



# 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**  
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**Jessica L. Owens**  
District 3 – Rose Hall

**Trenace B. Riggs**  
District 1 – Centerville

**Carolyn D. Weems**  
District 4 - Bayside

**Aaron C. Spence, Ed.D., Superintendent**

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***School Board Regular Meeting Proposed Agenda***

**Tuesday, July 20, 2021**

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

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**Notice to Persons Attending School Board Meetings  
Regarding Decorum Expectations**

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# VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

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## **School Board Regular Meeting Proposed Agenda Tuesday, July 20, 2021**

**Updated 07/15/2021**

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 or via Zoom.

The School Board will hear public comment on Formal Agenda items and Informal and Non-Agenda items at the July 20, 2021 School Board Meeting. Citizens who would like to speak can sign up to speak either in person or electronically. All speakers must be signed up to speak by noon on July 20, 2021. The School Board has determined that in person speakers will be heard before speakers who are participating electronically. Formal Agenda item and Informal and Non-Agenda item speakers will be heard as set forth in the Agenda. Persons signed up to speak in person will be called to line up to speak in the hallway. Persons who are not vaccinated for COVID-19 are encouraged to wear face coverings while in the School Administration Building. Citizens requiring accommodations to observe or speak at the meeting should contact the School Board Clerk to discuss accommodations. Informal and Non-Agenda item speakers will be heard after the Conclusion of the Regular School Board Meeting. 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 will hear comments from speakers but reserves the right to conclude speaker comments by vote of the School Board. All public comments shall meet the School Board Bylaw 1-48 requirements for Decorum and Order.

Attendee link: [https://us02web.zoom.us/webinar/register/WN\\_CP0AuCTyS\\_K3zwr3KlaASQ](https://us02web.zoom.us/webinar/register/WN_CP0AuCTyS_K3zwr3KlaASQ) Call-in (301) 715-8592 ID 864 8325 1413

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

### **INFORMAL MEETING**

- 1. Convene School Board Workshop ..... 4:00 p.m.**
  - A. School Board Administrative Matters and Reports
  - B. 2021-2022 Plan Update
  - C. Mental Health Task Force
- 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**
- 6. Student, Employee and Public Awards and Recognitions**
- 7. Adoption of the Agenda**
- 8. Superintendent’s Report**
- 9. Approval of Meeting Minutes:**
  - A. July 6-7, 2021 School Board Retreat / Abridged School Board Meeting **Added 07/19/2021**
- 10. Hearing of Citizens and Delegations on Formal Agenda Items**

The School Board will hear public comment on Formal Agenda items at the July 20, 2021 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated 4 minutes each. Sign up for public speakers will close at noon on July 20, 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. July 20, 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.



# VIRGINIA BEACH CITY PUBLIC SCHOOLS

## CHARTING THE COURSE

School Board Regular Meeting Proposed Agenda (continued)  
Tuesday, July 20, 2021

### 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.

#### A. Policy Review Committee (PRC) Recommendations

1. Policy 3-52/ Business and Non-Instructional Operations/Sales on School Property
2. Policy 3-56/ Business and Non-Instructional Operations/Safety Program
3. Policy 3-64/ Business and Non-Instructional Operations/Security of Buildings and Grounds
4. Policy 4-6/ Healthy Work Environment **Amended 7/20/2021**

### 12. **Action**

- A. Personnel Report / Administrative Appointment(s) **Updated 07/21/2021**
- B. Policy Review Committee (PRC) Recommendations
  1. Bylaw 1-19/ Duties of Chair/Vice Chair
  2. Bylaw 1-47/ Public Comments at School Board Meetings
- C. Resolution: Masks/Face Coverings

### 13. **Information**

- A. Special Education Advisory Committee Report

### 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 July 20, 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. Sign up for public speakers will close at noon on July 20, 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. July 20, 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 Plan Update

Item Number: 1B

Section: Workshop

Date: July 20, 2021

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

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

Presenter(s): Eugene F. Soltner, Ed.D., Chief Schools Officer, Department of School Leadership  
Kipp Rogers, Ph.D., Chief Academic Officer, Department of Teaching and Learning  
Jack Freeman, Chief Operations Officer, Department of School Division Services

**Recommendations:**

That the School Board receive 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.

**Background Summary:**

The School Board has requested an update on plans for 2021-22 as soon as they were available. This presentation provides plans for next year to receive feedback.

**Source:**

**Budget Impact:**

TBD



**Subject:** Mental Health Task Force **Item Number:** 1C

**Section:** Workshop **Date:** July 20, 2021

**Senior Staff:** Kipp D. Rogers, Ph.D., Chief Academic Officer, Department of Teaching and Learning

**Prepared by:** Alveta J. Green, Ed.D., Executive Director, Student Support Services

**Presenter(s):** Alveta J. Green, Ed.D., Executive Director, Student Support Services

**Recommendation:**

The School Board will review the recommendations of the Mental Health Task Force and consider next steps.

**Background Summary:**

The purpose of this workshop is to provide the School Board with an update on the work of the Mental Health Task Force and final recommendations.

**Source:**

Office of Student Support Services

**Budget Impact:**

N/A



**Subject:** Approval of Minutes

**Item Number:** 9A

**Section:** Approval of Minutes

**Date:** July 20, 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 6-7, 2021 School Board Retreat / Abridged 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



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### **School Board Retreat/Abridged Meeting MINUTES**

**Tuesday, July 6, and Wednesday, July 7, 2021**

Professional Development Center

641 Carriage Hill Road

Virginia Beach, VA 23452

(757) 263-1000

The School Board Retreat will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBT Channel 47, as well as through Zoom through the link below, for viewing by the public.

The School Board Abridged Meeting on July 6, 2021 at 4:30 pm will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBT Channel 47, and on Zoom through the link below. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website.

Attendee link: [https://us02web.zoom.us/webinar/register/WN\\_0w1iDSY3RTuNW\\_vslPFVew](https://us02web.zoom.us/webinar/register/WN_0w1iDSY3RTuNW_vslPFVew) Call-in (301) 715-8592 ID 843 8778 5961

Media representatives should contact the Department of Communications and Community Engagement regarding accessing the Retreat and Abridged Meeting.

## **TUESDAY, July 6, 2021**

Chairwoman Rye convened the School Board Retreat at 8:33 a.m. on the 6<sup>th</sup> day of July 2021 and announced the School Board Retreat will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBT Channel 47, as well as through Zoom. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website.

The following School Board members were present: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Hughes, Ms. Riggs. Ms. Owens arrived at 9:10 a.m., Ms. Manning arrived at 9:22 a.m. due to car issues, Ms. Holtz arrived at 9:37 a.m. due to a family matter, and Ms. Weems arrived at 12:55 p.m. due to a health matter.

Chairwoman Rye introduced Donald E. Robertson, Jr., Ph.D., Chief of Staff for the Inclusive Opening Activity. The School Board members and Senior Staff members answered questions to find commonalities.

At 8:56 a.m. Chairwoman Rye reviewed the Retreat schedule for Day 1 and Day 2; David Din, Chief Information Officer, briefly reviewed the microphone system and queue position to speak.

**Compass to 2025 Update:** Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation, and Accountability presented the School Board with a Compass to 2025 Update; overview of presentation: revisited priorities from 2020-2021, strategic direction setting for 2021-2022, next steps; priorities from 2020-2021: implement recovery plan, focus on staff and student wellbeing, equity, reimagine learning, foster student agency and deeper learning, understand and share the big picture; recovery plan – updates at School Board meetings; wellbeing – virtual benefits fair, webinars, all-staff survey on current Employee Assistance Program (EAP), Mental Health Task Force, updated SEL stockpile of resources, student SEL survey administered in Fall and Spring; SEL survey – self-awareness, self-management, relationship skills, social awareness, responsible decision making; reviewed survey participants and results; innovation efforts – sample projects: student-led podcast at one elementary school, revamping geometry to incorporate problem-based learning, implementing a virtual peer tutoring program division-wide; understand the big picture of Compass to 2025; reviewed the strategy map; reviewed idea of managing change with a change portfolio – simultaneously coordinating,

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Plaza Annex – Professional Development Center  
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Tuesday, July 6, and Wednesday, July 7, 2021  
School Board Retreat and Abridged Meeting  
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integrating, managing, prioritizing, and controlling several projects at once at the organizational level; portfolio approach involves identifying a limited number of priorities; the Big 3: Educational Equity, Integrated Systems of Supports, High School Redesign; reviewed the Strategic Action Agenda – lessons learned during the pandemic and our path forward: 3 essential priorities for schools, deeper dive into work underway, directly supports Compass to 2025 Goals 1-3; strategic action agenda has shared language with links to resources; Strategic Action Agenda areas of focus: Educational Equity, Integrated Systems of Support, and Future-Ready Students; supporting the Strategic Action Agenda – Compass to 2025 Resources Site, high school redesign planning sessions, 2021 Leadership Conference, ongoing professional learning and resource sharing through Citywide and League meetings and essential sessions; next steps: finalize project roadmaps and define outcomes for ongoing performance measurement, Compass to 2025 Site (Internet) – interactive strategy map, summary of key initiatives, innovation highlights, School Board workshops topics (Mental Health Task Force Recommendations, Equity Assessment Findings and Recommendations, Strategic Plan Mid-year Update.)

The discussion continued regarding five-year plan; learning experiences - capstone project; survey; gathering of data; military population; professional development; VDOE training; Educational Equity; K-12 experience and internships; surveys for SEL and notification to parents; student-identifiable survey field tested at eight schools (Alanton Elementary, Salem Elementary, Windsor Woods Elementary, Luxford Elementary, Corporate Landing Middle, Bayside Middle, Salem High, and Kellam High.)

There was a break from 10:00 a.m. to 10:15 a.m.

**Flexible Scheduling Model:** Kipp D. Rogers, Ph.D., Chief Academic Officer provided brief remarks and introduced Matthew D. Delaney, Senior Executive Director of High School Education who presented Developing Future-Ready Students – Flexible scheduling for high schools to the School Board; stated not looking at this as 4x4 schedule or an A/B schedule but develop a schedule that meets goals set forth in Compass to 2025; scheduling model that prepares all student to be future-ready; purpose of presentation: share “why” behind the need for a flexible schedule, understanding of what is meant by flexible schedule, discuss lessons learned from past year, share action steps for the 2021-22 school year; reviewed aspects of Compass to 2025; development of four pillars of high school redesign (rigorous, relevant and real-world learning experiences; student-curated works of substance; a meaningful plan for postsecondary pursuits; a signature experience); reviewed some lessons learned from last year (i.e. impact of 4x4 schedule); feedback from students regarding 4x4 schedule and A/B schedule; meaning of flexible schedule – scheduling model that maximizes the opportunities provided for students and maximizes the effectiveness of how we utilize teachers and staff; stated again not looking at this as 4x4 schedule or an A/B schedule but develop a scheduling model to meet the goals set forth in Compass to 2025 and that prepares all students to be future ready; develop a flexible schedule that provides increased opportunities for students to take advanced courses, electives, and work-based learning, work to identify courses best taught on a 4x4 and A/B schedule, common planning and teacher collaboration, be aligned across the division to mitigate impact on student transfers; monitor impact on staffing; reviewed Goal 5: Mutually Supportive Partnerships; communicating information to families: Family Connection workshop series, Back to School Community Fair, Academy Informational Nights, social media.

The discussion continued regarding scheduling models of other districts; length of class (90 minutes); impact of scheduling on school counselors and staffing - working with Robert Jamison, Ed.S., Coordinator, Guidance Services; opportunity to offer flexible scheduling this fall – probably wait until next year, 4x4 designed for COVID; policy changes and flexible scheduling; concerns for incoming military students; Advanced Placement courses; flexible scheduling and alternative schools; gifted students; Virtual Virginia and schedules (4x4, A/B); briefly discussed next steps.

**Board Administrative Matters:** Chairwoman Rye mentioned the disciplinary committees and challenge of morning time frame and possibility of moving to the afternoon; briefly mentioned code of ethics and social media use; Governance Committee will be coming back with regards to the pandemic (in-person meetings, Zoom links, live streaming and TV broadcast, speakers and Zoom option, how to move forward); schedule of retreat – 30 minutes ahead of schedule, start with Scratch cooking at 11:15 am, School Board members concurred with the schedule change.

There was a break from 11:00 a.m. to 11:15 a.m.

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**Lunch and Scratch Cooking Demo:** John E. Smith, Ed.D., Director of Food Services presented to the School Board Summer 2021 Scratch Cooking Instructional Initiative; aligns with Compass to 2025 Goal 2: Student Well-Being, Strategy 7: Address physical health through nutrition and fitness programs; gardens, greenhouses, and school kitchens become our classrooms; the vision: creating a scratch culture in VBCPS – curriculum integration, district supports via Teaching and Learning, Food Services, and Facilities, scratch cooking, sustainability initiatives; highlighted curriculum connections through scratch cooking (i.e. Health/P.E., Math, Life Science, Earth Science, Culinary electives); goal: raised gardens and greenhouses at every school; Iron Chef competition; planning menus; menu items (sweet and sour chicken, breakfast kolache, Italian chef pockets, beachburger scratch pizza, scratch enchiladas, ramen bowl); reviewed scratch schools timeline; workforce development and retention; career ladder pathway; TCC partnership with multiple career pathways; new scratch initiative – vending; food truck; the discussion continued regarding career paths; student involvement; gardens at schools; students understanding process (dirt to seeds to harvest to cooking); student internships; Technical and Career Education Center; garden at Seatack Elementary; gardens at other schools.

The retreat continued at 12:47 p.m.

**School Board Member Self-Evaluation:** Facilitator Fran Prolman, Ed.D., President, The Learning Collaborative; Ms. Melnyk read a brief introduction of the facilitator; Dr. Prolman greeted each of the School Board members; reviewed some essential questions; reviewed the presentation itinerary: welcome and purpose for today, the role of the compelling why, reflection and growing our capacity, self-evaluation data, crosswalk with the “The Principles of Good Board Practice”, summary and next steps; explained Why-How-What; what is your compelling why?; discussed background of reflective practice; defined reflection; Theory of Intelligence – neural, experiential, reflective; Theory of Multiple Intelligences; activity – read quote and pick three words that resonate with you; discussion followed about the words chosen and why; explained The Third Point; activity – groups of two and one of three – reviewed data from self-evaluation; wrote conclusions of data on three indicators.

There was a break from 2:10 p.m. to 2:25 p.m.

The session continued with reviewing and sharing of conclusions of data; reviewed words from reflection activity; discussed deep listening; tendencies which hinder deep listening: judgmental, interrogating, advice giving, storytelling; reviewed The Third Point; activity – groups discussed their tendencies that affect deep listening; systems thinking – we are in this together; action plan for continued growth; activity – self assessment, what is your plan; role playing exercise – deep listening; talking to each other not about each other; final activity – what are you going to commit to do.

Chairwoman Rye thanked Dr. Prolman; noted will be reconvening at 4:30 p.m. for the abridged meeting. The retreat concluded at 3:51 p.m.

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***Abridged School Board Meeting MINUTES***

Professional Development Center  
641 Carriage Hill Road  
Virginia Beach, VA 23452  
(757) 263-1000

- 1. *Call to Order and Attendance:*** Chairwoman Rye called the abridged meeting to order at 4:30 p.m. on the 6<sup>th</sup> day of July 2021 and announced the School Board Abridged meeting will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBT Channel 47, and on Zoom. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building and on the [VBSchools.com](http://VBSchools.com) website.

The following School Board members were present at the abridged meeting: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

- 2. *Moment of Silence followed by the Pledge of Allegiance***
- 3. *Adoption of the Abridged Meeting Agenda:*** Chairwoman Rye called for any modifications to the agenda; hearing none, Chairwoman Rye called for a motion to approve. Ms. Manning made a motion, seconded by Ms. Melnyk. Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.
- 4. *Approval of Minutes: June 22, 2021 Regular Meeting:*** Chairwoman Rye called for any modifications to the June 22, 2021 Regular Meeting minutes; hearing none, Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Ms. Hughes. Chairwoman Rye called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, and Ms. Riggs. There were three (3) abstentions to the motion: Ms. Melnyk (was not present at the June 22, 2021 meeting), Ms. Manning (was not present at the June 22, 2021 meeting), and Ms. Weems (was out of town, not present at the June 22, 2021 meeting.) The motion passed 8-0-3.
- 5. *Action***
  - A. *Personnel Report/Administrative Appointments:*** Ms. Riggs made a motion, seconded by Ms. Holtz that the School Board approve of the appointments and the acceptance of the resignations, retirements and other employment actions as listed on the July 6, 2021, personnel report along with administrative appointments as recommended by the Superintendent. Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously. Superintendent Spence introduced the following: Katie C. Catania, Ph.D., Assistant Principal, Holland Elementary School as Principal, Parkway Elementary School; James E. Daub, Teacher, Newtown Elementary School as Assistant Principal, Princess Anne Elementary School; Bellary C. Poling, Teacher, Holland Elementary School as Assistant Principal, Holland Elementary School; Leticia W. Swift-Newsome, Teacher, Holland Elementary School as Assistant Principal, Centerville Elementary School; Megan M. Thompson, Instructional Technology Specialist, Thoroughgood Elementary School as Assistant Principal, Thoroughgood Elementary School; Tyrone M. Harris, Assistant Principal, Warhill High School, Williamsburg-James City County Public Schools as Coordinator, Professional Learning, Office of Professional Growth and Innovation; Lorena L. Kelly, Ph.D., Principal, Brookwood Elementary School as Executive Director, Elementary Teaching and Learning, Department of Teaching and Learning; and Angela M. Seiders, Director of Secondary Instruction, York County School Division as Executive Director, Secondary Teaching and Learning, Department of Teaching and Learning.
  - B. *Status of State of Emergency:*** School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney discussed the new ruling by the state health commissioner; extended the coronavirus emergency and K-12 education July 1 through July 25; remains a public health crisis in the K-12 education in Virginia; guidance to wait until July 25 for

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updated information; the discussion continued regarding the mask mandate; public health emergency; waiting for further guidance; and any updates will be provided to the School Board.

**6. Information**

A. Resolution: Masks/Face Coverings: Ms. Hughes read the following resolution:

**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.
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 stated the intention was to have the resolution as an Action Item at the July 20, 2021 School Board meeting; brief comments were discussed in support of the resolution.

**7. Conclusion of Abridged Meeting:** The abridged meeting concluded at 4:49 p.m.

**8. Closed Session** (as needed)

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

**10. Adjournment:** Chairwoman Rye adjourned the abridged meeting at 4:49 p.m.



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### **School Board Retreat/Abridged Meeting MINUTES**

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*The School Board Retreat will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBTV Channel 47, as well as through Zoom through the link below, for viewing by the public.*

*The School Board Abridged Meeting on July 6, 2021 at 4:30 pm will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBTV Channel 47, and on Zoom through the link below. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website.*

Attendee link: [https://us02web.zoom.us/webinar/register/WN\\_0w1iDSY3RTuNW\\_vslPFVEw](https://us02web.zoom.us/webinar/register/WN_0w1iDSY3RTuNW_vslPFVEw) Call-in (301) 715-8592 ID 843 8778 5961

Media representatives should contact the Department of Communications and Community Engagement regarding accessing the Retreat and Abridged Meeting.

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## **WEDNESDAY, July 7, 2021**

Chairwoman Rye convened the School Board Retreat at 8:33 a.m. on the 7<sup>th</sup> day of July 2021 and announced members of the Public may watch the Retreat in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website. Chairwoman Rye briefly read the retreat agenda with the presentation for the second day.

The following School Board members were present: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz (arrived at 9:24 a.m.), Ms. Hughes (arrived at 8:40 a.m.), Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

Chairwoman Rye introduced LaQuiche Parrott, Ed.D., Director of Diversity, Equity and Inclusion, Office for Diversity, Equity, and Inclusion for the first presentation.

**Equity Update:** LaQuiche R. Parrott, Ed.D., Director of Diversity, Equity, and Inclusion presented the School Board an Educational Equity Update; reviewed the presentation outline; reviewed past professional learning opportunities – city-wide Principals meeting, culturally responsive practices stockpile, School Board sessions, optional the Master Badge; reviewed shared language regarding culturally responsive practices, educational equity, inequities, qualitative data, stratified random sampling; Dr. Parrott introduced Dr. Lee Thomas (attended via Zoom) from Quality Measures LLC, the third-party evaluator; Dr. Thomas reviewed groups met with, invited over 2,000 people, only had 366 individuals; overview of ‘Tour of Findings’ what it was and what is was not; reviewed the questions asked – there were 36 sessions over four days; six common themes: 1. Information sharing, 2. Hiring, retention, promotion & professional development, 3. Resources, 4. Academic journey, 5. Disciplinary practices, 6. Good intentions & the outcomes gap; information sharing – messaging, getting information out to everyone the same way, proactive listening, safe place for conversations; hiring, retention, promotion & professional development – not enough minority candidates, lack of clarity in the hiring process, retention – more mentoring, professional development – extensive opportunities but different levels of support; resources – need support for resources, resources not communicated well a disconnect, reliable internet, website navigation, instructional material; academic journey – help for minorities to understand opportunities, achievement gap, application for academies, Advance Placement courses, tutors; disciplinary practices – Quality Measures did not define discipline, need to address inequities in discipline, teachers should

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mentor students, special education; good intentions – equity training, communicate with community, good job of asking for feedback but needs to listen, more teachers of color; reviewed general timeline for next three months (July/August – October.)

The discussion continued regarding low participation in the survey; reviewed selection process for survey; School Board participation in survey; parent participation in survey; reviewed process for random sampling of participants; tour of findings; information from survey/findings; finding ways for more feedback.

**Pre-Budget Conversation:** Crystal M. Pate, Chief Financial Officer and Farrell Hanzaker presented the School Board with pre-budget information; Mr. Hanzaker began with a topic overview of the presentation; provided a brief overview of national economic projections and indicators, Virginia economy, Hampton Roads economy; reviewed regional economic performance and indicators; Ms. Pate continued the presentation; reviewed the FY21/22 budget at a glance; total of all funds \$1,084,587,738; noted grant fund includes two federally funded grants from Cares Act; reviewed unmet operating needs: still a work in progress, one-time funds in balancing budget, increase allowances for advanced degrees; move teacher assistants to grade U10; allowance for teacher assistants that hold a Bachelor’s degree, early commitment signing incentives, and white fleet replacement vehicles; reviewed unmet technology needs: on-going replacement of Chromebooks, desktop computers, interactive whiteboards, etc., wireless network replacement, data governance solution to prevent data security issues, and internet access for families who qualify for free and reduced lunch; reviewed budgetary priorities and challenges; and revenue sharing formula. The discussion continued regarding meeting with Mayor; budget agreement; internet access for families; budget issues; and CIP projects.

There was a break from 10:12 a.m. to 10:24 a.m.

**Compensation Philosophy:** John A. Mirra began the presentation to the School Board regarding compensation philosophy; noted that 85% of budget goes to salaries, compensation, promotions, etc.; introduced facilitator, Dr. Paula Singer; Dr. Singer reviewed the presentation agenda; goal: provide direction to begin updating the compensation philosophy; reviewed total compensation philosophy framework: compensation and benefits, internal/external factors, comparison markets, compensation and benefits systems, beyond market factors, communication, and governance; Compass to 2025 Goal 4: An Exemplary, Diversified Workforce, competitive compensation, differentiated compensation; reviewed VBCPS’ Compensation Philosophy; how to put into action; brief overview of the 13 points in the Compensation Philosophy, focused on certain words and aspects; reviewed survey results; competitors for talent; emphasis on differentiators of pay; effectiveness of compensation program; comparison to market; 85% of budget is for salary; elements in a compensation philosophy: market competitive; consistent, predictable pay growth; internally equitable.

Group discussion and activity; discussion 1: compensation philosophy elements associated with goals (sectors, competitive market, market position, evaluated); School Board members divided into groups to discuss; regrouped to discuss groups responses; competitive market – shortages, instructional staff competing with other positions, medical benefit package, top in region; market position – benchmarks at 5-10-15 years; cost of living, health care, highly qualified and skilled employees, career ladder, affordable housing, assesses resources “what can we do”; evaluated – reviewing Compass Plan, issues retaining and recruiting positions, evaluation of needs instead of whole philosophy; annual cycle; market competitiveness.

Group discussion and activity; discussion 2: compensation philosophy elements associated with goals (pay increases); School Board members divided into groups to discuss; regrouped to discuss groups responses; pay increases – inflation, changes in cost of living, available funds, expansion of duties, performance, time in role/position, supply & demand, trends in market practices, availability of workforce; the discussion continued regarding pay equity, retention in different schools -Title I vs. non-Title I; would like examples of merit/performance based salary; equitable pay raise; incentives in pay scales; merit pay; milestones; improvement to exit review; differential pay for high need areas; Mr. Mirra noted there will be workshops to follow-up on work started today; need to focus on philosophy.

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There was a break from 12:16 p.m. to 1:00 p.m. The retreat reconvened at 1:03 p.m.

**Historical Perspective of Employee Input:** John A. Mirra presented the School Board with a historical perspective of employee input; reviewed the presentation agenda; noted the two major policies: Policy 2-15, Communication with Staff and Policy 4-8, Employee Input Process; prior to 1999 had Meet & Confer; eligibility criteria for associations/organizations; eligibility criteria for non-association/organized groups; three categories of employees were established: teachers, nurses, interpreters, teacher assistants, psychologists, social workers, custodians; bus drivers/bus assistants; and secretary/clerical; scope of discussion centered on terms and conditions of employment and salaries; brief overview of procedures and timeline; in 1999, Meet & Confer was deemed to be Collective Bargaining; 1999-2006 – Employee Input Meetings; created informal meetings for 8 employee groups (instructional, specialist, teacher assistants, custodians, administrative support services, bus drivers/bus assistants, clerical, and administrators); criteria for holding meetings with groups; procedures and timeline (Step 1: Informal Group Meetings, Step 2: Selection of Issues Review Team Members, Step 3: Superintendent’s recommendations); in 2006 had online survey; 2006-2007 had employee input meetings/web survey; 20 meetings with 449 attendees (34 teachers) and web-based survey had 657 respondents (327 teachers); got better input and results from employee input web-based survey; reviewed employee group categories; sample survey format; employees respond to statements related to five major topics: resources and information available, working relationships, professional development/training, opportunities within the division, compensation and benefits; rated satisfaction with pay and benefits; sample feedback data for work environment.

2007-present have employee input web-based survey; employee input increased from an average of 450 participants to approximately 5,000 participants; employee convenience; anonymous participation; ability to sort data; high response items receive further attention/follow-up; reviewed added initiatives - positions (example – transfer process for employees); compensation (example – increased the educational supplement for clerical staff, nurses, and interpreters, increased additional duty supplements, initiated internal equity adjustments); leave – (example - sick leave banks, created a leave donation program, added awards of leave to the service recognition program); performance management; professional development (example – in-service training for head day and night custodians); planning and efficiencies; technology (example – implementing an online leave and timesheet process); equipment & supplies (example – provided steel-toe shoes annually for craftsmen, improved driver ergonomics in driver compartments on school buses); opportunities (example – web-based Employee Handbook, onboarding process); School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney provided some potential next steps; series of workshops to start discussion; do we need something different; collective bargaining – legal requirements; design a program, time and costs; long process; the discussion continued regarding employee input system seems to be working; can gather large amounts of data; possibility of using both meet & confer and input surveys; teacher assembly and teacher forum; suggested another workshop with Kamala Lannetti.

**Retreat Summary/Closing:** Superintendent Spence briefly reviewed topics for upcoming workshops (equity assessment, compensation philosophy, collective bargaining); October another pre-budget workshop; Chairwoman Rye thanked all for time and commitment during the retreat; Kamala H. Lannetti commented on committees restarting meetings, reminded to work with staff and follow procedures.

Chairwoman Rye adjourned the retreat at 3:28 p.m.

Respectfully submitted:

\_\_\_\_\_  
Regina M. Toneatto, Clerk of the School Board

Approved:

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Carolyn T. Rye, School Board Chair



**Subject:** Policy Review Committee Recommendations **Item Number:** 11A 1-4

**Section:** Consent **Date:** July 20, 2021

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

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

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

**Recommendation:**

That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain 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.

**Background Summary:**

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
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.

**Source:**

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.  
Policy Review Committee Meeting of June 10, 2021

**Budget Impact:**

**~~BUSINESS AND NONINSTRUCTIONAL OPERATIONS~~**

**Sales on School Property**

**~~A. Employees~~**

~~Employees are not permitted to solicit or sell goods and/or services on school property.~~

**~~B. Sales to Students~~**

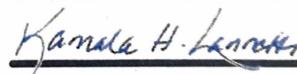
- ~~1. The sale of items during the school day, other than food in the cafeteria, shall be limited to those items and times approved by the principal. The proceeds from any such sales shall be used for school-related activities.~~
- ~~2. School stores may be operated for the convenience of students. Only those items approved by the Superintendent, or a designee, may be sold. The hours for operation shall be decided by the building principal. The mark-up of items shall not exceed 25 percent.~~
- ~~3. Vending machines dispensing food, beverages or personal necessities for student consumption and use are permitted in the schools subject to state and federal school food services regulations.~~
- ~~4. Arcade type game machines and juke boxes for soliciting money are not permitted in any location of the school division.~~
- ~~5. The principal may permit school-sponsored organizations to sell food items and materials related to the school after school hours.~~
- ~~6. School-related organizations may sell food and other items to spectators at athletic events under regulations of the principal. The proceeds from such sales shall be for the benefit of school-related or student activities.~~

Adopted by School Board: February 16, 1993

Amended by School Board: October 19, 1993

Repealed by School Board: July 20, 2021

APPROVED AS TO  
LEGAL SUFFICIENCY

  
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## BUSINESS AND NONINSTRUCTIONAL OPERATIONS

### Safety Program

It is the policy of the School Board to take every reasonable precaution for the safety of students, employees, visitors, patrons and all other persons having business with schools in the School Division. The School Board believes that safety is important to everyone concerned with the schools, not only as a protective measure during school hours, but also as an instructional means of developing an appropriate mode of behavior to minimize undesirable and unplanned occurrences.

### Editor's Note

*For implementation see the Division's "Safe School Plan." For implementation reference the Office of Safe Schools website for information concerning VBCPS policies and procedures*

### Legal Reference

Virginia Board of Education Regulations, Establishing Standards for Accrediting Public Schools in Virginia (January 1993), as amended.

Adopted by School Board: August 15, 1989  
Amended by School Board: February 16, 1993  
Amended by School Board: July 20, 2021

APPROVED AS TO  
LEGAL SUFFICIENCY

Kamala H. Larrick

## BUSINESS AND NONINSTRUCTIONAL OPERATIONS

### Security of Buildings and Grounds

#### A. Generally

In order to help ensure the security of school property from vandalism, the Sschool Bboard requires that:

1. Dusk-to-dawn and outside lights be installed where most needed.
2. Metal doors and screened doors and windows be installed where advisable.
3. Panic hardware be installed where required by the State Fire Marshall.
4. Persons apprehended for acts of vandalism ~~be may be subject to prosecution~~prosecuted.

#### B. Employees' Responsibilities

School Board employees shall check to make sure that their work area is closed and locked before leaving for the day. School vehicles are to have the keys removed from them and have the doors locked after parking the vehicle. All money and other valuables are to be kept in a secure place, preferably a bank or safe. ~~All contracts, titles, minutes, and official papers of the Bboard shall be stored in a fire proof vault at the school board office.~~

#### C. Building Checks

Building checks are to be made at such times as is necessary or required by the Superintendent or designee. A building check shall consist of:

1. Checking all entrances to the building to determine that they are secure.
2. Checking all boilers to see that they are functioning properly.
3. Checking for running water.
4. Checking internal areas - audiovisual storage, office areas, and kitchen.

The building check is to be accomplished by the head day or head night custodian.

*Editor's Note*

*For communications devices on school property see School Board Policy 3-65.  
See also division's "Safe School Plan." For additional information please see the Office of Safe  
Schools website*

**Related Links**

**School Board Policy 3-65**

**Adopted by School Board: February 16, 1993**

**Amended by School Board: July 20, 2021**

APPROVED AS TO  
LEGAL SUFFICIENCY

*Kamela H. Lencioni*

## PERSONNEL

### Healthy Work Environment

The School Board supports the rights of employees to have work environments that are free of abusive conduct and authorizes the Superintendent to develop regulations and/or procedures to address complaints regarding abusive work environments. Such regulations and/or procedures will:

1. Identify acts that a reasonable person would find abusive.
2. Provide for the appropriate corrective action for acts that are found to contribute to an abusive work environment.
3. Prohibit retaliation against any employee who alleges an abusive work environment or assists in the investigation of an abusive work environment.

Complaints of discrimination or harassment addressed under other School Board policies or regulations will be investigated and addressed under those policies and regulations and will not be considered separate complaints. 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 to investigate and resolve. The Superintendent or designee or the School Board are authorized to take reasonable, remedial measures to provide a work environment that is free of abusive conduct pending the final resolution of the complaint.

#### Editor's Note

*See School Board Policy 4-4 for Equal Employment Opportunity, Non-discrimination and anti-harassment and Compliance.*

### Legal Reference

Code of Virginia § 22.1-291.4 as amended. Bullying and abusive work environments prohibited.

### Related Links

School Board [Policy 4-4](#)

Adopted by School Board: October 23, 2018

Amended by School Board: July 20, 2021



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

**Section:** Action **Date:** July 20, 2021

**Senior Staff:** Cheryl Woodhouse, Chief Human Resources Officer

**Prepared by:** Cheryl 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 July 20, 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  
July 20, 2021  
2021-2022

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	9/1/2021	Keisha A Rawls	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/26/2021	Ryan C Kilmon	Special Education Assistant	James Madison University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	9/1/2021	Lisa C Hill	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	8/26/2021	Sommer D Manganaro	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	9/1/2021	Rochely N Colon Rodriguez	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	9/1/2021	Christine M Knight	Physical Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	9/1/2021	Cara M Kemp	Kindergarten Assistant	Longwood University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	7/7/2021	Tiernie C Farwell	School Office Associate II	Not Applicable	Atlantic City Inns, NJ
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/2/2021	Malcolm D Green	Custodian II Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	9/1/2021	Christina F Baldwin	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	8/26/2021	Wendy M Ng	Library/Media Assistant	Virginia Commonwealth Univ, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	9/1/2021	Emem F Asuquo	Special Education Assistant	Pace University Pleasantville, NY	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	9/1/2021	Haileigh McFarland	Physical Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	9/1/2021	Elizabeth G Sokol	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	7/1/2021	Marquis A Stallworth-Thomas	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	9/1/2021	Nevelie M Ocampo	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	9/1/2021	Joanne Ventura	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	7/1/2021	Jechonia Spruill	School Office Associate II	Lincoln University, PA	SECEP, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	7/1/2021	Bryan J Garay	Custodian III Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Bayside	7/1/2021	Morgan R Lee	School Office Associate II	Virginia Wesleyan University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	9/1/2021	Jordan W Barbee	Special Education Assistant	East Carolina University, NC	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	9/1/2021	Jovan Elezovic	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	8/20/2021	Kristian Y Jones	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	7/19/2021	Susan L Anderson	Human Resources Associate	Virginia Other, VA	Delta Air Lines
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	7/6/2021	Jared Berul	Benefits Specialist I	Penn State University, PA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Custodial and Distribution Services	7/1/2021	Michael R Williams	Custodial Supervisor	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	7/1/2021	Lisa J Goodman	Data Processing Specialist	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	7/7/2021	Antonio D Murphy	Supervisor Maintenance	Virginia Other, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/20/2021	Lisette D Rice	Behavior Intervention Specialist	Walden University, MN	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Creeds	6/30/2021	Robin Hicks	Custodian II Head Night (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2021	Katherine M Gelwick	Kindergarten Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	6/30/2021	Celeste U Alemania	Custodian II Head Night (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Ocean Lakes	6/28/2021	Lou E Posadas	Custodian II Head Night (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke	7/30/2021	Abalo Tchodie	Custodian II Head Night (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2021	Deirdra M Powell	General Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	7/1/2021	Tyrek L Boone	Custodian II Head Night (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	6/30/2021	Stephanie Y Howard	Kindergarten Assistant (death)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	7/14/2021	Kayla C Inabinett	Student Activities Coordinator (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Brandon	6/30/2021	Stephanie Duprey	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	7/1/2021	Vui T Dinh	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2021	Haley L Gardner	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run Collegiate	7/12/2021	Nathaniel C Staples	Academic Dean MS (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	6/30/2021	Tchilalo J Dao	Custodian I (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2021	Taylor S Edwards	General Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Luxford	6/30/2021	April A Pierce	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Luxford	8/31/2021	Tonya P Rickman	Assistant Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Pembroke	6/30/2021	Kathy Kodya	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Kempsville	7/30/2021	Patti T Jenkins	Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Virginia Beach	6/30/2021	Heidi L Trumble	Assistant Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	First Colonial	6/30/2021	Susan F Burnett	Cafeteria Manager III	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of School Leadership	8/31/2021	Shirann C Lewis	Senior Executive Director, Elementary Schools	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2021	Erin Quinn	Bus Driver, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	7/30/2021	James B Moxey	Transportation Area Supervisor	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Holland	6/30/2021	Deshonn H Bell	Library/Media Assistant (employee changed from resignation to retirement)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/26/2021	Carrie C Bedell	Kindergarten Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/26/2021	Symone G Smith	Fifth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/26/2021	Jake A Barrella	Special Education Teacher	SUNY Albany, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/26/2021	Margaret R Wymer	First Grade Teacher	Christopher Newport University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Centerville	8/26/2021	Amber D Phillips	Kindergarten Teacher	Virginia Wesleyan College, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/26/2021	Colleen E Romash	Second Grade Teacher	St Josephs University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/26/2021	Jessica D Craft	Fourth Grade Teacher	Florida State University, FL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/26/2021	Emma C Terry	Special Education Teacher	East Carolina University, NC	Isle of Wight County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/26/2021	Michele A Tucholski	Fourth Grade Teacher	Virginia Wesleyan College, VA	Chesapeake Public School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/26/2021	Stephanie A Hall	First Grade Teacher	Longwood University, VA	Newport News Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/26/2021	Courtney N Cratch	First Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/26/2021	Kimberly A Pauza	Second Grade Teacher	Christopher Newport University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/26/2021	Shandler G Herbert	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/26/2021	Liquita V James	Third Grade Teacher	University of Phoenix, AZ	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	North Landing	8/26/2021	Kristen A Turpin	Second Grade Teacher	Longwood University, VA	Democracy Preparatory Harlem, NY
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/26/2021	Natalie Kanter	Fifth Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/26/2021	Kendall E Key	Special Education Teacher	University of Houston Victoria, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/26/2021	Kelsey S Wallace	Third Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/26/2021	Mary C Kennedy	School Counselor	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/26/2021	Brooke Fanara	School Counselor	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/26/2021	Johanna L Johnson	First Grade Teacher	San Diego State University, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Red Mill	8/26/2021	Megan M Tereshko	Second Grade Teacher	George Mason University, VA	Anne Arundel County PS, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont	8/26/2021	Kathryn B Hedin	First Grade Teacher	University of Texas Arlington, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/26/2021	Aliyah Barker	Second Grade Teacher	West Virginia University, WV	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/26/2021	Justine Heriford	Special Education Teacher	Cal State Univ Bakersfield, CA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Salem	8/26/2021	Pamela L Carroll	Kindergarten Teacher	Carson-Newman College, TN	Montgomery County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Seatack	8/26/2021	Sharrann Fairley-Hunter	Fifth Grade Teacher	Cambridge College, MA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/26/2021	Layne E Setash	Kindergarten Teacher	Washington and Lee University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Strawbridge	8/26/2021	Isiah R Brown	Physical Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/26/2021	Tara N Carrico	Special Education Teacher	James Madison University, VA	SECEP, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/26/2021	Maha Badra	Special Education Teacher	University Missouri Columbia, MO	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/26/2021	Jason L Huffman	Special Education Teacher	University Nebraska Omaha, NE	Council Bluffs Community School District, IA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/26/2021	Shelby E Day	Fourth Grade Teacher	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/26/2021	Clare M Ernest	Special Education Teacher	Touro College, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/26/2021	Cheryl O Marvin	School Counselor, .600	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Shaquilla A Davis	Eighth Grade Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Andrea L Hemphill	Seventh Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/26/2021	Inesha K Howard	School Counselor	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/26/2021	Cierra D Luna	Sixth Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/26/2021	April J Appel	Sixth Grade Teacher	SUNY College Cortland, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/26/2021	Katherine L Hernandez	Seventh Grade Teacher	Texas Tech University, TX	Not Applicable

Personnel Report  
Virginia Beach City Public Schools  
July 20, 2021  
2021-2022

Scale	Class		Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/26/2021	Shelby E Worst	Music/Vocal Teacher, .400	Univ South Carolina Columbia, SC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/26/2021	Mackenzie Bird	Sixth Grade Teacher	Slippery Rock University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Trendee E Bostick	Eighth Grade Teacher	Queens University of Charlotte, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/26/2021	Rachael H Ginsburg	Seventh Grade Teacher	Towson University, MD	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/26/2021	Mandi M Cornstuble	Special Education Teacher	Waldorf College, IA	Tactical Electronics, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/26/2021	Meghan H Hanson	Health & Physical Education Teacher	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/26/2021	Mackenzie L Veirs	Special Education Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/26/2021	Zhanara A Handy	Special Education Teacher	Southeastern Baptist Theol Sem, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Angela S Chaffin	AVID Instructor	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Crystal S Harris-Lien	Special Education Teacher	University of Phoenix, AZ	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Jennifer L Kidwell	Eighth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Paige J Onomastico	Special Education Teacher	Thiel College, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Rebecca J Roberts	Special Education Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Zakiya T Sample	Special Education Teacher	Old Dominion University, VA	Norfolk PS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2021	Cindy Renee Snead	Business Education Teacher, .600	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/26/2021	Nathan R Schrand	Eighth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/26/2021	Ariana C Barrett	Seventh Grade Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/26/2021	Alice A Fortier	Health & Physical Education Teacher	Virginia Tech, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/26/2021	Brittney K Kelley	Sixth Grade Teacher	Bridgewater College, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/26/2021	Holly B Lisi	Special Education Teacher	SUNY College Brockport, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Advanced Technology Center	8/11/2021	Anna-Lisa M Wanack	Trade & Industrial Teacher	University of Memphis, TN	Orange County Public Schools, FL
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/26/2021	Michael Alberti	Science Teacher	Univ of Wisconsin Madison, WI	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/26/2021	Donald McCann	Mathematics Teacher	SUNY Buffalo, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	8/26/2021	Rachel E Chung	Social Studies Teacher	Virginia Commonwealth Univ, VA	Chesterfield County PS, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	8/26/2021	Shannon P Voss	Science Teacher, .400	Texas A & M College Station, TX	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/9/2021	Yvonne L Rosario	School Counselor	Assumption College, MA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/11/2021	Justin H Morris	Marketing Education Teacher	Mississippi State University, MS	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/26/2021	Ashley M Craddock	Social Studies Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/26/2021	Robert Fluck	English Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/26/2021	Kathleen T Shannon	Spanish Teacher	College of William and Mary, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/26/2021	Aaron Q Meyer	Technology Education Teacher	Not Applicable	Newport News Public School, VA
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/26/2021	Ronnie W Rolka	Social Studies Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/26/2021	Hollyanne L Chesnut	English Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/26/2021	Kimberly C Young	Special Education Teacher	Belmont Abbey College, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/26/2021	Rex G Hamaker Jr	French Teacher	University of Denver, CO	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/26/2021	Jennifer N Harrington	English Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Technical And Career Education Center	7/6/2021	Regina T Jacobs	Nursing Instructor	Walden University, MN	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Alanton	6/30/2021	Meredith B Hills	Kindergarten Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Brookwood	6/30/2021	Stefanie P McDermott	Kindergarten Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Luxford	6/30/2021	Jennifer L Grant	Pre-Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	6/30/2021	Allison E Setzer	Reading Specialist (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2021	Dyitha A Roach	Eighth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2021	Rachel K Yurko	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2021	Monique Barnes	Special Education Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2021	Monica L Chisolm	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2021	Emily A Joyner	Health & Physical Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2021	Kathleen M McClelland	Literacy Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2021	Kelly D Watkins	Special Education Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Newtown	6/30/2021	Diana L Deloatch	Reading Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Old Donation School	6/30/2021	Rachel M Thompson	Health & Physical Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2021	Jade N Eubanks	Marketing Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2021	Blaire T McCoy	Science Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2021	Deedra H Robinson	AVID Instructor (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	6/30/2021	Anita R Ridge	Science Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2021	Lisa A Gibson	Social Studies Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Tallwood	6/30/2021	Denise L Hickey	Fourth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Landstown	6/30/2021	Marie Mayoya	French Teacher	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Brookwood	7/21/2021	Matthew M Fischi	Principal	Old Dominion University, VA	Norfolk Public Schools, VA
Administrative	Appointments - Elementary School	Luxford	TBD	Adrienne R Kravchak	Assistant Principal	Old Dominion University, VA	Not Applicable
Administrative	Appointments - Elementary School	Lynnhaven	7/21/2021	Anne Bianchi	Assistant Principal	George Washington University, DC	Not Applicable
Administrative	Appointments - High School	Princess Anne	7/21/2021	Jamie D LaCava-Owen	Coordinator International Baccalaureate	Old Dominion University, VA	Not Applicable
Administrative	Appointments - Miscellaneous	Department of Technology	7/21/2021	Richard W Cannon Jr	Development Team Lead	Not Applicable	Not Applicable



**Subject:** Policy Review Committee Recommendations **Item Number:** 12B 1-2

**Section:** Action **Date:** July 20, 2021

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

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

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

**Recommendation:**

That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain 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.

**Background Summary:**

1. **By-law 1-19/Duties of Chair/Vice Chair** - the PRC recommends minor changes to reflect the Vice Chair's role in Agenda Planning.
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.

**Source:**

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.  
Policy Review Committee Meeting of June 10, 2021

**Budget Impact:**

## SCHOOL BOARD BYLAWS

### Duties of Chair/Vice Chair

#### A. Chair

The duties of the Chair shall be:

1. To preside at all meetings of the School Board;
2. To oversee all School Board Members' appointments to committees and outside organizations and bring such appointments to the School Board for approval;
3. To serve as an ex-officio member of all committees, and to sign the records of the School Board;
4. To preserve order at all times and to endeavor to conduct all business before the School Board with propriety, decorum and dispatch;
5. To meet with the Vice Chair ~~another School Board Member on a rotating basis~~ and the Superintendent or designee to plan the School Board Meeting Agenda. All requests for Agenda items shall be made through the Chair or the Vice Chair ~~School Board Member assigned to Agenda planning~~;
6. To sign or approve required documents, use of funds or provisions of services on behalf of the Superintendent or designate another School Board Member to do so;
7. To acknowledge communications to the entire School Board. When acknowledging on behalf of the entire School Board, the Chair will limit responses to acknowledgement of receipt of the communication, reference to other persons or entities who will respond to the communication, reference to where data can be found or when matters will be addressed by the School Board or the Superintendent, and other pertinent factual information. When acknowledging on behalf of the entire School Board, the Chair will not include personal opinions or personal comments; and
8. To perform such other duties as may be prescribed by law or by action of the School Board.

#### B. Vice Chair

The Vice Chair shall preside or act in the absence, unavailability or inability to act of the Chair.

The Vice Chair shall act as Chair upon the death, resignation, or other vacancy in the office of Chair. Upon the death, resignation, or other vacancy in the office of Chair, the Vice Chair shall call an election for the office of Vice Chair to be held within fifteen (15) calendar days after such vacancy in office occurs.

The Vice Chair works with the Chair and Superintendent to plan the School Board Meeting agendas.

The Vice Chair shall also perform such other duties prescribed by law or by action of the School Board.

### **Legal Reference**

Charter of the City of Virginia Beach, Virginia § 16.07, as amended. S election, responsibilities, and duties of the chairman and vice-chairman.

Code of Virginia § 22.1-76, as amended. Chairman; clerk; Vice Chairman; deputy clerk; terms; compensation and bonds of clerk and deputy clerk; officers ineligible to serve as clerk and deputy clerk; approval of division superintendent's designee.

Adopted by School Board: July 21, 1992

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: December 2, 2008

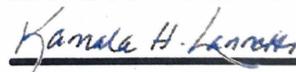
Reviewed by School Board: August 2, 2016

Amended by School Board: March 12, 2019

Amended by School Board: October 22, 2019

Amended by School Board: July 20, 2021

APPROVED AS TO  
LEGAL SUFFICIENCY

  
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## SCHOOL BOARD BYLAWS

### Public Comments at School Board Meetings

#### **A. Presentations to the School Board**

The School Board shall, in open session at regular School Board meetings, accept public comment on matters germane to the business of the School Board. Public comment shall be conducted under the agenda topics "Hearing of Citizens and Delegations on Informal Meeting and Non-Agenda Items" and "Hearing of Citizens and Delegations on Formal Agenda Items" at each regular School Board meeting at such time as the School Board determines ~~in its Standing Rules~~. Speakers shall have the opportunity to speak one time on either Formal Agenda or Non-Agenda items at each meeting. During "Hearings of Citizens and Delegations on Formal Agenda Items" speakers may only address items on the Formal Agenda for that meeting. School Board Workshop items are considered Informal Meeting items.

#### **B. Advance Request Procedure**

Citizens wishing to speak during the Hearing of Citizens and Delegations on Informal Meeting and Non-Agenda Items or Hearing of Citizens and Delegations on Formal Agenda Items portion of a regular School Board meeting are encouraged to sign up with the Clerk by noon on the day of the regular meeting. Citizens shall be called to speak in the order in which they have signed up with the Clerk however the School Board reserves the right to alter the order of speakers. 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.

#### **C. Time Limitations**

Citizens addressing the School Board shall limit their remarks to four (4) minutes unless otherwise modified by order of the Chair. The Chair shall, with assistance from the Clerk, consistently monitor and enforce the limitation.

#### **D. Public Hearing**

When the School Board has scheduled a public hearing for the purpose of receiving public comment, the School Board shall accept comment only on the topic(s) for which the public hearing was called. The School Board Chair or the Superintendent or designee may create procedures to address the orderly presentation of speakers. All other Bylaws applicable to individuals or groups appearing before the School Board shall apply to public hearings.

### Legal Reference

Code of Virginia § 22.1-79, as amended. Powers and duties.

**Related Links**

**School Board Bylaw 1-48**

**School Board Bylaws Appendix B**

Adopted by School Board: July 21, 1992

Amended by School Board: August 16, 1994

Amended by School Board: September 19, 1995

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: December 3, 2002

Amended by School Board: December 2, 2008

Amended by School Board: August 2, 2016

Amended by School Board: March 27, 2018

Amended by School Board: September 9, 2020

Amended by School Board: May 11, 2021

Amended by School Board: July 20, 2021

APPROVED AS TO  
LEGAL SUFFICIENCY

*Kamala H. Lannetti*



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

**Section:** Action **Date:** July 20, 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 mandated, 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 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.
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.

Adopted by the School Board of the City of Virginia Beach, Virginia this 20<sup>th</sup> day of July 2021.

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Carolyn T. Rye, Chair

ATTEST:

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Regina M. Toneatto, Clerk of the School Board



Subject: Special Education Advisory Committee Report SY20-21 Item Number: 13A

Section: Information Date: July 20, 2021

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

Prepared by: Lee Woodard, MD, Chairperson, Special Education Advisory Committee

Roni Myers-Daub, Ed.D., Executive Director, Office of Programs for Exceptional Children

Presenter(s): Lee Woodard, MD, Chairperson, Special Education Advisory Committee

Roni Myers-Daub, Ed.D., Executive Director, Office of Programs for Exceptional Children

**Recommendation:**

That the School Board receive information regarding the 2020-2021 report of the Special Education Advisory Committee.

**Background Summary:**

Per Regulations Governing Special Education Programs for Children with Disabilities in Virginia, section 8VAC20-81-230.D., "A local advisory committee for special education, appointed by each local school board, shall advise the school board through the division superintendent."

**Source:**

Regulations Governing Special Education Programs for Children with Disabilities in Virginia – January 25, 2010 Administration and Governance, 8VAC20-81-230.D., Local Advisory Committee

**Budget Impact:**

N/A

# SEAC Report to VBCPS School Board 2021

## **The Role of the Special Education Advisory Committee (SEAC), as defined by the Virginia Department of Education (VDOE) *Regulations Governing Special Education Programs for Children with Disabilities in Virginia*, is as follows:**

- a. Advise the local school division of needs in the education of children with disabilities;
- b. Participate in the development of priorities and strategies for meeting the identified needs of children with disabilities;
- c. Submit periodic reports and recommendations regarding the education of children with disabilities to the division superintendent for transmission to the local school board;
- d. Assist the local school division in interpreting plans to the community for meeting the special needs of children with disabilities for educational services;
- e. Review the policies and procedures for the provision of special education and related services prior to submission to the local school board; and
- f. Participate in the review of the local school division's annual plan.

## **School Division Commendations:**

We want to thank the administration and School Board for their attention to and prioritization of students with disabilities (SWDs) during the past year. Although the year was very difficult and not ideal for anyone, VBCPS offered a face-to-face option as soon as possible to students with intensive support needs who received most of their special education services in the self-contained special education setting. All aspects of the education of our students took a massive effort on the part of staff from the Office of Programs for Exceptional Children (OPEC), building administrators, and all staff in special education. In addition:

1. As per a recommendation SEAC made last year, OPEC staff identified three pilot schools to participate in an inclusive practices assessment. In conjunction with staff from the Office of Diversity, Equity, and Inclusion, OPEC staff met with these principals and asked them to complete the Quality Standards for Inclusive Schools Self-Assessment that reviews current practices of inclusive education based on nine key quality indicators for inclusive schools. The principals worked with their leadership teams and identified areas of focus for the 2021-2022 school year, as well as strategies to address the areas. The principals also provided recommendations for consideration for this work across all schools in the division. This effort is a springboard for much progress in the education of our students and addressing some of our division's deficiencies in the IDEA Performance Indicators (Indicator 1, regarding graduation rates with regular diplomas, and Indicators 5 and 6, regarding least restrictive environment).
2. When the Coalition for Trauma-Informed Schools (CT-IS) sent a letter to every school division in Virginia outlining their Model Recommendations on Restraint and Seclusion, VBCPS representatives responded to the CT-IS letter—the only school division in the state to do so at the time. Representatives from VBCPS met with them to hear and discuss their recommendations.

## **Key Activities and Accomplishments of SEAC in 2020-2021:**

1. SEAC had eight meetings throughout the school year. During these, we had educational presentations on various topics:
  - a.) Dr. Dorothy Lipsky, an expert and pioneer in the field of Inclusion, spoke on advocating for students with disabilities to have equal access to all levels of education.
  - b.) Dr. Bob Pasternack explained and led discussion on the Joint Legislative Audit & Review Commission (JLARC) report on K-12 Special Education in Virginia.
  - c.) Explanation and discussion of the VBCPS practicing policy on Restraint and Seclusion led by the School Board attorneys.
  - d.) Presentation from Dr. Pasternack and OPEC staff on inclusion as it relates to IDEA and the special education performance indicators, the importance of the role of the IEP team, and the benefits of inclusive practices.
  - e.) Presentation on diploma options in VBCPS by Dr. Robert Jamison, Coordinator of the Office of Student Support Services.
2. SEAC hosted a Virtual Community Resource Fair in collaboration with OPEC and many community experts and vendors; presentations were recorded and all resources were made available online via Padlet, with a link on the VB SEAC Facebook page.
3. SEAC's Policy Review Subcommittee reviewed the 2021-2022 Special Education Annual Plan/Part B Flow-Through Application and Report with OPEC, and SEAC voted to recommend the plan to move forward for approval by the School Board. The subcommittee also reviewed and provided guidance to the VBCPS School Board on the Students Over 20 Policy 5-23.
4. SEAC provided historical materials and ideas for activities to all of the schools for Disability History and Awareness Month.
5. SEAC members participated as a focus group in the VBCPS Equity Assessment.
6. SEAC members participated in a panel at multiple trainings for Assistant Principals, providing feedback from the parent perspective.
7. Members of the SEAC inclusion subcommittee contributed to a School Board workshop presented by Dr. Myers-Daub and Dr. Pasternack on inclusive practices.
8. SEAC participated in a meeting with the Coalition for Trauma-Informed Schools to learn about their Model Recommendations on Restraint and Seclusion for Virginia Public School Divisions.
9. SEAC makes time available at every meeting for public comment. Except for our first meeting this year and the Community Resource Fair, we had very little commentary from the public regarding their special education experience. We would like to enhance SEAC's role in providing feedback to the School Board from families, and hope to coordinate with the Parent Support and Information Center to be visible at family and community engagement events.
10. One SEAC member worked with VDOE and other SEAC members across the state to revise the VDOE SEAC guide.

## **Recommendations for 2021-2022**

The SEAC recommendations to the School Board build on our 2020 recommendations and, also, draw from the FFY 2019 Special Education Performance Report.

1. Least Restrictive Environment (LRE), IDEA Indicators 5 and 6: The VBCPS FFY 2019 Special Education Performance Report shows that we are still not meeting the state targets for students with disabilities regarding LRE, as the following indicates:

- School age children included in the regular classroom 80% or more of the day is 65.41%, while the state target is  $\geq 70\%$ .
- Preschool children with IEPs attend a regular early childhood program and receive the majority of their special education and related services in the regular early childhood programs only 17.65% of the time (up from 13.48%), while the state target is  $\geq 35\%$  of the time.

**Recommendation: OPEC should continue to explore why IEP teams often propose students with disabilities receive services in the special education setting (self-contained classrooms), and propose ways to reduce that number through the work on inclusive practices with building administrators and staff so that more students with disabilities receive special education services in the general education setting (least restrictive environment).**

2. Inclusion: Last year SEAC recommended that several schools pilot a program for implementing the recommendations of the VDOE K-12 Inclusive Practices Guide. As noted, OPEC and DEI have worked through the process with three schools: Providence Elementary, Kempsville Middle School, and Kempsville High School. The principals completed the Quality Standards for Inclusive Schools Self-Assessment with their leadership teams and provided recommendations for consideration to expand this work across all schools in the division. Research has shown that inclusive practices benefit students academically, socially, and emotionally. An important result of incorporating these practices would be an improvement in the VBCPS performance on Indicator 1: Percentage of Youth with IEPs Graduating from High School with a Regular Diploma. Our division has not met the state target of 61% for the past two years, and in fact the rates have trended downward for at least three years. This work will also support Indicators 5 and 6, which address the least restrictive environment.

**Recommendation: We propose the recommendations of the three pilot schools be considered and all schools participate in the Quality Standards for Inclusive Schools Self-Assessment during the 2021-2022 school year to identify areas of focus related to inclusive practices. Building administrators should collaborate with OPEC to address the areas of focus to enhance outcomes for SWDs through inclusive practices.**

3. Restraint and Seclusion: Because students with disabilities are students first, SEAC would like VBCPS to consider the Model Recommendations on Restraint and Seclusion proposed by the Coalition for Trauma-Informed Schools.

**Recommendation: We recommend that the division work to implement the Model Recommendations on Restraint and Seclusion developed by the Coalition for Trauma-Informed Schools.**

## SEAC Membership

SEAC now has 15 voting members. The majority are parents of students with disabilities or individuals with a disability. We also have representatives of community and disability agencies, and one is a teacher representative.

The full list of 2021-2022 members is as follows:

Dawn Candia	Agency Representative (Virginia Beach Parks and Recreation)
Megan Graves	Parent
Sandra Hermann	Agency Representative (Care Connection); person with a disability
Janice Keener	Agency Representative (CHKD psychologist)
Peter Lee	Parent
Dorothy McGuire*	Parent
Christina Morrow	Parent
Monica Parker**	Parent
Donna Robel	Parent
Margo Savage	Agency representative (Special Olympics)
Lee Woodard	Parent
Sarah Bailey	Agency representative (Endeppendence Center)
Meghan Ashburn	Parent
Katie Ali	Parent
Lane Mueller	Teacher Representative; Parent

\*Incoming SEAC Chairperson for 2021-2022

\*\*Incoming SEAC Vice-Chairperson for 2021-2022

Please feel free to contact me with questions or comments.

Respectfully submitted,

Lee Woodard, MD, SEAC Chairperson

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(757) 619-8053



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

**Section:** Closed Session **Date:** July 20, 2021

**Senior Staff:** Jack Freeman, Chief Operations Officer, Anthony Arnold, Executive Director of Facilities Services; Crystal Pate, Chief Finance Officer; Dr. Donald Robertson, Chief of Staff

**Prepared by:** Kamala H. Lannetti, Deputy City Attorney, Anthony Arnold, Executive Director of Facilities Services

**Presenter(s):** Anthony Arnold, Executive Director of Facilities Services

**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, Paragraphs 3 and 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.

**Source:**

Code of Virginia § 56-575.1, as amended.  
School Board Policy 3-71



## **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 stop 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 Sargent 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 adject 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.