The Pocahontas County Board of Education met on Tuesday December 2, 2025, for a Board Meeting at Pocahontas County Board of Education Office, in Buckeye, WV at 6:00 PM.

Members:
Emery Grimes, President
H. Samuel Gibson
Dr. Sue Hollandsworth, Vice President- running late
Morgan G. McComb
Andrew "Frosty" McNabb

Meeting called to order.
Opened with the Pledge of Allegiance.

DELEGATIONS:
Mrs. Melia Thompson and her daughter were here on a student matter: Mr. Gibson made the motion to go into Executive Session, seconded by Mr. McComb to go into executive session at 6:01 PM. Mr. Gibson made the motion at 6:51 to come out of Executive Session seconded by McComb. We returned to Regular Session at 6:51 PM.

RECOGNITIONS:
Hillsboro Elementary Principal and Staff: Recognized for achieving the Exceeds Standards performance Level in Academic Progress for Mathematics on the 2025 West Virginia Balanced Scorecard.

SCHOOL IMPROVEMENT UPDATES:
A. Dr. Williams – Read the Mission Statement and Goals for Pocahontas County Schools.

B. Dr. Williams: Overview of Presentations by LSICs on the implementation of Strategic Plans/Policy 2322: One of the items that we were asked to improve on was LSIC and provide the appropriate documentation that we are focusing on attendance, discipline and academic achievement. The schools are to present to the Board and one of the main goals of the LSIC in the schools is to help development, monitor and implement the Strategic Plan. We need to engage them regularly and that will take place after each benchmark which will also help with compliance with Federal Programs

Engage them after each Benchmark and implement.

C. Hillsboro Elementary: LSIC: Strategic Plan (Achievement, Attendance and Discipline)

The LSIC members present: Amanda Buzzard, LSIC chair, Ruth Taylor, community member, and Rebecca Spencer and the rest of the members on their sheet presented to the board.

Student achievement data: Testing data from the end of the 2024-2025 school year. Beginning scores for this year were ELA: Kindergarten 92% Math: 70%, 1st ELA and Math 40 %, 2nd ELA: 38%, Math: 53%, 3rd ELA: 58% and Math 75%, 4th ELA: 64% and Math: 73% and 5th ELA:

88% and Math: 76%. The proficiency rate is reflective of the move up year and their summer slide, not having been taught the skills yet. The I-ready testing for the beginning of the 2025-2026 school year is Kindergarten ELA: 33% and Math: 11%, 1st ELA: 0% and Math 0%, 2nd ELA: 14% and Math 0%, 3rd ELA: 30% and Math 10%, 4th ELA 40% and Math 30%, 5th ELA: 45% and Math 36%. The school is working with intervention in the areas of Reading and Language Arts. The school has a 51% proficiency in Phonics, they are really focused on encoding: writing, grammar and sentence structure, there is a 36% proficiency in Vocabulary acquisition and application and a 32% proficiency in the comprehensive information test. Only third through fifth have a writing section. The intervention areas of focus for math are numbers and operations with a 16% proficiency, Algebraic thinking with a proficiency of 19% and Geometry with a 23% proficiency. They do a fact fluency for the students, and they have been doing this for the past three years. There are rewards for mastering their facts. The proficiency scores or cut scores for this year showing students who did not meet mastery and are in need of intervention are: Kindergarten and first grade zero in both ELA and Math, 2nd grade 3 in ELA and 2 in Math, 3rd grade 3 in ELA and zero in Math, 4th zero in ELA and 1 in Math and 5th grade had 4 students in both ELA and Math needing intervention.

Attendance data: The monthly rates so far this year are: September 96.8%, October 93.5% and November with a 95.07% for a year to date attendance total of 95.09% This data shows that here is only 16% of students being chronically absent. Ms. Buzzard attributed these good numbers to the attendance incentives set up at the school. Every month they have a race to attendance. They have an attendance wall for Pre-school through 5th. They have used race cars and taco about attendance and they receive a small token for good attendance each month along with the competition between grade levels.

Discipline: Most of the discipline issues are bus incidents at 43%. Students with 100% conduct was 82%. One day with a substitute bus driver accounted for a large part of the write ups. It is hard for little guys to stay seated for as long as some of them have to ride the bus.

Strategic plan: The goal of the school is to have 85% of students at grade level in ELA and Math or will have achieved annual typical growth on benchmarks by the final assessment. And by January 2026 less than 25% of students will be chronically absent. Mr. Grimes recognized Ruth Taylor for her nine years as a former board member. Community concerns about the front office

at Hillsboro not having someone present at all times during the day. Ms. Taylor recommended a schedule change allowing someone to be in the office at all times during the day to greet people coming into the school and taking phone calls for things like bus notices from parents.

D. Federal Programs Monitoring Updates: The recent monitoring went exceptionally well. There were some areas where we need to tighten our belts: the county strategic plan, Title II, professional development, Title III, L students(which we don't have any but a plan has to be in place in the event we would get a student), a couple of findings on McKenney Veto and foster students and, Professional Development and a brochure to send out, and the final one was a time and effort and how to do it.

On the recommendation of the Superintendent and on the motion of Mr. McComb seconded by Dr. Hollandsworth the following were unanimously approved:

Consent Agenda Items

A. AGENDA

B. APPROVAL OF BILLS – Subject to additions, deletions, or other changes prior to the board meeting.

Consent Financial Requirements:

a. Payment of Vendor Listing = **$140,319.49**
b. November 18, 2025 Employee Payroll= **$284,814.08**
c. Grant Awards
d. Budget Adjustments

D. Budget Transfers and Supplements -- Subject to Additions, deletions, or other changes prior to the Board Meeting.

There has been a new page added to reflect each step funds, local funds, and special projects funds to reveal each of the funding sources.

On the recommendation of the Superintendent and on the motion of Mr. McComb seconded by Dr. Hollandsworth the Board unanimously approved:

Personnel Matters: See attached file.

Discussion of Pocahontas County Schools personnel may involve an Executive Session as provided in W. Va. Code §6-9A-4(b)(2)(A) [personnel exception] and/or §6-9A-4(b)(6), [privacy exception]. The Board majority must vote to have an Executive Session (no action will be taken during the Executive Session).

Professional:

~~Teacher of Title I Green Bank Elementary/Middle School~~ **~~Position: 54757 Green Bank Elementary/Middle School~~**

~~Teacher of Special Education/ Elementary Multi-Subjects~~ **~~Position: 54758 Hillsboro Elementary School~~**

~~Teacher of Special Education- Green Bank Elementary/Middle~~ **~~Position: 54759 Green Bank Elementary/Middle School~~**

~~SPED Teacher's – Pocahontas County High School~~ **~~Position: 48563 Pocahontas County High School.~~**

~~Teachers of multi-subjects(4th grade) – Green Bank Elementary/Middle~~ **~~Position:54767 Green Bank Elementary/Middle School~~**

~~Teacher of ELA Pocahontas County High School~~ **~~Position: 50566 Pocahontas County High School~~**

~~SPED Teacher – Pocahontas County High School. Position:~~ **~~54763 Pocahontas County High School.~~**

~~School~~

~~Counselor – Substitute position for Pocahontas County Schools~~ **~~Position: 54760 Pocahontas County Schools~~**

~~Academic Interventionist Hillsboro Elementary School~~ **~~Position: 53036 Hillsboro Elementary School~~**

~~Teacher of Science – Green Bank/Elementary Middle School~~ **~~Position: 53516 Green Bank Elementary/Middle School~~**

~~Teacher of Social Studies – Pocahontas County High School~~ **~~Position: 53658 Pocahontas County High School~~**

~~Teacher of Alternative Education Green Bank Elementary/Middle School~~ **~~Position: 54108 Green Bank Elementary/Middle School~~**

~~Teacher of Alternative Education Marlinton Middle School~~ **~~Position: 54109 Marlinton Middle School~~**

~~Teacher of CTE Business Management and Administration Pocahontas County High School~~ **~~Position: 54134 Pocahontas County High School~~**

Positions: Professional 14

Of the following as Substitute Teacher for Pocahontas County Schools, at state basic professional salary, for the 2025-2026 school year, as needed:

Shelby Snead Bennett

Resignation: Virginia Shaw as substitute Teacher and Aide for Pocahontas County Schools effective November 14, 2025.

Service Recommendations:

Extra-Curricular Recommendations:

21st Century Grant positions contingent upon an adequate number of students for the program.

Teachers for Green Bank Elementary/Middle School **Posting 54140**

Kimberly Taliaferro

Teacher at Pocahontas County High School **Posting 53332**

Tina Tracy

Employment of Tina Tracy as Homebound Teacher: **Posting 53332** for the 2025-2026 school year at a rate of $25.00 per hour as needed.

Melissa Taylor as $1 coach for girl's basketball at Green Bank Elementary/Middle School for the 2025-2026 season.
Philip Propst as $1 coach for boy's basketball at Green Bank Elementary/Middle School for the 2025-2026 season pending renewal certification.

Other Recommendations: (subject to additions and deletions prior to the board meeting)

SUPERINTENDENTS UPDATES:

A. Discussion Special Education Updates: We have officially submitted the information from the special circumstances review before Thanksgiving break.
B. Discussion on Public School Support Program Update – During the school board association meeting this information was presented. Our county is 1.3 over for support persons which include counselors, nurses and social workers. We are 5.28 over in Professional, it is not just the people but we are funded on 200 day contracts. Anyone that has a contract over 200 days add up to additional people/position. Supplements have also been given which add to the total translating into more positions. Service personnel, we are funded for 84 – and we are actually under by 7.55 which gives us a little wiggle room in the budget. This budget is not all inclusive of all of our personnel. We also fund personnel through Federal programs and we have 9 additional personnel that are funded out of other funds. Federal funds have been frozen. The assistant principal at GBEMS will not be continued next year because of the Federal Funding that pays for this position. Dr. Williams and Ms. Hamilton have begun the process of diligently reviewing supplements. They have looked

C. Ribbon Cutting Ceremony for PCHS Gym: Dr. Williams is planning a Ribbon Cutting Ceremony on December 16 at 5:00 PM. She plans to showcase the office and the bathrooms and recognize the maintenance men who have worked diligently on the upgrades. President Grimes will speak at the ceremony. The Board meeting will also be at the Pocahontas County High School Library this night.

OLD BUSINESS:

On the recommendation of the Superintendent and on the motion of Mr. McComb seconded by Mr. McNabb the Board unanimously approved:

A. Discussion and Action – Policy Revision 5412: Grading – Final Reading
B. Discussion and Action – Policy Revision 5460: Graduation Requirements – Final Reading
C. Discussion and Action to Adopt – Policy Revision 5310: Health Services – Final Reading
D. Discussion and Action to Adopt – Policy Revision 5112: Entrance Requirements – Final Reading
E. Discussion and Action to Adopt – Policy Revision 2413: Aids Education Program- Final Reading
F. Discussion and Action – Proposed Policy Revision 0147: Compensation – Final Reading
G. Discussion and Action to Adopt – Proposed Policy Revision 5200: Attendance
H. Discussion and Action to Adopt – Proposed Policy Revision 2371: Hope Scholarship
I. Discussion and Action to Adopt – Proposed Policy Revision 2451: Alternative Schools Programs
J. Discussion and Action and Action to Adopt – Proposed Policy Revision 5600: Student Discipline –
K. Discussion and Action to Adopt – Proposed Policy Revision 3120.12 - Substitutes in Areas of Critical Shortage
L. Discussion and New Action: Permission to post for 1.5 Positions for Security Guard vs. School Resource Officer. President Grimes requests it be posted as a Service personnel position. The individuals will have to meet certain criteria whether they are hired as Service or Professional personnel. Dr. Williams checked house bill 2164 and handed out information to the board. She met with the Sheriff yesterday to discuss this position. The applicant will have to pass a background check, confirm past law enforcement service that meets the ten year requirements, certification by the Director of the WV Division of Protective Services as meeting pre-employment and in-service training standards, required to complete annual training with the local county sheriff's office. It is recommended that the applicant take a polygraph test and undergo a psychological test. Confirm that the officer was in good standing when they retired or resigned as a law enforcement officer. While they will not have the power to arrest they do have the power to reasonably detain. They will need to meet all the criteria to carry a concealed weapon. Dr. Williams stated she felt we need at least 1.5 to be able to cover the whole county. Prefer to post locally like the rest of the positions. She will check with the Lawyer about the service posting. Mr. Gibson feels there needs to be a budget presentation for these positions listing the items that will be covered. Dr. Williams requested permission to go ahead and post for this position.

NEW BUSINESS:

On the recommendation of the Superintendent and on the motion of Mr. McComb seconded by Mr. McNabb the Board unanimously approved:

A. Approval of Fundraisers
B. Approval of Out of County Field Trips
C. Discussion and possible action: CEFP Updates
D. Approval of Contracts with Neoteric for wheelchair lift maintenance at PCHS and MES.

BOARD MEMBER REMARKS:

Mr. Sam Gibson: Hope everyone had a great Thanksgiving. Parents following the data are wanting to track the data after the next round of benchmarks. He is excited about the gym floor.

Mr. Emery Grimes: Thank you for the direction we are headed and the great job Dr. Williams is doing.

Dr. Sue Hollandsworth: Reiterate what Mr. McNabb said we have to have school and people need to plan ahead and get the kids in class as much as possible.

Mr. Morgan McComb: He is good tonight. He stated that the Pocahontas Times carried an article about 50 years ago that there was two feet of snow and cold temperatures and schools were closed for the first time in two years. The students need to be in school so they can be educated.

Mr. Andrew "Frosty" McNabb: Thank you for the call concerning the weather and that we need to go to school more. We are here to teach them and to educate them for the real world. We need to plan ahead and we have to keep the schools open. Choosing to live here you need to plan ahead for weather occurrences.

The next Board of Education Meeting will be held on Tuesday, December 16, 2025, beginning at 6:00 PM in the library for the meeting and at 5:00 for the Ribbon Cutting Ceremony for the new Gym Floor.

ADJOURNMENT

Secretary

President