



**15-10-3000 CONSENT CALENDAR**

**PURCHASE ORDERS**

- 3174** Hooten Equipment Company, LLC, in the amount of \$28,245.00 for a dishwasher at Taylor County Middle School. Price includes dishwasher unit, delivery and installation of new dishwasher, and removal of old dishwasher. Funding source: 2014-2015 Child Nutrition Services
- 3175** Hooten Equipment Company, LLC, in the amount of \$17,802.00 for 4 bistro style tables, 15 bar stools, 1 octagonal table, 2 elliptical tables, 9 rectangular tables (seating for 12) and 2 rectangular tables (seating for 8) for use in Grafton High School's cafeteria. Price includes delivery to Grafton High School. Funding source: Capital Improvement Funds
- 3176** CDW Government, LLC, in the amount of \$6,800.00 to purchase a google GPFE Pilot which includes a cart, professional development, and thirty table computers for Grafton High School. Funding source: Excess Levy

**CHAPERONE LIST**

- 3177** TCMS (1)  
Lipscomb, Kenny

**EARLY RELEASE**

- 3178** The superintendent respectfully requested permission to schedule a 3 hour early release on June 11, 2015 for teacher training.

**OUT OF STATE PROFESSIONAL DEVELOPMENT**

- 3179** Richard Zukowski requested permission to attend the Montpelier Ashbrook Weekend Colloquium training from May 1-3, 2015 in Montpelier, VA. Funding source: AP Grant

**OUT OF STATE FIELD TRIP**

- 3180** Carolyn Cheriyan requested permission to take approximately 49 Taylor County Middle School Spanish students to Pittsburgh, Pennsylvania on May 19, 2015 for a language and culture dinner cruise on the Gateway Clipper Fleet. Funding source: fund raising and student contributions

**REQUESTS TO USE FACILITIES**

- 3181** Gaither Frazier, with Arch Coal/Leer Mining Complex, requested permission to use a room at the Taylor County Technical Center from May 18, 2015 through July 31, 2015 to provide an 80 hour mining "Red Hat" class. Insurance is active July 31, 2014 through July 31, 2015.
- 3182** Christopher Dickey, with Taylor County Middle School Band, requested permission to use the auditorium at Grafton High School from 9:30 a.m. – 12:30 p.m. on April 18, 2015 for rehearsal and from 2:00 p.m. – 6:00 p.m. on April 19, 2015 for a performance of the Spring Band Concert. No insurance is required.
- 3183** Tyler Moore, with Taylor County Mat Club, requested permission to use the wrestling room at Grafton High School from April 22, 2015 through June 11, 2015 for youth wrestling. Times to be schedule by the Grafton High School Athletic Director. Insurance is active January 22, 2015 through January 22, 2016.
- 3184** Brian Reed requested permission to use Camp Towles from 11:00 a.m. on July 4 through 7:00 p.m. on July 5, 2015 for a family reunion. No insurance required.

**ADDENDUM**

- 3185** North Central WV Emmaus requested permission to use Camp Towles from 11:00 a.m. on April 23, 2015 through 7:00 p.m. on April 26, 2015 for a church camp. Insurance active October 9, 2014 through May 4, 2015.
- 3186** North Central WV Emmaus requested permission to use Camp Towles from 11:00 a.m. on April 30, 2015 through 7:00 p.m. on May 3, 2015 for a church camp. Insurance active October 9, 2014 through May 4, 2015.

The superintendent respectfully requested approval of items **# 3174 - # 3186** in the 3000 series.

*Recommendation: Motion: Mr. Sinclair 2<sup>nd</sup>: Mrs. Barney Yeas 4 Nays 0*

Item pulled \_\_\_\_\_

**15-10-4000 FINANCIAL**

Voucher's Payable Totaling \$ 915,177.63  
Treasurer's Report

Date: April 21, 2015

Kind of Meeting: Regular

Where Held: Taylor County Board of Education

**SECOND AMENDED RESOLUTION ADOPTING MEASUREMENT PERIODS FOR DETERMINING FULL-TIME EMPLOYEE STATUS UNDER THE AFFORDABLE CARE ACT**

**WHEREAS** the Board of Education of Taylor County ("Board") adopted a resolution entitled: RESOLUTION ADOPTING MEASUREMENT PERIODS FOR DETERMINING FULL-TIME EMPLOYEE STATUS UNDER THE AFFORDABLE CARE ACT ("the Resolution") on December 17, 2013;

**WHEREAS** the Board adopted an AMENDMENT TO RESOLUTION ADOPTING MEASUREMENT PERIODS FOR DETERMINING FULL-TIME EMPLOYEE STATUS UNDER THE AFFORDABLE CARE ACT ("the Amended Resolution") on March 11, 2014;

**WHEREAS** the Board, desiring to comply with additional guidance with respect to the Affordable Care Act and desiring to streamline its policies with respect to the Affordable Care Act in a single resolution, has decided to adopt this Second Amended Resolution which is intended to supersede and replace the Resolution and the Amended Resolution;

**NOW THEREFORE BE IT RESOLVED** that the Board hereby adopts this Second Amended Resolution which shall supersede and replace the Resolution and Amended Resolution, as set forth herein.

**WHEREAS** the Patient Protection and Affordable Care Act ("ACA") includes Employer Shared Responsibility provisions that impose tax penalties on large employers that fail to offer affordable, minimum value coverage under a qualifying health plan to substantially all full-time employees and their dependents by January 1, 2015, or, if later, by the first day of the plan year in 2015;

**WHEREAS** it is the intent of the Board to minimize exposure to such penalties by offering affordable, minimum value coverage under a qualifying health plan to substantially all full-time employees and their dependents by July 1, 2015, as set forth in this Second Amended Resolution;

**WHEREAS** the ACA defines a full-time employee as one working on average at least 30 service hours per week;

**WHEREAS** an hour of service is defined as (1) each hour for which an employee is paid, or entitled to be paid, for the performance of duties for the employer, and (2) each hour for which an employee is paid, or entitled to be paid, on account of a period of time during which no duties are performed due to vacation, holiday, illness, incapacity (including disability), layoff, jury duty, military duty or leave of absence;

**WHEREAS** final federal regulations permit the following methods to be used to determine an employee's hours of service: (1) counting actual hours of service (required for hourly employees); (2) using a days-worked equivalency method, whereby an employee is credited with eight hours of service for each day for which the employee would be credited with at least one hour of service if counting actual hours; or (3) using a weeks-worked equivalency method, whereby an employee is credited with forty hours of service for each week for which the employee would be credited with at least one hour of service if counting actual hours;

**WHEREAS** it is sometimes uncertain whether employees working variable hours will satisfy the 30 service hours per week requirement ("variable hour employees");

**WHEREAS** large employers may determine the full-time status of variable hour employees, as well as part-time and seasonal employees - (for this purpose, a seasonal employee means an employee in a position for which the customary annual employment is six months or less during the same season each year) - by determining the average number of service hours performed by such employees over a certain measurement period;

**WHEREAS** the ACA permits the following measurement periods to be used to determine the service hours of variable hour, part-time and seasonal employees and to determine the length of time during which such employees who satisfy the service hours requirement may elect to be covered under the applicable health plan:

*Standard Measurement Period* – a period lasting between 3 and 12 months during which an employer may look back to determine the number of service hours completed by a variable hour, part-time or seasonal employee.

*Stability Period* – a period lasting at least six months or as long as the Standard Measurement Period, whichever is longer. An employee who satisfies the service hours requirement during the Standard Measurement Period must be offered coverage under the health plan and must be permitted to retain such coverage for the duration of the Stability Period if such employee accepts the coverage, enrolls in the plan and pays any required premium contribution, regardless of whether the employee satisfies the service hours requirement during the Stability Period (unless such employee is terminated during the Stability Period).

*Administrative Period* – a period lasting up to 90 days that separates the Standard Measurement Period and the Stability Period. The Administrative Period will overlap with the prior Stability Period. During this time, it will be determined which variable hour, part-time and seasonal employees worked on average 30 service hours per week during the Standard Measurement Period, and such employees will be offered the opportunity to enroll in the applicable health plan.

**NOW THEREFORE BE IT RESOLVED** that the Board of Education of Taylor County, West Virginia, consistent with federal law, hereby adopts the following method for determining hours of service during a measurement period:

Effective May 1, 2014, the Board will count actual hours worked by hourly employees (whether exempt or non-exempt), and will credit each employee with one hour of service for each hour the employee actually works and for each hour the employee is entitled to be paid.

Effective May 1, 2014, the Board will use the days-worked equivalency method for all non-hourly (salary exempt) employees, and will credit each employee with eight hours of service for each day on which the employee would be credited with at least one hour of service if counting actual hours. In the event a non-hourly (salary exempt) employee works in excess of eight hours in a single work day, he or she will be credited with such excess hours in addition to the eight hours normally credited.

**BE IT FURTHER RESOLVED** that the Board of Education of Taylor County, West Virginia, consistent with federal law, hereby adopts the following measurement periods for ongoing variable hour, part-time and seasonal employees:

Effective May 1, 2014, Standard Measurement, Administrative, and Stability periods for ongoing variable hour, part-time and seasonal employees are hereby approved and set as follows:

**Standard Measurement Period:** May 1, 2014 to April 30, 2015;

**Administrative Period:** May 1, 2015 to June 30, 2015;

**Stability Period:** July 1, 2015 to June 30, 2016

The same periods set forth above will apply for subsequent years unless modified by the Board.

Breaks in employment lasting at least four consecutive weeks during which an employee is not credited with an hour of service will be excluded from the Standard Measurement Period. Such employment breaks will not be counted when determining whether an employee averaged the requisite 30 service hours per week.

Periods of special unpaid leave under the Family and Medical Leave Act (FMLA), Uniformed Services Employment and Reemployment Rights Act (USERRA), or for jury duty will not be counted when determining whether an employee averaged the requisite 30 service hours per week during the Standard Measurement Period.

**BE IT FURTHER RESOLVED:**

That with respect to the initial eligibility periods of newly hired variable hour, part-time and seasonal employees (those hired after May 1, 2014), the following Initial Measurement, Administrative, and Stability periods are hereby approved and set as follows:

**Initial Measurement Period:** A period of 11 months which shall begin the first day of the first month following the employee's start date;

**Initial Administrative Period:** A period of 30 days to begin immediately after the Initial Measurement Period;

**Initial Stability Period:** A period of 12 months to begin immediately after the Initial Administrative Period.

Newly hired variable hour, part-time and seasonal employees will transition to the Standard Measurement, Administrative and Stability Periods and may be subjected to two different overlapping measurement periods during this transition.

**BE IT FURTHER RESOLVED:**

That the Board may at any time amend or terminate this Second Amended Resolution for any reason, including but not limited to changes or termination to address changes to the federal guidance relied upon in the course of adopting this Second Amended Resolution. Specifically, should guidance permit large employers to delay implementation of the Employer Shared Responsibility provisions of the ACA until a later date, it is the intent of the Board to amend the measurement periods contained herein so that coverage provided to full-time employees and their dependents would begin no earlier, and no later, than the date required by law.

Adopted by the Taylor County Board of Education, this 21st day of April, 2015, by:

\_\_\_\_\_  
Its President

The superintendent respectfully requested approval of all items in the 4000 series.  
*Recommendation: Motion: Mr. Upton 2<sup>nd</sup>: Mr. Sinclair Yeas 4 Nays 0*  
Item pulled \_\_\_\_\_

***A list of these bills and/or copies of the bills themselves may be made available for review upon request.***

**15-10-5000 PERSONNEL – STUDENT MATTERS – LEGAL MATTERS**

**STUDENT MATTERS**

**5301** Mr. Stoney Johnson requested permission for his son, age 3, grade Pre-K, to attend Bright Beginnings in Marion County from the West Taylor Elementary School attendance district in Taylor County. This request is for the 2015-2016 school year and is for one year only.

*Consideration: Motion: Mrs. Barney 2<sup>nd</sup>: Mr. Sinclair Yeas 4 Nays 0*  
Item pulled \_\_\_\_\_

**5302** Ms. Donna Baldwin requested permission for her daughter, age 4, grade K, from West Taylor Elementary School in Taylor County to White Hall Elementary School in Marion County. This request is for the 2015-2016 school year.

*Consideration: Motion: Mr. Upton 2<sup>nd</sup>: Mr. Sinclair Yeas 0 Nays 4*  
Item pulled \_\_\_\_\_

Date: April 21, 2015

Kind of Meeting: Regular

Where Held: Taylor County Board of Education

**PROFESSIONAL PERSONNEL****EMPLOYMENT**

5303 **Anna Hicks**, 7<sup>th</sup> grade Language Arts' teacher at Taylor County Middle School. Effective 2015-2016 school year.

5304 **Emily Greene**, 7<sup>th</sup> grade Language Arts' teacher at Taylor County Middle School. Effective 2015-2016 school year.

5305 **Ashley Mayhew**, LD/MI/BD Autism teacher at Taylor County Middle School. Effective 2015-2016 school year.

5306 **Morgan Wickline**, 3<sup>rd</sup> grade teacher at Anna Jarvis Elementary. Effective 2015-2016 school year.

5307 **Elizabeth Proudfoot**, 4<sup>th</sup> grade teacher at Anna Jarvis Elementary. Effective 2015-2016 school year.

**TRANSFER**

5308 **Josh Ashby**, transfer from Taylor County Middle School Physical Education/Health teacher to Physical Education teacher at Anna Jarvis Elementary. Effective 2015-2016 school year.

**RENEWAL OF SUBSEQUENT ASSIGNMENT**

5309 **Michelle Hays**, 6<sup>th</sup> Grade Teacher at Taylor County Middle School. Effective 2015-2016 school year.

**SUBSTITUTE TEACHER**

Holly Currey-Hess

**EXTRACURRICULAR**

5311 **Mike Moats**, volunteer Baseball Coach at Grafton High School. Effective April 22, 2015.

**SUMMER EMPLOYMENT**

5312 **Sharon Knight**, Reading and Math teacher at West Taylor Elementary School. June 22, 2015 – July 9, 2015, 12 sessions, Monday – Thursday. 8:00 a.m. – 2:00 p.m., Stipend: Daily Rate. Funding source: Title I

5313 **Linda Sharp**, Reading and Math teacher at Flemington Elementary School. June 23, 2015 – July 23, 2015, 12 sessions, Tuesday – Thursday. 8:00 a.m. – 2:00 p.m., Stipend: Daily Rate. Funding source: Title I

5314 **Misty Watkins** and **Melissa Carr**, Credit Recovery teachers at Grafton High School. 7:15 a.m. – 1:15 p.m. Monday thru Friday July 6, 2015 – July 24, 2015. Stipend: Taylor County professional pay scale. Funding source: Step 7.

5315 **Steve Smith**, Driver's Education teacher at Grafton High School. June 29, 2015 – August 3, 2015 as needed (25 days), 7:15 a.m. – 1:15 p.m. Stipend: Taylor County professional pay scale, Funding source: Step 7

**LEAVE OF ABSENCE**

5316 **Samantha Summers**, requesting maternity leave without pay for the birth of her child in accordance with TCBE Policy 3430.01. Effective May 1, 2015 to June 12, 2015.

**RETIREMENT**

5317 **Sherri Fleming**, retirement as a Social Studies teacher at Grafton High School. Effective June 30, 2015.

**SERVICE PERSONNEL****TEMPORARY CUSTODIAN**

5318 **John Nestor**, temporary Custodian III at West Taylor Elementary School filling the vacancy of the custodian who has received the temporary mowing position for the Spring and Fall of 2015, depending on the growth of the grass. 2:00 p.m. – 10:00 p.m. shift.

**TRANSFER**

5319 **Eric Smith**, transfer from **.5 Bus Operator (p.m.) TCMS, WTES, GHS, AJES, Little Feet, Stevens Hollow Road, Curve Bridge** to full time Bus Operator for Brown Church Hill, Rt. 310, Gladly Creek Road, Slaton Hollow, Anna Jarvis Elementary, Taylor County Middle School, and other areas assigned by the Supervisor of Transportation. Effective April 23, 2015.

**SUMMER EMPLOYMENT**

5320 **Patty Pitzer**, .5 Cook III for summer Energy Express meals at Flemington Elementary School. June 22, 2015 - July 2, 2015, July 6, 2015 – July 24, 2015. Monday-Friday with flexible hours necessary for breakfast and lunch preparation and clean-up. Funding source: Summer Food Service Program

5321 Janet Withers, .5 Cook III for the summer food service program at Grafton High School. June 15, 2015 - July 30, 2015, excluding June 19, 2015 and July 3, 2015. Monday-Friday with flexible hours necessary for breakfast and lunch preparation and clean-up. Funding source: Summer Food Service Program and/or Mary Battle

5322 Rose Biggins, .5 Supervisory Aide for the summer food service program at Grafton High School. June 15, 2015 - July 30, 2015, excluding June 19, 2015 and July 3, 2015. Monday-Friday, approximate time: 7:00 a.m. – 8:45 a.m. / 11:00 a.m. - 12:30 p.m. Funding source: Summer Food Service Program and/or Mary Battle

5323 Patty Pitzer, Tammy Murray, Linda Hart, Linda Stout, Sharon Bolyard, Cafeteria Managers to attend a one day training for accepting deliveries and inventory with the possibility of an additional day for accepting deliveries. (dates to be determined)

**RESIGNATION**

5324 Toni Miller, resignation from substitute cook. Effective April 8, 2015.

The superintendent respectfully requested approval of items # 5303 - # 5324 in the 5000 series.

Recommendation: Motion: Mr. Sinclair 2<sup>nd</sup>: Mr. Upton Yeas 4 Nays 0

Item pulled \_\_\_\_\_

**15-10-8000 DISCUSSION**

2015-2016 School Calendar

**15-10-9000 FUTURE MEETINGS**

April 27, 2015 (Monday)	5:00 p.m.	TCBE (Special)
April 28, 2015	6:00 p.m.	TCBE
May 5, 2015	5:00 p.m.	TCBE (Special)
May 12, 2014	6:00 p.m.	TCBE
May 27, 2015 (Wednesday)	6:00 p.m.	TCBE

The Board scheduled three special meetings for the superintendent search that are as follows:

<b>May 1, 2015 (Friday)</b>	<b>5:00 p.m.</b>	<b>TCBE (Special)</b>
<b>May 2, 2015 (Saturday)</b>	<b>1:00 p.m.</b>	<b>TCBE (Special)</b>
<b>May 4, 2015 (Monday)</b>	<b>5:00 p.m.</b>	<b>TCBE (Special)</b>

ADJOURNMENT: Motion by Mrs. Barney, 2<sup>nd</sup> by Mr. Sinclair to adjourn the meeting, all members concurring therein the meeting adjourned at 7:41 p.m.

ATTESTED:

Secretary of the Board

President of the Board