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

MARCH 14, 2024
6:00 PM

[Current agenda printed November 4, 2026 (2:04 PM). 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)

This meeting could be joined remotely. The public could join by calling 1-304-553-7794 and entering the provided conference ID or by joining on Microsoft Teams using the provided link.

Presentations

1. Positively Charged
2. Public Participation
3. 2024-25 School Calendar Public Meeting #2

New Business for Consideration and Potential Action

1. Property Matters involving the Madison Avenue Complex, Capitol Street Complex, and / or Goff Run Complex
2. Review of Student Support Services Partnership with Clayful
3. Create Aide V / Special Education Assistant Teacher, Spencer Elementary School [1 position]
4. Create Teacher / Kindergarten, Walton Elementary / Middle School [1 position]
5. Report of Cooperative Sponsorships for Athletic Programs
    a. Baseball - Geary, Walton, and Spencer at Spencer Middle School
    b. Softball - Geary, Walton, and Spencer at Spencer Middle School
6. Updates on Continuing Business
    a. May 14, 2024, Excess Levy Ballot
    b. Construction of the new Spencer Middle School
7. Personnel Realignment for 2024-25

a. Realignment at Geary Elementary / Middle School
    i. Abolish Teacher / 1st Grade, Geary Elementary / Middle School, effective June 30, 2024 [1 position]
    ii. Transfer Valerie Mace to Teacher / 3rd Grade, Geary Elementary Middle School, effective July 1, 2024
b. Realignment at Walton Elementary / Middle School
    i. Abolish Teacher / 1st Grade, Walton Elementary / Middle School, effective June 30, 2024 [1 position]
    ii. Reassign Bailee O'Brien from Teacher / 3rd Grade to Teacher / 4th Grade, Walton Elementary / Middle School, effective July 1, 2024
    iii. Abolish Teacher / Kindergarten, Walton Elementary / Middle School, effective June 30, 2024 [1 position]
c. Realignment at Spencer Elementary School
    i. Abolish Teacher / 4th Grade, Spencer Elementary School, effective June 30, 2024 [1 position]
    ii. Abolish Teacher / Multi-Subjects, Spencer Elementary School, effective June 30, 2024 [1 position]
    iii. Abolish Coordinator of School Improvement, Spencer Elementary School, effective June 30, 2024 [1 position]
    iv. Transfer Allison Miller to Teacher / 3rd Grade, Spencer Elementary School, effective July 1, 2024
d. Realignment at Spencer Middle School
    i. Abolish Teacher / 6th Grade, Spencer Middle School, effective June 30, 2024 [1 position]
    ii. Abolish Teacher / 6th Grade, Spencer Middle School, effective June 30, 2024 [1 position]
    iii. Abolish Teacher / 6th Grade, Spencer Middle School, effective June 30, 2024 [1 position]
    iv. Abolish Teacher / 6th Grade, Spencer Middle School, effective June 30, 2024 [1 position]
    v. Transfer Joy Proctor to Teacher / Science, Spencer Middle School, effective July 1, 2024
    vi. Terminate continuing contract of Robert Dewees (Teacher / Science, Spencer Middle School) effective June 30, 2024, and place on preferred recall effective July 1, 2024
    vii. Abolish Teacher / Career Literacy, Spencer Middle School, effective June 30, 2024 [1 position]
    viii. Abolish Teacher / Career Literacy, Spencer Middle School, effective June 30, 2024 [1 position]
    ix. Terminate continuing contract of Theresa Parker (Teacher / Career Literacy, Spencer Middle School) effective June 30, 2024, and place on preferred recall effective July 1, 2024

x. Create Teacher / Math, Spencer Middle School, effective July 1, 2024 [1 position]
xi. Create Teacher / English, Spencer Middle School, effective July 1, 2024 [1 position]
xii. Abolish Teacher / Music, Spencer Middle School, effective June 30, 2024 [1 position]
xiii. Transfer Rebecca Nelson to Teacher / Music, Spencer Elementary School, effective July 1, 2024
xiv. Terminate continuing contract of Jonathan Goff (Teacher / Music, Spencer Elementary School) effective June 30, 2024, and place on preferred recall effective July 1, 2024
xv. Create Teacher / Music, Spencer Middle School (75%) / Roane County High School (25%) effective July 1, 2024

e. Realignment at Roane County High School
i. Abolish Teacher / Music, Roane County High School, effective June 30, 2024 [1 position]
ii. Abolish Teacher / Business & FBLA Sponsor, Roane County High School, effective June 30, 2024 [1 position]
iii. Transfer Russell Stump to Teacher / Social Studies, Walton Elementary / Middle School, effective July 1, 2024
iv. Abolish Teacher / Options Pathway & Homebound, Roane County High School, effective June 30, 2024 [1 position]
v. Transfer Angela Burdette to Teacher / Special Education, Spencer Elementary School, effective July 1, 2024
vi. Abolish Technology & Library Media Specialist, Roane County High School, effective June 30, 2024 [1 position]
vii. Transfer Jennifer Harold to Teacher / Social Studies, Roane County High School, effective July 1, 2024
viii. Abolish Paraprofessional / Supervisory Aide, Roane County High School, effective June 30, 2024 [1 position]
ix. Place Shannon Stockner on Administrative Transfer effective July 1, 2024
x. Create Teacher / Foreign Language, Roane County High School (75%) / Spencer Middle School (25%), effective July 1, 2024

f. Realignment at Roane County Schools Central Office
i. Abolish School Social Worker, Roane County Schools, effective June 30, 2024 [1 position]
ii. Abolish Coordinator of Technology, Roane County Schools, effective June 30, 2024 [1 position]
iii. Abolish Math Instructional Coach, Roane County Schools, effective June 30, 2024 [1 position]
iv. Transfer Chad Strimel to Teacher / Math, Spencer Middle School,

effective July 1, 2024

v. Terminate continuing contract of Cathy Craddock (Teacher / Math, Spencer Middle School) effective June 30, 2024, and place on preferred recall effective July 1, 2024

vi. Abolish Coordinator of Family Engagement & Academic Support, Roane County Schools, effective June 30, 2024 [1 position]

vii. Transfer Michelle Strimel to Teacher / Special Education, Spencer Elementary School, effective July 1, 2024

viii. Transfer Meagan Freeland to Teacher / Special Education, Spencer Middle School, effective July 1, 2024

ix. Create Coordinator of Educator Support, Roane County Schools, effective July 1, 2024 [1 position; funded with Step 7d restricted funds]

x. Create Coordinator of Special Educator Support, Roane County Schools, effective July 1, 2024 [1 position; funded with Step 7d restricted funds]

g. Realignment of School Counseling Programs

i. Abolish Counselor, Geary Elementary / Middle School, effective June 30, 2024 [1 position]

ii. Abolish Counselor, Walton Elementary / Middle School, effective June 30, 2024 [1 position]

iii. Transfer Sara Stricklen to Teacher / Art, Spencer Elementary School, effective July 1, 2024

iv. Abolish Counselor, Spencer Elementary School, effective June 30, 2024 [1 position]

v. Abolish Counselor, Spencer Middle School, effective June 30, 2024 [1 position]

vi. Abolish Counselor, Roane County High School, effective June 30, 2024 [1 position]

vii. Terminate continuing contract of Marie Hedges (Counselor, Roane County High School) effective June 30, 2024, and place on preferred recall effective July 1, 2024

viii. Create Itinerant Elementary Counselor, Roane County Schools based at Spencer Elementary School, effective July 1, 2024 [1 position]

ix. Create Itinerant Middle School Counselor, Roane County Schools based at Spencer Middle School, effective July 1, 2024 [1 position]

h. Realignment of Custodial Services

i. Extend contract of Cindy Allen (Custodian III, Geary Elementary / Middle School) from 220 days to 240 days, effective July 1, 2024

ii. Abolish Custodian III, Roane County High School, effective June 30, 2024 [1 position]

iii. Place Joyce Evans on Administrative Transfer, effective July 1, 2024

iv. Extend contract of Lisa Shreve (Custodian III, Spencer Elementary School) from 220 days to 240 days, effective July 1, 2024

v. Abolish Custodian III, Roane County High School, effective June 30, 2024 [1 position]

vi. Place Michele Slingerland on Administrative Transfer, effective July 1, 2024

vii. Abolish Custodian III, Spencer Middle School, effective June 30, 2024 [1 position]

viii. Place Toney Deel on Administrative Transfer, effective July 1, 2024

ix. Extend contract of Jennifer Waggoner (Custodian III, Geary Elementary / Middle School) from 220 days to 240 days, effective July 1, 2024

x. Abolish Custodian III, Geary Elementary / Middle School, effective June 30, 2024 [1 position]

xi. Place Jamie Hively on Administrative Transfer, effective July 1, 2024

xii. Abolish Custodian III, Spencer Middle School, effective June 30, 2024 [1 position]

xiii. Place Ricky Rucker on Administrative Transfer, effective July 1, 2024

xiv. Extend contract of Jamie Brisendine (Custodian III, Walton Elementary / Middle School) from 220 days to 240 days, effective July 1, 2024

xv. Extend contract of Eric Harper (Custodian III, Walton Elementary / Middle School) from 220 days to 240 days, effective July 1, 2024

xvi. Abolish Custodian III, Walton Elementary / Middle School, effective June 30, 2024 [1 position]

xvii. Place Jeremiah Hively on Administrative Transfer, effective July 1, 2024

xviii. Place Joseph Westfall on Administrative Transfer and Reduce Contract, effective July 1, 2024

xix. Abolish Custodian III, Roane County High School, effective June 30, 2024 [1 position]

xx. Terminate continuing contract of Curtis Boggs, effective June 30, 2024, and place on preferred recall effective July 1, 2024

xxi. Abolish Custodian III, Roane County High School, effective June 30, 2024 [1 position]

xxii. Terminate continuing contract of John Baker, effective June 30, 2024, and place on preferred recall effective July 1, 2024

xxiii. Abolish Custodian III, Spencer Middle School, effective June 30, 2024 [1 position]

xxiv. Abolish Custodian III, Spencer Elementary School, effective June 30, 2024 [1 position]

xxv. Abolish Custodian III, Roane County High School, effective June 30,

2024 [1 position]

xxvi. Create Custodian III, Roane County High School (80%) / Spencer Middle School (20%), with 240-day contract, effective July 1, 2024 [1 position]

xxvii. Create Custodian III, Roane County High School (80%) / Spencer Middle School (20%), with 240-day contract, effective July 1, 2024 [1 position]

xxviii. Create Custodian III, Spencer Middle School (80%) / Roane County High School (20%), with 240-day contract, effective July 1, 2024 [1 position]

xxix. Create Custodian III, Spencer Middle School (80%) / Roane County High School (20%), with 240-day contract, effective July 1, 2024 [1 position]

xxx. Create Custodian III, Roane County High School, with 210-day contract, effective July 1, 2024 [1 position]

xxxi. Create Custodian III, Roane County High School, with 210-day contract, effective July 1, 2024 [1 position]

i. Realignment involving Child Nutrition Program

i. Abolish Cafeteria Manager / Cook III, Roane County High School, effective June 30, 2024 [1 position]

ii. Place Betsy Jarvis on Administrative Transfer effective July 1, 2024

iii. Abolish Cook III, Spencer Middle School, effective June 30, 2024 [1 position]

iv. Place Amie Anderson on Administrative Transfer effective July 1, 2024

v. Abolish Cafeteria Manager / Cook III, Spencer Middle School, effective June 30, 2024 [1 position]

vi. Place Tina Bell on Administrative Transfer effective July 1, 2024

vii. Abolish Cook II, Walton Elementary / Middle School, effective June 30, 2024 [1 position]

viii. Place Sherry Harper on Administrative Transfer effective July 1, 2024

ix. Abolish Cook II, Spencer Middle School, effective June 30, 2024 [1 position]

x. Place Peggy Lycans on Administrative Transfer effective July 1, 2024

xi. Abolish Cook III, Roane County High School, effective June 30, 2024 [1 position]

xii. Place Tina Freeland on Administrative Transfer effective July 1, 2024

xiii. Abolish Cook II, Roane County High School, effective June 30, 2024 [1 position]

xiv. Place Joyce Barker on Administrative Transfer effective July 1, 2024

xv. Abolish Cook II, Geary Elementary / Middle School, effective June 30, 2024 [1 position]

xvi. Place Geneva Cross on Administrative Transfer effective July 1, 2024
xvii. Abolish Cook II, Roane County High School, effective June 30, 2024 [1 position]
xviii. Terminate continuing contract of Tracy Harper effective June 30, 2024, and place on preferred recall effective July 1, 2024
xix. Abolish Cook II, Spencer Elementary School, effective June 30, 2024 [1 position]
xx. Abolish Cook II, Spencer Middle School, effective June 30, 2024 [1 position]
xxi. Abolish Cook II, Roane County High School, effective June 30, 2024 [1 position]
xxii. Create Cafeteria Manager / Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxiii. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxiv. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxv. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxvi. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxvii. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxviii. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]
xxix. Create Cook III, Roane County High School (60%) / Spencer Middle School (40%), effective July 1, 2024 [1 position]

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 February 22, 2024, and special board meetings on February 28, 2024 and March 12, 2024
2. Finance
    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
    d. Board member reimbursements for travel
3. Policies

4. Contract(s) / Bid(s) / Agreement(s)
    a. New Spencer Middle School Change Order TBD for $416,328.75 (RCHS paving)
    b. Mowing Bids for 2024
    c. Right-of-Way Agreement with City of Spencer for Water Line Installation on Capitol Street
5. Field Trips
    a. Walton Elementary Middle School to Kings Island in Mason, Ohio (5/17/24)
6. Volunteers
7. Student Transfers

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

1. Abolish Position(s)
    a. Teacher / 6th Grade (SMS), effective June 30, 2024
    b. Counselor (RCHS), effective June 30, 2024
    c. Counselor (SES), effective June 30, 2024
    d. Counselor (SMS), effective June 30, 2024
    e. Counselor (WEMS), effective June 30, 2024
    f. Counselor (GEMS), effective June 30, 2024
    g. Teacher / 1st Grade (GEMS), effective June 30, 2024
    h. Coordinator of Family Engagement & Academic Support (CO), effective June 30, 2024
    i. Teacher / 1st Grade (WEMS), effective June 30, 2024
    j. Instructional Coach (Mathematics) (CO), effective June 30, 2024
    k. Coordinator of Technology (CO), effective June 30, 2024
    l. School Social Worker (Stu Srv), effective June 30, 2024
    m. Teacher / Kindergarten (WEMS), effective June 30, 2024
    n. Supervisory Aide / Paraprofessional (RCHS), effective June 30, 2024
    o. Teacher / 4th Grade (SES), effective June 30, 2024
    p. Teacher / Business Education & FBLA Advisor (RCHS), effective June 30, 2024
    q. Teacher / Music (RCHS), effective June 30, 2024
    r. Teacher / Multi-Subjects (SES), effective June 30, 2024
    s. Coordinator of School Improvement (SES), effective June 30, 2024
    t. Teacher / Music (SMS), effective June 30, 2024
    u. Teacher / 6th Grade (SMS), effective June 30, 2024
    v. Teacher / Career Literacy (SMS), effective June 30, 2024
    w. Teacher / Career Literacy (SMS), effective June 30, 2024
    x. Teacher / 6th Grade (SMS), effective June 30, 2024
    y. Teacher / 6th Grade (SMS), effective June 30, 2024

2. Create New Position(s)
    a. Aide V / Special Education Assistant Teacher (SES), 200 days, effective March 15, 2024
    b. Teacher / Kindergarten (WEMS), 200 days, effective March 15, 2024
    c. Custodian III (SMS (80%), RCHS (20%)), 240 days, effective July 1, 2024
    d. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    e. Teacher / Math (SMS), 200 days, effective July 1, 2024
    f. Teacher / English (SMS), 200 days, effective July 1, 2024
    g. Cafeteria Manager / Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    h. Teacher / Music (SMS (75%), RCHS (25%)), 200 days, effective July 1, 2024
    i. Custodian III (RCHS), 210 days, effective July 1, 2024
    j. Custodian III (RCHS), 210 days, effective July 1, 2024
    k. Teacher / Foreign Language (RCHS (75%), SMS (25%)), 200 days, effective July 1, 2024
    l. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    m. Custodian III (SMS (80%), RCHS (20%)), 240 days, effective July 1, 2024
    n. Custodian III (RCHS (80%), SMS (20%)), 240 days, effective July 1, 2024
    o. Custodian III (RCHS (80%), SMS (20%)), 240 days, effective July 1, 2024
    p. Itinerant Elementary Counselor (Stu Srv (75%), SES (25%)), 200 days, effective July 1, 2024
    q. Itinerant Middle School Counselor (Stu Srv (75%), SMS (25%)), 200 days, effective July 1, 2024
    r. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    s. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    t. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    u. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024
    v. Cook III (RCHS (60%), SMS (40%)), 200 days, effective July 1, 2024

3. Reconfigure position(s)
    a. Custodian III (SES) to Custodian III (SES), effective July 1, 2024

4. Resignation(s)
    a. Flesher, Christina - Substitute secretary (RCS - Substitutes), effective March 28, 2024

5. Retirement(s)
    a. Haines, Rhonda - Secretary III (Roane County High School), effective June 30, 2024

6. New Employment(s)
    a. Penfold, JuliAnna - Teacher / Special Education (Behavioral Disorders) (RCS -

Student Support Services), effective March 15, 2024

7. Transfer(s)
    a. Freeland, Meagan - Teacher / Special Education (Spencer Elementary School) to Teacher / Special Education (Spencer Middle School), effective July 1, 2024
    b. Mace, Valerie - Teacher / 1st Grade (Geary Elementary / Middle School) to Teacher / 3rd Grade (Geary Elementary / Middle School), effective July 1, 2024
    c. Miller, Allison - Coordinator of School Improvement (Spencer Elementary School) to Teacher / 3rd Grade (Spencer Elementary School), effective July 1, 2024
    d. Proctor, Joy - Teacher / 6th Grade (Spencer Middle School) to Teacher / Science (Spencer Middle School), effective July 1, 2024
    e. Nelson, Rebekah - Teacher / Music (Spencer Middle School) to Teacher / Music (Spencer Elementary School), effective July 1, 2024
    f. Stump, Russell - Teacher / Business Education & FBLA Advisor (Roane County High School) to Teacher / Social Studies (Walton Elementary / Middle School), effective July 1, 2024
    g. Stockner, Shannon - Supervisory Aide / Paraprofessional (Roane County High School) to Administrative Transfer (RCS - Student Support Services), effective July 1, 2024
    h. Strimel, Chad - Instructional Coach (Mathematics) (RCS - Central Office) to Teacher / Math (Spencer Middle School), effective July 1, 2024
    i. Strimel, Michelle - Coordinator of Family Engagement & Academic Support (RCS - Central Office) to Teacher / Special Education (Spencer Elementary School), effective July 1, 2024
    j. Stricklen, Sara - Counselor (Walton Elementary / Middle School) to Teacher / Art (Spencer Elementary School), effective July 1, 2024

8. Reassign classroom teacher(s)
    a. O'Brien, Baylee - Teacher / 3rd Grade (WEMS) to Teacher / 4th Grade (WEMS)

9. Extracurricular(s)
    a. Simmons, Michele - Assistant Coach, Softball (Spencer Middle School), effective March 15, 2024

10. Terminate contract(s)
    a. DeWees, Robert - Teacher / Science (Spencer Middle School), effective June 30, 2024, due to personnel actions involving other individuals
    b. Parker, Theresa - Teacher / Career Literacy (Spencer Middle School), effective June 30, 2024
    c. Goff, Jonathan - Teacher / Music (Spencer Elementary School), effective June 30, 2024
    d. Craddock, Cathy - Teacher / Math (Spencer Middle School), effective June 30,

2024

e. Hedges, Marie - Counselor (Roane County High School), effective June 30, 2024

Reports of Committees

Superintendent's Remarks

Adjournment

1. Adjourn until the next regular meeting on Thursday March 28, 2024 at 6:00 pm at Roane County High School