

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

BOARD OF EDUCATION

Dr. Chanda Jackson, President
Sean P. M. Christiansen, Vice
President
Felecia R. Duggins
Vickie L. Pendleton
Donna J. Geist

Wednesday, January 21, 2026
In-Person/Live Stream Meeting
Administrative Office
MINUTES



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

Board Members Present:

Dr. Jackson
Mr. Christiansen
Ms. Duggins
Ms. Pendleton
Ms. Geist

Also Present:

Dr. Victor Cahoon, Superintendent of Schools

1.0 Open Session

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board entered open session at 6:09 p.m.

1.01 Roll Call – Establishment of a Quorum

On a roll call vote of 5/0: Ms. Geist – present Ms. Pendleton – present; Ms. Duggins –present; Mr. Christiansen – present; Dr. Jackson – present, quorum was established.

On a motion by Ms. Geist, seconded by Mr. Christiansen, and on a unanimous vote, the agenda was amended in the following order:

1.05 Presentations

- **Dover High School Student Christopher Sweet – Eagle Scout Project-ADA Accessible Walkway, Booker T. Washington Elementary Courtyard**

1.04 Recognitions

- **Dover High School AP Update and AP Scholars Recognition**

1.02 Executive Session

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board entered closed session at 6:33 p.m.

1.03 Reconvene Open Session

President Jackson reconvened the meeting at 8:45 p.m. followed by the Pledge of Allegiance

1.05 Presentations

- SSG and Supportive Classrooms – Ms. Tania Alexander and Dr. Brittany Hazzard presented the following updates regarding the Student Success Guide and Supportive Classrooms.
 - SSG Committee meeting dates
 - SSG Possible revisions for School Year 2026-2027
 - Data Overview
 - Potential Future Supports – In-School Alternative Placements
 - Therapeutic Classrooms via High-five
 - Options for Student Support
- Dover Middle School Updates – Achievements, Operations and Efficiency
 - New Year, New Goals
 - Survey Data Summary
 - Extended Response Trends
 - Architect and Building Model Review
 - Impact on Merging Schools

- Options for Merging the Schools
- Questions and Next Steps

1.05 Superintendent Update

Dr. Cahoon presented the Superintendent Update:

- Attendance at meetings and events
- Updates on Grade Reconfiguration
- Upcoming Events
- Visitations to:
 - Dover High School Boys Basketball Game 1/8/26
 - Dover High School Swim Meet 1/16/26

1.06 Board President – Member Updates

Ms. Geist

- Happy New Year and hope everyone had a break to recharge your battery. Let's think of our students as our north star.
- Attended meetings representing the board regarding policies and advocacy areas.
- Attended the Literacy event during which the Delaware Secretary of Education Cindy Marten visited South Dover Elementary School.
- Shared that with the Classroom Challenge matching funds are coming forward to give teachers what they need to support their classrooms.
- As part of the district's literacy initiatives, has a book to share with the schools, "The Very Long Walk", written by local author, Kristie Smith, which includes lesson plan materials and the offer to visit schools.
- Attended the Dr. Martin Luther King prayer breakfast where Larry Friend, Associate Principal at Dover Middle School Campus, served as emcee.

Ms. Pendleton

- Happy New Year!
- Kudos to Dr. Brittany Hazzard, keynote speaker at Delaware State University,
- Attended the wonderful Murphey School Christmas gathering.
- Volunteered in the community, as a member of the Union Baptist Church, at the Whatcoat UMC where 500 bags of free fruits and vegetables were packed and ready to share with the community.
- Goal is to get in schools more, lend support.

Ms. Duggins

- Noted that the board members are appreciative of all the staff members of Capital School District.
- Attended the following events:
 - Excellence in Education event at Maple Dale Country Club
 - Dr. Martin Luther King, Jr. breakfast
 - Policy Committee meeting
- Have a great year.

Mr. Christiansen

- Shared that the school attendance zone committee has met again. Purpose of this committee is to reconfigure the attendance areas of the district for elementary schools to ensure the reconfiguration is as equitable as possible. Mr. Damien Burke is leading this committee.
- It is a new year, and the same school year. Keep doing what you're doing, taking care of your students.

Dr. Jackson

- Happy New Year.
- Hope you had time to relax and enjoy the holiday break.
- Let's keep the momentum going with our students.

1.06 Public Comment

- Katherine Covington and Shanetta Benson, representing the Capital Paraprofessionals Association, invited the board members to their meeting and will send an email invitation on behalf of the association.

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. Christiansen, seconded by Ms. Duggins, and on a unanimous vote, the board approved Consent Items as presented.

2.01 Personnel (Resolution No. 26-067)

Approval for Administrative Personnel, Certified Personnel, and Classified Personnel as listed, pending criminal reference checks and verification of certification as needed.

ADMINISTRATIVE PERSONNEL

BOARD OF EDUCATION APPROVAL IS RECOMMENDED FOR ADMINISTRATIVE PERSONNEL AS LISTED, PENDING CRIMINAL REFERENCE CHECKS AND VERIFICATION OF CERTIFICATION.

III. LEAVES

- | | | | | | |
|----|--------------------------------|-------|---------------|------------------|----|
| A. | Leaves - FMLA/STD/Workers Comp | | | | |
| 1. | Mitchell | Donna | Administrator | January 26, 2026 | DO |
| B. | Leaves – Personal | | | | |
| 1. | NONE | | | | |
| C. | Leaves - Military | | | | |
| 1. | NONE | | | | |
| D. | Leaves - Educational | | | | |
| 1. | NONE | | | | |
| E. | Leaves - Sabbatical | | | | |
| 1. | NONE | | | | |
| F. | Leaves - Extension of Leave | | | | |
| 1. | NONE | | | | |
| G. | Return from Leave | | | | |
| 1. | NONE | | | | |

CERTIFIED PERSONNEL

BOARD OF EDUCATION APPROVAL IS RECOMMENDED FOR CERTIFIED PERSONNEL AS LISTED, PENDING CRIMINAL REFERENCE CHECKS AND VERIFICATION OF CERTIFICATION.

I. APPOINTMENTS

- | | | | | | |
|----|-----------------|-------|-------------------|------------------|-------|
| A. | New – Regular | | | | |
| 1. | NONE | | | | |
| B. | New – Temporary | | | | |
| 1. | Smith | Sarah | Math Intervention | January 26, 2026 | South |

C. Rehire – Regular

1. NONE

D. Rehire – Temporary

1. NONE

E. E.P.E.R.

a. District Employees

1. NONE

b. Non-District Employees

1. NONE

II. CHANGE IN ASSIGNMENT

Classification/Job Title/Condition of Employment

A. Classification

- | | | | | |
|----------|---------|------------------------------|-----------------|----|
| 1. Colon | Erlinda | Math Specialist
From DMSC | January 5, 2026 | DO |
|----------|---------|------------------------------|-----------------|----|

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

III. LEAVES

A. Leaves - FMLA/STD/Workers Comp

- | | | | |
|---------------------------|---------|-------------------|------------|
| 1. Moultry-Zayd, Farrah | Teacher | December 17, 2025 | Central ES |
| 2. Pizza-Sampogna, Louise | Teacher | December 17, 2025 | FV ECC |

B. Leaves – Personal

1. NONE

C. Leaves - Military

1. NONE

D. Leaves - Educational

1. NONE

E. Leaves - Sabbatical

1. NONE

F. Leaves - Extension of Leave

1. NONE

G. Return from Leave

- | | | | | |
|------------------------------|---------|---------|-------------------|--------|
| 1. Flowers | Carlos | Dean | January 12, 2026 | DHS |
| 2. Nicholas | Dara | Teacher | December 19, 2025 | DHS |
| 3. Pickett | Ryan | Teacher | January 12, 2026 | DMSC |
| 4. Stewart | Tammy | Teacher | January 7, 2026 | DMSC |
| 5. Whitebread-Kennedy, Laura | Teacher | | January 5, 2026 | Hartly |

IV. RESIGNATIONS

A. Castille-Hall	Debra	ELA Specialist	January 16 2026	DMSC
B. Covert	Meredith	Teacher	January 16, 2026	DMSC
C. Hasan	Denine	Guidance	January 9, 2026	Central
D. Mickle	Katherine	Teacher	January 30, 2026	DHS
E. Thompson	Beramiesha	Teacher	February 6, 2026	South

V. PENSIONS

Disability/Service/Vested

A. Disability

1. NONE

B. Service Pension

1. NONE

C. Vested Pension

1. NONE

VI. EXPIRATION OF CONTRACT/TEMPORARY CONTRACT

1. NONE

VII. NON-RENEWAL/TERMINATION/REDUCTION IN FORCE

1. NONE

CLASSIFIED PERSONNEL

BOARD OF EDUCATION APPROVAL IS RECOMMENDED FOR CLASSIFIED PERSONNEL AS LISTED, PENDING CRIMINAL REFERENCE CHECKS AND VERIFICATION OF CERTIFICATION.

I. APPOINTMENTS

A. New – Regular

1. Cichowicz	Kimberly	Senior Secretary	January 7, 2026	TP
2. Harris	Ashley	Bus Driver	December 15, 2025	DO
3. King	Sarah	Financial Secretary – CN	January 26, 2026	DO
4. Massie	Sandra	Financial Secretary - BO	February 2, 2026	DO

B. New – Temporary

1. DeJesus	Emily	Extra Support Para	January 12, 2026	North
2. Donzo	Yulia	Extra Support Para	January 12, 2026	KCC
3. Kulhanek	Alexis	Extra Support Para	January 12, 2026	KCCS
4. Maria	Naomi	Title I Para – PT	January 26, 2026	FV ECC
5. Sills	Sara	Paraprofessional	January 26, 2026	South
6. Sockriter	Briana	Extra Support Para	January 12, 2026	KCCS

C. Rehire – Regular

1. NONE

D. Rehire – Temporary

1. NONE

E. E.P.E.R.

a. District Employees

1. Bigesby	Kennadi	21 st Century Para	2025-2026 SY	Hartly
2. Giddens	Yashica	Advisor – Class of 2028	2025-2026 SY	DHS

b. Non-District Employees

1. NONE

II. CHANGE IN ASSIGNMENT

Classification/Job Title/Condition of Employment

A. Classification

1. Ashley	Donya	Instructional Para From KCSILC	January 5, 2026	South
2. Assad	Hergine	Instructional Para From KCSILC	January 5, 2026	East
3. Butler	Anthony	Custodian – Mid Day From Night Shift	January 5, 2026	South
4. Daniels	Maurice	Custodian – Night Shift From DMSC	January 5, 2026	East
5. Griffin	LaWanda	Instructional Para From KCSILC	January 5, 2026	South
6. Huaranca	Nelson	Custodian – Night Shift From FV	January 5, 2026	DHS
7. Jefferson	Aiecia	Instructional Para From KCSILC	January 5, 2026	East
8. Johnson	Kyle	Chief Custodian From Bldg./Grounds	January 12, 2026	BTW

9. Payne	Gary	Instructional Para From KCSILC	January 5, 2026	East
10. Price	DaeQuan	Instructional Para From Extra Support Para	January 12, 2026	South
11. Simmons	Jamir	Instructional Para From KCSILC	January 5, 2026	East
12. Ventura	Angel	Instructional Para From KCSILC	January 5, 2026	South
13. Walker	Shakima	Instructional Para From KCSILC	January 5, 2026	South

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

III. LEAVES

A. Leaves - FMLA/STD/Workers Comp

1. Ashby	June	Paraprofessional	December 15, 2025	DHS
2. Ayer	Martha	Paraprofessional	December 17, 2025	Hartly
3. Fenner	Charlene	Custodian	January 7, 2026	DMSC
4. Heath	Dominique	Paraprofessional	December 16, 2025	South
5. Hill	Janice	Transportation	December 16, 2025	DO
6. Holliman	LaTonya	Transportation	December 16, 2025	DO
7. Kersey	Robert	Constable	December 15, 2025	DO/Float
8. Martinez	Carmen	Child Nutrition	January 5, 2026	BTW
9. Mobley	Aaron	Paraprofessional	November 30, 2025	South
10. Stanley-Rickrode, Annette		Child Nutrition	January 15, 2026	BTW
11. Webb	Stephanie	Paraprofessional	January 6, 2026	DHS

B. Leaves – Personal

1. NONE

C. Leaves - Military

1. NONE

D. Leaves - Educational

1. NONE

E. Leaves - Sabbatical

1. NONE

F. Leaves - Extension of Leave

1. NONE

G. Return from Leave

1. Benson	Coraja	Paraprofessional	January 5, 2026	South
2. Monsanto	Allannio	Paraprofessional	December 11, 1025	KCSILC
3. Newman	Shaqueena	Custodian	December 8, 2025	South
4. Woolman	John	Custodian	January 12, 2026	DMSC

IV. RESIGNATIONS

A. Allen	Jordan	Paraprofessional	January 24, 2026	DHS
B. DeVasquez	Karen	Child Nutrition	November 21, 2025	DO
C. Iacone	Bianca	Child Nutrition	January 4, 2026	DO

V. PENSIONS

Disability/Service/Vested

A. Disability

1. NONE

B. Service Pension

1. NONE

C. Vested Pension

1. NONE

VI. EXPIRATION OF CONTRACT/TEMPORARY CONTRACT

1. NONE

VII. NON-RENEWAL/TERMINATION/REDUCTION IN FORCE

1. NONE

2.02 School Choice (Resolution No. 26-068)

School Choice Accept Good Cause 2025-2026 School Year

Student ID	Grade	School of Choice	Action	Inside/Outside of District
539143	1	Booker T. Washington	Accept	Inside
657014	1	Booker T. Washington	Accept	Inside

School Choice Deny Good Cause 2025-2026 School Year

Student ID	Grade	School of Choice	Action	Inside/Outside of District
531866	1	Towne Point	Deny/Capacity	Inside

2.03 Financial Reports – December 31, 2025 (Resolution No. 26-069)

Financial Reports for December 31, 2025 were approved.

2.04 Minutes – Minutes of Executive and Public sessions of regular Board of Education meeting December 10, 2025 and special Board of Education meeting December 3, 2025 (Resolution No. 26-070)

Minutes of executive and public sessions of regular Board of Education meeting December 10, 2025 and special Board of Education meeting December 3, 2025 were approved.

2.05 Field Trips (Resolution No. 26-071)

The following field trips were approved:

Dover High School Music Department to Charlotte, NC, April 23-26, 2026

Booker T. Washington Elementary School 4th Graders & Alpha Students to Washington, DC, June 2, 2026

Dover High School Culinary students grades 10-12 to Wilmington, DE, overnight February 17-18, 2026 for Delaware ProStart Student Invitational

Dover Middle School Campus Music Department- Band, Choir, Orchestra, to Hershey, PA, May 29, 2026

Dover High School JDG students to Howard University, Washington, DC, February 20, 2026

Dover High School 21st Century students to Bowie State University and Howard University, Washington, DC, on the following dates: 2/12/26, 2/26/26, 3/19/26 and 3/26/26

Dover High School Dance Academy students to Norfolk, VA, March 4-March 8, 2026

2.06 Waiver for Building Use Rentals (Resolution No. 26-072)

None

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

3.01 Change Orders Central Elementary School (Resolution No. 26-074)

On a motion by Mr. Christiansen, seconded by Ms. Duggins, and on a unanimous vote, the board adopted Resolution No. 26-074 approving the change order for Central Elementary School Continental Electric E10-06 in the amount of \$252,750.00.

3.02 William Henry Bid (Resolution No. 26-075)

On a motion by Mr. Christiansen, seconded by Ms. Geist, and on a unanimous vote, the board adopted Resolution No. 26-075 approving the bid submitted by County Environmental Company for asbestos abatement in the amount of \$420,000.

3.03 Financial Position Report (Resolution No. 26-076)

On a motion by Mr. Christiansen, seconded by Ms. Duggins, and on a unanimous vote, the board adopted Resolution No. 26-076 approving the school district financial position report as required under Section 1507, Title 14 Delaware Code, for submission to the Department of Education, January 31, 2026.

3.04 New Delaware Financial Literacy Requirement Dover High School proposal - Social Studies course sequence with new Geography Course and Financial Literacy integrating with Economics (Resolution No. 26-077)

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board deferred action until the February 18, 2026 meeting on the New Delaware Financial Literacy Requirement Dover High School proposal - Social Studies course sequence with new Geography Course and Financial Literacy integrating with Economics (Resolution No. 26-077).

3.05 Dover High School Theatre Arts Pathway Proposal (Resolution No. 26-078)

On a motion by Mr. Christiansen, seconded by Ms. Duggins, and on a roll call vote of 5/0: Ms. Geist – yes; Ms. Pendleton – yes; Ms. Duggins – yes; Mr. Christiansen – yes; Dr. Jackson – yes, the board adopted Resolution No. 26-078 approving the Dover High School Theatre Arts Pathway Proposal – a Comprehensive Three-Level Drama Program.

3.06 Revisions Policy #200-22 School Organization (First Reading) (Resolution No. 26-079)

On a motion by Mr. Christiansen, seconded by Ms. Duggins, and on a unanimous vote, in accordance with Policy #100-25, the board suspended the rules to vote on Revisions Policy #200-22 School Organization after the first reading.

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board adopted Resolution No. 26-079 approving the Revisions Policy #200-22 School Organization.

3.07 Revisions Policy #500-28 Title IX Policy (First Reading) (Resolution No. 26-080)

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board deferred action on Revisions Policy #500-28 Title IX Policy (Resolution No. 26-080) for the second reading at the February 18, 2026 meeting.

3.08 Policy #700-36 Crisis Response Policy (First Reading) (Resolution No. 26-081)

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board postponed any action on Policy #700-36 Crisis Response Policy (Resolution No. 26-081) for the second reading at the February 18, 2026 board meeting.

3.09 Attendance of Board Members at Conferences (Resolution No. 26-082)

A brief conversation occurred in which board members discussed their individual preferences for attending conferences:

- Ms. Geist - attendance at the NSBA Advocacy Institute, Washington, DC, February 1-3, 2026.

On a motion by Ms. Duggins, seconded by Ms. Pendleton, and on a unanimous vote, the board adopted Resolution No. 26-082 approving Ms. Geist's attendance at the NSBA Advocacy Institute in Washington, DC, February 1-3, 2026.
Attendance for board members at upcoming conferences will be discussed and voted on at upcoming meetings.

4.0 Adjournment

4.01 Adjournment

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote the meeting was adjourned at 10:50 p.m.