

STATE OF WEST VIRGINIA
COUNTY OF HAMPSHIRE TO WIT:

The Hampshire County Board of Education held a regular meeting, their twenty-first (21st) meeting of the 2020-2021 school year, on Monday, March 15, 2021 at the Offices of the Hampshire County Board of Education.

The following Board members were in attendance: Miss Debra Ann Champ, President; Mr. Ed Morgan, Vice President and Mr. Bernard Hott and Mr. Matthew Trimble, members. Mrs. Deadre Rinker, member, was absent.

President Champ called the meeting to order at 4:02 p.m.

Prayer was given by President Champ followed by the Pledge of Allegiance.

I. Superintendent Pancione recommended that Board members approve the agenda.

Mr. Morgan moved approval with Mr. Trimble seconding the motion that passed unanimously.

Employee Hearings

Pam Slocum, Personnel Director, shared personnel recommendations

The following employees requested personnel hearings:

Employee #1 – Jessica Simmons, Head Custodian/Cook at John J. Cornwell Elementary, requested a hearing due to being placed on the transfer list for reduction in force or to make changes to her schedule. The reason cited for this was lack of need because of the decrease in enrollment numbers. Mrs. Simmons was represented by Kim Poland, West Virginia Service Personnel Association (President for Hampshire County). The Board was represented by Pam Slocum, Personnel Director. Mrs. Simmons and Mrs. Poland were sworn in as witnesses by Notary Public Shirley O'Dell. She requested an open hearing with no witnesses sequestered.

Employee #2 – Cindy Buttrum, Cafeteria Manager/Head Cook at John J. Cornwell Elementary, requested a hearing due to being placed on the transfer list for a reduction in force or to make changes to her schedule. Mrs. Buttrum represented herself. The reason cited for transfer was lack of need due to a decrease of enrollment. Mrs. Buttrum requested an open hearing. She was sworn in by Notary Public Shirley O'Dell.

Employee #3 – Suzanne Davidson, Itinerant Art Teacher, requested a hearing due to being placed on the transfer list to realign her duties/schedule. She requested an open hearing. She was accompanied by her friend and parent (of two of her students) Amanda Giffin. Both Mrs. Giffin and Mrs. Davidson were sworn in by Notary Public Shirley O'Dell. The Board was represented by Pam Slocum, Personnel Director. Mrs. Davidson's schedule was being changed due to decreased enrollment at John J. Cornwell Elementary.

Employee #4 – Taulanna Kay Boyer, Special Education Aide at Capon Bridge Elementary, was placed on the RIF list due to lack of need. Mrs. Boyer represented herself and requested an open session. Pam Slocum, Personnel Director, represented the Board. Mrs. Boyer was sworn in by Notary Public Shirley O’Dell.

Mr. Morgan requested and made a motion to go into executive session to discuss changes in personnel and to deliberate privately concerning the employees who requested a hearing. Mr. Trimble seconded the motion that passed unanimously. Board members went into executive session at 6:06 p.m. Open session resumed at 7:14 p.m. whereupon Mr. Morgan made a motion to return to regular session with Mr. Hott seconding the motion that passed unanimously.

Regular Meeting:

II. APPEARANCE(S):

Mr. Charles Sine, parent, had requested to appear at this point but because the internet was not working, this portion was held at the end of the meeting.

III. RECOGNITION:

The following students were recognized for winning first place in the Young Writer’s Essay contest: Level 1-2: Corbin See, Romney Elementary, “The View From Above”; Level 3-4 Claire Milleson, Springfield-Green Spring Elementary, “Adrianna’s Adventure”; Level 5-6: Isabella Mathias, Romney Elementary, “Finally Home”; Level 7-8: Parker Charlton, Capon Bridge Middle, “A Trip Down Memory Lane”; Level 9-10: Trista Steinemann, Hampshire High, “The Red Taxi” and Level 11-12 Taylor Kirk, Hampshire High, “The Haunt”.

IV. PRESENTATION:

Mike Dufrene, Hampshire High Principal, was scheduled to discuss grades, credits, graduation rates and senior events, however; he was unable to attend. This presentation will be rescheduled for the next Board of Education meeting.

V. APPROVAL OF MINUTES:

Superintendent Pancione recommended that Board members approve the March 1, 2021 Board of Education minutes.

Mr. Hott moved approval with Mr. Trimble seconding the motion that passed unanimously.

VI. INFORMATIONAL ITEM:

Board members were given the following informational item:

A copy of February’s attendance report as submitted by Attendance Director Amy Haines.

Since Superintendent Pancione was still busy trying to work on internet problems, President Champ skipped to Non-Consent Agenda items A – D.

VIII. NON-CONSENT ITEMS:

A. Superintendent Pancione recommended that Board members approve the third reading and subsequent adoption of Policy 3175 – Transportation for Curricular and Extra-Curricular Trips.

Mr. Morgan moved approval with Mr. Trimble seconding the motion that passed unanimously.

B. Superintendent Pancione recommended that Board members approve the third reading and subsequent of Policy 1120 – Racial, Sexual, Religious, Ethnic Harassment and Violence and General Discrimination against Students and Employees.

Mr. Trimble moved approval with Mr. Hott seconding the motion that passed unanimously.

C. Superintendent Pancione recommended that Board members approve the third reading and subsequent adoption of Policy 3176 – Extra Duty Assignments.

Mr. Trimble moved approval with Mr. Morgan seconding the motion that passed unanimously.

D. Superintendent Pancione recommended that Board members approve the third reading and subsequent adoption of Policy 3177 – Non-Routine Use of School Buses.

Mr. Morgan moved approval with Mr. Trimble seconding the motion that passed unanimously.

At this point, Board members returned to consent agenda items A – B.

VII. CONSENT AGENDA ITEMS:

Superintendent Pancione recommended that Board members approve consent agenda items A and B.

A. School Item:
Fundraisers:

Capon Bridge Elementary:

Library Fund: Scholastic Book Fair

Springfield Elementary:

Scholastic Book Fair (to benefit students – BOGO)

Romney Middle:

General Fund: yearbook sales via on-line ordering/order form

Hampshire High:

Boys' Basketball: beef stick sales

Football: 7-on-7 Tournament and Big Man Challenge and cow patty bingo.

Softball: on-line auction

- B. Finance Items:
Bills to be paid
Budget revisions

Mr. Morgan moved approval with Mr. Trimble seconding the motion that passed unanimously. President Champ stated that in the future, all fundraisers must be filled out properly and complete or they will be sent back to the school.

Superintendent Pancione requested an executive session to discuss further personnel issues. Mr. Trimble moved approval with Mr. Morgan seconding the motion that passed unanimously. Executive session began at 7:52 p.m. Regular session resumed at 8:17 p.m. after Mr. Trimble made a motion to return to regular session with Mr. Morgan seconding the motion that passed unanimously.

Superintendent Pancione recommended that Board members approve the following personnel items:

C. Personnel Items:

1. Transfer and Employment of Professional Personnel:
 - a. Employ Janie Anderson as a Substitute Teacher (001-30) effective March 17, 2021
2. Resignation and Retirement of Professional Personnel:
 - a. Resignation of Jodie Hoover, Grade 6 Teacher at Capon Bridge Middle, effective March 17, 2021
 - b. Resignation of Karen Corbin, Professional Support Personnel (PSP) at Augusta Elementary, effective March 9, 2021
3. Transfer and employment of Service Personnel:
 - a. Employ Brooke VanMeter as a Substitute Secretary (001-54) effective March 17, 2021
 - b. Transfer Georgia Whitacre from School Bus Operator for Route RE5 to School Bus Operator for Route RM8 (S21-001-62) effective March 16, 2021
4. Resignation and Retirement of Service Personnel:
 - a. Approve the resignation of Teresa Derflinger, Itinerant Classroom Aide/Transportation Aide at Capon Bridge Elementary, effective March 26, 2021
 - b. Approve the resignation of Danielle Lewis, Substitute Aide, effective March 12, 2021
 - c. Approve the resignation of Teresa Kenney, Substitute Aide, effective March 12, 2021
5. Transfer and Employment of Extracurricular Personnel:
 - a. Employ Peggy Stafford as a Transportation Aide (X21-001-59) effective March 16, 2021
 - b. Employ Jared Judy as Assistant Track Coach at Hampshire High (501-60) effective March 16, 2021
 - c. Employ Amber Hibbard as an Academic Support Tutor for Capon Bridge Middle (401-61) effective March 17, 2021

- d. Employ Kelly Miller as an Academic Support Tutor for Capon Bridge Middle (401-61) effective March 17, 2021
6. Resignation of Extracurricular Personnel:
- a. Approve the resignation of Jeremy Buckley, Football Coach at Romney Middle effective March 1, 2021
7. Other:
- a. Permission to post Summer School Teachers: Elementary 12 positions, Middle School: 8 positions, High School: 8 positions.
 - b. Permission to post for Summer School Program Cooks: 4 positions
 - c. Permission to post for additional Social Workers: 5 positions (depending on grant funding).
 - d. Approve the Intermittent Leave of Absence of Teresa Orndorff, Grade 6 Teacher at Romney Middle, effective February 24, 2021-through June 8, 2021
 - e. Approve Memorandum of Understanding with West Virginia University for placement of student teacher Austin Duncan at Hampshire High for the Fall 2021 Semester.
 - f. Approve the Intermittent Leave of Absence of Carrie Massie, Grade 5 Teacher at Romney Elementary, effective March 10, 2021 through June 8, 2021
 - g. Approve the additional contracted services with Soliant Health Services including contracted services to occur over the summer.
8. Volunteers:
- a. Capon Bridge Elementary: Kevin Braithwaite, Victoria Dixon, Wallace Dixon Jr., Patricia Fox, Logan Garrett, Vanessa Garrett, Noel Loy, Ronald Moore, Krystal Moreland and Stephanie Kesner
 - b. Romney Elementary: Keisha Largent
 - c. Hampshire High: Melissa Bond, Mindy Dawson, Mark Hanlin, Randy Llewellyn and Sharon Orndorff

Mr. Hott moved approval with Mr. Trimble seconding the motion that passed unanimously.

NON-CONSENT AGENDA ITEMS (Continued);

E. Superintendent Pancione recommended that Board members approve the second reading of Policy 3205 – Naloxone (Narcan) Administration.

Mr. Trimble moved approval with Mr. Morgan seconding the motion that passed unanimously.

F. Superintendent Pancione recommended that Board members approve the second reading of Policy 7030 – Expectations of Appropriate Behavior and Good Sportsmanship.

Mr. Morgan moved approval with Mr. Trimble seconding the motion that passed unanimously.

G. Superintendent Pancione recommended that Board members discuss and make a possible decision regarding credit requirements (teach for success – quality instead of quantity).

President Champ tabled this recommendation until Mr. Dufrene, Hampshire High Principal, had an opportunity to discuss this in person with Board members.

H. Superintendent Pancione recommended that Board members approve the following transfers of professional and service personnel:

Place the following Professional Personnel staff on the transfer list to realign duties/schedules:

Monte Fields, Itinerant Gifted Teacher; Suzanne Davidson, Itinerant Art Teacher; Howard Hardinger, Itinerant Physical Education Teacher; Alissa Merritt, Itinerant Music Teacher; Christopher Hamberger, Itinerant Music Teacher; Julie Wilson, Pre-School Special Needs Teacher at Romney Elementary and Debra Smith, Special Education Teacher at Romney Middle.

Place the following Professional Personnel on the transfer list due to reduction in force: Charlotte Woleslagle, Special Education Teacher at Augusta Elementary; Karen Davis, Grade 2 Teacher at John J. Cornwell Elementary; Andrea Fields, Special Education Teacher at Romney Elementary and Adrienne Kesner, Pre-School Special Needs Teacher at Romney Elementary. Also, one subsequent assignment for Suzette Bowen, Grade 5 Teacher at John J. Cornwell Elementary to Grade 4/5 split at John J. Cornwell Elementary.

Place the following Service Personnel staff on the transfer list due to reduction in force or to make schedule changes: Nancy Montgomery, ECCAT/Kindergarten Aide at Augusta Elementary; Sherri Miller, ECCAT/Kindergarten Aide at Capon Bridge Elementary; Cindy Buttrum, Cafeteria Manager/Head Cook at John J. Cornwell Elementary; Jessica Simmons, Head Custodian/Cook at John J. Cornwell Elementary; Debbie Twigg, ECCAT/Kindergarten Aide at Springfield-Green Spring Elementary; Kimberly Mullins, Aide/LPN at Springfield-Green Spring Elementary; Leah Shawen, Classroom Aide/Special Education at Romney Middle and Derrick Kidwell, School Bus Operator.

Mr. Morgan moved approval with the caveat that the Superintendent and Personnel Director continue to look at the schedule and duties of the Cafeteria Manager/Cook/Head Custodian position at John J. Cornwell Elementary to make sure the duties schedule is reasonable and if found not reasonable they should be removed from the transfer list. Mr. Trimble seconding the motion that passed 3-1. Mr. Hott voted no.

I. Superintendent Pancione recommended that Board members approve the following postings for Professional: Grade 3 Teacher at Augusta Elementary; Kindergarten Teacher at Capon Bridge Elementary, Grade 1 Teacher at Capon Bridge Elementary, Grade 3 Teacher at Romney Elementary, Grade 4 Teacher at Romney Elementary, Grade 6 Teacher at Capon Bridge Middle, Grade 6 Teacher at Capon Bridge Middle, Special Education Teacher at Capon Bridge Middle/John J. Cornwell Elementary, Special Education Teacher at Capon Bridge Middle, Special Education Teacher at Romney Middle, Special Education Teacher at Romney Middle, Automotive Technology Instructor at Hampshire High, four (4) special education teachers at Hampshire High, Mathematics Teacher at Hampshire High, Art Teacher at Hampshire High, Foreign Language Teacher at Capon Bridge Middle/Romney Middle, Foreign Language Teacher at Capon Bridge Middle/Romney Middle, Music Teacher at Capon Bridge Middle/Hampshire High, Itinerant Art Teacher and Itinerant Physical Education Teacher.

Mr. Morgan moved approval with Mr. Trimble seconding the motion that passed unanimously.

J. Superintendent Pancione recommended that Board members approve the following postings for Service:

ICA/TA at Augusta Elementary, Cook/Custodian at Augusta Elementary, Secretary at Capon Bridge Elementary, ECCAT/Pre-School Aide at Capon Bridge Elementary, ICA/TA at Capon Bridge Elementary, Cafeteria Manager/Custodian at John J. Cornwell Elementary, Head Custodian at Romney Elementary, Custodian at Romney Elementary, ECCAT/Kindergarten Aide at Romney Elementary, Cook ½ Time at Romney Elementary, ECCAT/Pre-Kindergarten Aide at Springfield-Green Spring Elementary, Custodian ½ Time at Capon Bridge Middle, ICA/TA at Romney Middle (with transportation route), ICA/TA at Hampshire High (with transportation route) and three (3) school bus operators.

Mr. Trimble moved approval with Mr. Hott seconding the motion that passed unanimously.

APPEARANCE:

At this point, Superintendent Pancione was able to contact Mr. Charles Sine via TEAMS. Mr. Sine discussed block scheduling and credits at the high school.

IX. SPECIAL PORTION:

Superintendent Pancione recommended that Board members approve the Schedule of Proposed Levy Rates for Fiscal Year ending June 30, 2022.

Mr. Trimble moved approval with Mr. Hott seconding the motion that passed unanimously.

The special portion adjourned until the third Tuesday in April (April 20, 2021).

X. OTHER:

Set LSIC meetings – These meetings will be scheduled three at a time beginning with the April 20, 2021 Board of Education meeting.

Superintendent Pancione shared the following information: April 1st, originally scheduled as a non-traditional instructional/faculty senate day, will be changed to April 9th, a virtual Friday, so that class time won't be lost, April 5th will now be a remote day for students who need to make-up work can do so remotely (this will be made up due to a snow day), School Building Authority funding will soon be received with a first payment in April of \$8 million and a second payment in December for another \$8 million, principals are requesting information about the possibility of field trips (Superintendent Pancione will check with the health department regarding this question) and another student has tested positive for COVID 19 at Hampshire High.

Mr. Hott gave an explanation for his "no" vote on personnel (RIF's and transfers). He stated that he fully supported staff and that he didn't see how one service personnel position would be able to handle the work of two service personnel positions (currently at John J. Cornwell Elementary). He further stated that he didn't agree with the change in the Itinerant Art Teacher's schedule.

The meeting was adjourned at 8:48 p. m.

Jeffrey Pancione, Secretary
Hampshire County Board of Education

Debra Ann Champ, President
Hampshire County Board of Education