

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

DECEMBER 18, 2025

6:00 PM

[Current agenda printed April 30, 2026 (11:35 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 can be joined remotely. The public can join by calling 1-304-553-7794 and entering the conference ID 970 341 879# or on Microsoft Teams using the link provided on our website.

Presentations

1. Superintendent Spotlight
 - a. RCHS Student Appearance in Macy's Day Parade - Morgan Spencer
 - b. National Board Certified Teacher Recognition - Corena Dolan
 - c. Geary High Tunnel - Darlene Norman
2. Public Participation
3. Policy 2322
 - a. Geary Elementary Middle School LSIC
 - b. Walton Elementary Middle School LSIC
4. Personnel Realignment

New Business for Consideration and Potential Action

1. Update on Roane County Schools' State of Emergency
 - a. WVBE Approval of RCS Closure and Consolidation Plan
2. Create Assistant Principal, Spencer Middle School, effective July 1, 2026
3. Create Teacher / STEAM, Spencer Elementary School, effective July 1, 2026
4. Student discipline matter
5. Property matters involving Walton Elementary Middle and Geary Elementary Middle Schools

Consent Agenda - (Action)

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

1. Approval of minutes of regular board meeting on December 4, 2025
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
3. Policies
 - a. First Reading
 - i. Policy 524 Transfers and Reductions-in-Force
 - ii. Policy 154 - Termination of Administrative Contracts and Other Contracts
4. Contract(s) / Bid(s) / Agreement(s)
5. Field Trips
 - a. RCHS Band to Morgantown, WV for Honor Band (February 12-14, 2026)
6. Volunteers
7. Student Transfers

Personnel Consent Agenda - (Action)

Motion by _____ and seconded by _____ to approve the following personnel items as recommended by Michelle Stellato, Superintendent.

1. Abolish Position(s)
 - a. Custodian III (RCHS (80%), SMS (20%)), effective December 19, 2025
 - b. Academic Recovery Facilitator (SMS), effective December 19, 2025
 - c. Robotics Sponsor (SMS), effective December 19, 2025
 - d. Communities in Schools Coordinator (WEMS), effective June 30, 2026
 - e. Counselor (GEMS (50%), WEMS (50%)), effective June 30, 2026
 - f. Principal (WEMS), effective June 30, 2026
 - g. Teacher / 1st Grade (WEMS), effective June 30, 2026
 - h. Teacher / 2nd Grade (WEMS), effective June 30, 2026
 - i. Teacher / 3rd Grade (WEMS), effective June 30, 2026
 - j. Teacher / 4th Grade (WEMS), effective June 30, 2026
 - k. Teacher / 5th Grade (WEMS), effective June 30, 2026
 - l. Teacher / Art (GEMS (51%), WEMS (49%)), effective June 30, 2026
 - m. Teacher / English & Social Studies (WEMS), effective June 30, 2026
 - n. Teacher / Interventionist (WEMS), effective June 30, 2026
 - o. Teacher / Kindergarten (WEMS), effective June 30, 2026
 - p. Teacher / Math & Science (WEMS), effective June 30, 2026
 - q. Teacher / Music (WEMS), effective June 30, 2026

- r. Teacher / PE (WEMS), effective June 30, 2026
- s. Teacher / Pre-K (WEMS), effective June 30, 2026
- t. Teacher / Special Education (WEMS), effective June 30, 2026
- u. Teacher / Special Education (WEMS), effective June 30, 2026
- v. Teacher / Special Education, Itinerant (WEMS), effective June 30, 2026
- w. Teacher / Title I (WEMS), effective June 30, 2026
- x. Accountant II / Secretary II (WEMS), effective June 30, 2026
- y. Aide / ECCAT (WEMS), effective June 30, 2026
- z. Aide / ECCAT (WEMS), effective June 30, 2026
- aa. Cafeteria Manager / Cook III (WEMS), effective June 30, 2026
- ab. Cook III (WEMS), effective June 30, 2026
- ac. Custodian III (WEMS), effective June 30, 2026
- ad. Custodian III (WEMS), effective June 30, 2026
- ae. LPN / Aide (WEMS), effective June 30, 2026
- af. Assistant Coach, Boys Basketball (WEMS), effective June 30, 2026
- ag. Assistant Coach, Football (WEMS), effective June 30, 2026
- ah. Assistant Coach, Girls Basketball (Auxiliary) (WEMS), effective June 30, 2026
- ai. Assistant Coach, Girls Basketball (WEMS), effective June 30, 2026
- aj. Assistant Coach, Softball (WEMS), effective June 30, 2026
- ak. Assistant Coach, Track (WEMS), effective June 30, 2026
- al. Assistant Coach, Volleyball (WEMS), effective June 30, 2026
- am. Coach, Boys Basketball (WEMS), effective June 30, 2026
- an. Coach, Cheer (WEMS), effective June 30, 2026
- ao. Assistant Coach, Cheer (Auxiliary) (WEMS), effective June 30, 2026
- ap. Coach, Football (WEMS), effective June 30, 2026
- aq. Coach, Girls Basketball (WEMS), effective June 30, 2026
- ar. Assistant Coach, Softball (WEMS), effective June 30, 2026
- as. Coach, Track (WEMS), effective June 30, 2026
- at. Coach, Volleyball (WEMS), effective June 30, 2026
- au. Coach, Wrestling (WEMS), effective June 30, 2026
- av. Digital Family Engagement Coordinator (WEMS), effective June 30, 2026
- aw. Game Manager(s) (WEMS), effective June 30, 2026
- ax. Game Manager(s) (WEMS), effective June 30, 2026
- ay. Head Teacher (WEMS), effective June 30, 2026
- az. Homebound Facilitator (WEMS), effective June 30, 2026
- ba. Math Field Day Sponsor (WEMS), effective June 30, 2026
- bb. Mid-Day Specialized Transportation Run (WEMS), effective June 30, 2026
- bc. SOAR After School Lead Teacher (WEMS), effective June 30, 2026
- bd. SOAR After School Bus Driver (WEMS), effective June 30, 2026
- be. SOAR After School Teacher (WEMS), effective June 30, 2026
- bf. Student Council Sponsor (WEMS), effective June 30, 2026
- bg. Teacher Support Coordinator (WEMS), effective June 30, 2026

- bh. Technology Support Coordinator (WEMS), effective June 30, 2026
- bi. Yearbook Advisor (WEMS), effective June 30, 2026
- bj. Summer SOLE Teacher (WEMS), effective June 30, 2026
- bk. Communities in Schools Coordinator (GEMS), effective June 30, 2026
- bl. Principal (GEMS), effective June 30, 2026
- bm. Teacher / 1st Grade (GEMS), effective June 30, 2026
- bn. Teacher / 2nd Grade (GEMS), effective June 30, 2026
- bo. Teacher / 3rd Grade (GEMS), effective June 30, 2026
- bp. Teacher / 4th Grade (GEMS), effective June 30, 2026
- bq. Teacher / 5th Grade (GEMS), effective June 30, 2026
- br. Teacher / English & Social Studies (GEMS), effective June 30, 2026
- bs. Teacher / Kindergarten (GEMS), effective June 30, 2026
- bt. Teacher / Math & Science (GEMS), effective June 30, 2026
- bu. Teacher / Music (GEMS), effective June 30, 2026
- bv. Teacher / PE (GEMS), effective June 30, 2026
- bw. Teacher / Special Education (GEMS), effective June 30, 2026
- bx. Half Day Teacher / Special Education (GEMS), effective June 30, 2026
- by. Teacher / Title I (GEMS), effective June 30, 2026
- bz. Teacher/Special Education, Itinerant (GEMS), effective June 30, 2026
- ca. Accountant II / Secretary II (GEMS), effective June 30, 2026
- cb. Aide / ECCAT (GEMS), effective June 30, 2026
- cc. Aide / ECCAT (GEMS), effective June 30, 2026
- cd. Aide / ECCAT (GEMS), effective June 30, 2026
- ce. Aide V / Special Education Assistant Teacher (GEMS), effective June 30, 2026
- cf. Aide/ECCAT (GEMS), effective June 30, 2026
- cg. Cafeteria Manager / Cook III (GEMS), effective June 30, 2026
- ch. Cook III (GEMS), effective June 30, 2026
- ci. Custodian III (GEMS), effective June 30, 2026
- cj. Custodian III (GEMS), effective June 30, 2026
- ck. LPN / Aide (GEMS), effective June 30, 2026
- cl. Assistant Coach, Boys Basketball (GEMS), effective June 30, 2026
- cm. Assistant Coach, Girls Basketball (GEMS), effective June 30, 2026
- cn. Assistant Coach, Girls Basketball (Auxiliary) (GEMS), effective June 30, 2026
- co. Assistant Coach, Track (GEMS), effective June 30, 2026
- cp. Assistant Coach, Volleyball (GEMS), effective June 30, 2026
- cq. Assistant Instructor, Archery (Auxiliary) (GEMS), effective June 30, 2026
- cr. Coach, Boys Basketball (GEMS), effective June 30, 2026
- cs. Coach, Girls Basketball (GEMS), effective June 30, 2026
- ct. Coach, Track (GEMS), effective June 30, 2026
- cu. Coach, Volleyball (GEMS), effective June 30, 2026
- cv. Cook for After School Supper Program (GEMS), effective June 30, 2026
- cw. Digital Family Engagement Coordinator (GEMS), effective June 30, 2026

- cx. Game Manager(s) (GEMS), effective June 30, 2026
- cy. Head Teacher (GEMS), effective June 30, 2026
- cz. Homebound Facilitator (GEMS), effective June 30, 2026
- da. Instructor, Archery (GEMS), effective June 30, 2026
- db. Math Field Day Sponsor (GEMS), effective June 30, 2026
- dc. Mid-Day Specialized Transportation Run (GEMS), effective June 30, 2026
- dd. Morning Specialized Transportation Run (GEMS), effective June 30, 2026
- de. Robotics Sponsor (GEMS), effective June 30, 2026
- df. SOAR After School Bus Driver (GEMS), effective June 30, 2026
- dg. SOAR After School Lead Teacher (GEMS), effective June 30, 2026
- dh. SOAR After School Teacher (GEMS), effective June 30, 2026
- di. Teacher Support Coordinator (GEMS), effective June 30, 2026
- dj. Technology Support Coordinator (GEMS), effective June 30, 2026
- dk. Yearbook Advisor (GEMS), effective June 30, 2026
- dl. Teacher / Special Education, Itinerant (SES), effective June 30, 2026

2. Create New Position(s)

- a. Custodian III (RCHS), 220 days, effective December 19, 2025
- b. Teacher / Social Studies (SMS), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- c. Teacher / Science (SMS), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- d. (blank) (), days, effective July 1, 2026, Due to closure/consolidation & influx of students
- e. Special Education (SMS), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- f. Teacher / Special Education (S/C) (SMS), 200 days, effective July 1, 2026, Self Contained Special Education, Due to the closure/consolidation & influx of students.
- g. Teacher / 1st Grade (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- h. Teacher / 1st Grade (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- i. Teacher / 2nd Grade (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- j. Teacher / 3rd Grade (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- k. Teacher / 3rd Grade (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
- l. Teacher / Interventionist (SES), 200 days, effective July 1, 2026, 2nd / 3rd Grade Teacher Interventionist
Due closure/consolidation & influx of students

- m. Teacher / Interventionist (SES), 200 days, effective July 1, 2026, 2nd / 3rd Grade Teacher Interventionist
Due to closure/consolidation & influx of students
 - n. Teacher / Interventionist (SES), 200 days, effective July 1, 2026, 2nd / 3rd Grade Teacher Interventionist
Due to closure/consolidation & influx of students
 - o. Teacher / 4th Grade (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
 - p. Custodian III (SES), 220 days, effective July 1, 2026, Due to closure/consolidation & influx of students
 - q. Custodian III (SMS), 220 days, effective July 1, 2026, Due to closure/consolidation & influx of students
 - r. Cook III (SES), 200 days, effective July 1, 2026, Due to closure/consolidation and influx of students
 - s. Teacher / STEAM (SES), 200 days, effective July 1, 2026, Due to closure/consolidation & influx of students
3. Reconfigure position(s)
- a. Teacher / Special Education, Itinerant (SES) to Teacher / Special Education (SES), effective December 19, 2025
4. Resignation(s)
- a. Evans, Joyce - SOAR Into Summer Custodian (Spencer Elementary School), effective December 9, 2025
 - b. Evans, Joyce - Transportation Aide (evening, Bus #28) (RCS - Operations), effective December 9, 2025
 - c. Waddell, Deneane - Substitute teacher (RCS - Substitutes), effective December 12, 2025
 - d. Osborne, Amber - Teacher / Special Education (Geary Elementary / Middle School), effective December 18, 2025, Change of effective date from board meeting on November 20, 2025
 - e. Boggs, Rebecca - Game Manager(s) (Geary Elementary / Middle School), effective December 19, 2025
5. Retirement(s)
- a. Evans, Joyce - Custodian III (Roane County High (80%), Spencer Middle (20%)), effective December 9, 2025
6. New Employment(s)
- a. Casdorff, Micah - Teacher / Pre-K (Spencer Elementary School), effective December 8, 2025, Change of effective date from board meeting on November 20, 2025
 - b. Hevey, Jennifer - Substitute teacher (RCS - Substitutes), effective December 19,

2025

- c. Real, Joetta - Substitute teacher (RCS - Substitutes), effective December 19, 2025
 - d. Freeland, Beverly - Substitute aide (RCS - Substitutes), effective December 19, 2025
 - e. Freeland, Beverly - Substitute secretary (RCS - Substitutes), effective December 19, 2025
 - f. Scheuch, Olivia - Teacher / Special Education, Itinerant (Walton Elementary / Middle School), effective January 2, 2026, Clinical Teacher of Record
 - g. Slater, Abigail - Substitute teacher (RCS - Substitutes), effective January 5, 2026, pending CIB clearance
7. Transfer(s)
- a. Shamblin, Andrea - Teacher/Special Education, Itinerant (Geary Elementary / Middle School) to Half Day Teacher / Special Education (Geary Elementary / Middle School), effective December 19, 2025
 - b. Hoffman, Loana - Assistant Principal (Spencer Elementary School) to Principal (Walton Elementary / Middle School), effective December 19, 2025
 - c. Elmore, Richard - Bus Operator (Bus #14) (RCS - Operations) to Bus Operator (Bus #19) (RCS - Operations), effective January 2, 2026
 - d. Evans, Mitchell - Bus Operator (Bus #55) (RCS - Operations) to Bus Operator (Bus #14) (RCS - Operations), effective January 2, 2026
 - e. Freeland, Lori - Cook II (Spencer Elementary School) to Cook III (Roane County High (60%), Spencer Middle (40%)), effective January 2, 2026
8. Extracurricular(s)
- a. Vaughan, Brittney - Game Manager(s) (Geary Elementary / Middle School), effective December 19, 2025
 - b. Ash, Matthew - Assistant Coach, Baseball (Roane County High School), effective December 19, 2025
 - c. Ash, Matthew - Assistant Coach, Baseball (Roane County High School), effective December 19, 2025
9. Suspension(s)
- a. _____, Ratify the Suspension with pay of Service Employee.

Reports of Committees

1. Roane Jackson Technical Center Administrative Council (12/16/25)

Superintendent's Remarks

Adjournment

1. Adjourn until the next regular board meeting on Thursday, January 8, 2026, at 6:00 pm

at Roane County High School.