

**REGULAR MEETING OF THE BOARD OF EDUCATION OF THE COUNTY OF ROANE, HELD MARCH 20, 2025, AT 6:00 PM, AT ROANE COUNTY HIGH SCHOOL, SPENCER,**

**Present: Dennis Carpenter, Daris Harper, Jeffrey Mace, James Minney, Eileen Richardson**

**Absent: (none)**

**Meeting called to order by Jeffrey Mace (6:12 pm)**

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

**Presentations**

1. Positively Charged

We want to recognize athlete participating in our winter sports. RCHS boys basketball lost their first round game in the playoffs. RCHS girls basketball went a little further, but lost to Charleston Catholic, the eventual state champion.

Wattson Nichols, Mack Webb, Brayden Tolley, Wyatt Nichols, Lane Watson and Jimmy Lance competed at the wrestling state championships. Wyatt Nichols placed sixth in his weight class and Lane Watson once again competed for a state championship, but came up short, placing second this year.

2. Public Participation

Pepper Raines (SES Aide V), Rachel Hays (WEMS parent), Chad Perkins (WEMS parent), Michelle Ash(SSS Director) and Amy Downey(Community Committee Chair) expressed their concerns about our finances and the realignment for the 2025/26 school year.

3. Student Achievement

**New Business for Consideration and Potential Action**

1. Approval of School-Affiliated Organization - Raider EndZone

Motion by Daris Harper and seconded by James Minney to approve. Motion carried. (7:11 pm)

**Withdrawn Personnel Hearing**

3. Personnel Realignment for 2025-26

a. Reduction in Child Nutrition

Motion by James Minney and seconded by Eileen Richardson to approve. Motion carried. Daris Harper opposed. (7:47 pm)

- i. Abolish (1) Cook III, Geary Elementary / Middle School [50%] / Walton Elementary / Middle School [50%], effective June 30, 2025  
Place Sherry Harper on Administrative Transfer List  
Terminate Continuing Contract of Tracy Harper, Cook III at Roane County High (60%) / Spencer Middle School (40%)

b. Reductions in Student Support Services

Motion by Eileen Richardson and seconded by James Minney to approve. Motion carried. Daris Harper opposed. (7:51 pm)

- i. Abolish (1) School Social Worker, effective June 30, 2025
- ii. Abolish (1) Therapist, effective June 30, 2025
- iii. Abolish (1) Teacher / Special Education (Behavioral Disorders), effective June 30, 2025  
Decline to Renew Probationary Contract of Juli Anna Penfold for the 2025-26 School Year
- iv. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30, 2025
- v. Abolish (1) Supervisor Aide / Paraprofessional, effective June 30, 2025  
Place Tamara Eads on Administrative Transfer List

c. Reductions at Roane County High School

Motion by Dennis Carpenter and seconded by James Minney to approve. Motion carried. Daris Harper opposed. (7:53 pm)

- i. Abolish (1) Technology & Library Media Specialist, effective June 30, 2025  
Place Jennifer Harold on Administrative Transfer List
- ii. Abolish (1) Teacher / Options Pathway & Homebound, effective June 30, 2025  
Place Angela Burdette on Administrative Transfer List
- iii. Abolish (1) Teacher / Math, effective June 30, 2025  
Terminate Continuing Contract of Justus Aguyo, effective June 30, 2025
- iv. Abolish (1) Teacher / Science, effective June 30, 2025  
Decline to Renew Probationary Contract of Justin Park for the 2025-26 School Year

d. Reductions in Transportation

Motion by Dennis Carpenter and seconded by James Minney to approve. Motion carried. Daris Harper opposed. (7:57 pm)

- i. Abolish (1) Bus Operator [Bus #58], effective June 30, 2025  
Decline to Renew Probationary Contract of Jamie Huffman for the 2025-26 School Year
- ii. Abolish (1) Bus Operator [Bus #22], effective June 30, 2025  
Place Michael Hughes on Administrative Transfer List
- iii. Abolish (1) Bus Operator [Bus #15], effective June 30, 2025  
Place Jackie Roberts on Administrative Transfer List
- iv. Abolish (1) Bus Operator [Bus #56], effective June 30, 2025  
Place Kathleen Cobb on Administrative Transfer List
- v. Abolish (1) Bus Operator [Bus #49], effective June 30, 2025  
Place Richard Greenhouse on Administrative Transfer List

e. Reductions at Spencer Elementary School

Motion by Dennis Carpenter and seconded by James Minney to approve. Motion carried. Daris Harper opposed. (8:00 pm)

- i. Abolish (1) Teacher / 2nd Grade (added in November 2024), effective June 30, 2025

- ii. Abolish (1) Teacher / 3rd Grade (funded through school improvement), effective June 30, 2025  
Decline to Renew Probationary Contract of Stacey Anderson for the 2025-26 School Year
- iii. Abolish (1) Coordinator of School Improvement (funded through school improvement), effective June 30, 2025
- iv. Abolish (1) Teacher / 1st Grade, effective June 30, 2025  
Place Meghan Sinclair on Administrative Transfer List
- v. Abolish (1) Teacher / Special Education, effective June 30, 2025  
Decline to Renew Probationary Contract of Kourtney Stump-Cohen for the 2025-26 School Year
- vi. Abolish (1) Teacher / Special Education, effective June 30, 2025
- vii. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30, 2025  
Decline to Renew Probationary Contract of Madison Rhodes for the 2025-26 School Year
- viii. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30, 2025  
Decline to Renew Probationary Contract of Pepper Raines for the 2025-26 School Year

f. Reductions at Geary Elementary / Middle School

Motion by Eileen Richardson and seconded by James Minney to approve. Motion carried.  
Daris Harper opposed. (8:05 pm)

- i. Abolish (1) Teacher / 1st Grade (added in November 2024), effective June 30, 2025
- ii. Abolish (1) Teacher / Math, effective June 30, 2025  
Place Kenneth Osborne on Administrative Transfer List
- iii. Abolish (1) Teacher / Science, effective June 30, 2025  
Place Daphne Smith on Administrative Transfer List
- iv. Abolish (1) Teacher / English, effective June 30, 2025  
Place Lea Runnion on Administrative Transfer List
- v. Abolish (1) Teacher / Career Literacy, effective June 30, 2025  
Place Rebecca Keaton on Administrative Transfer List
- vi. Abolish (1) Teacher / Social Studies, effective June 30, 2025  
Decline to Renew Probationary Contract of Elizabeth Albertson for the 2025-26 School Year
- vii. Abolish (1) Teacher / Art, effective June 30, 2025  
Place Bonita Schreckengost on Administrative Transfer List
- viii. Abolish (1) Teacher / Special Education, effective June 30, 2025  
Place Michelle Keen on Administrative Transfer List
- ix. Abolish (1) Teacher / Title I, effective June 30, 2025  
Place Elizabeth Tawney on Administrative Transfer List

g. Reductions at Walton Elementary / Middle School

Motion by Eileen Richardson and seconded by James Minney to approve. Motion carried. Daris Harper opposed. (8:14 pm)

- i. Abolish (1) Teacher / 4th Grade, effective June 30, 2025  
Place Baylee O'Brien on Administrative Transfer List
- ii. Abolish (1) Teacher / Math, effective June 30, 2025  
Place Misty Karickhoff on Administrative Transfer List
- iii. Abolish (1) Teacher / Science, effective June 30, 2025
- iv. Abolish (1) Teacher / Language Arts, effective June 30, 2025  
Place Pamela O'Brien on Administrative Transfer List
- v. Abolish (1) Teacher / Language Arts, effective June 30, 2025  
Place LouAnn Craig on Administrative Transfer List
- vi. Abolish (1) Teacher / Social Studies, effective June 30, 2025
- vii. Abolish (1) Teacher / Art, effective June 30, 2025
- viii. Abolish (1) Teacher / Special Education, effective June 30, 2025  
Decline to Renew Probationary Contract of Ashley Mills for the 2025-26  
School Year
- ix. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30,  
2025  
Place Sumer McGuire on Administrative Transfer List
- x. Abolish (1) Teacher / Title I, effective June 30, 2025  
Terminate Continuing Contract of Amber Jarvis, effective June 30, 2025

h. Reductions in Certain Contract Lengths

Motion by Daris Harper and seconded by Eileen Richardson to approve. Motion carried. (8:17 pm)

- i. Terminate 240-day Contract of Jennifer Waggoner, Custodian III at Geary Elementary / Middle School, and Re-issue at 220 Days, effective for the 2025-26 School Year
- ii. Terminate 240-day Contract of Curtis Boggs, Custodian III at Geary Elementary / Middle School, and Re-issue at 220 Days, effective for the 2025-26 School Year
- iii. Terminate 240-day Contract of Jamie Hively, Custodian III at Walton Elementary / Middle School, and Re-issue at 220 Days, effective for the 2025-26 School Year
- iv. Terminate 240-day Contract of John Baker, Custodian III at Walton Elementary / Middle School, and Re-issue at 220 Days, effective for the 2025-26 School Year
- v. Terminate 240-day Contract of Lisa Shreve, Custodian III at Spencer Elementary School, and Re-issue at 220 Days, effective for the 2025-26 School Year
- vi. Terminate 240-day Contract of Eric Harper, Custodian III at Spencer Elementary School, and Re-issue at 220 Days, effective for the 2025-26

School Year

- vii. Terminate 240-day Contract of Ricky Rucker, Custodian III at Spencer Middle (80%) / Roane County High School (20%), and Re-issue at 220 Days, effective for the 2025-26 School Year
- viii. Terminate 240-day Contract of Toney Deel, Custodian III at Spencer Middle (80%) / Roane County High School (20%), and Re-issue at 220 Days, effective for the 2025-26 School Year
- ix. Terminate 240-day Contract of Joyce Evans, Custodian III at Roane County High (80%) / Spencer Middle School (20%), and Re-issue at 220 Days, effective for the 2025-26 School Year
- x. Terminate 240-day Contract of Michelle Slingerland, Custodian III at Roane County High (80%) / Spencer Middle School (20%), and Re-issue at 220 Days, effective for the 2025-26 School Year
- xi. Terminate 220-day Contract of Deborah Huffman, Accountant II / Secretary II at Spencer Middle School, and Re-issue at 210 Days, effective for the 2025-26 School Year
- xii. Terminate 220-day Contract of Amanda Legg, Accountant II / Secretary II at Geary Elementary / Middle School, and Re-issue at 210 Days, effective for the 2025-26 School Year
- xiii. Terminate 220-day Contract of Amy Morris, Accountant II / Secretary II at Walton Elementary / Middle School, and Re-issue at 210 Days, effective for the 2025-26 School Year
- xiv. Terminate 210-day Contract of Stacy Richards, School Psychologist, and Re-Issue at 200 days, effective for the 2025-26 School Year

i. New Positions Needed for 2025-26

Motion by Dennis Carpenter and seconded by Daris Harper to approve. Motion carried. (8:25 pm)

- i. Create (1) Teacher / Math & Science, Roane County High School, effective July 1, 2025
- ii. Create (1) Teacher / 2nd & 3rd Grade, Spencer Elementary School, effective July 1, 2025
- iii. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Geary Elementary / Middle School, effective July 1, 2025
- iv. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Walton Elementary / Middle School, effective July 1, 2025
- v. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Spencer Elementary School, effective July 1, 2025
- vi. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Spencer Elementary School, effective July 1, 2025
- vii. Create (1) Teacher / English & Social Studies, Geary Elementary / Middle School, effective July 1, 2025
- viii. Create (1) Teacher / English & Social Studies, Walton Elementary / Middle

School, effective July 1, 2025

- ix. Create (1) Teacher / Math & Science, Geary Elementary / Middle School, effective July 1, 2025
- x. Create (1) Teacher / Math & Science, Walton Elementary / Middle School, effective July 1, 2025
- xi. Create (1) Teacher / Art, Geary Elementary / Middle School [51%] / Walton Elementary / Middle School [49%], effective July 1, 2025

**Consent Agenda - (Action)**

Motion by Eileen Richardson and seconded by Dennis Carpenter to approve the following consent agenda as recommended by Richard Duncan, Superintendent. Motion carried. (8:48 pm)

- 1. Approval of minutes of the regular board meeting on March 13, 2025
- 2. Financial
  - a. Financial Reports
  - b. Transfers/supplements to the budget
  - c. Payments of bills as submitted; pre-approval to release checks not to exceed \$20,000 prior to the next board meeting
- 3. Policies
- 4. Contract(s) / Bid(s) / Agreement(s)
- 5. Field Trips
- 6. Volunteers
- 7. Student Transfers

**Personnel Consent Agenda - (Action)**

Motion by Daris Harper and seconded by James Minney to discuss personnel. There was no vote.

- 1. Abolish Position(s)
  - a. Aide V / Special Education Assistant Teacher (SES), effective June 30, 2025
  - b. Aide V / Special Education Assistant Teacher (SES), effective June 30, 2025
  - c. Teacher / 1st Grade (GEMS), effective June 30, 2025
  - d. Teacher / Math (GEMS), effective June 30, 2025
  - e. Teacher / Science (GEMS), effective June 30, 2025
  - f. Teacher / English (GEMS), effective June 30, 2025
  - g. Teacher / Career Literacy (GEMS), effective June 30, 2025
  - h. Teacher / Social Studies (GEMS), effective June 30, 2025
  - i. Teacher / Art (GEMS), effective June 30, 2025
  - j. Half Day Teacher / Special Education (GEMS), effective June 30, 2025
  - k. Teacher / Title I (GEMS), effective June 30, 2025
  - l. Teacher / 4th Grade (WEMS), effective June 30, 2025
  - m. Teacher / Math (WEMS), effective June 30, 2025
  - n. Teacher / Science (WEMS), effective June 30, 2025
  - o. Teacher / Language Arts (WEMS), effective June 30, 2025

- p. Teacher / Language Arts (WEMS), effective June 30, 2025
- q. Teacher / Social Studies (WEMS), effective June 30, 2025
- r. Teacher / Art (WEMS), effective June 30, 2025
- s. Teacher / Special Education (WEMS), effective June 30, 2025
- t. Aide V / Special Education Assistant Teacher (WEMS), effective June 30, 2025
- u. Teacher / Title I (WEMS), effective June 30, 2025
- v. Teacher / 1st Grade (SES), effective June 30, 2025
- w. School Social Worker (Stu Srv), effective June 30, 2025
- x. Teacher / Special Education (SES), effective June 30, 2025
- y. Therapist (Stu Srv), effective June 30, 2025
- z. Cook III (GEMS (50%), WEMS (50%)), effective June 30, 2025
- aa. Teacher / Special Education (Behavioral Disorders) (Stu Srv), effective June 30, 2025
- ab. Aide V / Special Education Assistant Teacher (Stu Srv), effective June 30, 2025
- ac. Supervisory Aide / Paraprofessional (Stu Srv), effective June 30, 2025
- ad. Technology & Library Media Specialist (RCHS), effective June 30, 2025
- ae. Teacher / Option Pathway & Homebound (RCHS), effective June 30, 2025
- af. Teacher / Math (RCHS), effective June 30, 2025
- ag. Bus Operator (Bus #22) (Ops), effective June 30, 2025
- ah. Bus Operator (Bus #58) (Ops), effective June 30, 2025
- ai. Bus Operator (Bus #56) (Ops), effective June 30, 2025
- aj. Bus Operator (Bus #15) (Ops), effective June 30, 2025
- ak. Bus Operator (Bus #47) (Ops), effective June 30, 2025
- al. Teacher / 2nd Grade (SES), effective June 30, 2025
- am. Teacher / 3rd Grade (SES), effective June 30, 2025
- an. Coordinator of School Improvement (SES (50%)), effective June 30, 2025
- ao. Teacher / Special Education (SES), effective June 30, 2025
- ap. Teacher / Science (RCHS), effective June 30, 2025

2. Create New Position(s)

- a. Teacher / 2nd & 3rd Grade (SES), 200 days, effective July 1, 2025
- b. Teacher / Math & Science (RCHS), 200 days, effective July 1, 2025
- c. Aide / ECCAT (multi-classified with Bus Operator) (SES), 200 days, effective July 1, 2025
- d. Aide / ECCAT (multi-classified with Bus Operator) (SES), 200 days, effective July 1, 2025
- e. Aide / ECCAT (multi-classified with Bus Operator) (WEMS), 200 days, effective July 1, 2025
- f. Aide / ECCAT (multi-classified with Bus Operator) (GEMS), 200 days, effective July 1, 2025
- g. Teacher / Art (GEMS (51%), WEMS (49%)), 200 days, effective July 1, 2025

- h. Teacher / Math & Science (WEMS), 200 days, effective July 1, 2025
  - i. Teacher / Math & Science (GEMS), 200 days, effective July 1, 2025
  - j. Teacher / English & Social Studies (WEMS), 200 days, effective July 1, 2025
  - k. Teacher / English & Social Studies (GEMS), 200 days, effective July 1, 2025
3. Reconfigure position(s)
- a. Accountant II / Secretary II (WEMS) to Accountant II / Secretary II (WEMS), effective July 1, 2025
  - b. Accountant II / Secretary II (GEMS) to Accountant II / Secretary II (GEMS), effective July 1, 2025
  - c. Accountant II / Secretary II (SMS) to Accountant II / Secretary II (SMS), effective July 1, 2025
  - d. Custodian III (RCHS (80%), SMS (20%)) to Custodian III (RCHS (80%), SMS (20%)), effective July 1, 2025
  - e. Custodian III (RCHS (80%), SMS (20%)) to Custodian III (RCHS (80%), SMS (20%)), effective July 1, 2025
  - f. Custodian III (SMS (80%), RCHS (20%)) to Custodian III (SMS (80%), RCHS (20%)), effective July 1, 2025
  - g. Custodian III (SMS (80%), RCHS (20%)) to Custodian III (SMS (80%), RCHS (20%)), effective July 1, 2025
  - h. Custodian III (SES) to Custodian III (SES), effective July 1, 2025
  - i. Custodian III (SES) to Custodian III (SES), effective July 1, 2025
  - j. Custodian III (WEMS) to Custodian III (WEMS), effective July 1, 2025
  - k. Custodian III (WEMS) to Custodian III (WEMS), effective July 1, 2025
  - l. Custodian III (GEMS) to Custodian III (GEMS), effective July 1, 2025
  - m. Custodian III (GEMS) to Custodian III (GEMS), effective July 1, 2025

### **Reports of Committees**

1. Roane Jackson Technical Center Administrative Council (3/18/2025)

We discussed moving the Option Pathway Program to the center since the program requires a half a day at a CTE program anyway. They could spend the whole day at the center, but we are discussing logistics for lunch.

Also discussed HB 3452, which would transfer administration of the adult classes from county boards of education to community and technical colleges. This would mean the adult portions of the Cosmetology and LPN programs would be transferred to WVUP, taking about three to four hundred thousand a year in formula funding. There are also other concerns if this bill moves.

### **Superintendent's Remarks**

#### **Adjournment**

1. Adjourn until the next regular meeting on Thursday, April 10, 2025, at 6:00 pm at Roane County High School.

Motion by Eileen Richardson and seconded by Daris Harper to Adjourn until the next regular

meeting on Thursday, April 10, 2025, at 6:00 pm at Roane County High School. The statutory meeting will reconvene on Tuesday, April 15, 2025, at 6:00 pm at Roane County High School. Motion carried. (9:30 pm)