



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.

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 VBT 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;

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.

- 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.

- 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.

- 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

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.

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

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:

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.

School Board of the City of Virginia Beach
Holland Road Annex
2323 Holland Road
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:

Trenace B. Riggs, School Board Chair