REGULAR MEETING OF THE BOARD OF EDUCATION
OF THE COUNTY OF ROANE

JUNE 6, 2019
6:00 PM

[Current agenda printed November 26, 2026 (4:25 AM). This agenda is available to the public upon request at any time during regular business hours preceding the upcoming Roane County Board of Education meeting. Public participation and attendance are welcomed and encouraged. This meeting is a meeting of the Board of Education in public for the purpose of conducting the County School System's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item 1. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. While it is not our intent to stifle public comment, speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible. If you are unsure of the legal ramifications of what you are about to say, we urge you to consult first with your legal advisor. The Board reserves the right to amend this agenda with emergency personnel/financial matters which may arise after publication.]

[PLEASE NOTE: This meeting of the Roane County Board of Education will be held at 6:00 pm at Roane County High School, Spencer.]

Present: _____

Absent: _____

Meeting called to order by: _____ (_____ PM)

Presentations

1. Positively Charged
2. Public Participation

New Business for Consideration and Potential Action

1. Student expulsion hearing #20190606A
2. Student expulsion hearing #20190606B
3. Review of Student Expulsion #20190306
4. Approval of Joint Resolution Authorizing Transfer of Former RESA 5 Property to Wood County Schools
5. Discussion of the WV Student Success Act of 2019

Consent Agenda - (Action)

Motion by _____ and seconded by _____ to approve the following consent agenda, as recommended by Richard Duncan, Superintendent.

1. Approval of Minutes of Regular Board Meeting on May 23, 2019
2. Financial
    a. Transfers/supplements to the budget
    b. Payments of bills as submitted; pre-approval to release checks not to exceed $20,000 prior to the next board meeting
    c. Financial Reports
3. Policies

a. Second Reading

i. Policy 501 - Non-discrimination and Equal Employment Opportunity (revised; replaces Policies 3122, 3122.02, 3123, 3362, 3362.02, 4122, 4122.02, 4123, 4362, 4362.02)

ii. Policy 502 - Drug-Free Workplace (revised; replaces Policies 3122.01, 4122.01)

iii. Policy 510 - Employment of Full-time and Part-time Personnel (revised; replaces Policies 3120, 3120.05, 3120.10, 3121, 3132, 4120, 4120.05, 4120.10, 4121, 4125, 4132)

iv. Policy 511 - Employment of Substitutes (revised; replaces Policies 3120.04, 4120.04)

v. Policy 512 - Areas of Critical Need and Shortage (renumbered; replaces Policy 3120.13)

vi. Policy 513 - Extra-curricular Assignments (revised; replaces Policies 3120.08, 4120.08)

vii. Policy 514 - Extra-duty Assignments (revised; replaces Policy 4250)

viii. Policy 520 - Employment Contracts (revised; replaces Policies 3124, 3124.01, 3124.02, 3140, 3140.01, 3142, 4124, 4124.01, 4124.02, 4140, 4140.01, 4142)

ix. Policy 521 - Benefits (revised; replaces Policies 3420, 4420)

x. Policy 522 - Seniority of Professional Personnel (revised; replaces Policy 3370)

xi. Policy 523 - Seniority of Service Personnel (revised; replaces Policy 4370)

xii. Policy 524 - Transfers and Reductions-in-force (revised; replaces Policies 3130.01, 3131, 3131.01, 3131.02, 4130, 4131, 4131.02)

xiii. Policy 525 - Grievance Procedure (revised; replaces Policies 3340, 4340)

xiv. Policy 530 - Staff Development (revised; replaces Policies 3242, 4242)

xv. Policy 540 - Employee Code of Conduct (revised; replaces Policy 3210, 4210)

xvi. Policy 541 - Employee Ethics (revised; replaces Policies 3113, 3214, 3231, 3231.01, 3310, 4113, 4214, 4231.01, 8340)

xvii. Policy 542 - Student Supervision by Staff (revised; replaces Policies 3213, 4213)

xviii. Policy 543 - Staff Dress and Grooming (revised; replaces Policies 3216, 4216)

xix. Policy 544 - Employee Discipline (revised; replaces Policies 3139, 3139.01, 3141, 4139, 4139.01)

xx. Policy 545 - Physical / Mental Examination (revised; replaces Policies 3160, 4160, 4160.02, 4162)

xxi. Policy 546 - Substance Abuse (revised; replaces Policies 3170,

3170.01, 4170, 4170.01)

xxii. Policy 550 - Evaluation of Professional Personnel (revised; replaces Policy 3220)

xxiii. Policy 551 - Evaluation of Service Personnel (revised; replaces Policy 4220)

xxiv. Policy 552 - Evaluation of Extra-curricular Assignments (revised; replaces Policy 4220.01)

xxv. Policy 560 - Leave (revised; replaces Policies 3235, 3236, 3243, 3430, 3430.01, 3430.02, 3430.03, 3430.04, 3431, 3431.01, 3432.02, 3433, 3437, 4235, 4236, 4430, 4430.01, 4430.02, 4430.03, 4430.04, 4431, 4432.02, 4433, 4437)

xxvi. Policy 561 - Annual Incentive for Unused Personal Leave (revised; replaces Policy 3431.02)

xxvii. Policy 562 - Daily Work Schedule (revised; replaces Policies 3251, 3255, 3270, 4251, 4255)

xxviii. Policy 563 - Unauthorized Work Stoppage (revised; replaces Policies 3531, 4531)

xxix. Policy 570 - Board-Staff Communications (revised; replaces Policy 3112, 4112)

xxx. Policy 580 - Use of Epinephrine Auto-Injectors by Staff (revised; replaces Policies 3165, 4165)

xxxi. Policies 3115 and 4115 - Job Descriptions (repeal; duplicated in Policy 141)

xxxii. Policies 3160.01 and 4160.01 - Tuberculosis Examination (repeal; no longer necessary)

xxxiii. Policy 3160.02 - Physical Examination for School Bus Operators (repeal; bus operators are not professional personnel)

xxxiv. Policies 3215 and 4215 - Use of Tobacco by Professional Staff / Service Personnel (repeal; duplicated in Policy 661)

xxxv. Policies 3281 and 4281 - Personal Property of Staff Members (repeal; unnecessary)

xxxvi. Policies 3217 and 4217 - Weapons (repeal; duplicated in Policy 660)

xxxvii. Policies 3419 and 4419 - Group Health Plans (repeal; unnecessary)

xxxviii. Policies 3419.02 and 4419.02 - Privacy Protections of Fully Insured Group Health Plans (repeal; unnecessary)

xxxix. Policies 3432 and 4432 - Personal Leave Bank (repeal; bank not in operation)

xl. Policies 3440 and 4440 - Job-Related Expenses (repeal; duplicated in Policy 6550)

xli. Policy 4120.01 - Food Service Personnel (repeal; unnecessary)

xlii. Policy 4242.01 - Food Service Training (repeal; unnecessary)

4. Contract(s) / Agreement(s)

a. Agreement with Jackson County Schools to provide bus operator training (renewal)
b. Agreement with Jackson County Schools to receive bus operator training (renewal)

Personnel Consent Agenda - (Action)
Motion by _____ and seconded by _____ to approve the following personnel items as recommended by Richard Duncan, Superintendent.

1. Resignation(s)
   a. Hersman, Jamie - Custodian III (Spencer Elementary School), effective June 5, 2019
   b. Reed, Vickie - Yearbook Advisor (Walton Elementary / Middle School), effective June 6, 2019
   c. Hickman, Jason - Teacher / PE (Spencer Middle School), effective June 30, 2019
   d. Nicholson, Corie - Counselor (Spencer Elementary School), effective June 30, 2019

2. New Employment(s)
   a. Strickland, Melissa - Energy Express Cook / Custodian (RCS - Student Support Services), effective June 14, 2019
   b. Lesher, David - Energy Express Bus Operator (RCS - Student Support Services), effective June 17, 2019
   c. Chaney, Eric - Substitute bus operator (RCS - Substitutes), effective July 1, 2019
   d. McCumbers, Timothy - General Maintenance / Electrician II (RCS - Operations), effective July 1, 2019, pending CIB clearance
   e. Sharma, Kanika - Teacher / Math (Roane County High School), effective August 12, 2019, pending visa and WV certification
   f. Ntantan, Michael - Teacher / Science (Roane County High School), effective August 12, 2019, pending visa and WV certification
   g. Pachaiyappan, Thennarasu - Teacher / Special Education (RCHS) (Roane County High School), effective August 12, 2019, pending visa and WV certification

3. Leave of Absence(s)
   a. McPherson, Michelle - Teacher / 5th Grade (Geary Elementary / Middle School), effective July 1, 2019 to June 30, 2020
   b. Salisbury, Breanne - Speech Language Pathologist (RCS - Student Support (75%), Walton EMS (25%)), effective August 19, 2019 to December 17, 2019, Mondays and Tuesdays, for educational purposes

4. Extracurricular(s)
   a. Schoolcraft, Shyrick - General Maintenance / Sanitation Plant Operator (RCS - Operations), effective July 1, 2019, pending CIB clearance

Motion by _____ and seconded by _____ to approve the following personnel items as recommended by Melissa O'Brien, Superintendent's designee.

1. New Employment(s)
    a. Duncan, Sarah - Teacher / Tutor of English Language Learners (Summer) (RCS - Student Support Services), effective June 10, 2019, for the 2019 summer session

Reports of Committees

Superintendent's Remarks

Adjourn until the next regular meeting on Tuesday, June 18, 2019, at 12:00 pm at Roane County Schools Central Office.