



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

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

Beverly M. Anderson
At-Large

Sharon R. Felton
District 6 – Beach

Jennifer S. Franklin
District 2 – Kempsville

Dorothy M. Holtz
At-Large

Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting MINUTES

Tuesday, April 27, 2021

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 4:00 p.m. on the 27th day of April 2021 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, this workshop of the School Board of the City of Virginia Beach will be conducted in person for School Board Members and certain staff members. However, due to the necessary health mitigation strategies in place, it is impractical and unfeasible for the public to attend this meeting in person. 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.
It is the School Board's protocol to break at 5:30 p.m. to prepare for the Regular School Board Meeting to begin at 6:00 p.m. At 5:30 p.m., the School Board will conclude its Informal Meeting unless the School Board votes to continue the Informal Meeting until 5:45 p.m. The Informal Session will conclude no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the Regular School Board Meeting at 6:00 p.m.
The following School Board members were present in the School Board chamber: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Hughes, Ms. Owens, Ms. Riggs and Ms. Weems. The following School Board members were attending via Zoom: Ms. Holtz (health reasons – School Administration Building, room 113) and Ms. Manning (health reasons). Ms. Anderson joined via Zoom at 4:10 p.m.
 - A. **School Board Administrative Matters and Reports:** Ms. Hughes mentioned the Jericho Road property and adding the item to a future agenda; Chairwoman Rye mentioned the School Board budget presentation to the City Council on April 20, 2021.
 - B. **SRO Program Update:** The School Board receive an update of the School Resource Office (SRO) Program by the Virginia Beach Police Department. Jack Freeman, Chief Operations Officer provided information regarding the Memorandum of Understanding (MOU) update; current MOU signed in February 2008; emphasis on promoting a positive and supportive school environment; added measurable objectives; roles and responsibilities; operational procedures; Mr. Freeman introduced Chief Paul Neudigate, Virginia Beach Police Department. Chief Neudigate continued the presentation; discussed commitment to the schools and the School Resource Office (SRO) Program; noted 112 vacancies – 900 needed for level of service expected; ten SROs had to be reassigned to other duties in the police department; struggling with recruiting (national trend); asked the School Board to think about a Plan B moving forward.
The discussion continued regarding community engagement; building comradery; ideas for Plan B; retired officers returning to work as SROs – buildings have SROs (uniformed police officers) and security assistants (which may be retired officers); patrols in areas of schools; police reserve program; police department retirements; and recruitment.
 - C. **VBCPS Elementary Literacy Instruction Overview and Update:** Danielle E. Colucci, Executive Director of Elementary Teaching and Learning and Abigail Dougherty, Elementary Language Arts Coordinator provided the School Board information regarding Virginia Beach City Public Schools Elementary Literacy Instruction Overview and Update; reviewed two theoretical models; simple view of reading; language comprehension; word

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recognition; overview of instructional model; five pillars of early literacy: phonemic awareness, phonics, fluency; vocabulary, comprehension; teach Virginia Standards of Learning English strands; utilize whole and small group structures as well as individual conferences; assessments – Fall and Spring Phonological Awareness Literacy Screening (PALS), Fall Reading Inventory (RI), Mid-year and Spring Reading Inventory, daily formative assessments by teachers; professional learning – LETRS (Language Essentials for Teachers of Reading and Spelling), asynchronous Schoology courses, on-site coaching opportunities with building literacy leaders, support for school-based tutors. The discussion continued regarding reading programs; phonics and letter recognition; lesson plan preparation; and sharing plans and ideas.

- D. 2020-21 Graduation Update: Donald E. Robertson, Ph.D., Chief Schools Officer provided the School Board information regarding the Class of 2021 graduation plans; 11 traditional high schools and Green Run Collegiate will plan to graduate at the Amphitheater (contract in progress); Renaissance Academy will have ceremony at the school; reviewed graduation schedule; end of year and senior activities: 5th and 8th grade promotion ceremonies, kindergarten registration, senior activities, and Fine Arts programming; discussion continued regarding prom; livestreaming of graduations; size of graduating classes; and staff attending graduation.

2. **Closed Meeting:** None at the workshop session.
3. **School Board Recess:** Chairwoman Rye adjourned the workshop at 5:26 p.m.

FORMAL MEETING

4. **Call to Order and Verbal Roll Call:** Chairwoman Rye called the formal meeting to order at 6:00 p.m. on 27th day of April 2021 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, this workshop of the School Board of the City of Virginia Beach will be conducted in person for School Board Members and certain staff members. However, due to the necessary health mitigation strategies in place, it is impractical and unfeasible for the public to attend this meeting in person. 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.

The following School Board members were present in the School Board chambers: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Weems. The following School Board members were attending via Zoom:

[Note: the April 27, 2021 regular School Board Meeting minutes were approved with the following modification: listing of School Board members who attended the formal meeting via Zoom: Ms. Holtz (School Administration Building – health reasons), Ms. Manning (home – health reasons), and Ms. Anderson (out of state – due to family concerns.) The information was inadvertently omitted from the above paragraph.]

5. **Moment of Silence followed by the Pledge of Allegiance**
6. **Student, Employee and Public Awards and Recognitions.** There were no awards or recognitions.
7. **Adoption of the Agenda:** Without any modifications to the agenda, Chairwoman Rye called for a motion to adopt the agenda. Ms. Riggs made a motion, seconded by Ms. Melnyk. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.
8. **Superintendent's Report:** Superintendent Spence shared the following information: May brings many special days, weeks and monthly recognitions - 1) National Better Hearing and Speech Month; 2) National Physical Fitness and Sports Month; 3) National Music Week, May 2-9; 4) Teacher Appreciation Week, May 3-7; 5) Friday, May 7 – School Lunch Hero Day; 6) May 11 – Technology Support Appreciation Day; and 7) Reminder – all Virginians 16 and older are now eligible for the COVID-19 vaccine, Virginia's pre-registration website, vaccinate.virginia.gov has a link to the CDC's Vaccine Finder tool.
9. **Approval of Meeting Minutes:**
 - A. April 13, 2021 Regular School Board Meeting: Chairwoman Rye called for any modifications to the April 13, 2021 Regular School Board Meeting minutes. Hearing none, Chairwoman Rye called for a motion to

approve. Ms. Franklin made a motion, seconded by Ms. Felton. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.

10. *Hearing of Citizens and Delegations on Agenda Items:* There were no speakers signed up to speak on agenda items.

11. *Consent Agenda:* Chairwoman Rye stated the items on the Consent Agenda.

- A. Recommendation of General Contractor:
 - 1. Seatack Elementary School Roof Replacement: That the School Board adopt a motion authorizing the Superintendent to execute a contract with TST Tactical Defense Solutions, Inc., d/b/a Tidewater Development Services Corporation for the Seatack Elementary School Roof Replacement in the amount of \$1,950,000. These are sufficient appropriations in CIP 1-119 to cover the increase in construction cost.
 - 2. First Colonial High School Pedestrian Easement: That the School Board authorize the Superintendent to execute an easement agreement with the City of Virginia Beach to provide a pedestrian easement to facilitate better access to the parking lots at First Colonial High School.
- B. Technology and Career Education Carl Perkins SY22 Grant: That the School Board approve the Local Plan and Budget for Perkins Grant Funding for Career and Technical Education 2021-2022.
- C. Resolution: Teacher Appreciation Week: Ms. Riggs read the following resolution:

Teacher Appreciation Week Resolution May 3-7, 2021

WHEREAS, research shows that classroom teachers have significant impact on student achievement and success; and

WHEREAS, teachers' efforts in planning, teaching and assessing directly impacts student growth; and

WHEREAS, teachers work in collaboration with school administrators to engage families and the community to create challenging, authentic learning opportunities for children; and

WHEREAS, the School Board appreciates the hard work and time teachers dedicate to support student achievement both in and outside of the classroom; and

WHEREAS, this dedication contributes to a strong, positive school culture; and

WHEREAS, the school division has partnered with our parents and community members to express our appreciation for teachers through the “#ThankATeacher” campaign; and

WHEREAS, the school division uses this campaign to highlight the work of our extraordinary instructional staff throughout the entire school year but especially during Teacher Appreciation Week.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes May 3-7, 2021 as Teacher Appreciation Week; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all community members to support and participate in activities designed to recognize teachers for their tireless work as educational leaders; and be it

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

FURTHER RESOLVED: That a copy of this resolution be distributed to each school in the division to be posted in a prominent location.

Adopted by the School Board of the City of Virginia Beach this 27th day of April 2021

Chairwoman Rye called for a motion to approve. Ms. Melnyk made a motion, seconded by Ms. Felton. Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.

12. Action

A. Personnel Report / Administrative Appointment(s): Ms. Owens made a motion, seconded by Ms. Hughes that the School Board approve of the appointments and the acceptance of the resignations, retirements and other employment actions as listed on the April 27, 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 the motion passed unanimously. Superintendent Spence introduced the following: Andrew K. Midgette, Jr., School Improvement Specialist, Kempsville High School as Assistant Principal, Plaza Middle School; and Richard J. Plank, Administrative Assistant, Bayside Middle School as Dean of Students, Bayside Middle School.

13. Information

A. Interim Financial Statements – March 2021: Crystal M. Pate, Director of Business Services presented the following information to the School Board; as of March 31st the overall revenue trend remains acceptable; preliminary March 31st ADM is 325 students below the state’s projection and only 28 students less than previous local projection; revised projection of state revenue is a projected surplus of approximately \$5.4 million; federal revenues continue to show a favorable trend; year to date received approximately \$1.6 million over budget due to impact aid payments; two additional impact aid payments totaling approximately \$1.1 million; year to day - approximately \$2.7 million over budget; sales tax receipts are at an acceptable level year to date through March, approximately \$2.7 million higher than same time last year; for April showing an increase in sales tax receipts from April last year of approximately \$363,000; and expenditures and encumbrances trend is also acceptable at his point in the fiscal year.

B. General Fees Schedule FY 2021/22: Farrell Hanzaker, Chief Financial Officer presented the proposed FY 2021/22 General Fees Schedule; most fees are remaining the same as last year; sample of some increases noted below:

Fee/Assessment	Approved 2020-21 Rate(s)	Proposed 2021-22 Rate(s)
Online HPE 10 – (Virginia Driver Education Traffic Safety)	\$300.00 (full cost meals) \$150.00 (reduced cost meals) \$75.00 (free meals)	\$335.00 (full cost meals) \$185.00 (reduced cost meals) \$75.00 (free meals)
Adult Student Licensed Practical Nursing (LPN) Program	\$6,188.00	\$6,246.00

The discussion continued regarding summer school fees; summer learning program and fees.

C. Superintendent’s Evaluation Instrument for FY21 Amendments: School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney recommended the School Board adopt the Governance Committee’s recommendations for amendments to the Superintendent’s Evaluation Instrument for FY21.

D. Superintendent’s Summative Performance Evaluation Process: School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney recommended the School Board adopt a Superintendent Summative Evaluation Process.

Ms. Lannetti reviewed both topics; clarified changes discussed are for the current evaluation year; next month will present recommendations for the instrument to be used in the 2021-2022 – starting July 1; provided a brief history of the evaluation instrument and process; reviewed dates in the evaluation process; reviewed performance ratings defined; recommended to vote on the evaluation process; Ms. Lannetti continued the presentation in regarding to the evaluation instrument; summative evaluation performance standards; Superintendent Spence briefly discussed the history and development of the instrument, the seven standards have not changed nor the weighting; Ms. Weems mentioned the instrument was streamlined – more user friendly; and the weighted values for standards were reviewed.

Chairwoman Rye introduced the motion for discussion that information 13C, the superintendent evaluation instrument for the fiscal year 21 amendments that we move to agenda item 19 – vote on remaining action items to vote on later in the evening, seconded by Ms. Anderson. There was a brief discussion regarding clarification of agenda and action items; realignment of indicators; reiterated standards did not change but indicators were streamlined; clarification on what items are moving to action.

Without further discussion, Chairwoman Rye called for a vote on the motion to move information item 13C to agenda item 19 for formal vote later in the meeting; the School Board Clerk announced the motion passed unanimously.

Chairwoman Rye made a motion that superintendent summative performance evaluation process that it be added to agenda item 19 for a formal vote later in the meeting, seconded by Ms. Franklin. Chairwoman Rye opened the floor for discussion; for clarification only the title of the process was changed – the removal of FY20; without further discussion, Chairwoman Rye called for a vote on the motion; the School Board Clerk announced the motion passed unanimously.

- 14. *Standing Committee Reports:*** Ms. Owens shared the Mental Health Task Force met on Monday, moving forward with collaborating with different partners, working on recommendations; Chairwoman Rye shared a reminder regarding board self-evaluation.
- 15. *Conclusion of Formal Meeting:*** The formal meeting concluded at 6:49 p.m.
- 16. *Hearing of Citizens and Delegations on Non-Agenda Items:*** Chairwoman Rye announced the School Board will hear comments on Non-Agenda Items from citizens and delegations who signed up with the School Board Clerk prior to the meeting. There were two (2) on-line non-agenda item speakers which discussed options for the 2021-22 school year and critical race theory.
- 17. *Workshop:*** The workshop reconvened at 6:58 p.m.
 - A. *Presentation on New Collective Bargaining Laws:*** School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney presented a general overview of the new Virginia Laws relevant to collective bargaining and the options for school boards and local governments relating to these laws; reviewed legislative changes effective May 1, 2021; outlined School Board options under the new law: Option A – take no action, Option B – pass a resolution; John Mirra, Chief Human Resources Officer briefly reviewed the source of the data gathered for current membership in employee associations; Ms. Lannetti continued the presentation; outlined two collective bargaining models: meet and confer, and traditional collective bargaining; recommendations for consideration for FY22; reviewed Option A – take no action, Option B – pass a resolution (to not allow, to allow, to allow but create an alternative, to defer); reviewed considerations and recommended that the Board enter into closed session to discuss legal matters with counsel related to collective bargaining.

The discussion continued regarding number of full time teachers; conflicts of interest with Board Members; reasons for closed session; extra work for staff; impact on board members, budget; City Council and collective bargaining; information about meet and confer; discussed options and positions on options; and need to gather more information.

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The workshop ended at 8:09 p.m.

18. Closed Meeting: Ms. Melnyk made a motion, seconded by Ms. Riggs that the School Board recess into a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 1, 7 and 8 of the Code of Virginia, 1950, as amended, for the following reasons:

1. **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: namely to discuss:
 - A. Status of certain pending complaints and or litigation against the School Board;
 - B. Discussion regarding collective bargaining laws and procedures and hiring of outside counsel.
2. **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. Consultation with Legal Counsel concerning current legal matters.

The motion passed with nine (9) ayes with the following School Board members voting in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Riggs. The following School Board members did not vote since they were participating via Zoom: Ms. Anderson and Ms. Manning.

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

1. **CONSULTATION WITH LEGAL COUNSEL:**
 - A. Status of certain pending complaints and or litigation against the School Board: School Board members: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Riggs; Superintendent Spence; School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney; Farrell E. Hanzaker, Chief Financial Officer; John A. Mirra, Chief Human Resources Officer; Regina M. Toneatto, Clerk of the Board.
 - B. Discussion regarding collective bargaining laws and procedures and hiring of outside counsel: School Board members: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Riggs; Superintendent Spence; School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney; Farrell E. Hanzaker, Chief Financial Officer; John A. Mirra, Chief Human Resources Officer; Regina M. Toneatto, Clerk of the Board.
2. **CONSULTATION WITH LEGAL COUNSEL:** School Board members: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Riggs; Superintendent Spence; School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney; Farrell E. Hanzaker, Chief Financial Officer; John A. Mirra, Chief Human Resources Officer; Regina M. Toneatto, Clerk of the Board.

The School Board reconvened at 8:50 p.m.

Certification on Closed Session: Ms. Melnyk 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.

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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. Riggs. The motion passed with nine (9) ayes with the following School Board members voting in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Riggs. The following School Board members did not vote since they were participating via Zoom: Ms. Anderson and Ms. Manning.

- 19. *Vote on Remaining Action Items:*** Chairwoman Rye called for a motion on the first item – superintendent evaluation instrument for fiscal year 21 amendments; Ms. Riggs made a motion, seconded by Ms. Felton; Chairwoman Rye called for a vote; the School Board Clerk announced the motion passed with ten (10) ayes with the following School Board members voting in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Owens, Ms. Riggs, and Ms. Riggs. The following School Board member did not vote, Ms. Manning, since she was not in attendance at the time due to a family obligation.

Chairwoman Rye called for a motion on item 19B (second item) – superintendent summative performance evaluation process; Ms. Franklin made a motion, seconded by Ms. Riggs; Chairwoman Rye called for a vote; the School Board Clerk announced the motion passed with nine (9) ayes with the following School Board members voting in favor of the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Owens, Ms. Riggs, and Ms. Riggs. There was one (1) nay with the following School Board member voting against the motion: Ms. Hughes. The following School Board member did not vote, Ms. Manning, since she was not in attendance at the time due to a family obligation.

- 20. *Adjournment:*** Chairwoman Rye adjourned the meeting at 8:54 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair