

**MINUTES OF A MEETING OF THE SCHOOL BOARD
CITY OF CHESAPEAKE, VIRGINIA
May 11, 2017**

A meeting of the School Board of the City of Chesapeake, Virginia, was held on Thursday, May 11, 2017, at 5 p.m. in the Board Room of the School Administration Building. Mr. C. Jeff Bunn, Chairman, presided.

The Call to Order

Mr. Bunn called the meeting to order. He welcomed visitors to the meeting and informed them that a printed agenda for the meeting was available.

Roll Call

Dr. Jean Infantino called the roll and recorded attendance as follows:

Present: Mr. Samuel L. Boone, Jr.
 Mrs. Colleen C. Leary
 Mr. Thomas L. Mercer, Sr.
 Mr. Harry A. Murphy
 Mrs. Christie New Craig
 Mr. Louis J. Tayon, Jr.
 Mr. Michael J. Woods
 Mrs. Victoria L. Proffitt, Vice Chairman
 Mr. C. Jeff Bunn, Chairman

Also present were Dr. James T. Roberts, Superintendent; Dr. Jacqueline C. Miller, Assistant Superintendent for Student Services; Dr. Anita B. James, Assistant Superintendent for Curriculum and Instruction; Ms. Victoria Lucente, Assistant Superintendent for Budget and Finance; Ms. J. Paige Stutz, Assistant Superintendent for Operations; Dr. Alan L. Vaughan, Assistant Superintendent for Human Resources and School Services; Dr. Jean A. Infantino, Executive Director of Administrative Services/Clerk of the Board; Mr. Robert J. Barry, Attorney; and Mrs. Brenda A. Turbeville, Deputy Clerk of the Board.

Adoption of the Agenda

Dr. Roberts had no amendments to the agenda, but said he would need a closed session for three pupil matters, two personnel matters, one contractual matter, and three personnel appointments. Mr. Murphy moved to approve the agenda as presented. Mrs. Proffitt seconded the motion, which passed with all members voting in favor of the motion.

Closed Session

Mr. Bunn asked Mr. Barry to prepare the language for the Board to go into closed session. Mr. Barry stated that the motion should read as follows:

“The Board should convene in closed session pursuant to Section 2.2-3711 of the Code of Virginia, for consideration of three pupil matters, five personnel matters, three of which involve appointments, and one contractual matter, the disclosure of which in public session may adversely affect the negotiating position of the School Division.”

Mr. Murphy moved that the Board go into closed session as provided in the Code of Virginia. The motion was seconded by Mrs. Proffitt and approved, with all Board members voting yes.

Reconvene in Open Meeting

The meeting reconvened in open session. Mrs. Proffitt moved the record show that the only items discussed in the closed meeting were those specifically cited in the motion to convene into closed session. Mr. Murphy seconded the motion, which passed with all Board members voting in favor of the motion.

Items Resulting from Closed Session

The Superintendent recommended the expulsion of Student #1 and Student #2. Mrs. New Craig moved to approve the recommendation. The motion was seconded by Mr. Murphy and passed with all Board members voting in favor of the motion. The Superintendent recommended the expulsion of Student #1 and Student #2 under the conditions discussed. The motion was made by Mrs. New Craig and seconded by Mrs. Proffitt. The motion failed with a vote of 3-6, with Mr. Bunn, Mrs. Proffitt, and Mrs. New Craig voting in favor of the motion, and Mr. Boone, Mrs. Leary, Mr. Mercer, Mr. Murphy, Mr. Tayon, and Mr. Woods voting against the motion. The Superintendent recommended the expulsion of Student #3 under the conditions discussed. The motion was made by Mrs. Proffitt and seconded by Mr. Murphy. The motion passed with a vote of 9-0.

The Superintendent recommended the appointment of the following effective July 1, 2017.

1. **Dr. Donna H. Weingand**, from Assistant Principal, Great Bridge High School, to Principal, Southeastern Elementary School.
2. **Dr. Barry C. Brown**, from Interim Principal, Deep Creek Elementary School, to Principal, Deep Creek Elementary School.
3. **Dr. Cassandra C. Brooks**, from Student Enrollment Analyst, School Administration Building, to Supervisor of Student Enrollment, School Administration Building.

Mrs. Leary moved to approve the recommended appointments. The motion was seconded by Mrs. Proffitt and passed with all Board members voting in favor of the motion.

Mrs. Proffitt moved to accept the Hearing Officer's recommendation on the grievance for Personnel Matter Number 1. The motion was seconded by Mr. Mercer, and passed with all Board members voting in favor of the motion.

Mrs. Proffitt moved to accept the Hearing Officer's recommendation on the grievance for Personnel Matter Number 2. The motion was seconded by Mr. Mercer, and passed with all Board members voting in favor of the motion.

Invocation

Reverend David L. Libengood, Immanuel Baptist Church, gave the invocation.

Pledge of Allegiance to the Flag

Sean O'Keefe, a fifth grader at Hickory Elementary School, led the Pledge of Allegiance to the Flag.

Clerk's Items

Memorial Resolution for Mrs. Kasie Theresa DeMarco: Dr. Infantino advised a Memorial Resolution honoring the life and service of Mrs. Kasie Theresa DeMarco had been prepared. Mrs. DeMarco was employed as a kindergarten teacher at Thurgood Marshall Elementary School for three years. Mrs. Karen Lopez, Principal of Thurgood Marshall Elementary School, gave opening comments. Mrs. Lopez recognized Mrs. DeMarco's family and the faculty and staff of Thurgood Marshall Elementary School who were attending.

**RESOLUTION
HONORING THE LIFE AND MEMORY OF
MRS. KASIE THERESA DEMARCO**

BE IT KNOWN TO ALL PERSONS that we, the members of the Chesapeake School Board, here assembled on this eleventh day of May 2017, do hereby pay tribute to the life and memory of Mrs. Kasie Theresa DeMarco;

WHEREAS, Mrs. DeMarco graduated from Old Dominion University in 2011 with a bachelor's in interdisciplinary studies, then continued her education at Old Dominion University where in 2012 she received a master's degree in elementary education, PreK-6th grade and spent her last three years employed by Chesapeake Public Schools as a kindergarten teacher at Thurgood Marshall Elementary School, where she served the children, their parents, and others with distinction and honor in this position of educational leadership; and

WHEREAS, she dearly loved her students, had faith in each of them and their talents, and was always willing to assist those who needed help, as evidenced by her devotion to her students' success;

WHEREAS, she was highly esteemed by her colleagues, students, and friends as an invaluable asset to the school system and to the community; and will always be remembered by them for her gentleness, smile, special gift of making everyone feel important, her love for all children, and her love of learning now therefore,

BE IT RESOLVED, that we, the members of the School Board of the city of Chesapeake, do gratefully acknowledge her service to the school system and extend to her family our heartfelt sympathy at her passing.

BE IT FURTHER RESOLVED that a copy of this Resolution be made a part of the minutes of this date and the original presented to her family as evidence of our esteem and reverence for the memory of Mrs. Kasie Theresa DeMarco.

Attest:

C. Jeff Bunn, Chairman
Victoria L. Proffitt, Vice Chairman
Samuel L. Boone, Jr.
Colleen C. Leary
Thomas L. Mercer, Sr.
Harry A. Murphy
Christie New Craig
Louis J. Tayon, Jr.
Michael J. Woods

James T. Roberts, Superintendent
Jean A. Infantino, Clerk

At the conclusion of the reading of the resolution, Mrs. Proffitt moved for adoption. The motion was seconded by Mr. Tayon with all Board members voting in favor of adoption.

Memorial Resolution for Mrs. Judith Anne Hill: Dr. Infantino advised a Memorial Resolution honoring the life and service of Mrs. Judith Anne Hill had been prepared. Mrs. Hill was employed with Chesapeake Public Schools as a human resources technician for thirty years. Dr. Sherry Wilson, Director of Human Resources, gave opening comments. She introduced Mrs. Hill's family and those attending from the Department of Human Resources.

**RESOLUTION
HONORING THE LIFE AND MEMORY OF
MRS. JUDITH ANNE HILL**

BE IT KNOWN TO ALL PERSONS that we, the Members of the Chesapeake School Board, here assembled on this eleventh day of May 2017, do hereby pay tribute to the life and memory of Mrs. Judith Anne Hill.

WHEREAS, Mrs. Hill was employed as an human resource technician for thirty years in the Department of Human Resources at the School Administration Building; and

WHEREAS, during that time she performed all of her responsibilities with a spirit of teamwork, dedication, and commitment; her degree of expertise and professionalism and outstanding work ethic were an asset to both the Department of Human Resources and Chesapeake Public Schools; and

WHEREAS, she was highly esteemed by her colleagues and friends, and was recognized by them as an invaluable asset to the school system and to the community; now therefore,

BE IT RESOLVED, that we, the Members of the School Board of the city of Chesapeake, do gratefully acknowledge her service to the school system and extend to her family our heartfelt sympathy at her passing.

BE IT FURTHER RESOLVED that a copy of this Resolution be made a part of the minutes of this date and the original presented to her family as evidence of our esteem and reverence for the memory of Mrs. Judith Anne Hill.

Attest:

C. Jeff Bunn, Chairman
Victoria L. Proffitt, Vice Chairman
Samuel L. Boone, Jr.
Colleen C. Leary
Thomas L. Mercer, Sr.
Harry A. Murphy
Christie New Craig
Louis J. Tayon, Jr.
Michael J. Woods

James T. Roberts, Superintendent
Jean A. Infantino, Clerk

At the conclusion of the reading of the resolution, Mrs. Proffitt moved for adoption. The motion was seconded by Mr. Mercer with all Board members voting in favor of adoption.

Hearing of Citizens

Debby Atwood, 704 Waterstock Court, Chesapeake, VA 23322 spoke regarding employee health care benefits.

Unfinished Business

Health Insurance Recommendation: Dr. Roberts said the long-term goals regarding health insurance are to keep a high-value benefits package and manage the sustainability of the benefits package for current employees as well as Pre and Post-65 retirees. Dr. Roberts presented the options for 2017-2018. During the presentation, Board members asked questions and discussed points of interest. The Superintendent recommended the Division utilize \$1,311,509 as follows: \$564,982 to alleviate the 17/18 Operating Budget revenue shortfall, \$240,000 for the maintenance and repair of school buses, \$240,000 for building maintenance and repair, \$212,527 for replacement furniture, and \$54,000 for the double wellness credit for eligible employees. His recommendation also included health insurance premiums from Option 2 as presented, adding an HMO Open Access Plan, allowing enrollment into HMO, HMO OA, or PPO plans for current employees, offering only an HMO plan to employees hired after July 1, 2017, and a wellness credit of \$300 per year for employees and retirees who participated in Biometrics and the Health Risk Assessment. Eligible employees will receive the wellness credit via payroll, and eligible retirees will be paid directly in March and September. The Superintendent's recommendation included the following proposals for 2018-2019: adding a high deductible health plan, closing the PPO plan to new enrollments, and instituting a spousal surcharge of \$500/year (\$25/pay period for 10 months) for employees' spouses eligible to be insured by their own employers.

Mr. Murphy moved to approve the recommendation by the Superintendent regarding the use of the 2015-2016 reversion, items related to health care premiums for 17/18 and 18/19, including the health care premiums for Pre and Post-65 retirees discussed at a previous meeting. The motion was seconded by Mrs. New Craig. After a discussion by Board members, the motion passed with a vote of 6-3, with Mr. Boone, Mr. Bunn, Mr. Murphy, Mrs. New Craig, Mr. Tayon, and Mr. Woods voting in favor of the motion, and Mrs. Leary, Mr. Mercer, and Mrs. Proffitt voting against the motion.

New Business

None

Consent Agenda

The chairman requested approval of the consent agenda. Items included the following:

- A. Approval of the Minutes of the Previous Meeting
- B. Bids
- C. Religious Exemptions from Compulsory Attendance
- D. Department of Human Resources – Personnel Report

Mr. Murphy moved to approve the Consent Agenda and the motion was seconded by Mr. Woods. The motion passed with all Board members voting in favor of the motion.

Superintendent's Report

Announcements: The Superintendent made the following announcements.

1. The last meeting of the year for the Superintendent's Planning Council will be held May 18, 2017, at 7:30 a.m.
2. May 8-12, 2017, has been designated Custodial Appreciation Week. Dr. Roberts thanked the custodial staff for each of the buildings complementing them on the great job they do to keep the Division's buildings clean each and every day.
3. Dr. Vaughan announced Chesapeake Public Schools held its first Job Fair for non-teaching positions on Saturday, April 29, 2017, at Indian River High School from 10 a.m. to 2 p.m. Over 200 potential candidates showed up to apply for positions. Dr. Vaughan thanked the staff at Indian River High School for hosting the event and the staff at transportation, school nutrition services, custodial services, and information technology for making this Job Fair a success. He also thanked the staff of the Human Resources Department for their hard work during the Job Fair.

Instructional Presentation - School Improvement Update: A Memorandum of Understanding between Chesapeake Public Schools and the Virginia Department of Education (VDOE) requires the division provide monthly school improvement reports to the School Board. Dr. James provided an update on those schools that are in "Reconstituted" or "Denied Accreditation" status. The update included results of a meeting involving VDOE representatives, principals, and central office administrators. Dr. James said that according to a VDOE representative, a new accountability matrix is currently being developed. Dr. James reviewed the highlights, recommendations, and commendations of the VDOE representatives.

Proposed Revisions to School Board Regulations R 8-52 – Sick Leave – Payment for Sick Leave Upon Retirement: Dr. Vaughan said there is one change in the Regulations related to the calculation of sick leave days paid at the time of retirement. In the past 20 days of sick leave was calculated as one month. With the implementation of the new payroll system, time can now be calculated more accurately using the

employee's daily rate of pay for the number of days, thereby prompting the revision. While not changing the amount of the payout significantly, it is a more efficient method of calculating the amount of the payout. Changes to Regulations do not require School Board action.

Board Member Items

Mrs. Proffitt said the program, Every 15 Minutes, started today at Great Bridge High School. She said she thinks the program is very effective and thanked all the stakeholders for allowing students to participate in the program.

Mr. Boone said he visited N. C. State on April 1 to visit former student Justin Chase. Mr. Boone said he provided lunch for teachers at Thurgood Marshall Elementary School during Teacher Appreciation Week. He thanked A. J. Gators on Cedar Road for helping him sponsor the lunch for the teachers. On May 16 Mr. Boone said he will be at the Chic-fil-A at Edinburgh from 6 p.m. to 8 p.m. for Kids Night Out. Mr. Boone said he will host his first car and truck show at the Grassfield Applebees on June 16 from 10 a.m. to 2 p.m. as a fundraiser for MS.

Mr. Mercer said he and Mr. Tayon visited schools today. Mr. Mercer said Mr. Tayon visited Treacle Elementary School by himself, and then Mr. Mercer joined Mr. Tayon to visit G. W. Carver Intermediate School, Truitt Intermediate School, and Rena B. Wright Primary School. He thanked all of the schools for their hospitality.

Mr. Bunn wished a Happy Birthday to Ms. Lucente, Ms. Stutz, Mr. Barry, and Mr. Tayon.

Adjournment

The meeting was adjourned at 7:27 p.m.

Jean A. Infantino, Ed.D., Clerk

C. Jeff Bunn, Chairman