

**MINUTES OF A MEETING OF THE SCHOOL BOARD
CITY OF CHESAPEAKE, VIRGINIA
February 24, 2020**

A meeting of the School Board of the City of Chesapeake, Virginia, was held on Monday, February 24, 2020, at 5:00 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 A. 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 an amendment to the agenda, under Action, Item A: Stop Arm Camera Memorandum of Understanding (MOU) with the city. He proposed this item be moved to the next Board meeting on March 9, 2020, because additional time was needed to finalize the details of this agreement. Mr. Murphy moved to accept the Superintendent's proposal and the motion was seconded by Mrs. Leary which passed with all Board members voting in favor of the motion. Dr. Cotton said he would need a closed session for student and personnel matters. Mr. Murphy moved to adopt the agenda as presented. Mrs. New Craig seconded the motion, which passed with all Board members present voting in favor of the motion.

Closed Meeting

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. Mr. Mercer 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. Murphy seconded the motion, which passed with all Board members present voting in favor of the motion.

Action - Closed Meeting

The Superintendent recommended the extended long-term suspension of Student #1, Student #2, and Student #3 under the conditions discussed. Mr. Mercer 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.

Invocation

Reverend Daniel Guenther, Associate Pastor, Great Bridge United Methodist Church, gave the invocation.

Pledge of Allegiance to the Flag

Joshua Scott-Lewis, a fifth grader from G. W. Carver Intermediate School, led the Pledge of Allegiance to the Flag.

Awards and Recognitions

Dr. Infantino introduced Dr. John Bailey, director of school plants, who recognized Mrs. Kimberly Lowden, Principal of Greenbrier Primary School, and Mrs. Sonya Beasley, Principal of Western Branch Primary School, for achieving the Energy Star Award. Dr. Bailey recognized our community and business partner, Damuth Trane, and Hickman-Ambrose Inc., the engineering firm who installed the energy efficient HVAC units at these schools.

Public Hearing

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

Hearing of Citizens

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

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. Division of Human Resources - Personnel Report
- D. Proposed Revisions to School Board Policy P 8-35 – Conflict of Interest – Second Reading and Final Action
- E. Proposed Revisions to School Board Policy P 3-4 – Smoking and the Use of Tobacco Products – Second Reading and Final Action
- F. Proposed New School Board Policy P 3-7 – School Crisis, Emergency Management, and Medical Emergency Response Plan – Second Reading and Final Action
- G. Proposed New School Board Policy P 3-8 – Safety Drills – Second Reading and Final Action
- H. Proposed New School Board Policy P 5-31 – Relations with Law Enforcement Authorities – Second Reading and Final Action
- I. Proposed New School Board Policy P 5-32 – School Resource Officer – Second Reading and Final Action
- J. Proposed Revisions to School Board Policy P 9-22 – Substance Abuse – Second Reading and Final Action
- K. Proposed New School Board Policy P 9-45.1 – Naloxone – Second Reading and Final Action
- L. Proposed New School Board Policy P 9-55 – Protective Orders – Second Reading and Final Action
- M. Religious Exemptions from Compulsory Attendance
- N. Religious Exemptions from Compulsory Attendance
- O. Religious Exemption from Compulsory Attendance

Mr. Mercer 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.

Information Agenda

Superintendent’s Proposed Operating, Categorical, and Special Funds Budgets, 2020-2021 – Work Session: Dr. Cotton introduced Ms. Victoria Lucente, Chief Financial Officer, and Dr. Alan Vaughan, chief human resources officer, who presented an update on the current General Assembly session and additional details regarding the implementation of the salary study. Some of the highlights were minimum 2% raises for all contracted employees, employees will receive written notification regarding their placement on the new

salary scales, human resources will meet with employees (individually or in group sessions) about how their rate of pay was determined, information regarding health care costs, and information was shared about the proposed budget. Additional details are available in BoardDocs.

Mrs. New Craig asked if proposed bonuses were tied to revenue. Mrs. Lucente stated they were tied to lottery funds which are declining and acknowledged the information was not clear and could be confusing.

Mrs. Leary received questions from teachers who questioned whether veteran teachers with the most years will be adequately compensated. Ms. Lucente explained the compensation scales may be confusing but assured Mrs. Leary these teachers will be adequately compensated. Ms. Proffitt was happy to hear these teachers will be receiving raises.

Mr. Mercer asked Ms. Lucente for clarification regarding the administrative salary scale. Ms. Lucente explained how administrators are compensated as regrading, reclassification and current market conditions are factors in determining salaries.

Dr. Vaughan shared the human resources perspective regarding the salary study and the next steps. He expressed his appreciation for the Boards' support throughout the salary study. He addressed the salary scales for nurses and bus drivers. He reiterated that every employee will receive a minimum of a 2% raise. Representatives from his department will meet with employees and employee groups to discuss how salary scales were determined.

Ms. Lucente shared information regarding healthcare insurance and how during the 2019 year we experienced a positive experience as employees utilized our pharmacy and also our healthcare clinics. She is hopeful the 2020 plan year will also be a positive experience.

Mr. Mercer thanked Ms. Lucente for sharing information regarding all we offer to our employees and their families. He shared how many employees appreciate the biometric testing, the health programs, the healthcare clinics, and certainly our pharmacy.

Dr. Cotton announced that the WFOS radio station program at the Chesapeake Career Center has slowly lost interest among students and was eliminated several years ago. Although the station continues to operate, it is in need of costly repairs and we are struggling to support the station at this time. The plan is to use the Cell Tower Funds to sustain the radio station through December 2020 as we explore other funding alternatives. Mr. Mercer stated the he wants to ensure the community is aware of the Superintendent's announcements regarding the radio station. He would like to place the radio station on the market, if we are unable to continue to fund this station. Dr. Cotton approached the city for possible interest but reminded everyone the station is located in flood zone A. Mr. Bunn was happy we reached out to the city for any potential interest in the station and was surprised no students have had any interest in this program for the past several years.

Elementary School – Design Update: Ms. Paige Stutz, chief operations officer, introduced Mr. Clay Dills from Dills Architects, who presented design highlights for the new E.W. Chittum Elementary School to be completed in March 2020.

Mrs. New Craig confirmed with the architects the destruction of the old gym at E. W. Chittum Elementary School, and Mr. Murphy reiterated that the gym would be taken down at the last moment prior to moving into the new school.

Mr. Bunn was glad the new school was being build. He asked the capacity of the old school which was confirmed at 650 students and noted the use of 12 portables. Mr. Dills confirmed the capacity of 950 students at the new school which eliminates all portables.

Mr. Mercer asked whether this school will be as open as the design at Great Bridge Primary School. Mr. Dills stated this school will not be as open as that design. This new design keeps safety concerns in mind by creating dedicated hard areas and provides needed wall space.

Mrs. Leary asked where the playgrounds are on the plan. Mr. Dills stated the classrooms have direct access to the playgrounds and stated there was plenty of room for students to play on the playgrounds, open fields, and the ball fields. Ms. Stutz confirmed there was plenty of room to accommodate the student’s play areas.

Social Studies Textbook Adoption – K-12: Dr. James, chief academic officer, introduced Mr. Mickey Irving, Supervisor of K-12 Social Studies, who explained the social studies textbook adoption process. Ms. Sarah Cole, a kindergarten teacher from Western Branch Primary School, shared the textbook recommendations for the elementary grade levels. Mrs. Leary thanked Ms. Cole for the progression of these books as she is sure this will help young students learn about our world. She shared a story about students when she was a former principal.

Ms. Wendy Burr from Crestwood Middle School presented the middle school textbook choices. Ms. Lindsay Ingraham from Great Bridge High School presented the secondary recommendations. Mr. Irving thanked everyone for their presentations. Action will be placed on the Consent Agenda for the March 9, 2020 Board meeting.

Monthly Financial Report: Ms. Lucente presented the interim financial report for the period ending January 2020. This report was provided in BoardDocs. Ms. Lucente stated that there were no changes to report and that enrollment figures are holding as expected. She also stated that she is still expecting a revenue surplus as the House and Senate budgets are the same as the Governor’s proposed budget.

Action Agenda

None

Superintendent's Report

The Superintendent announced February is Black History Month. This Friday, February 28, at 7:00 p.m., Western Branch High School will celebrate African American History Month with a special presentation, "African Americans and the Vote." This program is free and open to the public.

Superintendent's Spotlight:

The Superintendent stated that fifth graders recently competed in the Chesapeake Public Library's annual Battle of the Books competition. The event took place at TCC's Chesapeake Campus and provided student teams with an opportunity to test their knowledge of ten pre-selected books. He congratulated the team from Butts Road Primary School for their first-place finish after several rounds of competition and congratulated all of their students for their love of reading.

Another excellent way our students shared their enthusiasm for learning was celebrating the 100th Day of School. February 10 marked this important milestone and both students and teachers had some fun dressing up like they were 100 years old and participating in special activities throughout the day. For our high schools, it also marked the "80 Days to Graduation" countdown.

Last week, middle schools participated in the Chesapeake Middle School League Debate Tournament. These talented debate teams tackled some important issues including climate change, school safety, and a proposal to move towards a four-day school week. Students spent time researching, crafting, and refining their arguments FOR or AGAINST these issues. The Superintendent congratulated Hugo A. Owens Middle School who took first place and Jolliff Middle School for their second-place finish.

The Superintendent thanked the members of the Superintendent's Planning Council who took time out of their busy schedules to meet with him quarterly throughout the school year. This group of school, city, and community business leaders is a vital partnership, and he appreciates the opportunity to get feedback from the group. The group just held its most recent meeting last week and provided updates on transportation and the proposed budget. The Census representatives also spoke about how our district can support census efforts in Chesapeake. The Superintendent thanked Board members who attended this most recent gathering and all the board members who have attended this year. He also thanked Damuth Trane for sponsoring the council this year.

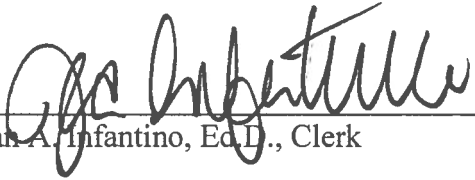
Mrs. Leary asked whether students wanted to go to school 4 days or 5 days.

Board Member Items

Ms. Proffitt thanked her fellow Board members for all of their hard work and thanked Mrs. Brenda Johnson for the sweet treats.

Adjournment

The meeting was adjourned at 7:57p.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*