



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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At-Large

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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 MINUTES **Tuesday, September 27, 2022**

School Administration Building #6, Municipal Center
2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456
(757) 263-1000

- 1. Administrative, Informal, and Workshop:** Chair Rye convened the administrative, informal, and workshop session at 4:00 p.m. on the 27th day of September 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. It is the School Board's protocol to break at 5:30 p.m. to prepare for the Formal Session at 6:00 p.m. At 5:30 p.m., the School Board will conclude unless the School Board votes to continue to no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the Formal Session of the School Board Meeting.

In addition to Superintendent Spence, the following School Board members were present in the Einstein Lab: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz (arrived at 4:01 p.m.), Ms. Hughes (arrived at 4:05 p.m.), Ms. Manning, Ms. Owens (arrived at 4:03 p.m.), Ms. Riggs (arrived at 4:03 p.m.), and Ms. Weems (arrived at 4:01 p.m.)

- A. School Board Administrative Matters and Reports: There were no administrative matters or reports discussed at the meeting.
- B. Forecast of Regular School Board Meeting Agenda Topics FY23 – 2nd Quarter: October, November, December: Superintendent Spence shared with the School Board the Administration's forecast of agenda topics to be presented at School Board meetings during the second quarter – October, November, and December – of the 2022-2023 school year; mentioned the public hearing on the budget in December; noted there is only one meeting in December due to winter break; the Wednesday, November 9 meeting date since November 8 is a holiday (Election Day); there was a brief mention of the October 25th meeting topic Employee Input Process; noted items on the forecast can be added or changed.
- C. Department of School Division Services Update: Jack Freeman, Chief Operations Officer, introduced the School Board presentation regarding updates from the offices within the Department of School Division Services; Melisa Ingram, Executive Director of Facilities Services shared information regarding summer work at schools and administrative facilities; over 90 sites and over 11,000,000 SF of space; preventative maintenance, cleaning protocols, special event support, summer school programs, and school readiness; reviewed CIP planned projects which included: roof replacements, HVAC upgrades, grounds – tennis and playgrounds, energy performance contracting; budget of approximately \$36.8 million; Lynnhaven Middle School addition. Eric Woodhouse, Director of Maintenance Services, continued the presentation and reviewed summer planned projects; completed over 170 projects including: painting, electrical upgrades, HVAC improvements, carpet replacements; completed over 67,000 work orders; shared two maintenance services current initiatives: Demand Response Test Program – average cost savings \$250,000 and Genetec Central Control Platform (Security Software); new initiative – Tririga Asset Management Program, workplace management program, field test at Green Run High School, division-wide implementation – July 1, 2023.

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, September 27, 2022
School Board Regular Meeting
Page 2 of 10

Sam Nix, Director of Custodial and Distribution Services, continued the presentation; completed over 120 summer planned projects: screen & recoat gym floors, stripped & waxed all floors, pressure washing, overall cleaning protocols for school readiness (top priority); challenges filling custodial positions; shared efforts towards fulling staffing vacancies: participated in division-related career and recruiting events, Custodial Substitute Initiative Program (347 participating employees); Distribution Services (internal postal system) provided continuous school support; delivering: all division interdepartmental mail, student records, Kindergarten materials, furniture, custodial supplies, textbooks, technology supplies to schools; removal of kitchen equipment, surplus computers, surplus furniture; support special events.

The presentation continued with Thomas DeMartini, Director of Security and Emergency Management; shared information regarding School Security Officers (SSOs); SSOs are placed in 9 of 11 high schools and 5 of 15 middle schools; reviewed training: DCJS (Department of Criminal Justice Services) required Active Shooter Emergency Response, Emergency Evacuation procedure, and Threat Assessment training; firearms training and certification; expectation sheet for SSOs shared with building administration; reviewed other trainings: summer administration training, nonviolent crisis intervention, Department of School Leadership – emergency management training, Food Services/cafeteria staff division-wide – Run-Hide-Protect training, School Resource Officer training, Security Assistant training; school visits: school audits and unannounced security inspections.

James Lash, Executive Director of Transportation and Fleet Management Services, continued the presentation; shared information regarding transportation services annual in-service training, topics included: PBIS, risk management, safety; shared transportation data from September 13 - total number of to and from school regular education bus runs: 2,391; total number of late arrival at school sites (9/13/2022): 105; estimated on-time percentage: 91%; reviewed recruitment strategies: Care Fair, Banner Bus, VBCPS Graduations, Chesapeake Regional Job Fair, interviews on three major local TV stations; since July 1, 2022: conducted six school bus driver training (CDL) classes, 55 individuals have been fully trained and licensed, 55 individuals contracted as school bus drivers.

Viorica (Vicka) Harrison, Director of Food Services, continued the presentation; shared information regarding meal prices; pandemic federal waivers for no cost student meals have expired; meal costs are based on individual student eligibility (paid, reduced, free); Community Eligibility Provision (CEP) school students are receiving reimbursable breakfast and lunch at no cost; record number of 10 million student meals served during the fiscal year 2021-2022; Scratch Initiative’s menu items are part of the division-wide cycle menu and offered at all VBCPS schools; food truck completion by late October 2022; YouTube Channel (VBSchools Food Service) has 34 educational videos; shared examples of most popular current Scratch menu items; and student education. The presentation continued with questions and comments regarding transportation in-service and PBIS; hiring temporary employees to help over the summer for larger projects; length of time for bus driver training; paid training for bus drivers; security assistants; custodian training, professional development, incentives; number of personnel in each department of School Division Services; challenges in filling vacancies; Hiring Fair for custodial and food service employees - October 15; School Security Officers; compliments on clean and maintained schools, transportation; Scratch Cooking initiative and time frame for other schools; all schools doing Scratch Cooking for breakfast/lunch; clarification between school audit and unannounced school inspection; what is observed during school inspection – information will be shared with the School Board; and communicating information regarding free and reduced lunch.

- D. Educational Equity Plan: Due to time constraints, workshop presentation moved to agenda item #17. See agenda item #3 below and agenda item #8 – Adoption of the agenda.

- 2. **Closed Session**: None during the administrative, informal, and workshop session.
- 3. **School Board Recess**: Chair Rye noted, the workshop item 1D – Education Equity Plan, would be presented at the end of the formal meeting and would make a modification during the adoption of the agenda. Chair Rye adjourned the administrative, informal, and workshop session at 5:23 p.m.
- 4. **Formal Meeting (School Board Chambers)** **6:00 p.m.**
- 5. **Call to Order and Roll Call**: Chair Rye convened the meeting of the School Board in the School Board chamber at 6:02 p.m. on the 27th day of September 2022 and noted members of the public will be able to observe the School Board meeting through livestreaming on vbschools.com, broadcast on VBTB Channel 47, and on Zoom.

In addition to Superintendent Spence, the following School Board members were present in the School Board chamber: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

6. Moment of Silence followed by the Pledge of Allegiance

7. Student, Employee and Public Awards and Recognition: There were no awards or recognitions presented at the meeting.

8. Adoption of the Agenda: Chair Rye made the following modification, as noted in the workshop, adding agenda item #17 – Educational Equity Plan; without any other modifications, Chair Rye called for a motion to approve the agenda as modified. Ms. Franklin 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.

9. Superintendent's Report: Superintendent Spence shared the following information: 1) September 6 First day of school photos, mentioned the two webinars from last month to help students and parents prepare for the new school year, there were 35 full-time instructional vacancies, 90 positions less than last year, division staffing success of more than 99%, there were 51 non-instructional school-based vacancies in comparison to 145 openings last year (not including custodial and food service staff); 2) Erin Bailey, a senior at Cox High School, shadowed WVEC report Janet Roach over the summer. Also, Erin and Mike Hillier, a senior at Cox High School, attended the press conference at the air show and interviewed a few of the Blue Angels pilots; 3) shared a video from the Air Show - STEM Lab Learning Day, thousands of VBCPS fifth graders took part in hands-on learning activities; and 4) October 16-22 is America's Safe Schools Week and on Wednesday, October 19 recognizing School Resource Officer, School Security Officer and Security Assistant Day.

10. Approval of Meeting Minutes

A. September 13, 2022 Regular School Board Meeting: Chair Rye called for any modifications to the September 13, 2022 regular School Board meeting minutes as presented. Hearing none, Chair Rye called for a motion to approve the September 13, 2022 meeting minutes as presented. Ms. Anderson made the motion, seconded by Ms. Riggs. Without 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) abstention to the motion: Ms. Manning, due to the fact she was not in attendance at the meeting. The motion passed, 10-0-1.

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

Chair Rye announced the School Board will hear public comments on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division from citizens and delegations who signed up with the School Board Clerk prior to the meeting. Chair Rye mentioned information regarding speaker process, decorum and order, and submitting comments via group email.

There were ten (10) in person speakers (including three (3) student speakers) and three (3) online speakers (including two (2) student speakers); topics discussed were transgender policy; LGBTQIA+ students; cell phone policy; lunch time in school; teacher concerns – no planning time, required meetings, substitutes, 4x4 schedule, data collection; library materials; bullying issues; banned books; emails to staff; Policy 5-7; teacher workload; Policy 5-22; loss of educators; and parental rights.

The Public Comments ended at 6:47 p.m.

12. Information

A. Interim Financial Statements – June (unaudited), July and August 2022: Daniel G. Hopkins, Director of Business Services, presented the following financial information to the School Board: fiscal year ending June 30, 2022 – final revenue trend was favorable, actual over budget amount of approximately \$900,000; Commonwealth of Virginia revenue source was unfavorable, actual under budget of approximately \$20.5 million, mainly due to the sales tax increase; State sales tax revenue source was favorable, actual over budget of approximately \$16.3 million, noted the increase in sales tax reduces the State Basic Aid; Federal government revenue source was favorable, actual over budget of approximately \$3.6 million, due to an increase in Impact Aid receipts; other

revenue sources were favorable, actual over budget of approximately \$1.6 million, due to sale of capital assets and revenue from Stop Arm Enforcement Program.

Reviewed total revenues by major source in FY2022: City of Virginia Beach 52.9%, Commonwealth of Virginia 33.6%, State sales tax 11.2%, Federal government 1.9%, and other sources .5%; final expenditure trend for FY2022 was favorable in all categories; overall remaining unspent and unencumbered balance was \$21.1 million; reviewed total expenditures incurred in FY2022 by category: instructional category 67.3%, operations & maintenance 12.2%, pupil transportation 6.3%, technology 5.0%, administration, attendance, and health 4.1%, and debt services 5.1%; mentioned reversion back to the City of approximately \$21.0 million (includes approximately \$409,000 from the Green Run Charter School fund and approximately \$296,000 from the school athletic fund; revenues that comprise the City/School Board revenue sharing formula on a preliminary basis came in over budget; our share of that surplus is approximately \$25.6 million; reversion funds uses will be presented and discussed at the October 25 School Board meeting; noted figures presented are unaudited and subject to change.

The presentation continued with questions and comments regarding other sources of revenue; clarification regarding increase in sales tax revenue and decrease in state funding; revenue sharing formula; reversion funds and resolution; annual process with reversion funds; school operating funds and encumbrances; and risk management fund.

- B. Policy Review Committee Recommendations: 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 September 15, 2022 meeting; School Board Attorney, Kamala H. Lannetti presented the following:
1. Policy 3-63/Safety: Weapons on School property: The PRC recommends scrivener's changes and updating the legal references.
 2. Policy 5-9/Age of Entrance/Kindergarten: The PRC recommends amendments to reflect the Interstate Compact on the Educational Opportunity for Military Children requirements and updating the legal references; a brief discussion followed regarding interstate compact; enrollment of Kindergarten students from another state; Policy 5-9 would return to the Policy Review Committee for additional review.
 3. Policy 5-22/Teacher Removal of Students from Class for Disruptive Behavior: The PRC recommends scrivener's changes and updating the legal references.
 4. Policy 5-23/Students Over 20: The PRC recommends amending the language to reflect current language as well as scrivener's changes.
 5. Policy 5-24/Dropouts: Prevention/Intervention and Retrieval: The PRC recommends updating the legal references.
 6. Policy 5-42/Property Damage: The PRC recommends amending the language and removing outdated language as well as updating the legal references.
 7. Policy 5-55/Health Services/Health Services manual: The PRC recommends formatting changes.
 8. Policy 5-57/Medications: The PRC recommends amendments to add procedures for albuterol and updating the legal references.
 9. Policy 5-60/Toxic Art materials: The PRC recommends scrivener's changes.
 10. Policy 5-63/Early Dismissal/Leaving School Grounds: The PRC recommends scriveners changes.
 11. Policy 5-65/Search and Seizure: The PRC recommends scrivener's changes and updating the legal references.
 12. Policy 5-68/Sex Offender Registry Notifications: The PRC recommends scrivener's changes.
 13. Policy 5-70/Employment Counseling and Placement Services: The PRC recommends updating the regal reference.
 14. Policy 5-72/Student Photographs/Class Rings/Other Sales: The PRC recommends amendments to refer to procurement procedures rather than list all procedures in the policy.
 15. Policy 5-75/Indigent Students: The PRC recommends updating the legal reference.
 16. Policy 6-13/School Day: The PRC recommends amendments to reflect that Kindergarten is a full day program and adding language concerning the Superintendent's authority to alter school hours under certain circumstances; a brief discussion followed regarding the language about adjustment of school hours; clarity needed; Policy 6-13 would return to Policy Review Committee for additional review and clarifying language.
 17. Policy 6-23/Curriculum Documents: The PRC recommends scrivener's changes.

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, September 27, 2022
School Board Regular Meeting
Page 5 of 10

18. Policy 5-52/Class Size: The PRC recommends removing an unnecessary reference.
19. Policy 6-73/Testing and Assessment: The PRC recommends adding clarifying language.

13. Return to public comments if needed: As noted under agenda item #11, Public Comments ended at 6:47 p.m.

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

- A. Resolutions:
 1. Dyslexia Awareness Month: Recommendation that the School Board approve a resolution recognizing October as Dyslexia Awareness Month.
 2. Bullying Prevention Month: Recommendation that the School Board of the City of Virginia Beach proclaim October 2022 as Bullying Prevention Month.
 3. Disability History and Awareness Month: Recommendation that the School Board approve a resolution recognizing October as Disability History and Awareness Month.
 4. Filipino American History Month: Recommendation that the School Board approve a resolution recognizing Filipino American History Month.
 5. LGBTQIA+ History Month: Recommendation that the School Board approve a resolution recognizing LGBTQIA+ Month.
 6. Indigenous Peoples' Day: Recommendation that the School Board approve a resolution recognizing Indigenous Peoples' Day.
- B. Budget Calendar: Recommendation that the School Board review and approve the attached Budget Calendar for the FY 2023/24 Operating Budget and the 2023/24 – 2028/29 Capital Improvement Program.
- C. Environmental Studies Program: Year-Two Comprehensive Evaluation: Recommendation that the School Board approve the administration's recommendations that were proposed in response to the Environmental Studies Program: Year-Two Comprehensive Evaluation.
- D. School Board Compensation Philosophy: Recommendation that the school board approves the board's updated *Compensation Philosophy*.

Chair Rye asked for the resolutions to be read. Ms. Holtz read the following resolution:

**Dyslexia Awareness Month
October 2022**

WHEREAS, dyslexia is a language-based learning disability that causes difficulties with reading, writing, spelling, and word pronunciation; and

WHEREAS, the onset and severity of dyslexia varies for each individual; and

WHEREAS, it takes individuals with dyslexia longer to process phonemic information, thus affecting academic growth, achievement, and self-esteem; and

WHEREAS, it is important to provide effective teaching approaches and educational intervention strategies for individuals with dyslexia; and

WHEREAS, Dyslexia Awareness Month is an opportunity to acknowledge educators utilizing effective teaching strategies, and to celebrate the many achievements of adolescents, students and adults with dyslexia; and

WHEREAS, the School Board of the City of Virginia Beach is committed to a continued focus on educating students, parents, and school staff about effective teaching strategies to address the needs of students with learning disabilities.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach designates the month of October to be Dyslexia Awareness Month; and be it

FURTHER RESOLVED: That strategies and interventions to address the needs of students with learning disabilities be ongoing in 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 27th day of September, 2022

Ms. Manning read the following resolution:

**Bullying Prevention Month
October 2022**

WHEREAS, school bullying has become an increasingly significant problem in the United States and Virginia; and

WHEREAS, over 20 percent of the youth in the United States are estimated to be involved in bullying each year, either as a bully or as a victim; and

WHEREAS, students who experience bullying are at increased risk for depression, anxiety, sleep difficulties, lower academic achievement, and dropping out of school; and

WHEREAS, bullying can take many forms, including verbal, physical, and most recently in cyberspace, and can happen in many places on and off school grounds; and

WHEREAS, it is important for Virginia Beach parents, students, school counselors, teachers, and school administrators to be aware of bullying, and to encourage discussion of the problem as a school community; and

WHEREAS, the School Board of the City of Virginia Beach has developed a policy on anti-bullying to encourage positive behaviors and to eliminate bullying behaviors; and

WHEREAS, Virginia Beach City Public Schools, through sustained and dedicated efforts, has implemented programs for all employees and students that recognizes a deep commitment at all levels to raise awareness of bullying and its prevention.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach recognizes the month of October 2022, as Bullying Prevention Month in the Virginia Beach City Public Schools, and be it

FURTHER RESOLVED: That the issue of bullying and its prevention be discussed in Virginia Beach City Public Schools classrooms during this time, and be it

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

Ms. Owens read the following resolution:

**Disability History and Awareness Month
October 2022**

WHEREAS, Americans with Disability Act of 1990 was founded on four principles: inclusion, full participation, economic self-sufficiency and equality of opportunity for all people with disabilities; and

WHEREAS, the Virginia General Assembly has designated the month of October as Disability History and Awareness Month to increase public awareness and respect for persons with disabilities; to inform the public concerning their

many contributions to society; and to emphasize the abilities and rights of persons with disabilities rather than their exceptionalities; and

WHEREAS, public schools, institutions of higher education, the business community, civic organizations and other interested entities are encouraged to promote Disability History and Awareness Month in the Commonwealth of Virginia; and

WHEREAS, the Virginia Department of Education's 2021-2022 Virginia State Quality Profile reported the Virginia public school divisions served 169,725 students with disabilities under the Individuals with Disabilities Education Act and the Virginia Beach City Public Schools 2021-2022 Quality Profile reported the division served 8,230 students with disabilities under the Individuals with Disabilities Education Act; and

WHEREAS, Virginia Beach City Public Schools believes in having the highest expectations for students with disabilities and believes that students with disabilities make significant academic and social progress when educated, as appropriate, in general education environments; and

WHEREAS, it is necessary to increase public awareness, knowledge, and understanding of disabilities, the rights of persons with disabilities, and to foster a culture of mutual respect and equal opportunities for all in our schools, businesses, and communities.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of October 2022 as Disability History and Awareness Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and participate in the various school activities during Disability History and Awareness Month; 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 27th day of September, 2022

Ms. Felton read the following resolution:

**FILIPINO AMERICAN HISTORY MONTH
October 2022**

WHEREAS, one of our nation's greatest strengths is its vast diversity, which enables Americans to see the world from many viewpoints; and

WHEREAS, Filipino Americans are the second largest Asian American group in the nation and the City of Virginia Beach has the highest percentage of Filipino Americans in Virginia;

WHEREAS, through the study of their contributions, all students may find role models whose participation, commitment and achievement embodies the American spirit and ideals; and

WHEREAS, the School Board of the City of Virginia Beach recognizes the importance of multicultural diversity education within our school division; and

WHEREAS, the year 2022 marks the 51st anniversary of the First Young Filipino People's Far West Convention, a meeting that took place at Seattle University in 1971 and brought over 300 young Filipino American participants from the West Coast of the U.S. This convention has been hailed as the beginning of the Filipino American Movement.

NOW, THEREFORE, BE IT

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, September 27, 2022
School Board Regular Meeting
Page 8 of 10

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of October 2022, as Filipino American History Month, whose theme is “Past, Present and Future”; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and participate in various school activities during Filipino American History Month; and be it

FINALLY 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 27th day of September 2022.

Ms. Hughes read the following resolution:

**LGBTQIA+ MONTH
October 2022**

WHEREAS, all students and youth should be able to attend school in a safe and inclusive environment free from discrimination, and that history has shown that school board policy and regulation are effective in contributing to such environments; and

WHEREAS, the School Board amended 5-7 policy to address protections of discrimination on the basis of gender identity, gender expression, or sexual orientation; and

WHEREAS, the lack of awareness and understanding of issues facing LGBTQ students and youth has contributed to a higher rate of isolation, depression, and suicidal ideations or attempts; and

WHEREAS, the School Board promotes the understanding and acceptance of and respect for LGBTQ children and youth; and

WHEREAS, the School Board acknowledges that educational equity and non-discrimination policies specifically to sexual orientation, gender identity and gender expression are associated with: students feeling more safe; lower levels of bullying; decreased incidents of harassment related to sexual orientation and greater academic success; and

WHEREAS, the School Board of the City of Virginia Beach will continue to advocate for LGBTQ students and youth within our school division.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of October 2022, as LGBTQIA+ month and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages citizens to incorporate standards regarding age-appropriate, medically accurate and culturally sensitive information on LGBTQIA+ issues into existing health and other appropriate curricula.

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

Ms. Riggs read the following resolution:

**INDIGENOUS PEOPLES' DAY
October 2022**

WHEREAS, the School Board recognizes that Native Americans have lived and thrived in North America from time immemorial; and

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, September 27, 2022
School Board Regular Meeting
Page 9 of 10

WHEREAS, the School Board recognizes that Indigenous people contribute to the academic, economic, and cultural success and well-being of the City of Virginia Beach and Commonwealth each and every day; and

WHEREAS, the School Board values the many contributions made to our community by Indigenous people; and the deep cultural contributions that has substantially shape the character of the City of Virginia Beach; and

WHEREAS, Indigenous people in America have often suffered persecution and removal from their homelands at the hands of governing bodies and through the colonization and settlement of America; and

WHEREAS, the School Board supports the resilience of Indigenous people to thrive and prosper to the present day; and

WHEREAS, the School Board promotes the closing of the equity gaps for Indigenous people through policies and practices that promote the culture, history and their many contributions in society.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognize the second Monday in October 2022 as Indigenous Peoples' Day, and be it

FURTHER RESOLVED: that all schools and our community are encouraged to support and celebrate the resilience of our tribal communities on Indigenous Peoples' Day, and be it

FINALLY 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 27th day of September 2022.

After the resolutions were read, Chair Rye called for a motion to approve the items on the Consent Agenda as presented. Vice Chair Melnyk made the motion, seconded by Ms. Anderson. Chair Rye called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion: Chair Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Owens, and Ms. Riggs. There were three (3) nays opposed to the motion: Ms. Hughes, Ms. Manning, and Ms. Weems. The motion passed, 8-3-0.

15. Action

- A. Personnel Report / Administrative Appointments: Chair Rye called for a motion to approve the September 27, 2022 personnel report and administrative appointments. Ms. Riggs made the motion, seconded by Ms. Holtz that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the September 27, 2022 personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chair Rye called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.
Superintendent Spence introduced the following: Muhammad Z. Babar, Manager IT Infrastructure Services, The Colonial Williamsburg, as the Director of Technology (Infrastructure), Department of Technology.
- B. 403(b) Oversight Committee Membership: Chair Rye called for a motion to approve the 403(b) Oversight Committee Membership; Ms. Holtz made the motion, seconded by Ms. Manning. Crystal Pate, Chief Financial Officers provided some background information; vacancy on the committee due to staffing changes; recommendation of Tiffany Jacobs, Assistant Director, Maintenance Services to serve on committee; Ms. Manning noted it was voted on in committee and was unanimous to add Ms. Jacobs to the team. Without further discussion, Chair Rye called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.

16.

Committee, Organization or Board Reports: Ms. Riggs mentioned Sister Cities will have a booth at the FilFest October 8 and 9, Tallwood High School introduced the Sister Cities in a game at the NES Oceana Day; Ms. Anderson mentioned the working group meeting regarding the enhanced employee input process, purpose of group to ensure employees have an opportunity to be heard, series of employee meeting annually, location of meetings will be at the

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, September 27, 2022
School Board Regular Meeting
Page 10 of 10

Plaza Annex, there will also be virtual meetings, meeting to start in November, meetings scheduled: November 18 at 9:00 a.m. (face-to-face) and November 21 at 6 p.m. (face-to-face), November 29 at 5:30 p.m. (Zoom meeting), January 24 at 5:30 p.m. (Zoom meeting), and January 25 at 5:30 p.m. (face-to-face), pre-registration needed for face-to-face meetings, meeting structure – brief overview, small breakout groups, feedback cards; Vice Chair Melnyk mentioned the Audit Committee meeting moved from Thursday, October 27 to Wednesday, October 26; meeting will be a 1:00 p.m.; Chair Rye mentioned the Governance Committee meeting changed from Wednesday, October 5 to Monday, October 10 due to the availability of outside counsel; Ms. Felton shared the Planning and Performance Monitoring Committee will meet on October 10 at 1:00 p.m. in the Einstein Lab; Ms. Weems mentioned the Special Education Advisory Committee met last week, if you need information regarding the meeting you may contact her, next meeting is scheduled for October 17 at 9:30 a.m.; Ms. Franklin mentioned attending the District SCA Council meeting with Ms. Owens, presented idea of having representatives from each district and one speaker to come to meetings, concerns shared regarding students part of the committee but not designated to represent their school, would like to gather other feedback from other students in SCA.

17. Return to Administrative, Informal, Workshop or Closed Session matters:

Educational Equity Plan: Ty M. Harris, Director, Office for Diversity, Equity and Inclusion provided the School Board an Educational Equity Plan update; mentioned *Compass to 2025* and the graduate profile; reviewed definition of equity from Policy 5-4; recapped work done previously with the equity assessment and key findings; mentioned the Administrative Equity Planning Committee and School Board members on the committee – Ms. Weems and Ms. Owens; shared an overview of the planning process; shared the following goals in *Compass to 2025* and the equity assessment priority: Goal 1 – Educational Excellence, Equity Assessment Priority – ensure diverse cultures and perspectives are positively represented in the curriculum; Goal 2 – Student Well-Being, Equity Assessment Priority – create an environment where all students feel safe, welcome, and included at school. Address student discipline disparities; Goal 3- Student Ownership of Learning, Equity Assessment Priority – increase access to and success in rigorous learning opportunities for all students; Goal 4 – An Exemplary, Diversified Workforce, Equity Assessment Priority – recruit, retain, and promote a workforce representative of the diverse student population; Goal 5 – Mutually Supportive Partnerships, Equity Assessment Priority – increase opportunities for stakeholders to be informed and involved; Goal 6 – Organizational Effectiveness & Efficiency, Equity Assessment Priority – ensure equitable allocation of resources across schools and students; provided high yield strategies for each of the equity assessment priorities; shared proposed indicators for the data dashboard; and full plan will be presented to the School Board at October 11 meeting.

The presentation continued with comments regarding appreciation for continuing work; pleased with strategies; Goal 3 – Student Ownership of Learning; transparency; Equity Council; high yield strategies; encompassing all students; student engagement; true diversity; Goal 1 – Educational Excellence; reading on grade level; helping with transitions of students with special needs; and full plan to be presented in October.

18. Adjournment: Chair Rye adjourned the meeting at 8:03 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair