

**MINUTES OF A MEETING OF THE SCHOOL BOARD
CITY OF CHESAPEAKE, VIRGINIA
February 25, 2019**

A meeting of the School Board of the City of Chesapeake, Virginia, was held on Monday, February 25, 2019, at 4:30 p.m. in the Board Room of the School Administration Building. Ms. Victoria L. Proffitt, Chairman, presided.

The Call to Order

Ms. Proffitt called the meeting to order. She 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.
 Mr. C. Jeff Bunn
 Dr. Patricia Y. King
 Mr. Thomas L. Mercer, Sr.
 Mr. Harry A. Murphy
 Mrs. Christie New Craig
 Mr. Michael J. Woods
 Mrs. Colleen C. Leary, Vice Chairman
 Ms. Victoria L. Proffitt, Chairman

Also present were Dr. Jared A. Cotton, 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 N. Gorman, Deputy Clerk of the Board.

Adoption of the Agenda

Dr. Cotton had no amendments to the agenda but said he would need a closed session for student matters and one personnel matter. Mr. Murphy moved to approve the agenda as presented by the Superintendent. Mrs. Leary seconded the motion, which passed with all Board members present voting in favor of the motion.

Closed Session

Mrs. Proffitt 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 student matters and one personnel matter.”

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 present voting yes.

Reconvene in Open Meeting

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

Items Resulting from Closed Session

The Superintendent recommended the extended long-term suspension of Student #3 under the conditions discussed. Mr. Mercer moved to approve the recommendation. The motion was seconded by Mrs. New Craig and passed with a vote of 8-0 with Dr. Patricia King recusing herself. The Superintendent recommended the extended long-term suspensions of Students #1, #4, and #5 under the conditions discussed. Mrs. New Craig moved to approve the recommendation. The motion was seconded by Mrs. Leary and passed with all Board members present voting in favor of the motion. The Superintendent recommended the expulsion of Student #2 under the conditions discussed. Mr. Murphy moved to approve the recommendation. The motion was seconded by Mrs. New Craig and passed with all Board members voting in favor of the motion.

Moment of Silence/Pledge of Allegiance to the Flag

A moment of silence was observed, and Ms. Ariana Mendes, a third-grader at Norfolk Highlands Primary School, led the Pledge of Allegiance to the Flag.

Clerk's Items

Dr. Infantino recommended approval of the 2019 Virginia School Boards Association Business Honor Roll Resolution Honoring the Service of Hackworth Reprographics, Incorporated, for their continued support of our division. Mr. Bunn moved to adopt this resolution. The motion was seconded by Mrs. Leary and Mr. Murphy and approved by all Board members present voting in favor of the motion. A copy of the resolution is included on page 6264 in the minutes.

Public Hearing

Superintendent's Proposed Operating, Categorical, and Special Funds Budgets, 2019-2020: No citizens spoke on this topic.

Hearing of Citizens

Miss Maggie Mae Young, 1508 Skylark Court, Chesapeake, Virginia, spoke about school safety.

Mrs. Victoria Nichols, 1124 Mill Lake Quarter, Chesapeake, Virginia, spoke on a variety of topics.

Unfinished Business

Legislative Update: Dr. Infantino provided an update on the General Assembly's activities since our last update on February 11, 2019. She also reported action taken on many bills before the General Assembly during this session.

Highlights of all the bills were included in the School Board packet along with a complete legislative update from our lobbyists. Details regarding the final budget will be shared with Board members once the Superintendent's staff has had time to review the calculations.

Superintendent's Proposed Operating, Categorical, and Special Funds Budgets, 2019-2020 – Work Session: Dr. Cotton introduced Ms. Victoria Lucente, assistant superintendent for budget and finance, responded to inquiries from Board members during the February 11, 2019, Board meeting, provided an update on the General Assembly, and reviewed the next steps.

Ms. Lucente reviewed the language in the Senate's Compensation Proposal for clarification. She reported the cost to increase the hourly pay rate of bus drivers by \$1.00 per hour would be approximately \$512,000. She also reviewed the minimum hourly pay rate for bus drivers in Hampton Roads, along with previous and new transportation incentives from our division.

Mr. Mercer asked if the bus driver pay was an item included in the salary study and if the study would be completed prior to budget approval. Dr. Cotton confirmed it was included, but the study may not be complete until late April or May. However, he stated that his staff has been reviewing bus drivers' salaries and incentives for some time. Mr. Mercer was happy to see the hourly-rate compared to other divisions and the need for Chesapeake to increase the hourly rate of bus drivers.

Mr. Bunn asked if other divisions offered full-time benefits for bus drivers and bus aides. Ms. Lucente was aware that several other divisions have tiered hours to provide health benefits but will provide more information at the next Board meeting. Most of the other divisions provide VRS benefits.

Mrs. Leary also had the same question regarding other divisions providing health insurance benefits as we do.

Mr. Murphy stated he originally asked what the cost would be to increase the bus driver hourly rate and suggested a \$2.00 an hour raise for our drivers as we are behind other divisions in this area. He hopes City Council was made aware of this need.

Mr. Mercer asked if the new proposed incentives are being done by other divisions and are other divisions providing additional incentives we might not have thought of yet. He continues to receive calls from parents regarding buses that never arrive or arrive late to school. Dr. Cotton reiterated to the Board and general public that staff members meet on a regular basis with other representatives from our regional counterparts. All of these incentives are a result of powerful collaboration between the finance department, the transportation department, student services, and the department of human resources.

Mr. Mercer questioned whether bus drivers would rather receive a higher salary as opposed to additional incentives. Dr. Cotton admits this issue is a challenge and they continue to work hard to improve drivers' salaries and add additional incentives. The new incentives will be staggered in order to determine the success rate.

As Ms. Lucente continued to review future incentives for bus drivers, Mr. Woods clarified the abbreviation "FTE" which refers to full-time employees. Additional information is available in BoardDocs.

As requested previously by Mrs. Leary, Ms. Lucente reviewed the minimum hourly rate for nurses in Hampton Roads. Chesapeake ranked fifth out of the six divisions. These positions are included in the salary study. Mrs. Leary expressed her concern regarding the hourly pay of our nurses as they could work in other settings and make more money. She reminded everyone of the increased need for nurses. Their salaries need to be raised in order for us to be competitive with other divisions considering all our nurses do for our students.

Mr. Murphy asked how the hourly rate for nurses was calculated. Ms. Lucente stated the calculation was the straight hourly rate based on their contract.

Ms. Lucente stated the General Assembly completed the budget deliberations but detailed information is not available yet. She reviewed preliminary adjustments and guidance position ratios. She was hopeful additional details regarding the budget would be available at the March 11, 2019, Board meeting.

Mr. Murphy questioned if nurses received additional pay for longevity. Mrs. Lucente stated nurses move up on the pay scale like other Chesapeake Public Schools employees. He asked if the hourly rate of \$23.31 was the starting rate for nurses, which was confirmed by Ms. Lucente.

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

Mrs. Leary moved to approve the Consent Agenda and the motion was seconded by Mrs. New Craig. The motion passed with all Board members present voting in favor of the motion.

Monthly Financial Report

Ms. Lucente presented the interim financial report for the period ending January 2019. This report was provided in BoardDocs. Due to an unexpected Federal Impact Aid payment, the projected \$800,000 shortfall is now \$800,000 in excess revenue. She was hopeful that state revenues will also change from negative to positive once the details are available. Mr. Mercer confirmed with Ms. Lucente the Federal Impact Aid payments are recurring but unpredictable similar to lottery funding.

Superintendent's Report

The Superintendent made the following announcements:

1. As we continue to celebrate Black History Month during the month of February, we also celebrate Career and Technical Education Month, National School Counselors' Week (February 4-8, 2019), Crossing Guard Appreciation Day (February 13, 2019), and Digital Learning Day (February 28, 2019).
2. The Superintendent announced Hickory High School has also earned a Purple Star Designation (an award presented to military-friendly schools that have demonstrated a major commitment to students and families connected to our nation's military) in addition to Deep Creek High School announced at the previous Board meeting. He was happy to report all seven of our high schools are recognized as Purple Star Schools. He congratulated the Hickory Hawks.
3. Dr. Cotton reminded everyone that school calendar options are available on our website for review by employees and the community, along with the opportunity to participate in a calendar survey. The final recommendation to approve a 2019-2020 school calendar will be requested from the Board at the March 11, 2019, Board meeting.

Superintendent's Spotlight:

Dr. Cotton reviewed the following highlights happening in our division this month.

One of the ways Chesapeake Public Schools nurtures and grows leaders from within the division is through the Leadership Development and Exploration Academy (LEDA). Participants selected for LEDA are aspiring leaders who currently hold administrative endorsements. This academy provides participants the opportunity to collaborate, build trust, and support one another through sessions developed by current administrators. The most recent academy concluded this month, and the Superintendent is excited for the future of these aspiring administrators.

In an effort to retain the best and brightest new teachers and provide needed support, the Department of Human Resources recently hosted a "Pair and Share" session designed specifically for this group. The sessions offered new teachers the opportunity to reflect on their first year experiences, share resources, and collaborate with other new and veteran teachers.

Dr. Cotton was proud of the unique ways our teachers and students celebrated Black History Month. He visited several schools and admired the impressive artwork and creative displays. At Portlock Primary, students participated in a "Peace Parade" where they displayed their work on projects that focused on Dr. Martin Luther King's legacy.

Dr. Patricia Turner, a member of the Norfolk 17, visited with government students at Indian River High School and shared her experiences integrating Norfolk Public Schools. Students from all grade levels came together at Western Branch High School to perform in the sixth annual Black History Month program using the theme, "Black Migrations." Other special events around the city included a steel drum performance and multicultural discussion at Grassfield High School, a Black History Month talent show at Deep Creek High School, and a citywide step competition hosted at Great Bridge High School.

As part of their citywide SCA service project, all seven of our high school student council students met to construct and paint "Buddy Benches" for their feeder elementary schools. These benches were built to promote friendship and inclusiveness. He looks forward to seeing the same results at our elementary schools when benches are delivered this week.

The Superintendent was happy to report Hugo A. Owens Middle School, Western Branch Middle School, Grassfield High School, Hickory High School, and Oscar F. Smith High School were awarded the Virginia Student Councils Association Achievement Award. He congratulated these schools for this outstanding achievement and thanked students for their commitment to "Lighting the Fire" of leadership in their schools.

Plan – Alternative High School Program: Dr. Cotton introduced Dr. Miller, assistant superintendent for student services, who presented an update on the progress made in the development of an alternative high school program in Chesapeake. Dr. Penny Schultz, principal of the Chesapeake Alternative School, presented additional detailed information regarding the past, present, and future accomplishments and plans into making this alternative high school program a reality for September 2019.

Mr. Mercer confirmed with Ms. Lucente that some of the funding for this new high school would come from local funds we currently provide for homebound teachers. Ms. Lucente confirmed we would continue to receive state funds for medically homebound students.

Mrs. Leary expressed her amazement and appreciation at the amount of work already completed by so many people in an effort to make this high school a reality. She loved the idea of providing meals and transportation for these students and thanked all those involved who continue to work hard in the development of this program.

Mr. Bunn asked who would be teaching these students, teachers who currently work at the Chesapeake Alternative School. Dr. Miller stated job descriptions for these positions will be advertised and there will be a screening process for these positions. She has also notified teachers who currently teach our homebound students who may want to apply for these positions, as many of these students may be attending this new high school in the fall.

Mr. Boone would like this school to have a different name instead of using the word “alternative” as all of the other divisions have done. He does not want a negative connotation when referring to this school and hopes this will be discussed at a later date.

Ms. Proffitt thanked everyone for their hard work and was sure students will certainly benefit from it.

Plan – Full-Day Kindergarten: Dr. Cotton introduced Dr. Anita James, assistant superintendent for curriculum and instruction, who reviewed Chesapeake Public Schools’ plan regarding our full-day kindergarten program. Dr. James stated almost half of the kindergarten programs in Chesapeake still operate on a half-day schedule. However, in recent years, there has been a focused effort to provide full-day kindergarten programs in more of the division’s elementary and primary schools. Eventually, full-day programs will be available for all Chesapeake kindergartners. Plans and a timeline to realize this goal were presented to the Board. Additional details are available in BoardDocs.

2017-2018 Chesapeake Public Schools Audited Financial Report: A spokesperson from the firm of Cherry Bekaert gave a presentation regarding the June 2018 audited financial statements. She was happy they did not have any matters reported, and the division had an unmodified opinion.

Board Member Items

Mrs. Leary thanked Dr. Cotton and his staff for the plans presented during the meeting, and she is looking forward to hearing more about the STEAM project for elementary art students. She thanked everyone for their hard work and was happy to look forward and think outside of the box for creative ways to solve problems.

Mrs. New Craig reported during the General Assembly session 800 bills were filed in the Senate with over 350 bills sent to the Governor's office. The budget provides for a much deserved pay increase for our teachers. She was puzzled as to why Senator Cosgrove's bill (SB 1093), which would have allowed retired law enforcement officers to work forty hours instead of twenty-eight hours without affecting their VRS benefits, passed the Senate but was left to die in House Appropriations. Senator Cosgrove was not able to present this bill in committee. She urged the public to contact their state delegates considering the House formed a safety committee last year and thought, at the very least, this bill should have received a fair hearing on the House side.

Mr. Murphy asked if the dates and times of high school graduation were on a rotating schedule. Dr. James reported dates and times were rotated in years past but it was decided in order to allow families more consistency and planning time for guests to attend from out of town, a set schedule was developed a few years ago. He asked if the division could ensure we make parents and families aware of this change as the issue was brought up to him by a constituent who assumed graduations were on a rotating schedule. Dr. James stated the graduation schedule was available on our school calendar every year.

Ms. Proffitt extended belated birthday wishes to Mrs. New Craig.

Adjournment

The meeting was adjourned at 7:46 p.m.

Jean A. Infantino, Ed.D., Clerk

Victoria L. Proffitt, Chairman

**2019 VIRGINIA SCHOOL BOARDS ASSOCIATION
BUSINESS HONOR ROLL
RESOLUTION
HONORING THE SERVICE OF HACKWORTH REPROGRAPHICS,
INCORPORATED**

*WHEREAS, public schools and local businesses are an integral part of this community;
and*

WHEREAS, many local businesses play a crucial role in supporting our schools; and

*WHEREAS, the economic health of our community, state and nation depends on a
strong public school system; and*

*WHEREAS, collaboration between local public schools and local businesses strengthens
schools and the business community alike by providing a well- trained and highly-
educated workforce; and*

*WHEREAS, an excellent public school system is vital to the quality of life in this
community and fundamental to preserving a strong democratic society now and in
the future; therefore be it*

*RESOLVED, that the Chesapeake Public School Division School Board names Hackworth
Reprographics, Incorporated to the 2019 Virginia School Boards Association
Business Honor Roll, showing appreciation for the firm's ongoing support of this our
public schools. Hackworth Reprographics, Incorporated has aided this community
in focusing on the goal of providing the best public schools we can for every child
who attends them.*

Attest:

*Victoria L. Proffitt, Chairman
Colleen C. Leary, Vice Chairman
Samuel L. Boone, Jr.
C. Jeff Bunn
Patricia Y. King, M.D.
Thomas L. Mercer, Sr.
Harry A. Murphy
Christie New Craig
Michael J. Woods*

*Jared A. Cotton , Superintendent
Jean A. Infantino, Clerk of the Board*