

# ADOPTED

APR 14 2015

**WILLIAMSBURG-JAMES CITY COUNTY SCHOOL BOARD**  
**Minutes from March 11, 2015**  
**Joint Meeting**  
**Legacy Hall, 4301 New Town Avenue, Williamsburg, VA**

**Board of Supervisors**  
**James City County, VA**

## **1. Joint Meeting at 1 p.m.**

**1.01 Call to Order/Roll Call** – Mr. Kelly called the School Board to order at 1:00 p.m. Present were Ms. Kyra Cook, Mrs. Heather Cordasco, Ms. Elise Emanuel, Mr. Joseph Fuentes, Mr. Jim Kelly (Chair), Ms. Ruth Larson, and Mr. James Nickols. Also present were Dr. Steven Constantino, Superintendent; Ms. Janet Cerza, Clerk of the Board; staff, press, and the public.

Mr. Hipple called the Board of Supervisors to order at 1:00 p.m. Present were Ms. Mary Jones, Mr. John McGlennon, Mr. Kevin Onizuk, Mr. James Kennedy, and Mr. Michael Hipple (Chair). Also present was Mr. Bryan Hill, County Administrator.

Mr. Haulman called City Council members to order at 1:00 p.m. Present were Ms. Judith Knudson, Mr. Douglas Pons, Mr. Scott Foster, Mr. Clyde Haulman, and Mr. Paul Freiling. Also present was Mr. Jackson Tuttle, City Manager.

## **2. Joint Meeting Agenda Items**

**2.01 Division Performance Update** – Dr. Steven Constantino, Superintendent, presented a snapshot of the school division's performance successes and challenges. *See Attachment*

**2.02 FY2016 Operating Budget and 2016 Capital Improvement Plan** – Dr. Constantino and Ms. Christina Berta, WJCC CFO, reviewed the budget needs of the school division. *See Attachment*

Mr. Kelly noted that due to changes in the statutes this year, he acknowledged that he has an interest in the FY 2015-2016 School Budget because his wife is an employee of the WJCC Schools; however, he believed he was able to participate in the consideration of and vote on the budget fairly, objectively, and in the public interest.

Mr. Nickols stated that he has an interest in the FY 2015-2016 School Budget because his wife is an employee of the WJCC Schools; however, he believed he was able to participate in the consideration of and vote on the budget fairly, objectively, and in the public interest.

Ms. Cook stated she is an employee of the Williamsburg Health Foundation, which gives WJCC a grant to the school system; however she believed she was able to participate in the consideration of and vote on the budget fairly, objectively, and in the public interest.

Ms. Jones noted that at the March 3, 2015 School Board meeting, the Health Care and 2018 Affordable Health Care Act impacted WJCC. The health care was under the PPO plan so employees are able to keep their doctor. Other school districts have changed over from that type of plan to reduce expenses. Dr. Constantino responded they were recommending a shift in the level of insurance in the PPO plan and the current cost sharing with employees. Some of the more robust programs will be eliminated, but employees will still have a choice.

Mr. Onizuk said he engaged with teachers on a regular basis and there is the perception that they are doing more for less. Their net pay is decreasing. He asked how the proposed health care contribution

would impact teachers' pay and how it would impact the FY16 budget. Dr. Constantino responded it would depend upon the health care plan and tier the employee selects. Ms. Berta added that employees will need to be educated on the health care options.

Mr. McGlennon asked what share of health care coverage is being carried by the employee for family health insurance on the mid-range plan. (Will get that information.)

Mr. Onizuk stated the County is facing significant budget restraints and residents may be facing a tax increase. He asked how the schools look towards efficiencies processes. What has been done and will it continue to be done to keep funds focused on the classroom? Dr. Constantino responded WJCC uses the North Star Program for performance and process management. WJCC began the process with three different projects:

- Overtime costs
- Extended contracts – extra duties to employees
- Copy machines and copier paper

Over \$100,000 in savings have resulted by studying contracts and making changes to keep the contracts in line with today's needs in the school division. Savings are expected over the next 3-4 years as the copy machine contracts are renegotiated. Savings can then be redirected. WJCC is also looking at performance management on required employee training.

Mrs. Cordasco noted that these were an organizational change. People are valued for their input and are part of the process. Best Management Practices are replicated. WJCC was asked by the National School Boards Association to present their cost saving strategies at the NSBA annual conference.

Mr. Nickols stated that a lot of the federal and state mandates are unfunded. IDEA was passed 4 years ago and only 17% is being funded by the federal government. The localities must pay the rest.

Ms. Larson said that when Governor Warner was in office, WJCC participated in an Efficiency Study and was found to be very efficient and under staffed in Central Office. They have always been on a continuous improvement track. Training is now required for restraint of students – that's another unfunded mandate.

Dr. Constantino felt the Standards Of Quality (SOQ) were antiquated and the state needs to become more efficient in determining SOQs that drive expenses. If divisions were released from some of the SOQs, monies could be redirected where they are needed.

Mr. Freiling asked what the reasoning was for moving technology refresh from the capital to the operating budget; the bus fleet; and, what the \$1 million investment in buses means. Dr. Constantino responded that the technology refresh was in the operating budget instead of the CIP and was absorbed into the operating budget for technology students' needs. They felt it was more transparent and clear. WJCC has not replaced buses because of the recession. There are not enough buses to change the tier system. The CIP continues to refresh buses that age out to maintain the current fleet. It does not add buses.

Mr. Pons said he appreciated the disadvantaged students having their needs met. He asked if there was a trend and results we are not seeing because of these students. Were test scores coming down

because of them (disadvantaged students)? Dr. Constantino responded he didn't know what tests will look like for accreditation. School division is not threatened by socio-economically disadvantaged students. The state has implemented more rigorous testing. Reading tests were just made more rigorous. All school divisions are affected. For the subgroups of students, what they need to be successful is clearly more resources. We can make up some deficits, but it requires staff and affects other budget issues.

Ms. Jones asked about the status regarding block scheduling. Citizens feel it's much more expensive and offers fewer choices to the students. Are we meeting required instructional hours? Dr. Constantino responded yes, the School Board asked us to look at start times for high school this year. The buses are the key to changing the high school schedule. Legislature is looking at high school design and online learning, blended learning, flexibility learning, etc. WJCC is hoping for pilot opportunities from the state.

Ms. Larson said if we had more buses it would help student attendance at the Governor's School and New Horizons. The time kids have to catch the bus is the deterrent.

Mr. Fuentes said he was an advocate for the block schedule. WJCC's high schools have out-performed other high schools on the peninsula. There are advantages of the modified block schedule, and there is technology we can take advantage of that would change things.

Mr. Onizuk asked for an explanation of the life cycle of a bus. Dr. Constantino answered the state recommends 150,000 miles or 15 years. Most of the division's buses exceed 180,000 miles before 15 years. A matrix of the buses has been created to follow their life cycles. They do not want to compromise safety.

Mrs. Cordasco noted that WJCC does not pay for slots at the Governor's School and New Horizons if they are not used, but in order to transport students to these facilities, the students are picked up very early to meet at a central location to take one bus. New Horizons is building a special education facility on the campus at Woodside, but most of the programs are at the Butler Farms site.

Mr. Kennedy said that during the last budget, when WJCC had unspent funds, they did not use the money for bus purchases. He recommended that in the future any savings should be put into buses and get caught up. This year the county administrator has proposed providing funding for new buses. We hear every year that buses are needed. Parents would like to see kids not to have to get up so early to attend New Horizons. He would like the school division to get on a bus replacement schedule. The Board of Supervisors hears from citizens about WJCC policies and curriculum. He would like to start referring these questions to Dr. Constantino and his staff. The supervisors have encouraged citizens to speak to the school district.

Dr. Constantino was asked what the number of buses was that the school division would need. The information will be sent the Board of Supervisors and City Council. Current cost of a bus is \$100,000.

Ms. Jones heard from citizens their greatest concern was the lack of vocational training offered within the public schools. They know about TNCC and New Horizons, but it's a conception the citizens have. Currently the vocational students are separated from their classmates. WJCC may need to communicate better with the community to tell their story.

Dr. Constantino noted that Project Lead the Way and STEM are in the high schools, but they need to do more. They rely on student interest for courses offered.

Mr. Haulman said, regarding the Portrait of Graduate, he would like to see if the differences are statistically significant; and, if so what are determinants of statistical differences? We have 15 schools; the peer groups have 19-26 schools. SOL performance with comparable school districts may be due to some efficiency of scale. What is the cost of educating the Limited English Proficient and students with disabilities? How much efficiency do we have because of having fewer schools related to students with needs?

Dr. Constantino responded he would question what efficiencies are we losing? He will look into determining if data is available for analysis.

Mrs. Cordasco said Project Lead the Way students from JHS engineering class went to DC to present as finalists for building of the ship. There are many activities going on that people don't know about. There are also activities through the Explorer Program in medical and firefighting/EMT. We are open to suggestions. Classes are driven by student interest. WJCC participated with the County and the Association of Manufacturing Excellence throughout the commonwealth on what our Manufacturing Day looks like.

Ms. Knudson noted the proximity to the TNCC Historic Triangle campus should be promoted and the career café and workforce development.

Mr. Kennedy said there was talk about students continuing to college and asked if there was a study of kids going to votech and if they are successful in their career paths.

Mr. Hipple said the staff in the school system does a wonderful job. They are very dedicated.

Ms. Larson said WJCC cannot replicate what is done at New Horizons because of the cost.

Mr. Fuentes said he had a conversation in 2007 with Mr. Kennedy about making votech more acceptable to students. WJCC is a part owner of New Horizons. A lot of the technical programs have moved to the Hampton campus. New Horizons is working on moving some of the classes back to Newport News.

The Perkins Grant required a completers survey. Thought it was done yearly. Data should be available.

Mrs. Cordasco said it is difficult to get responses, especially once a student turns 18.

Mr. Nickols said there are organizations that do this type of follow up. WJCC hasn't been able to pay for the service. It would be nice to know how effective we are in the CTE programs and if students continue on to college.

Mr. Foster said it would be helpful to see data on overtime.

Mr. Hipple said gathering data was a tough thing to do. People move and you lose touch with them.

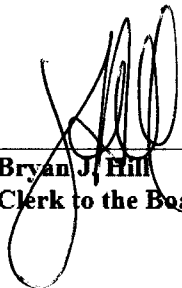
Mr. Kelly noted that the majority of the cost is people. We are asking them to do more. We have more students and less funding from the state. Our demographics are also changing. The ESL students

require more demands on our resources. He thanked the supervisors and council members for their support, contributions and participation. Success does not happen by accident. We have challenges, but are confident we have the right leadership, administration, buildings and teachers. We have a school system to be proud of.

**3. Adjournment** – Mr. Hipple adjourned the Board of Supervisors until their 4 p.m. work session at 2:52 p.m.

Mr. Haulman adjourned the City Council at 2:52 p.m.

Mr. Kelly adjourned the School Board at 2:53 p.m.



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**Bryan J. Hill**  
**Clerk to the Board**