



**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 during meetings**

It is the intent of the School Board by adoption of this Bylaw to maintain appropriate decorum and order for, but not limited to the following purposes:

1. to ensure that the affairs of the School Board and School Board Committees may be conducted in an open and orderly manner during meetings;
2. that all persons desiring to address the School Board are afforded an opportunity to do so in the order in which they sign up to speak;
3. that persons in attendance may observe and hear the proceedings of the School Board without distraction;
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 are able to transact the business of the School Board with minimal disruption while allowing for public input.

**B. Limitations on addressing the School Board**

Persons addressing the School Board shall:

1. Confine their comments to matters germane to the business of the School Board.
2. Refrain from obscenity, vulgarity, and comments or actions with the intent to incite violence or other breach of peace.
3. Comply with the time limits for public comment set forth in Appendix B of the Bylaws.

**C. Other expressive activities during meetings**

Expressive activities including, but not limited to, petitioning, picketing, displaying signs or posters, solicitation, demonstrating, pamphlet distribution, and conducting polls shall not be permitted in the School Board Chambers, the School Board conference room, the waiting areas and corridors adjacent to the School Board Chambers and School Board conference room, the School Administration building, or in any school building while a School Board meeting is happening.

**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 [VBCPSSchoolboard@googlegroups.com](mailto:VBCPSSchoolboard@googlegroups.com), as well as 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. Nor does this Bylaw preclude those addressing the School Board from using a chart or graph during their verbal presentation. Furthermore, nothing herein shall be interpreted to prohibit citizens from addressing oral or written comments or complaints on any subject germane to the business of the School Board to the School Board, its constituent members, the Clerk of the School Board or the School Administration outside the context of the public meeting.

- E.** The Chairman or other presiding officer shall preserve decorum and shall decide all questions of public order, subject to appeal to the School Board.
- F.** 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 Chambers and on the agenda for any School Board meeting.
- G.** At the request of the Chairman or Superintendent, a city police officer shall act as sergeant-at-arms at all School Board meetings. That officer shall, under the direction of the Chairman or other presiding officer, have charge of the School Board Chambers, the School Board conference room, the waiting areas and corridors adjacent thereto, and the School Administration Building, and shall prevent disorder or interruption of the business of the School Board.



## **NOTICE TO PERSONS ATTENDING SCHOOL BOARD MEETINGS REGARDING DECORUM EXPECTATIONS**

Meetings of the School Board and its committees are conducted for the purpose of addressing the business of the School Board. Certain meetings are subject to the open meetings requirements of the Virginia Freedom of Information Act. Members of the public may observe open meetings but may only address the School Board or its committees when the public comments have been made a part of the meeting agenda.

1. School Board Bylaws 1-47 and 1-48 sets forth the Decorum and Public Speaker rules to be enforced during School Board meetings. These bylaws can be accessed on the VBSchools.com website.
2. Please note that due to health or safety considerations as well as available seating in the meeting location, the School Board and the School Administration reserve the right to make determinations regarding the available in person seating and space for members of the public. When space for in person attendance for members of the public cannot be accommodated, efforts reasonable under the circumstances will be made to provide public access to the meeting through electronic or audio means.
3. When the Chair/designees determines that conduct in the meeting location or a location adjacent to the meeting location, is disrupting the orderly conduct of the meeting, the Chair/designee will first warn persons in the room to cease the disruptive conduct. If the disruptive behavior continues, the Chair/designee will pause the meeting and request that the person(s) causing the disruption leave the room. If the person(s) does not leave the room, the Chair/designee will request that staff or the Sergeant at arms (if applicable) remove the person(s) from the meeting and School Board property.
4. The Chair/designee may recess the meeting until the meeting can continue in an orderly manner. In consultation with the School Board Members present, the Chair/designee may determine that in public access may discontinued or modified.
5. The following conduct may be determined to be disruptive to a meeting
  - A. Threatening or criminal conduct, or reasonable belief that conduct will become so.
  - B. Obscenity, vulgarity or comments or actions with the intent to incite violence or breach of the peace.
  - C. Public comments or actions that interfere with other persons being able to hear, observe, address the School Board during public comment sections of the meeting, enter or leave the meeting location.
  - D. Conduct that poses or is reasonably anticipated to pose a health or safety risk to persons in the meeting or an adjacent location to the meeting.
  - E. Petitioning, picketing, displaying signs or posters, solicitation, demonstrating, pamphlet distribution or conducting polls are not permitted in School Board meeting rooms or in the conference room, waiting area or corridors adjacent to the meeting location when the meeting is taking place.
  - F. During meetings, use of recording, communication, digital or electronic devices or other instruments/items in a manner that disrupts the meeting.
  - G. Other conduct determined by the Chair/designee to cause a disruption that interferes with the orderly manner in which a meeting is conducted.



# 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, August 10, 2021

School Administration Building #6, Municipal Center  
2512 George Mason Drive  
P.O. Box 6038  
Virginia Beach, VA 23456

Based on current CDC guidance as well as that of the Virginia Health Commissioner, as said guidance relates to physical distancing, the School Board will accommodate 100% seating capacity within School Board chambers for attendees and guests beginning on July 20, 2021. This decision is subject to change should health or safety conditions change. Attendance means the ability to have a seat in chambers and does not provide for standing of attendees or guests. Should no seats be available, interested parties may watch via VBT Channel 47, participate via Livestreaming or via Zoom.

Note: Due to seating limitations in the Einstein Lab, the Informal Meeting/Workshop portion of the School Board meeting can be viewed via VBT Channel 47 or via Livestreaming at [Watch Live - Virginia Beach City Public Schools \(vbschools.com\)](https://www.vbschools.com/watch-live)

Citizens who would like to speak can sign up to speak either in person or electronically. The School Board has determined that in person speakers will be heard before speakers who are participating electronically. All speakers must be signed up to speak by noon on August 10, 2021. Speakers must state the Formal Agenda item that they will address or the topic that will be presented during the Informal and Non-Agenda public comment section. During the Formal Agenda public comment section of the Meeting the School Board will hear comments only on matters that are under consideration by the School Board on the Formal Agenda. If a public speaker speaks on a matter not on the Formal Agenda for consideration by the School Board, the speaker will be ruled out of order and will forfeit the time left for public comment. At the conclusion of the Formal Meeting, the School Board will hear public comment on Informal and Non-Agenda items. Persons signed up to speak during the Formal Agenda public comment section of the Meeting may ask to be moved to the Informal and Non-Agenda item public comment section at this time but will not have the opportunity to switch to the Informal and Non-Agenda item public comments after the Formal Agenda public comment section of the Meeting has begun. The Informal and Non-Agenda Item speaker portion of the School Board Meeting is not broadcast on VBT but may be observed through the Zoom link listed below. The School Board Chair will determine matters of decorum and order during the Meeting and may pause the Meeting to restore decorum and order in the Meeting. The School Board reserves the right to conclude public speaker comments by vote of the School Board. All public comments shall meet the [School Board Bylaw 1-48](#) requirements for Decorum and Order.

Persons who are not vaccinated for COVID-19 are encouraged to wear face coverings and maintain physical distancing while in the School Administration Building. Citizens requiring accommodations to observe or speak at the meeting should contact the School Board Clerk or designee to discuss accommodations.

Attendee link: [https://us02web.zoom.us/join/register/WN\\_FwC\\_odJSQM-04Ui63kLwbg](https://us02web.zoom.us/join/register/WN_FwC_odJSQM-04Ui63kLwbg) Call-in (301) 715-8592 ID 897 8592 3951

Public comment is always welcome by the School Board through their group e-mail account at [vbschoolboard@googlegroups.com](mailto:vbschoolboard@googlegroups.com) or by request to the Clerk of the School Board at (757) 263-1016

### INFORMAL MEETING

1. **Convene School Board Workshop (Einstein Lab).....3:30 p.m.**
  - A. School Board Administrative Matters and Reports
  - B. 2021-2022 Reopening Plan
  - C. Human Resources Staffing Update
  - D. The Legal Aspects in Collective Bargaining
2. **Closed Meeting: (as needed)**
3. **School Board Recess ..... 5:30 p.m.**

### FORMAL MEETING

4. **Call to Order and Verbal Roll Call (School Board Chambers) ..... 6:00 p.m.**
5. **Moment of Silence followed by the Pledge of Allegiance**



# VIRGINIA BEACH CITY PUBLIC SCHOOLS

## CHARTING THE COURSE

School Board Regular Meeting Proposed Agenda (continued)  
Tuesday, August 10, 2021

**6. Student, Employee and Public Awards and Recognitions**

**7. Adoption of the Agenda**

**8. Superintendent's Report**

**9. Approval of Meeting Minutes:**

A. July 20, 2021 Regular School Board Meeting **Added 08/09/2021**

**10. Hearing of Citizens and Delegations on Formal Agenda Items**

The School Board will hear public comment only on matters before the School Board to consider on the Formal Agenda items at the August 10, 2021 School Board Meeting. Public speakers who speak on matters not on the Formal Agenda for the School Board to consider will be ruled out of order and will forfeit their time to speak. 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 4 minutes each which will include any issues related to decorum and order. Sign up for public speakers will close at noon on August 10, 2021. 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 School Administration Building, 2512 George Mason Drive, Building 6, Municipal Center, Virginia Beach, Virginia 23456 by 5:45 p.m. August 10, 2021. Speakers signed up to address the 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 the [School Board Bylaw 1-48](#) requirements for Decorum and Order.

**11. Consent Agenda**

All items under the Consent Agenda are enacted on by one motion. During item 7 – Adoption of the Agenda – School Board members may request any item on the Consent Agenda be moved to the Action portion of the regular agenda.

**12. Action**

- A. Personnel Report / Administrative Appointment(s) **Updated 08/11/2021**
- B. 2021-22 Reopening Plan
- C. Resolution: Masks/Face Coverings

**13. Information**

- A. Unsolicited PPEA **Updated 08/10/2021**

**14. Committee, Organization or Board Reports**

**15. Conclusion of Formal Meeting**

**16. Hearing of Citizens and Delegations on Informal Meeting and Non-Agenda Items**

The School Board will hear public comment on Informal Meeting and Non-Agenda items at the August 10, 2021 School Board Meeting. This portion of the School Board Meeting is not broadcast on VBTB but may be observed through the Zoom link listed above. 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 4 minutes each which will include any issues arising from matters of decorum or order. Sign up for public speakers will close at noon on August 10, 2021. 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 School Administration Building, 2512 George Mason Drive, Building 6, Municipal Center, Virginia Beach, Virginia 23456 by 5:45 p.m. August 10, 2021. Speakers signed up to address the 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 the [School Board Bylaw 1-48](#) requirements for Decorum and Order.

**17. Workshop (as needed)**

**18. Closed Meeting**

**19. Vote on Remaining Action Items (as needed)**

**20. Adjournment**



**Subject:** 2021-2022 Reopening Plan **Item Number:** 1B

**Section:** Workshop **Date:** August 10, 2021

**Senior Staff:** Donald Robertson, Jr., Ph.D., Chief of Staff

**Prepared by:** Donald Robertson, Jr., Ph.D., Chief of Staff

**Presenter(s):** Donald Robertson, Jr., Ph.D., Chief of Staff

Jack Freeman, Chief Operations Officer, Department of School Division Services

Eugene Soltner, Ed.D., Chief Schools Officer, Department of School Leadership

Kipp Rogers, Ph.D., Chief Academic Officer, Department of Teaching and Learning

**Recommendations:**

That the School Board receive the reopening plan for the 2021-22 school year including mitigations, athletic plans, a preview of potential plans for transition programing, new teacher orientation, and students with disabilities with Virtual VA and VBCPS.

**Background Summary:**

The School Board has requested plans for the 2021-22 school year as soon as they were available. This presentation provides plans for the reopening of the school year.

**Source:**

**Budget Impact:**

TBD



**Subject:** Staffing Update **Item Number:** 1C

**Section:** Workshop **Date:** August 10, 2021

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

**Prepared by:** Department of Human Resources

**Presenter(s):** Cheryl R. Woodhouse, Chief Human Resources Officer

Anne Glenn-Zeljeznjak, Coordinator, Recruitment and Retention

**Recommendation:**

That the School Board receives information regarding an update on recruitment and staffing.

**Background Summary:**

N/A

**Source:**

N/A

**Budget Impact:**

N/A



**Subject:** Approval of Minutes **Item Number:** 9A

**Section:** Approval of Minutes **Date:** August 10, 2021

**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. July 20, 2021 Regular School Board Meeting

**\*Note:** Supporting documentation will be provided to the School Board under separate cover prior to the meeting.

**Background Summary:**

**Source:**

Bylaw 1-40

**Budget Impact:**

N/A





# VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

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Aaron C. Spence, Ed.D., Superintendent

## School Board Regular Meeting MINUTES

Tuesday, July 20, 2021

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

### INFORMAL MEETING

1. **Convene School Board Workshop:** Chairwoman Rye convened the School Board workshop at 4:00 p.m. on the 20<sup>th</sup> day of July 2021 and announced based on current CDC guidance as well as that of the Virginia Health Commissioner, as said guidance relates to physical distancing, the School Board will accommodate 100% seating capacity within School Board Chambers for attendees and guests beginning on July 20, 2021. Attendance means the ability to have a seat in chambers and does not provide for standing of attendees or guests. Should no seats be available, interested parties may watch via VBT Channel 47, participate via Livestreaming on [www.vbschools.com](http://www.vbschools.com) or via Zoom.

It is the School Board's protocol to break at 5:30 p.m. to prepare for the Regular School Board Meeting to begin at 6:00 p.m. At 5:30 p.m., the School Board will conclude its Informal Meeting unless the School Board votes to continue the Informal Meeting until 5:45 p.m. The Informal Session will conclude no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the Regular School Board Meeting at 6:00 p.m.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. The following School Board member was attending via Zoom: Ms. Owens (from home.)

- A. **School Board Administrative Matters and Reports:** Chairwoman Rye mentioned Dr. Spence is on leave and Dr. Robertson will be acting in his stead; Chairwoman Rye opened the floor to the School Board members to discuss any matters; Ms. Hughes asked when SOL and PALS scores will be available – once the information is available it will be shared with the School Board.
- B. **2021-2022 Plan Update:** Eugene F. Soltner, Ed.D., Chief Schools Officer; Kipp Rogers, Ph.D., Chief Academic Officer; and Jack Freeman, Chief Operations Officer presented the School Board an update on plans for the 2021-22 school year including Virtual Virginia, division commitments, summer programs, curriculum and assessment and preparations from School Division Services; Dr. Soltner review the presentation agenda; Virtual Virginia registration closed on Friday, July 16 and Virginia Beach has 1075 students enrolled; Division commitments for SY 2021-22: 5 days of in-person learning, fully virtual and fully on-person learning options, range of student extracurricular activities offered in middle and high school.

Dr. Rogers continued the presentation and discussed summer learning opportunities; approximately 14,800 students have registered to take advantage of summer learning opportunities; approximately 4,300 elementary students participating in Elementary Summer Learning Camps; just over 4,800 secondary students participating in first session of summer school; over 4,400 secondary students registered for second session of summer learning opportunities; over 1,000 students participating in extended school year program and over 200 participating in SECEP summer programming; shared brief video of summer learning programs; provided an overview of plans for next year; elementary reading: daily schedule updated for grades K-2 to include dedicated phonemic awareness and phonics instruction, instruction to



School Board of the City of Virginia Beach  
School Administration Building #6 Municipal Center  
2512 George Mason Drive,  
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Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 2 of 10

support building vocabulary added in grades K-5, SEL competency connections, integrated systems of support-academic site; professional learning: asynchronous courses aligned to the science of reading and evidence based practices open in Schoology, essential session in August for all elementary teachers and coaches, 120 literacy leaders and Title I classroom teachers will participate in Language Essentials for Teachers of Reading and Spelling (LETRS) Volume 2 coursework, 200 classroom teachers will participate in LETRS Volume 1 coursework; elementary mathematics: teaching and learning framework (plan, teach, assess), added SHORE Routines (Students in High yield Opening Routines and Exercises), professional learning: essential sessions in August for all elementary teachers and coaches, monthly professional development for all coaches, joint professional learning with all coaches;

Secondary English: instruction – planning for engagement and feedback, curriculum – instructional models and sample lessons, assessment – unit assessments for reading and writing, addition of formative assessment by skill; professional learning: meaningful feedback, building student engagement, small-group instruction, Literacy Coach Training differentiated by coach level and experience; secondary mathematics: daily spiral reviews, curriculum pacing and structure updates, formative pre-assessments to drive instruction, benchmark assessments (January and April), VDOE Growth Assessments and Just-In Time Unit Formative Checks; professional learning: differentiating and personalizing instruction to address unfinished learning, leverage coaches to build the capacity of teachers – growing all students, scaffolding instruction to meet students at their level, over 250 essential and choice professional development sessions; student well-being and behavior support additions: addition of 12 school counselors (6 elementary, 3 secondary, 3 Virtual Virginia), Behavior Intervention Specialists, BASE (Behavior and Social Emotional) Program.

Mr. Freeman continued the presentation and reviewed COVID mitigation guidance; Public Health Emergency Order; CDC guidance published July 9; consulting with VDOE, VDH, VBDPH and local physicians; vaccinations – four schools hosted first round of summer vaccination clinics, 378 first doses completed, second doses August 2-5; COVID preparations: continued collaboration with VBDPH – access to vaccine, layered mitigation strategies: distancing, HVAC and ventilation, custodial sanitizing, hand hygiene, school bus mitigations.

The discussion continued regarding summer school and assessment; elementary focus – phonics, small group instruction, literacy; assessments – DRA, PALS, state assessments; Virtual Virginia accommodating students; review of SHORE; comparison of summer enrollment – last year to this year; students with disabilities and Virtual Virginia; social distancing; mathematics and student assessment; changing from Virtual Virginia to face-to-face instruction; and summer school courses.

- C. **Mental Health Task Force:** Alveta Green, Ed.D., Executive Director, Student Support Services and Robert Jamison, Ed.S., Coordinator, Guidance Services; provided the School Board an update of the work of the Mental Health Task Force; Dr. Green introduced Robert Jamison; mentioned mental health is one of the most critical concerns for the school community; VBCPS formed a Mental Health Task Force in January 2021; objectives: assess the current state of mental health resources available, determine scope of mental health needs of our students, staff, and families, identify gaps between services and resources and the needs of our students, staff, and families, and establish priorities and make recommendations to improve mental health and well-being for students, staff, and families; Task Force was comprised of students, parents, teacher, School Board members: Jessica Owens and Carolyn Weems, community mental health service providers, community stakeholders, school administrators, counselors and central office administrators; provided a brief overview of what the Task Force accomplished in each of four meetings held monthly from February to May; February – introductions, overview, and assignments; March – article debrief and data review; data review key take-aways: needs, points to remember, questions to consider; top barriers identified by Task Force: stigma, access, awareness of available resources, students in crisis identified too late; April – draft recommendations; May – review and prioritize recommendations; next step to gather feedback from the School Board, needed by August 3, 2021.
- The discussion continued regarding community support; the work of the Task Force; recommendations – direct referral system and mental health resource page; community partners; thank you to Task Force

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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 3 of 10

team; places for referral; organizing resources; data on progress moving forward; recommendations; progress of recommendations (communication plan, roles and responsibilities of staff, protocols); organizing resources; added personnel; being proactive; timeline for feedback – August 3; brief timeline of Task Force going forward, meeting in October.

**2. Closed Meeting: NONE**

**3. School Board Recess:** The workshop adjourned at 5:07 p.m.

**FORMAL MEETING**

**4. Call to Order and Verbal Roll Call:** Chairwoman Rye called the formal meeting to orders at 6:00 p.m. on the 20<sup>th</sup> day of July 2021 and announced based on current CDC guidance as well as that of the Virginia Health Commissioner, as said guidance relates to physical distancing, the School Board will accommodate 100% seating capacity within School Board Chambers for attendees and guests beginning on July 20, 2021. Attendance means the ability to have a seat in chambers and does not provide for standing of attendees or guests. Should no seats be available, interested parties may watch via VBT Channel 47, participate via Livestreaming on [www.vbschools.com](http://www.vbschools.com) or via Zoom.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. The following School Board member was attending via Zoom: Ms. Owens (from home.)

**5. Moment of Silence followed by the Pledge of Allegiance**

**6. Student, Employee and Public Awards and Recognitions** – There were no awards or recognitions.

**7. Adoption of the Agenda:** Chairwoman Rye noted Agenda Item #11A4 has an amendment to the proposed language which was sent to School Board Members and made available to the public this afternoon; Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Ms. Franklin. Chairwoman Rye called for discussion; Ms. Manning made a motion to move Policy 4-6 (Agenda Item #11A4) from Consent Agenda to Action Item #12D; seconded by Ms., Hughes. Ms. Riggs mentioned the reason for the change; School Board Legal Counsel, Ms. Kamala Lannetti, Deputy City Attorney concurred the incorrect version was uploaded. Chairwoman Rye called for a vote on Ms. Manning's motion. The School Board Clerk announced there were five (5) ayes in favor of the motion: Chairwoman Rye, Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. There were six (6) nays opposed to the motion: Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Melnyk, Ms. Owens, and Ms. Riggs. The motion did not pass 5-6-0.

Chairwoman Rye called for a motion to approve the agenda as posted. Ms. Anderson made a motion, seconded by Ms. Felton. Chairwoman Rye called for discussion. Ms. Manning explained reason for wanting to move Policy 4-6 to Action; question regarding which version of policy being voted on; policy revisions and posting; ability to discuss items on Consent by moving them to Action; Ms. Manning clarified reason for not being at previous meeting. Without further discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Owens, Ms. Riggs, and Ms. Weems. There were three (3) nays opposed to the motion: Ms. Franklin, Ms. Hughes, and Ms. Manning. The motion passed 8-3-0.

**8. Superintendent's Report:** Donald Robertson, Ph.D., Chief of Staff shared the following information: 1) The Office of Family and Community Engagement (FACE) is hosting the first Back-to-School Care Fair, August 7 from noon to 4 p.m. at Pembroke Mall, the free event will feature 40 youth-serving organizations, agencies, and school division departments. The day will include family-friendly entertainment, free haircuts and vision screenings, presentations, raffles, a backpack giveaway, and fun activities; 2) The Department of Human Resources recently welcomed more than 300 retirees to a drive-thru celebration in the School Administration Building parking lot; and 3) It is time to register your child for the 2021-2022 school year. All grades and schools are enrolling students now, to find your child's home school visit [vbschools.com/registration](http://vbschools.com/registration), detailed information on what to bring to complete registration is on the student registration page on [vbschools.com](http://vbschools.com).

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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 4 of 10

**9. Approval of Meeting Minutes:**

- A. July 6-7, 2021 School Board Retreat / Abridged School Board Meeting: Chairwoman Rye called for any modifications to the July 6-7, 2021 School Board Retreat / Abridged School Board Meeting; hearing none, Chairwoman Rye called for a motion to approve. Ms. Holtz made a motion, seconded by Ms. Hughes. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Weems. There was one abstention to the motion: Ms. Manning (attended the entire first day and most of second day but had to leave early due to a family commitment.) The motion passed 10-0-1.

**10. Hearing of Citizens and Delegations on Formal Agenda Items:** Chairwoman Rye announced the School Board will hear comments on Formal Agenda items from citizens and delegations who signed up with the School Board Clerk prior to the meeting and stated information of speaking on formal agenda topics, decorum and order, and submitting comments via group email.

There were twenty-five (25) in-person speakers and six (6) online speakers; the topics discussed were masks, duties of the Chair and Vice-Chair. Note: during the hearing of citizens and delegations on formal agenda items, the School Board took two (2) recesses due to decorum and order; the first recess was from 6:44 p.m. to 7:02 p.m. and the second recess was from 7:30 p.m. to 7:45 p.m.

Ms. Melnyk read the following statement prior to both recesses: In accordance with School Board Bylaw 1-28, and other applicable Bylaws and Law, it has been determined that the School Board meeting is disrupted by conduct in the meeting room or in an adjacent location that is affecting the meeting. Persons causing the disruption are requested to cease and desist the conduct that is disrupting the meeting. If the conduct that is disrupting the meeting does not stop upon this request, those persons causing the disruption will be requested to leave the meeting room and School Board grounds. Failure to cooperate with the request to leave the meeting room or grounds will constitute grounds to have such persons removed by the School Board's authorized agents.

The School Board requests that all persons in attendance cooperate with this request so that the meeting can proceed.

Upon reconvening from the second recess, Ms. Manning made a motion to combine all of the speakers, agenda and non-agenda, and let people speak; Ms. Hughes seconded the motion. School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney, asked Ms. Manning for clarification on the motion; Ms. Manning stated to allow the people who are here to speak whether it's agenda or non-agenda item; Ms. Lannetti restated the following motion for clarification – those individuals signed up right now for the formal agenda items would be allowed to speak on whatever topic they wanted; Ms. Manning confirmed the motion. Ms. Anderson called a point of order regarding making a motion during public speaking and two-thirds vote to pass; Chairwoman Rye called for a vote on the motion on the floor. The School Board Clerk announced there were three (3) ayes in favor of the motion: Ms. Hughes, Ms. Manning, and Ms. Weems. There were seven (7) nays opposed to the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, and Ms. Riggs. The motion did not pass. Note, Ms. Owens, attending the meeting via Zoom, did not respond with a vote.

**11. Consent Agenda:** Chairwoman Rye stated the items on the consent agenda.

- A. Policy Review Committee (PRC) Recommendations: That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain policies as reviewed by the PRC at its June 10, 2021 meeting and presented to the School Board on the June 22, 2021 Consent Agenda.
1. Policy 3-52/ Business and Non-Instructional Operations/Sales on School Property: The PRC recommends repealing this Policy as the terms have been incorporated into other policies and regulations.
  2. Policy 3-56/ Business and Non-Instructional Operations/Safety Program: the PRC recommends minor amendments to reflect how the Office of Safe Schools currently handles matters and where procedures are maintained.

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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 5 of 10

3. Policy 3-64/ Business and Non-Instructional Operations/Security of Buildings and Grounds: The PRC recommends minor amendments to reflect how the Office of Safe Schools currently handles matters and where procedures are maintained.
4. Policy 4-6/ Healthy Work Environment: The PRC recommends adding language the addresses how complaints against School Board Members or the Superintendent will be handled.

Chairwoman Rye called for a motion to approve. Ms. Riggs made a motion, seconded by Ms. Anderson. Ms. Manning asked for discussion on items. After clarification with School Board Counsel, Chairwoman Rye opened the floor for discussion. The discussion continued regarding which version of Policy 4-6 was being voted on; Ms. Riggs read the corrected Policy 4-6; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney provided a brief background regarding Policy 4-6 and Bylaw 1-28; issue with five (5) person committee determining the method to resolve the complaint; topic will be on next Governance Committee meeting; language reads as referred to School Board Governance Committee to determine the method to resolve the complaint and inform the School Board; Governance Committee would discuss how complaint would be handled and refer it to the School Board in consultation, not make the decision of how it would be handled but the entire School Board to make the decision; issue with the wording of "inform"; Ms. Melnyk made a substitute motion to change the wording from informed to recommend; a brief discussion continue regarding the wording. Ms. Lannetti read the following for clarification – If the acts that are alleged to cause an abusive work environment are alleged to be caused by a School Board Member or the Superintendent, such complaints and supporting evidence will be referred to the School Board Governance Committee to make a recommendation to the School Board as to how to resolve the complaint. Ms. Riggs made a motion to change the policy to the language Ms. Lannetti read, seconded by Ms. Anderson. Ms. Lannetti restated the motion on the floor is to substitute the wording in Policy 4-6 after the comma, such complaints and supporting evidence will be referred to the School Board Governance Committee to make a recommendation to the School Board as to how to resolve the complaint, the rest of the sentencing the words would remain the same. Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously. The next vote was on the Consent Agenda which Ms. Riggs made a motion and seconded by Ms. Anderson; Chairwoman Rye called for a vote on the Consent Agenda as amended. The School Board Clerk announced the motion passed unanimously.

## 12. Action

- A. Personnel Report / Administrative Appointment(s): Ms. Holtz made a motion, seconded by Ms. Hughes that the School Board approve of the appointments, and the acceptance of the resignations, retirements, and other employment actions as listed on the July 20, 2021, personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously. Dr. Robertson, Chief of Staff, introduced the following: Anne Bianchi, teacher, Thoroughgood Elementary School as Assistant Principal, Lynnhaven Elementary School; Matthew M. Fisch, Assistant Principal, Lynnhaven Elementary School as Principal, Brookwood Elementary School; Adrienne R. Kravchak, teacher, White Oaks Elementary School as Assistant Principal Luxford Elementary School; Jamie D. LaCava-Owen, Administrative Assistant, Princess Anne High School as Coordinator, International Baccalaureate, Princess Anne High School; and Richard W. Cannon, Jr., Senior Programmer Analyst, Department of Technology as Development Team Lead, Department of Technology.
- B. Policy Review Committee (PRC) Recommendations: That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain policies as reviewed by the PRC at its June 10, 2021 meeting and presented to the School Board on the June 22, 2021 Action Agenda.
  1. Bylaw 1-19/ Duties of Chair/Vice Chair: The PRC recommends minor changes to reflect the Vice Chair's role in Agenda Planning. Chairwoman Rye called for a motion to approve; Ms. Riggs made a motion, seconded by Ms. Franklin. Kamala Lannetti, Deputy City Attorney reviewed the Bylaw and provided background information; a discussion followed regarding agenda planning and putting items on the agenda; having a rotating School Board member on the agenda planning; Chairwoman Rye called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms.



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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 6 of 10

- Owens, and Ms. Riggs. There were four (4) nays opposed to the motion: Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. The motion passed 7-4-0.
2. Bylaw 1-47/ Public Comments at School Board Meetings: The PRC recommends amendments to clarify the different opportunities for public comment during regular School Board Meetings. Kamala Lannetti, Deputy City Attorney reviewed the Bylaw and changes regarding Informal Meeting and Non-Agenda items and Formal Agenda items; Chairwoman Rye called for a motion. Ms. Franklin made a motion, seconded by Ms. Anderson. A discussion followed regarding wording in the Bylaw; having speakers speak on School Board business and be recorded; agenda items verse non-agenda items; Ms. Weems made a motion to send it back to Policy Review Committee until we have a full discussion regarding speakers, seconded by Ms. Manning. A discussion continued regarding sending the policy back to Policy Review Committee, having a workshop to discuss the topic; currently the recommendation was just for clarification of terms; Policy Review Committee meeting in August, could create options to prepare for workshop; Chairwoman Rye called for a vote on the substitute motion on the floor. The School Board Clerk announced there were four (4) ayes in favor of the substitute motion: Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. There were six (6) nays opposed to the substitute motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, and Ms. Riggs. The substitute motion did not pass. Note, Ms. Owens, attending the meeting via Zoom, did not respond with a vote.

A discussion continued regarding Bylaw 1-47; what is good cause; reviewed some examples of good cause, i.e., power lost, long meeting; Robert's Rules; could make a motion at a meeting as to how to handle the situation or extenuation circumstance; Kamala Lannetti, Deputy City Attorney, read the following from Bylaw 1-47: The time available for the hearings of citizens and delegations at a School Board meeting on either Non-Agenda or Formal Agenda items is set by the Standing Rules but may be altered by the School Board for good cause; Ms. Riggs made a motion to take out the wording "for good cause", seconded by Ms. Anderson; Ms. Lannetti confirmed the motion in that the last three words "for good cause" be removed; Chairwoman Rye called for a vote on Bylaw 1-47 as amended. The School Board Clerk announced there were nine (9) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Manning, Ms. Riggs, and Ms. Weems. There was one (1) nay opposed to the motion: Ms. Hughes. The motion passed 9-1-0. Note, Ms. Owens, attending the meeting via Zoom, did not respond with a vote.

- C. Resolution: Masks/Face Coverings: Below is the resolution presented by Ms. Hughes:

**RESOLUTION**  
**MASKS/FACE COVERINGS NOT REQUIRED IN**  
**VIRGINIA BEACH CITY PUBLIC SCHOOLS**

**WHEREAS**, the School Board of the City of Virginia Beach, Virginia is committed to the physical safety and emotional well-being of all students and staff as well as being committed to providing the least restrictive environment for all students; and

**WHEREAS**, at least nineteen states have lifted all mask mandates with no increase in COVID numbers; and

**WHEREAS**, the state of emergency expires at midnight on June 30, 2021; and

**WHEREAS**, all COVID mandates expire on June 30, 2021.

**NOW, THEREFORE BE IT RESOLVED, that**

1. Masks/face coverings shall, in the absence of further statewide mandates, be optional in all Virginia Beach City Public Schools buildings and offices, both indoors and outdoors.

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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 7 of 10

2. That masks/face coverings will, in the absence of further statewide mandates, be optional for all Virginia Beach City Public Schools students, staff, and guests.
3. That this policy shall be in effect beginning July 21, 2021.

**BE IT FURTHER RESOLVED** that it will not be the policy of Virginia Beach City Public Schools to either encourage or discourage any student, staff member, or guest to wear a mask or face covering.

Chairwoman Rye called for a motion to approve. Ms. Franklin made a motion, seconded by Ms. Hughes. A discussion followed regarding the resolution making masks optional in the absence of a statewide mandate; purpose of resolutions; budget resolution; concerns with wearing masks; difficulty understanding people wearing a mask; parents on both sides of issue; advice of health professionals; risk to children; parents needing to make decisions for the school year; provide School Board more information regarding reopening plan at upcoming August 10 School Board meeting. Chairwoman Rye called for a vote. The School Board Clerk announced there were four (4) ayes in favor of the motion: Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. There were six (6) nays opposed to the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, and Ms. Riggs. The motion did not pass 4-6-0. Note, Ms. Owens, attending the meeting via Zoom, did not respond with a vote.

Ms. Melnyk left the meeting prior to the Special Education Advisory Committee Report due to illness.

**13. Information**

- A. Special Education Advisory Committee Report: Roni Myers-Daub, Ed.D., Executive Director, Office of Programs for Exceptional Children provided information to the School Board regarding the 2020-2021 report of the Special Education Advisory Committee; brief overview of the primary functions of Special Education Advisory Committee (SEAC): to participate in the development of priorities and strategies for meeting the needs of students with disabilities, making recommendations regarding the education of students with disabilities, reviewing policies and procedures for the provision of special education and related services, and reviewing the school division's annual plan; school division commendations – face-to-face option as soon as safe for students with intensive support needs, response to Coalition for Trauma-Informed Schools (CT-IS); highlighted some SEAC key activities and accomplishments – held eight meetings throughout the year and five included educational presentations, Virtual Community Resource Fair, reviewed the annual plan, provided materials and ideas for activities to schools for Disability History and Awareness Month, participation in a VBCPS Equity Assessment focus group, working with VDOE and SEAC members across the state to revise the VDOE SEAC guide; reviewed the three recommendations for 2021-2022: continue to explore why IEP teams propose students with disabilities receive services in the special education setting and propose ways to reduce the number, the three pilot schools be considered and all schools participate in the Quality Standards for Inclusive Schools Self-Assessment, the division work to implement the Model Recommendations on Restraint and Seclusion developed by the Coalition for Trauma-Informed Schools.
- The discussion continued with thanks to the SEAC team; the first recommendation regarding services; self-contained class; number of special education students in general education classes – supporting the teacher; culture of acceptance and being part of school community.

- 14. Committee, Organization or Board Reports:** There were no committee, organization, or Board reports.
- 15. Conclusion of Formal Meeting:** The formal meeting concluded at 10:48 p.m.
- 16. Hearing of Citizens and Delegations on Informal Meeting and Non-Agenda Items:** Chairwoman Rye announced the School Board will hear comments on Informal Meeting items and Non-Agenda items from citizens and delegations who signed up with the School Board Clerk prior to the meeting and stated information of decorum and order, and submitting comments via group email. There were three (3) in-person speakers and two (2) online speakers; the topics discussed were House Resolution No. 297, CRT, status of schools, and first amendment rights.

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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 8 of 10

**17. Workshop:** None

The School Board took a short break from 11:12 p.m. to 11:19 p.m.

**18. Closed Meeting:** School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney read the following motion:  
That the School Board recess into Closed Session to deliberate on the following matters: a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 3, 6 of the Code of Virginia, 1950, as amended, for

3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

6. Discussion or consideration of the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the governmental unit would be adversely affected.

Namely to discuss: the Superintendent's recommendation regarding a Public-Private Education Facilities and Infrastructure Act project proposal.

And as allowed by Section 2.2-3711, Part A, Paragraphs 7, 8 and 19 of the Code of Virginia, 1950, as amended for

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, for the purposes of discussing: criminal investigations regarding threats to School Board Members and the School Division's response to such related threats.

Ms. Anderson made a motion to approve, seconded by Ms. Riggs. Chairwoman Rye called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. The motion passed 9-0-0. Note, Ms. Melnyk did not vote since she left the meeting and Ms. Owens, attending via Zoom, was not online.

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

3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

6. Discussion or consideration of the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the governmental unit would be adversely affected.

Namely to discuss: the Superintendent's recommendation regarding a Public-Private Education Facilities and Infrastructure Act project proposal.



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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 9 of 10

School Board members: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems; Donald Robertson, Chief of Staff; Jack Freeman, Chief Operations Officer; Anthony L. Arnold, P.E., Executive Director, Office of Facilities Services; Thomas A. DeMartini, Director, Office of Safe Schools; Crystal M. Pate, Chief Financial Officer; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney; Regina M. Toneatto, Clerk of the 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, for the purposes of discussing: criminal investigations regarding threats to School Board Members and the School Division's response to such related threats.

School Board members: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems; Donald Robertson, Chief of Staff; Jack Freeman, Chief Operations Officer; Thomas A. DeMartini, Director, Office of Safe Schools; Crystal M. Pate, Chief Financial Officer; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney; Regina M. Toneatto, Clerk of the Board.

The School Board reconvened at 12:24 a.m.

Certification of Closed Session: School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney 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.

Ms. Anderson made a motion, seconded by Ms. Hughes. The motion passed with nine (9) ayes in favor of the motion: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. Note, Ms. Melnyk did not vote since she left the meeting and Ms. Owens, attending via Zoom, was not online.

**19. Vote on Remaining Action Items:** None.

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

Tuesday, July 20, 2021  
School Board Regular Meeting  
Page 10 of 10

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**20. Adjournment:** Chairwoman Rye adjourned the meeting at 12:25 a.m., July 21, 2021.

Respectfully submitted:

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Regina M. Toneatto, Clerk of the School Board

Approved:

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Carolyn T. Rye, School Board Chair

DRAFT



**Subject:** Personnel Report **Item Number:** 12A

**Section:** Action **Date:** August 10, 2021

**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 August 10, 2021, 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  
August 10, 2021  
2021-2022

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	9/1/2021	Traci E Tuell	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/2/2021	Kevin L Hardy	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	9/1/2021	Jade B Morris	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	9/1/2021	Angela Dillard	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	9/1/2021	Melissa S Frausto	Kindergarten Assistant	Not Applicable	Norfolk PS, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Creeds	9/1/2021	Brittaney Kovacs	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	9/1/2021	Sudhi Arora	Special Education Assistant	Other Unknown, ZZ	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	9/1/2021	Ebony L Calloway	Kindergarten Assistant	South University Va Beach, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	9/1/2021	Shirley A Ihrig	Special Education Assistant	Not Applicable	Marian Manor Assisted Living, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	9/1/2021	Kendra S Wilson	Physical Education Assistant, .500	Not Applicable	Bayside Baptist Weekday, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	9/1/2021	Deborah M Miller	Clinic Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	9/1/2021	Lourdes Montalvo-Fagundo	Special Education Assistant	University of Puerto Rico, PR	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	9/1/2021	Erica J Robinson	Kindergarten Assistant	Bryant & Stratton Col Va Beach, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	9/1/2021	Edith D Garris	Pre-Kindergarten Teacher Assistant	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	9/1/2021	Christina C Wires	Physical Education Assistant	Elon College, NC	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	8/9/2021	Quentin E King	Custodian II Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	9/1/2021	Trina N Roper	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	9/1/2021	Kayla R Wheeler	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	North Landing	9/1/2021	Kelly N Reece	Special Education Assistant	George Mason University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	7/20/2021	Malcolm D Green	Custodian II Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Providence	9/1/2021	Laura A Nash	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	9/1/2021	Shayna L Baker	Pre-Kindergarten Teacher Assistant	Not Applicable	Kempsville Child Devlpmt Cntr, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	9/1/2021	Briana T Guzman	Special Education Assistant	Not Applicable	Price William County PS, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	9/1/2021	Lori-Anne Hayden	Special Education Assistant	Pennsylvania Other, PA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thoroughgood	9/1/2021	Martha C Jenkins	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	9/1/2021	Kayla E Gill	Kindergarten Assistant	American Military University, WV	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	9/1/2021	Tiffany D Murray	General Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	9/1/2021	Erin Pell	Special Education Assistant	Not Applicable	Kempsville Child Developmnt Cnt, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	9/1/2021	Kathy A Taylor	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	9/1/2021	Sandra D Wiggins	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	9/1/2021	Katherine A Hadenfeldt	Kindergarten Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windtor Woods	7/15/2021	Brittany N Randall	Custodian II Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Woods	8/20/2021	Matthew D Lakey	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Woods	9/1/2021	Maryjane Root	Special Education Assistant	St Leo College, FL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	8/20/2021	Justin E Hollingsworth	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	9/1/2021	Colin Romanek	General Assistant	Kishwaukee College, IL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	8/26/2021	Jermaine E Robinson	ISS Coordinator	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	9/1/2021	Omolara C Dogbe	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	8/20/2021	Brandon R Blackman	School Office Associate II	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	7/29/2021	Jennifer N Santos	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	9/1/2021	Madison B Claffy	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	7/28/2021	Ma Lourdes L Lim	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	8/20/2021	William Archebelle	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Irving K Cashwell Sr	Security Assistant, .400	Norfolk State University, VA	US Army, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	7/15/2021	Damon Boone	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	9/1/2021	Natasha L Norris	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Mary L Snowden-Gordon	School Nurse	University of Phoenix, AZ	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	9/1/2021	Shireen E Peek	Physical Education Assistant	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	8/20/2021	Matthew K Bruff	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	7/29/2021	Tyrone A Johnson	Custodian III Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	7/1/2021	Laudimer C Buhain	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/20/2021	Ruiz C Pancho	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	9/1/2021	Sharon R Ellis	Special Education Assistant	Howard University, DC	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	9/1/2021	Cynthia A Weldon	Clinic Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	9/1/2021	Cutter L Romano	Clinic Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/20/2021	Erik A Edwards	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/20/2021	Mildred Rossetti	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/20/2021	Konlelle Timmons	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/31/2021	Carrie M Bailey	ISS Coordinator	American Military University, WV	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	9/1/2021	Joycelyn A Cordoviz	Cafeteria Assistant, 4.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	9/1/2021	Jasmine J Maynard-Lloyd	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Planning Innovation & Accountability	8/16/2021	Anna N Garmer	Research Evaluation & Assessment Assistant	James Madison University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of School Leadership	7/21/2021	Lucia M Vasquez	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of School Leadership	7/29/2021	Michelle S Moran	School Office Associate II	Not Applicable	K & D Rounds Landscaping Company, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	7/26/2021	Hallam A Guiler	Customer Support Technician II	Not Applicable	IQVIA, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	7/21/2021	Michelle E Hicks	Benefits Specialist II	Not Applicable	Dental Care Alliance, FL
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	7/26/2021	Sue Caldwell	Benefits Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	8/9/2021	Ronda S Michalak	Benefits Specialist I	Tidewater Community College, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	7/19/2021	Steven T Slagle	Boiler Specialist	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	9/1/2021	Paige E Motley	Interpreter	Univ of Tennessee Knoxville, TN	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	7/29/2021	Micheal A King	Transportation Area Supervisor	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/2/2021	Andrew F Sturniolo	Fleet Technician I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/4/2021	James K Beattie	Fleet Technician III	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	7/26/2021	Kristin B Strong	School Office Associate II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville Meadows	7/29/2021	Deotis O Speller	Custodian II Head Night (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2021	Rene' C Pocta	Pre-Kindergarten Teacher Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	North Landing	6/30/2021	Alexis E Smith	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Rosemont	6/30/2021	Danielle N Briscoe	School Nurse (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Rosemont	7/12/2021	Amparo Delgado Tobon	Custodian II Head Night (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2021	Salick C Morrisey	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	7/3/2021	Arnette M Smith	Special Education Assistant (death)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	White Oaks	6/30/2021	Charles Walter	Physical Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside Sixth Grade Campus	6/30/2021	Eric B Watson	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Landstown	6/30/2021	Elizabeth M Rapier	Special Education Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	6/30/2021	Michelle L Baker	School Office Associate II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	6/30/2021	Ricky A Barden Jr	ISS Coordinator (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	7/30/2021	Adena C Conwell	School Office Associate II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Adult Learning Center	7/30/2021	Christine M Conte	Financial Assistant, .600 (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	6/30/2021	Jonathan I Davis	Custodian I (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	7/23/2021	Adam J Brown	Assistant Principal (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	7/15/2021	Gary Robinson	Custodian III Head Night (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	6/30/2021	Michael R Bengtson	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	7/30/2021	Whitney R Spillers	School Office Associate II (moved to public school system)	Not Applicable	Not Applicable

Personnel Report  
Virginia Beach City Public Schools  
August 10, 2021  
2021-2022

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	7/30/2021	Darryl L Johnson	Assistant Principal (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	6/30/2021	Lindsey E Comfort	Administrative Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	9/7/2021	Taj M Olds	Building Manager (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Purchasing Services	8/9/2021	Michael Patterson	Procurement Specialist I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2021	Judellia S Cole	School Social Worker (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2021	Sarah E Mosteirin	Behavior Intervention Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2021	Sydney Pringle	Bus Driver, 5.0 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Point O'View	6/30/2021	Denise J Turner	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2021	Jacqueline C Everette	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Corporate Landing	9/30/2021	Larry D Williams	Custodian IV Head Day	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	First Colonial	6/30/2021	Elroy Pyatt	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Budget & Finance	8/31/2021	Sharon M Hulehan	Coordinator Accounting	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Human Resources	9/30/2021	Susan S Cintron	Substitute Office Associate	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of School Leadership	7/31/2021	Charles H Foster	Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2021	George A Cason Jr	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2021	Deborah D Markey	Auxiliary Driver Spec Ed, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2021	Kim M McDonald	Bus Driver, 7.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2021	Jacqueline Miller	Bus Driver, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/26/2021	Macey A Barnes-Sauls	Kindergarten Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/26/2021	Anna M Jordan	Third Grade Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/26/2021	Ana M Pulgarin	Second Grade Teacher	City Univ of NY Hunter College, NY	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/26/2021	Sara P Fenner	Second Grade Teacher	Univ of Michigan Flint, MI	St Johns County Schools, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/26/2021	Keani N Washington	School Counselor	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/26/2021	Kristen N Brazier	School Counselor, .500	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/26/2021	Coleen B Clementson	Fifth Grade Teacher	Elizabethtown College, PA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/26/2021	Virginia A Glover	Special Education Teacher	Virginia Commonwealth Univ, VA	SECEP, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/26/2021	Lauren E Hill	First Grade Teacher	Frostburg State University, MD	Waynesboro Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/26/2021	Kaylee L Fallat	Fourth Grade Teacher	SUNY Albany, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/26/2021	Baylee M Goodman	Fourth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/26/2021	Rachel F Neal	Fourth Grade Teacher	Mercer University Macon, GA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/26/2021	Parker W Thoroughgood	Fifth Grade Teacher	Regent University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/26/2021	Kaylee F Adler	Fourth Grade Teacher	Midwestern State University, TX	Wichita Falls Independent Sch, TX
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/26/2021	Bryel S Weinlein	Fourth Grade Teacher	The College of Saint Rose, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/26/2021	Britney M Crowsey	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/26/2021	Allison C Hess	Second Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/26/2021	Kelsey Katsios	Special Education Teacher	William Paterson University, NJ	Greater Amsterdam School Dist, NY
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/26/2021	Gina Saenz	Fourth Grade Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Centerville	8/26/2021	Jessica A Saul	First Grade Teacher	Harding University, AR	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	8/26/2021	Rebecca R Dalziel	Second Grade Teacher	Johnson State College, VT	Colchester School District, VT
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	8/26/2021	Ali J Roane	First Grade Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/26/2021	Skyler N Campbell	Fifth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/26/2021	Katherine C Gill	Fourth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/26/2021	Visa Nguyen	Fifth Grade Teacher	University of Vermont, VT	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/26/2021	Erika A Dodson	Special Education Teacher	James Madison University, VA	Pittsylvania County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/26/2021	Jasmine S Wilson	School Counselor	Norfolk State University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/26/2021	Syreena N Boddie	Special Education Teacher	South University Va Beach, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/26/2021	Lakendra C Brown	School Counselor	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/26/2021	Nina E Brandt	Second Grade Teacher	University of South Florida, FL	Charlotte-Mecklenburg Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/26/2021	Katie H Burok	Kindergarten Teacher	Virginia Commonwealth Univ, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/26/2021	Susan D Frasier	Kindergarten Teacher	Virginia Wesleyan University, VA	Currituck County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/26/2021	Lindsey E Arroyo	First Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/26/2021	Kayla Ceschini	Kindergarten Teacher	Long Island Univ Brooklyn, NY	Middle Country Central School, NY
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/26/2021	Jacob S Davis	Third Grade Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/26/2021	Catherine L Ponack	Fifth Grade Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/26/2021	Elizabeth Boulton	First Grade Teacher	American College of Education, IN	Monroe School District, IL
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/26/2021	Jeffrey D Whiten	Special Education Teacher	Hood College, MD	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville	8/26/2021	Samantha L Francis	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/26/2021	Sally S Valerio	School Counselor	Liberty University, VA	Duval County Public Schools, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/26/2021	Katherine A Becker	School Counselor	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/26/2021	Hannah T Brand	First Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/26/2021	Angela C Slempe	Special Education Teacher	Virginia Intermont College, VA	Dickenson County Public School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/26/2021	Emma E Wesley	Fifth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/26/2021	Megan C Baker	Special Education Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/26/2021	Annalise L Sears	Music/Vocal Teacher	James Madison University, VA	Loudoun County Public School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/26/2021	Lauren A Wickizer	Second Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/26/2021	Amber J Langston	Library Media Specialist	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Lynnhaven	8/26/2021	Sylvia B Diaz-Bowman	School Counselor	Tarleton State University, TX	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Lynnhaven	8/26/2021	Shalise Meadows	Kindergarten Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Malibu	8/26/2021	Andrea K Boothe	Music/Vocal Teacher	Radford University, VA	Wise County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/26/2021	Andrea E Kennedy	Third Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Ocean Lakes	8/26/2021	Amy J O'Dell	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Ocean Lakes	8/26/2021	Kellie D Paxson	First Grade Teacher	George Mason University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Ocean Lakes	8/26/2021	Laura H Sager	Third Grade Teacher	Radford University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/26/2021	Lisa N Sandstrom	First Grade Teacher	University Nebraska Omaha, NE	Manassas City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/26/2021	JeriAnne Remmers	First Grade Teacher	Moravian College, PA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/26/2021	Monica L Beals	Fourth Grade Teacher	Grand Canyon University, AZ	Peninsula School District, WA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/26/2021	Morgan R Scheible	Kindergarten Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont	8/26/2021	Kelly J Molloy	Second Grade Teacher	Old Dominion University, VA	New Hanover County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/26/2021	Nina E Chadwick	Pre-Kindergarten Teacher	Western Carolina University, NC	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/26/2021	Tori M Maas	First Grade Teacher	Grand Canyon University, AZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Strawbridge	8/26/2021	Katia M Locke	Third Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Strawbridge	8/26/2021	Emilee R Scott	First Grade Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Strawbridge	8/26/2021	Amy T Simpson	School Counselor	University of Virginia, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	8/26/2021	Jenifer M Keller	School Counselor	Edinboro University, PA	Riverview Charter School, SC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/26/2021	Samantha G Starkey	Second Grade Teacher	University of Memphis, TN	Germantown Municipal School District, TN
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/26/2021	Amy K Perry	Special Education Teacher	College of William and Mary, VA	Cape Henry Collegiate, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/26/2021	Aidan C Gregory	Fifth Grade Teacher	University of Maine, ME	Maine School District 11, ME
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/26/2021	Imani R Moorman	Fourth Grade Teacher	Old Dominion University, VA	Amherst County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/26/2021	Maryann Pavlik	Third Grade Teacher	Millersville Univ Pennsylvania, PA	Eastern York School District, PA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/26/2021	Terrance Cobb	Third Grade Teacher	American College of Education, IN	Al Siraat College, Melbourne
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/26/2021	Abigail Deguzman	First Grade Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/26/2021	Courtney K Munro	Gifted Resource Teacher	Johnson University, TN	Loudoun County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/26/2021	Joan J Field	Reading Specialist, .200	Old Dominion University, VA	VBPCS



Personnel Report  
Virginia Beach City Public Schools  
August 10, 2021  
2021-2022

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/26/2021	Alice M McCoy	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/17/2021	Maurice T Jordan	School Counselor	Norfolk State University, VA	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Andrea J Frazer	Special Education Teacher	Regent University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Parker V Goettsch	Seventh Grade Teacher	Dakota Wesleyan University, SD	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Lauren N McCutchen	Eighth Grade Teacher	University of Texas Tyler, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Ryan McGuire	Seventh Grade Teacher	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/26/2021	LaVonna D Corbett	Literacy Teacher	Wayne State University, MI	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/26/2021	Sadaf Najafzadeh	Special Education Teacher	Marymount University, VA	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/26/2021	Michelle L Miller	Seventh Grade Teacher	University of Virginia, VA	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/26/2021	Joanne E Singer	Special Education Teacher	George Mason University, VA	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/26/2021	Nada Zeineddine	English Second Language	Manchester University, GB	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/26/2021	Christopher T Brinkac	Special Education Teacher	Marine Corps University, VA	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Samantha M Bolin	Sixth Grade Teacher	Walden University, MN	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Kathleen L Chumley	Eighth Grade Teacher	Regent University, VA	Amelia County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Joanna M Clark	Eighth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Dana Frits	Seventh Grade Teacher	Iowa Other, IA	DoDEA Ramstein Middle School, Germany
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Katelyn R Ohlstein	Sixth Grade Teacher	Longwood University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Justin M Brandt	Health & Physical Education Teacher	Radford University, VA	Charlotte-Mecklenburg Schools, NC
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Madison Ellsworth	Eighth Grade Teacher	Slippery Rock University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Glynnis C Farleigh	Eighth Grade Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Andrea N Poppiti	Sixth Grade Teacher	Rutgers The State University of New Jersey, NJ	Westfield Public Schools, NJ
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Margaret M Webb	Band Instructor	Louisiana State University, LA	Ascension Parish Schools, LA
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/26/2021	Kayla D Brown	Health & Physical Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/26/2021	Katherine B Carpenter-Ware	Special Education Teacher	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/26/2021	Allison S Carter-Gray	Eighth Grade Teacher	Troy State University, AL	Escambia County School Distric, FL
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/26/2021	Katherine Figueroa	Eighth Grade Teacher	City Univ of NY City College, NY	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/26/2021	LaTonya S Hughes	Special Education Teacher	Regent University, VA	Chesapeake Bay Academy, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Jennifer C Estabrook	Science Teacher	Old Dominion University, VA	Charles County Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Kelsey J Hayes	Sixth Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/26/2021	Marissa E Nihill	Health & Physical Education Teacher	Texas State Univ San Marcos, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Kelly A Conner	Eighth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Kamil B Donawa	School Counselor	Regent University, VA	Hampton Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Allison H Mitcham	Special Education Teacher	Not Applicable	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Katherine B Price	Eighth Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Clarita Sanchez	Spanish Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Chelsea L Treadway	Library Media Specialist	Arkansas State University, AK	The Academies at Jonesboro High School in Jonesboro, AR
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/17/2021	Nicole A SantaLucia	School Counselor	Virginia Tech, VA	VBCPS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/26/2021	Dominique J Torres	Special Education Assistant	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/26/2021	Aaron P Campbell	Health & Physical Education Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/26/2021	Elizabeth A Huggin	Sixth Grade Teacher	College of Charleston, SC	Poquoson City Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/26/2021	Linda K Morris	Eighth Grade Teacher	Coastal Carolina University, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/26/2021	Kiara Clark	Spanish Teacher, .600	University of Puerto Rico, PR	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/9/2021	Evangeline S Ruphael	Marketing Education Teacher	Florida Other, FL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/26/2021	John C Bain	Science Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/26/2021	Leah A Cejas-Brown	Mathematics Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/26/2021	Susan E Lemmons	Library Media Specialist	University of Denver, CO	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/26/2021	Elizabeth J Moran-DeWald	English Second Language	Framingham State College, MA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Cox	8/26/2021	Amy M Keenan	Family & Consumer Science Teacher, .400	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/9/2021	Cameron Williams	School Counselor	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/26/2021	Shannen J Gilbert	English Teacher	Virginia Commonwealth Univ, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/26/2021	Nikki N Harris	Graduation Coach	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/26/2021	Cayte D Lyonnais	Mathematics Teacher	College of William and Mary, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/26/2021	Earline Rocks	Family & Consumer Science Teacher, .600	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/26/2021	Janine D Mobley-Burke	English Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/26/2021	April Stanback	Spanish Teacher, .600	Walden University, MN	DeSoto ISD, TX
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/26/2021	Anna K Harrington	Science Teacher	University of Akron, OH	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/26/2021	Alyson P Toler	Special Education Teacher	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/26/2021	Khleff J Walker	Social Studies Teacher	Virginia Commonwealth Univ, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/26/2021	Jonathan Miley	Mathematics Teacher	Wright State University, OH	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/26/2021	Thomas S Stewart	English Teacher	Chaminade University of Honolulu, HI	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/11/2021	Jason A Houser	Naval Science Instructor	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/26/2021	Felicity Burns	Special Education Teacher	Western Governors University, UT	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/26/2021	Julie C Vance	French Teacher	University of Kentucky, KY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	7/28/2021	Lauren R Gipson	Guidance Department Chairman	Univ of Colorado Denver, CO	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/26/2021	Kristin H Bridges	Seventh Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/26/2021	Dakota J Davenport	English Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/26/2021	Jason DiGioia	English Teacher	University of Maine, ME	Denver Jewish Day School, CO
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/26/2021	Samantha G Lane	Eighth Grade Teacher	Virginia Wesleyan University, VA	Catholic High School, VA
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/26/2021	Nicholas R Winston	Social Studies Teacher	Virginia State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/26/2021	Christina J Zendzian	Seventh Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/11/2021	Cajan L Nelms	Naval Science Instructor	Coastline Community College, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/26/2021	Jodie P Burwell	Drama Teacher	University of North Texas, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/26/2021	Kathleen M Pearson	Mathematics Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/26/2021	Joseph Wood Jr	Health & Physical Education Teacher	Norfolk State University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/26/2021	Paul G Xenakis	Social Studies Teacher	Pace University New York, NY	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Department of School Leadership	8/11/2021	Zebrina O Taylor	Special Education Teacher	College of William and Mary, VA	Williamsburg-James City County Public Schools
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/26/2021	Mary Anne P Jackson	Hearing Impairment Teacher	Flagler College, FL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/26/2021	Elizabeth M Leon-Kirtland	Speech/Language Pathologist	James Madison University, VA	Children's Hospital of The King's Daughters, VA
Assigned to Instructional Salary Scale	Resignations - Elementary School	Alanton	6/30/2021	Elizabeth J Moran-DeWald	Fifth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Centerville	6/30/2021	Sheleen S Dixon	Gifted Resource Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2021	Rachel E Oda	Third Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2021	Emily K Back	Third Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2021	Megan C Mattson	Art Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	6/30/2021	Tamara D Leonard	Second Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Providence	6/30/2021	Brittany M Bridges	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	6/30/2021	Christopher M Bracey	Library Media Specialist (accepted a private sector job)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	6/30/2021	Charnita D Pearce	Title I Resource Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	6/30/2021	Colleen E Hinson	Special Education Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	White Oaks	6/30/2021	Rachel A Guadagnolo	Kindergarten Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Dawn	6/30/2021	Dawn M Edwards	Seventh Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	6/30/2021	Edwin Herrera	Health & Physical Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	6/30/2021	Erin E Lynch	Eighth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Independence	6/30/2021	Stefanie A Hall	School Counselor (personal reasons)	Not Applicable	Not Applicable

Personnel Report  
Virginia Beach City Public Schools  
August 10, 2021  
2021-2022

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Instructional Salary Scale	Resignations - Middle School	Independence	6/30/2021	Stacey R Laney	Eighth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2021	Amanda M Booth	Math Specialist (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Salem	6/30/2021	Rachel W Ahrenberg	Seventh Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2021	Maurice T Jordan	School Counselor (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2021	Diana Kuehndel	German Teacher, .600 (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2021	Carlos M Martinez	Special Education Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	6/30/2021	Brittany T Garcia	Family & Consumer Science Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	6/30/2021	Kisha C Coleman-Pender	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2021	Gina A Olivieri	Mathematics Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	7/29/2021	Karen J Fackrell	Guidance Department Chairman (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2021	Brian J Reynolds	Technology Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2021	Amanda N Yoder	School Counselor (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bayside	6/30/2021	Tracy J Taylor	Pre-Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	John B. Dey	6/30/2021	Pamela B Cohen	Fifth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	John B. Dey	6/30/2021	Michelle A Reed	Fourth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	King's Grant	6/30/2021	Joyceanne Beaman	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Princess Anne	6/30/2021	Linda I Francis	Social Studies Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Three Oaks	6/30/2021	Emily M Bellamy	Second Grade Teacher (employee changed from resignation to retirement)	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Hermitage	8/11/2021	Racheal L Curry	Assistant Principal	Old Dominion University, VA	Norfolk Public Schools, VA
Administrative	Appointments - Middle School	Green Run Collegiate	TBD	Phillip A Friedman	Academic Dean MS	Regent University, VA	VBCPS
Administrative	Appointments - Middle School	Virtual Learning Center	8/2/2021	Joel P Guldenschuh	Principal	George Washington University, DC	VBCPS
Administrative	Appointments - High School	Green Run	8/11/2021	Jenna N Filipowicz	Assistant Principal	Radford University, VA	VBCPS
Administrative	Appointments - High School	Kempsville	8/11/2021	Joshua Petrice	Assistant Principal	Old Dominion University, VA	SECEP, VA
Administrative	Appointments - Miscellaneous	Department of Budget & Finance	8/11/2021	Daniel G Hopkins	Director Business Services	Not Applicable	VBCPS
Administrative	Appointments - Miscellaneous	Department of Budget & Finance	8/11/2021	Jefferson A Ludvik	Grants Manager	Averett University, VA	Not Applicable
Administrative	Appointments - Miscellaneous	Department of Human Resources	TBD	Emily P Beasley	Employee Relations Specialist	Not Applicable	Salem Academy and College
Administrative	Appointments - Miscellaneous	Department of Teaching and Learning	8/11/2021	Nancye D Flinn	Coordinator Science	George Washington University, DC	VBCPS





**Subject:** 2021-2022 Reopening Plan

**Item Number:** 12B

**Section:** Action

**Date:** August 10, 2021

**Senior Staff:** Donald Robertson, Jr., Ph.D., Chief of Staff

**Prepared by:** Donald Robertson, Jr., Ph.D., Chief of Staff

**Presenter(s):** Donald Robertson, Jr., Ph.D., Chief of Staff

Jack Freeman, Chief Operations Officer, Department of School Division Services

Eugene Soltner, Ed.D., Chief Schools Officer, Department of School Leadership

Kipp Rogers, Ph.D., Chief Academic Officer, Department of Teaching and Learning

**Recommendations:**

That the School Board approve the reopening plan for the 2021-22 school year including mitigations, athletic plans, a preview of potential plans for transition programming, new teacher orientation, and students with disabilities with Virtual VA and VBCPS.

**Background Summary:**

The School Board has requested plans for the 2021-22 school year as soon as they were available. This presentation provides plans for the reopening of the school year.

**Source:**

**Budget Impact:**

TBD



**Subject:** Resolution Regarding Masks/Face Coverings **Item Number:** 12C

**Section:** Action **Date:** August 10, 2021

**Senior Staff:** N/A

**Prepared by:** Laura Hughes, School Board Member

**Presenter(s):** Laura Hughes, School Board Member

**Recommendation:**

That the School Board adopt a Resolution stating that Masks/Face Coverings shall, in the absence of further statewide mandates, be optional in all VBCPS buildings and offices, both indoors and outdoors.

**Background Summary:**

That Center for Disease Control (CDC) guidelines no longer call for masking outdoors. In May 2021 the Governor of Virginia lifted the mask mandate except for those inside school buildings and traveling on public transportation. Persons who are outside on school property or outside attending school sponsored events should not be required to wear masks or face coverings.

**Source:**

**Budget Impact:**

**RESOLUTION**  
**MASKS/FACE COVERINGS NOT REQUIRED IN**  
**VIRGINIA BEACH CITY PUBLIC SCHOOLS**

**WHEREAS**, the School Board of the City of Virginia Beach, Virginia is committed to the physical safety and emotional well-being of all students and staff as well as being committed to providing the least restrictive environment for all students; and

**WHEREAS**, at least nineteen states have lifted all mask mandates with no increase in COVID numbers; and

**WHEREAS**, the state of emergency expired on June 30, 2021; and

**WHEREAS**, all Virginia Beach City Public Schools staff has had an opportunity to become fully vaccinated; and

**WHEREAS**, Virginia Beach City Public Schools acknowledges that parents are best-suited to make decisions for their children,

**NOW, THEREFORE BE IT RESOLVED, that**

1. Masks/face coverings shall, in the absence of further statewide mandates, be optional in all Virginia Beach City Public Schools buildings and offices, both indoors and outdoors.
2. Masks/face coverings will, in the absence of further statewide mandates, be optional for all Virginia Beach City Public Schools students, staff, and guests.
3. This policy shall be in effect beginning August 11, 2021.

**BE IT FURTHER RESOLVED that** it will not be the policy of Virginia Beach City Public Schools to either encourage or discourage any student, staff member, or guest to wear a mask or face covering.



**Subject:** Unsolicited Public-Private Education & Information Act (PPEA) Proposal **Item Number:** 13A

**Section:** Information **Date:** August 10, 2021

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

**Prepared by:** Anthony L. Arnold, P.E., Executive Director, Facilities Services

**Presenter(s):** Anthony L. Arnold, P.E., Executive Director, Facilities Services

**Recommendation:**

That the School Board authorize the Superintendent to accept S. B. Ballard Construction Company's (SBBCC) unsolicited proposal for the replacement of Bayside High School, Princess Anne High School and Bettie F. Williams/Bayside 6<sup>th</sup> Grade Campus.

**Background Summary:**

Staff received an unsolicited PPEA proposal from SBBCC on June 4, 2021. Staff has reviewed the proposal and in accordance with School Board Policy 3-71 recommends the Superintendent formally accept the proposal.

**Source:**

Code of Virginia §56-575.1 The Public-Private Education Facilities and Infrastructure Act of 2002  
School Board Policy 3-71 Public-Private Education Facilities and Infrastructure Act Projects

**Budget Impact:**

N/A



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

**Section:** Closed Session **Date:** August 10, 2021

**Senior Staff:** Aaron Spence, Superintendent

**Prepared by:** Kamala H. Lannetti, Deputy City Attorney

**Presenter(s):** Aaron Spence, Superintendent

**Recommendation:**

That the School Board recess into Closed Session to deliberate on the following matters: a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraph 1 , as amended, for 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: for the purpose of addressing the Superintendent's annual goals.

**Background Summary:**

**Source:**

Code of Virginia, Section 2.2-3711

**Budget Impact:**

N/A