



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

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

Beverly M. Anderson
At-Large

Daniel D. Edwards
District 2 – Kempsville

Sharon R. Felton
District 6 – Beach

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 Agenda MINUTES

Tuesday, December 1, 2020

School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

INFORMAL MEETING

- 1. Convene School Board Workshop:** Chairwoman Rye convened the School Board workshop at 4:01 p.m. on the 1st day of December 2020 and announced pursuant to the State of Emergency related to the COVID-19 pandemic, the Governor’s Executive Orders, the Virginia Freedom of Information Act as amended by the Virginia General Assembly and the School Board’s April 7, 2020 Emergency Resolution, the School Board and selected staff members will meet in person at the School Administration Building however, at this time it is impractical and unsafe to allow other persons to attend the School Board Meeting due to physical distancing and safety precautions related to the pandemic. Members of the public will 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 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 following School Board members were present in the School Board chambers: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Mr. Edwards, Ms. Felton, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems arrived at 4:07 p.m. The following School Board member was attending the meeting via Zoom but within the School Administration Building in room 113.

- A. **School Board Administrative Matters and Reports:** Chairwoman Rye reminded the School Board members of COIA and FOIA Training Reminder Verification Deadline of 12/31/2020; an email will be forthcoming from the School Board Clerk with information; reminder of upcoming VSBA webinar on collective bargaining; and reminder of information that School Board meeting will continue as they have been since the summer/fall and will monitor any developments.
- B. **Annual Recruitment, Staffing, Retention and Compensation Update:** The presenters were John A. Mirra, Chief Human Resources Officer, Anne C. Glenn-Zeljeznak, Coordinator (Recruitment and Retention, Instructional Applicants, Substitute Office, Guidance, Interns, Observations, Practicums & Student Teachers), and Judith Wood, Human Resources Specialist, Classification/Compensation presented an update to the School Board regarding the Recruitment, Staffing, Retention and Compensation of employees for the past year along with possible budgetary considerations for the coming year. The purpose is to keep school board members apprised of current market conditions around this important area and what impact they have on successful operation of the school division; Mr. Mirra provided a background of the presentation and introduced Ms. Glenn-Zeljeznak; topics included market conditions & challenges, strategies, results, and compensation update; teacher shortage continuing to impact the

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, December 1, 2020
School Board Regular Meeting
Page 2 of 7

applicant pool; reviewed 2017-18 teacher preparation enrollment in Virginia; 2018 – number of graduates eligible to teach across the state; 2018 Fall teacher preparation program enrollment in Virginia by race & ethnicity, gender; 2020-21 top 5 critical teacher shortages in Virginia: special education, Elementary Education (PreK-Grade 6), Middle Education (Grades 6-8), Career and Technical Education, Mathematics (Grade 6-12, including Algebra I); instructional retirement and resignations; minority recruitment success; new teacher hires with experience; recruitment strategies; digital outreach, job postings; retiree opportunity program; retention of teachers;

The discussion continued regarding teacher residency program; teacher retention; and teacher candidates.

Judith Wood continued the presentation; overview of topics: compensation, employee benefits, budget considerations; compensation – local teacher salary comparison; educational allowances (advanced degrees, licenses and certifications); teacher comparison for advanced degrees; additional duty supplements (2020/21 comparisons, oversight committee, funds, short term goals, long range goals); Virginia minimum wage; selected non-instructional salary comparisons: bus drivers, custodians; pay grade levels for teacher assistants; comparison of local substitute teacher rates; clerical support market study; employee benefits; local school divisions' health insurance monthly premium cost comparisons – various plans; VRS health insurance credit plan update; FY2021/22 budget considerations; and reviewed accomplishments.

The discussion continued regarding budget considerations; due to time constraints questions can be directed to Mr. Mirra; presentation slides will be available for School Board members; teachers out on FMLA; board; teacher assistants and college degrees; insurance plans and funding; additional duty supplements; budget impact on minimum wage and pay grades; and pay differential for guidance department head.

- C. Reopening Plan Updates: The presenters were Marc A. Bergin, Ed.D., Chief of Staff, Natalie N. Allen, Chief Communications and Community Engagement Officer, Kipp D. Rogers, Ph.D., Chief Academic Officer, and Donald E. Robertson, Ph.D., Chief Schools Officer presented updates on the current health metrics, recommended modifications to the adopted plan, resuming operation of Safe Learning Centers, return of designated groups of special education students for in-person instruction, and plans for second semester. Dr. Bergin provided a presentation overview; reviewed health metrics for the Eastern Region; historical data for percent positivity for the Eastern Region since the onset of the pandemic; 7-day rolling average of new cases in the Eastern Region since the onset of the pandemic; reviewed VDH (Virginia Department of Health) guidance for schools; guidance from the VBDPH (Virginia Beach Department of Public Health);

Ms. Allen continued the presentation regarding updates to the comprehensive COVID-19 webpage, updates available on weekly updates button and within FAQs (Frequently Asked Questions), The Fall 2020 Plan accessible from webpage. Dr. Rogers continued the presentation regarding return of students with disabilities – approximately 1200 students; classrooms have lowest student-to-staff ratios; many of the same students were part of ESY (Extended School Year) services; Dr. Rogers introduced Dr. Robertson.

Dr. Robertson provided information on student progress (academic and attendance); Safe Learning Centers (SLC) – 14 elementary cluster sites, VBCPS sites open from 8 a.m. to 3:30 p.m., classroom monitors, SLC will end when Option 1 students return to school; stipends for concurrent instruction – elementary model and secondary model; middle school winter sports and activities: winter sports - season 1 cancelled (basketball, academic challenge), activities many continue with virtual option; high school winter sports and activities: winter sports – JV cancelled, varsity continuing, no spectators, use of livestreaming, RTP (return to participation) revisions and guidelines, activities may continue with virtual option; plans for term 2 / 2nd semester: all students continue in learning environment chosen in August, to change learning environment students and families must contact the school principal on or before December 18, 2020, the secondary central VLC may expand based on scheduling needs, families to be notified by Wednesday, January 27, 2021 of their term 2, semester 2 option placement; next steps: planning for the 2021-22 school year, middle school winter season 2, and high school winter sports.

The discussion continued regarding supplements for concurrent teaching (special education); concurrent teaching supplement unique to VBCPS; and middle school schedule and changing time.

2. Closed Meeting: NONE

The workshop adjourned at 5:29 p.m.

FORMAL MEETING

- 3. *Call to Order and Verbal Roll Call:*** Chairwoman Rye called the formal meeting to order at 6:01 p.m. on the 1st day of December 2020 and announced pursuant to the State of Emergency related to the COVID-19 pandemic, the Governor's Executive Orders, the Virginia Freedom of Information Act as amended by the Virginia General Assembly and the School Board's April 7, 2020 Emergency Resolution, the School Board and selected staff members will meet in person at the School Administration Building, however, at this time it is impractical and unsafe to allow other persons to attend the School Board Meeting due to physical distancing and safety precautions related to the pandemic. Members of the public will 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 chambers: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Mr. Edwards, Ms. Felton, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

- 4. *Moment of Silence followed by the Pledge of Allegiance***

- 5. *Student, Employee and Public Awards and Recognition:***

- A. 2020 Supervisor Award: The School Board recognized Ms. Sheila Jones as the recipient of the 2020 Supervisor Award by the Virginia Association for Health, Physical Education, Recreation, and Dance (VAHPERD). Ms. Jones is the Coordinator of Health and Physical Education with the Department of Teaching and Learning.
- B. 2020 Adapted Physical Education Award: The School Board recognized Ms. Jenn Vedder as the recipient of the 2020 Adapted Physical Education Award by the Virginia Association for Health, Physical Education, Recreation, and Dance (VAHPERD). Ms. Vedder is currently an adapted PE teacher at Bayside High School.
- C. Gymnastics State Champion VHSL Group 6A: The School Board recognized the Ocean Lakes High School Gymnastics Team. This was the first-ever state championship title for the team and.
- D. Gymnastics State Champion (Vault and Bars) VHSL Group 6A: The School Board recognized Brooke Gunter, student at Ocean Lakes High School who won two individual state champion wins in vault and bars.
- E. State Wrestling Champion VHSL Group 6: The School Board recognized Bryce Sanderlin, a 2020 graduate of Landstown High School who won the VHSL Group 6 State Wrestling Championship for the 160 lb. weight class. Bryce was Landstown High School's first ever two-time state wrestling champion. Also, mentioned was Tommy Baldwin and more information will be forthcoming at a future School Board meeting,

- 6. *Adoption of the Agenda:*** Without any modifications, Chairwoman Rye called for a motion. Ms. Riggs made a motion, seconded by Ms. Hughes. Without any discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.

- 7. *Superintendent's Report:*** Superintendent Spence shared the following information: 1) VBSchools, William & Mary and Machut industries, Inc. partnered and launched the Military Assistance Portal or M.A.P., app designed to provided military families across Hampton Roads with access to social, emotional, and educational supports; 2) VBSchools through the Department of Technology was recognized by MCCi, a technology services company, with an Excellence Award. This is awarded to companies exhibiting innovative strategies for process or technology challenges; 3) Congratulations to bus driver, Ms. Margaret "Marge" Moore who has been nominated as one of two Virginia candidates for the first-ever Recognizing Inspirational School Employees Award (RISE Award). This award was created by Congress to honor classified school employees who provide exemplary service to students and their communities.

- 8. *Approval of Meeting Minutes:*** November 10, 2020 Regular School Board Meeting. Without modifications, Chairwoman Rye called for a motion. Ms. Anderson made a motion, seconded by Mr. Edwards. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.

- 9. *Hearing of Citizens and Delegations on Agenda Items:*** Chairwoman Rye announced The School Board will now hear comments on Agenda Items from citizens and delegations who signed up with our Clerk prior to this meeting. In person speakers will be called first followed by speakers participating through Zoom or by telephone. It is not necessary for speakers to ask if they can be heard. Speakers should begin speaking once their name is called. As a reminder, each speaker has four minutes to present and will be given a thirty second warning before time expires. Once the speaker's time has

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, December 1, 2020
School Board Regular Meeting
Page 4 of 7

expired, the speaker should stop making remarks and the next speaker will be cued to speak. Please keep in mind, the School Board invites the public to also submit comments through our group e-mail account which can be found on our website.

There were twenty-two (22) in-person speakers and twenty-six (26) on-line speakers discussing the Fall 2020 Plan, reopening of schools, health metrics, face-to-face instruction, virtual learning, and special education students.

10. Consent Agenda: Chairwoman Rye stated the following items for approval as part of the Consent Agenda:

A. Textbook Adoptions:

1. Trigonometry: That the School Board approve the following high school textbook as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the fall of 2021.

Course Title	Textbook	Publisher	Copyright
Trigonometry	<i>Trigonometry</i> , 4 th Edition	Wiley Publishing	2017

2. Discrete Math: That the School Board approve the following high school textbook as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the fall of 2021.

Course Title	Textbook	Publisher	Copyright
Discrete Mathematics	<i>Excursion in Modern Mathematics</i> , 9 th Edition	Pearson Education	2018

3. Computer Programming: That the School Board approve the following high school textbook as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the fall of 2021.

Course Title	Textbook	Publisher	Copyright
Computer Programming	<i>Alice to Java 3</i>	Pearson	2018

4. Probability and Statistics: That the School Board approve the following high school textbook as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the fall of 2021.

Course Title	Textbook	Publisher	Copyright
Probability and Statistics	<i>Statistics and Probability with Applications (High School)</i> , 3 rd Edition	Bedford, Freeman, & Worth	2017

B. Policy Review Committee (PRC) Recommendations: That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain policies as reviewed by the PRC at its October 15, 2020 meetings and presented to the School Board for Information at the November 10, 2020 Meeting, and now presented for the Consent Agenda.

1. Policy 2-1/ Management Plans, Goals and Objectives: The PRC recommends amending Policy 2-1 (A) Management Plan to clarify that each school principal is responsible for operating the assigned school in accordance with policies, rules and regulations of the School Board and under the supervision of the Superintendent.
2. Policy 2-2/ Definition/Administrator: The PRC reviewed Policy 2-2 and does not recommend changes.
3. Policy 2-3/ Administration/Consultant: The PRC recommends removing references to Related Links and Policy and scrivener's changes.
4. Policy 2-13/ Administration/Job Consultants: The PRC recommends removing references to Editor's Notes and scrivener's changes.
5. Policy 3-15/ Local Funds: The PRC recommends adding references to the City Council and the School Board's agreement for revenue sharing, adding a subsection authorizing expenditure of

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, December 1, 2020
School Board Regular Meeting
Page 5 of 7

excess local revenues for capital projects, adding a subsection allowing for expenditures of excess funds as agreed to by the City Council and the School Board, and scrivener's changes.

6. Policy 3-19/ Certain Special Revenue Funds: The PRC recommends amending Section A to include other instructional materials and related costs in addition to textbooks, amending Section B to clarify that funds to operate the Food Service Program are derived primarily for the sale of food items and special subsidies from the federal and state governments, amending Section C clarify funding of the Athletics Fund, and scrivener's changes.
- C. Religious Exemption: That the School Board approve Religious Exemption Case No. RE-20-16, RE-20-17, RE-20-18, RE-20-19, RE-20-20, RE-20-21.

Without any modifications, Chairwoman Rye called for a motion. Ms. Riggs made a motion, seconded by Ms. Melnyk. Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.

11. Action

- A. Personnel Report / Administrative Appointment(s): Ms. Melnyk made a motion, seconded by Ms. Anderson that the School Board approve the appointments and accept the resignations, retirements, and other employment actions as presented on the December 1, 2020 Personnel Report along with administrative appointments as recommended by the Superintendent.
Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously. Superintendent Spence introduced the following: Paula Johnson, Ed.D., Principal, Bayside Middle School as Principal, Landstown High School.
- B. School Board Legislative Agenda for 2021 General Assembly Session: Ms. Holtz made a motion, seconded by Ms. Melnyk that the School Board approve the Legislative Agenda for the 2021 Virginia General Assembly Session as proposed by School Board Legislative Committee.
A discussion followed regarding ADM and funding, extended through March 31 but requesting to extend and honor projections; question about which packet voting on, the published version has information on Charter School and the handout did not; voting on the published version with Charter School information; discussion continued regarding Charter Schools. 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, Mr. Edwards, Ms. Felton, 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 to 2.
- C. Fall 2020 Plan: Ms. Melnyk made a motion to have the superintendent make a presentation regarding the status of the Fall 2020 reopening plan and answer questions by School Board members, School Board members will be limited to two questions, subsidiary motions will be accepted after the presentation and questions are complete. The motion was seconded by Ms. Anderson. A brief discussion followed regarding the number of questions a School Board member could ask and was clarified that it was two questions at a time then put back in the queue; the motion was clarified, and Chairwoman Rye called for a vote. The School Board Clerk announced a unanimous vote.

Marc A. Bergin, Ed.D., Chief of Staff provided a condensed version of the workshop presentation; reviewed health metrics; VDH (Virginia Department of Health) guidance for schools; 7-day timeline; will be updating website to communicate the decision points and timelines for transitioning between virtual and in-person instruction, following the metrics in the adopted plan; special education students return to in-person instruction; Donald E. Robertson, Ph.D., Chief Schools Officer continued the presentation.

Dr. Robertson recapped information from the workshop presentation on Safe Learning Centers, return to participation for middle and high school winter sports and activities; and plans for Term 2 and 2nd Semester.

The discussion continued regarding Special Education students; increase in case numbers; Safe Learning Centers; case numbers (student and staff); SAT testing and cancelled tests; sports; cleaning protocols;

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, December 1, 2020
School Board Regular Meeting
Page 6 of 7

teachers teaching Special Education students – compared to summer; guidance from health department and physicians; metrics and red/red.

Ms. Manning made a motion that VB School Board adjust the Fall reopening plan as follows:

1. Remove the current metrics that determine school openings and closures.
2. Return all Option 1 students back to school starting on December 7th as they were on November 12th.
3. Monitor individual schools and if an outbreak occurs of COVID transmission within a school, then the Superintendent in consultation with Mary Shaw and the VB Department of Health may make a decision to close an individual school.
4. If COVID transmission with VB Schools becomes a concern, the Superintendent can request an emergency meeting of the School Board to discuss and the Board can determine how to move forward.

Ms. Weems seconded the motion.

Ms. Holtz made a substitute motion that no in-person instruction including Special Education students, will take place when either of the VBCPS health metrics is in the red range. Also, that after a metric is red, we should be in the yellow zone for at least 7 days until we can return to in-person instruction. Ms. Riggs seconded the motion.

Discussion continued regarding special education students and staff; COVID numbers rising; staff members and accommodations; Ms. Holts reread her motion and Chairwoman Rye called for a vote. The School Board Clerk announced there were four (4) ayes in favor of Ms. Holtz’s substitute motion: Ms. Holtz, Ms. Anderson, Ms. Owens, and Ms. Riggs. There were seven (7) nays opposed to the substitute motion: Chairwoman Rye, Ms. Melnyk, Mr. Edwards, Ms. Felton, Ms. Hughes, Ms. Manning, and Ms. Weems. The substitute motion did not pass with a vote of 4 to 7.

A discussion followed regarding the original motion by Ms. Manning. Ms. Manning reread motion. Chairwoman Rye called for a vote. The School Board Clerk announced there were three (3) ayes in favor of Ms. Manning’s motion: Ms. Manning, Ms. Hughes, and Ms. Weems. There were eight (8) nays opposed to the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Mr. Edwards, Ms. Felton, Ms. Holtz, Ms. Owens, and Ms. Riggs. The motion did not pass with a vote of 3 to 8.

12. Information

A. Textbook Adoptions:

1. Elementary Art: Nicole M. DeVries, Ph.D., Director of K-12 and Gifted Programs and Christopher J. Buhner, Visual Arts Coordinator presented an overview of the elementary art digital textbooks as recommended by the Elementary Art Textbook Adoption Committee for implementation in the fall of 2021.

Course Title	Textbook	Publisher	Copyright
Elementary Art Grade 1-5	<i>Explorations in Art</i> , 2 nd Edition eBook	Davis Publications, Inc.	Program 2019 Platform 2020

2. AP Computer Science A: Matthew D. Delaney, Executive Director of Secondary Teaching and Learning presented an overview of the following high school textbook as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the fall of 2021.

Course Title	Textbook	Publisher	Copyright
AP Computer Science A	CSAwesome (Open Education Resource)	CSAwesome	2019

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, December 1, 2020
School Board Regular Meeting
Page 7 of 7

-
13. **Standing Committee Reports:** Ms. Holtz mentioned the Mayor’s Disability Committee and looking for people to nominate for awards, contact Ms. Holtz for information and if you have a recommendation; Chairwoman Rye thanked colleagues for work on protocols manual and introduced guest, Jennifer Franklin, School Board member elect.
 14. **Conclusion of Formal Meeting:** The formal meeting concluded at 12:21 a.m.
 15. **Hearing of Citizens and Delegations on Non-Agenda Items** – There were no speakers on Non-Agenda items.
 16. **Workshop** (as needed) - NONE
 17. **Closed Meeting** (as needed) - NONE
 18. **Vote on Remaining Action Items** (as needed) - NONE
 19. **Adjournment:** Chairwoman Rye adjourned the meeting at 12:22 a.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair