

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

Wednesday, January 19, 2022
In-Person/Live Stream Meeting
Administrative Office
MINUTES



BOARD OF EDUCATION
Dr. Chanda Jackson-Short, President
Sean P. M. Christiansen, Vice President
John C. Martin, Jr.
Joan L. Engel
Dr. Anthony J. DePrima

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

Board Members Present:

Dr. Jackson-Short
Mr. Christiansen
Mr. Martin
Mrs. Engel
Dr. DePrima

Also Present:

Dr. Vilicia Cade, Superintendent
Dr. Edward Small, Assistant Superintendent
Mr. Ade Kuforiji, Chief Financial Officer

1.0 Open Session

On a motion by Dr. DePrima, seconded by Mr. Martin, and on a unanimous vote, the board entered open session at 5:03 p.m.

1.01 Roll Call

On a roll call vote of 4/1: Dr. DePrima – present; Mrs. Engel – present and virtual; Mr. Martin – present; Mr. Christiansen – present; Dr. Jackson-Short – absent, quorum was established. Dr. Jackson-Short arrived at 5:16 p.m.

1.02 Executive Session

On a motion by Dr. DePrima, seconded by Mr. Martin, and on a unanimous vote, the Board entered closed session at 5:04 p.m. for the purpose of:

- I. Interviews of Candidates for position of Associate Principal, Dover High School
- II. Student Disciplinary Matters
- III. Legal Matters
- IV. Personnel

1.03 Reconvene Open Session/Pledge of Allegiance

The board reconvened into open session at 7:30 p.m.

1.05 Board President/Member Updates

Dr. DePrima

- Happy New Year, hope you had a great break.
- Attended in person the recent Martin Luther King, Jr. Day Celebration, Dr. Cade was the keynote speaker. It was a moving keynote address, challenged everyone to say a Pledge. A Pledge of Unity through Love:
 - Today, I pledge to demonstrate love and kindness in my actions toward others in all my endeavors especially when people do not deserve my grace or consideration. As a leader, I pledge to embrace humility and accept responsibility for the things I can do to nurture a spirit of love in my environment. I recommit to be the voice of those most in need of my advocacy. I commit to be a leader who is advancing a vision of unity through love!
- Had a COVID test yesterday, very easy process by going online to register for the test, showed up at 8 am, took about 4 minutes, had results in a couple of hours.
- Visited Dover High School and observed students between classes. Students were moving in the right direction, well behaved, most students were wearing masks.
- Appreciate all of the employees in the district. Impressed with the perseverance of everyone involved.

Mrs. Engel:

- COVID is rampant in family – husband, neighbors, and grandchildren have it. So impressed with teachers and how they are persevering.
- During the cold weather, think about the homeless, offer them some hot chocolate, coffee, or tea; leave them scarves, things they can use.

Mr. Martin

- It has been a long two years of operating schools and social activities and being cautious. I enjoy both being social and being home. We as a community are committed to modeling and staying safe. Let's encourage one another to follow the procedures.

Mr. Christiansen

- Expressed thanks to teachers and staff district wide for their resilience and maneuvering through each day.
- Announced passing of two former board members:
 - R. Jefferson Reed, served as President of the Board, also served as President of the State of Delaware Board of Education, was a local businessman, great supporter of Capital School District.
 - Douglas A Van Sant, was the oldest living Senator that we know. He was a key player in the acquisition of the Carey property, home of the new Dover High School, was a historian in our area, and was the voice of the Senator marching band. He was a true Senator in every sense of the word. He will be missed within the Dover community.
 - On behalf of the Board and District, I offer condolences to the Reed family and Van Sant family.
- After 30 years of service, Caesar Rodney School District Supt. Kevin Fitzgerald is retiring, always worked well with him.

Dr. Jackson-Short:

- As Mr. Christiansen said, I appreciate our staff for their hard work and dedication to students and community.
- Recognized Dr. Jocelyn Brown who will serve as a panelist on the Social Emotional Learning Town Hall Meeting on Saturday, January 22, hosted by the National Sorority of Phi Delta Kappa, Inc., Alpha Pi Chapter. This meeting will also provide Dr. Brown an opportunity to talk about ways Capital School District is implementing SEL to meet the needs of the whole child.

1.06 Superintendent Update

Dr. Vilicia Cade presented the Superintendent's Update Power Point as follows:

I continue to be grateful to work in the community as we continue safe in person learning. I believe we are kind and we learn patience while advancing the cornerstone of our values.

- The board and Dr. Cade recognized Dover High School students who were selected for the All-State Senior Choir Festival:
 - Mason Burgoyne
 - Olivia Czepukaitis
 - Victoria Garthwaite
 - Kyla Kellam
 - Lillian Mandalas
 - Izabella Raughley
 - Alexandra Reed
 - Gianna Reed
 - Brad Whitenight, Dover High School Chorus Director
- Superintendent's Student Advisory Council meeting on December 14, 2021
- Superintendent Ladies Network meeting on December 13, 2021
- William Henry Alumni Association Holiday Celebration
- Fairview Elementary – My Very Own Library
- Dr. Martin Luther King, Jr. Day Celebration

Dr. Edward Small, Assistant Superintendent, then made the following power point presentations:

- Discussion of Classroom Walkthroughs and Visits
- Menu of Options for Bold Plan for Authentic Care

1.07 Public Comment

None

2.0 Consent Items

On a motion by Mr. Christiansen, seconded by Mr. Martin, and on a unanimous vote, consent items were approved as presented.

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.

2.01 Personnel (Resolution No. 22-061)

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.

I. APPOINTMENTS

A. New – Regular

1. None

B. New – Temporary

1. Gray Kiana Acting Associate Principal January 3, 2022 WHMS

C. Rehire – Regular

1. NONE

D. Rehire – Temporary

1. NONE

E. E.P.E.R.

1. District Employees
 - a. NONE
2. Non-District Employees
 - a. NONE

CERTIFIED PERSONNEL

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

II. APPOINTMENTS

F. New – Regular

2. NONE

G. New – Temporary

1. Cordero Figueroa Milagros Teacher – Immersion January 18, 2022 FV
2. Dixon Lacey Teacher – Ag Science January 24, 2022 DHS
3. Dougherty Edward Teacher – 8 Sci/SS January 24, 2022 CMS
4. Ephraim Emily Teacher – Spec Ed January 24, 2022 CMS
5. Figueroa Maldonado Tatiana Teacher – Immersion January 24, 2022 FV

H. Rehire – Regular

2. NONE

I. Rehire – Temporary

2. NONE

J. E.P.E.R.

3. District Employees

a. Batiste Mildred	VAHL Teacher – 8 hrs/week	January 19, 2022	Virtual
b. Gemmill Kelly	Extra Time Teacher	December 1, 2021	CMS
c. Grantland Sarah	Extra Time Teacher	January 19, 2022	North
d. Loveland Karen	Extra Time Teacher	January 19, 2022	North
e. Perkowski Stephanie	Extra Time Teacher	January 19, 2022	North
f. Wilson Hannah	VAHL Teacher – 2 hrs/day	January 10, 2022	Virtual
g. Wilson Jennifer	Extra Time Teacher	January 19, 2022	North

4. Non-District Employees

b. NONE

III. CHANGE IN ASSIGNMENT

Classification/Job Title/Condition of Employment

A. Classification

1. Boyd Cheston	School Counselor From Dean of Discipline	January 11, 2022	CMS
2. Cosden Lynn	Teacher – PreK From Instructional Coach - TP	January 10, 2022	EC/BTW

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

IV. LEAVES

A. Leaves - FMLA/STD/Workers Comp

1. Cobb Sara	Teacher	January 6, 2022	East
2. Copeland Kellene	Teacher	January 10, 2022	DO
3. Houser Alexandra	Teacher	November 22, 2021	KCCS
4. Kelly Melinda	Teacher	December 6, 2021	KCCS
5. Niezgoda Lauren	Teacher	January 10, 2022	DHS
6. Rivera Gabriel	Teacher	January 21, 2022	WHMS
7. Stauffer Victoria	Teacher	January 10, 2022	East

B. Leaves - Personal

1. Scotto-Friedman, Sara	Teacher	January 5, 2022	DHS
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C. Leaves - Military

1. Cain Anthony	Teacher	January 24, 2022	DHS
2. Hayes Jenna	Teacher – Adaptive PE	January 24, 2022	KCCS

D. Leaves - Educational

1. NONE

E. Leaves - Sabbatical

1. NONE

F. Leaves - Extension of Leave

1. NONE

G. Return from Leave

1. Benson	Jennifer	Teacher	December 10, 2021	WHMS
2. Berkey	Cindy	Teacher	December 6, 2021	WHMS
3. Davis	Raysheeta	Teacher	January 3, 2022	BTW
4. Faust	Mary Jo	Teacher	January 3, 2022	Hartly
5. Hoffman	Laura	Teacher	January 3, 2022	KCCS
6. McCrea	Brian	Teacher	January 3, 2022	East
7. Talavera	Laura	Speech Lang. Path.	December 21, 2021	WHMS
8. Wells	Amanda	School Psych	January 6, 2022	KCCS

V. RESIGNATIONS

A. Butler	Tyrell	Teacher	January 7, 2022	TP
B. Butz-Miller	Melissa	Instructional Coach	January 21, 2022	DHS
C. Gates	Kevin	Teacher	December 17, 2021	DHS
D. Hoyle	Cynthia	Speech Language Path	February 11, 2022	KCCS
E. Kelly	Gerard	School Counselor	January 14, 2022	CMS
F. Koons	Elizabeth	Teacher	February 11, 2022	CMS
G. White	Nory	Teacher	February 18, 2022	EC/FV

VI. PENSIONS

Disability/Service/Vested

A. Disability

1. NONE

B. Service Pension

1. NONE

C. Vested Pension

1. NONE

VII. EXPIRATION OF CONTRACT/TEMPORARY CONTRACT

1. NONE

VIII. 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. Colder, Jr.	Kevin	Custodian – Night Shift	January 18, 2022	TP
2. Garnett	Tesha	Custodian – Night Shift	January 3, 2022	North
3. Green	Gregory	Constable	January 24, 2022	KCSILC
4. Newman	Shaquera	Custodian – Night Shift	January 24, 2022	Hartly
5. Smith	Patrick	Custodian – Night Shift	January 6, 2022	FV

B. New – Temporary

1. Glover	Nick	Instructional Para – FT	January 3, 2022	KCSILC
2. Jernigan	Kaneisha	Para – Behavior – FT	January 24, 2022	CMS
3. Lewis	Latonia	Extra Support Para – FT	January 3, 2022	KCCS

4. Sherrod	Kelly	Para – PreK – FT	January 24, 2022	EC/BTW
5. Short	Donald	Extra Support Para – FT	January 3, 2022	KCCS/WH
6. Stomierski	Jack	General Worker – PT	January 18, 2022	DHS
7. Wiggins	Darryl	Instructional Para – FT	January 3, 2022	KCSILC

C. Rehire - Regular

1. NONE

D. Rehire – Temporary

1. NONE

E. EPER

1. District Employees

a. Spadafino	Nicholas	Head Coach – V. Baseball	Spring 2022	DHS
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2. Non-District Employees

- a. NONE

II. Change in Assignment

Classification/Job Title/Condition of Employment

A. Classification

1. Doherty	Megan	Lead Worker from General Worker	January 3, 2022	CMS
2. Knowles	Pam	Lead Worker from General Worker	January 3, 2022	DHS
3. Primo	Sandra	Manager from General Worker	January 3, 2022	TP
4. Westergren	Amanda	Manager from General Worker	January 3, 2022	FV

B. Job Title

1. NONE

C. Condition of Employment

1. NONE

III. Leaves/Return from Leaves

A. Leaves – FMLA/Medical/Workers Comp

1. Davis	Stephanie	Paraprofessional	January 13, 2022	BTW
2. Foster	Alexis	Bus Aide	December 15, 2021	DO
3. Lauer	Jennifer	Paraprofessional	December 13, 2021	WHMS

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. Bivins | Michael | Custodian | December 27, 2021 | East |
| 2. Severson | Beverly | Child Nutrition | January 3, 2022 | CMS |

IV. Resignations

- | | | | | |
|---------------|-----------|------------------|-------------------|--------|
| A. Arkuwoille | Raina | Transportation | December 22, 2021 | DO |
| B. Atkins | Stephanie | ISS Para | January 21, 2022 | DHS |
| C. Haberman | Sarah | Paraprofessional | January 18, 2022 | KCSILC |
| D. Logan | Elizabeth | Transportation | December 22, 2021 | DO |

V. Pensions

Disability/Service/Vested

A. Disability

1. NONE

B. Service Pension

- | | | | | |
|------------|--------|-----------------|--------------|----|
| 1. Bradley | Brenda | Child Nutrition | July 1, 2022 | DO |
|------------|--------|-----------------|--------------|----|

C. Vested Pension

1. NONE

VI. Expiration of Contract/Temporary

1. NONE

VII. Non-Renewal/Termination/Reduction in Force

- | | | | |
|---------------|-----------|--|------------------|
| 1. TERMFY23-2 | Custodian | Drug Offense
Noncooperation/Insubordination
Neglect of Duty/Misconduct | January 31, 2022 |
| 2. TERMFY23-3 | Custodian | Drug Offense
Noncooperation/Insubordination
Neglect of Duty/Misconduct | January 31, 2022 |

2.02 Extension of End Date Only Changed to June 30, 2022 for Resolution No. 22-042 Extension of COVID-19 Leave Benefits (Resolution No. 22-062)

Extension of COVID-19 Leave Benefits to June 30, 2022 was approved.

2.03 School Choice (Resolution No. 22-063)

School Choice Accept Remainder of 2021-2022 School Year

Student ID	Grade	School of Choice	Action	Inside/Outside of District
206720	5	WHMS	Accept	Outside
456752	6	WHMS	Accept	Outside
176236	3	South	Accept	Inside
386277	KN	South	Accept	Inside
444457	2	South	Accept	Inside
363147	12	DHS	Accept	Outside
550832	12	DHS	Accept	Outside
446152	9	DHS	Accept	Outside

2.03 Financial Reports – December 31, 2021 2021 (Resolution No. 22-064)

Financial Reports as of December 31, 2021 were approved.

2.04 Minutes – Minutes of Executive and Public sessions of regular Board of Education meeting December 8, 2021 and special Board of Education meetings December 1, 2021 and December 15, 2021 (Resolution No. 22-065)

Minutes of executive and public sessions of regular Board of Education meeting December 8, 2021 and minutes of special Board of Education meetings December 1, 2021 and December 15, 2021 were approved.

2.06 Field Trips (Resolution No. 22-066)

No field trips were presented for approval.

2.07 Student Disciplinary Matters (Resolution No. 22-067)

The Board of Education has reviewed the transcript, evidence and hearing officer's recommendation in the matter of student case #2022-416:

Given the seriousness of the offenses, student is not eligible per State statute to return to Capital School District or attend a Consortium Delaware Alternative Program. The implications of the charges also pose a severe safety concern for district students and personnel should this student be afforded an opportunity to receive education services via Dover High School or homebound instruction. The recommendation is to expel student for 180 school days. Student may reregister for admission back to school on December 13, 2022.

The Board of Education has reviewed the transcript, evidence and hearing officer's recommendation in the matter of student case #2022-198822:

Given the seriousness of the offenses, student is not eligible per State statute to return to Capital School District or attend a Consortium Delaware Alternative Program. The implications of the charges also pose a severe safety concern for district students and personnel should this student be afforded an opportunity to receive education services via Dover High School or homebound instruction. The recommendation is to expel student for 180 school days. Student may reregister for admission back to school on December 10, 2022.

The Board of Education has reviewed the transcript, evidence and hearing officer's recommendation in the matter of student case #2022-284061:

Given the seriousness of the offenses, student is not eligible per State statute to return to Capital School District or attend a Consortium Delaware Alternative Program. The implications of the charges also pose a severe safety concern for district students and personnel should this student be afforded an opportunity to receive education services via Dover High School or homebound instruction. The recommendation is to expel student for 180 school days. Student may reregister for admission back to school on December 17, 2022.

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

3.01 Updates – Construction of Two New Interconnected Middle Schools

Mr. Mark Johnson of Richard Y. Johnson & Son, Inc. provided a brief update on the progress of construction of the two new interconnected middle schools as follows:

AREAS F&G-Metal Stud Framing 100% completed, MEP Rough In 60%

AREAS A&B-Steel Erection 100% Completed, Metal Stud Framing 50%

AREA C-Steel Erection 80% Completed

AREA D-Steel is 100% Completed

AREA E-Steel 100% Completed

AREA H-Foundations, Underground Utilities, slab Completed, Ready for Steel

3.01A Change Orders (Resolution No. 22-068)

On a motion by Dr. DePrima, seconded by Mr. Martin, and on a unanimous vote, the board adopted Resolution No. 22-068 approving the following change orders:

Superior Electric in the amount of \$50,984.52 for primary duct bank revision per City of Dover.

JA Argetakis in the amount of \$51,600.00 due to discontinuation of spray form product.

3.02 Proposed 2022-2023 School Calendar (Two Options) (First Reading) (Resolution No. 22-069)

On a motion by Mr. Christiansen, seconded by Dr. DePrima, and on a unanimous vote, the board tabled the vote on Resolution No. 22-069 2022-2023 School Calendar until the February board meeting.

3.03 Financial Position Report (Resolution No. 22-070)

On a motion by Dr. DePrima, seconded by Mr. Martin, and on a unanimous vote, the board adopted Resolution No. 22-070 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, 2022.

4.0 Adjournment

4.01 Adjournment

On a motion by Dr. DePrima, seconded by Mr. Martin, and on a unanimous vote, the meeting was adjourned at 9:15 pm.