

FREDERICKSBURG CITY PUBLIC SCHOOLS
Fredericksburg, Virginia

A regular meeting of the Fredericksburg City School Board was held at 6:30 p.m. on September 14, 2015 in the Lecture Hall of James Monroe High School, 2300 Washington Avenue. Board members present were:

Mrs. Patricia B. Green, Chairperson
Rev. Jarvis E. Bailey, Vice-Chairperson
Ms. Jannan W. Holmes
Ms. Malvina Rollins Kay *
Mrs. Barbara A. Miller-Richards
Mrs. Elizabeth R. Rehm

Others Present:

Dr. David G. Melton, Superintendent
Mrs. Deborah B. Wright, Clerk of the Board

The meeting was called to order at 6:32 p.m. by the Chairperson.

* Ms. Kay arrived during closed session.

15-16-37: BOARD CONVENES INTO CLOSED SESSION; RECONVENES INTO OPEN SESSION. The Superintendent recommended that the Board convene into closed session under FIA 2.2-3711(A), Section 1 - Personnel (discussion regarding employment recommendations, contract adjustment, extra-duty assignments, resignation recommendations, substitute teacher recommendations, substitute custodian recommendations, student teacher/practicum student and intern placement, and contracted employee recommendation, and Section 29 – discussion of the award of a public contract and discussion of the terms or scope of such contract where discussion in open session would adversely affect the bargaining position or negotiating strategy of the public body. A motion to approve the Superintendent’s recommendation was made by Ms. Holmes, seconded by Mrs. Miller-Richards, and unanimously approved by a roll call vote. The Board convened in closed session at 6:34 p.m. On a motion by Ms. Kay, seconded by Rev. Bailey, and unanimously approved by a roll call vote, the Board reconvened in open session at 7:36 p.m. and approved Certificate of Closed Meeting No. 15-16-3 which involves a statement concerning items discussed in closed session. A copy of Certificate of Closed Meeting No. 15-16-3 is attached to the minutes.

15-16-38: APPROVAL OF AGENDA. The Chairperson asked to amend the agenda to add an additional action item “VSBA Northeastern Regional Officers Nomination” and to move Information Item IX-D-1 before Item VII – Public Hearing on Public-Private Education Facilities and Infrastructure Act (PPEA) Proposal for Renovation of the Original Walker-Grant School. A motion to approve the agenda as amended was made by Ms. Kay, seconded by Mrs. Rehm, and unanimously approved.

15-16-39: APPROVAL OF MINUTES OF AUGUST 3, 2015 SCHOOL BOARD WORK SESSION AND THE AUGUST 3, 2015 REGULAR SCHOOL BOARD MEETING. Minutes of the August 3,

2015 School Board Work Session and the August 3, 2015 Regular School Board Meeting were presented for approval. A motion to approve the minutes as presented was made by Ms. Holmes, seconded by Rev. Bailey, and unanimously approved by the Board.

15-16-40: RECOGNITIONS. As part of the school division's character education program, Mr. Justin Woodside, Assistant Principal at James Monroe High School, introduced Ms. Lauren Mickens, a senior who is very active in various clubs and activities at James Monroe. Ms. Mickens presented the Word of the Month for September – Fairness. She shared a descriptive speech including definitions of what “fairness” is to different individuals and how fairness is promoted through items such as freedoms and non-discriminatory practices.

The following individuals were recognized by Director of Human Resources John Russ as Teachers of the Year for 2016:

Amelia Jurlando	Original Walker-Grant School
Denise Griffin	Lafayette Upper Elementary School
Kenneth White	Walker-Grant Middle School
Jewell Cunningham	James Monroe High School
Andrew McClung	Fredericksburg City Public Schools and Hugh Mercer Elementary School

Each school's Teacher of the Year received a monetary award of \$250 with the Fredericksburg Teacher of the Year receiving a \$500 award.

The following individuals were introduced and congratulated for their recent selection as Employee Incentive Award winners for 2015:

Catherine Jo Stone-Lanoue	Certificated Staff - Original Walker-Grant
Jill Utz	Certificated Staff - Hugh Mercer Elementary
Tera Addair	Certificated Staff - Lafayette Upper Elementary
Dalton Wilcox	Certificated Staff - Walker-Grant Middle
Mark Wright	Certificated Staff - James Monroe High
Gladys Johnson (not present)	Classified Staff – Custodial Staff
Joann Minor (not present)	Classified Staff – Food Services Department
Maria Palacino (not present)	Classified Staff – Instructional Paraprofessionals
Robert Dennis (not present)	Classified Staff – Maintenance Department
Erica Butler-Farley	Classified Staff – Secretarial/Clerical Staff
Billy Alexander	Classified Staff – Transportation Department

Dr. John Gordon, Director of Administrative Services, noted that upon the recommendation of the Fredericksburg City School Board, the Virginia School Boards Association has included Advanced Media Solutions on the statewide VSBA Media Honor Roll, calling attention to the ongoing responsible and exemplary nature of reporting on this community's public schools. The school division expresses our appreciation for the balanced and accurate approach to sharing with this community both the challenges facing our schools and the successes achieved by the teachers and students. The work of Advanced Media Solutions has aided this community in focusing on the goal

of providing the best public schools we can for the children who attend them. Dr. Gordon then introduced Mr. Chris Chandler of Advanced Media Solutions.

Winners of the 2015-16 Birthday and Holiday Card Design Contest were announced by Board Member Jannan Holmes. The division Holiday Card is sent by the Superintendent to all division employees and numerous other recipients each year. This year's winning design was created by Audrey Broughton who was a seventh grade student at Walker-Grant Middle School. Throughout the school year every employee of the school division receives a birthday card from the Superintendent. This year's card was designed by Emily Mon who was a fourth grade student at Lafayette Upper Elementary School.

Dr. Taneshia Rachal, Principal of James Monroe High School, noted that due to the extended spring sports season last year, some champions were not recognized before the end of the school year and were being recognized at this time. The following spring sports champions were recognized:

Khari Jones (not present)	Captain – Boys' Soccer Team – Conference 27 Champion
Shamus Gordon	Coach – Boys' Soccer Team – Conference 27 Championship
George Christoforatos	Head Coach – Boys' Tennis Team – Battlefield District Title, Conference 27 Championship and Region 3A East Championship
Peggy Langdon (not present)	Head Coach – Girls' Tennis Team – Battlefield District Title and Conference 27 Championship
Tammy Clark	Head Coach – Girls' Track and Field Team – Conference 27 Championship
Milton Bunch	Head Coach – Girls' Track and Field Team – Conference 27 Championship
Sharnea Brown	Captain – Girls' Track Team – VHSL State Champion – Girls Discus
Imani Jones (not present)	Captain – Girls' Track Team
Cleo Morris	Captain – Girls' Track Team
Dirk Jones	Captain – Boys' Track Team

On behalf of the School Board, Mrs. Green expressed appreciation for the attendance of those individuals who were recognized.

15-16-41: PRESENTATION BY FIRST CHOICE PUBLIC PRIVATE PARTNERS ON THE PPEA PROPOSAL FOR RENOVATION OF ORIGINAL WALKER-GRANT SCHOOL. The Superintendent introduced Mr. Doug Westmoreland who shared a presentation on behalf of First Choice Public Private Partners, a partnership of Moseley Architects and English Construction Company. First Choice has provided services to the city for construction of James Monroe High School, Lafayette Upper Elementary School, a new police headquarters, and the City Courthouse. Mr. Westmoreland also introduced Mr. Allen Hamblen representing English Construction Company. Mr. Westmoreland stated that the presentation would include a review of programs and the kinds of things to be included in the renovation, site plans, floor plans, a rendering of the current building and its transformation and a preliminary schedule. It was stated that the building would house Head Start including eight classrooms and support areas, Early Childhood Special Education including five classrooms and support areas, and core facilities including a Community Center, gym, cafeteria and kitchen. The renovated building would also allow the school administration operations to be consolidated in one location. The proposed site plan including parking areas was described. Floor

plans for various levels in the building were shared which showed individual entrances for each program area. Mr. Westmoreland also outlined a preliminary schedule for the project which would allow parts of the building to be used while others are under construction.

Ms. Kay asked if there was anything noted while designing the project that might mark the historical significance of the building. Mr. Westmoreland stated that he hopes to bring some artifacts into the new building to keep some aspects of the current school. Ms. Kay noted that the Walker-Grant Alumni Association should be included in the planning in order to sustain a community effort for the renovation of the building. In response to a question from Ms. Holmes, Mr. Westmoreland stated that very preliminary discussions have taken place with staff in terms of specific needs within the building. Board members expressed excitement to see this project moving forward.

15-16-42: PUBLIC HEARING – PUBLIC PRIVATE EDUCATION FACILITIES AND INFRASTRUCTURE ACT (PPEA) PROPOSAL FOR RENOVATION OF THE ORIGINAL WALKER-GRANT SCHOOL. Mrs. Green opened the public hearing for comments on the Public-Private Education Facilities and Infrastructure Act (PPEA) Proposal for Renovation of the Original Walker-Grant School. The following citizen addressed the Board:

- Mr. Matthew Kelly, 1309 Hanover Street; Fredericksburg - Mr. Kelly noted that he believes this project is long overdue and is pleased that City Council has rearranged its priorities in order to move this renovation forward. He stated that the community space is of significant interest to the arts community including performing and fine arts. Mr. Kelly expects the City Arts Commission to provide some input on possible uses for the facility to meet needs of the arts community. Mr. Kelly noted that this project is a great opportunity to bring the community together and looks forward to working together with the school system.

There being no other citizens wishing to speak on this topic, the public hearing was declared closed.

15-16-43: CONSENT AGENDA. The Superintendent recommended the approval of the consent agenda which included the following items:

- Trip Request – James Monroe Global Citizens – A recommendation was made that the School Board approve the 2017 trip to Greece and Italy for James Monroe High School Global Citizens students.
- Additional Extra-Curricular Activities for 2015-16 – Hugh Mercer Elementary School – A recommendation was made that the School Board approve the addition of the Patriot Steppers and Gang Up for Good after-school programs at Hugh Mercer Elementary School for the 2015-16 school year.

A motion to approve the Superintendent's recommendation was made by Mrs. Miller-Richards, seconded by Ms. Holmes, and unanimously approved by the Board. Mrs. Miller-Richards stated that she was excited about the extensive extra-curricular activities at Hugh Mercer and about the trip for JM global citizens' students. Copies of the consent agenda items are attached to the minutes.

15-16-44: PERSONNEL MATTERS. The Superintendent recommended approval of the personnel list as presented. A motion to approve the Superintendent's recommendation was made by Rev. Bailey, seconded by Mrs. Rehm, and unanimously approved by a roll call vote. A copy of the personnel list is attached to the minutes.

15-16-45: EMPLOYER-SPONSORED HYBRID 403(B) RETIREMENT PLAN. The Superintendent recommended at this time that the School Board adopt the attached Resolution Not to Allow Eligible Employees to Direct Hybrid Voluntary Contributions to an Employer-Sponsored Hybrid 403(b) Retirement Plan. A motion to approve the Superintendent's recommendation was made by Mrs. Miller-Richards and seconded by Ms. Holmes. Ms. Holmes asked that Mr. Baker provide some additional explanation of the matter. Mr. Baker explained that the new retirement plans began a couple of years ago which allow new employees to participate in voluntary retirement options. Legislation by the 2015 General Assembly now allows school divisions the option to elect to allow their employees to use an employer-sponsored hybrid 403(b) plan rather than those offered by the Virginia Retirement System for Hybrid Retirement Plan voluntary contributions. Mr. Baker further explained that there are some issues at this time with the new program and feels there needs to be more time allowed to study the options and to educate employees more on the process. Mr. Baker noted that the school division can elect each year to change its position and participate with offering other plans. With these things in mind, Mr. Baker stated that a wait and see approach would be best at this point in time. Rev. Bailey expressed his desire for the Board to keep an open mind and for staff to be proactive in gathering information on the pros and cons to this process. Following these comments, the motion to approve the Superintendent's recommendation was unanimously approved. A copy of the Resolution Not to Allow Eligible Employees to Direct Hybrid Voluntary Contributions to an Employer Sponsored Hybrid 403(b) Retirement Plan is attached to the minutes.

15-16-47: INSTRUCTIONAL PRESENTATION – SCHOOL HEALTH ADVISORY BOARD REPORT. Mrs. Pam Steinkoenig, Director of Pupil Personnel Services, publicly thanked Dr. Fran Meyer for her leadership as Chairperson of the School Health Advisory Board (SHAB) for the last several years. Dr. Meyer then provided an overview of the School Health Advisory Board's Annual Report. SHAB began the year by examining physical, emotional, social and physical factors that hinder school success for students. New community service programs were explored and the group developed an understanding of the flow of programs from one school to another. SHAB meetings were consistently attended by 15 parents and five community representatives with an additional 20 participants on various committees. Highlights from the year were that SHAB began by looking at the ASCD's Whole School – Whole Child – Whole Community initiative, there was continued focus on healthy eating and physical activity for all, and a Mental Health Wellness Position Statement was developed. SHAB worked with School Health Councils and addressed anti-bullying initiatives in place at the schools. Dr. Meyer commended building administrators for their work on these initiatives.

Mrs. Miller-Richards noted that the SHAB Annual Report is an amazing document and she asked the group to develop an executive summary outlining accomplishments and goals that could be publicized on the school division's website and in school publications. The Superintendent agreed that this type of summary could be developed and possibly included in the annual Superintendent' Performance Report. Ms. Holmes stated that she was pleased to see all the mental health initiatives.

15-16-48: TND DRUG PREVENTION PROGRAM. The Superintendent informed the Board that for some time staff members felt a need for drug abuse prevention programs to help with some of the discipline issues. Research was undertaken for an alternative program on drug education that includes parents. Dr. Melton sought assistance from Mr. Robert Burch in conducting this research. Mr. Burch contacted the Rappahannock Area Community Services Board and discussed various programs with Dr. Nicole Morgan. The goal was to find a program which had data showing that it was successful. The most suitable program was found to be Project TND Towards No Drug Abuse. This program was developed by the Institute for Health Promotion and Disease Prevention Research at the University of

Southern California. After reviewing materials with the administrative staff at James Monroe High School and Walker-Grant Middle School, it has been decided to implement the program at both schools. The program aims to stop or reduce the use or abuse of tobacco, alcohol, or hard drugs. Mr. Burch provided an overview of how the program works. The program is inexpensive. Students will be assigned to participate in the program by the Discipline Committee. This will be an evening program which is completed over six consecutive nights for two hours each evening and parents must attend. Once a student completes the program, the instructor will notify the home school and the student will immediately return to the regular school setting. Dr. Melton stated that this program will be for first-time offenders as an alternative to out of school suspension or expulsion. Dr. Melton expressed appreciation to Mr. Burch for his assistance with locating this program.

15-16-49: FINANCIAL REPORT. Mr. Baker informed the Board that the city has implemented a new procedure this year with a soft close for the prior year end accounting. This new procedure has allowed the early generation of a preliminary report for the month of July.

15-16-50: SUMMER PROGRAMS. Dr. Harry Thomas, Director of Instruction, provided the Board with a brief report on summer school programs across the division. A total of 323 students participated in the various programs this summer. Dr. Thomas noted that 72% of the students showed growth in math and 79% showed growth in reading. The attendance rate for elementary students was 91% and at James Monroe the average attendance was at 98%. A summer school success skills series was offered at Walker-Grant and served 143 students. This program targeted those students who were required to attend summer school and also included those students for whom summer school was recommended. The series provided programs on workforce readiness, counseling and academic skills. The Superintendent's Summer Scholars Program was also offered again this summer with 163 students attending. Many of the students (53%) received full or partial scholarships. The students took part in 17 field excursions during the two-week program.

15-16-51: REPORT ON OPENING OF SCHOOL. The Superintendent informed the Board that overall the opening of the school year has gone well. A new student management software program was installed over the summer and staff members are currently verifying enrollment information. Preliminary enrollment numbers reflect an increase at Lafayette and James Monroe. Dr. Melton noted that enrollment continues to grow and there are some concerns over class sizes at the high school. These classes will be closely monitored and adjustments may be needed. Board members will be provided with enrollment data in the next weekly packet.

15-16-52: VIRGINIA SCHOOL BOARDS ASSOCIATION EVENTS. The Superintendent discussed two upcoming events which have been announced by the Virginia School Boards Association. These events are Bullying Prevention Month in October and Take Your Legislator to School Month in November. There are a number of anti-bullying programs already in place in the schools. VSBA has shared a proclamation on Bullying Prevention which the Board may wish to adopt. The Board discussed opportunities to participate in Take Your Legislator to School Month. The Board will send invitations to local legislators to visit the schools during the month of November. It was noted that in the past, Board members have also participated in regional meetings with legislators which have been held in Spotsylvania.

15-16-53: NOMINATION FOR VIRGINIA SCHOOL BOARDS ASSOCIATION REGIONAL OFFICERS. The Virginia School Boards Association has invited local School Boards to submit nominations for members to serve as the Regional Chair or Vice-Chair. Board member Jannan Holmes has expressed an interest in serving as the Regional Chair. The Superintendent recommended that the

Board nominate Ms. Jannan Holmes as a candidate for the office of Chair of the Northeastern Region for the period of 2015-17. A motion to approve the Superintendent's recommendation was made by Ms. Kay, seconded by Mrs. Rehm, and unanimously approved by the Board.

15-16-54: OLD BUSINESS. The following items of old business were discussed:

- VSBA Hot Topic Conference – The VSBA Hot Topic Conference will be held in Charlottesville on October 2. Rev. Bailey, Mrs. Rehm, and Dr. John Gordon will be attending.
- VSBA Annual Conference – The VSBA Annual Conference will be held in Williamsburg on November 18-20, 2015. All Board members are planning to attend the conference.
- Update on Recreation Commission Appointment – The Superintendent informed the Board that City Council has approved a resolution on first reading which would allow the school representative on the Recreation Commission to be a non-resident of the city. If approved, this action would allow Dr. John Gordon to serve as the school representative. The second reading will take place later this month.

15-16-55: NEW BUSINESS. The following item of new business was discussed:

- Possible Special Called Meeting – Comprehensive Agreement – The Superintendent informed the Board that a 30-day waiting period is required following a public hearing before the Board can approve a Comprehensive Agreement for the renovation project at Original Walker-Grant. The staff wished to alert the Board that it may be necessary to call a special meeting sometime in October when the Comprehensive Agreement is ready.

15-16-56: GOOD OF THE ORDER. The following comments were made under “Good of the Order”:

- Director of Head Start Nancy Woodward apologized for not having sent invitations to Board members to attend Family Night on Wednesday when the program will host Dr. William DeMaio, a nationally known psychologist who will be presenting to parents on creative ways to support appropriate behavior for their children. Dr. DeMaio will also train staff on managing students in the classroom and promoting appropriate behavior. Board members were invited to attend both sessions.
- Ms. Holmes congratulated staff on a great opening of the school year.
- Mrs. Green expressed appreciation for all that staff members do to continue to make the Board and the school division successful.

15-16-57: ADJOURNMENT. There being no further business to conduct at this regular meeting of the Fredericksburg City School Board for September 14, 2015, the meeting was adjourned at 9:11 p.m. on a motion by Mrs. Miller-Richards, seconded by Mrs. Rehm, and unanimously approved.

Patricia B. Green, Chairperson
Fredericksburg City School Board

Deborah B. Wright
Clerk of the Board

MOTION: Ms. Kay

SECOND: Rev. Bailey

**CERTIFICATE OF CLOSED MEETING
15-16-3**

WHEREAS, the Fredericksburg City School Board has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3711(A) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Fredericksburg City School Board hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered.

VOTE:

AYES: 6

NAYS: 0

ABSENT: 0

Clerk of Fredericksburg City School Board

September 14, 2015
Meeting Date