

MINUTES OF THE LEWIS COUNTY BOARD OF EDUCATION

Friday, December 13, 2019

Date: December 13, 2019

Time: 6:00 p.m.

Kind of Meeting: Special

Where Held: Administration Building

Presiding Officer: James Flesher, President

Members Present: Paul Derico, Mike Holden, Vice President, Phyllis Hinterer, Connie Riffle
Dr. Robin Lewis, Superintendent

Attendance: Bruce Heater, Steve Weaver, Renee Smith, Rick Smith, Rebecca Young, Cathy Skinner, Les Lattea, Shelia Mills, Cindy McCue, Sherri Talkington, Brad Hamilton, Tammy Heater; Staff Members: Rhonda Judy, Monika Weldon, Patty Weaver, Christina Herrod, Robert Francis, Rex Helmick, Randy Starcher, Danny Heater, Carol Williams, Wendy Smith, Chuck Everitts, Eric Benedum, Chris Reese, Chris Alfred, Doug Davisson, Kris Daniels, Sam West, Chris Curry, Doris Workman, Marty Lewis, Tommy Gettings, Kim Bonnett, John Shaffer, Brad Lewis, Joseph Taylor, Robert Smith, Garry Alderman, LJ McCue, Connie Bailey, Denise Sprouse, Terry Sprouse, Aaron Radcliff

December 9, 2019

“To: Members of the Lewis County Board of Education:

Notice is hereby given that a special meeting of the Board of Education of the County of Lewis, State of West Virginia, will be held on the 13th day of December, 2019, 6:00 p.m., at the Lewis County Board of Education Administrative Offices, 239 Court Avenue, Weston, West Virginia, to consider the following business and take appropriate action related thereto:

I. Superintendent Statement.

II. Discuss and demonstrate payroll calculations for bus operators.

Christina Herrod, Patricia Weaver, Dr. Robin Lewis, & Leslie Tyree

- Regular Salary
- 1/7 of daily rate for trips between runs, evenings and weekends (extra-duty)

- 40+ Time and a half

III. Consider and approve new payroll check clarity initiative, calculation of pay spread sheet will be added to employee (bus drivers) pay checks in an effort to provide explanation of pay check to employee. *Any additional runs outside of their regular contract

_____ made a motion _____ seconded the motion

Discussion:

Approved: Yes _____ No _____

IV. Discussion: Dr. Lewis, Superintendent and Leslie Tyree, LC Board Attorney re: Policies

1. 30 hour week employee
2. 30-40 hourly pay up to 40
3. Weighted Average _IRS Regulations
4. Policy Chapter VIII – 8.2.6 – Extracurricular Trans.

V. Consider and approve action to review Policy Chapter 8.2.6.

Driver's pay for Extracurricular Runs (Refer to WV Code 18A-4-8a. To be set at a minimum of fifteen (\$15.00) dollars per hour each, starting with the 2014/2015 school year and for this hourly rate to be revisited at least every other year to evaluate increment increases. The goal being to maintain an hourly rate that is at least an average calculation between the highest and lowest hourly rate paid to currently employed drivers.

_____ made a motion _____ seconded the motion

Discussion:

Approved: Yes _____ No _____

VI. Adjournment:

Signed this the 9th day of December, 2019.

“S/James Flesher, President, Lewis County Board of Education.”

James Flesher, Board President, called the meeting to order at 6:01 p.m.

The pledge of allegiance was led by Mr. James and Mr. Brian.

Dr. Lewis, Superintendent, welcomed the individuals present and turned the meeting over to Leslie Tyree, Board Attorney.

Leslie Tyree, Board Attorney, asked the finance department to give a brief demonstration to explain the payroll calculations for bus operators. Patty Weaver, Accountant, and Christina Herrod, Accountant, gave the explanations.

Terry Sprouse asked if the bus operators have always been paid as 40-hour/week employees. Patty Weaver said, "Yes, as long as she's been employed here". Mr. Sprouse asked when she started here. Ms. Weaver said, "She believed it was in 2009".

Robert Smith asked the board members to call Mon County and ask how they are paid. Mr. Smith states, "Their policy is word-for-word as Lewis County's Policy. They are paid for 30-hours/week, anything from 30-40 is hourly and true time and a half. And their policy is verbatim to what ours says. It is identical. That's the whole fight here. The 30-40 like Mike said".

On motion by Connie S. Riffle and seconded by Phyllis Hinterer, with Connie S. Riffle and Mike Holden voting in the negative, the board approved new payroll check clarity initiative, calculation of pay spread sheet that will be added to employee (bus drivers) pay checks in an effort to provide explanation of pay check to employee, including any additional runs outside of their regular contract, with a 3-2 vote.

The board discussed bus operators as 30-hour week employees.

On motion by Connie S. Riffle and seconded by Phyllis Hinterer, with Mike Holden voting in the negative, the board approved to review Policy Chapter 8.2.6., with a 4-1 vote.

Policy Chapter 8.2.6 states:

Driver's pay for Extracurricular Runs (Refer to WV Code 18A-4-8a. To be set at a minimum of fifteen (\$15.00) dollars per hour each, starting with the 2014/2015 school year and for this hourly rate to be revisited at least every other year to evaluate increment increases. The goal being to maintain an hourly rate that is at least an average calculation between the highest and lowest hourly rate paid to currently employed drivers.

Mike Holden wanted to state why he voted negative on the previous vote. "The reason I voted no, was not because of the money, it's about them wanting to get policy fixed and the hours."

James Flesher stated, *"This was very spiritedly asked for at our last meeting to be considered, Ms. Talkington talked about this in length, it's on our agenda for us to vote to look at it and we are going to do so."*

James Flesher stated that the board agreed tonight that Dr. Lewis will form a committee, including service personnel, to review policy.

Connie S. Riffle wanted to state her reason for voting on this item. *"The reason I voted on this was because this has been sitting out there for a couple of years now, this should've been addressed a long time ago, I apologize that, we did agree to address this issue and it's been up to a year now, next month. I do want to get a set date where this will be coming back in front of us, not another year from now. I want an expire date where this stuff is ready to come, not wait until next year."*

Mike Holden wanted to add to Ms. Riffle's statement. *"Just like Mr. Katz was saying in February, I think is very reasonable, I think under the circumstances that January and February we should, my goodness, be able to make our minds up by February."*

James Flesher commented that once the committee meets regarding the policy, the committee can give a report back to the board at our next meeting and give a timetable.

Paul Derico stated, *"Before I vote, I need two pieces of information. 1. I look at this as I would look at my own personal finances. How much is this going to cost?" 2. This would have to be determined after February 8th."*

On motion by Paul Derico and seconded by Phyllis Hinterer, the board adjourned at 7:47 p.m., with a 5-0 vote.