

**FREDERICKSBURG CITY PUBLIC SCHOOLS**  
**Fredericksburg, Virginia**

A regular meeting of the Fredericksburg City School Board was held at 6:30 p.m. on June 6, 2016 in City Council Chambers, 715 Princess Anne Street. 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, Division Superintendent  
Mrs. Deborah B. Wright, Clerk of the Board

The meeting was called to order at 6:38 p.m. by the Chairperson.

**15-16-190: BOARD CONVENES INTO CLOSED SESSION: RECONVENES INTO OPEN SESSION.**

A recommendation was made by the Superintendent that the Board convene into closed session under FIA 2.2-3711(A), Section 1 - Personnel (discussion regarding employment recommendations, extra-duty recommendations for 2015-2016, contract adjustment, resignation recommendations, retirement recommendation, non-renewal recommendations, termination recommendation, division-wide/central office/school secretaries/bookkeepers, clerical assistants, instructional paraprofessionals, maintenance personnel, custodial personnel, school nurses, transportation personnel, GED facilitator, cafeteria personnel, cafeteria assistants, summer school staff for 2015-2016, substitute teacher recommendation for 2015-2016, evaluation of Superintendent and School Board vacancy) and Section 2 – Student Matters (discussion of matters related to student scholastic records). A motion to approve the Superintendent’s recommendation was made by Mrs. Miller-Richards, seconded by Ms. Holmes, and unanimously approved by a roll call vote. The Board convened in closed session at 6:40 p.m. On a motion by Mrs. Miller-Richards, seconded by Mrs. Rehm, and unanimously approved by a roll call vote, the Board reconvened in open session at 7:42 p.m. and approved Certificate of Closed Meeting No. 15-16-12 which involves a statement concerning items discussed in closed session. A copy of Certificate of Closed Meeting No. 15-16-12 is attached to the minutes.

**15-16-191: APPROVAL OF AGENDA.** The Chairperson called for a motion to approve the agenda. A motion to approve the agenda as presented was made by Ms. Holmes, seconded by Mrs. Rehm, and unanimously approved by the Board.

**15-16-192: APPROVAL OF MINUTES OF THE MAY 9, 2016 REGULAR SCHOOL BOARD MEETING.** Minutes of the May 9, 2016 Regular School Board Meeting were presented for approval. A motion to approve the minutes as presented was made by Mrs. Miller-Richards, seconded by Ms. Holmes, and unanimously approved by the Board.

15-16-193: RECOGNITIONS. As part of the school division's character education program, Mrs. Marjorie Tankersley, Principal of Hugh Mercer Elementary School, introduced ESL teachers Elizabeth Dominguez and Thomas Johnson whose ESL students presented the Word of the Month for June – Forgiveness.

Dr. John B. Gordon III, Director of Administrative Services, announced that fourteen bus drivers participated in the Second Annual Fredericksburg City Public Schools Bus Rodeo in which drivers exhibited their driving skills in maneuvering school buses through various stations such as parallel parking and weaving through cones. The following driver was recognized for winning the competition:

Marco Hernandez

Mr. Hernandez will represent Fredericksburg City Public Schools at the Virginia Association for Pupil Transportation Conference later this month.

Mrs. Marjorie Tankersley then recognized PTA President Kristina Brough and expressed appreciation for the many projects which are sponsored by the PTA. Among these projects were the Boosterthon, a holiday gift shop where the students may purchase gifts, and teacher and staff appreciation activities. Mrs. Brough has also spearheaded a fundraising effort for development of a handicapped playground. Mrs. Brough was unable to attend the meeting.

Mr. Matt Terry, Principal of Lafayette Upper Elementary School, recognized PTA President Karen Broughton. Mrs. Broughton has led the PTA in teacher appreciation activities such as the gift card raffle and the Super Lions Program.

Dr. Melanie Kay-Wyatt, Principal of Walker-Grant Middle School, recognized PTA President Chrissy Conway for her work and service to the middle school. The PTA has been responsible for projects such as fundraisers to stock the school supply closet for use by students who may not have needed supplies and many teacher appreciation activities. The PTA is also sponsoring an end of the year motivational speaker. Mrs. Conway was unable to attend the meeting.

Dr. Taneshia Rachal, Principal of James Monroe High School, recognized the outstanding accomplishments of the James Monroe High School Boosters under the leadership of President Aude Mann. The Boosters have completed an event-filled year sponsoring the After Prom Party in May and the Alumni Golf Tournament that was held recently.

Mrs. Tankersley, Principal of Hugh Mercer Elementary School, recognized the following first grade students as winners of the school's first mini-marathon.

Fine Swain	First Place - Girls
Jude Hardy (not present)	First Place – Boys
Petra Kawesi-Mukooza (not present)	Second Place – Girls
Luke Pierson	Second Place - Boys

Mr. Terry, Principal of Lafayette Upper Elementary School, recognized the following students for their achievements as grade level winners in the Reading Counts literacy program:

Third Grade:

Elizabeth Furrow	Second Place
Stella Hensley	First Place

Fourth Grade:

Francesca Hein	Second Place
MaKenna Hine	First Place

Fifth Grade:

Khalil Gil-Perez (not present)	Second Place
Flynn Jones	First Place

Mr. Terry also recognized the following student who has won first place in every fun run while in grades 3, 4 and 5.

Sarah Rigual

Sarah was presented with a “Speed Racer” award for her accomplishment.

Dr. Melanie Kay-Wyatt, Principal of Walker-Grant Middle School, recognized the following students for their accomplishments in the WordMasters Challenge, a national language arts competition that encourages growth in vocabulary and verbal reasoning:

Sixth Grade:

Johan Reyes-Bonilla

Seventh Grade:

Claire Lacy (not present)

Eighth Grade:

Julia Foss (not present)

Dr. Kay-Wyatt recognized the following students for their winning entries in the Central Rappahannock Regional Library’s Teen Poetry Contest:

Rebecca Blosser  
Job Crockett

Dr. Kay-Wyatt also announced the following students for their efforts in the Reading Counts program at Walker-Grant:

Sixth Grade:

Grey Muldrow	First Place
Danielle Dickinson	Second Place

Seventh Grade:

Zoey Young	First Place
Adia Hein	Second Place

Eighth Grade:

Shannon Teri (not present)  
Tovah Baer

First Place  
Second Place

Dr. Rachal noted that some spring athletics programs are still in season and the Boys Soccer team was the Conference 28 Champion and was currently playing in the Region 3A East Championship. The team will advance to the Group 3A State Tournament. The team has scored an amazing 94 goals for the season which is an average of 4.7 goals per game. The national average is 2.3 goals. The following Team Captains were recognized:

Khari Jones (not present)	First Team All Conference 28 and Conference 28 Player of the Year, First Team All Region 3A East, and The Free Lance-Star All Area Team for Soccer
Evan Cobey (not present)	Second Team All Conference 28
Miguel Hernandez (not present)	First Team All Conference 28 and First Team All Region 3A East.

Dr. Rachal also announced that Shamus Gordon, Head Varsity Coach for his second year, has earned Conference 28 Coach of the Year.

Dr. Rachal then recognized the following Captains of the Boys' Tennis Team which won the Battlefield District and Conference 28 Championships.

Jaren Jackson (not present)  
Jack Miller  
Edward Hoffman  
Jakob Reeder

The Girls Tennis Team was undefeated during the regular season and won the Battlefield District and Conference 28 Championships. The following Team Captains were recognized:

Libby King	Second in Conference 28 and Region 3A Doubles
Katie Janney (not present)	Conference 28 Singles Championship and Second in Conference 28 and Region 3A Doubles
Lucy Castles	Conference 28 Singles Championship, played in the Regional Semi-Final, and selected to The Free Lance-Star All-Area Team for tennis

The following members of the Girls' Track and Field Team were Conference 28 Champions this year in the 4 x 400 meter relay.

Lila Cobey (not present)  
Ayanna Sims

Cleo Morris Conference 28 Champion in the 200 meter dash, Regional Champion as a member of the 4 x 100 meter relay team, and State Champion in the 4 x 100 meter relay. At the VHSL State Meet, Cleo finished 7<sup>th</sup> in the 100 meter dash and 3<sup>rd</sup> in the 200 meter dash.

Sharnea Brown Conference Champion in the triple jump and long jump, Regional Champion as a member of the 4 x 100 meter relay team, and State Champion in the 4 x 100 meter relay. At the VHSL State meet, Sharnea finished 5<sup>th</sup> in the long jump and 2<sup>nd</sup> in the triple jump breaking her old school record.

Dr. Rachal announced that the Girls 4 x 100 meter relay team set a new school record, Region 3A East record and a Lakeland Track Record with a time of 48.41. This team consisting of Alexis Clark, Imani Jones, Sharnea Brown, and Cleo Morris, is the fastest in school history. At the State meet this team won the State championship with a tie of 48.10 breaking the meet record set by Jame Monroe High School in 2014. The following team members were recognized:

Imani Jones Member of the Regional Championship and State Championship 4 x 100 meter relay team. At the VHSL State meet, Imani finished 3<sup>rd</sup> in the 100 meter hurdles.

Alexis Clark Member of the Regional Championship and State Championship 4 x 100 meter relay team. She is State Champion in the shot put and discus finishing first in both and setting new State Track and school records. Alexis was selected to The Free Lance-Star All-Area team for track.

Rev. Bailey announced that the Board wished to recognize outgoing Board Chair Patricia Green. Mrs. Green will be leaving the School Board on June 30. Fellow Board Member Malvina Kay recognized some of Mrs. Green's accomplishments during her long tenure on the Fredericksburg City School Board. Mrs. Green was elected to represent the City's Ward 1 during the first School Board election in 1994. After redistricting, Mrs. Green was elected to one of the At-Large seats. Mrs. Green has served as the Head Start Liaison and has represented the Board as its Delegate at the VSBA Annual Convention several times. On behalf of the Board, Ms. Kay expressed appreciation to Mrs. Green for her years of dedication to education, first as a teacher and then as a School Board member. Mrs. Green was presented with a Boston Rocker from the school division and a gift certificate to Roxbury Mills from fellow Board members. Mrs. Green thanked the Board and noted that she has enjoyed being a member of the School Board.

15-16-194: CONSENT AGENDA. The following items were included on the consent agenda:

- Administration of Federal Programs - Approval of the following statement of authorization for the processing and administering of applications and transactions concerning the listed federal programs was recommended:

"The School Board of the City of Fredericksburg authorizes the Superintendent to process and administer applications and transactions concerning the federal programs listed below:

- Title I, Part A - Improving Basic Programs
- P.L. 95-568 - Pre-school Economically Deprived (Head Start)
- P.L. 94-142 - The Education of All Handicapped Children Act
- P.L. 93-112 - The Rehabilitation Act
- Title II, Part A - Teacher Quality
- Title III, Part A - Language Instruction for Limited English Proficient and Immigrant Students

Other federal programs adopted by the School Board during the 2016-2017 school year."

- Head Start Approvals – A recommendation was made that the Board approve the following items requested for the Head Start program:
  - Plan of Corrective Action for the April 6<sup>th</sup> Unsupervised Child Incident
  - COLA Funding in the amount of \$19,586.00
  - Program Plans’ 2015-16 Revisions
- Walker-Grant Middle School Trip Request – A recommendation was made that the Board approve the trip for Walker-Grant Middle School students to participate in the GEAR UP Leadership Academy at the University of Virginia from June 25-28, 2016.

The Superintendent recommended approval of the consent agenda items. A motion to approve the consent agenda was made by Mrs. Rehm, seconded by Ms. Kay, and unanimously approved by the Board. Copies of the consent agenda items are attached to the minutes.

15-16-195: PERSONNEL MATTERS. The Superintendent recommended approval of the personnel list including the addendum. A motion to approve the Superintendent’s recommendation was made by Mrs. Miller-Richards, seconded by Ms. Holmes, and unanimously approved by a roll call vote. A copy of the personnel list is attached to the minutes.

15-16-196: ADOPTION OF THE REVISED 2016-2017 SCHOOL DIVISION OPERATING, SPECIAL REVENUE (GRANTS) BUDGETS, AND CAPITAL IMPROVEMENTS PLAN (CIP) BUDGET(S). The Superintendent recommended that the 2016-2017 Operating, Special Grants Budgets(s), and Capital Improvements Plan (CIP) Budget(s) be adopted as revised, approved by City Council on May 10, 2016, and presented in the amounts of \$42,120,900 and \$5,141,035, and \$8,522,000 respectively. A motion to approve the Superintendent’s recommendation was made by Mrs. Miller-Richards and seconded by Mrs. Rehm. Mrs. Miller-Richards noted that the school division had not received the amount of funding requested from City Council and asked that the Superintendent clarify how the lack of funds had been addressed. Dr. Melton stated that the budget needed to be reduced by \$750,000. Dr. Melton previously advised the School Board that the administration felt it was critical to give staff a 2% raise in

addition to the 1% required for Virginia Retirement System payments. The full health insurance increase of \$530,000 will be passed to employees. By providing the 2% raise, the school division qualifies for an additional \$100,000 in state funding. Two classified positions currently held by employees who are retiring will not be filled and schools will share some staff. In addition, the Istation reading program will be eliminated. Cortez math program services will also be reduced. With these reductions, the budget will be in balance with the approved funding by City Council. Ms. Kay asked if the program reductions will be noticed through testing results. Dr. Melton stated that other programs are being used which will help with some of the services which are being reduced. The general public will not likely notice the program reductions but staff will not have the same level of resources available to assist with instruction. Following these comments, the motion to approve the Superintendent's recommendation was unanimously approved by the Board. Copies of the revised budgets are attached to the minutes.

15-16-197: SUPPLEMENTAL APPROPRIATIONS/REVISIONS FOR 2016-2017. The Superintendent again mentioned that Fredericksburg City Public Schools was awarded an additional \$141,368 from the state for the Fiscal Year 2017 Fund 205 operational budget. This action was not approved until April 20 and the school budget had already been submitted to City Council. Therefore, it is necessary to request a supplemental appropriation in order to revise the operating budget total. The Superintendent recommended that the School Board approve the operational Fund 205 award to Fredericksburg City Public Schools in the amount of \$141,368, and request that the Fredericksburg City Council complete the supplemental appropriation process. A motion to approve the Superintendent's recommendation was made by Mrs. Miller-Richards, seconded by Rev. Bailey, and unanimously approved by the Board.

15-16-198: INSTRUCTIONAL PRESENTATION – EFFECTIVE SCHOOLS UPDATE – HUGH MERCER AND LAFAYETTE. Dr. Harry Thomas, Director of Instruction, stated that the Effective Schools process is a vehicle which allows teachers to participate in the decision-making process. School Principals Marjorie Tankersley and Matthew Terry shared highlights of the Effective Schools program during the 2015-2016 school year. Effective Schools has proven to be very successful in the school division. The framework for Effective Schools is made up of seven correlates and is a reflective process for continuous improvement. Mrs. Tankersley reviewed new initiatives for merging academic initiatives with the current program and time allocations. The Instructional Leadership correlate focused on merging academic programs beginning with a study of Dan Mulligan programs, academic vocabulary, the Lucy Calkins writing program, and the Close Reading instruction program. Various groups of teachers had a high level of training in the programs and teaching techniques. Lead teachers met with key staff members during the summer to revise curriculum maps to pull components together. Time will be allotted during pre-school week to explain how the initiatives will be incorporated into the Hugh Mercer instructional program. The Opportunity to Learn and Student Time on Task correlates focused on time allocations. Staff will examine and revise academic time allocations to better meet the needs required by new initiatives. The correlate studied current time allocations and looked at the needs required of the International Baccalaureate Primary Years Program. In addition to revising curriculum maps, changes in the lesson plan template are being considered.

Principal Matthew Terry stated that at Lafayette the Building Leadership Team correlates for Safe and Orderly Environment has focused on behavior incentive programs and the Instructional Leadership correlate reviewed the ROAR Challengers. The Safe and Orderly Environment correlate developed a mission statement to outline its purpose. The correlate examined the Lion Pride and Lion Fun Day programs and created a schedule of monthly incentives. A significant reduction in the number of discipline referrals has been noted. The Instructional Leadership correlate studied student achievement data which was examined and discussed for all students and student subgroups. The correlate reviewed

and expanded the ROAR Challengers program which was started last year. Last year's students were selected for the ROAR Challengers based on behavior. This year twenty students were selected to participate in the program based on their achievement. The students participated in special events, community activities, and service projects. Staff members then responded to questions from the Board concerning the initiatives.

15-16-199: FINANCIAL REPORT. Mr. David Baker, Chief Financial Officer, was out of town and unable to attend the meeting. The year-to-date summary report on General/Operational (Fund 205) and Special Revenues/Grants (Fund 211) Expenditures and Revenues through April 30, 2016 was provided. Board members were encouraged to contact Mr. Baker if there were any questions.

15-16-200: EMPLOYEE INCENTIVE AWARD – SELECTION COMMITTEE. The Board was provided with background information concerning the Employee Incentive Award program. Employees are nominated by peers for these monetary awards and the announcement of winners will be made at the convocation program. Awards are presented to one teacher from each school site and to one support staff member in each of the following categories: custodial staff, food services staff, instructional paraprofessionals, maintenance staff, secretarial/clerical staff, and transportation. The selection committee is made up of the Superintendent, a School Board member, and one or more Central Office staff members. Ms. Holmes volunteered to serve as the Board's representative on the Employee Incentive Award Selection Committee this year.

15-16-201: SCHOOL BOARD VACANCY. Mrs. Green noted that as a result of the recent School Board election in which Board member Jannan Holmes was elected to an at-large seat, the Ward 3 seat will become vacant as of July 1, 2016. The School Board will appoint an individual to fill the seat on an interim basis until the next general election. The School Board will accept letters of interest and resumes until June 17<sup>th</sup> from persons interested in filling the seat. The Board will conduct interviews and strives to appoint a replacement at the July 11, 2016 School Board meeting. Board members were asked to check their calendars and let Mrs. Wright know in order that interviews can be scheduled.

15-16-202: VSBA ADVOCATE FOR EDUCATION AWARD. Mrs. Green announced that the Virginia School Boards Association has created the VSBA Advocate for Education Award to recognize Board members who have demonstrated significant and outstanding leadership, commitment, and contribution to public education that has had an impact on their region and the Commonwealth, and who have shown active involvement in local, state, and federal advocacy on behalf of their division, the VSBA, and public education. Mrs. Green asked if any Board members were interested in being nominated for this award. If any members are interested, the Board may consider the nomination at the next meeting for submission to the VSBA by July 29<sup>th</sup>.

15-16-203: OLD BUSINESS. The following matters of old business were discussed:

- School Board Organizational Meeting – The School Board's organizational meeting is scheduled for Monday, July 11, 2016. The Board discussed the meeting time and decided to remain with the regular meeting time of 6:30 p.m. at James Monroe High School.
- VSBA Orientation for School Board Chairs/Vice-Chairs or New Board Members and Superintendent – Board members were reminded that the VSBA Orientation for School Board Chairs/Vice-Chairs or New Board Members and Superintendents will be held in Richmond on

July 18, 2016. Board members are asked to let Mrs. Wright know if they wish to attend the orientation.

- VSBA Conference on Education – Board members were also reminded that the VSBA Conference on Education will be held in Richmond on July 19, 2016. Board members should let Mrs. Wright know if they would like to attend the conference. Dr. Melton, Ms. Holmes, and Mrs. Rehm indicated plans to attend the conference.

15-16-204: NEW BUSINESS. The following items of new business were discussed:

- Board Member Volunteers for Word of the Month - Board members traditionally present the Word of the Month during the summer when school is not in session. Mrs. Rehm volunteered to present the Word of the Month for July – Patriotism. Mrs. Miller-Richards will present the Word of the Month for August – Patience.
- Clean and Green Commission – Rev. Bailey informed the Board that he met on May 23 with James Kyle Snyder of the Clean and Green Commission concerning recycling. This is a topic of conversation within the community and Rev. Bailey expects the Board will be hearing more on the topic which is why he was asked to introduce the matter to the Board.
- Career and Technical Education Program – Rev. Bailey publicly announced that he had spoken with Dr. Scott Baker, Superintendent of Spotsylvania County Schools, concerning the Career and Technical Education Program. Dr. Baker stated that Spotsylvania would be open to accepting students from Fredericksburg into the CTE Center in the county. In addition, Spotsylvania is open to pursuing a regional opportunity for CTE students from Fredericksburg and King George.

15-16-205: GOOD OF THE ORDER. The following comments were made under “Good of the Order”:

- Ms. Kay stated that she had recently given the welcome at the Boys and Girls Club Annual Dinner. She was impressed with the young students who presented awards to recipients. Ms. Kay praised the great work which is being done with our students.
- Ms. Holmes stated that members of Ms. Phipps’ kindergarten class at Hugh Mercer drew pictures which were then re-done by local artists as part of the Monster Mash-Up. The event was held at the Fredericksburg Area Museum and participation may be expanded next year.
- Rev. Bailey stated that he recently attended the pre-school Stepping Up program in King George. He commended the work of Mrs. Woodward and the Head Start staff with these young students.
- Board members were reminded about the Division Retirement Banquet which will be held on June 7<sup>th</sup> at James Monroe High School. Mrs. Green congratulated all the retirees.
- Mrs. Green stated that the oath of office for newly elected Board members will be held at noon on June 22. Judge Gordon Willis will administer the oath.

- Mrs. Green thanked everyone for a great 20+ years of service on the School Board and for all the achievements of the school system. Fellow Board members expressed appreciation to Mrs. Green for her service.

15-16-206: ADJOURNMENT. There being no further business to conduct at this regular meeting of the Fredericksburg City School Board for June 6, 2016, the meeting was adjourned at 8:50 p.m. on a motion by Mrs. Miller-Richards, seconded by Ms. Holmes, and unanimously approved.

---

Jarvis E. Bailey  
Fredericksburg City School Board

---

Deborah B. Wright  
Clerk of the Board

MOTION: Mrs. Miller-Richards

SECOND: Mrs. Rehm

**CERTIFICATE OF CLOSED MEETING  
15-16-12**

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

---

June 6, 2016  
Meeting Date