



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 Organizational / Regular Meeting MINUTES

Tuesday, January 11, 2022

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 4:03 p.m. on the 11th day of January 2022 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. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. Ms. Owens attended the meeting via Zoom (health reasons).

School Board Administrative Matters and Reports: Chairwoman Rye mentioned Crystal Pate, Chief Financial Officer, and Jack Freeman, Chief Operations Officer, were not in attendance because they were presenting on our behalf to City Council the reversion resolution. The board received an email noting some adjustments made from a joint session in which Chair Rye, Vice-Chair Melnyk, Superintendent Spence, and Crystal Pate attended with counterparts on City Council and within city staff.

- A. Annual Recruitment, Staffing, Retention and Compensation Update: Cheryl Woodhouse, Chief Human Resources Officer; Anne C. Glenn-Zeljeznjak, Coordinator of Recruitment and Retention; Judith Wood, Human Resources Specialist

Staffing and Recruitment (Anne C. Glenn-Zeljeznjak): Since the last report in August, there is still an impact on recruitment. Areas we faced with a shortage include math, special education, ESL/Bilingual, foreign language, science, and English. There was an increase of 41% of teachers who retired or resigned this past year. Since the beginning of this school year, there has been 352 employees who have left the school system. Reasons for teacher and staff shortages include lack of qualified applicants, salary and benefits, retaining teachers, and the housing market. However, as of December 2021, 468 new teachers were hired including 13 future teacher award winners, and 25 early incentive commitment recipients for math, special education, Spanish Immersion, and three career and technical education staff members. As of January 6, there were 116

instructional vacancies and 307 non-instructional vacancies (bus drivers and positions from various departments). Recruitment initiatives include employee bus driver referral program, student teacher outreach, radio campaigns, and a Virginia Beach City Public Schools (VBCPS) Career Information Fair, to name a few.

Compensation (Judith Wood): Progress made with VBCPS compensation program and a few innovative ideas the division instituted this year in staffing schools include the following:

- A .50% step and a 4.5% cost of living adjustment increase to eligible employees
- Increased all part-time rates by 5%
- Increased summer school rates by up to 14%
- Funded 100% of the monies needed to increase the value of additional duty supplements
- Began the process of increasing the value of educational allowances
- Developed a custodian Initiative Program to allow current non-exempt employees to staff custodial vacancies
- Increased pay for teachers to cover a colleague's class during their planning time and/or lunch bell from \$25 to \$35 effective December 2021
- Promoted a bus driver referral program
- Utilized central support staff who volunteered to substitute for teachers, teacher assistants, custodians, and office support vacancies
- Maintained cost of health insurance at the same rate for the third year in a row
- Provided a \$1,000 bonus to employees in allocated positions on December 15
- Temporarily increased daily rate for teacher substitutes by \$30 per day, effective January 1
- Implemented a \$2,500 recruitment and retention incentive for hard-to-staff positions effective January 1
- Plan to issue a Letter of Intent to prospective new teacher hires

Comparing VBCPS teachers to other school divisions – VBCPS ranks from first to fifth place in salary, depending on years of experience. VBCPS ranks fifth place to sixth place for teachers with a master's degree, master's degree +30, and a doctorate degree. Although funding was provided last year to start the process of increasing educational allowances, it would still cost VBCPS a little more than \$4.1 million, inclusive of benefits, to be competitive. The proposed solution is to fund an increase over three years at 33.33% (\$1,387,369) or phase in over a shorter period of time.

Comparing selected non-instructional salaries – Bus drivers were upgraded from Grade 9 to Grade 10, placing VBCPS ranking second. Custodian levels, 1-4, were moved up one pay grade and now ranks first place for an entry level Custodian 1. Cafeteria assistants moved up one pay grade and ranks first in the local area but is still a hard-to-fill position. Teacher assistants and security assistants have five different paygrades, U-6 – U-10, depending on if the employee has a degree. The following options are being offered for consideration: teacher assistants rank sixth place, but if all teacher assistants were moved to Grade 10 then they would rank first. It is a more competitive pay grade and principals can move a teacher assistant to another teacher assistant position. Also, provide teacher assistants a \$750 allowance for those holding a bachelor's degree. Security assistants rank sixth place, but by moving them to Grade 10, it would improve ranking in the local area. Also, provide a \$750 educational allowance to those security assistants holding a bachelor's degree. The assistants at Renaissance Academy and security officers now at U-10 will be moved to U-11 to maintain alignment.

Virginia minimum wage increase – VBCPS was above minimum wage in 2021 and 2022; however, to get the lowest grade of employee to the \$15 minimum wage by 2026, the estimated percentage rate is approximately 27.2 or 6.8 per year. Approximately 1400 employees are getting less than \$15 an hour, but if teacher assistants and security assistants are upgraded to Grade 10, this will eliminate the need to address approximately 850 employees which would allow us to focus on custodians and cafeteria assistants.

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Substitute teachers – They currently rank second for licensed substitute teachers, tied for third for non-licensed substitute teachers, and first for long-term substitute teachers. Effective January 1, 2022, their pay was able to be increased to \$30 per day using CARES funding until the end of the year.

Health care cost – The division maintained premium cost and will remain the same this year, making it four years in a row.

Budget Considerations for 2022-2023

- Increase funding for allowances for advanced degree
- Reclassify teacher assistants to a minimum of Grade 10
- Additional cost for equity adjustment for moving teacher assistants to Grade 10
- Additional cost teacher assistants holding a bachelor’s degree
- Reclassify security assistants to Grade 10 with full equity
- Reclassify Renaissance Academy security assistants and security officers to Grade 11
- Additional cost for security assistants holding a bachelor’s degree
 - o Totaling approximately \$10.2 million
- Increase teacher substitute rates and maintain on a permanent basis
 - o Totaling approximately \$5.2 million
- Totaling an estimated cost of \$15.4 million, but budget adjustments can be phased in

Following the overview, there were questions and inquiries regarding comparison of vacancies now to a normal year, salary information including benefits and deferred compensation comparison with all income, receiving incentives instead of money, which school divisions are our competitors for potential applicants, staffing special education assistants, timeframe of retirements/resignations comparison, number of employees to bring up to minimum wage by 2026, phased-in approach for minimum wage requirement, are incentives working, part-time employees eligible to receive health benefits – list of employees, losing employees to the private sector, letters of intent, staff working on weekends.

Ms. Felton mentioned that at the Planning and Performance Monitoring Committee (PPMC) Meeting on January 4, the committee recommended that a compensation study be done. Ms. Felton encouraged the Board to consider the recommendation. The Board decided to give Human Resources staff approval to move forward with the compensation study; however, the cost was requested first. Before any agreement is entered into, the Board will be notified of the cost, and the Board will express any concerns at that time. The compensation study will be for all positions. The items discussed prior for consideration in the budget will still move forward.

2. **Closed Session:** None during the administrative, informal, and workshop session.
3. **School Board Recess:** Chairwoman Rye adjourned the administrative, informal, and workshop session at 5:24 p.m.
4. **Formal Meeting (School Board Chambers)..... 6:00 p.m.**
5. **Call to Order and Roll Call:** Superintendent Spence, serving as Chair pro-tem until a chair was elected, called the meeting to order at 6:01 p.m. on the 11th day of January 2022. He 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 VBTV Channel 47, and on Zoom. The following School Board members were present in the School Board Chamber: Ms. Anderson, Ms. Felton,

Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Melnyk, Ms. Riggs, Ms. Rye, and Ms. Weems. Ms. Owens attended the meeting via Zoom (health reasons).

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

7. *School Board Organizational Matters:* Dr. Spence explained the nomination and voting procedures for the election of the School Board Chair and Vice-Chair. There being no objections, motions, or questions, Superintendent Spence called for the nominees.

A. Election of School Board Chair: Ms. Anderson nominated Ms. Rye and Ms. Manning nominated Ms. Weems to serve as School Board chair for the 2022 calendar year. There being no more additional comments or nominations, votes were cast with the following results: Ms. Weems received 4 votes – Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems; Ms. Rye received 7 votes – Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Melnyk, Ms. Owens, Ms. Riggs, and Ms. Rye. The Deputy Clerk of the School Board announced Ms. Rye was elected Chair by majority vote and declared the School Board Chair for the 2022 calendar year. Superintendent Spence turned the meeting over to Chairwoman Rye to proceed with the meeting. Ms. Rye thanked everyone and commented she is grateful for the support and will continue to lead and listen to all colleagues and stakeholders.

B. Election of School Board Vice-Chair: Ms. Riggs nominated Ms. Melnyk and Ms. Weems nominated Ms. Hughes. There being no more additional comments or nominations, votes were cast with the following results: Ms. Melnyk received 7 votes – Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Owens, Ms. Riggs, Ms. Rye, and Ms. Melnyk; Ms. Hughes received 4 votes – Ms. Franklin, Ms. Manning, Ms. Weems, and Ms. Hughes. The Deputy Clerk of the School Board announced Ms. Melnyk was elected the Vice-Chair by majority vote and declared the School Board Vice-Chair for the 2022 calendar year.

C. Appointment of the Clerk and Deputy Clerk: Dr. Spence asked that the School Board approve his recommendation that Regina M. Toneatto as Clerk of the School Board and Susan L. Keipe as Deputy Clerk of the School Board for the 2022 calendar year. Ms. Riggs made a motion and Ms. Hughes seconded to accept Dr. Spence’s recommendation. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0

D. Schedule of Meetings: January 22 through June 2023: Chairwoman Rye asked if the School Board meeting dates were reviewed for the rest of the 2021-2022 school year and the proposed 2022-2023 school year. Several dates were questioned: a meeting will be held June 13 (Monday) instead of June 14 (Tuesday) because graduations are being held that week, a budget meeting was not recognized on February 8 because it will be part of the regular School Board meeting that same day. The two dates in August for 2022-2023 will be changed to Tuesdays, August 9 and 23. Ms. Holtz made the motion, seconded by Ms. Franklin. Chairwoman Rye called for a vote. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0

8. *Student, Employee and Public Awards and Recognition - NONE*

9. *Adoption of the Agenda:* Chairwoman Rye noted an additional item on the Agenda, Item #15B – Resolution: Virginia School Principals Week. Without any further modifications, Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Melnyk. Chairwoman Rye called for a vote. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0

10. *Superintendent’s Monthly Report:* NONE

11. *Approval of Meeting Minutes*

A. December 20, 2021, Special School Board Meeting: Chairwoman Rye called for any modifications to the December 20, 2021, Special School Board meeting minutes as presented. Hearing none, Chairwoman Rye called for a motion to approve. Ms. Riggs made a motion, seconded by Ms. Franklin. Without discussion,

Chairwoman Rye called for a vote. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0

- B. December 21, 2021, Regular School Board Meeting: Chairwoman Rye called for any modifications to the December 21, 2021, regular School Board meeting minutes as presented. Hearing none, Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Ms. Melnyk. Without discussion, Chairwoman Rye called for a vote. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0

- 12. 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-eight (28) in-person speakers (including four [4] student speakers and ten [10] online speakers). The topics discussed included high school scheduling (4x4), masks, COVID regulations, vaccine requirements, benefits, salaries, compensation, budget, boycotting small businesses, Watch Dog program, K-12 instruction, election of school board chair and vice-chair, complaints regarding school board members, board leadership, transparency, teacher retention, mandates, CRT, planning time, overburdened teachers, teacher retention, and closures.

13. Information

- A. COVID Update: Jack Freeman, Chief Operations Officer, and Eugene F. Soltner, Ed.D., Chief Schools Officer presented the following information to the School Board. Dr. Caitlin Pedati, Director of Virginia Beach Department of Public Health, was in attendance via Zoom to answer questions.

Mr. Freeman reported that since the last School Board meeting, there has been a significant change in community transmission and the CDC guidance related to isolation and quarantine. Virginia Beach is in the high category of transmission. The COVID Plan has been modified to align with the new guidance. Starting January 10, quarantine and isolation has been changed to five days instead of ten; as of February 21, a booster is required, ages 12 and over, to be exempt from quarantine; and there will be temporary modification to contact tracing. All information was communicated to families on January 5. All the other mitigations in place are currently unchanged such as being fully vaccinated, COVID in the last 90 days, or are asymptomatic are exempt from quarantine; high school students identified as close contacts may attend class if asymptomatic; and high school athletes identified as close contacts may continue to participate if fully vaccinated. There are vaccination clinics available at some schools.

Dr. Soltner continued the presentation sharing a second plan due to the shortage of teachers. There are three levels of interventions for keeping schools open. Level 1: in addition to perm substitutes and hired daily substitutes, schools will shift instructional support staff to unfilled staff vacancies and utilize teacher coverage at the secondary level for additional bells, communication will not be sent to parents at this level; Level 2: in addition to Level 1, when schools can no longer meet staffing needs in their buildings, up to 50 central support staff will help support targeted schools, and parents will be made aware of this change; Level 3: in addition to levels 1 and 2, all hands-on-deck intervention as central support will deploy staff necessary to keep classrooms and schools open, and communication will be sent to families indicating a high probability of specific elementary classrooms, middle school grade level closure, or the closure of a high school. Depending on an evaluation on day three of the closure, schools can convert back to level 1 or 2. With an elementary classroom or middle school grade level closure, the first day students will complete work asynchronously. With a schoolwide closure, two days of asynchronous learning would be planned, to allow for teacher and parent planning. During the closure, students will have the same school hours and schedules, teachers will instruct from the school unless quarantined, and breakfast and lunch will be available via a drive by or pick up, as was done before.

Following the brief, there were questions and inquiries regarding what the number would need to be to close a classroom or school; planning and preparation for keeping schools safe; students getting COVID in the schools; incubation period is shorter; vaccines making a difference and less likely to spread with a booster; contact tracing - using broader metrics; wearing masks properly and provide staff with N95 masks; Chromebooks brought home daily; expectation with holiday, mitigations, and vaccine; transmission slowing down; why mitigation strategies required now and not with the flu; quarantine time; level of protection with different masks; resources available for COVID testing; strict guidelines wearing masks and PE; and transmission and student absenteeism being discussed daily.

- B. High School Scheduling: Mr. Matt Delaney, Senior Executive Director of High Schools
Mr. Delaney presented a proposed schedule that was developed with the goal of maximizing student opportunities, as well as the effective use of teachers and staff. With the continued focus on Academic and Career planning, the schedule provides students with the ability to take advanced courses, obtain an advanced diploma while exploring electives or center opportunities that will be essential as students graduate with the necessary skills to enroll in college, enlist in the military, or be employed.

The proposed high school schedule was presented as follows: All core classes will be scheduled as a 4X4 course; classes specific to special education, Advanced Placement, International Baccalaureate, Academy, Band, Orchestra, Chorus, AVID, Dual Enrollment, Virginia Teacher for Tomorrow, English as a Second Language and other specialty programming will be scheduled on the A/B schedule; and the schools will be provided the flexibility of identifying common planning blocks for professional learning communities. Student and teacher sample schedules were reviewed. The next steps will include a high school webinar on January 20 at 6:00 p.m. and engage high school teachers at Teacher Assembly on January 19. If the Board accepts the recommendation for the high school schedule on January 25, school counselors and case managers will finalize student schedules and IEP's. Master schedulers will work collaboratively to develop a schedule that meets the requirements as outlined in the presentation and minimizes the impact of transfers across the division. The Department of Teaching and Learning staff will move forward with developing professional development for teachers, and the Department of Technology staff will prepare course codes, training for master schedulers, and Synergy for the new model.

Following the presentation, there were questions and inquiries regarding fine arts (band) students having the opportunity to continue with the next level; taking a 4x4 language each year and not continuing in the same year and have a learning loss; course registration and not communicating the 4x4 schedule; inclusion classes and students keeping up in a 4x4 model; academic support classes for students with IEP's; academy and non-academy students attending the Governor's School; teacher numbers being lower with a shortage of teachers; students registering for eight classes because they have to and end up with a class not really wanted; study blocks; 4x4 schedule with holidays; enough time for assignments/tests to be returned; students missing classes back to back due to illness; timeline for professional development; math courses; and information being communicated to the public (video).

Mrs. Leeane Turnbull-Palette, Principal of Salem High School, gave a perspective on interactions with teachers and the opportunities for students.

14. Return to public comments if needed. Public comments ended during Item #12

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

- A. Resolution: National Mentoring Month: Vice-Chair Melnyk read the following resolution:

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**Resolution for National Mentoring Month
January 2022**

WHEREAS, January 2022 will mark the 20th anniversary of National Mentoring Month, an opportunity to focus attention on the need for mentors, as well as how each of us can work together to increase the number of mentors to help ensure positive outcomes for our young people.

WHEREAS, Virginia Beach City Public Schools honors volunteer mentors who support young people by showing up for them every day and demonstrating their commitment to helping them thrive; and

WHEREAS, mentoring programs make our communities and our school division stronger by driving impactful relationships that increase social capital for young people and provide invaluable support networks for adults; and

WHEREAS, during this ongoing COVID-19 pandemic, mentoring programs have looked differently and we continue to look for opportunities to connect with young people and families as to ensure that physical distancing does not mean social disconnection; and

WHEREAS, mentoring plays a pivotal role in career exploration and supports workplace skills by helping young people set career goals, equipping mentors with the skills needed to support the professional growth of young people, and drives positive outcomes for young people and businesses; and

WHEREAS, the annual African-American Male Summit on January 8, 2022, hosted by Salem High School is an example of mentorship that promotes healthy relationships and communication, positive self-esteem, emotional well-being, and growth of our young men and their relationships with adults both in our division and throughout the community; and

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of January 2022 as National Mentoring Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourage citizens to celebrate, elevate and encourage mentoring across Virginia Beach City Public Schools; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 11th day of January 2022.

B. Resolution: Virginia School Principals Week: Ms. Riggs read the following resolution:

**Resolution for Virginia School Principals Week
January 2022**

WHEREAS, school principals work cooperatively to direct, develop, and inspire all members of the school staff and student body, and to communicate effectively with parents to engage them in the learning process; and

WHEREAS, principals serve as educational leaders, responsible for managing the policies, regulations, and procedures necessary to ensure a safe and effective learning environment for all students in Virginia's public and private schools; and

WHEREAS, principals and teachers are entrusted with the opportunity and the responsibility of guiding, directing, nurturing, mentoring, and imparting knowledge to our children while they are at school; and

WHEREAS, principals must work collaboratively with teachers, staff, students, parents, and the community at-large to proactively prepare students to be self-reliant and productive citizens; and

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WHEREAS, Virginia School Principals Appreciation Week is an opportunity to recognize the hard work of Virginia school principals and to recognize the importance of principals in ensuring that every child has access to a quality education;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach recognizes Jan. 8-14, 2022, as Virginia School Principals Appreciation Week; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 11 day of January 2022.

C. Textbook Adoption:

1. Latin I-V: That the School Board review and approve the following high school textbooks as recommended by the Latin I-V Textbook Adoption Committee for implementation in the fall of 2022.

Course Title	Textbook	Publisher	Copyright
Latin I-III	<i>Suburani</i> , Books 1 and 2, 1st Edition	Hands Up Education	Book 1, 2020 Book 2, 2021
Latin IV-V	<i>Ecce Romani III</i> , 4th Edition	Savvas Learning Company, LLC	

D. 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 December 9, 2021, meeting. Policy Review Committee Chair, Ms. Trenace Riggs presented the following:

1. Policy 3-10/Budget: Transfer of Funds: The PRC recommends minor amendments.
2. Policy 3-22/Tuition Fees: The PRC recommends minor scrivener's changes.
3. Policy 3-28/Reserve Fund: The PRC recommends amendments to allow flexibility in the amount of reserve funds set aside, minor scrivener's changes.
4. Policy 3-34/Direct Appropriation Funds – Individual Schools: The PRC recommends minor scrivener's changes.
5. Policy 3-36/Receiving /Paying for Goods and Services: The PRC recommends minor scrivener's changes.
6. Policy 3-37/Vendors/Contractors/Sales Representatives: The PRC recommends amendments to clarify current terms and scrivener's changes.
7. Policy 3-39/ Competitive Negotiations/Awards: Procurement of Professional Architectural and Engineering Services: The PRC recommends no changes.

Chairwoman Rye called for a motion to approve. Ms. Holtz made a motion, seconded by Ms. Franklin. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0

16. Action

A. Personnel Report / Administrative Appointments: Chairwoman Rye called for a motion to approve. Ms. Anderson made a motion, seconded by Vice-Chair Melnyk, that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the January 11, 2022, personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chairwoman Rye called for a vote. The Deputy Clerk of the School Board announced the motion was unanimously approved. 11-0-0. Superintendent Spence introduced

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Jason B. Hinson, now the Administrative Assistant at Glenwood Elementary School and going to King's Grant Elementary as Assistant Principal.

17. Committee, Organization or Board Reports: Vice-Chair Melnyk noted that the Green Run Collegiate Gala has been moved to April 2; Ms. Riggs mentioned that Sister Cities is still monitoring COVID and is deciding on the Youth Ambassador Gala and will keep the Board up-to-date moving forward; Ms. Felton mentioned that the PPMC met on January 4, and the committee recommended a compensation study be done; on January 24-25, Ms. Felton will be in Richmond with VSBA (representing 132 other schools) meeting with newly appointed delegates in the General Assembly – she will provide more information as time gets closer.

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

Closed Session: Vice-Chair Melnyk 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), Paragraphs 7 and 8, as amended:

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 pending or probable litigation matters, status of outside counsel retention and election district case.

The motion passed with ten (10) ayes: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, Ms. Weems, and Vice-Chair Melnyk. The following School Board member was attending via Zoom, so she could not vote: Ms. Owens.

The School Board members took a short break from 10:29 p.m. to 10:35 p.m. before going into closed session.

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

A.7. CONSULTATION WITH LEGAL COUNSEL: School Board members: Chairwoman Rye, Vice-Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems; Superintendent Spence; Dr. Donald Robertson, Chief of Staff; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney; Susan L. Keipe, Deputy Clerk of the School Board. Dr. Donald Robertson left the meeting at 10:50 p.m.

A.8. CONSULTATION WITH LEGAL COUNSEL: School Board members: Chairwoman Rye, Vice-Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems; Superintendent Spence; School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney; Susan L. Keipe, Deputy Clerk of the School Board.

Certification of Closed Session: Vice-Chair Melnyk read the Certification of Closed Meeting:

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WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and **WHEREAS**, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

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

Ms. Franklin made a motion, seconded by Ms. Anderson. The motion passed with ten (10) ayes: Chairwoman Rye, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Franklin Ms. Hughes, Ms. Manning, Ms. Riggs, and Ms. Weems. The following School Board member was attending via Zoom, so she could not vote: Ms. Owens.

19. Adjournment: Chairwoman Rye adjourned the meeting at 11:20 p.m.

Respectfully submitted:

Susan L. Keipe, Deputy Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair