

Capital School District
198 Commerce Way
Dover, DE 19904-3498

Wednesday, September 18, 2013
Administrative Office
MINUTES



BOARD OF EDUCATION

Matthew J. Lindell, President
Brian E. Lewis, Vice-President
Phillip Martino, Jr.
Kay Dietz-Sass
Sean P. M. Christiansen

(A)	ACTION
(D)	DISCUSSION
(I)	INFORMATION

Board Members Present:

Mr. Lindell
Mr. Lewis
Mr. Martino
Mrs. Dietz-Sass (Absent)
Mr. Christiansen

Also Present:

Dr. Michael D. Thomas, Superintendent
Members of the Media
Members of the Community

On a motion by Mr. Lewis, seconded by Mr. Christiansen, and on a unanimous vote, the Board entered public session for reasons set forth in the agenda at 6:30 p.m. in the board meeting room.

1.01 Roll Call – Establishment of a Quorum

Roll Call was conducted – Mrs. Dietz-Sass was absent.

1.02 Closed Session

On a motion by Mr. Christiansen, seconded by Mr. Lewis, and on a unanimous vote, the Board entered closed session for reasons set forth in the agenda at 6:33 p.m. and moved to Room 105 of the administrative office for the purpose of discussing Personnel Matters.

1.03 The Board reconvened into public session at 7:30 p.m.

1.04 Pledge of Allegiance

1.05 Presentations

Banners were presented to principals and staff members of the following schools for achieving state education goals 2013: East Dover Elementary School, Fairview Elementary School, Hartly Elementary School, North Dover Elementary School, South Dover Elementary School, Towne Point Elementary School, Kent County Community School, Central Middle School, Dover High School and William Henry Middle School.

1.06 Public Comment (Limited to 3 minutes per speaker)

Lorraine Gloede spoke regarding Common Core.

Johnii Bothell spoke regarding Common Core.

2.0 Consent Items

Note: All consent items may be adopted by a majority vote of the Board on a properly seconded motion. On a majority vote the Board may request that any item included in this section be moved to the action/discussion/information section during adoption of the agenda. If staff member presence or additional information be required on these items, the Superintendent should be notified prior to the meeting time.

On a motion by Mr. Lewis, seconded by Mr. Martino, and on a unanimous vote, consent items were approved.

2.01 Personnel (Resolution No. 14-021)

CERTIFIED PERSONNEL

Approval for Classified Personnel as listed, pending criminal reference checks.

I. APPOINTMENTS

A. New – Regular

1.	Baylis	Brice	Social Studies Teacher	08/19/2013	KCAP
2.	Fritz	Ellen	Librarian/Media Specialist	08/19/2013	WHMS
3.	Garrett	George	Music Teacher	08/19/2013	WHMS
4.	Salemi	Marianela	Spanish Teacher	08/19/2013	DHS
5.	Sapp	Charles	Physical Science Teacher	08/19/2013	DHS

B. New – Temporary

1.	Kopp	Zachary	Elementary Teacher (91 days in lieu of Student Teaching)	08/22/2013	TP
2.	Litman	Lauren	Elementary Teacher	08/22/2013	TP
3.	Mazzoni	Tara	Elementary Teacher	08/22/2013	TP
4.	Rogers	Jessica	Elementary Teacher	08/22/2013	BTW

C. Recall

1. NONE

D. Rehire – Regular

1. NONE

E. Rehire – Temporary

1.	Plews	Amie	RtI Math Interventionist (PT/29)	08/22/2013	WHMS
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F. Return from Leave

1.	Diamond	Dayra	Teacher	08/19/2013	KCAP
2.	Gorlich	Suzanna	Teacher	08/19/2013	DHS
3.	Jensen	Jennifer	Teacher	08/19/2013	East
4.	Monticchio	Sherri	Teacher	08/19/2013	North
5.	Street	Sarah	Teacher	08/19/2013	KCCS
6.	Taylor	Jennifer	Teacher	09/26/2013	DHS
7.	Thomas	Erica	Teacher	08/19/2103	WHMS
8.	Wyatt	Elizabeth	School Psychologist	09/23/2013	District

G. E.P.E.R.

1. District Employees

a.	Beck	Dianne	Curriculum Leader – Social Studies	2013-14	DHS
b.	Berry	Alonna	21 st Century Grant/Teacher	2013-14	WHMS
c.	Butillo	Amy	Class of 2017 Advisor	2013-14	DHS
d.	Carr	Ellen	Curriculum Leader – Math	2013-14	DHS
e.	Carter	Lane	Odyssey of the Mind Club Advisor	2013-14	DHS
f.	Connelly	Mark	21 st Century Robotics	2013-14	DHS
g.	Focht	Holly	Curriculum Leader – Special Education	2013-14	DHS
h.	Gray	Sandra	Curriculum Leader – CTE	2013-14	DHS
i.	Harrington	Jill	Case Manager – 5.5 additional hours added to summer position	2012-2013	District
j.	Hass	Cheree	Later Lotus Advisor	2013-14	DHS
k.	Heslinga	Cheryl	Curriculum Leader – Science	2013-14	DHS
l.	Hess	Deanne	Drama Club	2013-14	DHS
m.	Jaquish	Ellen	21 st Century Librarian	2013-14	DHS
n.	Lanza	Courtney	21 st Century Grant/Teacher	2013-14	WHMS
o.	Lopez	Eduardo	Curriculum Leader – World Languages	2013-14	DHS

p.	Louder	Lesley	Curriculum Leader – ELA	2013-14	DHS
q.	May	Jeff	National Honor Society	2013-14	DHS
r.	McCants	Nyia	Behavioral Specialist – 6 additional Days added to summer position	2012-2013	DHS
s.	McGee	Donna	21 st Century Grant/Teacher	2013-14	WHMS
t.	Nichols	Pam	Early Childhood Specialist – 6 additional Days added to summer position	2012-2013	District
u.	Paulhamus	Marcie	Psychologist – 27 additional hours added to position	2012-2013	District
v.	Phillips	Molly	Class of 2017 Advisor	2013-14	DHS
w.	Solomon	Shawndell	21 st Century Grant/Teacher	2013-14	WHMS
x.	Stevens	Lisa	Drama Club	2013-14	DHS
y.	Tolbert	Loretta	21 st Century Grant/Teacher	2013-14	WHMS
z.	Williams	Margaret	French Club	2013-14	DHS
aa.	Woodard	Charles	21 st Century Lead	2013-14	DHS
2. Non-District Employees					
a.	Collins	Terisha	Interact Club	2013-14	DHS
3. Volunteer					
a.	NONE				

II. CHANGE IN ASSIGNMENT

A. Classification

1. NONE

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

III. LEAVES

A. FMLA/Medical/Workers Comp

1.	Beaver	Deborah	Music Teacher	08/29/2013	Hartly/ FV
2.	Madara	Shannon	Teacher	08/19/2013	East
3.	Marques	Julie	Teacher	08/19/2013	BTW/ South
4.	Moultry	Elkhannia	Teacher	08/30/2013	WHMS
5.	Roark	Melissa	Teacher	08/19/2013	WHMS
6.	Whiteman	Lisa	Teacher	08/26/2013	WHMS

B. Personal

1. NONE

C. Military

1. NONE

D. Educational

1. NONE

E. Sabbatical

1. NONE

F. Disability

1. NONE

G. Extension of Leave

1. NONE

IV. DISABILITY PENSIONS – PREPARATION TIME

1. NONE

V. PENSIONS

A. Disability

1. Forest	Debbie	5 th Grade Teacher	08/09/2013	WHMS
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B. Service Pension

1. NONE

C. Vested Pension

1. NONE

VI. RESIGNATIONS

1. Dagley	Charon	Special Education Teacher	08/19/2013	WHMS
2. Guth	Jeff	Elementary Teacher	08/16/2013	TP
3. Hickman	Wendy	Spanish Teacher	09/13/2013	DHS
4. Robinson	Stephanie	Case Manager	09/02/2013	District
5. Wayman	Arevia	Literacy Coach (Minner Reading)	09/30/2013	WHMS
6. Zwicharowski	Terry	Elementary Teacher	08/16/2013	FV

VII. EXTENSION OF CONTRACT

1. NONE

VIII. TENURE

1. NONE

IX. EXPIRATION OF CONTRACT

1. NONE

X. NON-RENEWAL/TERMINATION

1. NONE

CLASSIFIED PERSONNEL

Approval for Classified Personnel as listed, pending criminal reference checks.

I. APPOINTMENTS

A. New – Regular

1. Moore	Thomas	Copy Center Technician (Clerk)	09/18/2013	District
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B. New – Temporary

1.	Bowers	Danielle	Title I Para (PT/29)	08/22/2013	Hartly
2.	DeBenedictis-Bayne	Jennifer	1:1 Support Para (PT/29)	08/22/2013	East
3.	Deprima	Angela	Read 180 Para (PT/29)	08/22/2013	WHMS
4.	MacBeth	Lindsay	Pre-K DAP Para (PT/29)	09/19/2013	DAP/ KCCS
5.	Nevid	Joshua	ILC Instructional Para (PT/29)	09/04/2013	KCAP
6.	Ostram-Tuxward	Harmony	Title I Para (PT/29)	08/22/2013	Hartly
7.	Risner	Kristina	Kndg/Sp Ed Para (PT/29)	08/22/2013	East
8.	Short	Ashley	1:1 Support Para (PT/29)	08/22/2013	DHS
9.	Smith	Allison	Attendance Para (PT/29)	08/22/2013	DHS
10.	Tooles	Melissa	Homeless Liaison Para (PT/29)	09/18/2013	District
11.	Venticinque	Christina	Pre-K DAP Para (PT/29)	09/19/2013	DAP/ KCCS
12.	Watson	Regina	1:1 Support Para (PT/29)	09/19/2013	East
13.	Wilson	Sarina	Attendance Para (PT/29)	08/22/2013	CMS

C. Recall

1. NONE

D. Rehire – Regular

1. NONE

E. Rehire – Temporary

1.	Bloom	Gina	Attendance Para (PT/29)	08/22/2013	WHMS
2.	Johnson	Ramon	ISS Para (PT/29)	08/22/2013	DHS
3.	Keller	Stephanie	Pre-K DAP Para (PT/29)	09/19/2013	DAP/ KCCS
4.	Servon	Mary	Title I Para (PT/29)	08/22/2013	BTW
5.	Utley	Terianne	ILC Para (FT)	08/22/2013	WHMS

F. Return from Leave

1.	Coleman	Fonda	Paraprofessional	08/22/2013	KCAP
2.	Cordova	Jennifer	Paraprofessional	08/22/2013	KCCS
3.	Hauranca	Pablo	Custodian	08/15/2013	East

G. E.P.E.R.

1. District Employees

bb.	Newsome	Wayne	Athletic Director	2013-14	CMS
cc.	Smith	Allison	21 st Century Grant/Para	2013-14	WHMS
dd.	Tinger	Rebecca	21 st Century Grant/Para	2013-14	WHMS
2. Non-District Employees					
a.	Dyer	Sheryl	21 st Century Grant/Para	2013-14	WHMS
3. Volunteer					
a.	NONE				

II. CHANGE IN ASSIGNMENT

A. Classification

1. NONE

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

III. LEAVES

A. Maternity

1. NONE

B. FMLA/Medical/Workers Comp

1.	Bloom	Gina	Paraprofessional	09/03/2013	WHMS
2.	Cordova	Jennifer	Paraprofessional	09/09/2013	KCCS
3.	Craig	Lawrence	Custodian	09/03/2013	Hartly
4.	McDonald	Alicia	Child Nutrition	Intermittent	Hartly
5.	Parker	Ferris	Paraprofessional	Intermittent	East
6.	Poinciana	Paras	Custodian	07/15/2013	KCAP
7.	Woods	Toni	Child Nutrition	08/26/2013	DHS

C. Personal

1. NONE

D. Military

1. NONE

E. Educational

1. NONE

F. Sabbatical

1. NONE

G. Disability

1. NONE

H. Extension of Leave

1. NONE

IV. DISABILITY PENSIONS – PREPARATION TIME

1. NONE

V. PENSIONS**A. Disability**

1. Brandt Joy Child Nutrition 09/18/2013 DHS

B. Service Pension

1. Kline Kathaleen Child Nutrition 10/18/2013 District

C. Vested Pension

1. NONE

VI. RESIGNATIONS

1. Albright Amy 1:1 Support Para 08/19/2013 KCCS/
BTW
2. Atif Anwar Instructional Para 08/20/2013 KCAP
3. Henderson Warren Child Nutrition 08/22/2013 FV
4. Payne Leah Computer Technician 09/27/2103 District
5. Pierce Penelope Transportation 08/01/2013 District
6. Sullivan Quinton 1:1 Support Para 08/22/2013 CMS

VII. EXTENSION OF CONTRACT

1. NONE

VIII. REDUCTION IN FORCE

1. NONE

IX. TERMINATION

1. NONE

2.02 School Choice (Resolution No. 14-022)***School Choice Accept 2013-2014***

Student ID	Grade	School of Choice	Action	In/Outside of District
368051	K	Booker T. Washington Elementary	Invite	In
243991	K	Booker T. Washington Elementary	Invite	Outside
304630	K	Booker T. Washington Elementary	Invite	Outside
264542	2	Booker T. Washington Elementary	Invite	In
264124	2	Booker T. Washington Elementary	Invite	In
120237	4	Booker T. Washington Elementary	Invite	In
100326	4	Booker T. Washington Elementary	Invite	In
372921	K	East Dover Elementary School	Invite	In
279173	2	East Dover Elementary School	Invite	In
220443	3	East Dover Elementary School	Invite	In
536273	4	East Dover Elementary School	Invite	In
352383	1	Fairview Elementary School	Invite	In
365849	K	Hartly Elementary School	Invite	Outside
271867	K	North Dover Elementary	Invite	In
315820	1	North Dover Elementary	Invite	In
216353	1	North Dover Elementary	Invite	Outside
271630	2	North Dover Elementary	Invite	In
223541	3	North Dover Elementary	Invite	In

580376	3	North Dover Elementary	Invite	In
218683	3	North Dover Elementary	Invite	In
360639	K	South Dover Elementary	Invite	In
322489	K	South Dover Elementary	Invite	In
356169	K	South Dover Elementary	Invite	In
260299	2	South Dover Elementary	Invite	In
413788	1	Towne Point Elementary	Invite	In
181654	3	Towne Point Elementary	Invite	In
182584	4	Towne Point Elementary	Invite	In
121304	5	William Henry Middle School	Invite	Outside
5296	9	Dover High School	Invite	Outside
719821	9	Dover High School	Invite	Outside
704115	9	Dover High School	Invite	Outside
296057	10	Dover High School	Invite	Outside
311643	10	Dover High School	Invite	Outside
727659	11	Dover High School	Invite	Outside

School Choice Denied 2013-2014

Student ID	Grade	School of Choice	Action	In/Outside of District
476171	4	South Dover Elementary School	Denied	Outside
281874	10	Dover High School	Denied	Outside
213003	11	Dover High School	Denied	Outside
942186	12	Dover High School	Denied	Outside

2.03 Financial Reports – August 31, 2013 (Resolution No. 14-023)

Financial reports for August 31, 2013 were approved.

2.04 Minutes –Closed and Open sessions of August 14, 2013 (Resolution No. 14-024)

Minutes of closed and open sessions of August 14, 2013 were approved.

2.05 Field Trips (Resolution No. 14-025)

The following field trips were approved:

William Henry Middle School Grade 5 Purple Team to Ellis Island, New York, June 3, 2014

Dover High School Grades 9-12 Students Speech and Debate Team to Washington, DC, November 17-20, 2013

William Henry Middle School 5th grade Science/Social Studies Students to Camden, NJ, October 9, 2013

William Henry Middle School Grade 5 Purple Team to Washington, DC, October 25, 2013

Dover High School Communities in Schools 11th and 12th Grade Students to Temple University, PA, October 17, 2013

3.0 Action/Discussion/Information Items (A/D/I)

3.01 New Dover High School Construction Update

Mr. Brad Cowen of EDiS and Mr. Carl Krienen of ABHA provided the board an update on construction showing slides of interior as well as exterior progress on the building. Mr. Cowen also discussed with the board EDiS's recommendations regarding site work which included the path forward for constructing the east entrance.

3.02 New Dover High School General Conditions Funding Transfer (Resolution No. 14-026)

On a motion by Mr. Lewis, seconded by Mr. Martino, and on a unanimous vote, the board adopted Resolution No. 14-026 approving transfer to general conditions to EDiS for permitting fees, inspection and testing for new Dover High School construction in the amount of \$732,808.

3.03 Opening of School Report

Mrs. Spangler provided the board an opening of school report.

3.04 Dover High School Alumni Association (Resolution No. 14-027)

A motion was made by Mr. Lewis and seconded by Mr. Christiansen the Board of Education formally recognize the Dover High School Alumni Association and endeavor to work with them in their proposal. President Lindell called for discussion. After discussion, Mr. Lewis withdrew his motion. On a motion was made by Mr. Christiansen, seconded by Mr. Lewis, and on a unanimous vote, the Board of Education adopted Resolution No. 14-027 recognizing the Dover High School Alumni Association as the official alumni association of Capital School District.

3.05 Vision 2015 Grant

Dr. Dana Diesel, Executive Director of the Vision Network of Delaware, made presentation regarding their request that Capital School District serve as the lead district in the Vision Network of Delaware's grant application. The Vision Network requested cooperative support for the grant through signature of the board president, the superintendent and the Capital Educators' Association.

3.06 Common Core

Mrs. Spangler presented an overview of Common Core and explained Capital's progress in moving forth in planning with the complete conversion to common core to begin next year. As part of the presentation she introduced Ms. Leslie Louder, teacher at Dover High School, and Ms. Cathy Schreiber, teacher at Booker T. Washington Elementary School, present the common core work occurring within their schools.

3.07 Delaware Comprehensive Assessment System Report

Mrs. Burgoyne provided the board a summary of the district's results on the Delaware Comprehensive Assessment System. All schools achieved AYP for the year.

3.08 Resolution DPAS II Component V (Resolution No. 14-028)

On a motion by Mr. Lewis, seconded by Mr. Christiansen, and on a unanimous vote, the board adopted Board Resolution No. 14-028 for DPAS II Component V as follows: "Declares that no professional employee in the Capital School District shall be placed on an improvement plan due to Component V until the Delaware Department of Education addresses the following concerns." (These concerns are stated within the signed resolution and made a part of these minutes.)

3.09 Class Size Report

Mr. Vaughan presented a preliminary class size report.

4.0 Other Discussion

4.01 Board Reports

Mr. Martino attended the opening day of school program with compliments to the opening day speaker. Also, he noted the open houses he attended and expressed his pleasure seeing the large number of families participating in the open houses.

Mr. Lewis attended the majority of open houses and congratulated school staffs on their excellent events.

Mr. Christiansen visited many schools during the first few days of school and expressed "hats off to all administrators, teachers, and staff - all made the district proud." He put out a challenge for all schools to participate in the Dover High School homecoming parade scheduled for October 25.

4.02 Board President/Member Update

Mr. Lindell enjoyed watching teachers prepare for their students. In addition, he is looking forward to participating as a presenter for the Passport to Success Day at Dover High School on October 4.

Mr. Lindell shared a message from Dennis Hallock who is coordinating a fund raiser for breast cancer awareness for Capital School District "Go Pink" day on October 25.

Mr. Lindell complimented Mr. Lewis on receiving the Governor's Volunteer Award and the 9-11 First Responder Award.

4.03 Superintendent Update

Dr. Thomas made the following announcements:

- The district will host a community presentation on construction progress of the new Dover High School at 7 pm on October 23, 2013 in Central Middle School auditorium.
- The district will appear before the City of Dover Planning Commission on October 21 making waiver request for parking at the new Dover High School.

5.01 Adjournment

On a motion by Mr. Lewis, seconded by Mr. Christiansen, and on a unanimous vote, the meeting was adjourned at 12:00 a.m.

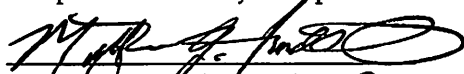
**CAPITAL SCHOOL DISTRICT BOARD OF EDUCATION
DOVER, DE**

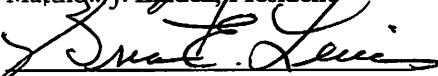
WHEREAS, there are still questions, concerns, and inconsistencies regarding component 5 of the DPAS II Evaluation System;

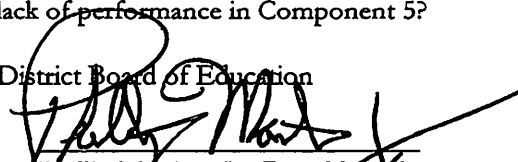
NOW THEREFORE, BE IT RESOLVED, that the Capital School District Board of Education declares that no professional employee in the Capital School District shall be placed on an improvement plan due to Component 5 until the Delaware Department of Education addresses the following concerns:

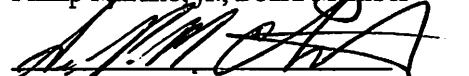
1. **Promoting Perverse Incentives and Low Standards:** A professional employee who sets higher goals for themselves and falls short of their lofty goals is punished while a professional employee who sets a lower bar that they know they can easily meet will be rewarded as a highly effective teacher/administrator. By its nature, this component encourages teachers, administrators, and districts to set low standards to be labeled effective.
2. **Changing Assessments:** With the move from DCAS to the Smarter Balanced Assessment, are we to put every teacher and administrator on an improvement plan considering that elected officials are predicting pass rates of 25%? How will administrators who are under improvement themselves be able to help teachers who are labeled ineffective and placed on improvement plans?
3. **Time Consuming Nature of Component 5:** While the Delaware Department of Education addressed the issue of time by cutting parts of Component 1 thru 4, they ignored the concerns regarding time consumption with Component 5. In some Professional Learning Communities, major amounts of time were consumed by Measures B and C of Component 5 as teachers and administrators walk a tight rope in the wording of their goals. One word could change how one is measured. This time could be better used in collaborating with their fellow professionals to align curriculum and develop plans of action for students with the greatest need rather than being forced to wordsmith based upon the specter of Component 5.
4. **State Pre and Post Tests:** First, many of the questions on these assessments are recycled DSTP questions, which have become incongruent with our move to Common Core and other changes to the curriculum to meet the expectations of DDOE. Second, who grades these assessments? In some districts, it is done by the teachers and administrators themselves while in others they are sent off to be graded. This is an inconsistency that shakes the core of this component.
5. **Punitive Nature of Component 5:** This component was designed so the DDOE could check off a box on the federal government's list of requirements. This component fails to take into account other extenuating circumstances that could impact student achievement. For instance, a student not receiving the reading accommodation that they may need on the DCAS due to a school looking out for its AYP participation rate. Are a teacher and administrator to be put on an improvement plan because we are unable to provide a legal accommodation to that student due to DDOE interpretation of USDOE AYP requirements?
6. **Positions Subject to Component 5 w/o Goals to Match:** This is an issue for professional employees who fall into Group 3. In many cases, these individuals are forced to put a square peg in a round hole. This leads to further inconsistency within this component.
7. **DCAS is incapable of measuring growth goals by the state:** In one classroom, the average margin of error was 25 points per test, and the average growth goal is 50 points; thus, the margin of error is enough to account for the growth or lack thereof.
8. **Legal Costs:** Will the DDOE reimburse a district for the legal fees that will be spent once a district decides to terminate the employment of an individual because of consistent lack of performance in Component 5?

Adopted this 18th day of September 2013 by the Capital School District Board of Education


Matthew J. Lindell, President


Brian E. Lewis, Vice President


Phillip Martino, Jr., Board Member


Sean P. M. Christiansen, Board Member