

**REGULAR MEETING OF THE BOARD OF EDUCATION OF THE COUNTY OF ROANE, HELD DECEMBER 18, 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 (6:02 pm)**

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

**Presentations**

1. Superintendent Spotlight

a. RCHS Student Appearance in Macy's Day Parade - Morgan Spencer

The board recognized Roane County High School senior Morgan Spencer, who shared her experience performing in the Macy's Thanksgiving Day Parade with Spirit of America after successfully auditioning and fundraising for the trip. She spoke about her longtime involvement in dance, her week in New York, and the honor of representing West Virginia, and the board congratulated her on her accomplishment.

b. National Board Certified Teacher Recognition - Corena Dolan

The board recognized Mrs. Dolan for earning National Board Certified Teacher status, making her only the third educator in Roane County to achieve this honor. She shared her late-starting but determined path into teaching, the demanding certification process she completed in one year, and the support she received from colleagues, students, and family. Board members congratulated her and praised her dedication and commitment to the profession, and she was also presented with a Certificate of Recognition by Superintendent Stellato.

c. Geary High Tunnel - Darlene Norman

Item 1.c. will be postponed to a later board meeting.

2. Public Participation

None.

3. Policy 2322

a. Geary Elementary Middle School LSIC

The LSIC from Geary Elementary Middle School presented performance data and updates, noting both the emotional impact of the school's upcoming closure and the continued commitment of staff to student success. They reported that on the balanced scorecard, ELA achievement held steady in the "partially meets" range at 52.4%, while math achievement increased to 47.3%, just under the "partially meets" threshold. ELA and math progress both ended last year at 39.5%, attendance improved to 15.3% chronic absenteeism, and discipline returned to "exceeds" status. Benchmark data showed significant gains, including 3rd-grade ELA students reducing "does not meet" from 75% to 47%, and 4th- and 5th-grade math reaching 50% "meeting" or "exceeding." I-Ready diagnostics showed 40% of students one grade level below in reading and 52% in math, with 8% and 5%, respectively, already on or above grade level. The school also reported 35 chronically absent students (20%), 27 students with perfect attendance, and 196 discipline incidents to date. Board members thanked the staff for their professionalism

and dedication during this challenging transition year.

b. Walton Elementary Middle School LSIC

The Walton Elementary Middle School LSIC shared an update highlighting both the school's strong community traditions and its academic and behavioral data as the school approaches consolidation. Attendance improved significantly last year from 18.6% to 11.02% chronic absenteeism, and this year is currently at 15.67%, with daily contacts, incentives, and CIS-led supports in place. Discipline data shows 11 OSS incidents involving 6 repeat students and 18 ISS incidents, with positive behavior supports, calming rooms, counseling, and SAT interventions actively used. i-Ready beginning-of-year reading benchmarks showed growth across grade levels, with overall proficiency increasing from 18% last year to 24% this year, and math scores holding steady as staff implement new curriculum, numeracy training, and targeted interventions. Staff and community members emphasized their commitment to students during the school's final year and encouraged preservation of Walton's traditions moving forward.

4. Personnel Realignment

The board received a comprehensive overview of the personnel realignment process prompted by the closure of Geary and Walton, including a timeline beginning with the December 10 WVDE approval and leading into the December 19 faculty vote required under Policy 6204. Ms. Tanner explained that positions at Spencer Elementary, Spencer Middle, and Roane County High School will be abolished and recreated to accommodate the influx of students, with service personnel and teachers casting ballots-monitored by principals and Faculty Senate presidents respectively-on whether preference will be granted to affected staff. If preference is approved, vacancies will first be filled by the most senior qualified employees from Geary and Walton; if not, hiring will follow the standard Policy 5000 process using the established matrix and Faculty Senate recommendations. She also detailed the procedures for transfers, continuing-contract terminations, probationary non-renewals, and placement on preferred recall lists, noting that all employees will receive timely written notices, may request hearings, and that seniority records are being carefully reviewed to ensure accuracy. Administration emphasized transparency and a commitment to completing the realignment swiftly so employees have clarity about next year's assignments.

**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

The superintendent provided an update on Roane County Schools' State of Emergency following the West Virginia Board of Education's approval of the closure and consolidation plan. She described the difficulty of the December meeting and noted that preparations are underway for the required six-month update to be presented on January 14. The State Board must either extend the State of Emergency, end it, or intervene for lack of progress, and she believes the county has demonstrated significant improvement-particularly in implementing cost-saving measures and advancing toward a balanced deficit plan-though cash-flow volatility remains a concern. The superintendent emphasized that all controllable factors are being closely managed, the finance team continues monitoring daily, and while release from the emergency is unlikely, an extension without intervention is the anticipated outcome.

2. Create Assistant Principal, Spencer Middle School, effective July 1, 2026

Motion by Dennis Carpenter and seconded by Daris Harper to approve. Motion carried. (8:28 pm)

3. Create Teacher / STEAM, Spencer Elementary School, effective July 1, 2026  
Motion by Daris Harper and seconded by Eileen Richardson to approve. Motion carried. (8:30 pm)

4. Student discipline matter

Motion by James Minney and seconded by Daris Harper to go into closed session to discuss a student discipline matter, as per WV Code 6-9A-4(b)(3). Motion carried. (8:30 pm)

Motion by Dennis Carpenter and seconded by James Minney to return to open session.  
Motion carried. No action was taken in closed session. (8:40 pm)

5. Property matters involving Walton Elementary Middle and Geary Elementary Middle Schools

Motion by Dennis Carpenter and seconded by Daris Harper to go into closed session to discuss property matters, as per WV Code 6-9A-4(b)(9). Motion carried. (8:40 pm)

Motion by Eileen Richardson and seconded by James Minney to return to open session.  
Motion carried. No action was taken in closed session. (9:14 pm)

### **Consent Agenda - (Action)**

Motion by James Minney and seconded by Daris Harper to approve the following consent agenda as recommended by Michelle Stellato, Superintendent. Motion carried. (9:27 pm)

1. Approval of minutes of regular board meeting on December 4, 2025

2. Finance

a. Transfers/supplements to the budget

Payment of board members for meeting attendance was included

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 Daris Harper and seconded by Eileen Richardson to approve the following personnel items as recommended by Michelle Stellato, Superintendent, except for item 1.b., which was withdrawn, and item 9.a., which was voted on separately. Motion carried. (9:40 pm)

1. Abolish Position(s)

a. Custodian III (RCHS (80%), SMS (20%)), effective December 19, 2025

b. Academic Recovery Facilitator (SMS), effective December 19, 2025

Item 1.b. was withdrawn.

- 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.

Motion by Daris Harper and seconded by Eileen Richardson to go into closed session to discuss item #9.a, as per WV Code 6-9A-4(b)(2)(A). Motion carried. (9:40 pm)

Motion by Eileen Richardson and seconded by Daris Harper to return to open session. Motion carried. No action was taken in closed session. (9:49 pm)

Motion by James Minney and seconded by Daris Harper to accept the superintendent's recommendation to ratify the suspension with pay of service employee, Joyce Evans, effective November 21, 2025 to December 8, 2025. Motion carried. (9:50 pm)

### **Reports of Committees**

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

Superintendent Stellato and Dennis Carpenter reported that the committee reviewed finances, received updates on enrollment projections for the LPN and cosmetology programs, and noted the addition of a new clinical job-shadowing site. They also discussed progress on the CDL program and upcoming LPN prep classes planned for January and July.

### **Superintendent's Remarks**

The superintendent announced that Policy 2499 special education training is scheduled for January 2 at 8:30 a.m., with board members expected to attend in person, and she plans to seek legal clarification on whether the session requires a formal board meeting. She also informed the board of a recent FOIA request involving communications between county board members, state board members, and state officials, noting that they are awaiting legal guidance before responding. Additionally, she expressed gratitude for staff across multiple schools who went above and beyond to support students and families during recent holiday events and closed by reminding members that the next regular board meeting will be held on January 8, 2026.

### **Adjournment**

Motion by Daris Harper and seconded by Eileen Richardson to approve. Motion carried. (9:57 pm)

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