



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

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

Beverly M. Anderson
At-Large

Sharon R. Felton
District 6 – Beach

Jennifer S. Franklin
District 2 – Kempsville

Dorothy M. Holtz
At-Large

Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board 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, 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, 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 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 6th day of July 2021 and announced the School Board Retreat will be streamed live on www.vbschools.com, broadcast on VBTV 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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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

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- 1. *Call to Order and Attendance:*** Chairwoman Rye called the abridged meeting to order at 4:30 p.m. on the 6th day of July 2021 and announced the School Board Abridged meeting will be streamed live on 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 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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WEDNESDAY, July 7, 2021

Chairwoman Rye convened the School Board Retreat at 8:33 a.m. on the 7th 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:

Carolyn T. Rye, School Board Chair