

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

Wednesday, December 10, 2025

In-Person/Live Stream Meeting
Administrative Office
MINUTES



BOARD OF EDUCATION

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

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

Board Members Present:

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

Also Present:

Mr. Toriano A. Giddens, Assistant Superintendent

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 6:03 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.

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 6:04 p.m.

1.03 Reconvene Open Session

President Jackson reconvened the meeting at 6:58 p.m. followed by the Pledge of Allegiance

1.04 Presentation – Dover Middle School Campus Intents and Achievements – Part II

Dr. Ryan Fuller, Director of Secondary Instruction, Dr. Sherrie Sudler, Principal of Middle School of Excellence, and Dr. Joseph Evans, Principal of Middle School of Innovation, presented the following topics:

- Achievement, Operations and Efficiency
- Survey Breakdown
- Staff, Student, and Community Surveys
- Configuration of the building
- Shared space model
- Unit Count Model Analysis – one school or two schools
- CSI Plan, Data and Updates
- DSSF Accountability Summary – School of Excellence and School of Innovation Values
- STAR Alignment to SBAC Study 2024

1.05 Assistant Superintendent Update

Mr. Giddens presented the Assistant Superintendent Update:

- Attendance at meetings and events
- Updates on Grade Reconfiguration
- Visitations to:
 - KCCS Strive Program
 - Senator Step-Up Program
 - KCCS Classroom
 - Central Elementary School Spanish Immersion Program

1.06 Board President – Member Updates

Ms. Geist

- Happy Holidays to all.
- Attended the district Holiday Gala, it was wonderful see many people having a fun evening.
- Attended the State Educational Support Professionals Banquet.
- Commended teachers that participated in a state partnership in Delaware for teacher-developed programs in literacy. Capital teachers submitted 46 projects for funding as of the middle of October and funds have been received.
- Encouraged those attending to go to DonorsChoose.org and look at the projects submitted by Capital teachers that are not yet funded and share with colleagues and business that would be willing to donate and encourage them to fund a Capital School District project to bring materials needed to the classroom.

Ms. Pendleton

- Attended the following district and school events:
 - Little Senators Reading Night on November 20
 - Hartly Thanksgiving play
 - State Educational Support Professionals Banquet
 - Calendar Committee meeting
 - District Holiday Gala
- Volunteered to assist with the North Dover holiday shop.
- Have a great holiday and see you in January.

Ms. Duggins

- Thank you for all you do and for choosing Capital; we are aware of the challenges that you have and we are working with administrators.
- Attended the following district and school events:
 - State Educational Support Professionals Banquet
 - Policy Committee meeting
 - District Holiday Gala
- Visited the following schools: Dover Middle School Campus, Central Elementary School, Fairview ECC, Hartly Elementary School and South Dover Elementary School
- Want to encourage parents and community members to volunteer and we need males as role models in our schools.
- Enjoy your break and thank you for all you do.

Mr. Christiansen

- Attended the Holiday Gala, had a good time; Transportation had the most attendees.
- Reminded everyone of the City of Dover event on Saturday, December 13, at 6 p.m. “Dashing through Dover Downtown Parade” with toys being distributed from 3:30-5:30 p.m.
- In remembrance of Mr. Martin, take this time to vacate, enjoy your family, come back refreshed and ready to go for the remainder of the school year.
- Merry Christmas, Happy Hanukkah, Happy Kwanzaa, and Happy Holidays.

Dr. Jackson

- Attended Policy Committee meeting, hearing 3 policies tonight.
- Attended district Holiday Gala.
- Visited South Dover Elementary School.
- Goal is to visit more schools.
- Please do something amazing during your time off. Take care of yourself and enjoy the holidays.

1.06 Public Comment

- Adrienne Gomez spoke regarding student safety concerns and need for support in kindergarten classes, need fewer students in kindergarten classes.

- Gloria Leib spoke in regards to Paraprofessionals at Kent County Secondary Intensive Learning Center, being transferred out of the building. Transfer most likely will affect the safety, stability and individualized support for the school. Paras are also essential to instruction.
- Ruby Robles spoke concerning kindergarten classes, as related to the safety of the students, the aggressive behavior shown by some students and how to manage this behavior, requesting that the district reduce class sizes for kindergarten or provide paras in the classroom.
- Morgan Jewell spoke with respect to the number of students in kindergarten classes. She indicated the district is losing teachers who feel they are not heard, valued, trusted or supported. Teacher wellbeing in the district is directly related to student wellbeing. Need paraprofessionals in the classroom.

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 deferred vote on Consent Item 2.01 Personnel and approved Consent items 2.02, 2.03, 2.04, 2.05 and 2.06 as presented. Consent Item 2.01 will be discussed in executive session at the conclusion of the regular board meeting when the board goes back into executive session. At the conclusion of the executive session, the board will return to open session and vote on Consent Item 2.01 Personnel at that time.

On a motion by Mr. Christiansen, seconded by Ms. Geist, and on a unanimous vote, the board removed A/D/I Agenda Item 3.01 from the agenda for the meeting.

2.01 Personnel (Resolution No. 26-058)

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

2.01 Personnel was moved to A/D/I Agenda Item 3.05 and is recorded as such in these minutes.

2.02 School Choice (Resolution No. 26-059)

None

2.03 Financial Reports – November 30, 2025 (Resolution No. 26-060)

Financial Reports for November 30, 2025 were approved.

2.04 Minutes – Minutes of Executive and Public sessions of regular Board of Education meeting

November 19, 2025 and special Board of Education meeting November 5, 2025 (Resolution No. 26-061)

Minutes of executive and public sessions of regular Board of Education meeting October 20, 2025 were approved.

2.05 Field Trips (Resolution No. 26-062)

The following field trips were approved:

Dover High School Academy of Finance students to Philadelphia, PA, February 12, 2026

Dover High School Speech and Debate students to Wyndmoor, PA, December 13, 2025

2.06 Waiver for Building Use Rentals (Resolution No. 26-063)

None

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

~~3.01 New Delaware Financial Literacy graduation requirements for grades 9-12—Effective for 9th graders in the 2026-2027 school year.~~ Agenda Item 3.01 was removed from the agenda.

3.02 Revisions Policy #600-10 Grading and Reporting of Student Progress (First Reading) (Resolution No. 26-064)

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, in accordance with Policy #100-25, the board suspended the rules to vote on Revisions Policy #600-10 Grading and reporting of Student Progress as presented. On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board adopted Resolution No. 26-064 approving Revisions Policy #600-10 Grading and Reporting of Student Progress.

3.03 Revisions Policy #500-10 Absences and Leaves Policy (First Reading) (Resolution No. 26-065)

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 #500-10 Absences and Leaves policy as presented. On a motion by Mr. Christiansen, seconded by Ms. Duggins, and on a unanimous vote, the board adopted Resolution No. 26-065 approving Revisions Policy #500-10 Absences and Leaves Policy.

3.04 Revisions Policy #500-26 Donated Leave Policy (First Reading) (Resolution No. 26-066)

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, in accordance with Policy #100-25, the board suspended the rules to vote on Revisions Policy #500-26 Donated Leave Policy with the correction made by the Human Resources staff.

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board adopted Resolution No. 26-066 approving Revisions Policy #500-26 Donated Leave Policy with corrections.

3.05 Executive Session

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a unanimous vote, the board returned to executive session at 9:20 pm. to consider 2.01 Consent Items - Personnel. The board will return to open session to vote on the consent items – Personnel.

Dr. Jackson reconvened the meeting into open session at 12:05 a.m. on December 11, 2025.

2.0 Consent items

On a motion by Mr. Christiansen, seconded by Ms. Pendleton, and on a roll call vote of 5/0: Ms. Geist – yes; Ms. Pendleton – yes; Ms. Duggins – yes; Mr. Christiansen – yes; Dr. Jackson – yes, 2.01 Consent Item – Personnel Resolution No. 26-058 was approved as presented.

2.01 Personnel (Resolution No. 26-058)

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.

V. PENSIONS

Disability/Service/Vested

A. Disability

1. NONE

B. Service Pension

1. Berry Ronald Principal January 1, 2026 KCSILC

C. Vested Pension

1. NONE

VI. Extension of Administrative Contracts

Administrator Evaluation ID#	Contract Extension Date
2025-104	6/30/2028
2025-113	6/30/2027
2025-122	6/30/2028
2025-130	6/30/2028
2025-205	6/30/2027
2025-214	6/30/2028
2025-231	6/30/2028
2025-236	6/30/2028
2025-306	6/30/2028
2025-315	6/30/2028
2025-323	6/30/2028
2025-332	6/30/2028
2025-407	6/30/2028
2025-416	6/30/2028
2025-424	6/30/2027
2025-433	6/30/2028
2025-517	6/30/2028
2025-525	6/30/2028
2025-534	6/30/2028
2025-609	6/30/2028
2025-618	6/30/2028
2025-626	6/30/2028
2025-635	6/30/2028
2025-701	6/30/2028
2025-710	6/30/2027
2025-719	6/30/2028
2025-802	6/30/2028
2025-811	6/30/2027
2025-820	6/30/2028
2025-828	6/30/2028
2025-903	6/30/2028
2025-912	6/30/2028
2025-921	6/30/2028
2025-929	6/30/2028

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. Heinicke	Sara	Support Liaison	January 5, 2026	KCCS
2. MacDonald	Jennifer	School Nurse	December 8, 2025	FV ECC
3. Watson	Charlena	Reading Specialist	December 8, 2025	North

C. Rehire – Regular

1. NONE

D. Rehire – Temporary

1. NONE

E. E.P.E.R.

a. District Employees

- | | | | | |
|-------------|------|----------------------------------|----------|---------|
| 1. Crawford | Tere | Teacher 21 st Century | 25-26 SY | Central |
|-------------|------|----------------------------------|----------|---------|

b. Non-District Employees

1. NONE

II. CHANGE IN ASSIGNMENT

Classification/Job Title/Condition of Employment

A. Classification

- | | | | | |
|-------------------|----------|-------------------------|------------------|-------|
| 1. Crews-Seams | Dawn | LCSW | January 5, 2026 | SSU |
| | | From FV | | |
| 2. D'Antonio | Lauren | Teacher – Imm. Eng. | January 5, 2026 | South |
| | | From Teacher – Spec Ed | | |
| 3. O'Keefe-Wilson | Jennifer | ELA Specialist | December 3, 2025 | DO |
| | | From Reading Specialist | | |

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

III. LEAVES

A. Leaves - FMLA/STD/Workers Comp

1. NONE

B. Leaves – Personal

- | | | | | |
|-----------|-------|--------------|-----------------------|-----|
| 1. Watson | Peggi | Psychologist | Jan. 5 – May 12, 2026 | DHS |
|-----------|-------|--------------|-----------------------|-----|

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

IV. RESIGNATIONS

A. Bergin	Molly	Math Interventionist	December 5, 2025	South
B. Mast	Paula	School Nurse	December 31, 2025	South
C. Truitt	Ivy	Grad Specialist	January 9, 2026	DHS

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. FY26-12-01	Teacher	Insubordination/Misconduct in Office	Dec. 10, 2025	FV/H
2. FY 26-12-02	Teacher	Misconduct in Office	Dec. 10, 2025	Central
Elementary				

CLASSIFIED PERSONNEL

December 10, 2025

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. Kenton	Jessalynn	PR/Community Specialist	January 5, 2026	DO
2. Speaks	Nathaniel	Custodian – Night Shift	Dec. 15, 2025	FV ECC

B. New – Temporary

1. Webb	Stephanie	Paraprofessional	December 14, 2025	DHS
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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.	Elmore-Lodvil	Zalarie	Para – 21 st Century	25-26 SY	Hartly
2.	Reed	Natalee	Classroom Support	25-26 SY	KCCS

II. CHANGE IN ASSIGNMENT

Classification/Job Title/Condition of Employment

A. Classification

1.	Conard	Mary	Title I Para – full time From part time at FV	January 5, 2026	Central
2.	Murray	Andrew	Custodian – Day Shift From night shift	December 1, 2025	DHS

B. Job Title

- NONE

C. Condition of Employment

- NONE

III. LEAVES

A. Leaves - FMLA/STD/Workers Comp

- NONE

B. Leaves – Personal

- NONE

C. Leaves - Military

- NONE

D. Leaves - Educational

- NONE

E. Leaves - Sabbatical

- NONE

F. Leaves - Extension of Leave

- NONE

G. Return from Leave

- NONE

IV. RESIGNATIONS

A.	Fortunate	Estavian	Paraprofessional	December 5, 2025	MSI
B.	Gibson	Veronica	Transportation	December 1, 2025	DO
C.	Harris	Selinda	Senior Secretary	December 2, 2025	TP
D.	Logullo	Leslie	Transportation	December 2, 2025	DO
E.	McLamb	Jesstine	Custodian	December 5, 2025	East
F.	Newman	Shaqueena	Custodian	December 5, 2025	South
G.	Sanders	Rocio	Transportation	December 12, 2025	DO
H.	Yellowdy	Kamal	Paraprofessional	December 5, 2025	SSU

V. PENSIONS

Disability/Service/Vested

A. Disability

1. NONE

B. Service Pension

1. Bloom

Gina

Paraprofessional

February 1, 2026

DHS

C. Vested Pension

1. NONE

VI. EXPIRATION OF CONTRACT/TEMPORARY CONTRACT

1. NONE

VII. NON-RENEWAL/TERMINATION/REDUCTION IN FORCE

1. NONE

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 12:10 a.m. December 11, 2025.