



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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District 2 – Kempsville

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Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting Agenda MINUTES **Tuesday, August 10, 2021**

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

INFORMAL MEETING

- 1. Convene School Board Workshop:** Chairwomen Rye convened the School Board workshop in the *Einstein Lab* at 3:35 p.m. on the 10th day of August 2021 and announced due to seating limitations in the Einstein Lab, the informal meeting/workshop portion can be viewed via VBTv channel 47, via live streaming at watch live vbschools.com or via Zoom. It is the School Board's protocol to break at 5:30 p.m. to prepare for the regular School Board meeting to begin at 6:00 p.m. At 5:30 p.m. the School Board will conclude its informal meeting unless the School Board votes to continue the informal meeting until 5:45 p.m. The informal session will conclude no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the regular School Board meeting at 6:00 p.m.

The following School Board members were present in the Einstein Lab: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz (arrived at 3:37 p.m.), Ms. Hughes, Ms. Manning, and Ms. Owens. The following School Board members attended via Zoom: Ms. Franklin (health reasons), Ms. Melnyk (health reasons), and Ms. Weems.

Chairwoman Rye also noted Dr. Robertson was present in Dr. Spence's stead who was absent due to health reasons.

Note, Ms. Riggs arrived in-person at 4:05 p.m.

- A. **School Board Administrative Matters and Reports:** Chairwoman Rye briefly discussed School Board decorum, speakers, and Bylaw 1-48; Ms. Manning had questions regarding speakers lining up to be called, identifying agenda items, and welcoming speakers; Ms. Hughes mentioned setting the tone for speakers, speaking time, supporting agenda materials, and items brought into chambers; a brief discussion followed regarding agenda materials and presentations, providing information to the School Board members.
- B. **2021-2022 Reopening Plan:** Donald Robertson, Jr., Ph.D., Chief of Staff, Jack Freeman, Chief Operations Officer, Eugene Soltner, Ed.D., Chief Schools Officer, and Kipp Rogers, Ph.D., Chief Academic Officer provided the School Board the reopening plan for the 2021-22 school year including mitigations, athletic plans, a preview of potential plans for transition programming, new teacher orientation, and students with disabilities with Virtual VA and VBCPS; Dr. Robertson gave an overview of the presenters and introduced Mr. Freeman to begin the presentation; he reviewed the division commitments – 5 days of in-person learning, fully virtual and fully in-person learning options, range of extracurricular activities offered in high school and middle school; planning considerations – Virginia Senate Bill 1303, CDC guidance for COVID-19 prevention in K-12 schools, VDH and VDOE interim guidance for COVID-19 prevention in Virginia PreK-12 schools, AAP COVID-19 guidance for safe schools, Governor Northam's comments at August 5 press conference; reviewed points from Governor's press conference, Virginia law approved on March 31, 2021, CDC guidance (key takeaways); monitoring metrics – will be using Virginia Beach data this year not Eastern Region; new cases in Virginia Beach; percent positivity; layered prevention strategies; percentages of vaccinated; reviewed recommended strategy – significant layers of mitigation, monitor, collaborate with VBDPH, coordinate with VBDPH to remove one layer of mitigations and monitor for a minimum of 3 weeks,

before removing layers of mitigation: in accordance with the law - changes align with CDC guidance, in consultation with VBDPH – using up-to-date data and information; reviewed recommended implementation – provide 5 days of in-person instruction, continued collaboration with VBDPH to provide access to the vaccine, masking for all who enter our buildings and travel in School Board buses or vehicles; masks are not required outdoors, where possible distancing students by 3 feet, ventilation, daily use of the self-screening tool, stay at home when sick, contact tracing, quarantining, and isolation, return to routine cleaning protocols, encouraging good hand hygiene and respiratory etiquette, school buses – no COVID capacity limitations – windows/ventilation, seating charts, personal protective equipment (PPE), cafeterias – physical distancing to the greatest extent possible, assign seats when feasible to support contact tracing, field varsity, junior varsity and middle school sports teams with no COVID limitations on the size of the team, allowing performing arts comparable to athletics, full spectrum of extracurriculars, volunteers – not recommended, visitors – recommended by appointment or as scheduled, work experiences, community-based instruction – recommended with mitigations in place; Monday, August 16 – masks in all VBCPS buildings;

Dr. Soltner continued the presentation and discussed the New Teacher Orientation (August 23-25); 330 new teachers and counting; new teacher introduction to curriculum, supporting materials and resources, teaching and learning framework, positive and supportive learning environment, relevant technology applications and resources; VHSL Fall Sports overview – dates of first practice and first beach district contest date; VHSL Fall Sports notes – varsity sports are open to all grade levels, coaches and athletes not required to wear face coverings outdoors, must wear face coverings indoors, athletes may relax their face coverings when engaged in an indoor physical activity; face coverings will be required for spectators for all indoor events and 6 feet of distance must be maintained between spectators not in the same family, face coverings will not be required at outdoor events but spectators who are not in the same family will be asked to social distance, streaming services will again be available for a nominal fee; full marching band practices may begin August 11; orchestra, band ensemble, choral, and theater performances will return at the secondary level during the upcoming school year while adhering to applicable COVID mitigations; student leadership opportunities;

Dr. Rogers continued the presentation and discussed support for students with disabilities; Virtual Virginia – 93 students with disabilities, students will receive special education and related services by VBCPS teachers separate and after instruction is provided by VVA teachers; Virtual Virginia Beach – 53 students with disabilities, VBCPS teachers and related services staff will provide students concurrent instruction, asynchronous instruction, and adapted activities based on IEPs; the majority of students with disabilities will be returning to schools for face-to-face instruction, including all students served in SECEP; OPEC staff will support teachers and staff in meeting the needs of all students with disabilities in the various instructional models;

Mr. Freeman continued the presentation and reviewed communications; user friendly web-based plan; layered communication with teachers, staff, and families; #VBSafeTogether information webinars; Dr. Parham Jaber, Chief Deputy Commissioner for Public Health Preparedness, Virginia Department of Health, joined the workshop via Zoom; share resources, guidance, to make sure recommendations provided by school system are supported; layered strategies; vaccinations; contact tracing; masking; physical distancing; ability to respond for any outbreak; need to be prepared as cases continue and potential of other variance to use layered safety mitigations; in-person instruction;

The presentation continued regarding symptoms of new variant; differentiate between virus and other illness; distancing and unmasking; contact tracing and quarantine; emotional well-being of students and wearing masks; health policies to help protect the greater good; layered prevention strategies; screening testing; Chairwoman Rye thanked Dr. Jaber and suggested the discussion continue during Action Item #12B.

- C. Human Resources Staffing Update: Cheryl R. Woodhouse, Chief Human Resources Officer and Anne Glenn-Zeljeznjak provided the School Board information regarding an update on recruitment and staffing; Ms. Woodhouse introduced Ms. Glenn-Zeljeznjak and she with an overview the agenda for the presentation: market conditions and challenges, staffing results, new recruitment strategies; market conditions (national and state): teacher shortage is continuing to impact the applicant pool, fewer students choosing teaching

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as a career, dwindling number of minority applicants, retention of teachers is a challenge; supply and demand; 2020-2021 ten critical shortage teaching endorsement area in Virginia, top shortage areas: Special Education, Elementary Education PreK-6, Middle Education Grades 6-8, Mathematics Grades 6-12; causes for teacher and staff shortages: lack of fully qualified applications, better compensation package offered in other districts, benefits/salary lacking vs. other career choices, fewer new education school graduates, difficulty retaining teachers; staffing achievements: 1,187 filled vacancies (798 instructional and 389 non-instructional) as of August 5; 155 instructional vacancies; 403 non-instructional vacancies, high need area: cafeteria assistants, custodians, bus drivers; new recruitment strategies: mobile billboards – VBCPS vans, pop-up VBCPS job fairs, virtual job fairs, student teacher/school counseling interns reception, advisory boards – Centura College (Paraprofessionals), Grow Your Own Programs: VTfT (all comprehensive high schools), ODU Teacher In-Residence Programs, ODU TRY-IT, UVA Fellows Program, social media and job boards; retiree opportunity program (third year in operation), VRS retirees – supporting critical shortage areas; ways to support VBCPS recruiting: follow and share our social media posts, speak with family, friends, and neighbors about employment opportunities, apply for vacant positions at VBSchools.com, help us elevate the profession;

The discussion continued regarding the comparison from this year to last year; would like data on summer resignations; ODU TRY IT program; paraprofessional testing; market study; compensation philosophy; non-instructional comparison; credit for military service – different path to teaching licensure; career switcher.

- D. The Legal Aspects in Collective Bargaining: Kamala H. Lannetti, Deputy City Attorney presented the School Board information on Collective Bargaining considerations regarding establishing process; reference information from School Board retreat and what the school division is already doing; decisions to be made – process starts with a resolution authorizing collective bargaining or a petition on behalf of a majority of the employees in a self-declared bargaining unit; School Board must respond by adopting a Resolution establishing a collective bargaining procedure within 120 days of petition or voting to allow collective bargaining; what must be in a collective bargaining procedure: definitions, establishing employee bargaining units, verification of employees, certification of bargaining units, procedures for public notice, procedures for voting, procedure for decertification, determination of what matters can be considered; how rights can be classified by – mandatory, permissive, illegal; what will the School Board bargain: rights reserved to Management – non-negotiable, issues the School Board is interested in discussing, things the School Board will consider but may decide not to include; memorandum of understanding (MOU); rights reserved to management; permissive subjects: negotiations are not required on permissive subjects, defining permissive vs. management.
(Note due to time constraints the presentation will be continued at the next meeting in workshop.)

2. **Closed Meeting:** None.
3. **School Board Recess:** Chairwoman Rye adjourned the workshop at 5:32 p.m.

FORMAL MEETING

4. **Call to Order and Verbal Roll Call:** Chairwoman Rye called the formal meeting to order at 6:00 p.m. on the 10th day of August 2021 and announced based on current CDC guidance as well as that of the Virginia Health Commissioner, as said guidance relates to physical distancing, the School Board will accommodate 100% seating capacity within the School Board chamber for attendees and guests beginning on July 20, 2021. This decision is subject to change should health or safety conditions change. Attendance means the ability to have a seat in chambers and does not provide for standing of attendees or guests. Should no seats be available, interested parties may watch via VBTv Channel 47, participate via Livestreaming on www.vbschools.com or via Zoom.

The following School Board members were present in the School Board chambers: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The following School Board members attended via Zoom: Ms. Franklin (health reasons), Ms. Weems (health reasons), and Ms. Melnyk (health reasons) joined via Zoom at 6:14 p.m.

Chairwoman Rye mentioned the Dr. Robertson was attending in Dr. Spence's stead, who was absent due to health reasons.

5. Moment of Silence followed by the Pledge of Allegiance

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

7. Adoption of the Agenda: Chairwoman Rye called for any modifications to the agenda; Kamala Lannetti, Deputy City Attorney noted the closed session would not be necessary tonight; Chairwoman Rye noted the closed session would be deferred to the August 24th meeting and there is no Superintendent's Report this evening. Chairwoman Rye called for a motion to approve as amended. Ms. Riggs made a motion, seconded by Ms. Holtz. Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed 10-0-0. Note: Ms. Melnyk, attending the meeting via Zoom was not online at the time of the vote.

8. Superintendent's Report: There was no Superintendent's Report; see agenda item #7.

9. Approval of Meeting Minutes:

A. July 20, 2021 Regular School Board Meeting: Chairwoman Rye called for any modifications to the July 20, 2021 regular School Board meeting minutes. Hearing none, Chairwoman Rye called for a motion to approve. Ms. Felton made a motion, seconded by Ms. Anderson. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. There was one abstention to the motion: Ms. Owens (missed the end of the meeting). The motion passed 9-0-1. Note: Ms. Melnyk attending the meeting via Zoom was not online at the time of the vote.

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

There were forty-five (45) in-person speakers and fifteen (15) online speakers; topics discussed were masks, reopening plan, and PPEA.

After the last online speaker, the School Board took a short break from 9:52 p.m. to 10:05 p.m. Chairwoman Rye reconvened the meeting at 10:06 p.m.

11. Consent Agenda: Chairwoman Rye announced there were no items on the consent agenda.

12. Action

A. Personnel Report / Administrative Appointment(s): Ms. Holtz made a motion, seconded by Ms. Felton that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the August 10, 2021 personnel report along with administrative appointments as recommended. A discussion followed regarding the funding of 15 positions (administrative assistants); noted no positions will be filled until classrooms are filled; administrative assistants working with special education students; special education specialty teachers returning to the classroom; brief overview of duties of the 15 positions (administrative assistants); additional details regarding funding of 15 positions; restated positions will not be filled until there is a teacher in those classrooms; teacher shortage; challenges of school leadership at the elementary level; pay rate will be the same; categories of administrative assistants; temporary or permanent positions; IEPs; counseling staff; provide support to special education students with existing resources; Program Compliance Support Teacher (PCST).

Without further discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Owens, Ms. Riggs, and Ms. Weems. There were two (2) nays opposed to the motion: Ms. Hughes and Ms. Manning. The motion passed 9-2-0.

Dr. Robertson introduced the following: Racheal L. Curry, Teacher, Pembroke Elementary as Assistant Principal, Hermitage Elementary School; Joel P. Guldenschuh, Assistant Principal, Virginia Beach Middle School as Principal, Virtual Learning Center; Jenna N. Filipowicz, Administrative Assistant, Larkspur Middle School as Assistant Principal, Green Run High School; Philip A. Friedman, Instructional Technology Specialist, Virginia Beach Middle School as Academic Dean, Green Run Collegiate; Joshua M. Petrice, Graduation Coach, Kempsville High School as Assistant Principal, Kempsville High School; Emily P. Beasley, Director of Human Resources and Benefits, Salem Academy and College, Winston-Salem, NC as Employee Relations Specialist, Department of Human Resources; Nancy D. Flinn, Assistant Principal, Landstown Elementary School as Coordinator, Science, Department of Teaching and Learning; Daniel G. Hopkins, Coordinator, Accounting, Department of Budget and Finance as Director, Business Services, Department of Budget and Finance; and Jefferson A. Ludvik, Financial Management Specialist, Department of Budget and Finance as Grants Manager, Department of Budget and Finance.

- B. 2021-22 Reopening Plan: Chairwoman Rye called for a motion. Ms. Anderson made a motion, seconded by Ms. Riggs. A recap of the 2021-22 Reopening Plan workshop presentation (Agenda item# 1B) was given by Jack Freeman, Chief Operations Officer, Eugene Soltner, Ed.D., Chief Schools Officer; the discussion continued regarding quarantine time frame; school buses and double shifts; contact tracing; staff leave due to COVID; special education students in Virtual Virginia and Virtual Virginia Beach, services provided; if student needs to be quarantined will work asynchronously; medical exemptions and process; monitoring metrics; social distancing in schools; Virginia Senate Bill 1303, House Bill 456; insurance carrier and coverage; COVID testing; would like data for student withdrawals this year compared to last year; a discussion arose regarding the metrics data and discrepancies; information will be reviewed and updated; the staff recommendation based on Governor's comments, Virginia Law, CDC guidance, public health bodies, the chart did not affect the recommendations; chart would affect removing layers of mitigation once the school year starts.
- Chairwoman Rye called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Owens, and Ms. Riggs. There were four (4) nays opposed to the motion: Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. The motion passed 7-4-0.
- Dr. Robertson noted the data in the monitoring metrics will be reviewed and updated; communication regarding the decision of the 2021-22 Reopening Plan will be shared with principals; information to the community via an Alert Now email.

- C. Resolution: Masks/Face Coverings: Chairwoman Rye called for a motion. Ms. Hughes made a motion, seconded by Ms. Manning. 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 expired on June 30, 2021; and

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

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

NOW, THEREFORE BE IT RESOLVED, that

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

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2. Masks/face coverings will, in the absence of further statewide mandates, be optional for all Virginia Beach City Public Schools students, staff, and guests.

3. This policy shall be in effect beginning August 11, 2021.

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

A brief discussion followed regarding the resolution; the term in the absence of other mandates; CDC makes recommendations not mandates. Without further discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were four (4) ayes in favor of the motion: Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. There were seven (7) nays opposed to the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Owens, and Ms. Riggs. The motion did not pass 4-7-0.

13. Information

- A. Unsolicited PPEA: Anthony L. Arnold, P.E., Executive Director, Facilities Services presented the unsolicited Public-Private Education & Information Act (PPEA) proposal; received an unsolicited PPEA proposal from S. B. Ballard Construction on June 4, 2021; reviewed what is a PPEA project; three CIP projects: Princess Anne High School Replacement, B.F. Williams ES/Bayside 6th (Grades 4-6) Replacement, Bayside High School Replacement; cost is approaching approximately \$429 million of which \$260 million is projected to be funded in the six-year capital program adopted in May; briefly reviewed CIP project detail sheets for projects; discussed the proposal: accelerated schedule, cost savings, shared risk, prototype high school plan, financial commitments; staff recommendation – that the School Board authorize the Superintendent to accept S.B. Ballard’s unsolicited PPEA proposal for the replacement of: Princess Anne High School, Bettie F. Williams/Bayside 6th Grade Campus, Bayside High School; reviewed critical milestones: August 24 – School Board Action item, September 2021-January 2022 – RFP Process; The discussion continued regarding contractor stake in property; budget impacts; competing contracts will submit proposals; Department of Budget and Finance will review each bid as they come in; goes to City Council after – around budget time; Unsolicited PPEA as an Action item at the August 24, 2021 meeting.

14. Committee, Organization or Board Reports: There were no reports.

15. Conclusion of Formal Meeting: The formal meeting concluded at 1:08 a.m.

16. Hearing of Citizens and Delegations on Informal Meeting and Non-Agenda Items: Chairwoman Rye announced the School Board will hear comments on Informal Meeting items and Non-Agenda items from citizens and delegations who signed up with the School Board Clerk prior to the meeting and stated information of decorum and order, and submitting comments via group email. There were two (2) in-person speakers and one (1) online speaker; the topics discussed were CRT, Rights, and Constitution.

17. Workshop: None.

18. Closed Meeting: None – see agenda item #7.

19. Vote on Remaining Action Items: None.

20. Adjournment: Chairwoman Rye adjourned the meeting at 1:24 a.m., August 11, 2021.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair