

**VIRGINIA BEACH CITY PUBLIC SCHOOLS**
CHARTING THE COURSE**School Board Services****Beverly M. Anderson**
At-Large**David Culpepper**
District 8**Staci Martin**
District 4**Trenace B. Riggs**
District 1 – Centerville**Kathleen Brown**
District 10**Jennifer S. Franklin**
District 2 – Kempsville**Kimberly A. Melnyk**
District 2**Carolyn D. Weems**
District 9**Michael Callan**
District 6**Victoria C. Manning**
At-Large**Jessica L. Owens**
District 3 – Rose Hall**Aaron C. Spence, Ed.D.**
Superintendent

School Board Organizational / Regular Meeting Proposed Agenda
Tuesday, January 10, 2023

Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453
(757) 263-1000

Public seating is available, and members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/webinar/register/WN_oQlx4mwmRO2J5_kLHNWkhg Call-in (301) 715-8592 ID 864 7359 8595

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBCPSboard.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on January 9, 2023.

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- 1. Administrative, Informal, and Workshop (Holland Road Annex – Einstein Lab (Band/Room 603) 4:00 p.m.**
 - A. Annual Recruitment, Staffing, and Retention Update
 - B. Childcare Program - Introduction
 - 2. Closed Session**
 - 3. School Board Recess 5:30 p.m.**
 - 4. Formal Meeting (Holland Road Annex – School Board Room/Auditorium) 6:00 p.m.**
 - 5. Call to Order and Roll Call**
 - 6. Moment of Silence followed by the Pledge of Allegiance**
 - 7. School Board Organizational Matters**
 - A. Election of School Board Chair Updated 01/09/2023
 - B. Election of School Board Vice Chair Updated 01/09/2023
 - C. Appointment of Clerk and Deputy Clerk
 - D. Schedule of Meetings: January 2023 through June 2024
 - 8. Student, Employee and Public Awards and Recognition**
 - 9. Adoption of the Agenda**
 - 10. Superintendent's Report (second monthly meeting)**
 - 11. Approval of Meeting Minutes**
 - A. December 13, 2022 Regular School Board Meeting Added 01/06/2023
 - 12. Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the January 10, 2023 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on January 10, 2023. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the Holland Road Annex, 2323 Holland Road, Virginia Beach, Virginia 23453 by 5:45 p.m. January 10, 2023. Speakers signed up to address the



School Board Regular Meeting Proposed Agenda (continued)
Tuesday, January 10, 2023

School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, 1-47 and 1-48 requirements for Public Comment and Decorum and Order.

13. Information

- A. American Rescue Plan Act ESSER III Update **PP updated 01/06/2023**
- B. Policy Review Committee (PRC) Recommendations:
 - 1. Regulation 5-6.2/Appeals and Appeals Procedures/Non-Disciplinary Actions

14. Return to public comments if needed

15. Consent Agenda

- A. Positive Behavioral Interventions and Supports (PBIS): Year 2 Tier I Evaluation
- B. Landstown Middle School Dominion Energy Easement Agreement **Updated 01/10/2023**
- C. Energy Performance Contract
- D. Recommendations of General Contractor:
 - 1. Kempsville and Ocean Lakes High Schools Turf/Track Field Improvements
 - 2. Hermitage and Newtown Elementary Schools Boiler Replacement
 - 3. Kingston Elementary School HVAC Replacement

16. Action

- A. Personnel Report / Administrative Appointments **Updated 01/11/2023**
- B. Resolution: Regarding the City Council Ordinance to Amend Section 15-5.2 of the City Code Pertaining to the Business License Fees and Taxes

17. Committee, Organization or Board Reports

18. Return to Administrative, Informal, Workshop or Closed Session matters

19. Adjournment



Subject: Annual Recruitment, Staffing, and Retention Update **Item Number:** 1A

Section: Workshop **Date:** January 10, 2023

Senior Staff: Mrs. Cheryl R. Woodhouse, Chief Human Resources Officer

Prepared by: Darnita Trotman, Ed.D., and Anne Glenn-Zeljeznjak

Presenter(s): Anne C. Glenn-Zeljeznjak

Recommendation:

That the School Board receives an annual presentation on Recruitment, Staffing, and Retention

Background Summary:

Annually, the Department of Human Resources presents an update to the School Board regarding the Recruitment, Staffing, and Retention of employees for the past year. This includes comparisons at the national, state, and local level and strategies and initiatives implemented by the division to recruit and retain employees. The purpose is to keep school board members apprised of current market conditions and the impact they have on the successful operation of the school division.

Source:

Data was collected from a wide variety of sources including WISE, the applicant tracking system, HR metrics reports, the recruitment calendar, surveys, market analyses, and state and national reports.

Budget Impact:

The information shared in this presentation is a follow-up to the compensation survey, presented on December 13, 2022, and a precursor to the information that will be shared about salary and benefits at the next meeting. Compensation and Benefits represent a major component of the School Board's Annual Budget.



Subject: Childcare Program - Introduction **Item Number:** 1B

Section: Workshop **Date:** January 10, 2023

Senior Staff: Mrs. Cheryl R. Woodhouse, Chief Human Resources Officer

Prepared by: The Department of Human Resources

Presenter(s): Cheryl R. Woodhouse

Recommendation:

The recommendation from the Department of Human Resources is to expand our partnership with VB Parks and Recreation and establish a new partnership with the YMCA to bring additional childcare opportunities to our staff in the 17 identified Title 1 schools.

Background Summary:

Securing reliable childcare continues to be a challenge we hear from potential candidates and or a reason why some staff leave employment with VBCPS. As part of our continuous efforts to recruit and retain staff, the division investigated strategies to address childcare concerns. Survey responses indicated a high interest and need among Title 1 staff.

Source:

Budget Impact:

The recommendation does not have a budgetary cost for the division in the initial proposal. Any budgetary cost would be covered by VBCPS staff choosing to participate in either the VB Parks and Recreation or the YMCA specific programs.



Subject: Closed Session **Item Number:** 2

Section: Closed Session **Date:** January 10, 2023

Senior Staff: Kamala H. Lannetti, School Board Attorney; Jack Freeman, Chief Operations Officer

Prepared by: Kamala H. Lannetti, School Board Attorney

Presenter(s): Kamala H. Lannetti, School Board Attorney; Jack Freeman, Chief Human Resources Officer

Recommendation:

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711 to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
19. Discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § [2.2-3705.2](#), where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system, or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.

Namely to discuss:

- A. Appointment of a hearing officer for a discrimination complaint appeal hearing
- B. Security matter and response to a specific school incident/student discipline matter
- C. Pending litigation matters

Background Summary:

N/A.

Source:

Code of Virginia §2.2-3711, as amended.

Budget Impact:



Subject: Election of School Board Chair **Item Number:** 7A

Section: School Board Organizational Matters **Date:** January 10, 2023

Senior Staff: Kamala Lannetti, School Board Attorney

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Aaron C. Spence, Ed.D., Superintendent Acting as School Board Chair Pro Tem

Recommendation:

That the School Board election one of its members to serve as Chair for the 2023 calendar year.

Pursuant to Bylaw 1-37 / Annual Organizational Meeting and Bylaw 1-18/Officers: Election and Term of Office – Section A.

At the Annual Organizational Meeting the Superintendent shall serve as Chair pro tem for the sole purpose of electing the Chair.

Any School Board Member may offer a nominee for Chair. A nomination does not require a second. Any School Board Member making a nomination may discuss the nomination at that time. Other School Board Members will be allowed to discuss that nominee, make another nomination, or make other comments concerning any of the nominations. School Board Members are requested to keep comments to under five minutes. School Board Members who have not yet spoken during a round of voting have the right to comment or make a nomination before a School Board Member who has already spoken during that round of voting has the opportunity to speak a subsequent time. After a School Board Member has made comments or a nomination, the Superintendent will ask if there are any other nominations for Chair. When no further nominations are made, the Superintendent will call for any final discussion of the nominees. If there is no further discussion on nominees, then the Superintendent will close the call for nominations.

Each School Board Member will be provided with colored pieces of paper that will correspond to an assigned nominee for each round of voting. Nominees will pick colors from the Clerk. The Clerk will announce the names of all nominees for the position of Chair of the School Board for each round and the color assigned to each nominee. When the vote is called, each School Board Member will hold up the color of the nominee that the School Board Member is voting for. The Clerk will then announce who each School Board Member voted for. School Board Members who do wish to vote during a round of voting may do so by not raising a colored piece of paper.

The nominee who receives the most votes for Chair will be declared the Chair. If there is a tie vote or there are no votes, the voting will be repeated as many times as necessary until a nominee receives the most votes. After each round of voting, School Board Members may nominate additional nominees if no nominee receives a majority vote during the prior round.

When repeated balloting is necessary, nominees under consideration unless their nominations are withdrawn by the nominator or the nominee. When one nominee receives a majority vote of those School Board Members present, the Superintendent will declare that nominee the Chair and the duly elected Chair will then conduct the remainder of the business on the Agenda.

Following the completion of the election of the Chair, the Chair shall conduct the election of the Vice Chair. The same procedure for election of the Chair will be followed for election of the Vice Chair.

Background Summary:

N/A

Source:

Bylaw 1-18 Officers: Election and Term of Office
Bylaw 1-37 Annual Organizational Meeting

Budget Impact:

N/A



Subject: Election of School Board Vice Chair

Item Number: 7B

Section: School Board Organizational Matters

Date: January 10, 2023

Senior Staff: Kamala Lannetti, School Board Attorney

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Aaron C. Spence, Ed.D., Superintendent Acting as School Board Chair Pro Tem

Recommendation:

That the School Board election one of its members to serve as Vice Chair for the 2023 calendar year.

Pursuant to Bylaw 1-37 / Annual Organizational Meeting and Bylaw 1-18/Officers: Election and Term of Office – Section A.

The newly elected Chair will conduct the election for Vice Chair.

Any School Board Member may offer a nominee for Vice-Chair. A nomination does not require a second. Any School Board Member making a nomination may discuss the nomination at that time. Other School Board Members will be allowed to discuss that nomination, make another nomination, or make other comments concerning any of the nominations. School Board Members are requested to keep comments to under five minutes. School Board Members who have not yet spoken during a round of voting have the right to comment or make a nomination before a School Board Member who has already spoken during that round of voting has the opportunity to speak a subsequent time. After a School Board Member has made comments or a nomination, the Chair will ask if there are any other nominations for Vice-Chair. When no further nominations are made, the Chair will call for any final discussion of the nominees. If there is no further discussion on nominees, then the Chair will close the call for nominations.

Each School Board Member will be provided with colored pieces of paper that will correspond to an assigned candidate for each round of voting. The nominees will pick a color as explained by the Clerk. The Clerk will announce the names of all nominees for the position of Vice-Chair of the School Board for each round and the color assigned to each nominee. When the vote is called, each School Board Member hold up the color of the nominee that the School Board Member is voting for. The Clerk will then announce who each School Board Member voted for. School Board Members who do wish to vote during a round of voting may do so by not raising a colored piece of paper.

The nominee who receives the most votes for Vice Chair will be declared the Vice Chair. If there is a tie vote or there are no votes, the voting will be repeated as many times as necessary until a nominee receives the most votes. After each round of voting, School Board Members may nominate additional nominees if no nominee receives a majority vote during the prior round.

When repeated balloting is necessary, nominees under consideration unless their nominations are withdrawn by the nominator or the nominee.

Background Summary:

N/A

Source:

Bylaw 1-18 Officers: Election and Term of Office

Bylaw 1-37 Annual Organizational Meeting

Budget Impact:

N/A



Subject: Appointment of Clerk and Deputy Clerk of the School Board **Item Number:** 7C

Section: School Board Organizational Matters **Date:** January 10, 2023

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Aaron C. Spence, Ed.D., Superintendent

Recommendation:

That the School Board approve the Superintendent's recommendation to appoint Regina M. Toneatto as Clerk of the School Board and Susan L. Keipe as Deputy Clerk of the School Board for the 2023 calendar year.

Background Summary:

N/A

Source:

Bylaw 1-18 Officers: Election and Term of Office

Bylaw 1-37 Annual Organizational Meeting

Virginia Code §§ 22.1-72 and 22.1-76

Budget Impact:

N/A



Subject: Schedule of School Board Meetings through June 30, 2024 Item Number: 7D

Section: School Board Organizational Matters Date: January 10, 2023

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): School Board Chair

Recommendation:

That the School Board approve the schedule of regular meetings for a period ending June 30, 2024. Pursuant to School Board Bylaw 1-38 and Standing Rules outlined in Appendix B, meetings of the School Board will generally be held on the second and fourth Tuesday of each month, or on the dates and times designated by the School Board and as thereafter modified. The School Board reserves the right to change the date, time, or location of a previously noticed meeting upon compliance with applicable notice requirements set forth in the Virginia Freedom of Information Act. In person meetings of the School Board will take place in the School Administration Building, 2512 George Mason Dr., Virginia Beach unless otherwise specified by the School Board. *Note: due to current construction at the School Administration Building, School Board meetings will be held at the Holland Road Annex, 2323 Holland Road, Virginia Beach, VA until approximately June 2023. Subject to change.* The School Board reserves the right to meet at other times, dates, and places upon proper notification to the public.

- Administrative, Informal, Workshop, and Closed Session sections of regular meetings generally convene at 4 p.m. subject to the volume of business to be transacted.
- School Board Recess at 5:30 p.m.
- Formal Meeting Called to Order at 6:00 p.m.

Affirm Balance of SY2022-23 Schedule of Meetings	Proposed SY2023-24 Schedule of Meetings
January 10 2023 January 24	July Retreat 10/July 11 - Abridged Regular Meeting 2023 July 25
February 7 - Special Meeting for presentation of SEON FY2023/24 & CIP FY2023/24 through FY2028/29 February 14 – Public Hearing on Budget February 21 – Special Meeting - Budget/CIP Workshop* February 28	August 8 August 22 September 12 September 26 October 10 October 24
March 7 – Special Meeting (adoption of Budget FY2023/24 & CIP FY2023/24 through FY2028/29) March 14 March 28	November 14 November 28 December 12 – Public Hearing on Budget
April 4 (1st Tuesday) April 25 <i>Spring Break (April 10-14)</i>	January 9 2024 January 23
May 9 May 23	February 6 – Special Meeting for presentation of SEON FY2024/25 & CIP FY2024/25 through FY2029/30 February 13 – Public Hearing on Budget February 20 – Special Meeting - Budget/CIP Workshop* February 27
June 6 – Special Meeting for Superintendent's evaluation	March 5 – Special Meeting for adoption of Budget FY2024/25 & CIP FY2024/25 through FY2029/30 March 12 March 26
June 12 (2nd Monday) June 27 <i>Graduations (June 13-16)</i>	April 16 (3 rd Tuesday) April 30 (5 th Tuesday) <i>Spring Break (April 1-5)</i> May 14 May 28 (*day after Memorial Day)
	June 4 – Special Meeting for Superintendent's evaluation June 10 (2 nd Monday) June 25

* Budget/CIP Workshop

Background Summary:

Source:

Bylaw 1-38 - Regular Meetings, Time and Place, Order of Business, Recessed Meetings, and Work Session/Public Hearing, and Retreats and Abridged Meetings

Appendix B

Budget Impact: N/A



Subject: Approval of Minutes **Item Number:** 11A

Section: Approval of Meeting Minutes **Date:** January 10, 2023

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Regina M. Toneatto, School Board Clerk

Recommendation:

That the School Board adopt the following set of minutes as presented:

- A. December 13, 2022 Regular School Board Meeting

Note: Supporting documentation will be provided to the School Board under separate copy and posted to the School Board website on or before 5:00 pm on Friday, December 9.

Background Summary:

N/A

Source:

Bylaw 1-40

Budget Impact:

N/A



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

Kimberly A. Melnyk, Vice Chair
District 7 – Princess Anne

Beverly M. Anderson
At-Large

Sharon R. Felton
District 6 – Beach

Jennifer S. Franklin
District 2 – Kempsville

Dorothy M. Holtz
At-Large

Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting Proposed Agenda **Tuesday, December 13, 2022**

Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453
(757) 263-1000

Closed Session – Personnel Hearing (Holland Road Annex): There was a closed session prior to the meeting. At 1:08 p.m. Ms. Riggs made a motion, seconded by Ms. Manning that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711 to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.

Namely to discuss: to conduct a hearing regarding suspension of an employee.

There were six (6) ayes in favor of the motion to recess into Closed Session: Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Riggs.

Individuals present for discussion in the order in which matter were discussed:

Hearing regarding suspension of an employee: School Board members: Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Riggs; Kamala H. Lannetti, School Board Attorney; Simone S. Boothe, Associate School Board Attorney; Edie L. Rogan, Director, Employee Relations, Department of Human Resources; Patricie Drake, Attorney, Bischoff Martingayle, P.C.; Grievant, Jaqueline Fielder (Morton-Eastmead); and Donna Mooney, court reporter, Delloro-McDaniel Court Reporting Services.

The following School Board members arrived during the closed session: Chair Rye and Ms. Owens.

The School Board reconvened at approximately 2:30 p.m.

Certification of Closed Session: Ms. Riggs read the Certification of Closed Meeting and made the motion:

WHEREAS, the School Board of the City of Virginia Beach 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

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

NOW, THEREFORE, BE IT RESOLVED that the School Board of the City of Virginia Beach 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 by which the closed meeting was convened were heard, discussed, or considered.

Ms. Manning seconded the motion. There were eight (8) ayes in favor of the motion for Certification of Closed Session: Chair Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 8-0-0.

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Virginia Beach, VA 23453

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The following resolution was read by Ms. Manning:

**Resolution Regarding Grievance Case NO.
Jaqueline Fielder (Morton-Eastmead)**

RESOLVED: That on December 13, 2022 the School Board held a hearing to determine whether to suspend Jacqueline Fielder, teacher, after receiving verification that Ms. Fielder had a Level I finding of child abuse and neglect; and

RESOLVED: That the School Board received exhibits and testimony and heard argument from legal counsel for the teacher and the School Administration, based upon such consideration, it is;

RESOLVED: That the School Board suspends the Teacher with pay until January 11, 2023 and unpaid after that period; and

FURTHER RESOLVED: That the Clerk is directed to send a copy of this Resolution to the Teacher, the Grievant's attorney, the Executive Director of Renaissance Academy, the School Board Attorney, the Employee Relations Specialist, and the Chief Human Resources Officer, who is directed to place a copy of this Resolution, the and the exhibits in the Teacher's personnel file.

Adopted by the School Board of the City of Virginia Beach this 13th day of December 2022.

Ms. Manning made the motion, seconded by Ms. Anderson. There were five (5) ayes in favor of the motion for the resolution: Chair Rye, Ms. Anderson, Ms. Franklin, Ms. Manning, and Ms. Riggs. There were three (3) nays opposed to the motion for the resolution: Ms. Felton, Ms. Hughes, and Ms. Owens. The motion passed, 5-3-0.

1. ***Swearing-In Ceremony for Re-Elected and Newly Elected School Board Members Serving a Four-Year Term Commencing January 1, 2023:*** The School Board gathered in the School Board Room/Auditorium at the Holland Road Annex at 2:39 p.m. for a swearing-in ceremony. Virginia Beach Circuit Court Chief Deputy Clerk, Ms. Tracey Entwisle, administered the required oath of office individually for re-elected and newly elected School Board members to serve for a term commencing January 1, 2023 through December 31, 2026 as follows:

(Listed in order by district)

- A. Kimberly Melnyk, District 2
- B. Staci Martin, District 4
- C. Michael Callan, District 6
- D. Carolyn Weems, District 9
- E. Kathleen Brown, District 10

Note: David Culpepper, District 8 was not able to attend the meeting. Mr. Culpepper will plan to meet with the Virginia Beach Circuit Court Clerk for the administration of the oath of office at a later date.

The Swearing-In Ceremony ended at 2:49 p.m.

2. ***New Member Reception:*** Followed the swearing-in ceremony.
3. ***Administrative, Informal, and Workshop:*** Chair Rye convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 13th day of December 2022 and announced members of the public will be able to observe the School Board meeting through live streaming on vbschools.com, broadcast on VBTv Channel 47, and on Zoom.

In addition to the Superintendent, the following School Board members were present at the Holland Road Annex School Board Room/Auditorium: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

- A. **School Board Administrative Matters and Reports:** Vice Chair Melnyk thanked the various departments that helped facilitate the move from the School Administration Building to the Holland Road Annex.
 1. **Leadership interest:** School Board members, Ms. Riggs and Ms. Weems, shared their interest in the position of School Board Chair; Vice Chair Melnyk mentioned her interest in serving as School Board Vice Chair.
 2. **Schedule of Meetings: Remaining FY23 Affirmed; FY24 Proposed:** Chair Rye reviewed the schedule of meeting dates for the remainder of the 2022-2023 school year and meeting dates for the upcoming 2023-2024 school year; questions and comments regarding the June 2023 meetings; public hearings for budget.
- B. **Forecast of Regular School Board Meeting Agenda Topics FY23 – 3rd Quarter: January, February, March:** Superintendent Spence reviewed upcoming agenda topics for the months of January, February, and March 2023;

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Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453

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provided a brief overview of topics: January – Annual Recruitment, Staffing, and Retention Update; *Compass to 2025* Update; Compensation Update; February – Budget Workshops; budget meetings; Title IX Update; Public Hearing on Budget; Behavior Response and Support; Your Voice – Enhanced Employee Input; March – Advancement Via Individual Determination (AVID); Mental Health Task Force Update; Forecast for 4th Quarter; Website Update; noted the quarterly forecast document is an active document and does change based on agenda planning needs; the presentation continued with questions and comments regarding recovery school update; and School Board student representative.

- C. Compensation Study – Market Analysis: The School Board received the findings, results, recommendations, and Implementation plan from the compensation market study for both the Unified Experience-base Step Pay Scale and the Instructional Experience-based Step Pay Scale. Cheryl Woodhouse, Chief Human Resources Officer, provided a brief recap of the timeline of the study and introduced from the company Segal – Paula Singer, Ph.D., Vice President and Michael Conway, Associate Consultant to continue the presentation. They reviewed the presentation agenda; reviewed project goals: measure VBCPS' base salary market position for the teaching and non-teaching workforce, understand the relationship of VBCPS' position to its peers, develop strategies including updating the salary structure to maintain or improve VBCPS' competitive position; reviewed timeline (methodology, data analysis, recommendations.)
- Unified Pay Scale Assessment - reviewed the market assessment process, methodology; benchmark positions – identified 172 benchmark positions representing 82% of the non-teaching workforce; overview of findings; recommendations – focus on priority positions: bus assistants, custodians, cafeteria assistants; reasons: high vacancy rate, recruitment difficulties, lowest wage earners; to facilitate recruitment and retention, and to more competitive with the market, Segal recommends increasing the starting rates for: bus assistant, cafeteria assistant, Custodian I, Custodian II, Custodian III; the following non-benchmark positions should be adjusted to maintain alignment with the salary structure: assistant cafeteria manager, baker/cook, cafeteria Mgr. in training, fleet shop helper; an additional 12 benchmark positions (8%) are below the competitive market range, 7 non-benchmark positions (4%) are impacted by upgrading the benchmark jobs determined to be below the market; shared salary structure redesign example; unified pay scale recommendations (implementation phases): Phase 1 - Increase grade assignments for jobs with high vacancy rates where recruitment and retention are an issue. Realignment of impacted positions is necessary due to the upgrading of priority positions (bus assistants, food services (i.e., cafeteria assistants, baker/cook, asst. manager); Phase 2 - Increase grade assignments for other positions below market. Realignment of impacted positions is necessary due to the upgrading of benchmark positions; Phase 3 - Redesign the unified pay scale so percentages between steps are consistent throughout the structure; summary of costs (costs do not include a 2023 experience step increase or an across-the-board increase): Phase 1: approximately \$3.6 million, Phase 2: \$ 309,234, Phase 3: approximately \$13 million.
- Teacher Pay Scale Assessment – reviewed the study methodology – market comparisons (Virginia Beach, Chesapeake, Norfolk, Newport News, Chesterfield, Prince William); reviewed market findings: teacher starting rates by degree – VBCPS' starting rates are ranked #1 across all degree lanes; comparison to the overall peer market average (excluding Prince William): competitive from 0-5 years, not competitive after 5 years (ranked #3 or lower); reviewed pay scale options; Option 1: 1.5% between steps, pros - meets our project goal, exceeds Chesapeake by 0.2%-0.9%, depending on year and degree lane, ranks #1 amongst peers (excluding Prince William); cons – most costly; Option 2: 0-15 Years: 1.25% between steps, 16+ Years: 1.5% between steps; pros - above the overall peer market average by 2.4%-6.7% (excluding Prince William), depending on year and degree lane, more affordable than Option 1; cons - does not meet our project goal, below Chesapeake by approximately 1.6%-3.1%, ranks #2 amongst peers (excluding Prince William); Option 3: 0-15 Years: 1.0% between steps, 16+ Years: 1.5% between steps: pros – least costly option; cons - does not meet our project goal, behind Chesapeake and Newport News, ranks #3 amongst peers (excluding Prince William), salaries are 4-7% below Chesapeake, depending on year and degree lane; reviewed cost implications; Option 1 total cost (inclusive of benefits) approximately \$38.2 million, Option 2 total cost (inclusive of benefits) approximately \$27 million, Option 3 total cost (inclusive of benefits) approximately \$16.2 million; reviewed implementation options for teacher pay scale assessment; reviewed key considerations.

The presentation continued with questions and comments regarding benchmark positions; obtaining information on specific categories; FTE allocations; comparison of school based information and outside; benefits; comparison of benefits to other districts; positions below state wage; clarification of competitive ranges; data with Prince William; raising of minimum wage; concerns about poverty levels; update in the new year – preparing for the Superintendent's Estimate of Needs (SEON); revenue sharing; projections from state.

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4. **Closed Session:** None during the Administrative, Informal, and Workshop session. See agenda item #20.
5. **School Board Recess:** Chair Rye adjourned the Administrative, Informal, and Workshop session at 5:23 p.m.
6. **Formal Meeting (Holland Road Annex - Auditorium)6:00 p.m.**
7. **Call to Order and Roll Call:** Chair Rye convened the meeting of the School Board at the Holland Road Annex, School Board Room/Auditorium at 6:00 p.m. on the 13th day of December 2022 and welcomed members of the public both in person and online.

In addition to Superintendent Spence, the following School Board members were present at the Holland Road Annex, School Board Room/Auditorium: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.
8. **Moment of Silence followed by the Pledge of Allegiance**
9. **Student, Employee and Public Awards and Recognition**
 - A. Great Neck Middle School – Virginia Association for Health, Physical Education, Recreation and Dance Middle School Teacher of the Year: The School Board recognized Tony Splendore, Great Neck Middle School teacher, who is the Virginia Association for Health, Physical Education, Recreation and Dance Middle School Teacher of the Year.
 - B. Plaza Middle School – John Marshall Center Middle School Teacher of the Year: The School Board recognized Plaza Middle School Teacher, Anthony Nobles who is the John Marshall Center Middle School Teacher of the Year.
 - C. Cox High School – VHSL Class 5 State Field Hockey Champions: The School Board recognized the Cox High School Field Hockey Team. They are the VHSL Class 5 State Field Hockey Champions.
 - D. Multiple Schools – Virginia Department of Education Purple Star Designation: The School Board recognized the 46 Virginia Beach Schools that were named 2022-23 Virginia Purple Star schools. The Virginia Department of Education present the Purple Star awards for demonstrating a major commitment to supporting students and families connected to our nation’s military. The Purple Star honorees were: Arrowhead Elementary, Alanton Elementary, Bayside 6th Grade Campus, Bayside Middle, Bayside High, Brookwood Elementary, Centerville Elementary, Christopher Farms Elementary, Corporate Landing Middle, Creeds Elementary, Fairfield Elementary, First Colonial High, Glenwood Elementary, Green Run Collegiate, Green Run High, Holland Elementary, Independence Middle, Kempsville Meadows Elementary, Kempsville Middle, King's Grant Elementary, Landstown Elementary, Landstown High, Landstown Middle, Larkspur Middle, Luxford Elementary, Lynnhaven Middle, Ocean Lakes Elementary, Ocean Lakes High, Old Donation School, Pembroke Elementary, Pembroke Meadows Elementary, Plaza Middle School, Princess Anne Elementary, Princess Anne Middle, Providence Elementary, Red Mill Elementary, Rosemont Forest Elementary, Salem High, Salem Middle, Strawbridge Elementary, Tallwood High, Thalia Elementary, Thoroughgood Elementary, Three Oaks Elementary, Trantwood Elementary, and the Virginia Beach Technical and Career Education Center.

Special Recognition – There was a special recognition for the outgoing School Board members: Chair Rye, Ms. Felton, Ms. Holtz, and Ms. Hughes. A resolution was read for each outgoing School Board member, and they were presented with a token of appreciation and a framed copy of their resolution. See Consent agenda item #17E for the resolutions.
10. **Adoption of the Agenda:** Chair Rye called for any modifications to the agenda as presented. Vice Chair Melnyk made a motion to add the resolutions of service for Ms. Holtz, Ms. Felton, Ms. Hughes, and Ms. Rye to the Consent Agenda item #17E, seconded by Ms. Owens. Without further discussion, Chair Rye called for a vote on the revised agenda. The School Board Clerk announced the motion passed unanimously, 11-0-0.
11. **Superintendent’s Report:** There was no report presented at the meeting.
12. **Approval of Meeting Minutes**
 - A. November 22, 2022 Regular School Board Meeting: Chair Rye called for any modifications to the November 22, 2022 regular School Board meeting minutes as presented. Hearing none, Chair Rye called for a motion to approve the November 22, 2022 meeting minutes as presented. Ms. Riggs made the motion, seconded by Ms. Franklin. Without discussion, Chair Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

There was one (1) abstention: Chair Rye, was not in attendance at the November 22, 2022 meeting. The motion passed, 10-0-1.

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- 13. Public Hearing on FY2023/24 School Operating Budget and FY2023/24 through FY2028/29 Capital Improvement Program:** Chair Rye announced the School Board will hear public comments beginning with the public hearing on the FY2023/24 School Operating Budget and the FY2023/24 through FY2028/29 Capital Improvement Program and then public comments on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. Chair Rye mentioned information regarding speaker process, decorum and order, and submitting comments via group email.

There was one speaker on the public hearing regarding the operating budget and capital improvement program.

14. Public Comments (until 8:00 p.m.)

Public comments continued after the public hearing. There were twenty-one (21) in person speakers (including eight (8) student speakers); topic discussed were VDOE Model Policy; transgender students; Girl Scout troops in Virginia Beach; Human Rights Act; student's preferred name; intellectual freedom; Library Media Specialist; equity; teacher retention; staff incentive; congratulations to new School Board members; parental rights; parental involvement; legislative agenda; and Policy 6-11.

The Public Comments ended at 7:38 p.m.

15. Information

- A. Positive Behavioral Interventions and Supports (PBIS): Year 2 Tier I Evaluation: Allison Bock, Ph.D., Program Evaluation Specialist, Office of Planning, Innovation, and Accountability presented the School Board the Positive Behavioral Interventions and Supports (PBIS): Year-Two Tier I Evaluation Report and administration's recommendations; provided a brief PBIS background; PBIS is an implementation framework that facilitates selecting and using interventions within a tiered system of support; Tier I - Universal practices for all students, Advanced Tiers: Tier II: Additional support for small groups, Tier III: Personalized support for individual students; Year-Two Tier I Evaluation focused on implementation goals for Tier I of PBIS, progress toward meeting outcome goals, and cost; data collection included district capacity assessment, tiered fidelity inventory; staff, student, and parent surveys; and the data warehouse; at least 90% of staff reported being familiar with their school's PBIS implementation; administrators reported that their staff had a shared understanding of the PBIS framework (100% ES, 97% MS, 90% HS); reviewed implementation goals: Goal 1 - Schools have policies and procedures to implement PBIS, Goal 2 - Professional learning opportunities provide staff with effective support and information to successfully implement PBIS, Goal 3 - Data are reviewed and used regularly to inform decision making to inform PBIS practices, Goal 4 - Schools involve students, families, community, and staff during the schoolwide PBIS Tier I implementation; reviewed outcome goals: Goal 1 - Students are engaged at school, Goal 2 - Students and teachers have positive perceptions of school safety and discipline procedures, Goal 3 - Students learn to regulate their emotions and demonstrate social-emotional competence, Goal 4 - Students and teachers have positive perceptions of school climate; summary of results related to the effectiveness of PBIS: implementation and outcome perceptions consistently most positive at elementary school and highest TFI scores overall and for most items at elementary school, significant relationships were found between perception data for most staff and student survey items and school TFI scores, some school goal analyses showed that schools with goals in particular areas had more positive staff perceptions and PBIS student outcomes in those areas; ES: Student engagement/attendance, school safety and climate, academic achievement; MS: School safety and climate, social-emotional competence, academic achievement, discipline disproportionality; HS: Social-emotional competence, discipline; cost in 2021-2022: cost of PBIS to VBCPS totaled \$464,076 (for staffing), other costs, \$27,741, were covered by grant.

Recommendation #1 - Continue PBIS with modifications noted in recommendations 2 and 3, Recommendation #2 - Investigate and implement strategies suggested in research literature for establishing procedures for behavior feedback and consistency of PBIS practices and procedures across classrooms at the secondary levels, Recommendation #3 - Continue to support school staff in their procedures related to reviewing schoolwide data to inform decision making through the use of Unified Insights. The presentation continued with Robert Jamison, Executive Director of Student Support Services who shared the administration's response; administration concurs with recommendations from program evaluation; professional learning & coaching support; increased capacity for data driven decision making; access to Unified Insights Data Analytics Platform; the presentation continued with questions and comments regarding previous survey scores; data numbers between teachers and administrators; extra work for teachers; data comparison between ES and HS; data at schools provides what are the needs at the school; impact of pandemic; needs beyond academic; review of data leads to changes; and with data can make better decisions.

- B. College Coursework and Readiness Assessments: Heidi Janicki, Ph.D., Director of Research and Evaluation, Department of Planning, Innovation, and Accountability, presented the School Board information related to the Fall 2022 College Coursework and Readiness Assessments; provided a presentation overview; Advanced Placement (AP): students in VBCPS have access to all 38 AP courses offered by College Board, all students able to enroll in AP courses after talking with their school counselor, end-of-course, college-level examinations may result in college credit, Dual enrollment courses offer another college credit option; during 2021-22, 28% of all VBCPS high school students were enrolled in at least one AP course; Asian students had the highest percentage of students taking an AP exam followed by White students, Black students had the lowest percentage of AP course enrollees taking an AP exam; percent of scores 3 or higher by student group - black students had the lowest percentage of students scoring a 3 or higher each year and Asian students had the highest percentage scoring 3 or higher followed by white students; college readiness assessments - assessment trends and COVID impact: prior to the pandemic, some colleges and universities discontinued the SAT or ACT, during the pandemic, difficulties with testing resulted in a larger number of institutions not requiring the SAT or ACT for admission; PSAT/NMSQT: administered to students at their school, three tests: Reading, Writing, Mathematics; offered to all grade 11 students each fall; 63% met the English Reading and Writing benchmark; 28% met the math benchmark; Asian, Hispanic, Multiracial, and White student groups had a majority of students meeting the English Reading and Writing benchmarks; the Asian student group had the highest percentage meeting the Math benchmark (48%); Black students had the lowest percentage meeting both benchmarks; SAT: developed and administered by College Board, administered on Saturdays at various VBCPS high schools, students pay all fees and must provide transportation to testing location (fee waivers are available through College Board); three tests: Reading, Writing, Mathematics; there is an optional essay students may complete; (41% participation rate; 83% met English Reading and Writing benchmarks; 53% met the math benchmark); Black students had the lowest percentage meeting benchmarks in VBCPS; however, when compared to their counterparts in VA Public Schools and all test takers, they performed better than both groups on the English Reading and Writing sections; all VBCPS groups had lower percentages meeting the math benchmark than VA public schools.
- ACT: administered on Saturdays at various VBCPS high schools, students pay all fees and must provide transportation to testing location (fee waivers are available through ACT); four sections: English, Mathematics, Reading, Science; there is an optional writing section students may complete; (5% of students participated; English – 80% and Reading 65% met the benchmark; Math 56% and Science 56% met benchmarks); Black students had the lowest percentage meeting benchmarks for all sections. VBCPS had a lower percentage of Black students meeting each benchmark when compared to all schools in Virginia but was higher than all test takers; reviewed actions to support continuous improvement: ensure students are aware of and know how to access supports, implement the high-leverage equity strategies in the VBCPS equity plan focused on increasing access, preparation, and success in advanced coursework and programs, engage in data-driven inquiry sessions with high school principals, staff, and students to identify challenges and opportunities for improvement, design and conduct research project to investigate and understand underlying factors for results.
- The presentation continued with questions and comments regarding encouraging students to take tests; data for AP scores of 4 or higher; AP courses versus Dual Enrollment courses; weighting of courses; rigorous courses; college admissions; student identification options on tests; and encouraging students to take test for potential scholarship opportunities.

16. Return to public comments if needed: As noted under Agenda item #14, Public Comments ended at 7:38 p.m.

17. Consent Agenda: Chair Rye read the following items on the Consent Agenda:

- A. Resolution: National Mentoring Month: Recommendation that the School Board approve a resolution recognizing National Mentoring Month.
- B. Achieve3000: Comprehensive Evaluation: Recommendation that the School Board approve the administration's recommendations that were proposed in response to the Achieve3000: Comprehensive Evaluation.
- C. Recommendation of General Contractor: Ocean Lakes High School Press Box Replacement: Recommendation that the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA, Inc. for the Ocean Lakes High School Press Box Replacement in the amount of \$456,000.

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- D. Policy Review Committee (PRC) Recommendation(s): Recommendation that the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its November 10, 2022, meeting.
1. Policy 6-11/Instructional Materials with Sexually Explicit Content: The PRC recommends that the School Board adopt a new Policy 6-11 to comply with new state legislation.
- E. Resolutions of service for Ms. Holtz, Ms. Felton, Ms. Hughes, and Ms. Rye: (see agenda item #10 – Adoption of the Agenda) The resolutions below were read during the Special Recognition (see agenda item #9)

Ms. Owens read the following resolution during the Special Recognition:

RESOLUTION

SHARON R. FELTON - SCHOOL BOARD MEMBER DISTRICT 6 – BEACH

WHEREAS, Virginia Beach City Public Schools, in partnership with the entire community, will empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community; and

WHEREAS, through the governance and oversight of the School Board of the City of Virginia Beach and the leadership of the superintendent and staff, Virginia Beach City Public Schools is a world class school division that continually strives to chart the course for our students; and

WHEREAS, school board members have vital roles in preparing Virginia Beach City Public School students to be future leaders in our community and the world and work tirelessly to address those needs; and

WHEREAS, Sharon R. Felton has served with high distinction and outstanding dedication on the School Board of the City of Virginia Beach, Virginia, as the School Board Member District 6 - Beach from January 1, 2015, through December 31, 2022; and

WHEREAS, prior to being elected to the School Board, Sharon R. Felton had a thirty year career as university librarian, a community leader and an educational advocate before retiring. Sharon R. Felton has been a dedicated advocate for civil rights and educational equity for all Virginia Beach City Public School students and staff; and

WHEREAS, during her tenure as a School Board member, Sharon R. Felton has served on many School Board committees and advisory boards including Governance, Performance and Policy Monitoring, Legislative, and Student Discipline, among others; and

WHEREAS, her participation has enhanced the School Board's efforts, in partnership with the entire community, to empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community.

NOW THEREFORE, BE IT RESOLVED: That the School Board of the City of Virginia Beach commends and extends its grateful appreciation to Sharon R. Felton, School Board member, for a job well done; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this School Board; and be it

FINALLY RESOLVED: That this original resolution be presented to Sharon R. Felton, School Board Member District 6 - Beach in recognition of her service.

This resolution is to be adopted by the School Board of the City of Virginia Beach this 13th day of December 2022.

Ms. Riggs read the following resolution during the Special Recognition:

RESOLUTION

DOROTHY HOLTZ - SCHOOL BOARD MEMBER DISTRICT AT-LARGE

WHEREAS, Virginia Beach City Public Schools, in partnership with the entire community, will empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community; and

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WHEREAS, through the governance and oversight of the School Board of the City of Virginia Beach and the leadership of the superintendent and staff, Virginia Beach City Public Schools is a world class school division that continually strives to chart the course for our students; and

WHEREAS, school board members have vital roles in preparing Virginia Beach City Public School students to be future leaders in our community and the world and work tirelessly to address those needs; and

WHEREAS, Dorothy Holtz has served with high distinction and outstanding dedication on the School Board of the City of Virginia Beach, Virginia, as the School Board Member At-Large from January 1, 2011, through December 31, 2022; and

WHEREAS, prior to being elected to the School Board, Dorothy Holtz had a thirty year career as a teacher and computer specialist before retiring from Virginia Beach City Public Schools and becoming a School Board member. Dorothy Holtz has been a dedicated advocate for teachers and employees and a strong believer in the potential for all students; and

WHEREAS, during her tenure as a School Board member, Dorothy Holtz has served on many School Board committees and advisory boards including Student Discipline, Performance and Policy Monitoring, and Building Utilization, among others; and

WHEREAS, her participation has enhanced the School Board's efforts, in partnership with the entire community, to empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community.

NOW THEREFORE, BE IT RESOLVED: That the School Board of the City of Virginia Beach commends and extends its grateful appreciation to Dorothy Holtz, School Board member, for a job well done; and be it

FURTHER RESOLVED: That a copy of this Resolution be spread across the official minutes of this School Board; and be it

FINALLY RESOLVED: That this original resolution be presented to Dorothy Holtz, School Board Member At-Large in recognition of her service.

This resolution is to be adopted by the School Board of the City of Virginia Beach this 13th day of December 2022.

Ms. Manning read the following resolution during the Special Recognition:

RESOLUTION

LAURA K. HUGHES - SCHOOL BOARD MEMBER AT-LARGE

WHEREAS, Virginia Beach City Public Schools, in partnership with the entire community, will empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community; and

WHEREAS, through the governance and oversight of the School Board of the City of Virginia Beach and the leadership of the superintendent and staff, Virginia Beach City Public Schools is a world class school division that continually strives to chart the course for our students; and

WHEREAS, school board members have vital roles in preparing Virginia Beach City Public School students to be future leaders in our community and the world and work tirelessly to address those needs; and

WHEREAS, Laura K. Hughes has served with high distinction and outstanding dedication on the School Board of the City of Virginia Beach, Virginia, as a School Board member at-large from January 1, 2019, through December 31, 2022; and

WHEREAS, during her tenure as a School Board member, Laura K. Hughes has served on many School Board committees and advisory boards including Policy Review, Building Utilization, and Student Discipline, among others. Laura K. Hughes' focus on the importance of fundamental educational skills and parental involvement is well recognized; and

WHEREAS, her participation has enhanced the School Board's efforts, in partnership with the entire community, to empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community.

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NOW THEREFORE, BE IT RESOLVED: That the School Board of the City of Virginia Beach commends and extends its grateful appreciation to Laura K. Hughes, School Board member at-large, for a job well done; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this School Board; and be it

FINALLY RESOLVED: That this original resolution be presented to Laura K. Hughes, School Board member, in recognition of her service.

This resolution is to be adopted by the School Board of the City of Virginia Beach this 13th day of December 2022.

Vice Chair Melnyk read the following resolution during the Special Recognition:

RESOLUTION

CAROLYN T. RYE - SCHOOL BOARD CHAIR AND SCHOOL BOARD MEMBER DISTRICT 5 – LYNNHAVEN

WHEREAS, Virginia Beach City Public Schools, in partnership with the entire community, will empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community; and

WHEREAS, through the governance and oversight of the School Board of the City of Virginia Beach and the leadership of the superintendent and staff, Virginia Beach City Public Schools is a world class school division that continually strives to chart the course for our students; and

WHEREAS, school board members have vital roles in preparing Virginia Beach City Public School students to be future leaders in our community and the world and work tirelessly to address those needs; and

WHEREAS, Carolyn T. Rye has served with high distinction and outstanding dedication on the School Board of the City of Virginia Beach, Virginia, as the School Board Member District 5 – Lynnhaven from January 1, 2015, through December 31, 2022; and

WHEREAS, Carolyn T. Rye served as School Board chair from January 2020 until December 31, 2022; and

WHEREAS, during her tenure as a School Board member, Carolyn T. Rye has served on many School Board committees and advisory boards including Governance, Audit, Policy Review, Student Discipline, among others. Carolyn T. Rye's dedication to detail and addressing the concerns of staff and constituents is well recognized; and

WHEREAS, her participation has enhanced the School Board's efforts, in partnership with the entire community, to empower every student to become a lifelong learner who is a responsible, productive and engaged citizen within the global community.

NOW THEREFORE, BE IT RESOLVED: That the School Board of the City of Virginia Beach commends and extends its grateful appreciation to Carolyn T. Rye, School Board Chair and School Board Member District 5 - Lynnhaven, for a job well done; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this School Board; and be it

FINALLY RESOLVED: That this original resolution be presented to Carolyn T. Rye, School Board chair, in recognition of her service.

This resolution is to be adopted by the School Board of the City of Virginia Beach this 13th day of December 2022.

After Chair Rye read the Consent Agenda items, she called for a motion to approve the Consent Agenda as presented. Ms. Franklin made the motion, seconded by Ms. Manning. Chair Rye called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0. After the vote, Vice Chair Melnyk read the following resolution:

Resolution National Mentoring Month January 2023

WHEREAS, January 2023 will mark the 21st anniversary of National Mentoring Month, an opportunity to focus attention on the need for mentors, as well as how each of us can work together to increase the number of mentors to help ensure positive outcomes for our young people.

WHEREAS, Virginia Beach City Public Schools honors volunteer mentors who support young people by showing up for them every day and demonstrating their commitment to helping them thrive; and

WHEREAS, mentoring programs make our communities and our school division stronger by driving impactful relationships that increase social capital for young people and provide invaluable support networks for adults; and

WHEREAS, mentoring plays a pivotal role in career exploration and supports workplace skills by helping young people set career goals, equipping mentors with the skills needed to support the professional growth of young people, and drives positive outcomes for young people and businesses; and

WHEREAS, the annual African-American Male Summit on January 21, 2023, hosted by Tallwood High School is an example of mentorship that promotes healthy relationships and communication, positive self-esteem, emotional well-being, and growth of our young men and their relationships with adults both in our division and throughout the community; and

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of January 2023 as National Mentoring Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourage citizens to celebrate, elevate and encourage mentoring across Virginia Beach City Public Schools; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 13th day of December, 2022.

18. Action

- A. Personnel Report / Administrative Appointments: Chair Rye called for a motion to approve the December 13, 2022 personnel and administrative appointments. Ms. Hughes made the motion, seconded by Ms. Anderson that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the December 13, 2022 personnel report along with administrative appointments as recommended by the Superintendent; there was a brief discussion regarding the new high level position; concerns with the number of high-level and high paying positions; salary of new position; estimate of needs and adoption of budget - mention of emergency management position; importance of school safety; opposition to the creation of a new higher level position; clarification of position. Without further discussion, Chair Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Weems. There was one (1) nay opposed to the motion: Ms. Manning. The motion passed, 10-1-0. Superintendent Spence introduced the following: Joshua J. Wilks, Teacher, Great Neck Middle School as Assistant Principal, Linkhorn Park Elementary School; Barbour "Cris" Sprouse, Transportation Area Supervisor, Office of Transportation and Fleet Management Services as Coordinator, Transportation, Office of Transportation and Fleet Management Services; and Gustavo A. Vilchez, Emergency Operations Manager, St. Lucie County Division of Emergency Management as Emergency Manager, Office of Security and Emergency Management.
- B. School Board Legislative Agenda for 2023 General Assembly Session: Chair Rye called for a motion to approve the School Board legislative agenda for 2023 General Assembly session. Ms. Holtz made the motion, seconded by Ms. Riggs. Without discussion, Chair Rye called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.
- C. Employee Compensation – Recruitment and Retention Incentive: Chair Rye asked Superintendent Spence to share the administrative recommendation; \$1,000 dollars for all FTE employees at the cost of approximately \$11.6 million; funded through ESSER funds; Chair Rye called for a motion to approve the employee compensation – recruitment and retention incentive. Ms. Holtz made the motion, seconded by Vice Chair Melnyk. There was a brief discussion regarding the incentive and when employee would receive the incentive; Ms. Manning made a substitute motion that would provide \$1,000 dollars to all classroom teachers and \$500 dollars for all other employees and the additional money goes toward tutors to benefit our students, seconded by Ms. Weems. There

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was a brief discussion regarding clarification of positions like OT and PT and their incentive amount; clarification regarding current use ESSER funds to providing tutoring; various tutoring programs/resources; deadline to use ESSER funds; December incentive. Without further discussion, Chair Rye called for a vote on the substitute motion. The School Board Clerk announced there was one (1) aye in favor of the substitute motion: Ms. Manning. There ten (10) nays opposed to the substitute motion: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion failed, 1-10-0. Chair Rye called for a vote on the original motion, \$1,000 for all FTE employees. The School Board Clerk announced the motion passed unanimously, 11-0-0.

D. Policy Review Committee (PRC) Recommendations:

1. Bylaw 1-25/Public Complaints and Procedures: The PRC recommends grammatical amendments.
2. Bylaw 1-26/School Visitations: The PRC recommends grammatical amendments.
3. Bylaw 1-27/Service of Process: The PRC recommends amendments to reflect the change in the School Board Attorney name.
4. Bylaw 1-28/ Committees, Organizations and Boards – School Board Member Assignments: The PRC recommends grammatical amendments and amendments to address department changes.
5. Bylaw 1-29/ School Board/Staff Communications/Staff Reports to School Board: The PRC does not recommend any amendments.
6. Bylaw 1-30/Adoption, Amendment, Repeal or Suspension/Bylaws: The PRC does not recommend any amendments.
7. Bylaw 1-31/Policy Formation: The PRC recommends scrivener's amendments.
8. Bylaw 1-32/ Adoption, Amendment, Repeal or Suspension/Policies: The PRC recommends amendments to reorganize the Bylaw paragraphs.
9. Bylaw 1-33/Formulation and Approval/Revision/Regulations: The PRC recommends a grammatical amendment.
10. Bylaw 1-35/Annual Budget and Financial Decision Making/Notice Timeline for Annual Budget: The PRC recommends a grammatical amendment.
11. Bylaw 1-36/Open Meetings/Closed Meetings: The PRC recommends grammatical amendments.
12. Bylaw 1-38/ Regular Meetings, Time and Place, Order of Business, Recessed Meetings, and Work Session/Public Hearing, and Retreats and Abridged Meeting: The PRC recommends grammatical amendments.
13. Bylaw 1-39/Agenda Preparation and Notice: The PRC does not recommend any amendments.
14. Bylaw 1-40/Parliamentary Authority, Special Rules of Order, and Standing Rules: The PRC recommends grammatical amendments.
15. Bylaw 1-41/Quorum/Call to Order/Action: The PRC recommends grammatical amendments.
16. Bylaw 1-46/ Special Meetings: The PRC recommends formatting and grammatical amendments.
17. Bylaw 1-47/ Public Comments at School Board Meetings: The PRC recommends does not recommend any amendments.
18. Bylaw 1-48/Decorum and order-School Board Meetings: The PRC recommends amending the School Board Group email address.
19. Appendix A: The PRC recommends scrivener's amendments.
20. Appendix B: The PRC does not recommend any amendments.

Chair Rye called for a motion to approve all PRC recommendations with one vote. Ms. Riggs made the motion, seconded by Ms. Franklin. Without discussion, Chair Rye called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.

19. ***Committee, Organization or Board Reports:*** Ms. Riggs shared the Sister City Youth Ambassador for this past year for 2022 was introduced to the City Council tonight; Chair Rye thanked the members of the Governance Committee for their work this past year.
20. ***Return to Administrative, Informal, Workshop or Closed Session matters:*** At 9:18 p.m. Vice Chair Melnyk made a motion, seconded by Ms. Franklin that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711 to deliberate on the following matters:

School Board of the City of Virginia Beach
Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453

Tuesday, December 13, 2022
School Board Regular Meeting
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1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

1. Status of certain personnel matters
2. Appointment of an administrator
3. Pending or probable litigation matters.

There were eleven (11) ayes in favor of the motion to recess into Closed Session. The motion passed unanimously, 11-0-0.

The School Board members moved into the Einstein Lab/Room 603 for the Closed Session.

Individuals present for discussion in the order in which matters were discussed:

2. Appointment of an administrator: School Board members: Chair Rye (entered at 9:28 p.m.), Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Cheryl Woodhouse, Chief Human Resources Officer; Regina M. Toneatto, Clerk of the Board.

1. Status of certain personnel matters: School Board members: Chair Rye (entered at 9:28 p.m.), Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Cheryl Woodhouse, Chief Human Resources Officer; Regina M. Toneatto, Clerk of the Board.

3. Pending or probable litigation matters: School Board members: Chair Rye (entered at 9:28 p.m.), Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Cheryl Woodhouse, Chief Human Resources Officer; Regina M. Toneatto, Clerk of the Board.

The School Board reconvened at 9:44 p.m.

Certification of Closed Session: Vice Chair Melnyk read the Certification of Closed Meeting:

WHEREAS, the School Board of the City of Virginia Beach 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

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

NOW, THEREFORE, BE IT RESOLVED that the School Board of the City of Virginia Beach 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 by which the closed meeting was convened were heard, discussed, or considered.

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Virginia Beach, VA 23453

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Ms. Hughes made the motion, seconded by Ms. Anderson. There were eleven (11) ayes in favor of the motion for Certification of Closed session. The motion passed unanimously, 11-0-0.

Vice Chair Melnyk read the following resolution:

**RESOLUTION
APPOINTING KAREN WOODSON AS THE
SCHOOL BOARD INTERNAL AUDITOR**

WHEREAS, the School Board met on December 13, 2022 to consider the recommendation of the School Board Audit Committee to hire Karen Woodson, Interim Director of the Department of Internal Audit, as the School Board Internal Auditor; and

WHEREAS, the School Board approves hiring Karen Woodson as the School Board Internal Auditor effective December 14, 2022; and

WHEREAS, the School Board directs the Chair of the School Board Audit Committee and the Superintendent or designee to make all necessary arrangements to complete the hiring process for Karen Woodson and to make arrangements to fill the remaining vacancy in the Department of Internal Audit.

Adopted by the School Board of the City of Virginia Beach this 13th day of December 2022.

Ms. Anderson made the motion, seconded by Ms. Franklin to approve the resolution appointing Karen Woodson as the School Board Internal Auditor. Chair Rye called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.

21. Adjournment: Chair Rye adjourned the meeting at 9:47 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

School Board Chair



Subject: American Rescue Plan Act ESSER III Update **Item Number:** 13A

Section: Information **Date:** January 10, 2023

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

Presenter(s): Crystal M. Pate, Chief Financial Officer

Recommendation:

That the School Board receive an update on the American Rescue Plan (ARP) Act Elementary and Secondary School Emergency Relief (ESSER) III allocation.

Background Summary:

Source:

The ARP Act of 2021, Public Law 117-2

Budget Impact:

None. ARP ESSER III funds were appropriated during FY 2022/23 budget development.



American Rescue Plan ESSER III

Crystal Pate, Chief
Financial Officer
January 10, 2023

Overview

The American Rescue Plan (ARP) Act of 2021 was signed into law on March 11, 2021

Funds are to be used to help safely reopen and sustain the safe operation of schools and address the impact of the COVID-19 pandemic on the nation's students

\$82.5 million has been allocated to VBCPS

Allowable Uses of Funds

- Generally, a division must consider the following factors when determining if an activity is an allowable use of funds:
 - Is the use of funds intended to prevent, prepare for, or respond to the COVID-19 pandemic, including its impact on the social, emotional, mental health, and academic needs of students?
 - Does the use of funds fall under one of the authorized uses of ESSER funds?
 - Is the use of funds permissible under the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance, 2 CFR Part 200)?
 - Is the expenditure reasonable and necessary?



Addressing Learning Loss

- Must reserve not less than 20% to address learning loss through the implementation of evidence-based interventions, such as summer learning or summer enrichment, extended day, comprehensive after-school programs, or extended school year programs
- Must ensure that such interventions respond to students' academic, social, and emotional needs and address the disproportionate impact of COVID-19 on underrepresented student subgroups

Plan Requirements for ARP ESSER III



PLAN FOR SAFE RETURN TO IN-PERSON
INSTRUCTION AND CONTINUITY OF
SERVICES



PLAN FOR THE USE OF ARP ESSER III
FUNDS

Plan for Safe Return to In-Person Instruction and Continuity of Services

- School divisions were required to develop and make available on its website a plan for the safe return to in-person instruction and continuity of services to address students' academic needs and students' and staff social, emotional, mental health, and other needs
- The plan sought and took into account public comments
- At least every six months, the division must:
 - Review and revise (as appropriate) its plan
 - Seek and take into account public comment during the review and revisions process
 - Address the extent to which it adopted policies aligned with updated CDC guidance, if applicable

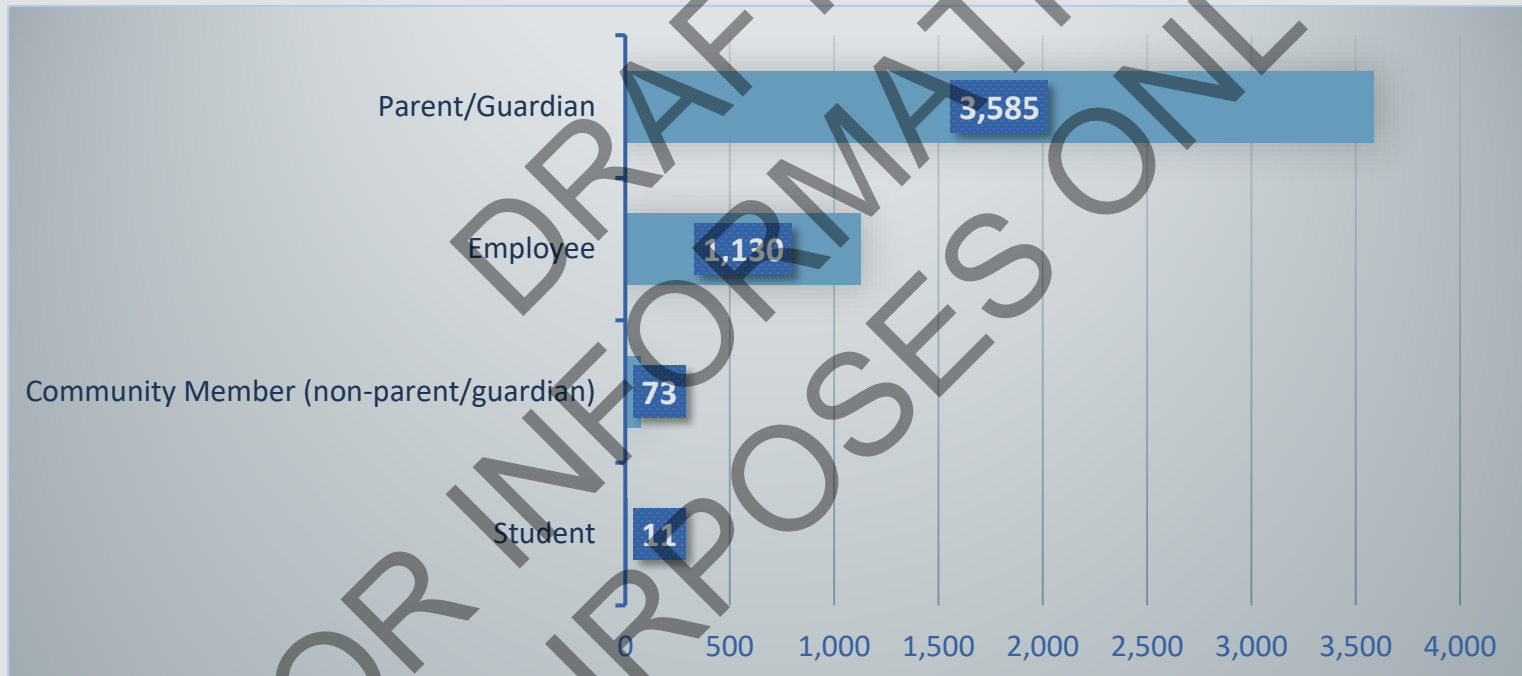
Plan for the use of ARP ESSER funds

- On October 24, 2022, Governor Glenn Youngkin and state education leaders presented to the public a summary of the 2022 National Assessment of Education Progress data for Virginia. The data indicate that Virginia had the most significant declines in reading and mathematics in the nation
- In response, the Governor released a seven-step action plan titled, “Our Commitment to Virginia’s Children”
- Action Seven of the action plan directs the State Superintendent of Public Instruction to require all school divisions to reengage the public in consultation and to update their ARP ESSER spending plans, as initially required by federal regulation

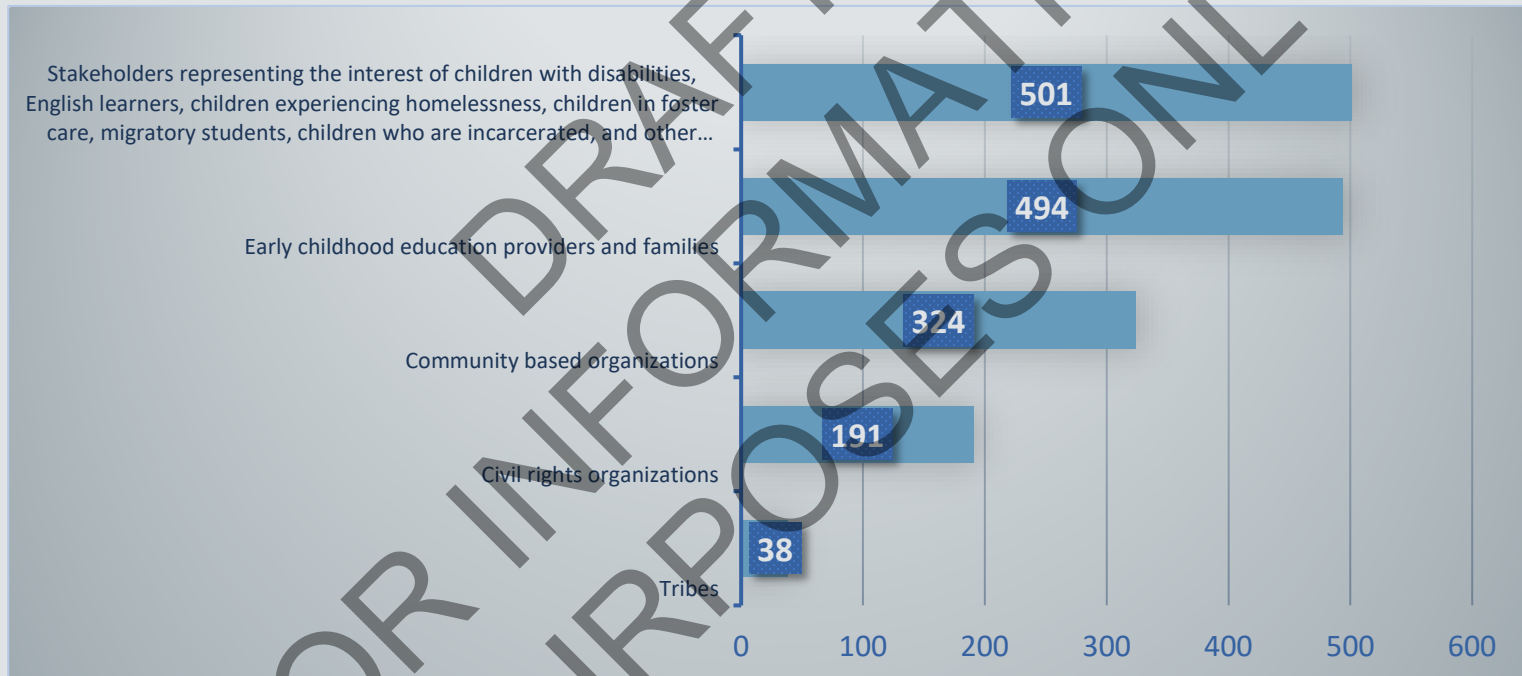
ARP ESSER Plan Stakeholder Engagement

- VBCPS invited the community to participate in a survey to provide input on how ARP funds should be allocated
 - The survey was open from November 21, 2022, through December 2, 2022
 - The community was asked to select the option(s) that they would like to see as the focus of how remaining ESSER III funds are spent by VBCPS

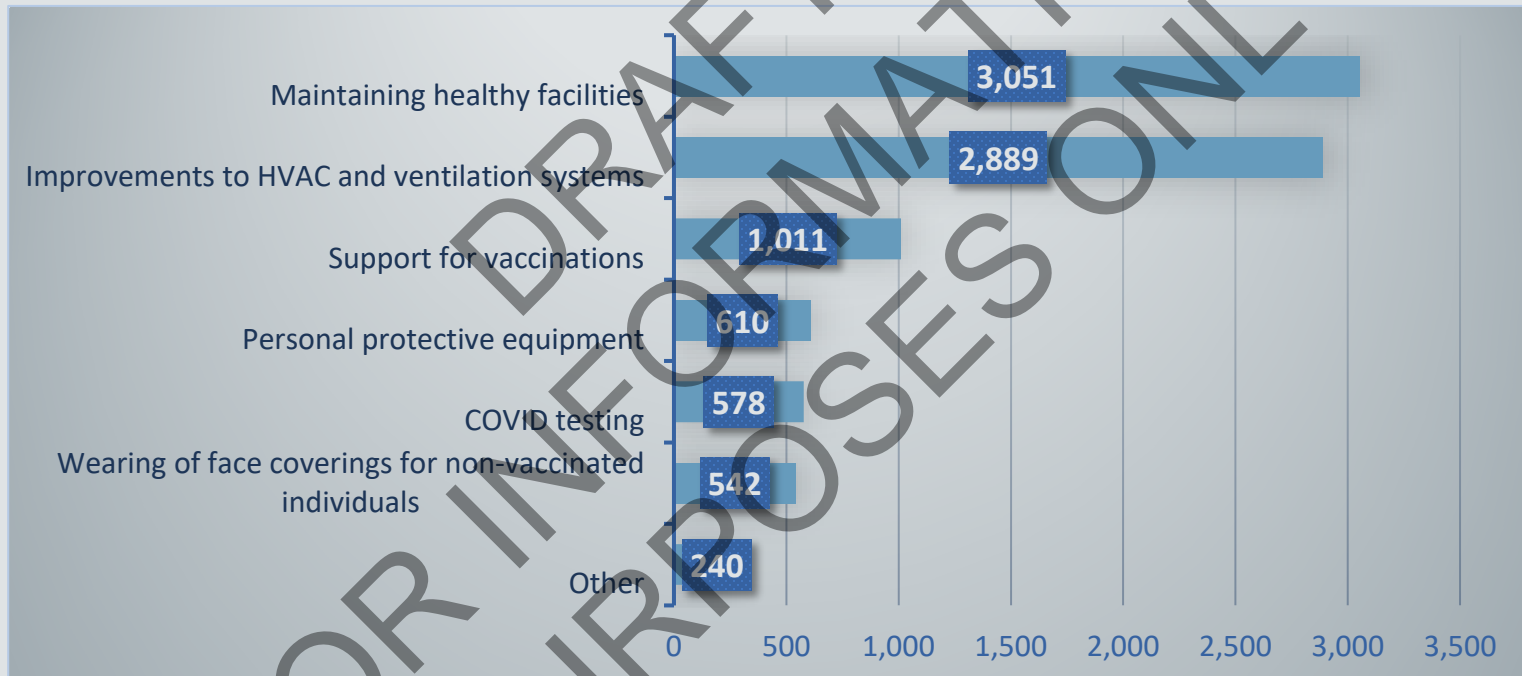
Participants



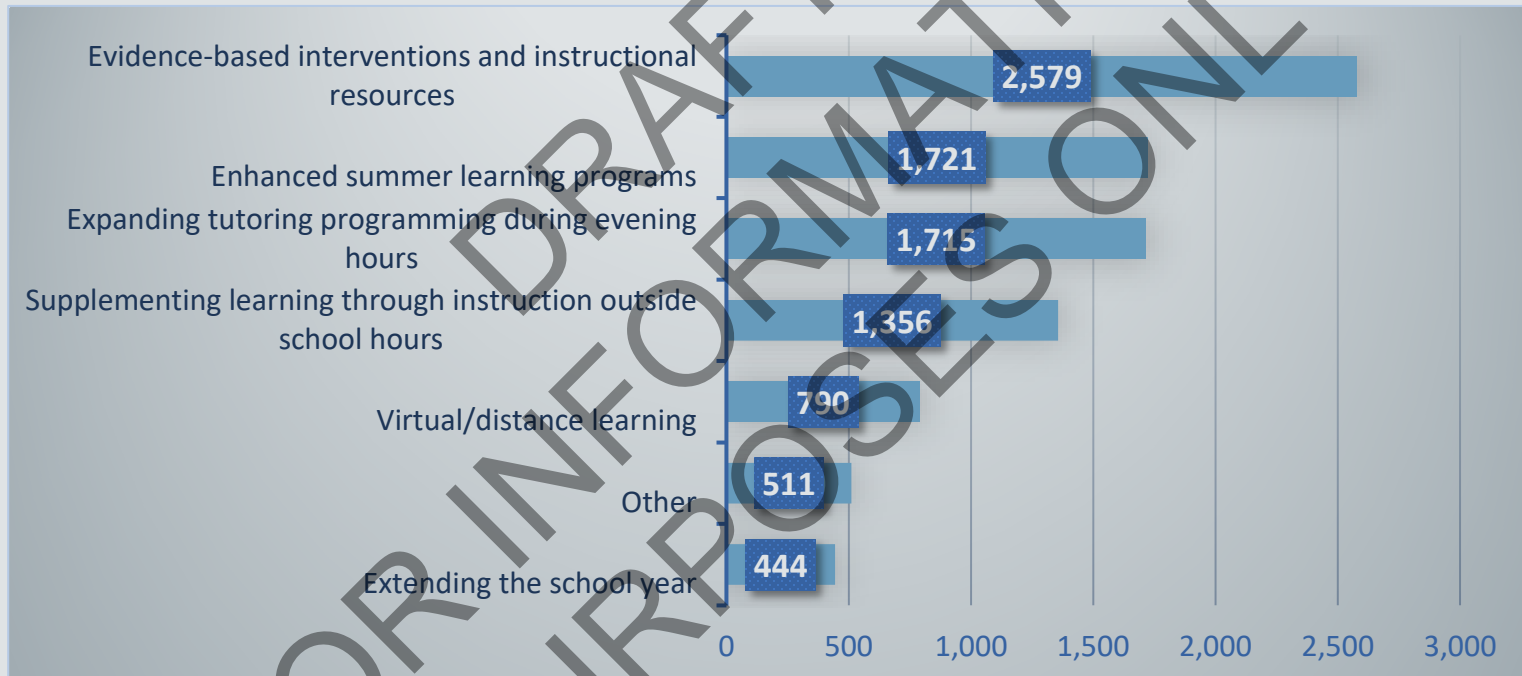
Stakeholder Groups



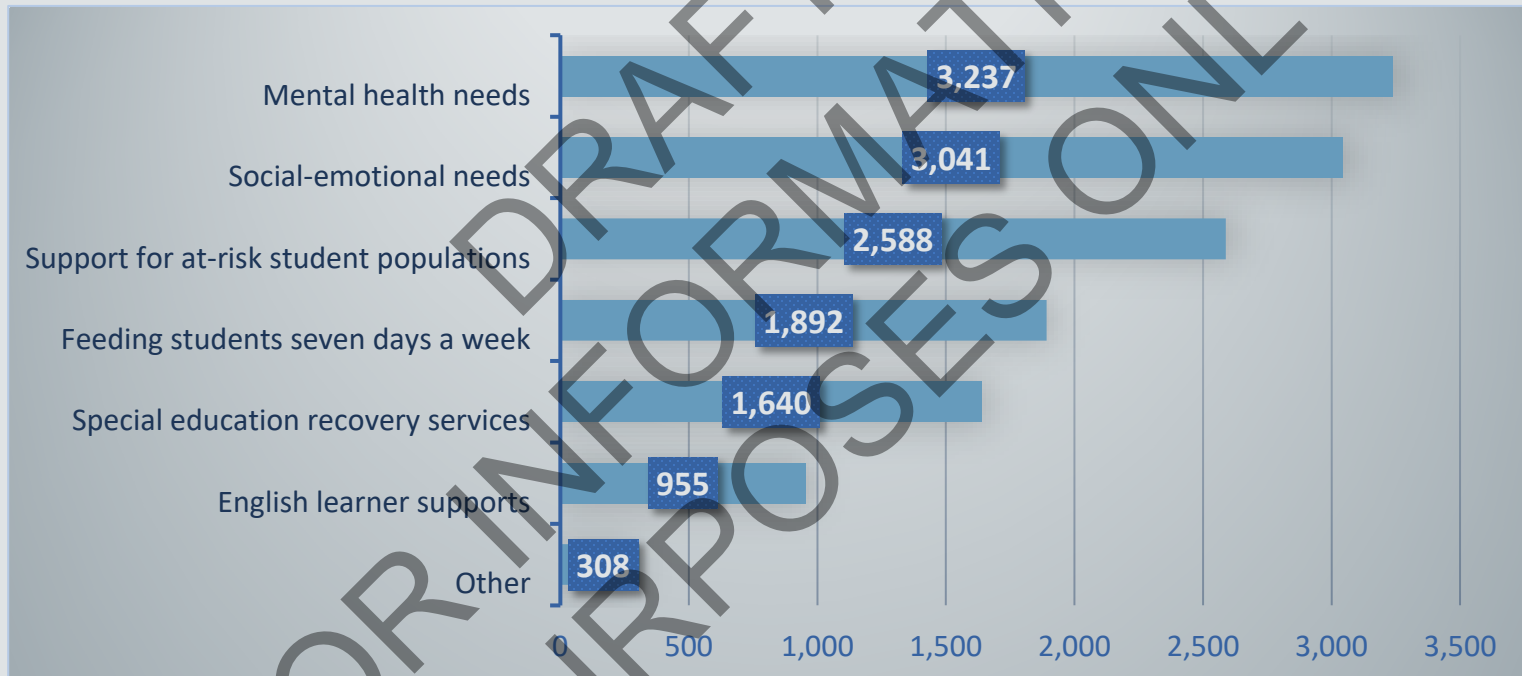
Prevention and Mitigation Strategies



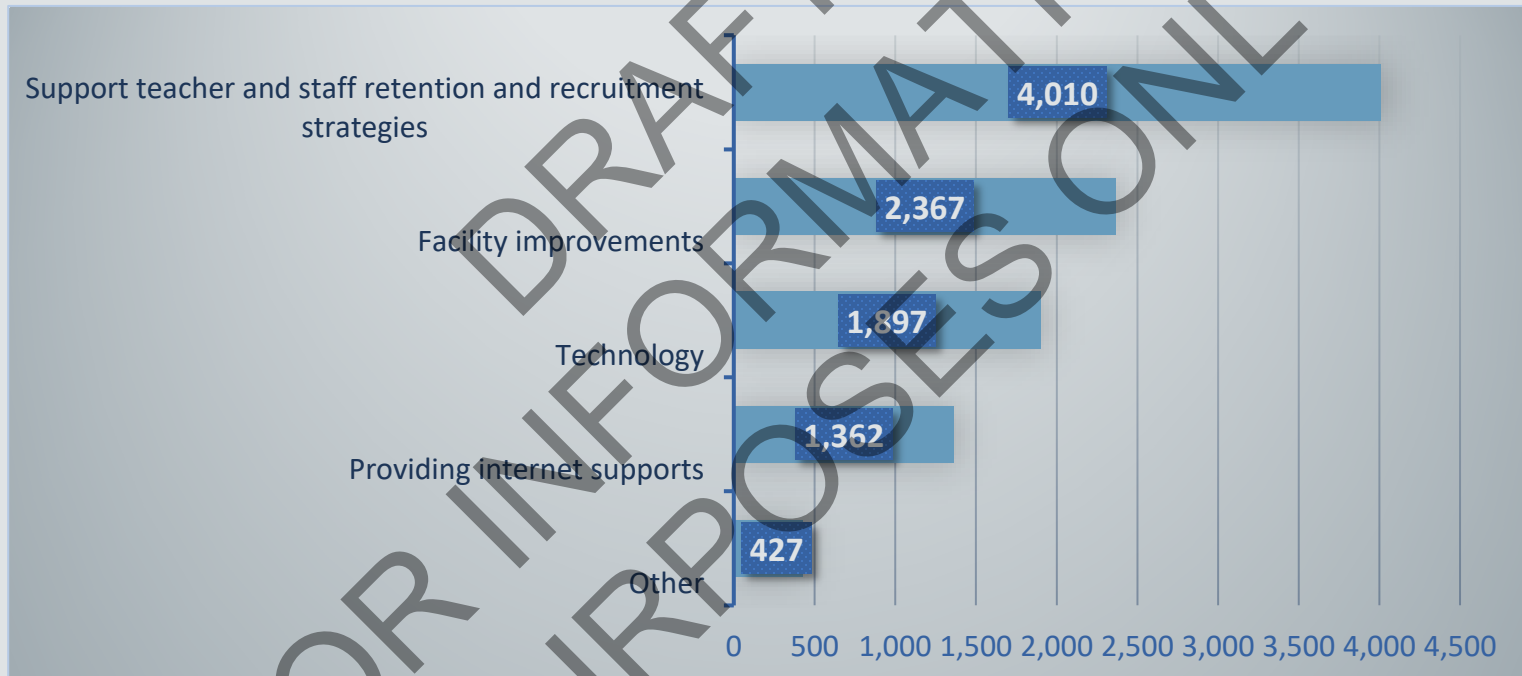
Addressing Unfinished Learning



Addressing Student Needs



Other Uses for Funds



Update on Spending

Award Amount	Amount Obligated/Spent	Amount Remaining
\$82,502,193.98	\$29,920,283.30	\$52,581,910.68

Amount obligated and spent as of December 15, 2022

Other Pandemic-Relief Funding

Grant Expiration	Grant Name and Award Amount
06/30/2023	<ul style="list-style-type: none"> CRRSA ESSER II State Activities Funds School Bus Driver Incentive Grant (\$27,364.67)
09/30/2023	<ul style="list-style-type: none"> ARP ESSER III Title VI B IDEA Section 611 (\$3,470,796.00) ARP ESSER III Title VI B IDEA Section 619 (\$253,775.00) ARP Homeless Children and Youth – Homeless I (\$50,000.00) ARP Homeless Children and Youth – Homeless II (\$366,158.03)
09/30/2023	<ul style="list-style-type: none"> CRRSA ESSER II (\$36,709,197.65)
09/30/2024	<ul style="list-style-type: none"> ARP ESSER III State Set-Aside Fund <ul style="list-style-type: none"> Addressing Unfinished Learning (\$1,747,782.50) Before and After School Programs (\$424,536.10) Summer Programs (\$234,895.30) Mentor Teacher (\$39,258.00)
12/31/2024	<ul style="list-style-type: none"> Coronavirus State and Local Fiscal Recovery Fund HVAC Replacement and Improvement Grant (\$13,016,072.00)



Questions?



Subject: Policy Review Committee Recommendations **Item Number:** 13B1

Section: Information **Date:** January 10, 2023

Senior Staff: Donald E Robertson, Ph.D. , Chief of Staff

Prepared by: Kamala Lannetti, Deputy City Attorney; John Sutton, III, Coordinator, Policy and Intergovernmental Affairs

Presenter(s): School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its December 8, 2022 meeting.

Background Summary

1. **Regulation 5-6.2/ Appeals and Appeals Procedure/Non-Disciplinary Actions** – PRC recommends update to the appeals of the 2.0 Waiver Rule as reflected by change in VHSL Rules. Additional updates to indicate appropriate designee to handle appeal.

Source:

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.
Policy Review Committee Meeting of December 8, 2022

STUDENTS

Appeals and Appeals Procedures - Non-Disciplinary Actions

A. Generally

1. An appeal is a formal written request for reconsideration of an action affecting a student, which is imposed by a teacher, administrator, or other school official. For the purpose of this Regulation, appeals shall be limited to non-disciplinary actions not covered by another regulation.
2. A student or the parent/legal guardian of a minor student subject to the non-disciplinary action has the right to initiate an appeal. However, prior to initiating a formal appeal, a prompt effort should be made to resolve the issue with the teacher, administrator, or other school official who initiated the action. Then, if not satisfied with the decision an appeal may be initiated in accordance with the procedures established in paragraph B below.
- ~~3. Appeals of in-school disciplinary actions and out-of-school suspension of ten (10) days or less shall be governed by the procedure set forth in Regulation 5-6.1 and Regulation 5-21.2.~~
- ~~4. Appeals of disciplinary actions resulting in out-of-school suspension of more than ten (10) days shall be governed by the procedure set forth in Policy 5-21, Regulation 5-21.1, and Regulation 5-21.3.~~
3. Appeals of out-of-zone decisions shall be governed by Regulation 5-14.1.
- ~~5.4.~~ Appeals of the 2.0 Waiver Rule reflected in Policy 5-49 shall be governed by this Regulation beginning at Level II. Permissible reasons for appeal include a procedural irregularity on behalf of the division, injury or other circumstance rendering the previous waiver unusable, or undue hardship, as defined by the Virginia High School League.

B. Appeal Procedures

1. Level I
 - a. A written notice of appeal shall be filed with the school principal within three (3) school days of receipt of notice of the non-disciplinary action or from the date efforts to resolve the matter informally failed, whichever is later.

- b. The School principal will meet with the student or the parent/legal guardian of a minor student subject to the non-disciplinary action and respond in writing within five (5) school days of the receipt of the appeal.
- c. The school principal may assign a designee to meet with the student or the parent/legal guardian of a minor student subject to the non-disciplinary and to respond in writing within five (5) school days of the receipt of the appeal if the principal will be absent pursuant to authorized leave during the five (5) day appeal period as set forth in this section.
- d. The principal's or designee's written response to the appeal must include information regarding the appeal procedure and the name, address and telephone number of the appropriate coordinator in the administrative office who will handle the appeal.

2. Level II

- a. A written notice of appeal of the principal's or designee's decision shall be filed with the coordinator in the administrative office, as determined based on the reason for the appeal, handling the appeal within three (3) school days of the receipt of the principal's decision.
- b. The coordinator in the administrative office, as determined based on the reason for the appeal, handling the appeal will investigate the matter and respond in writing within five (5) school days of the receipt of the appeal. The coordinator's written response to the appeal will include information regarding the appeal procedure and the name, address, and phone number of the director who will handle that appeal.

3. Level III

- a. A written notice of appeal of the coordinator's decision shall be filed in writing within three (3) school days of receipt of the coordinator's decision to the director of the appropriate administrative office.
- b. The director of the administrative office as designated by the Superintendent to handle the appeal, acting as the Superintendent's designee, will investigate the matter and respond in writing within five (5) school days of the receipt of the appeal.
- c. Acting as the Superintendent's designee, the decision of the director of the administrative office handling the appeal shall be final.

Related Links

School Board Regulation 5-6.1
School Board Regulation 5-14.1
School Board Policy 5-21
School Board Regulation 5-21.1
School Board Regulation 5-21.2
School Board Regulation 5-21.3

Adopted by School Board: August 21, 2001
Amended by School Board: June 3, 2003
Amended by School Board: May 22, 2018



Positive Behavioral Interventions and Supports (PBIS):

Subject: Year-Two Tier I Evaluation

Item Number: 15A

Section: Consent

Date: January 10, 2023

Senior Staff: Lisa A. Banicky, Ph.D., Executive Director

Prepared by: Allison M. Bock, Ph.D., Program Evaluation Specialist

Heidi L. Janicki, Ph.D., Director of Research and Evaluation

Lisa A. Banicky, Ph.D., Executive Director

Office of Planning, Innovation, and Accountability

Presenter(s): Allison M. Bock, Ph.D., Program Evaluation Specialist

Office of Planning, Innovation, and Accountability

Recommendation:

That the School Board approve the administration's recommendations that were proposed in response to the Positive Behavioral Interventions and Supports (PBIS): Year-Two Tier I Evaluation.

Background Summary:

Positive Behavioral Interventions and Supports is an implementation framework for selecting and using interventions within a tiered system of support. Tier I involves universal practices for all students across schoolwide and classroom settings. Tier II is focused on students needing additional support, which can be provided through small-group interventions, while Tier III is focused on providing personalized support to individual students. Beginning in 2017-2018, the current Virginia Beach model of implementing PBIS began, which involved embedded PBIS school-level coaching. Each school implementing PBIS is assigned a divisionwide PBIS coach. As of 2021-2022, all schools had received training and were implementing Tier I practices.

According to School Board Policy 6-26, "Existing programs will be evaluated based on an annual Program Evaluation Schedule which will be developed by the Program Evaluation Committee and approved by the School Board annually." On September 11, 2018, the School Board approved the 2018-2019 Program Evaluation Schedule, in which PBIS was recommended for an evaluation readiness report. A three-year evaluation plan was approved by the School Board on September 24, 2019. In 2019-2020, data collection efforts could not be completed for the year-one evaluation due to the COVID-19 pandemic. Therefore, the PBIS Year-One Tier I evaluation was conducted during 2020-2021, and the recommendations were approved by the School Board December 7, 2021. The PBIS Year-Two Tier I evaluation during 2021-2022 focused on the extent to which Tier I implementation goals were being met, the progress toward meeting outcome goals, and the additional cost of PBIS to the division. Recommendations were also included based on the results of the evaluation.

Source:

School Board Policy 6-26

School Board Minutes September 11, 2018

School Board Minutes September 24, 2019

School Board Minutes December 7, 2021

Budget Impact:



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

PLANNING, INNOVATION, AND ACCOUNTABILITY Office of Research and Evaluation

Positive Behavioral Interventions and Supports (PBIS): Year-Two Tier I Evaluation

The table below indicates the proposed recommendations resulting from the **Positive Behavioral Interventions and Supports (PBIS): Year-Two Tier I Evaluation**. It is requested that the School Board review and approve the administration's recommendations as proposed.

School Board Meeting Date	Evaluation	Recommendations From the Fall 2021 Program Evaluation	Administration's Recommendations
<u>Information</u> December 13, 2022 <u>Consent</u> January 10, 2023	Positive Behavioral Interventions and Supports (PBIS): Year-Two Tier I Evaluation	<ol style="list-style-type: none">1. Recommendation #1: Continue PBIS with modifications noted in recommendations 2 and 3. (<i>Responsible Group: Department of Teaching and Learning</i>)2. Recommendation #2: Investigate and implement strategies suggested in research literature for establishing procedures for behavior feedback and consistency of PBIS practices and procedures across classrooms at the secondary levels. (<i>Responsible Group: Department of Teaching and Learning</i>)3. Recommendation #3: Continue to support school staff in their procedures related to reviewing schoolwide data to inform decision making through the use of Unified Insights. (<i>Responsible Groups: Department of Teaching and Learning, Department of Technology</i>)	The administration concurs with the recommendations from the program evaluation.



Landstown Middle School

Subject: Dominion Energy Virginia Easement Agreement **Item Number:** 15B

Section: Consent **Date:** January 11, 2023

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa A. Ingram, Executive Director, Facilities Services

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board approve a motion authorizing the Chair to execute a 15' x 30' public utility easement agreement with Dominion Energy Virginia, which will allow the extension of underground utilities needed to provide a padmount transformer location near Landstown Middle School.

Background Summary:

Dominion Energy Virginia is a community partner and has requested an easement on the School Board Property in order to assist with utilities in the area near Landstown Middle School.

Source:

Budget Impact:

NA

**RESOLUTION REGARDING THE DEDICATION OF AN EASEMENT ON A PORTION OF LANDSTOWN MIDDLE
SCHOOL PROPERTY TO DOMINION ENERGY VIRGINIA**

WHEREAS, Virginia Electric and Power Company, a Virginia public service corporation, doing business in Virginia as Dominion Energy Virginia (the "Company") has identified the need for a public utility easement on School Board property identified as a portion of parcel GPIN 1485-42-3101 (the "School Board Property"), to provide a padmount transformer near Landstown Middle School (the "Project");

WHEREAS, Virginia Code §22.1-129(B) allows the School Board to grant easements on real property in such a manner and upon such terms as it deems proper;

WHEREAS, through the granting of the Easement and the Project, and the expected benefits that will be derived from this Project for the community, the School Board is of the opinion that granting the Easement on the School Board Property to Dominion Energy Virginia would be a benefit to the community.

NOW THEREFORE BE IT RESOLVED that

1. In accordance with Virginia Code §22.1-129(B), the School Board finds that the granting of the Easement to the Dominion Energy Virginia to use a portion of the School Board Property located at Landstown Middle School is proper and determines that the Easement sought by Dominion Energy Virginia should be granted.
2. The total amount of compensation to be paid to School Board by the Company for this acquisition is One Dollar (\$1.00)
3. Additionally, the School Board authorizes the Chair or her designee to execute any and all documents desired and necessary to complete the above-referenced transaction.

Adopted by the School Board this ____ day of, _____ 20 ____

Chair of School Board

ATTEST:

Regina Toneatto
Clerk of School Board

Prepared by
and
Return to: VIRGINIA ELECTRIC AND POWER COMPANY
2700 Cromwell Drive
Norfolk, Virginia 23509

THIS AGREEMENT, made this ____ day of _____, 2023, between the **SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH**, a body political as set forth in Article VIII, Section 7 of the Constitution of Virginia, hereinafter called "Owner", **GRANTOR**, and **VIRGINIA ELECTRIC AND POWER COMPANY**, a Virginia public service corporation, doing business in Virginia as Dominion Energy Virginia, hereinafter called "Company", **GRANTEE**.

W I T N E S S E T H:

1. That for the sum of One Dollar (\$1.00), and other valuable considerations, the receipt whereof is hereby acknowledged, Owner grants unto Company and its successors, the perpetual right, privilege, and easement of right of way for underground utilities (hereinafter the "Easement") over, under, across and through certain lands of Owner situated in the City of Virginia Beach, Virginia, comprised of an area which is fifteen (15) feet in width and approximately thirty (30) feet in length and in the location shown on Plat Numbered 25-22-0070 which is attached hereto as Exhibit A and incorporated herein (the "Easement Area"), to lay, construct, operate and maintain one or more lines of underground conduits and cables, as Company may from time to time deem expedient or advisable, located within the Easement Area, for the purpose of transmitting and distributing electric power by one or more circuits; together with all wires, conduits, cables, transformers, transformer enclosures, concrete pads, manholes, handholes, connection boxes, ground connections, meters, attachments, equipment, accessories and appurtenances desirable in connection therewith (hereinafter referred to as "Facilities").

2. Any Facilities erected by Company within the Easement Area shall remain the property of Company. Company shall have the right to inspect, rebuild, remove, repair, improve, relocate on and within the Easement, and make such changes, alterations, substitutions, additions to, or extensions of its Facilities as Company may from time to time deem advisable.

3. Company shall at all times have the right to keep the Easement clear of all buildings, structures, trees, roots, undergrowth and other obstructions which would interfere with its exercise of the rights granted hereunder, including the right to trim, re-trim, re-top, cut, and keep clear any trees or brush inside and outside the boundaries of the Easement that endanger the safe and proper operation of its Facilities. Company shall promptly remove from the Easement Area any trash or debris resulting from the exercise of the rights hereby granted. All trees and limbs cut by Company at any time shall remain the property of Owner but, at Owner's direction, shall be removed by Company from the Easement Area and Owner's property.

VA VBSB 8/2022
GPIN: 1485-42-3101
VAROW NO. 25-22-0070

4. For the purpose of constructing, inspecting, maintaining or operating its Facilities, Company shall have the right of ingress to and egress from the Easement Area over the lands of Owner adjacent to the Easement. Company shall exercise such right in such manner as shall occasion the least practicable damage and inconvenience to Owner. Subject to Paragraph 3, Company shall repair damage to roads, fences, or other improvements and shall pay for all other damage when such damage results from the construction, inspection, or maintenance of Company's Facilities or the entry by Company onto the Easement Area, provided Owner gives written notice thereof to Company within sixty (60) days after such damage occurs.

5. Owner, its successors and assigns, may use the Easement Area for any purpose not inconsistent with the rights hereby granted, provided such use does not interfere with or endanger the construction, operation, and maintenance of Company's Facilities and provided that no buildings, structures, or other obstructions (paving, sidewalks, street signs, fences, curbing, gutters and below-ground structures excluded) may be constructed on the Easement Area. In the event such use does interfere with Company's exercise of its rights granted hereunder, Company may relocate such obstructions as may be practicable to a new location on the lands of Owner as designated by Owner and acceptable to Company, at Owner's cost.

6. It is further understood and agreed between the parties that:

a. The rights granted herein to Company are non-exclusive and Owner shall at all times have the right to make or grant such other use of the Easement and Easement Area as shall not be inconsistent with the exercise by Company of the rights and privileges granted to it hereunder.

b. The Easement hereby granted is subject to existing rights, if any, of third persons, to the extent that such rights are of record so as to constitute constructive notice to Company.

c. If Company shall discontinue the use of the Easement and Easement Area, all rights granted hereby shall cease and terminate, and upon demand of Owner, Company will, at its cost and expense, remove its Facilities from the Easement Area and restore the Easement Area and Owner's adjacent land to substantially the condition in which it was at the time when the Easement was granted.

d. Upon demand by Owner, and upon the granting to Company of an equivalent easement in a reasonably practicable location, Company will relocate its Facilities upon such easement, at Owner's cost, whereupon all rights hereby granted in respect of the vacated portion of the Easement shall cease and terminate.

e. Company's right to assign or transfer its rights, privileges, and easements granted herein is strictly limited to the assignment or transfer of such rights, privileges, and easements to another business which lawfully assumes Company's obligations as a public service company providing electric power and service, or other related and incidental service as a public service company; any such assignee of Company shall be bound by all of the terms, conditions, and restrictions set forth herein.

NOTICE TO OWNER: You are conveying rights to a public service corporation. A public service corporation may have the right to obtain some or all of these rights through exercise of eminent domain. To the extent that any of the rights being conveyed are not subject to eminent domain, you have the right to choose not to convey those rights and you could not be compelled to do so. You have the right to negotiate compensation for any rights that you are voluntarily conveying.

[signatures on following pages]

IN WITNESS WHEREOF, Owner has caused its name to be signed hereto by its School Board Chair or Designee, and its seal to be affixed as of the day and year first above written, and Company has caused its name to be signed hereto by its Vice President or Designee, as of the day and year first above written.

**SCHOOL BOARD OF THE CITY
OF VIRGINIA BEACH**

By: _____
School Board Chair/Authorized Designee

COMMONWEALTH OF VIRGINIA
City of Virginia Beach, to wit:

I, _____, a Notary Public in and for the Commonwealth of Virginia at Large, whose commission expires _____, do hereby certify that _____, whose name is signed to the foregoing writing dated the _____ day of _____, 2023, as School Board Chair/Authorized Designee for the School Board of the City of Virginia Beach, has acknowledged the same before me on this _____ day of _____, 2023, in the City and State aforesaid.

Notary Public

My commission expires: _____ Notary Reg. No.: _____

APPROVED AS TO CONTENT:

APPROVED AS TO LEGAL
SUFFICIENCY AND FORM:

VIRGINIA BEACH CITY PUBLIC SCHOOLS
FACILITIES SERVICES

SCHOOL BOARD ATTORNEY

VIRGINIA ELECTRIC AND POWER COMPANY

By: _____

Title: _____

COMMONWEALTH OF VIRGINIA

City of _____, to wit:

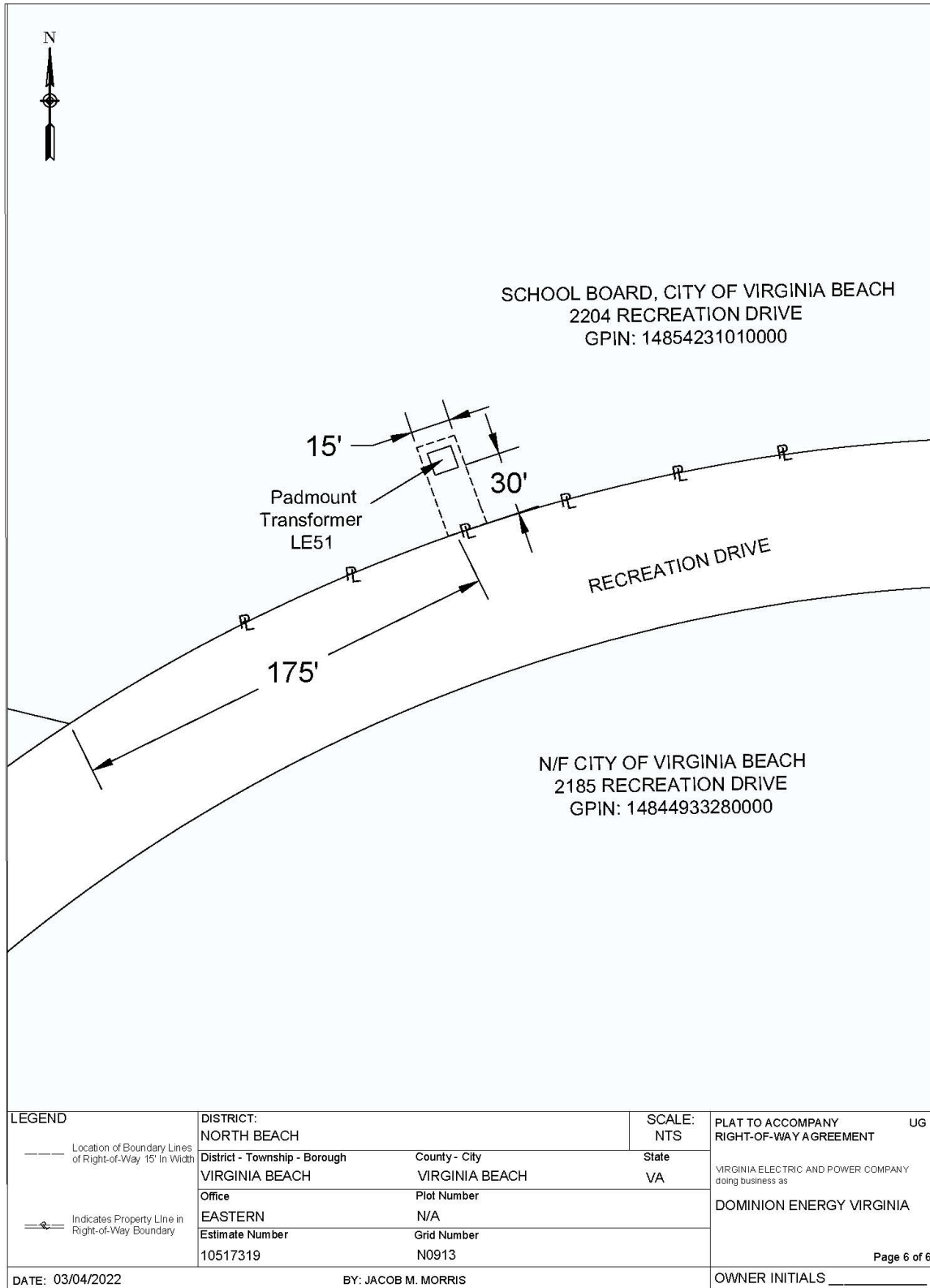
I, _____, a Notary Public in and for the Commonwealth of Virginia at Large, whose commission expires _____, do hereby certify that _____, whose name is signed to the foregoing writing dated the _____ day of _____, 2023, as _____ (Title) of Virginia Electric and Power Company, has acknowledged the same before me on this _____ day of _____, 2023, in the City and State aforesaid.

Notary Public

My commission expires: _____

Notary Reg. No.: _____

EXHIBIT A





Subject: Energy Performance Contracts **Item Number:** 15C

Section: Consent **Date:** January 10, 2023

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa A. Ingram, Executive Director, Facilities Services

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute an energy performance contract with Noresco in the amount of \$3,104,415. This contract authorizes the construction phase of the process. Facilities included in this project are College Park Elementary, Creeds Elementary, Larkspur Middle, Plaza Middle and the Technical and Career Education Center.

Recommended work includes lighting and building envelope improvements.

Background Summary:

The Commonwealth of Virginia authorizes and encourages public bodies to enter into contracts for installation and upgrading to energy efficient equipment. Between 2007 and 2020, sixty-one VBCPS schools have had energy savings measures installed or implemented.

Contract Amount:	\$3,104,415
Budgeted Amount:	\$3,200,000

Source:

School Board Policy 3-90
Virginia Code §11-34.1

Budget Impact:

CIP 1-001 Renovations and Replacements – Energy Management/Sustainability



Recommendation of General Contractor: Kempsville High School

Subject: and Ocean Lakes High School Turf/Track Improvements **Item Number:** 15D1

Section: Consent **Date:** January 10, 2023

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa A. Ingram, Executive Director, Facilities Services

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with LandTek Group, Inc. for the Kempsville High School Track and Field Improvements and Ocean Lakes High School Turf Field Conversion in the amount of \$3,868,500.

Background Summary:

Project Architect:	HBA Architecture & Interior Design
Contractor:	LandTek Group, Inc.
Contract Amount:	\$3,868,500*
Construction Budget:	\$4,328,000
Number of Responsive Bidders:	2
Average Bid Amount:	\$4,338,826
High Bid:	\$4,737,652

*This represents the negotiated amount representation of value engineering.

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-001 Renovations and Replacements – Energy Management/Sustainability



Recommendation of General Contractor:

Subject: Hermitage and Newtown Elementary Schools Boiler Replacement **Item Number:** 15D2

Section: Consent **Date:** January 10, 2023

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa A. Ingram, Executive Director, Facilities Services

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with E&P Electrical Contracting Company for the Hermitage and Newtown Elementary Schools Boiler Replacement in the amount of \$1,055,820.

Background Summary:

Project Architect:	Dills Architects
Contractor:	E&P Electrical Contracting Company
Contract Amount:	\$1,055,820
Construction Budget:	\$1,351,595
Number of Responsive Bidders:	2
Average Bid Amount:	\$1,096,789
High Bid:	\$1,137,757

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-001 Renovations and Replacements – Energy Management/Sustainability



Recommendation of General Contractor:

Subject: Kingston Elementary School HVAC Replacement **Item Number:** 15D3

Section: Consent **Date:** January 10, 2023

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa A. Ingram, Executive Director, Facilities Services

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with ColonialWebb Contractors Company for the Kingston Elementary School HVAC Replacement in the amount of \$3,524,675.

Background Summary:

Project Architect:	Dills Architects
Contractor:	ColonialWebb Contractors Company
Contract Amount:	\$3,524,675*
Construction Budget:	\$3,806,114
Number of Responsive Bidders:	2
Average Bid Amount:	\$3,813,508
High Bid:	\$4,102,340

*ESSER funded: Federal Elementary and Secondary School Emergency Relief (ESSER) funds will support up to 100 percent of the costs of this project.

Source:

School Board Policy 3-90

Budget Impact:

N/A



Subject: Personnel Report **Item Number:** 16A

Section: Action **Date:** January 10, 2023

Senior Staff: Mrs. Cheryl R. Woodhouse, Chief Human Resources Officer

Prepared by: Cheryl R. Woodhouse

Presenter(s): Aaron C. Spence, Ed.D., Superintendent

Recommendation:

That the Superintendent recommends the approval of the appointments and the acceptance of the resignations, retirements and other employment actions as listed on the January 10, 2023, personnel report.

Background Summary:

List of appointments, resignations and retirements for all personnel.

Source:

School Board Policy #4-11, Appointment

Budget Impact:

Appropriate funding and allocations

Personnel Report
Virginia Beach City Public Schools
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Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	12/8/2022	Jeanette G Beckhart	Physical Education Assistant, 500	Tidewater Community College, VA	The Kids Corner, IL
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	12/12/2022	Shelia M Carlson	Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	12/15/2022	Eduardo Garcia	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	12/19/2022	Dawn M Miller	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	12/21/2022	Gindy E Vecchioni	Special Education Assistant	Tidewater Community College, VA	VBPS
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	12/15/2022	Jahquise D Ramos	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	1/3/2023	Torrence Kelly	Physical Education Assistant, 500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	12/22/2022	LaSure Bailey	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	12/12/2022	Rosemarie Carlberg	Cafeteria Assistant, 4.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Herritage	12/21/2022	Natalie R Gutowski	Kindergarten Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Hollins	12/8/2022	Haley R Hartman	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	12/8/2022	Dondra L Parker	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	12/15/2022	Kathy J Johnson	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	1/3/2023	Christina M Abbott	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Luxford	12/15/2022	Linda S Halstead	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	1/3/2023	Vu K Pham	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	12/8/2022	Johnnie K Robinson	Clinic Assistant, 500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	12/8/2022	Annette L Tanner	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	12/15/2022	Dezheona Mitchell	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	12/20/2022	Kimberly G Baraldi	School Office Associate II	Not Applicable	Military Credit Services, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Providence	12/15/2022	Eileen M Nowlan	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	12/20/2022	Shawn K Braxton	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	1/3/2023	Elizabeth Richards	Cafeteria Assistant, 4.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	1/3/2023	Gavin T Patrick	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Trantwood	12/8/2022	Victoria I Finley	Pre-Kindergarten Teacher Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	12/12/2022	Nolin L Feller	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	12/8/2022	Mary C Spain	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	1/9/2023	Jessica Johnson	School Office Associate II, 600	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	1/3/2023	Stephanie D Gilchrist	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	1/9/2023	Cathy J Shiley	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	12/8/2022	Sabrina Conner	Special Education Assistant	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	12/8/2022	Cherie L Green	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	12/21/2022	Marquette Williams	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	12/8/2022	Luxito R Carino	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Tallwood	12/19/2022	Alexander Littleton	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Budget & Finance	12/19/2022	Gindy S Clarke	Accountant - Senior	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	12/12/2022	Stephanie G White	Benefits Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	12/12/2022	Shawntia D Wright	Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	12/15/2022	Russell B Pankey	Plumbing Craftsman I	Not Applicable	Thomas Jefferson IDS, MO
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Professional Growth and Innovation	1/23/2023	Melinda Pezella	Specialist Professional Learning	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Purchasing Services	12/19/2022	Marla A Anderson	Procurement Specialist I	Cambridge College, MA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Purchasing Services	12/19/2022	Sharon L Ratliff	Procurement Specialist	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	1/3/2023	Nishira Henderson	Behavior Intervention Specialist	Virginia Wesleyan University, VA	Center Autism & Disorders, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/8/2022	Broncacco Cozzo	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/8/2022	Christopher D Duda	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/8/2022	Charlene Frode-Hansen	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/8/2022	Laura Mazzarino	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/8/2022	Jaclyn R Nilo	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/8/2022	Shaundra Holt	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/15/2022	Minah Duran	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/15/2022	Raynard Giles	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/15/2022	Tiffany J Kelley	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/15/2022	Chauncey J McLeod	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	David M Galarza	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	Annette Mahoney	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	William Murray	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	Janice Mae Okeson	Bus Assistant, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	Kelly R Simerson	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	Guy P Taylor	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	12/21/2022	Arelous M Watkins	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Chenoweth Farms	12/8/2022	Isaac S Osherson	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	1/20/2023	Benjamin K Smith	Security Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Indian Lakes	1/20/2023	Beth B Darrow	School Nurse (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	John B. Dey	12/22/2022	Kara L Bernuy	Kindergarten Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	12/16/2022	Hattiena A Naylor	Cafeteria Assistant, 4.0 Hours (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	12/22/2022	Linda S Halstead	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	New Castle	12/8/2022	Christina K Barney	Cafeteria Assistant, 4.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	New Castle	12/22/2022	Christina K Barney	Clinic Assistant, 500 (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	1/4/2023	Candace A Elliott	Physical Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Providence	12/12/2022	Emily K Hall	School Office Associate II (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	1/13/2023	Emma R Hart	Physical Education Assistant, 500 (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	11/30/2022	Lashonta T Carpenter	Custodian I (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside Sixth Grade Campus	1/13/2023	Ahmad R Parks	Custodian III Head Day (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	12/23/2022	Chloe A Sowell Lowe	Library/Media Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	11/9/2022	Felsa B Presa	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	1/9/2023	Cathy J Shiley	School Office Associate II (declined position)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	12/22/2022	Jason Fortune	Special Education Assistant (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	1/9/2023	Michelle Turner	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Tallwood	12/22/2022	Christian C Mistica	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Food Services	1/3/2023	Barry Smith	Secretary Development Chef Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	1/13/2023	Aaron M Riddick	Building Manager (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	1/3/2023	Kristen Peterson	School Social Worker (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	12/9/2022	June Harris	Bus Assistant, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	12/15/2022	Bobby G Mitchem Jr	Bus Driver, 6.5 Hours (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	12/15/2022	Christie A Morris	Bus Driver, 6.5 Hours (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	12/16/2022	Terrylyn T Bacon	Bus Driver, 6.5 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	12/20/2022	Raynard Giles	Bus Driver, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	12/22/2022	Jenna R Powers	Bus Driver, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	1/20/2023	Veronica James	Bus Assistant, 7.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Corporate Landing	12/22/2022	Dezada R Olds-Smith	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Rosemont	1/31/2023	Jennifer C Bborn	Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Rosemont Forest	12/31/2022	Timothy E Rice	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Seastack	2/28/2023	Charita F Harris	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	White Oaks	12/22/2022	Barry Gregory	Custodian II Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Renaissance Academy	1/31/2023	Donna E Lineberry	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Maintenance Services	12/30/2022	Richard D Berry	General Maintenance Craftsman II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	12/16/2022	Anne Miller	Bus Assistant, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	2/28/2023	Angela S Brock	Bus Driver - Special Ed, 7.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	3/31/2023	Carolyn A Buckingham	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	12/21/2022	Madison J Young	Third Grade Teacher	Endicott College, MA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	12/12/2022	Kelsey Burke	Fourth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	12/19/2022	Gillian R Bautista	First Grade Teacher	Texas A & M College Station, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	1/3/2023	Laura A Miller	Fourth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	12/15/2022	Jessica L Clayton	Kindergarten Teacher	Longwood University, VA	VBPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	12/19/2022	Melissa C Guevherner	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	1/3/2023	Kathy D Verrey	Kindergarten Teacher	Virginia Wesleyan University, VA	VBPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Herritage	12/19/2022	Danielle R Carpenter	Third Grade Teacher	Old Dominion University, VA	Not Applicable

Personnel Report
Virginia Beach City Public Schools
January 10, 2023
2022-2023

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - Elementary School	Herritage	12/19/2022	Alysa R Orr	Kindergarten Teacher	Meredith College, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kingston	12/15/2022	Kellie J Rush	First Grade Teacher	Merrimack College, MA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	12/19/2022	Tami L Al-Hazza	Reading Specialist	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	12/15/2022	Cory M Chilton	Physical Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	1/3/2023	Stephanie N Coppedge	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Salem	12/12/2022	Chandler Hill	Kindergarten Teacher	Western Governors University, UT	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	12/20/2022	Jessica A Miller	Pre-Kindergarten Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	1/3/2023	Sharon K Moore	Special Education Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Strawbridge	12/19/2022	Abigail V Thomas	Fifth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	1/25/2023	Jennifer Pascullo	Fifth Grade Teacher	St. Josephs College Brooklyn, NY	Nassau Suffolk Services for Autism, NY
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	1/3/2023	Kendall Cornejo	Fourth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	12/20/2022	Vanessa A Hamilton	Second Grade Teacher	Monmouth University, NJ	State of Hawaii Department of Education, HI
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	12/21/2022	Jennifer H Beach	Special Education Teacher	Regent University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	12/21/2022	William Pietri	Sixth Grade Teacher	George Mason University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	1/3/2023	Shannon Pratt	Special Education Teacher	SUNY Stony Brook, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	12/21/2022	Robyn Toran	Seventh Grade Teacher	North Georgia College, GA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	1/27/2023	Shane J Barfield	Business Education Teacher	Concordia University, OR	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	1/9/2023	Rosa Isern Fontanet	Spanish Teacher, 800	Institut d'Estudis Espacials de Catalunya, ES	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	12/15/2022	Elena A O'Brien	Science Teacher	East Carolina University, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	1/5/2023	Chelsea M Caples	Family & Consumer Science Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	12/15/2022	Emily Rogers	English Teacher	Christopher Newport University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	12/21/2022	Lauren N Dietz	Social Studies Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	1/3/2023	Maggie B Lally	Technology Education Teacher	North Carolina State University, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	12/21/2022	Sandra J Stone	School Counseling Department Chair	Cal State Univ Sacramento, CA	San Juan Unified School District, CA
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	12/22/2022	Lisa M Thorne	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Birdneck	1/3/2023	Eric J McKenna - Hallal	Fifth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Corporate Landing	12/6/2022	Savannah M Duke	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	12/9/2022	Sherie Ashanti	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	12/22/2022	Erika L Reed	Fifth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	1/6/2023	Blayne M Halvorsen	Third Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Malibu	12/22/2022	Stephanie D Franco	First Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Princess Anne	1/20/2023	Brooke Fanara	School Counselor (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	12/2/2022	Stefanie K Stacy	First Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	12/22/2022	Matthew D Tracy	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	12/9/2022	Matthew L McGill	Eighth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Great Neck	1/13/2023	Carolyn Summy	Sixth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Piazza	12/16/2022	Daniel M Hasnas	Sixth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	1/3/2023	Tarsha M Fenton	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	12/22/2022	Marsha D Montgomery	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	1/27/2023	Alexandra C Douglas	ISAEF Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Salem	1/31/2023	Maritza A Tomlinson	Seventh Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Bayside	12/15/2022	Joe N Belcher Jr	Technology Education Teacher	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Cooke	2/8/2023	Kelly A Padilla	Principal	Virginia Tech, VA	VBCPS
Administrative	Appointments - Miscellaneous	Department of Human Resources	TBD	Zachary L Bucholz	Human Resources Specialist	Old Dominion University, VA	VBCPS
Administrative	Appointments - Miscellaneous	Office of Maintenance Services	1/12/2023	Ronald D Berkebile	Demographer/GIS Manager	Old Dominion University, VA	City of Virginia Beach



Resolution Regarding the City Council Ordinance to Amend Section

Subject: 18-5.2 of the City Code Pertaining to the Business License Fees and Taxes **Item Number:** 16B

Section: Action **Date:** January 10, 2023

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

Presenter(s): Crystal M. Pate, Chief Financial Officer

Recommendation:

That the School Board approve this Resolution to comply with the City Council Ordinance to Amend Section 18-5.2 of the City Code Pertaining to the Business License Fees and Taxes and to Provide Revenue Offsets.

Background Summary:

The City Council approved an ordinance on December 6, 2022, titled “An Ordinance to Amend Section 18-5.2 of the City Code Pertaining to Business License Fees and Taxes and to Provide Revenue Offsets.” Item 2 is the section that pertains to Virginia Beach City Public Schools which states “The City Manager is hereby directed to put a reservation of \$495,453 in the fiscal year amounts provided to the Virginia Beach City Public Schools to allow the School Board to enact a resolution providing the offset required by the City Schools Revenue Sharing Policy.” It is the Administration’s recommendation that the reduction of the local revenues to Virginia Beach City Public Schools during this fiscal year be offset in the budget through teacher vacancies.

Source:

City Ordinance Section 18.5-2 – License fees and taxes.

Budget Impact:

A reduction of local revenue in the amount of \$495,453.

**RESOLUTION REGARDING THE CITY COUNCIL ORDINANCE TO AMEND
SECTION 18-5.2 OF THE CITY CODE PERTAINING TO BUSINESS LICENSE FEES
AND TAXES AND TO PROVIDE REVENUE OFFSETS**

WHEREAS, the City Council approved an ordinance on December 6, 2022 titled “AN ORDINANCE TO AMEND SECTION 18-5.2 OF THE CITY CODE PERTAINING TO BUSINESS LICENSE FEES AND TAXES AND TO PROVIDE REVENUE OFFSETS;” and

WHEREAS, the Ordinance directs the School Board to provide the offset required by the City Schools Revenue Sharing Policy in the amount of \$495,453; and

WHEREAS, the School Board could not take action regarding this Ordinance until the School Board meeting scheduled for January 10, 2023; and

WHEREAS, a memo sent to Kevin Chatellier, Director of Budget and Management Services on January 3, 2023 advised that the offsets to cover the \$495,453 reduction of the local revenues to Virginia Beach City Public Schools during this fiscal year will be offset in the budget through teacher vacancies; and

NOW, THEREFORE, BE IT

RESOLVED: that the School Board has provided the specific budget shortfall offset information in this Resolution; and

FINALLY RESOLVED: That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 10th day of January 2023.

SEAL

School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



Subject: Closed Session **Item Number:** 18

Section: Closed Session **Date:** January 10, 2023

Senior Staff: Kamala H. Lannetti, School Board Attorney; Jack Freeman, Chief Operations Officer

Prepared by: Kamala H. Lannetti, School Board Attorney

Presenter(s): Kamala H. Lannetti, School Board Attorney; Jack Freeman, Chief Human Resources Officer

Recommendation:

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711 to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
19. Discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § [2.2-3705.2](#), where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system, or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.

Namely to discuss:

- A. Appointment of a hearing officer for a discrimination complaint appeal hearing
- B. Security matter and response to a specific school incident/student discipline matter
- C. Pending litigation matters

Background Summary:

N/A.

Source:

Code of Virginia §2.2-3711, as amended.

Budget Impact:

Decorum and Order-School Board Meetings 1-48

School Board of the City of Virginia Beach
Bylaw 1-48

SCHOOL BOARD BYLAWS

Decorum and Order-School Board Meetings

A. Purpose of decorum and order during meetings

The School Board determines that decorum and order are necessary during School Board Meetings. The purposes for maintaining decorum and order are:

1. to ensure that the affairs of the School Board and School Board Committees may be conducted in an open, safe and orderly manner during meetings;
2. that all persons signed up to address the School Board during public comment sections of meetings have the opportunity to do so in an orderly and respectful manner and without being interrupted;
3. that persons in attendance may observe and hear the proceedings of the School Board without distraction and interruption;
4. that students and other young audience members who attend or watch such meetings are not subject to inappropriate language or conduct;
5. that School Board Members and School Division employees or other agents can transact the business of the School Board and the School Division with minimal disruption.

B. Limitations on addressing the School Board

Persons addressing the School Board during public comment sections of the meeting shall:

1. Limit their comments to matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division.
2. Refrain from obscenity, vulgarity, profanity, and comments or actions with the intent to incite violence or other breach of peace.
3. Comply with the time limits and other rules for public comment set forth in the agenda or Bylaws.
4. During special meetings or public hearings, the School Board may set different rules or time limits for public comments.

C. Other expressive activities during meetings

1. Public comments during meetings limited to matters relevant to public education and the business of the School Board

At regular School Board Meetings, the School Board accepts public comment during designated sections of the Meeting Agenda. The public comment sections of School Board Meetings are limited public forums for the sole purpose of accepting comments from members of the public relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. The

School Board does not accept other forms of public comment during Meetings or at those times immediately preceding or following a Meeting.

2. Expressive activities during meetings

To maintain decorum and order and conduct the business of the School Board and the School Division during meetings, expressive activities by members of the public in meetings will be limited or prohibited. On any day that a meeting is scheduled to take place, the School Board prohibits certain expressive activity, including but not limited to the following, expressive activities:

- Petitioning, demonstrating, picketing, pamphlet distribution, conducting polls, or solicitation in the Building where the Meeting is taking place
- Displaying or using signs, posters or other items brought into the meeting room that block the view of persons in or observing the meeting or create a safety concern. Possession of such items while in the meeting location will not be prohibited.
- Use of noise making devices
- Use of excessive cheering, booing, clapping, or similar activity that disrupts the meeting, as determined by the Chair or designee.
- Calling out or making comments when not called to address the School Board
- Intimidation, harassment or threats to persons in the meeting or who are entering or departing the meeting or the location of the meeting
- Instigating or attempting to instigate confrontations or other conduct for the purpose of disrupting the meeting
- Other conduct that violates decorum and order as determined by the Chair or designee

3. School Administration Building or other locations for meetings are not open public forums for public expression

The School Administration Building (or another building or location where a meeting is scheduled to take place) its grounds and reserved parking spaces are not open for expressive activities unless a facility use request or application has been approved by the Superintendent or designees. The Superintendent or designees are authorized to designate areas of the School Administration Building (or other building or location for a meeting), the grounds and parking lots that may be considered for facility use request or application. The Superintendent or designee are authorized to develop and implement regulations and/or procedures related to such facility use requests or applications.

D. Other methods of communicating with the School Board

The School Board encourages citizens and other interested parties to communicate with the School Board regarding matters related to public education. Due to the limited time scheduled to conduct business and the need to follow approved agenda items, School Board meetings may not be conducive for all forms of communication to the School Board. Persons seeking to communicate with the School Board may contact School Board Members through other methods of communication, including SchoolBoard@VBCPSBoard.com or email individual School Board Members in addition to those provided at School Board meetings.

This Bylaw does not preclude persons addressing the School Board from delivering the School Board or its Clerk written materials including reports, statements, exhibits, letters, or signed petitions prior to or after a Meeting. While public speakers are addressing the School Board, they may not approach the School Board to hand out

items but will instead be directed to leave items with the Clerk or designee for the School Board to consider after the Meeting.

This Bylaw does not preclude persons called to address the School Board during public comment sections from using a chart, graph or other item during their public comments so long as that item does not interfere with the School Board and other persons observing the Meeting from hearing or seeing the speaker and the item does not create a safety issue or otherwise violate the decorum and order rules. Furthermore, nothing herein shall be interpreted to prohibit members of the public from communicating with the School Board or the School Administration on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division at times other than meetings.

- E.** The Chair with the assistance of the Superintendent or their designees shall preserve decorum and order in the room where the Meeting is taking place and shall decide all questions of decorum and order during the Meeting. School Board Members may vote to overrule the Chair's or designee's decision at the time that the Chair or designee makes the decision. The Chair or designee is authorized to work with the Superintendent, designees, law enforcement and authorized agents to maintain order and decorum prior to the start of, during and immediately after any Meeting.
- F.** The School Administration, law enforcement and authorized agents will have responsibility for maintaining decorum and order outside of the Meeting room and outside of a building where a meeting will be or is taking place.
- G.** No person attending a meeting of the School Board, in any capacity, shall use, or allow to sound, any device in a manner that disrupts the conduct of business within the room in which the School Board or a Committee thereof is meeting. Notice of this restriction shall be posted outside of School Board Meeting Room and on the agenda for any School Board meeting.
- H.** At the request of the Chair or Superintendent or their designees, a city police officer or other law enforcement officer shall act as sergeant-at-arms at all School Board meetings.