory Aide/Transportation Aide
	PMS, Itinerant	Job 2978: Visually Impaired/Multi-Categorical Instructor
	PBHS, Itinerant	Job 2979: Multi-Categorical Instructor w/Autism
	PMS, Itinerant	Job 2985: LPN/Special Needs Aide/Supervisory Aide/Transportation Aide
Amanda Sweet	JES	Job 2988: Title I Reading/Math Instructor

Substitute Employee Assignments 2020-21		
Name of Person	Location	Job ID: Position
	County	Job 2968: Substitute Bus Operator(s)
	County	Job 2969: Substitute Cook(s)
	County	Job 2970: Substitute Custodian(s)
	County	Job 2971: Substitute LPN/Aide(s)
	County	Job 2972: Substitute School Nurse RN(s)
	County	Job 2973: Substitute Secretary(s)
Doug Bush	County	Job 2974: Substitute Teacher(s)

Extra-Curricular Employee Assignments 2020-21		
Name of Person	Location	Job ID: Position
	PBHS	Job 2976: Volunteer Assistant Boys Track Coach
	PBHS	Job 2977: Volunteer Assistant Girls Track Coach
Kammy Peacock	BMS	Job 2986: After School Title I 5th Grade Math Tutor (Extra-Curricular)
Kammy Peacock	BMS	Job 2987: (1) After School Title I 5th Grade English/Language Arts Tutor (Extra-Curricular)

10. Recommendation: Approve listed persons to enter the bus operator training program for Barbour County Schools.

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A motion was made by Mr. Phillips to approve agenda items 1-10 as recommended. The motion was seconded by Mr. Everson. After discussion, the motion passed four (4) to zero (0).

The board acted upon or discussed the following items:

1. Other

Next board meetings:

December 28, 2020, at 6:00 p.m. at the Board of Education Office (Regular Session)

The meeting adjourned at 6:46 p.m.

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**President**

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**Secretary**