

PRINCE GEORGE COUNTY SCHOOL BOARD
PRINCE GEORGE, VIRGINIA
March 1, 2021

The regular meeting of the Prince George County School Board was held at the Prince George High School Commons on Monday, March 1, 2021 at 6:30 p.m.

A closed meeting was held at 5:30 p.m.

Board Members and staff present:

Mrs. Jill A. Andrews, Board Member
Mr. Robert E. L. Eley, III, Chairman
Mr. Christopher A. Johnson, Vice Chairman
Mr. Cecil M. Smith, Board Member
Ms. Sherry D. Taylor, Board Member
Dr. Lisa Pennycuff, Superintendent
Mr. William Barnes, Assistant Superintendent
Mr. Dustin Menhart, Assistant Superintendent
Mrs. Rebecca Kirk, Clerk of the Board

I. CALL TO ORDER

Mr. Eley, Chairman, called the Prince George County regular school board meeting to order at 5:30 P.M.

II. ROLL CALL

Roll call indicated all School Board members present:

Present: Andrews, Eley, Johnson, Smith, Taylor

III. MOTION TO GO INTO A CLOSED MEETING TO DISCUSS SPECIFIC PERSONNEL MATTERS RELATING TO THE EMPLOYMENT, ASSIGNMENT, APPOINTMENT, PROMOTION, DEMOTION, PERFORMANCE, SALARIES, OR RESIGNATION OF DISTRICT EMPLOYEES AND PUBLIC SAFETY MATTERS RELATING TO THE NEW ELEMENTARY SCHOOL AND RIGHT OF WAY FOR SCHOOL AND PROJECTS (pursuant to Section 2.2-3711 of the Code of Virginia)

- A. Personnel Matters – Section 2.2-3711.A.1
 - 1. P54/20-21
 - 2. P56/20-21

3. **P33/20-21**
4. **P57/20-21**
5. **P58/20-21**
6. **P59/20-21**
7. **P46/20-21**

Public Safety Matters – Section 2.2-3711.A.19

1. PS15/20-21
2. PS16/20-21

Mr. Smith made a motion to go into a closed meeting for the purpose to discuss specific personnel matters relating to the employment, assignment, appointment, promotion, demotion, performance, salaries, or resignation of district employees, and public safety matters relating to the new elementary school and right of way for school and projects pursuant to the personnel and public safety exemptions of the VA Code §§2.2-3711.A.1 and 2.2-3711.A.19. Ms. Taylor seconded the motion.

VOTE: Ayes: Unanimous

IV. CERTIFICATION OF CLOSED MEETING AND ACTIONS

The School Board returned out of closed session at 6:36.

Mr. Johnson moved to reconvene in open session and stated:

The Prince George County 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

Pursuant to Section 2.2-3712 of the Code of Virginia requires a certification by this school board that such closed meeting was conducted in conformity with Virginia law.

The Prince George County 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. Ms. Taylor seconded the motion.

VOTE: Ayes: Unanimous

No action was taken on Personnel Matter P58/20-21; information only.

Mr. Smith made a motion that in Personnel Matter P59/20-21 for the dismissal of employee due to job abandonment, effective February 22, 2021. Ms. Taylor seconded the motion.

VOTE: Ayes: Unanimous

No action was taken on Personnel Matter P46/20-21; information only.
No action was taken on Public Safety Matter PS15/20-21; information only.
No action was taken on Public Safety Matter PS16/20-21; information only.

The School Board will return to a closed meeting to continue with closed session items after the regular meeting.

V. PLEDGE OF ALLEGIANCE – led by Mrs. Andrews

VI. INVOCATION BY SCHOOL BOARD – led by Mr. Smith

VII. APPROVAL OF AGENDA

Mr. Johnson made a motion to approve the revised meeting agenda as presented. Mr. Smith seconded the motion.

VOTE: Ayes: Unanimous

VIII. APPROVAL OF MINUTES

- A. February 1, 2021 – Regular School Board Meeting
- B. February 11, 2021 - Special Meeting / Town Hall
- C. February 17, 2021 – Special Meeting
- D. February 22, 2021 – Public Hearing / Budget Work Session / Town Hall

Mr. Smith made a motion to collectively approve the minutes of February 1, 11, and 22, 2021 as presented. Ms. Taylor seconded the motion.

VOTE: Ayes: Unanimous

Ms. Taylor made a motion to approve the minutes of February 17, 2021. Mrs. Andrews seconded the motion.

VOTE: Ayes: Andrews, Eley, Johnson, Taylor
Abstain: Smith

IX. SPECIAL RECOGNITIONS

A. VDOE’s ‘Virginia Kindness Week’ – Anna Payne, PGHS – Counselor

Anna Payne was recognized by the Virginia Department of Education as a “Kindness Ambassador” last week for her unwavering support of students’ social-emotional wellbeing through a challenging year amid the COVID-19 pandemic. First Lady Pamela Northam and Virginia Secretary of Education, Atif Qarni, presented the entire high school counseling department with a Proclamation from Governor Northam honoring school counselors across the state. Kindness Week Across Virginia is celebrated February 14-20, and it focuses on the simple day-to-day acts of kindness that enable schools, communities, and the state to be a kinder, safer, healthier, and more inclusive place to live, work, learn, and play.

B. Prince George Wrestling Regional and State Competitions - Division 5A (Coach Glen Thomas, Assistant Coaches – Joe Burch, Shay Osborne, Justin Noblin)

Name	Weight Class	Regional	State
• Michael Swink	120	2 nd	5 th
• Jude Capps	126	2 nd	6 th
• Christian Cooper	132	1 st	5 th
• Alex Noblin	138	2 nd	8 th
• Cole O’dell	145	2 nd	5 th
• Micah Osborne	160	2 nd	8 th
• Willie Headley	195	1st	1st STATE CHAMPION
• Dhakai Ellis	220	2 nd	8 th
• Ashton Miller	285	2 nd	8 th

Coach Glen Thomas thanked the School Board for their support to the wrestling team. He indicated they had their best season ever (9-1) and took a record (9) wrestlers, to the state competition and produced a second state champion! He introduced each wrestler by their weight class and announced their regional and state placement. Willie Headley was the team’s second state Champion. He thanked his assistant coaches, parents, and Coach Carroll for their full support this year.

C. 2021-22 Virginia State Officer – Beta Club

- **Justine Chan – Junior President – Beta Club**

Over the past few weeks, Justine Chan campaigned against other Beta students from Virginia for the office of Junior Beta President. Her leadership ability and ambition was evident during her campaign speech and question and answer video that led to her selection to serve in the officer role. This summer Justine and other state officers and other Beta members from across the nation, will gather at Walt Disney World, Orlando, Florida for the National Convention. These students will be eager to showcase their

talents and academic abilities. Justin was very humbled to have the opportunity to enhance her leadership skills, share service ideas, and develop life-long relationships. She is looking forward to her new position.

X. PRESENTATIONS

A. Report from William A. Walton Elementary School – Chrystal Barnwell, Principal

Mrs. Barnwell stated that Walton family has remained strong during these unprecedented times and great uncertainty. They have learned new ways to communicate different strategies to better support their students and parents. They have made adjustments throughout the year as needed to better serve the students, and their ability to adapt has made them stronger. She showed a short video of the progress students made during the first semester and how staff has been working with students to make them successful by providing quality instruction to STEAM projects, resource classes, ABC boot camp, spirit days, kindness month, and snow fun. “We are Walton Strong!”

B. Report from N.B. Clements Junior High School – Thad Sebera, Principal

Mr. Sebera provided a PowerPoint presentation (attached) showing how the Clements family has found success during this unique school year. They took steps to first understand the challenges of their students dealing with COVID concerns and balancing learning goals in-person and virtually and scheduling concerns. They then looked at Blended Learning to support virtual students and help teachers adapt and learn new techniques to reach struggling learners through various strategies (Flipped Classroom, Google Classroom, Zoom Meetings, etc.). He provided statistics on the three styled classes (in-person, virtual, and hybrid) and a model of schedules. He explained their health mitigation plan, walking patterns within the building, and staggered bell/dismissal schedule. Clements initiated restorative practices for discipline students. Some of these practices include essay writing, mediation, and counseling. Clements also implemented a social emotional learning (SEL) program for all students. SEL time is built into the 5th period, and students and teachers spend time on a SEL lesson. These lessons focus on the 5 core competencies of social and emotional learning - self-awareness, self-management, social awareness, responsible decision making, and relationship skills. He spoke of their Extension Program to help students stay on track. This includes three tiers of support (make-up, mastery, and synchronous tracks) and Fridays are used to help students. Clements successes to returning to normalcy include PE activities, science labs, CTE labs, and socializing in the lunchroom, including extracurricular activities with yearbook, DECA, and Beta activities. Counseling services are returning for our Boys to Men Club, MFLAC, etc. Student engagement equals academic achievement.

C. Return to Learn, Second Semester Update – Robin Germanos, Jason Chandler, Angela Mitchell

Mrs. Germanos and Mr. Chandler provided a PowerPoint presentation (attached) that included statistics on number of students returning to in-person learning (by individual schools/grade level) at the beginning of second semester. Elementary schools welcomed back 376 students and secondary schools welcomed back 361 students in person for second semester. Currently 66% elementary students are back in the class room and 34% are attending through virtual means. Secondary schools show 50.6% attending in person and 49% attending virtual. PALS assessment indicated that 97% of kindergarten students made reading progress and 52% of first graders are on or above grade level. This is a result of the balanced literacy model for reading and writing which includes 90 minute reading instruction block for students to read aloud, participate in small group instruction, independent reading, and phonics/word study. Mrs. Mitchell stated a second Pre-K class was set up at North and there are a total of 120 student in 6 classes throughout the division. Ninety-one Pre-K students attend in person with 29 attending virtually. The division hopes to expand the Pre-K program next year. This class provides students with the necessary skills to be successful in Kindergarten. Mrs. Germanos explained the elementary Remediation Plan to help students in smaller groups and spoke about the three-tiered VTSS process to allow the division to discuss equity education for all students, improve practices in behavior for students, staff, and community, analyze data on behavior, etc. Each school follows PBIS processes and implements social and emotional learning for students and staff within the building. Mr. Chandler also explained the secondary school daily remediation plan, after school tutoring, and the extension of learning four-week planning, synchronous instruction on Fridays, and weekly assessments to determine mastery and skill development.

XI. PUBLIC COMMENT – GENERAL

Debra Daniels, 2860 Deer Run Road, Prince George, commended the School Board, teachers, principals, and all staff for getting kids back to school. So many parents or grandparents have experienced anxieties over virtual learning. She knows it has not been easy and the School Board has taken a lot of heat, but “Thank you and God Bless You”!

XII. SUPERINTENDENT’S REPORT / INFORMATION ITEMS

- A. Current Enrollment as of February 23, 2021
- B. Facility Use Requests for February 2021
- C. Monthly Athletic Events for March 2021
- D. VSBA Equity in Education Month – March 2021
- E. VSBA Superintendent Evaluation Workshop – March 2, 2021 (Virtual)
- F. VSBA Hot Topic Conference – Topics of Race and Equity, Communicating as a Team, and School Segregation within Virginia – March 17, 2021 (virtual)
- G. VSBA Webinar – FOIA Basics: Motions and Related Procedures for Closed Sessions – April 7, 2021 (virtual)

- H. VSBA Hot Topic Conference – Collectively Bargaining 101: What School Board Members Should Know Before May 1, 2021 – April 13, 2021 (virtual)
- I. VSBA Webinar – Project IGuardian – April 22, 2021 (virtual)
- J. PGCPs Superintendent Messages
 - 1. Anna Payne, Counseling Department Recognized as Part of VDOE's 'Virginia Kindness Week'
- K. *Presentation – Celebrating African American History & Culture – Black History Month***

Dr. Pennycuff stated that VSBA had designated the month of March as Equity in Education Month. This is to encourage equity in education to give every child the opportunity for a quality education, economic development, and resources they need to graduate and be prepared for success after high school. Comprehensive Planning focus group meetings have been completed. There were several meetings for staff, families, and community leaders. Information received from those meetings will be analyzed and help create our new five-year Comprehensive Plan. Dr. Pennycuff spoke about February being celebrated as Black History Month. She focused on a PowerPoint presentation, Celebrating African American History Culture, prepared by Michael Campbell, which celebrates African American men and women who have and continue to leave a lasting legacy on our world today, many who resided or currently living in Virginia (Maggie L. Walker, Wendell Scott, Tim Reid, Ella Fitzgerald, Booker T. Washington, and L. Douglas Wilder). Their profiles can be seen on the division's FaceBook page, <https://m.facebook.com/princegeorgeschools?sk=wall>. Dr. Pennycuff thanked Mr. Campbell for preparing the presentation for the school division. She also stated that the division will be receiving the sealed bids tomorrow for new school construction. She thanked the Board of Supervisors for their support and willingness to be a great partner with the school division.

XIII. SCHOOL BOARD MEMBER COMMENT

Ms. Taylor thanked all administrators, faculty and staff members for all they have done to make students successful during this trying year. We have a strong school system and have worked hard during this pandemic to put our students' education first in a safe manner. We are doing a lot better than other locations. She congratulated those recognized during the meeting tonight.

Mr. Smith expressed his appreciation for a great night with the accolades for those recognized tonight, successful second semester, the presentations, etc. He is proud of our division. He thanked Ms. Daniels for her comments and stated he hears reports of many students being successful with virtual education and other comments indicate they are struggling. He thanks our teachers and staff for all they do every day for our in-person and virtual students.

Mrs. Andrews thanked Mrs. Barnwell and Mr. Sebera for their school reports. She also appreciated the presentation for returning to back to school for the second semester. All presentations indicate why we are a number one school division. She congratulated the wrestling team and commended Justine Chan for being named the Junior Beta State President.

Mr. Johnson was grateful to Ms. Daniels for expressing her comments to the Board. Our division is committed and dedicated to putting all our students first. He congratulated the wrestling team for their state achievements and the football team for their last-few-seconds win. Mr. Eley did an excellent job in calling the game. He congratulated Justine Chan for her hard work to win the state Junior Beta President position. He is also thankful for the Board of Supervisors for their support of our children's education, four new buses, and new elementary school plans. He was proud of and commended the entire school board for attending Oakland Baptist Church to recognize them as a community partner and for the new pavilion at the football stadium.

Mr. Eley stated it was good to see all athletes back on the fields to play (football, cross country, track, golf, etc.). It is a blessing for this county to be where we are at in the schools and on the fields. We have three months left. We still need to educate our children, and he asked staff not to give up now. We are doing all we can for a successful year. Pastor Livesay used to say, "Where there is a problem, there is a promise." From a Recreation Department, he thanked the school division for the use of schools and fields to be able to allow children to return to play sports again.

XIV. CONSENT AGENDA

- A. **Personnel Report**
- B. Board Requests
- C. Warrants
 - 1. General
 - 2. Title I
 - 3. Food and Nutrition Services
- D. Projects
 - 1. Support Services
 - 2. Technology

Ms. Taylor made a motion to approve the Consent Agenda as amended. Mr. Smith seconded the motion.

Appointments

Lindsey Rouse – Bus Driver, Transportation – March 1, 2021

Dashia Curley – Custodian, Harrison – February 10, 2021

Joshua Bey – Car Driver, Transportation – March 1, 2021

Megan Phillips – Highly Qualified Paraprofessional, South – March 1, 2021

Stephanie Thompkins – SPED Teacher, PGEC – March 3, 2021

Denise D'Amico – Highly Qualified Paraprofessional, Harrison – March 10, 2021
Grace Hogan – English Teacher, Moore – August 16, 2021
Maxine Murphy – Food Service Assistant, Moore – March 1, 2021
Lori Roeleveld – Food Service Assistant, Walton – March 1, 2021
Julie Martin – Food Service Assistant, Moore – March 1, 2021

Resignations

Monika Halligan – English Teacher, PGHS – February 8, 2021
Don Wells – Paraprofessional, Clements – February 5, 2021
Rosalind Roberts – Driver, Transportation – February 19, 2021
Emilie Merrill – English Teacher, PGHS – February 22, 2021
Emily Monk – Teacher, North – June 30, 2021

Contract Revision

Tiffany McGee – Food Service Assistant, Walton - March 1, 2021
Ashley Hayes – Librarian, Moore – (Master's Supplement) – March 1, 2021
Victoria Harper – Food Service Assistant, Harrison – March 1, 2021
Larry Chen – Teacher, Clements – March 1, 2021
Kasi Roberts – Teacher, PGHS – March 1, 2021
Richard Burfoot – Teacher, PGHS – March 1, 2021
Kindall Stevenson – Teacher, PGHS – March 1, 2021
Jenny (Miko) Chan – HR Coordinator, SBO – March 1, 2021

Other

Patricia Williams – Custodian, PGHS

Retirement

Nancy Pelter – Office Associate II, Harrison – July 1, 2021

Board Requests - Facility Use

Johnny Nugent/PG Fire & EMS request permission for use of school facilities (PGHS driving range) to conduct Emergency Vehicle Operator Course (EVOC) training on March 14, 2021.

VOTE: Ayes: Unanimous

Bold indicates amendments to Consent Agenda.

XV. ACTION ITEMS [changed order of action items]

- A. Request for Supplemental Appropriation – Monique Barnes

The school division received an additional revenue allocation from the Commonwealth of Virginia in “No Loss Funding” which is provided to school divisions to make up for the potential loss of funding from reduced enrollment numbers. The “No Loss Funding”, is

to be received in excess of the budgeted revenue from the state. The total request is \$1,142,030. The supplemental appropriation would be used to fund a one-time bonus in the amount of \$1,100 for all active employees working under a contract or letter of agreement, of which there are currently 916 employees who fit this profile.

Mr. Johnson made a motion to approve and refer to the Board of Supervisors for Supplemental Appropriation of \$1,142,030 into the Operating/Regular Fund to provide a one-time bonus for all active employees working under a contract or letter of agreement. Mr. Smith seconded the motion.

VOTE: Ayes: Unanimous

B. 2021 VSBA Business Honor Roll – Lisa Pennycuff

The school division has an opportunity to recognize local businesses that support its public schools through the VSBA's Business Honor Roll. The Board discussed local businesses to nominate for the VSBA Business Honor Roll.

Mr. Smith made a motion to recognize Loyalty Automotive, Unity Baptist Church and Oakland Baptist Church in appreciation for each business' ongoing support of this community's public schools. Ms. Taylor seconded the motion. (See attached Resolution).

VOTE: Ayes: Unanimous

C. Approval FY2021-22 Prince George County Public Schools Budget – Lisa Pennycuff

Mr. Johnson made a motion to table this item to the March 18, 2021 agenda. Mrs. Andrews seconded the motion.

VOTE: Ayes: Unanimous

D. Policy JM – Physical Restraint and Seclusion (Revision) – Lisa Pennycuff

The Board of Education approved the *Regulations Governing the Use of Restraint and Seclusion in Elementary and Secondary Schools in Virginia* and these became effective January 1, 2021. Policy JM has been updated to match these regulations.

Mr. Smith made a motion to approve Policy JM as presented. Ms. Taylor seconded it.

VOTE: Ayes: Unanimous

E. Overview of 2021 Summer School Programs – William Barnes

Mr. Barnes presented the division's 2021 summer school plans to offer diverse summer programming to help support students in academic areas through Academies and Freshen Up programs while enriching their interests and talents through Summer Enrichment and the Fine Arts Academy. The schedule (attached) shows the programs, dates, times, administrators, and locations. Mr. Barnes also stated that the annual Spring Fling will be virtual this year.

Ms. Taylor made a motion to approve the 2021 Summer School Academy schedule as presented. Mr. Smith seconded the motion.

VOTE: Ayes: Unanimous

XVI. DISCUSSION ITEMS

A. 2021-22 District Calendar – William Barnes, Lisa Pennycuff

Dr. Pennycuff provided a 2021-22 Draft district calendar to the board for review. Three asynchronous learning days were added to build in additional workdays and staff development days for teachers and support services for paraprofessionals and bus drivers. The proposed calendar will be returned to the School Board for approval at the April 21 meeting. It was stated that two or three other schools in Region 1 may be considering starting school before Labor Day. However, our school division has no plans to start school before Labor Day.

B. Financial Statement for February 2021 – Monique Barnes

In looking at the current fiscal year, the regular fund had 43.5% of the FY21 expenditure budget remaining at the end of February 2021 and there was 41.9% of the FY2020 expenditure budget remaining at the same time last year. As of February 28, 2021, 63% of our budgeted revenue for the operating fund for FY21 had been recorded. This compares to 63% of the FY2020 budgeted revenue from last February.

XVII. MOTION TO RETURN INTO A CLOSED MEETING TO DISCUSS SPECIFIC PERSONNEL MATTERS RELATING TO THE EMPLOYMENT, ASSIGNMENT, APPOINTMENT, PROMOTION, DEMOTION, PERFORMANCE, SALARIES, OR RESIGNATION OF DISTRICT EMPLOYEES (pursuant to Section 2.2-3711 of the Code of Virginia) [added to agenda]

- A. Personnel Matters – Section 2.2-3711.A.1
1. P54/20-21
 2. P56/20-21

3. P33/20-21

4. P57/20-21

Mr. Johnson made a motion to return into a closed meeting to discuss specific personnel matters relating to the employment, assignment, appointment, promotion, demotion, performance, salaries, or resignation of district employees pursuant to the personnel exemptions of the VA Code §2.2-3711.A.1. Ms. Taylor seconded the motion.

VOTE: Ayes: Andrews, Eley, Johnson, Taylor
Nay: Smith

XVIII. CERTIFICATION OF CLOSED MEETING AND ACTIONS

Mr. Johnson moved to reconvene in open session and stated:

The Prince George County 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

Pursuant to Section 2.2-3712 of the Code of Virginia requires a certification by this school board that such closed meeting was conducted in conformity with Virginia law.

The Prince George County 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. Ms. Taylor seconded the motion.

VOTE: Ayes: Unanimous

No action was taken on Personnel Matter P54/20-21; information only
No action was taken on Personnel Matter P56/20-21; information only
No action was taken on Personnel Matter P33/20-21; information only

Ms. Taylor made a motion in Personnel Matter P57/20-21 to approve recommendation as presented. Mr. Smith seconded the motion.

VOTE: Unanimous

[For the record, all teachers shall return by April 12, 2021. Special circumstances would only be considered through Human Resources.]

XIX. ADJOURNMENT

Mr. Smith made a motion to adjourn the meeting at 10:34 p.m. Ms. Taylor seconded the motion.

VOTE: Ayes: Unanimous

The meeting adjourned at 10:34 p.m.

IN WITNESS WHEREOF, we set our signatures this 21st day of April, 2021.

Approved:

/s/ Robert E. L. Eley, III - Chairman of the Board

Attest:

/s/ Rebecca B. Kirk, Clerk of the Board