

***West Virginia School Board Association  
Conference '19 Program***

***September 13/14, 2019  
Town Center Marriott Hotel***

***West Virginia School Board Association  
2220 Washington Street, East, Suite 2, Charleston, WV 25311  
(304) 346.0571 / [www.wvsba.org](http://www.wvsba.org)***

**Agenda**  
**West Virginia School Board Association Conference '19**  
**September 13/14, 2019**  
**Charleston Town Center Marriott Hotel**  
**(Charleston)**



**Pre-Conference**

**Thursday, September 12, 2019**

7:00 p.m. Executive Board Meeting  
Cumberland-Appalachian Patrick H. Murphy (Berkeley), WVSBA President-Elect, presiding

**Friday, September 13, 2019**

11:00 a.m. Light Luncheon  
Foyers C-D

**Conference Sessions**

1:00 p.m. First General Session  
Grand Ballroom

**Presider / Introduction of Presenter**

Patrick H. Murphy (Berkeley), WVSBA President-Elect

- *County Board Accountability in an Era of Public Education Reform*

**Presenter**

- Steven L. Paine, Ed.D., West Virginia's 31st Superintendent of Schools

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- *A Primer on House Bill 206 Charter Schools Legislation*

**Presenters**

- Howard E. Seufer Jr., Esq. Partner Bowles Rice LLP (Charleston)
- Joshua A. Cottle, Esq., Associate Bowles Rice LLP (Charleston)
- The charter schools provisions of House Bill 206, the West Virginia Legislature’s 2019 public education reform bill, continue to invite prolonged, controversial debate. In this conference session, presenters will provide an overview of the charter schools legislation from the vantage of county boards, especially county board policy and implementation considerations. As stated in previous WVSBA communications, the state Board of Education is responsible for the development of most charter schools policies and guidelines. Information conference participants glean from this session can inform the efforts of the association’s charter schools legislative work group which will meet Saturday morning. This conference segment relates to county board implementation of the legislation – not the wisdom or lack thereof of the legislation per se.

2:15 p.m.  
Foyers C-D

Break

2:30 p.m.  
Grand Ballroom

Second General Session

**President**

Mr. Murphy

*Open Forum – County Board “Flexibility” Considerations*

- The Legislature’s Joint Committee on the Judiciary has requested county boards, through WVSBA, provide a

listing of possible areas of flexibility for consideration during the Joint Committee's legislative interim meetings. This program segment is devoted to securing flexibility suggestions from conference participants. An informal process will be utilized with conference participants working at with table groups to secure recommendations.

3:15 p.m.  
Grand Ballroom

Third General Session

**Presider**

- Mr. Murphy

**Introduction of presenter**

- Mr. Seufer

*Constitutional and Statutory Limitations Regarding Public Education Reform*

**Presenter**

- Joshua Weishart, J.D.,  
Professor, West Virginia University Law School
- Professor Weishart will discuss public education reform from both a constitutional and statutory perspective. Professor Weishart has emerged as a preeminent scholar of school reform in West Virginia. Professor Weishart explores school reform and related considerations in his [WV ED Law Blog](#)

4:15 p.m.

Dinner: Individual arrangements

7:00 p.m.  
Grand Ballroom

Fourth General Session

**Presider / Introduction of Presenter**

- Gus Penix, Ed.D., West Virginia School Board Association  
Financial Officer

- *Range: Why Generalists Triumph in a Specialized World*

#### Presenter

- David Epstein
- Author of *Range*, Mr. Epstein will discuss what has become an emerging consideration in the business, not-for-profit with implications for the public education sector: Given rapid changes in society does specialization (credentials based on degrees) best serve as a primary approach to effective organizational change or operations or is a generalist approach becoming preferable? If so, what are the limitations in terms of this notion and how does the idea fit into public education, given almost universal emphasis on expertise which is valued and certainly necessary? Perhaps surprisingly, many of the examples regarding specialists/generalists Mr. Epstein provides in his book relate to public schooling, in terms of curricular approaches and management.

9:00 p.m.

Adjournment



### **Saturday, September 14, 2019**

7:00 a.m.

Buffet Breakfast

Grand Ballroom

8:00 a.m.

WVSBA FY18 Delegate Assembly Meeting

Kanawha – Blue Ridge

9:00 a.m.

Breakout Sessions

**Introduction of Session**

- Ryan White (Kanawha), Esq., West Virginia School Board Association President

### **WVSBA House Bill 206 Breakout Sessions**

#### Cumberland-Appalachian

- Local School Improvement Councils (LSICs)/Innovation (and Policies / Policies to Promote School Board Effectiveness)
  - Work Group Leaders - Greg Prudich, Esq. (Mercer) / Torie Jackson, Ed.D. (Ritchie)
    - County Superintendent Resource Person: Kathy Hypes (Braxton)

#### Salons E-F

- Finances/Open Enrollment
  - Work Group Leaders – Dr. Penix (Nicholas) / Rick Olcott (Wood) / County Superintendent
    - Resource Person: Doug Lambert, Superintendent Grant County Schools

#### Salon A-D

- Charter Schools
  - Work Group Facilitator – Sarah Koegler (Ohio)  
**Via Conference Call**

Topics for work group feedback as prepared by

- Sarah Stewart, Government Affairs Counsel - Office of Legal Services / West Virginia Department of Education

County superintendents having experience with charter schools in Virginia and Florida

- Bondy Shay Gibson, Ed.D., Superintendent Jefferson County Schools
- Ryan S. Saxe, Superintendent Cabell County Schools

- Closing comments – Ms. Koegler, all

10:00 a.m.  
Grand Ballroom

Fifth General Session

**Presenter / Introduction of Presenter**

- Mr. White
- *Balanced Governance Solutions*

**Presenter**

- Thomas Alsbury, Ed.D., Professor of Educational Leadership at Northwest University (Kirkland / Seattle, Washington)
- Dr. Alsbury advised the state Board of Education's Commission on School Governance and Administration which issued its report in 2015. Although not formally adopted by the State Board, the entire report and report recommendations are being revisited by state Department of Education staff, especially those related to Balanced Governance in terms standards and characteristics of effective county boards. The renewed interest in the report also has arisen because of the Commission's emphasis on school board leadership in a time of change and the corollary emphasis on restructuring school administration particularly at the central office level to focus more closely on student academic progress. Dr. Alsbury will present some quite challenging considerations which, again, are being discussed at the state level because of persistent declines in student enrollment and a greater emphasis on local accountability for student progress.

11:15 a.m.

Adjournment





## Conference Particulars

- ◆ **Microphones.** Please use floor microphones when asking questions of respondents/panelists or making comments. Presiding officers reserve the right not to recognize persons who do not use microphones when asking questions or presenters and/or commenting on presentations.
- ◆ **Credit “Hours” Forms.** Please complete, returning the form to the Registration Desk.
- ◆ **General Conference Questions.** Inquire at the Conference Registration Desk or see members of the association staff or executive officers.
- ◆ **Menus. Friday Lunch:** Cured Ham Sandwich, Sliced Roasted Turkey Breast Sandwich, Roast Beef Sandwich, Waldorf Salad of Apples, Walnuts, Celery and Grapes, Potato Salad, Homemade Chips, Assorted Freshly Baked Cookies and Brownies, Blondie Bars, Freshly Brewed Coffee, Assorted Teas, Soft Drinks and Bottled Water. **Saturday Breakfast:** Scrambled Eggs, Bacon, Sausage Links, Potato Hash, Sliced Breakfast Breads, Muffins and Bagels, Sliced Seasonal Fruit, Orange Juice, Apple and Cranberry Juice, Freshly Brewed Starbucks Coffee, Decaffeinated Coffee and Assorted Teas.

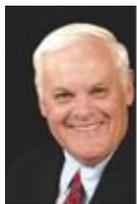


## W. Va. School Board Association Conference ‘19 Roster of Presenters

(In Order of Program Appearance)

The following persons are presenting, presiding or facilitating in various capacities during WVSBA Conference ‘19. All biographical information was provided by each individual listed. Some edits were made for style and other considerations.

### Roster of Presenters



**Patrick Murphy** is a twelve year member of the Berkeley County Board of Education. He was born in Elkins, WV, but grew up in Berkeley Springs and Martinsburg where he graduated from Martinsburg High in 1966. He enlisted and served honorably in the US Marine Corps (66-70) attaining the rank of sergeant. He graduated from Shepherd College with a bachelor’s degree in elementary education (75) on the GI bill. He worked as a teacher’s aide (73-75) and a classroom teacher in Berkeley County (75-00) and Jefferson County (00-05). Pat served in the WV House of Delegates (83-90) and upon the Berkeley County Commission (91-96). He serves his community as a volunteer photo instructor at the Martinsburg Boys/Girls Club (71-present), the Martin Luther King Jr Scholarship Committee, at the Martinsburg Veterans Administration Medical

Center, Berkeley County Association of Retired School Employees, AARP, and the Berkeley County chapter of the NAACP. Pat married his high school sweetheart, Beverly, almost fifty years ago, and they have two children, Tonya and Michael, along with four grandchildren.



**Dr. Steven L. Paine** is West Virginia's 31st Superintendent of Schools. He returned to that position in March 2017, after previously serving in the same capacity from 2005-2011. Under his leadership, West Virginia has been nationally recognized for its early childhood programs, child nutrition efforts, graduation rates and career technical education programs. Dr. Paine has a vision for developing the next generation of educational leaders and preparing today's students for tomorrow's workforce. His key priorities include increasing student achievement and utilizing data to inform school improvement. Dr. Paine has been active in national education policy discussions as president of the Council of Chief State School Officers; as a board member of the National Commission on Teaching and America's Future (NCTAF); and as a member of the National Assessment's Governing Board. In that capacity, he helped lead its work to set policy for the National Assessment of Educational Progress (NAEP), commonly known as The Nation's Report Card. Dr. Paine joined the West Virginia Department of Education in 2003 as deputy state superintendent of schools after serving as the superintendent of Morgan County Schools. He also served as principal, assistant principal, teacher and curriculum director in Upshur and Harrison counties. During his tenure as principal, Buckhannon-Upshur Middle School was named a U.S. Department of Education Blue Ribbon School and a U.S. Department of Education Safe, Disciplined, Drug-free School, one of approximately 10 schools in the nation to earn both awards. As a result of his work as a principal, he was named a recipient of the prestigious Milken Family Foundation National Educator Award. Paine earned his undergraduate degree from Fairmont State College, in Fairmont, W.Va. He furthered his education with a master's in educational administration, and a doctorate in educational leadership both from West Virginia University in Morgantown, W.Va.



**Howard Seufer** has dedicated his professional life to working with public school leaders, including the legislature's education committees, to solve public school problems and improve public education in compliance with state and federal school laws. A partner in the Bowles Rice law firm, Mr. Seufer has practiced in the area of education law for more than 35 years, serving all 55 of West Virginia's county boards of education, all eight of its regional education service agencies, the State Department of Education, West Virginia community colleges and other institutions of higher education. As counsel to the West Virginia School Board Association, he is West Virginia's liaison to the National Council of School Attorneys. Howard leads the Bowles Rice Education Law Group, which has been consistently listed as "Top Tier" in West Virginia Education Law by U.S. News & World Report's Best Law Firms since the publication's inception. In 2018, Best Lawyers in America recognized Howard for his work in West Virginia Education Law for the fifteenth consecutive year and Super Lawyers® recognized him as a "Top Rated Schools & Education Attorney" in West Virginia. In 2016, Howard was named Best Lawyers' Lawyer of the Year for Education Law in the metro area encompassing southern West Virginia. West Virginia Executive magazine recently honored

Howard among its 2018 class of "Sharp Shooters" -- leaders in the state who have a record of active participation in community service and philanthropic efforts. A trained facilitator, Howard is frequently engaged as a presenter and panelist on school law issues, emphasizing preventive legal advice and practical action steps for education leaders and administrators. He is an emeritus director and past chair of the nation's first statewide education fund, the Education Alliance. He also serves as chair of the Board of Governors of Southern West Virginia Community and Technical College and is vice chair of the West Virginia University Diversity Visiting Committee.



**Joshua A. Cottle**, a member of the Bowles Rice Energy Team, Josh focuses his practice in transactional and litigation matters that relate to the oil and gas industry. Specifically, his experience largely involves title curative work, including partition actions, missing or unknown heir petitions and complex leasing issues. His previous work as a certified coal miner gives him a unique perspective among energy lawyers. Josh frequently assists

Bowles Rice's Education Law Group on circuit court appeals and appeals before the Supreme Court of Appeals of West Virginia on behalf of education clients. He provides counsel regarding employee grievances, has advised the West Virginia School Board Association on the formation and operation of Educational Services Cooperatives, and has assisted Regional Education Service Agencies with the transition to Educational Services Cooperatives. In addition to his energy and education work, Josh has experience with eminent domain actions involving public utilities. He earned his law degree from the West Virginia University College of Law in 2014, where he was president of the Energy Law Society and a member of the Environmental Law Society. As a member of the school's Moot Court, he served as Chief Justice of the National Energy and Sustainability Moot Court Competition. Josh previously worked with the West Virginia Attorney General's Civil Rights Division and was selected for the Judith A. Herndon Legislative Fellows Program. He is a member of the firm's Recruiting Committee.



**Joshua Weishart** holds a joint appointment at the College of Law and the John D. Rockefeller IV School of Policy and Politics. His research is centered on education law and policy, particularly on the demands of educational equality and adequacy under the constitutional right to education. Weishart's scholarship has been published in leading academic law journals, including the *Stanford Law Review*, *Alabama Law Review*, and the *William & Mary Law Review*.

As part of his appointment in the Rockefeller School, he conducts policy research for the West Virginia Public Education Collaborative and administers the [WV ED Law Blog](#). Before joining the law faculty in 2012, Weishart was an associate at Severson & Werson, P.C. in San Francisco specializing in financial service litigation on a variety of consumer-related matters, including complex, nationwide class actions and appeals. He then served as a law clerk to the Honorable Robert B. King of the United States Court of Appeals for the Fourth Circuit. A Truman Scholar, Weishart earned a B.A. from West Virginia University, an M.Phil from the University of Cambridge (England), and a J.D. from the University of California, Berkeley School of Law.



**Gus Penix, Ed.D.**, retired with over 43 years of service in the public schools of West Virginia. He has served as a teacher, principal, district financial officer, superintendent of two school districts, director of a Regional Education Service Agency, and director of the West Virginia Board of Education's Office of Education Performance Audits (OEPA). During his recent tenure as director of the OEPA, Dr. Penix guided the state board of education in developing a new system for accrediting all schools and school systems in WV based on legislatively enacted performance expectations and state board of education adopted high quality standards. The high quality standards focus on the continuous improvement of culture, instruction, learning, and leadership for all public schools and county school districts in WV. In retirement, Dr. Penix continues his focus on improving education by serving as President of the Nicholas County Board of Education.



**David Epstein** the *New York Times* best-selling author and science writer has made it his mission to uncover the keys to achieving high performance in any domain, and to debunk popular myths along the way. His *New York Times* best-seller, *The Sports Gene*, took readers inside the surprising science of extraordinary athletic performance. (It has been translated in 21 languages, and was read by both President Barack Obama and former Secretary of State Condoleezza Rice.) In his latest book, the top ten *New York Times* and Amazon best-seller *Range: Why Generalists Triumph in a Specialized World*, Epstein examines the world's top performers, from professional athletes to artists, scientists, entrepreneurs and Nobel laureates. Named as one of Wharton professor Adam Grant's "New Leadership Books to Read in 2019," the *Washington Post's* "10 Leadership Books to Watch For," and selected for the JP Morgan Summer Reading List, *Range* has received rave reviews from the likes of Daniel Pink and Malcolm Gladwell, and best-selling author Susan Cain as well as praise from the *Wall Street Journal*, *New York Times* and NPR. Epstein brings bold new insights to business, education, technological innovation, healthcare and other industries on the best approach to career development. His conclusion: In most fields, especially those that are complex, unpredictable, and difficult to automate, generalists, not specialists, are primed to excel. Sharing fascinating examples from the career trajectories of Duke Ellington and Roger Federer to a preeminent CEO who took her first job around the age her peers were retiring, Epstein shows that at every stage of life, from the development of children in math, music and sports to students fresh out of college trying to find their way, to midcareer professionals in need of a change and would-be retirees looking for a new vocation after moving on from their previous one — generalists triumph as the world around them becomes increasingly specialized. Epstein has spoken on the science of high performance and novel uses (and misuses) of data on five continents, to organizations from NASA to the Pat Tillman Foundation and at a diverse array of events from the World Knowledge Forum in Seoul to the open-source software community's Hadoop Summit. In 2014, his main stage TED Talk was one of the 20 most viewed of the year and has since been viewed over twelve million times. It was recently touted by Bill Gates. Epstein's writing has appeared in numerous national and international publications, from *The New York Times* and *The Atlantic* to *National Geographic*. He was previously an investigative reporter at *ProPublica*, where his work ranged from an investigation into the DEA's complicated pursuit of Chapo Guzman's rivals, to a *This American Life* episode about a woman with muscular dystrophy who discovered that she shares a mutated gene with an Olympic medalist. A former *Sports Illustrated* senior writer, Epstein authored or co-authored several of their most high profile investigative pieces, including the 2009 revelation of Yankees third baseman Alex Rodriguez's steroid use. He has master's degrees in environmental science

and journalism from Columbia University, and was twice NCAA All-East as an 800-meter runner. Merging stories from the worlds of sports, business, medicine, and education, Epstein sheds light on the paths to peak performance. From how to best prepare for our specialized world to how to optimally incorporate AI into our workplaces, Epstein unpacks the science of success — leaving audiences with actionable takeaways to improve how they live, work, and prepare for the future.



**Ryan White** was elected to the board of education for a four year term beginning July 1, 2014. He is currently the President of the board. Ryan is also the current president elect of the School Board Association of West Virginia. He and his wife Kate have two boys, Jackson and Cameron. He runs a law firm with his father, Steve White and Mark Matkovich, known as White Law Offices, PLLC which is a boutique transactional firm that focuses on public finance law and government relations. Ryan's prior public service include serving as a law clerk to the Honorable Judge Joseph Robert Goodwin in 2005-2006, counsel to the West Virginia Senate Finance and Economic Development Committees in the 2009, 2010 and 2011 legislative session and serving on Governor Tomblin's Natural Gas Vehicle Task Force in 2012-2013. Ryan graduated from the University of Michigan with a BA in Political Science in 2001 and graduated from the West Virginia University College of Law with a J.D. in 2005. Ryan has been very active in the Kanawha Community serving as Co-Chair of Generation Charleston, President of the East End Community Association, as a board member of Kids Chance of West Virginia, and the Childhood Language Center.



**Gregory Prudich** is a member of the Mercer County Board of Education. He was first elected in 1998. He has served as its past-president for the 9 years and past vice-president for 4 years. Greg is the current executive board member of the WV School Board Association and is a past board member of the WV Secondary Schools Activities Commission. Greg is a native of Mercer County, graduating valedictorian from Montcalm High School. He graduated with Honors with a Bachelor of Arts Degree in Political Science from Concord University and attained his Doctor of Jurisprudence from South Texas College of Law in Houston, Texas in 1985. Greg has spent most of his adult life working on education issues and has been involved in many aspects of the local education system as a parent, citizen and board member. Prior to becoming a member of the local school board, Greg served on his local LSIC, the County PASS Committee, the County Safe Schools Committee, the County School to Work Committee, as well as various athletic and co-curricular booster clubs. Since being elected, he has given much attention to Technical Education, in adding new programs, in developing embedded credit and in working to further strengthen vocational technical education program. Greg has served on various boards and local entities, including CASE of Southern West Virginia, the Mercer County Fire Service Board, and the Southern Regional Community Corrections Board. One of his proudest associations is having guided the local Little League Baseball program to state prominence. He currently practices law at the Law Offices of Gregory S. Prudich, located in Princeton, WV. Greg resides in Princeton with his wife Penny. They have four wonderful children, one grandchild and have been married for 37 wonderful years.



**Torie Jackson** is president of the Ritchie County Board of Education. She is employed as Chair of the Humanities, Fine Arts and Social Sciences Division at WVU Parkersburg. She also serves as director of the Center for Teaching Excellence and as General Manager of WPKM 96.3FM, the college radio station. She believes in putting the education of students as the priority in all of her endeavors, including rebuilding an Early College program at WVU Parkersburg. She believes that students can achieve if provided both opportunity and support. She strives to make sure they have both.



**Kathy Hypes** is superintendent of the Braxton County Board of Education. Kathy previously was Senior Administrator for the Office of District & School Advancement and the Office of Federal Programs & School Improvement with the West Virginia Department of Education and served as the Executive Director for the Regional Education Service Agency 7. She also served as the Director of Student Services & Attendance for Nicholas County Schools, Principal and Teacher in Nicholas County. Kathy was Adjunct Professor in Education Psychology at Glenville State College. She obtained her BA Elementary Education at Fairmont State College, MA Education Administration at West Virginia University and MA Counseling at Marshall University WV Graduate College.



**Rick Olcott** is the current President of the Wood County Board of Education, Wood County Employee Retirement Board member, Morris Tippens Scholarship Committee member, and Past Presidents Council of the WVSBA. Past President – West Virginia School Boards Association, former member of the West Virginia School Board training standards committee, Governor’s OPEB Task Force, Past President - West Virginia Extension Board of Directors, and previous three-time elected member of the Wood County Board of Education including its President. Mr. Olcott recently ended a year and a half as a substitute teacher to resume a board of education role, and was a former High School tennis coach. Mr. Olcott possesses background in multiple bond and excess levies during his tenure as a school board member, and understands the importance of education as a backbone of our communities and society in general. Mr. Olcott retired from DuPont in 2016 following over 35 years as a manufacturing and global supply chain manager. His wife Cheryl of 39 years is a 19 year teacher at Parkersburg South High School and recently was awarded Wood County Teacher of the Year. They have two children Joshua and Jessica, and soon to be two grandchildren who reside in Florida and Washington DC respectfully. His key interest areas include church singing, tennis, and all aspects of education.



**Doug Lambert** is currently in his 15<sup>th</sup> year as a West Virginia Superintendent serving Pendleton and now Grant County Schools, WV. He received his BA from Fairmont (WV) State College and his MA in Educational Administration from West Virginia University. Mr. Lambert has served as Secretary/Treasurer, Vice-President, and President of the West Virginia Association of School Administrators (WVASA), culminating with his selection as the 2015 West Virginia Superintendent of the Year. He has also been the Legislative Chair for the

WVASA over the past 12 years and is a member of the Executive Committee. Doug's leadership in legislative matters led to the overhaul of the West Virginia School Aid Formula, which allows extra funds for counties that are sparsely populated. An FFA National American Farmer honoree, Mr. Lambert believes all children can achieve at a high level as supported by the counties he leads ranking in the top 15 academically achieving school districts in WV. He currently lives in Petersburg, WV with his recently retired wife Vickie (34 years teaching K-2), three children, and is the proud grandfather of Luke. He can be contacted at [dslamber@k12.wv.us](mailto:dslamber@k12.wv.us).



**Sarah Koegler** currently resides in Wheeling, WV, with her husband and three children. She is in her second term as a member of the Ohio County Board of Education. She is also involved with local education organizations and nonprofits as a volunteer facilitator and advisor around various strategic planning initiatives. Professionally, Sarah serves as a Senior Managing Director on the Human Assets team at Teach For America, where she supports senior leaders in the organization through individual and team coaching, strategic planning and goal-setting around people-related initiatives, and designing and facilitating leadership and manager development experiences. Originally from New York, Sarah graduated from James Madison University in 1997, and later received her MSW from San Francisco State University.



**Bondy Shaw Gibson, Ed.D.** Dr. Gibson's educational career spans more than twenty years as an educator and a facilitator of programs enhancing school systems throughout The Commonwealth of Virginia. She holds a Bachelor of Science in Psychology from Florida State University, a Master's degree in special education, and a doctorate in educational administration from Nova Southeastern University. Dr. Gibson's extensive community service as member and board member include: Henrico NAACP, interim education chair; Virginia Commonwealth University, autism for excellence board member; Leadership Historic Triangle, board of directors; Children's Behavioral Health Initiative, board of directors; Region II Technology Council, York Poquoson CPMT; Region Ten Board of Directors, Blue Ridge infant toddler council chair; Greene Community Policy and Management Team Chair, Thomas Jefferson Disabilities Board; Commonwealth Special Education Endorsement Program Board, member.



**Ryan S. Saxe** is pleased to be serving as Cabell County Schools Superintendent of Schools. His term officially began July 1, 2017. Mr. Saxe formerly served as the Executive Director of Curriculum and Professional Learning for the School District of Manatee County. In this role, Mr. Saxe provided executive-level leadership in the areas of Early Learning, K-12 Curriculum and Assessment, Media Services, Textbook Services and districtwide professional learning services. The Division is designed to support the work of teachers, administrators and support staff in meeting the learning needs of all 48,000 Manatee County students. Mr. Saxe has also served in the School District of Manatee County as Executive Director of Secondary Schools where he was responsible for providing support and

leadership for 17 middle and high schools. Prior to his work in Florida, Mr. Saxe worked for the Office of School Improvement at the West Virginia Department of Education where he assisted low performing schools in nine school districts. In addition, he has served in several school-level roles such as principal and Career and Technical Education (CTE) director of a comprehensive high school, a principal of a PK-8 school, an assistant principal of a high school, and as an agriculture education teacher and Future Farmers of America (FFA) advisor. Before leaving the classroom, he earned the distinction of District Teacher of the Year, West Virginia State Agriculture Teacher of the Year, and West Virginia State Agriculture Program of the Year. Mr. Saxe has earned his Associate of Science Degree from The Ohio State University, a Bachelor of Science in Agriculture and Environmental Education from West Virginia University, a Master of Arts in Educational Leadership from Marshall University, an Education Specialist Degree in Educational Leadership from Liberty University, and is actively completing coursework towards a doctorate.



**Thomas L. Alsbury** is founder and president of Balanced Governance Solutions and served for 16 years as a Professor of Educational Leadership at Iowa State, North Carolina State and Seattle Pacific Universities. He served 18 years as a former high school science teacher, principal, and district administrator and for 8 years as Director of the national UCEA Center for Research on the Superintendency and District Governance. He is currently professor and director of the educational leadership program at Northwest University. Dr. Alsbury is listed as the foremost expert on school governance by the Associated Press and has consulted, trained, and evaluated boards on school governance issues in 12 countries and across the United States. He has over 50 publications on school board and superintendent research. His book “The future of school board governance: Relevance and revelation” earned Dr. Alsbury the UCEA Culbertson Award. His 2015 book by Harvard Press entitled *Improving local school board governance: A Balanced Governance approach* introduces Dr. Alsbury’s Balanced Governance™ model. The Balanced Governance™ model is unique amongst school governance models, in that it is developed from 50 years of research on exemplary school boards and the findings from two recent national studies of school board members. The new Balanced Governance™ model is being adopted by both small and large school districts and gaining popularity as a Model that best balances the role of the Board Member and Superintendent in our current educational climate.





## **West Virginia School Board Association Conference '19 Exhibitors**



ABM has helped schools identify capital within their existing budget to provide an updated infrastructure as well as an enhanced educational environment - All without increasing tax burden on the constituents.

Representative(s): Kyra Sarver, Account Executive  
Tyler Nichols, Account Executive



Air Mechanical Solutions provides precision climate control solutions with a customer focused approach.

We've been privileged to serve West Virginia schools for many years providing an innovative approach to classroom climate control as the Bard HVAC Specialist. Together we've created healthy and comfortable classrooms that are affordable with Climate Control Systems specifically designed and engineered for the Classroom. To better serve you we recently expanded our product line with United CoolAir, Delta Cooling Towers, Hydro-Temp, GeoComfort, Reznor and most recently Fujitsu to climatize your schools with Self-Contained Indoor Solutions; Geothermal Heating, Cooling, Hot Water, and Outside Air Solutions; and Cooling Towers and Packaged Cooling Systems. We believe our well-rounded product line provides customers with innovative approaches to their HVAC needs.

Representative(s): Matt Long, Sales Engineer



**ATC CORP** has over 70 years of experience in the construction, maintenance, and renovation of sports surfaces in the Mid-Atlantic region. In addition to surfacing systems, we offer a full range of accessories such as nets, net posts, windscreens, basketball

backboards, rims, etc. We are committed to solving the surfacing problems of our clients in the most effective and cost efficient manner, while maintaining a high level of quality and customer service. Our innovation and dedication has brought us to the forefront of construction and refurbishment technologies.

Representative(s): Adam Johnson, Territory Manager



**Bray & Oakley Insurance Agency, Inc.** is a full service independent insurance agency offering all lines of business coverage as well as health, life and auto. We have served the citizens of West Virginia since 1920 and have developed strong relationships with national insurance carriers, regional insurance markets and our clients. Our clients are individuals and businesses across all industry sectors. However our expertise lies in the public entities and education. We offer specialized services

pertaining to loss control assessment, claims management, safety culture implementation and experience modification analysis that will help improve the marketability of your insurance program. We offer the advantage of having an agent work on your behalf with the common goal of reducing claims costs and insurance premiums. We have an amazing team of local insurance professionals who want to provide you with the broadest, most comprehensive representation in the marketplace, aggressive claims management, return-to-work support, risk management services and an advocate who is always on your side.

Representative(s): Michael P. Winter, MBA, AAI (Vice President)  
Ted Tomblin, Senior Producer  
Amy Blevins, Claims Adjuster/Claims Advocate



**CMTA Energy Solutions** is a division of CMTA that is dedicated to Guaranteed Energy Savings through Performance Contracting and Zero Energy Design. CMTA is inherently different from a typical Energy Services

Company (ESCO) in that our whole philosophy is grounded in years of designing facilities from the ground up. This allows us to take a holistic approach to each building. Our core mission is to deliver maintenance friendly, energy efficient facilities that enhance the learning environment. The firm was founded in 1968 and has completed education and health care projects throughout West Virginia. Visit us at [www.cmta.com](http://www.cmta.com)

Representative(s): John Bradshaw, Business Development Director



**ENERGY SYSTEMS GROUP® (ESG)** is a leading energy services provider that specializes in energy efficiency, sustainability, and infrastructure improvement solutions. Since 1994, ESG has been helping K-12 schools overcome the challenges of aging infrastructure and rising operational and energy costs by providing turnkey, budget-neutral solutions that directly enhance the quality and safety of learning environments. Through its core business of energy performance

contracting, ESG helps West Virginia schools install new energy efficient building systems, where guaranteed savings from operation budgets finance the capital improvements. From the initial energy audit through long-term measurement and verification of project savings, the ESG team will design and implement solutions that fit the needs of your school and result in significant energy cost savings and environmental and educational benefits. To learn more, contact Audra Blackwell, [ablackwell@esg.email](mailto:ablackwell@esg.email) or visit [energysystemsgroup.com](http://energysystemsgroup.com).

Representative(s): Audra Blackwell, ESG Business Development Manager – West Virginia

*Eastern Panhandle  
Instructional Cooperative*



EPIC provides adolescent health, public service training, birth to three, head start, human resources – hiring, substitute teacher classes, IT support, adult education/SPOKES and systems engineer services.

Representative(s): Sherry Barnett, EPIC Administrator



Kiefer USA is a family-owned company with a history steeped in tradition. We pride ourselves on being the industry leader in the supply and installation of quality athletic surfaces. Kiefer USA offers a complete range of products for the educational and municipal marketplace including fieldhouse, track and field, artificial turf, gymnasium, weight room, health club, and locker room applications. We are proud to exclusively represent the finest manufacturers in their respective fields. Our installation crews are among the most experienced in the industry and pride themselves with top quality workmanship. For more information please visit [www.kieferusa.com](http://www.kieferusa.com), call 800-322-5448 or find us on Twitter, Linked In, Instagram or Facebook.

Representative(s): Phil Rickaby, Regional Manager



McKinley Architecture and Engineering is a full-service architectural and engineering firm that was founded in 1981. With offices in Wheeling and Charleston, WV, as well as Pittsburgh, PA, we support a professional staff of Architects, Engineers, an Accredited Learning Environment Planner, a Recognized Educational Facility Planner, LEED Accredited Professionals specializing in Building

Design and Construction, a Historic Preservation Specialist, a Qualified Commissioning Process Provider, and Construction Administrators. Not only have we won multiple State awards and recognitions for our educational design, we have also won many National awards and recognitions.

Representative(s): Ernest Dellatorre, President



**OWPR Architects and Engineers** is a full service architectural and engineering firm specializing in educational design.

Representative(s): Randy Jones, CEO, Architect  
Blair Frier, Architect  
Allegra Enochs, Architectural Designer



**Williamson Shriver Architects, Inc.** is an award-winning, multi-disciplinary design firm located in Charleston, WV. Established on the success of educational facility design, we have completed well over 400 educational facility designs throughout West Virginia throughout our thirty-four year history. We have considerable experience working within the parameters of the WV School Building Authority guidelines and a thorough understanding of WV State Board of Education Policy 6200 requirements for school facility design. Williamson Shriver Architects' begins our services with a thoughtful analysis of our client's needs, and how their goals can be achieved through improvements in the built environment. We incorporate inclusive, participatory planning and design strategies that encourage input from building users throughout the process, thereby assuring that our functional and distinctive buildings reflect the vision of our clients and the spirit of our communities.

Representative(s): Ted A. Shriver, Architect / President  
Greg Martin, Architect



**WVSTO** - The 457 Retirement Plus is a supplemental retirement plan offered to all State Agencies and Boards of Education and Municipalities that adopt the plan. It offers participants the opportunity to prepare for retirement. Empower Retirement is the record keeper for the plan and they are number one in the Government Market. Participants can sign up for the Plan for as little as \$10.00 per pay period.

Representative(s): Joy Stowers, 457 Administrative Assistant  
Andrew Wyne, Empower Financial Advisor



**ZMM Architects & Engineers** is an integrated award-winning design firm providing professional services throughout the Mountain State. Educational facility planning and design is the foundation of ZMM, and since our founding in 1959 we have provided design services on more than two hundred and fifty schools throughout the state. This experience has led our full service architectural and engineering team to develop a thorough understanding of the educational programming, planning, and design challenges (and opportunities) unique to West Virginia. ZMM has a history of providing high quality design services on educational projects in West Virginia. In fact, ZMM has been recognized with sixteen statewide design awards in the past decade by the West Virginia Chapter of the American Institute of Architects – recognition of a commitment to design quality that is unrivaled in West Virginia.

Representative(s): Adam Krason, AIA, LEED-AP, ALEP, Architect & Principal  
David Ferguson AIA, REFP, Architect & Principal

