



School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

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

Beverly M. Anderson
At-Large

Sharon R. Felton
District 6 – Beach

Jennifer S. Franklin
District 2 – Kempsville

Dorothy M. Holtz
At-Large

Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting MINUTES

Tuesday, November 23, 2021

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

- I. Administrative, Informal, and Workshop:** Chairwoman Rye convened the administrative, informal, and workshop session in the School Board chamber at 4:15 p.m. on the 23rd day of November 2021 and announced pursuant to the Virginia State Health Commissioner’s Order of Public Health Emergency Statewide Requirement to Wear Masks in K-12 Schools issued August 12, 2021, and Virginia Acts of Assembly No. 1303, Chapter 456, and the Center for Disease Control and Prevention (CDC)’s guidance for K-12 schools, and the School Board’s 2021-2022 Reopening Plan adopted August 10, 2021, it is determined physical distancing will be used in School Board Chambers as a health mitigation strategy therefore there will be limited public seating available on a first-come, first- served basis beginning shortly before the Workshop session of the School Board Meeting. Members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBT Channel 47, and on Zoom.

It is the School Board’s protocol to break at 5:30 p.m. to prepare for the Formal Meeting to begin at 6:00 p.m. At 5:30 p.m., the School Board will conclude its administrative, informal, and workshop session unless the School Board votes to continue until 5:45 p.m. The session will conclude no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the Formal Meeting at 6:00 p.m.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, and Ms. Weems (4:28 p.m.). The following School Board members were attending the meeting via Zoom: Ms. Franklin (medical reasons), Ms. Owens (out of town with family), Ms. Melnyk (family medical matter), and Ms. Riggs (family medical emergency; logged onto Zoom at 4:21 p.m.)

- A. School Board Administrative Matters and Reports: Ms. Manning expressed concerns and issues with the google groups email; Ms. Hughes mentioned concerns regarding constituents and checking student records; Chairwoman Rye mentioned the Teacher of the Year event, and the VSBA Conference.
- B. Quality Measures Equity Audit: The Office for Diversity, Equity and Inclusion has monitored the division’s equity assessment by the third-party evaluator, Quality Measures, LLC and recommendations will be shared. LaQuiche Parrott, Ed.D., Director of Diversity, Equity and Inclusion provided a brief overview and introduced Dr. Gwen Lee-Thomas, CEO and Lead Evaluator of Quality Measures LLC; Dr. Lee-Thomas reviewed the equity assessment timeline; February – May 2021 conducted focus groups and interviews, June 2021 tour of findings and recording, July 2021 analysis of findings, August – October 2021 draft recommendations, November 2021 presentation and report to VBCPS School Board; defined what is an equity assessment; great start with core values, Compass to 2025, Policy 5-4, and Office of Diversity, Equity and Inclusion; reviewed VBCPS stakeholder invited to participate in interviews and focus groups: leadership interviews, central office focus groups, building level focus groups, stakeholder focus groups; focus groups and interviews – 2,988 invited with 366 individuals participating; document analysis – 67 documents reviewed; tour of findings – 101,469 invited to tour of findings, 1,192 registered for the 12 webinars, 278 participated in webinars, 137 responded to webinar survey, 342 views on the VBCPS website, 47 responded to webinar survey; overview of breakdown of participants

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(550); reviewed triangulation of data sources for 14 recommendations (interviews & focus groups, tour of findings, document analysis, support findings across data strategies); reviewed the 14 recommendations with Compass to 2025 goals; Dr. Parrott continued the presentation with an overview of next steps; need to gain more feedback from diverse stakeholders, use the equity assessment as a launching point for ongoing equity work; engage more stakeholders – communication campaign, revisit the Equity Council, convene an administrative committee to develop an Equity Plan; reviewed proposed timeline for developing Equity Plan; reviewed guiding principles in equity planning process.

The presentation continued with questions regarding the low number of participants; gathering data from low number of participants; number of questionnaires sent; challenges with gathering data (chose not to respond, busy, missed appointments/conflict); question about shared language; low participation; discipline and PBIS; colleagues can follow-up with Dr. Parrott with any questions, or comments.

- C. COVID Update: Due to time constraints, agenda item #1C will be moved to agenda item #17; see item #8 – Adoption of the Agenda.

2. **Closed Session (as needed)**: None during the administrative, informal, and workshop session.

3. **School Board Recess**: Chairwoman Rye adjourned the administrative, informal, and workshop session at 5:40 p.m.

4. **Formal Meeting (School Board Chambers)**..... **6:00 p.m.**

5. **Call to Order and Roll Call**: Chairwoman Rye called the formal meeting to order at 6:01 p.m. on the 23rd day of November 2021 and announced pursuant to the Virginia State Health Commissioner’s Order of Public Health Emergency Statewide Requirement to Wear Masks in K-12 Schools issued August 12, 2021, and Virginia Acts of Assembly No. 1303, Chapter 456, and the Center for Disease Control and Prevention (CDC)’s guidance for K-12 schools, and the School Board’s 2021-2022 Reopening Plan adopted August 10, 2021, it is determined that physical distancing will be used in School Board Chambers as a health mitigation strategy therefore there will be limited public seating available on a first-come, first-served basis beginning shortly before the School Board Meeting. Members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBTB Channel 47, and on Zoom.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, and Ms. Weems (4:28 p.m.). The following School Board members were attending the meeting via Zoom: Ms. Franklin (medical reasons), Ms. Owens (out of town with family), Ms. Melnyk (family medical matter), and Ms. Riggs (family medical emergency; note: disconnected from Zoom at 7:40 p.m. and logged back into Zoom at 11:28 p.m.)

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

7. **Student, Employee and Public Awards and Recognition**

- A. Certificate of Achievement for Excellence in Financial Reporting – Department of Budget and Finance: The School Board recognized the staff in the Office of Business Services for a Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association (GFOA), for the fiscal year that ended June 30, 2020. The achievement is the highest form of recognition in governmental accounting and financial reporting. According to the GFOA, this award represents a significant accomplishment by a government and its management.

8. **Adoption of the Agenda**: Chairwoman Rye noted the workshop item #1C – COVID Update would be presented under item #17 – Return to Administrative, Informal, Workshop or Closed Session matters. Without any other modifications, Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Ms. Hughes. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Weems. Note: Ms. Riggs at the time of the vote, was not logged into Zoom. The motion passed 10-0-0.

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9. **Superintendent's Monthly Report:** Superintendent Spence shared the following information: 1) Vaccine for children 5-11 years old and the community vaccination center at Military Circle Mall offers appointments Tuesdays through Saturdays from 10:00 a.m. to 7 p.m.; 2) reminder of early release days in December on the 1st, 8th, and 15th; thanked the Office of Family and Community Engagement for their support to families; appreciation for our military families and students; and 3) the division will be closed for the Thanksgiving holiday from November 24th through Friday, November 26th, and shared gratefulness for each and every member of the VBCPS staff and wished everyone a safe and relaxing holiday.
10. **Approval of Meeting Minutes**
- A. November 9, 2021 Regular School Board Meeting: Chairwoman Rye called for any modifications to the November 9, 2021 Regular School Board meeting minutes as presented. Hearing none, Chairwoman Rye called for a motion to approve. Ms. Holtz made a motion, seconded by Ms. Anderson. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Weems. Note: Ms. Riggs at the time of the vote, was not logged into Zoom. The motion passed 10-0-0.
11. **Public Comments (until 8:00 p.m.):** Chairwoman Rye announced the School Board will hear Public comments on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division from citizens and delegations who signed up with the School Board Clerk prior to the meeting. Chairwoman Rye mentioned information regarding speaker process, decorum and order, and submitting comments via group email.
- There were twenty-four (27) in-person speakers (including 4 student speakers) and eight (8) online speakers: topics discussed were Policy 3-63; weapons ban; book banning; petitions; decrease of instructional time; academic school year; masking; violation of rights; facility use application; Code of Virginia; Oath of Office; metal detectors; gun violence; gun rights; 2nd Amendment; masks in physical education; survey to students; SEL; equity; reduction of speaker time; transgender; equity assessment; gathering in parking lot; bystander intervention training; vaccine mandates; and gun free zones.
12. **Information**
- A. Interim Financial Statements – October 2021: Daniel G. Hopkins, Director of Business Services presented the following information to the School Board; as of October 30th the overall revenue trend remained acceptable; enrollment was lower than the ADM used for budget resulting in a projected shortfall of approximately \$4.5 million; federal revenues continued to show a favorable trend as of the end of October due to Impact Aid payments; sales tax receipts are at an acceptable level – year to date through October, approximately \$1.7 million higher than last year; and expenditures and encumbrances trend remain acceptable at this point in the fiscal year. The presentation continued with questions regarding the technology category; amount reserved for contingency in grants – approximately \$5 million; Crystal Pate, Chief Financial Officer provided an overview explanation regarding grants.
- B. Entrepreneurship and Business Academy (EBA): Comprehensive Evaluation: Noel Williams, Ph.D., Program Evaluation Specialist, Office of Planning, Innovation, and Accountability presented the School Board the Entrepreneurship and Business Academy: Comprehensive Evaluation Report and the administration's recommendation; the program opened as a school-within-a-school September 2016 at Kempsville High School; comprised of three strands: Entrepreneurship and Innovation, Business Information and Technology, and Corporate Finance; majority of students selected the Entrepreneurship and Innovation strand; the evaluation focused on the program's goals and objectives and program effectiveness, participant characteristics, stakeholder perceptions, and the additional cost to the school division; data collection consisted of the EBA proposal and documentation, VBCPS data warehouse, interviews, and surveys; received 340 applications for grade 9 and 284 were offered admissions; only 104 students enrolled, space for 22 grade 10 students to enroll; student demographics: 58% female, the racial/ethnic composition of academy students

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were similar to division percentages; staff demographics: 18 teachers, 1 school counselor, average teaching experience 11 years; goal of the program - to provide students the business skills and knowledge necessary to succeed in any career related field of study in postsecondary education and in the workforce; five objectives to reach this goal: completing the program of study; opportunities to earn an associate degree/postsecondary credit; exceeding objectives of the curricula and SOL tests; participating in enrichment activities (job shadowing, mentoring, internship programs); and completing a long-term senior project; establish collaborative agreements with institutions of higher education; reviewed objectives and data:

o Objective 1: Academy Coursework – Nearly all students, parents, and staff who responded to the survey agreed that the EBA provided opportunities to gain the various skills needed to be successful. Of the 94 EBA seniors who graduated, 100% earned an advanced studies diploma and 65% earned a Governor’s Seal.

o Objective 2: Postsecondary Credit/Associate Degree – Students in grades 9-12 who took at least one AP exam scored a 3 or higher on at least one exam (45%); students in grades 10-12 who took dual enrollment courses passed and earned college credits (45%); 23% of the seniors earned an associate degree from TCC.

o Objective 3: Academic Performance – Academy students took eight SOL tests and averaged above a passing score on all the tests. Academy students must complete VBCPS Technical and Career Education credentials. Of the students (71%) who attempted at least one industry certification, 87% were successful.

o Objective 4: Job Shadowing, Mentoring, and Internship – There were partnerships with 35 different individuals to participate in Job Shadow Day; however, the pandemic prevented job shadowing in 2020-2021. Students were placed in internships by virtual or face-to-face.

o Objective 5: Long-Term Project Through Internship/Mentorship – All students in the academy completed a long-term project through an internship; additional enrichment activities - Pitch Night, guest speakers, and community service.

o Objective 6: Higher Education Partnerships – Partnerships with Babson College in Wellesley MA, TCC, and ODU; additional partnerships include Academic Advisory Committee (13 members) and 60 community business partners.

Reviewed stakeholder perceptions of the academy - at least 85 percent of survey respondents indicated they were satisfied with the EBA; reviewed costs for program; largest academy costs – academy personnel, transportation, and dual enrollment; recommendation #1 – continue the Entrepreneurship and Business Academy within Kempsville High School without modifications; Ms. Melissa George, Principal, Kempsville High School concurred with the recommendation; the presentation continued with questions regarding certifications available for students; costs; data numbers for objectives; Pitch Night; number of years operating with students; great example of things at VBCPS.

- C. Positive Behavioral Interventions and Supports (PBIS): Year-One Tier I Evaluation: Heidi Janicki, Ph. D., Director of Research and Evaluation, Office of Planning, Innovation, and Accountability presented the School Board the Positive Behavioral Interventions and Supports (PBIS): Year-One Tier I Evaluation Report and the administration’s recommendations; overview was provided on the key findings and recommendations; PBIS is an implementation framework that facilitates selecting and using interventions within a tiered system of support; evaluation focused on Tier I’s implementation goals, progress toward meeting outcome goals, and the cost; the data was collected by the district capacity assessment, tiered fidelity inventory, surveys, and attendance data; the pandemic impacted the longitudinal data collection for academic and behavioral data; main cost was staffing.

Implementation Goals: Data indicated that student, teacher, and parent agreement were 80 percent and above.

o Goal #1: Schools have policies and procedures to implement PBIS.

o Goal #2: Professional learning opportunities provide staff with effective support and information to successfully implement PBIS.

o Goal #3: Data are reviewed and used regularly to inform decision making to inform PBIS practices.

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o Goal #4: Schools involve students, families, community, and staff during the schoolwide PBIS Tier I implementation.

At least 88 percent of teachers at each level agreed they supported their school's PBIS implementation.

Outcome Goal: Data indicated that the agreement level was 81 percent and above.

o Goal #1: Students are engaged at school.

o Goal #2: Students and teachers have positive perceptions of school safety and discipline procedures.

o Goal #3: Students learn to regulate their emotions and demonstrate social-emotional competence.

o Goal #4: Students and teachers have positive perceptions of school climate.

Recommendations:

o Recommendation #1: Continue PBIS with modifications noted in recommendations 2 through 4.

o Recommendation #2: Continue to support high schools in implementing core Tier I PBIS practices, including providing professional learning on PBIS topics and ensuring students are taught expectations.

o Recommendation #3: Ensure schools are implementing PBIS practices and procedures consistently across classrooms.

o Recommendation #4: Provide protocols for and encourage time allocation for staff to review schoolwide data to inform decision making at the secondary levels.

Administration's Recommendations:

o Recommendation #1: The PBIS Coaching Team will continue to make refinements and modifications based on the needs of schools.

o Recommendation #2: The PBIS Coaching Team will continue to collaborate with the Executive Director of High Schools to create a plan for future professional development. The PBIS Learning Series is being developed to provide on-going professional learning for new teachers, school staff, PBIS teams, and administrators.

o Recommendation #3: The PBIS Coaching Team will continue to share resources to enhance PBIS practices on both a school and classroom level. The updated PBIS Classroom Practices Walk-through Tool will be shared with administrators and school teams to continue the support of teachers.

o Recommendation #4: The PBIS Coaching Team will enhance the support of secondary school teams and administrators with collecting data, identifying needs, and action planning.

The presentation continued with questions regarding the survey responses; coaching team; survey results; timeframe for survey; division wide survey; outcome of PBIS relative to student behavior; response percentages of staff surveyed; coaching system.

- D. Student Academic Performance Review: Kipp Rogers, Ph.D., Chief Academic Officer provided the introduction to the update on the academic performance of students in elementary, middle school, and high school for the first quarter of the 2021-22 school year; Dr. Rogers introduced Lorena Kelly, Ph.D., Elementary Executive Director of Teaching and Learning to continue the presentation; focusing on respond components of the teaching and learning framework to support students and teachers; just-in-time assessments, small group instruction, collaborative teamwork are being used; reviewed PALS (phonological awareness literacy screening) ; 2021: all K-3 students screened; fall 2021 PALS state comparison – Virginia Beach has a higher percentage of students meeting the benchmark in all grade levels; Reading Inventory is a formative reading assessment, given to students in grades 2-9; students in grades 3-9, 55% have already met the end-of-year benchmark according to the fall assessment; Virginia Kindergarten Readiness Program (VKRP) – 80% of students meeting the benchmark in mathematics; first grade math Fall 2021 formative – 51% of students understood at least 76% of the content from last year and over 80% answered at least half of the answers correctly; second grade math fall 2021 formative – 29% of students understood at least 78% of the content from last year and nearly 70% of students correctly answered at least half of the questions. Angela Seiders, Secondary Executive Director of Teaching and Learning continued the presentation and reviewed the secondary English data; the 2021 fall average for the English 8 writing pre-assessment is on target with the three year trend and above the 2019-2020 average in all fields; reviewed the three-year trend data for middle school English unit 1 summative assessment; division averages scores: English 6: 19-20 was 61, 21-22 was 70; English 7: 19-20 was 58, 21-22 was 62; English 8: 19-20 was 73, 21-22 was 71; high school

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reading pre-assessment there is consistency among the three year trend data in all grade levels with small growth for students with disabilities; high school writing pre-assessment there is consistency among the three year trend data in grades 9 and 10, English 11 has shown steady increase each year; middle school math unit 1 assessment – all averages have increased since last year which is an indication that learning loss is being addressed; middle school advanced math unit 1 assessment – averages indicate that students are performing close to where they were prior to the pandemic; high school pre-assessments SOL-tested subjects – students overall scores showed some relative strengths in solving equations and analyzing graphical representations; students have unfinished learning outcomes as it relates to more complex topics (inequalities, transformation, quadratics); using “just in time” assessments from VDOE to assist with pacing and differentiating instruction.

Highlighted some ways responding to student and teacher needs – additional math coaches at all levels, add a cohort of 200 K-5 teachers and 40 Pre-K teachers through LETRS training to support teachers in building students foundational literacy skills, reading and math coaches monthly training, before/after school tutoring, family engagement and Title I outreach; curriculum, assessment, and instruction adjustments – dedicated time for whole group alphabet instruction (Kindergarten) and phonics instruction (grades 1-2), emphasis on building vocabulary through explicit instruction (grades K-5), integrated systems of support-academic site available to coaches, administrators, and classroom teachers.

Joel Guldenschuh, Principal, Virtual Learning Center continued the presentation; reviewed enrollment numbers for Virtual Virginia – total number of students is 883, semester 2 new enrollments is 308, projected semester 2 enrollment is 1191; student progress update: elementary pass rate 93%, middle school pass rate 77%, high school pass rate 73%; 25% of secondary students earned principals list or honor roll for the first quarter; VLC supports – VLC handbook, family newsletter, mentor/counselor tracking; targeted interventions – reinstatement meetings, pace recovery plans, special education tutoring; the presentation continued with questions regarding pacing; kudos to virtual learning – mentioned at the VSBA conference; VKRP – do all students take benchmark tests; high school pre-assessment; AP test results; Virtual Virginia teachers; PALS testing; math assessments; tutoring for students with disabilities; virtual students taking single courses; addition of language courses.

E. Textbook Adoption: Angela Seiders, Executive Director of Secondary Teaching and Learning presented the following information to the School Board:

1. AP Chemistry: That the School Board review and approve the following high school textbook as recommended by the Secondary Science Textbook Adoption Committee for implementation in the fall of 2022.

Course Title	Textbook	Publisher	Copyright
AP Chemistry	Chemistry 2e	OpenStax – Feb 14, 2019	Licensed under Creative Commons Attribution License 4.0 Updated July 26, 2021

2. AP Environmental Science: That the School Board review and approve the following high school textbook as recommended by the Secondary Science Textbook Adoption Committee for implementation in the fall of 2022.

Course Title	Textbook	Publisher	Copyright
AP Environmental Science	Environment: The Science Behind the Stories, AP Edition; 7th Edition	Pearson Education, Inc. (Savvas Learning Company)	2021

3. AP Physics C: That the School Board review and approve the following high school textbook as recommended by the Secondary Science Textbook Adoption Committee for implementation in the fall of 2022.

Course Title	Textbook	Publisher	Copyright
AP Physics C: Mechanics	University Physics Volume 1	OpenStax – Sep 19, 2016	Licensed under Creative Commons Attribution License 4.0 Updated July 21, 2021

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A brief discussion followed regarding cost for supplemental material; vetting OER resources; hard copies of OER materials.

F. Policy Review Committee Recommendations: That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its November 10, 2021 meeting. School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney presented the following:

1. Policy 6-3 / Accreditation: The PRC recommends minor changes to reflect the current mission statement as well as scrivener's changes.
2. Policy 6-6 / Kindergarten Program: The PRC recommends scrivener's changes.
3. Policy 6-7 / Access to Programs: The PRC recommends amendments to clarify language and updates to the legal references.
4. Policy 6-8 / Controversial Issues: The PRC recommends minor scrivener's changes.
5. Policy 6-9 / Religion in Curriculum: The PRC recommends minor scrivener's changes and updates to the legal references.
6. Policy 4-75 / Conditions of Employment: The PRC recommends amendments to reflect changes to the law effective July 1, 2021 as well as scrivener's changes.
7. Policy 3-63 / Safety: Weapons on School Property: The PRC recommends declaring all School Board owned or leased buildings or properties gun free school zones as authorized by new legislation effective July 1, 2021.

A discussion followed regarding weapons on school property; clarity on lease of building; vagueness of law regarding school sponsored events; previous issues with guns on grounds; policy is vague; metal detectors; policy to go back to Policy Review Committee (PRC).

13. Return to public comments if needed: Public comments concluded during Agenda item #11 at approximately 8:05 p.m.

14. Consent Agenda: Chairwoman Rye stated the items on the Consent Agenda:

- A. Textbook Adoption: Practical Nursing – Anatomy and Physiology: That the School Board review and approve the following high school Practical Nursing Program textbook as recommended by the Practical Nursing Program Textbook Adoption Committee for implementation in the fall of 2022.

Course Title	Textbook	Publisher	Copyright
Anatomy and Physiology	Memmler's Structure and Function of the Human Body, 12th Edition	Walters Kluwer	2021

B. New Courses:

1. Parenting and Early Learning Careers: That the School Board review and approve the proposed course, Parenting and Early Learning Careers and corresponding course objectives for implementation in the 2022-2023 school year.
2. Photography & Communications Technology: That the School Board review and approve the proposed course, Photography & Communications Technology and corresponding course objectives for implementation in the 2022-2023 school year.
3. Art II: Digital Media and Design: That the School Board review and approve the proposed Art II: Digital Media and Design course for all high schools for a three-phase implementation from 2022-2023 through the 2024-2025 school year.
4. Art III: Digital Media and Design: That the School Board review and approve the proposed Art III: Digital Media and Design course for all high schools for a three-phase implementation from 2023-2024 through the 2025-2026 school year.
5. AP Digital Art: That the School Board review and approve the proposed Advanced Placement Digital Art course for all high schools for a three-phase implementation from 2024-2025 through the 2026-2027 school year.

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6. Advanced PE – Unified Health and Physical Education: That the School Board review and approve the proposed course, Advanced PE: Unified Physical Education and corresponding course objectives for implementation in the 2022-2023 school year.
7. Veterinary Assistant (DE): That the School Board review and approve the proposed courses/certificate program, Dual Enrollment (DE) Veterinary Assistant I and DE Veterinary Assistant II and corresponding course objectives for implementation in the 2022- 2023 school year.
8. Newport News Shipbuilding Early Apprentice Program: That the School Board review and approve the proposed dual and concurrently enrolled courses offered by Newport News Shipbuilding through the proposed, Apprentice X program for initial implementation in the 2022-2023 school year.

Chairwoman Rye called for a motion to approve. Ms. Hughes 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. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Weems. Note: Ms. Riggs at the time of the vote, was not logged into Zoom. The motion passed 10-0-0.

15. **Action**

- A. Personnel Report / Administrative Appointments: Chairwoman Rye called for a motion to approve. Ms. Holtz made a motion, seconded by Ms. Anderson that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the November 23, 2021 personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Weems. Note: Ms. Riggs at the time of the vote, was not logged into Zoom. The motion passed 10-0-0. Superintendent Spence introduced the following: Stephanie N. Marshall, Administrative Assistant, Bayside and Luxford Elementary Schools as Assistant Principal, Thalia Elementary School; and Bradley R. Boynton, teacher, Green Run High School as Dean of Students, Bayside 6th Grade Campus.
- B. School Board Legislative Agenda for 2022 General Assembly Session: Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Ms. Holtz. Without discussion, 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. Franklin, Ms. Holtz, and Ms. Owens. There were three (3) nays opposed to the motion: Ms. Hughes, Ms. Manning, and Ms. Weems. Note: Ms. Riggs at the time of the vote, was not logged into Zoom. The motion passed 7-3-0.
- C. Budget FY 20/21 Resolution Regarding Reversion and Revenue Actual Over/Under Budget Funds: Chairwoman Rye asked Ms. Felton, as the Planning, and Performance Monitoring Committee (PPMC) Chair to read the budget resolution. Ms. Felton read the following resolution:

Budget Resolution Regarding FY 2020/21 Reversion and Revenue Sharing Formula Reconciliation

WHEREAS, on September 28, 2021, the School Board was presented with a summary of the unaudited financial statements for FY 2020/21 (year-ending June 30, 2021) showing the reversion amount to the city's General fund; and

WHEREAS, the amount of FY 2020/21 School Operating reversion funds available (excluding revenues over/under budget) is \$14,463,778; and

WHEREAS, \$10,131,688 came in as additional revenue over the appropriated budget, increasing the School Operating reversion amount to \$24,595,466; and

WHEREAS, \$401,878 reverted from the Athletics fund and \$711,334 reverted from the Green Run Collegiate Charter School fund; and

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WHEREAS, the estimated total amount available for re-appropriation is \$25,708,678; and

WHEREAS, the city is currently indicating a FY 2020/21 revenue actual over budget of \$29,230,144 based on the Revenue Sharing Formula; and

WHEREAS, the net reversion funding available for re-appropriation is \$54,938,822; and

WHEREAS, the Administration recommends the following for the available funds in the amount of \$54,938,822:

- \$11,000,000 to be re-appropriated to the School Reserve Special Revenue fund to be set-aside for use in the FY 2022/23 Capital Improvement Program
- \$34,432,182 to be re-appropriated to the CIP fund:
 - Project 1-017 Renovation and Replacement Grounds III (synthetic turf at Kempsville HS and Ocean Lakes HS) - \$3,500,000
 - Project 1-018 Renovation and Replacement HVAC III - \$2,986,775
 - Project 1-020 Renovation and Replacement Various III (locker removal/renovation at First Colonial HS and classroom/furniture replacement at various schools) - \$6,250,000
 - Project 1-022 Elementary School Playground Equipment Replacement - \$1,000,000
 - Project 1-026 Lynnhaven MS Expansion (Achievable Dream) - \$1,100,000
 - Project 1-028 Bettie F. Williams/Bayside 6th (Grades 4-6) Replacement - \$7,500,000
 - Project 1-030 Replacement Payroll System - \$4,382,407
 - Project 1-031 School Bus and Fleet Replacement - \$7,713,000
- \$900,000 to be re-appropriated to the Athletics fund 204 (startup costs for lacrosse program)
- \$8,606,640 to be re-appropriated to the School Operating fund 115 for:
 - Access layer switches and points - \$1,221,000
 - Interactive whiteboard replacements - \$882,000
 - Electronic perimeter access control doors - \$645,000
 - Data center firewall upgrade - \$566,125
 - Instructional supplies - \$151,515
 - Contracted services to pressure wash building exteriors and courtyards - \$130,000
 - Maintenance and repair projects and equipment - \$5,011,000

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach approves the recommended uses of the FY 2020/21 Reversion and Revenue Sharing Formula Reconciliation funds as presented by the Administration; and be it

FURTHER RESOLVED: That the School Board requests that the City Council approve the re-appropriation of FY 2020/21 Reversion and Revenue Sharing Formula Reconciliation funds shown above; and be it

FINALLY RESOLVED: That a copy of this resolution be spread across the official minutes of this Board, and the Clerk of the Board is directed to deliver a copy of this resolution to the Mayor, each member of City Council, the City Manager, and the City Clerk.

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Adopted by the School Board of the City of Virginia Beach this 23rd day of November 2021.

Chairwoman Rye called for a motion to approve. Ms. Holtz made a motion, seconded by Ms. Anderson. Cheryl Woodhouse, Chief Human Resources Officer presented the following information to the School Board regarding staffing and retention incentive recommendations; \$1,000 bonus for all eligible staff, employees in allocated, benefited positions will receive up to a one-time bonus, calculated based on employee's allocated FTE, paid in one lump sum in the December 15 paycheck; reviewed instruction and non-instructional top vacancies numbers; staffing and retention incentive: \$2,5000 hard-to-staff incentive (teachers on the instructional pay scale, instructional assistants, bus drivers and assistants, custodians, cafeteria assistants, baker/cooks and assistant managers-in-training, security assistants and security officers), employees will receive 12 equal payments beginning January 15, 2022; substitute teachers – increase the daily rate for all instructional substitute teacher positions by \$30.00 per day, effective January 1, 2022; increase pay for teachers who cover a colleague's class during their planning and/or lunch bell from \$25.00 to \$35.00 per class, effective December 1, 2021; reviewed staffing and retention incentives: cost summary estimated costs \$42 million (not including FICA); funding from operation budget and ESSER grant funds not from the reversion funds.

The presentation continued with questions and comments regarding proposal and which use of funds; thanks to administration/HR for bonuses; clarification on bonus/incentives – only through June 30, 2022; incentives for hard to fill positions; signing bonus; how to communicate incentive plan; reversion funds and tax payers; child care through Parks & Recreation; revenue sharing formula; reservations with items on reversion funds; furniture needs; timeline of bonus and incentive; new hires and incentive/bonus; bonus for part time employees - prorated on FTE status if qualify; unanticipated funds; Human Resources hosting a Virtual Career Fair for instructional and non-instructional candidates – will send information to School Board members.

Note: Ms. Riggs was logged into the meeting via Zoom at 11:31 p.m.

Without further discussion, Chairwoman Rye called for a vote on the Budget Resolution Regarding FY 2020/21 Reversion and Revenue Sharing Formula Reconciliation. The School Board Clerk announced there were eight (8) ayes in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Owens and Ms. Riggs. There were three (3) nays opposed to the motion: Ms. Hughes, Ms. Manning, and Ms. Weems. The motion passed 8-3-0.

16. *Committee, Organization or Board Reports:* Ms. Felton mentioned the VSBA Fall Conference, many workshops, favorite was task force group study and VA STEM, VSBA and the NSBA; Ms. Weems mentioned the Special Education Advisory Committee meeting and will email summary of meeting; Ms. Rye mentioned will email proposed dates of the retreat for next year.

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

C. COVID Update: Eugene Soltner, Ed.D., Chief Schools Officer and Jack Freeman, Chief Operations Officer presented the School Board an updated regarding COVID-19 health and safety mitigations including data updates, as well as process and support improvements; Mr. Freeman began the presentation and reviewed connected cases data, positive cases data, quarantine data; VDH level of community transmission – transmission level substantial, cases 84.89, percent positivity 5.1%; numbers on downward trend but may increase due to the holiday season; vaccine demographics are slow, steady, upward trend; reviewed vaccination numbers at elementary sites vaccination clinics; layered prevention strategy – maximize 5 days of in-person learning, offer a broad range of extracurriculars and athletics; history of modifications: 14 to 10 days of quarantine, visitors and volunteers, field trips, screening testing for winter athletics and conditioning; quarantine data – average student close contacts quarantined per case = 5, number of lost in-person school days per close contact due to quarantine = 4.5, quarantined student contacts that became cases – 1.76%; noted again anticipate a spike in numbers due to holiday; recommended next steps: suspend quarantine at high schools only (continue contact tracing), start date – December 6, monitor data until January 24, use the data gained to inform decisions for middle and/or elementary schools.

Dr. Soltner continued the presentation and reviewed information from the first week of testing for winter athletes; 426 athletes were tested over a three day period; 77 athletes attended make-up testing; VBCPS school relief update –

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central support substitute initiative: 207 instructional substitutes, 55 classified substitutes, 9 principal/AP; November 24 holiday/early release dates; relief flex day proposal – December 22; the presentation continued with questions regarding December 22 day impact on either 180 days or 990 hours; request to have COVID presentations first on workshop agenda; clarification on masks for recess and distancing; masking during PE; question about potential for flex day or holiday on December 22; discuss regarding holiday for December 22; other divisions have as a holiday.

Closed Session: Ms. Anderson made a motion, seconded by Ms. Manning that the School Board recess into Closed Session in accordance with the exemptions to open meetings law set forth in Code of Virginia §2.2-3711 (A) 7 and 8 to deliberate on the following matters:

A. 7. **CONSULTATION WITH LEGAL COUNSEL:** Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter and

A.8. **CONSULTATION WITH LEGAL COUNSEL:** Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss: 1) pending or probable litigation matters and settlement authority for pending litigation.

The motion passed with seven (7) ayes: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, and Ms. Weems. The following School Board members were attending via Zoom and did not vote: Ms. Melnyk, Ms. Franklin, Ms. Owens, and Ms. Riggs.

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

A.7. CONSULTATION WITH LEGAL COUNSEL: School Board members: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, and Ms. Weems; Mr. Joel Andrus; Superintendent Spence; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney; Regina M. Toneatto, Clerk of the Board. Mr. Joel Andrus left the closed session at 12:45 a.m.

A.8. CONSULTATION WITH LEGAL COUNSEL: School Board members: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, and Ms. Weems; Superintendent Spence; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney; Regina M. Toneatto, Clerk of the Board.

Certification of Closed Session: Ms. Anderson read the Certification of Closed Meeting:

WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

NOW, THEREFORE, BE IT RESOLVED that the School Board of the City of Virginia Beach hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business

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matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

Ms. Anderson made a motion, seconded by Ms. Manning. The motion passed with seven (7) ayes: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, and Ms. Weems. The following School Board members were attending via Zoom and did not attend the Closed Session: Ms. Melnyk, Ms. Franklin, Ms. Owens, and Ms. Riggs.

18. Adjournment: Chairwoman Rye adjourned the meeting at 1:14 a.m., Wednesday, November 24, 2021.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair