

**MINUTES OF A MEETING OF THE SCHOOL BOARD
CITY OF CHESAPEAKE, VIRGINIA
December 9, 2019**

A meeting of the School Board of the City of Chesapeake, Virginia, was held on Monday, December 9, 2019, at 5 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, Chief Student Support Services Officer; Dr. Anita B. James, Chief Academic Officer; Ms. Victoria Lucente, Chief Financial Officer; Ms. J. Paige Stutz, Chief Operations Officer; Dr. Alan L. Vaughan, Chief Human Resources Officer; Dr. Jean A. Infantino, Chief of Staff/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 and personnel matters. Mrs. New Craig moved to adopt the agenda as presented. Mr. Boone seconded the motion, which passed with all members present voting in favor of the motion.

Closed Session

Ms. 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 and personnel matters.”

Mr. Murphy moved that the Board go into closed session as provided in the Code of Virginia. Mrs. New Craig seconded the motion, which passed 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. Mercer seconded the motion, which passed with all Board members voting in favor of the motion.

Items Resulting from Closed Session

The Superintendent recommended the extended long-term suspension of Student #1 under the conditions discussed. Mrs. New Craig moved to approve the Superintendent’s recommendation. The motion was seconded by Mr. Murphy and passed with all Board members present voting in favor of the motion. The Superintendent recommended the expulsion of Student #2 and Student #3. Mr. Murphy moved to approve the Superintendent’s recommendation. The motion was seconded by Mr. Bunn and passed with all Board members present voting in favor of the motion.

Invocation

Reverend Tommy P. Smith, Divine Baptist Church, gave the invocation.

Pledge of Allegiance to the Flag

Grace Kassouhin, a second grader at Rena B. Wright Primary School, led the Pledge of Allegiance to the Flag.

Awards and Recognitions

A Special Musical Presentation – Hickory Elementary School: First grade students from Hickory Elementary School, under the direction of their music teacher, Ms. Erin Pollard, performed a very special holiday musical presentation.

WHRO Presentation: Dr. Infantino introduced Mr. Bert Schmidt, President and CEO of WHRO, who made a presentation on the services offered by the Public Telecommunications Center.

Public Hearing

Superintendent's Proposed Capital Improvement Plan, 2020-2030: No citizens requested time to speak before the Board on this topic.

Hearing of Citizens

Ms. Vic Nichols, 1124 Mill Lake Quarter, Chesapeake, VA, 23320, spoke about career and technical education.

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

Information Agenda

Salary Study Presentation: Dr. Vaughan, chief human resources officer, reminded everyone of the salary study conducted by Evergreen Solutions, LLC. He cautioned everyone that preliminary figures from the Governor's budget will not be available until later this month. The presentation contained an update on the division's tentative plans which will be considered when we move into the budget planning process. Mr. Brad Brackins, a consultant from Evergreen Solutions, LLC shared highlights from the Compensation Study for Chesapeake Public Schools. This information is also available in BoardDocs.

Mr. Mercer questioned whether the areas considered in the average market range were for the Hampton Roads area. Mr. Brackins responded that the range was geographically close and within the state. Mr. Mercer felt this was a wide range and could include areas in northern Virginia, Roanoke, and the Tidewater area.

Some highlights of the study included about 150 classification title changes and proposals for a new bus driver hourly rate of \$14.68, a new minimum hourly rate for nurses of \$31.06, and a new minimum annual salary for teachers of \$47,250. All tentative rate increases would be subject to available funding and phased in over a multi-year period. Dr. Vaughan stated that at the appropriate time, this information will be shared with each employee group.

Mr. Mercer stated that if this study was fully implemented as referenced by Dr. Vaughan earlier, the estimated cost to implement these recommendations would be over \$30M. He felt it was a lot of money and wanted everyone to know that this estimate also included the cost of benefits. In reality, since we have such a wonderful benefit package at such a low cost to employees, potential employees would actually make more money because the cost of our benefits is lower than other divisions. Dr. Vaughan agreed and noted Dr. Sherry Wilson, director of human resources, provides this information to potential employees illustrating the low cost of our excellent benefit package. Mr. Brackins agreed as he received a lot of positive feedback from our employees during focus group meetings.

Mr. Brackins reviewed the next steps which included final report preparation, job description revisions, stipend/supplement recommendations, and providing Jobforce Manager software training to Human Resource staff.

Monthly Financial Report: Ms. Vicki Lucente, chief financial officer, reviewed the interim financial report for October 2019. She reviewed revenue and expenditures for October 2019, and stated the budget was proceeding as expected at this time.

Calendar Options for 2020-2021: Dr. Alan Vaughan, chief human resources officer, introduced Dr. Dalphine Joppy, director of professional and organizational development, who reviewed the two options for the 2020-2021 School Calendar. These options will be posted on the division's website for review by employees and citizens. In addition, an online calendar survey will be posted to solicit input prior to a final recommendation to the Board. Mrs. Leary liked the 10-day holiday break option and asked Dr. Cotton if the two extra days teachers would have to report back to school earlier in August could be used as unencumbered time. She recalled as a teacher needing time to prepare her classroom. Dr. Cotton stated one day was a "virtual" day where teachers could participate in professional development activities virtually on their own time. He agreed to continue the discussion if in fact that calendar option was chosen.

Construction Update: Ms. Paige Stutz, chief operations officer, reviewed current construction projects. She mentioned the original bid for improvements to the stadium and field houses at Deep Creek Middle School, Great Bridge Middle School, and Great Bridge High School were under budget. Therefore, she was able to increase the scope of work at each location. Mr. Woods asked if any demolition was going to take place at the Deep Creek High School stadium, and if so, could she ensure that any bricks that might have been purchased through a fundraising effort be kept intact. Ms. Stutz assured Mr. Woods that any dedication bricks would be preserved. Ms. Stutz stated that a field house would be constructed at Great Bridge High School and significant improvements would be made at the stadium located at Great Bridge Middle School including the construction of a new concession area and restrooms. After consulting with the athletic director and school principal, the decision was made to construct the new field house at Great Bridge High School due to the proximity of the middle school. Mr. Bunn asked Ms. Stutz to explain to the public the reasoning behind constructing the new field house at Great Bridge High School and not at the middle school. She noted after discussions with school personnel and administration, and the proximity of the high school to the middle school, constructing the field house at the high

school was a better option. She was hopeful these improvements would be completed by the start of the 2020-2021 school year.

Punch list items are being completed after hours at the new Great Bridge Primary School and demolition has begun at the old school site. Once demolition has been completed, the new bus loop will be constructed. The new design for E. W. Chittum Elementary School is well underway along with roof and partial HVAC replacements at three of our intermediate schools. Security vestibules are being designed for the remaining four high schools, other vestibule designs were completed over the summer. Mrs. Leary asked if space was the reasoning behind a two-story design for the new E. W. Chittum Elementary School. Ms. Stutz stated it was part of the reasoning because the old school could still be utilized while the new school is being constructed and baseball fields could also be kept intact.

Action Agenda

Superintendent's Proposed Capital Improvement Plan, 2020-2030: Dr. Cotton requested a motion to approve his Capital Improvement Plan. Mrs. Leary moved to approve the Superintendent's Proposed Capital Improvement Plan, 2020-2030. The motion was seconded by Mr. Woods and passed with all Board members present voting in favor of the motion.

Superintendent's Report

The superintendent announced it was Computer Science Week.

Superintendent's Spotlight Report

Last year, Deep Creek Middle School students won \$100,000 in technology enhancements for their school as a national winner in the **Samsung Solve for Tomorrow Contest**. Dr. Cotton shared that a new group of students from Deep Creek Middle School has again been recognized as a state finalist in the competition, along with a team of students from Great Bridge High School. These students were selected as two groups of the seven state finalists (groups) to move on to the next round of the competition. Congratulations to these students and their advisors.

Dr. Cotton has been extremely impressed with students he has met on his Superintendent's Student Voices Tour. The purpose of this initiative was for the Superintendent to meet with a diverse cross-section of students from all seven high schools to discuss key issues in education and receive their feedback on our district's continuous improvement efforts. Some of these students will also collaborate on innovative ideas to inform and support the implementation of our Empower 2025 initiatives. He has met with students from Oscar Smith High School, Grassfield High School, and Hickory High School and is looking forward to meeting with more students before the winter break.

One common thread Dr. Cotton heard from students about what excites them was hands-on learning opportunities. This type of learning was displayed during a recent trip by Junior ROTC students from Western Branch High School aboard the USS John C. Stennis. During the tour, students were able to see the hangar bay, flight deck, and captain's bridge, along with the opportunity to ask sailors about military life. We are fortunate to reside in such a rich military-connected community with many opportunities for our students should they choose a military career path.

More and more of our teachers are embracing hands-on learning opportunities through coding and computer science. At Portlock Primary School, technology integration specialist, Carla Lewter, provides training for teachers on how to use Bee-Bots in their classroom. This technology not only teaches basic coding skills, but also reinforces other lessons on sequencing, problem-solving, and much more.

Dr. Cotton thanked our very talented student artists who submitted festive designs for our holiday greeting cards. Destiny Scott, a fourth-grade student from G. A. Treakle Elementary School, Alexa Howey, an eighth-grade student from Hickory Middle School, and Briana Crews, a senior from Western Branch High School, will have their work featured on Chesapeake Public Schools' holiday greeting cards this year.

Board Member Items

Mrs. Leary thanked fellow Board members (Mr. Woods, Ms. Proffitt, Dr. King, Mr. Bunn, and Mr. Mercer) who attended the Virginia School Board Association Conference with her in November. Mrs. Leary enjoyed participating in the Great Bridge parade along with fellow Board members and thanked Greenbrier Farms and Mr. Basnight for providing the festively decorated bus transportation for Board members. She thanked the students who performed holiday songs from Hickory Elementary School during the Board meeting. In reference to comments made under Hearing of Citizens, Mrs. Leary values Career and Technical Education (CTE) and was happy to attend the signing ceremony held last year where CTE students signed employment contracts with community businesses.


Mr. Mercer mentioned our enrollment increase of 700+ students from October 2018 to October 2019. Our division is growing and Ms. Stutz stated enrollment has increased by 726 students this past year. This was the biggest increase in growth for one year since 2002. She confirmed Mr. Mercer's statement that the increase of students has come across the board which is why we were able to absorb such an increase in enrollment. Mr. Mercer expressed some concern as some of our schools are nearing 90% capacity. He hopes consultants factor this information into the facilities and rezoning studies.

Mr. Bunn recently attended a paint night sponsored by the Parent Teacher Student Association (PTSA) at Oscar Smith Middle School. He congratulated Oscar Smith Middle School administrators and PTSA for thinking outside the box in sponsoring this relationship-building event.

Ms. Proffitt attended the annual Kids Kruz event sponsored by the JCA Foundation for over 1,000 of our students who attend our Title I schools. Students were able to spend a \$30.00 gift card at the Edinburgh Walmart, enjoy food from Chick-fil-A, along with pizza and other treats, participate in drawings for bikes and scooters and board a bus to see the holiday lights at the oceanfront. She thanked the JAC Foundation and their representatives for once again sponsoring this generous event for our students.

Adjournment

The meeting was adjourned at 7:25 p.m.



Jean A. Infantino, Ed.D., Clerk



Victoria L. Proffitt, Chairman