A meeting of the School Board of the City of Chesapeake, Virginia, was held on Monday, May 14, 2018, at 5:15 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. Darlene Gorman, 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 one personnel matter and the chair has one personnel matter. 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 two personnel matters, one of which is requested by the chair.

Mr. Murphy moved that the Board go into closed session as provided in the Code of Virginia. The motion was seconded by Mrs. New Craig 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 appointment of the following individuals effective July 1, 2018:

1. **Mrs. Sonya L. Beasley**, Principal, Southwestern Elementary School, to Principal, Western Branch Primary School

2. **Mr. Thomas P. Moyer**, from Principal, B. M. Williams Primary School, to Principal, Southwestern Elementary School

3. **Mrs. Brighid M. Gates**, from Assistant Principal, B. M. Williams Primary School, to Principal, B. M. Williams Primary School

4. **Dr. Tonita G. Joyner**, from Assistant Principal, Oscar Smith Middle School, to Principal, Crestwood Intermediate School

5. **Mrs. Leslie S. Russell**, from Assistant Principal, G. W. Carver Intermediate School, to Principal, Portlock Primary School

6. **Mrs. Bridget C. Outlaw**, from Principal, Prince William County Schools, to Principal, E. W. Chittum Elementary School

7. **Mr. Robert A. Bolden II**, from Assistant Principal, Deep Creek High School, to Supervisor of Health, Physical Education, Drug Education and Family Life, Instructional Services Center
Mr. Murphy moved to approve the recommended appointments. The motion was seconded by Mrs. New Craig and passed with all Board members voting in favor of the motion.

Invocation

Executive Minister, Patrick M. Smith, Divine Baptist Church, gave the invocation.

Pledge of Allegiance to the Flag

Members of the AFJROTC from Great Bridge High School, led the Pledge of Allegiance to the Flag.

Recommendation for Appointment of Superintendent

Mrs. Leary moved that the Board hire Dr. Jared A. Cotton to the position of Superintendent to a four-year term beginning July 16, 2018, pursuant to the terms of the draft of the employment agreement prepared by the School Board Council of Chesapeake Public Schools. The motion was seconded by Mr. Tayon and passed with all Board members voting in favor of the motion. Mr. Bunn thanked all of the qualified candidates who applied for this position and expressed his heartfelt appreciation and thanks on behalf of the Board to Dr. Roberts.

Dr. Cotton addressed the Board and was honored to be chosen for this position as Superintendent of Chesapeake Public Schools. In order for Dr. Cotton to sign his employment agreement/contract, Mr. Bunn called for a five minute recess.

Clerk’s Items

Dr. Infantino introduced Mrs. Andrea Vail, Chesapeake Public Schools Educational Foundation and Records Management Administrator. Mrs. Vail informed the audience that the foundation was formed in 2005 and was the vision of Mr. Robert G. “Buddy” Bagley. Mrs. Vail introduced Mr. Steve Best, Chairman of the Chesapeake Educational Foundation, who presented a plaque to Mr. Bagley’s daughter, Ms. J. Page Bagley, principal of Deep Creek High School. This plaque recognized one of Chesapeake’s greatest sons, Mr. Robert G. “Buddy” Bagley, and will be housed in the planetarium.

Mr. Bunn congratulated Mr. Best for being elected to our city council and also acknowledged Patricia Y. King, MD, school board member elect, who was in the audience.
Dr. Infantino introduced Mr. Clint Damuth, president of Damuth Trane, along with Damuth associates, Mr. Roger Shull, director of energy business development; Mr. Mike Nifong, account executive; and Mr. Scott Kattwinkel, energy engineer. She also invited to the podium Mr. Michael N. Perez, principal of Grassfield High School; Mr. Mathew W. Fulford, assistant principal of Grassfield High School; Dr. John A. Bailey, director of School Plants; Ms. Joy Norfleet, administrative assistant at School Plants; Mr. John Karatsikis, conservation technician; and Mr. Robert Scott, supervisor of School Plants. Mr. Damuth presented a plaque to Mr. Mike Perez, principal of Grassfield High School, in recognition of obtaining the certification for Energy Star status. He thanked the School Plants’ energy team, Dr. Roberts, and Ms. Paige Stutz, for their efforts in reducing energy costs over the past two years. Mr. Damuth presented the EPA Energy Star Plaque to Dr. Bailey, director of School Plants.

**Hearing of Citizens**

Ms. Cara Greenwood, 819 Creekside Crescent, Chesapeake, VA 23320 spoke about the noise ordinance at Oscar Smith High School.

Mrs. Lindy Huber, 3200 Quinby Court, Chesapeake, VA 23323 spoke about the condition of the parking lot at Deep Creek High School.

Mrs. Epelle, 2625 Hemple Street, Chesapeake, VA 23324 spoke about the Chesapeake Alternative School.

**Unfinished Business**

**FY 18/19 Budget Update and Health Insurance Update:** Dr. Roberts reported the General Assembly reconvened in a special session but there is no information currently available regarding the budget status or budget proposals. He is hopeful a state budget will be passed by the next Board meeting on May 24, 2018.

Dr. Roberts gave an update on health insurance and revisited changing the enrollment period from May to October and beginning the plan year in January. A few of the advantages of a January plan year are the ability to align with other divisions/employers, delayed increases for retirees, and matching the plan year with the calendar year for out-of-pocket maximums. He made the following health insurance recommendations which would be effective January 1, 2019:

- Change the plan year to January
- Moderate design changes to benefit plans
- Extend Wellness Credit period to September 30, 2018
- Discontinue HMO POS Plan (current enrollees would move go HMO OA or HDHP (high-deductible health plan)
- Add HDHP/HSA plan with $1,500/$3,000 in-network deductibles for active employees
- Add an HMO OA plan for pre-65 retirees
• Add a $200/$400 deductible
• Increase PCP/Specialist co-payments to $25/$50
• Increase retail pharmacy copays: $20/$50/$100/10% (maximum of $200) and $100 drug deductible for Tier 2-4 drugs for all plans
  CPS Pharmacy co-pays would remain the same.
• Increase wellness credit from $300 to $400 to help offset increases and create more of an incentive to complete biometric screenings
• Spousal surcharge of $500/year for active employees (adopted last year)

Mr. Mercer thanked Dr. Roberts and asked if money would be front-end loaded to employees who enrolled into the HDHP (high-deductible health plan). Dr. Roberts said that the same contribution would be given to the “employee only” from school board plan that every other employee receives, which would be close to $1,000 per year in monthly installments as an incentive.

Dr. Roberts mentioned pre-65 rates increasing by 11.65 percent, therefore, Anthem was asked to provide a quote to offer a HMO OA (open access) plan for pre-65 retirees. However, unlike the PPO plan, a HMO OA for pre-65 retirees may not be portable out of state. He also compared plan dates beginning in October as opposed to January and reviewed the rate changes. He proposed plan designs to include a $200 (individual) and $400 (children/family) deductible, increasing PCP and specialists copays, increasing the wellness credit to help offset costs, and charge a spousal surcharge (adopted last year).

Mr. Mercer liked the January start date for the healthcare spending account because a new teacher could sign up for this option in October. Dr. Roberts asked Dr. Vaughan to ensure that during the orientation period for new teachers, newly hired teachers are made aware that biometric screenings must be completed prior to September 30 in order to receive the wellness credit. Mr. Tayon asked Dr. Roberts if the biometric screenings could be made part of the orientation process for new teachers entering the school division and Dr. Roberts agreed.

Mr. Mercer is hopeful more employees will participate in our flexible spending account as it is non-taxable and would save them money. This is another benefit savings that we offer to our employees and would also help with out-of-pocket expenses.

Dr. Roberts compared Chesapeake Public Schools contributions for benefit packages in October 2017 and January 2019. He also compared the proposed premium increases for the PPO plan. Mrs. New Craig stated that although there is an increase in premiums, employees can choose that premiums be deducted before taxes, which helps a little bit per paycheck. The superintendent also compared the remaining rates and plans and noted that the post-65 premiums are not available yet.

The superintendent did not think a state budget would be passed by the next Board meeting on May 24, 2018, but was moving forward for contracts to include a 3% pay increase.
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. Department of Human Resources – Personnel Report

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

Superintendent’s Report

The Superintendent made the following announcements:

1. The last meeting of the year for the Superintendent’s Planning Council will be held on Thursday, May 17, 2018, at 7:30 a.m. at Traditions in Las Gaviotas.
2. May 14-18, 2018, has been designated Custodial Appreciation Week. Dr. Roberts thanked custodians for all of their hard work at our schools and buildings throughout the division.
3. Dr. Roberts will speak at the Chesapeake Division of the Hampton Roads Chamber of Commerce on Wednesday, May 16, 2018, for a question and answer session.
4. He reminded Board members of the next School Board meeting on Thursday, May 24, due to the Memorial Day holiday.

Secondary Science Textbook Adoption: Dr. Sheli Porter gave a presentation regarding the adoption of new SOL science textbooks for earth science, biology, and chemistry. Materials under consideration for adoption have been on display for parents and interested citizens at designated locations throughout the city. The recommendations are Pearson Earth Science, Miller & Levine Biology, and Pearson Chemistry. If there are no objections, this item will be placed on the Consent Agenda for the May 24, 2018, Board meeting.
Board Member Items

Mr. Boone visited Greenbrier Primary School and expressed his appreciation for all of our teachers. He also spent career day at Hickory Elementary School on March 30, 2018, and enjoyed spending time with all of our students. On June 23, Mr. Boone will host the 2nd Annual A Cure for MS Car, Truck, and Motorcycle Show at the Grassfield Applebees from 10 a.m. to 2 p.m. Mrs. Katie Collett of WAVY-TV 10 will be in attendance. He will begin his new job as “custodian for a day” at Deep Creek Elementary School on June 7, 2018. He appreciates all the hard work our custodians do each and every day.

Mrs. Leary attended the retirement ceremony and enjoyed the celebration. She thanked all the retiring teachers for their loyalty, dedication, and hard work during their tenure at Chesapeake Public Schools. She reiterated how much she will miss Dr. Roberts and his expertise and wished him well in his retirement.

Mrs. Proffitt also wished Dr. Roberts well and congratulated him on his retirement. She welcomed Dr. Jared A. Cotton to Chesapeake Public Schools as our new superintendent. He recently won Superintendent of the Year for the state of Virginia.

Adjournment

The meeting was adjourned at 7:20 p.m.

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Jean A. Infantino, Ed.D., Clerk

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C. Jeff Bunn, Chairman