



**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**  
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**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 Retreat/Abridged Meeting Agenda**

**Tuesday, July 7, and Wednesday, July 8, 2020**

**Tuesday, July 7 – Retreat start time: 9 a.m. – 3:30 p.m.**

**Wednesday, July 8 – Retreat start time: 9 a.m. – 4 p.m.**

School Administration Building #6 Municipal Center

2512 George Mason Dr.

Virginia Beach, VA 23456

(757) 263-1000

*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 has determined that School Board Members and selected staff members will be the only persons who will attend the July 7-8, 2020 Retreat in person. Due to social distancing and other precautionary measures instituted to minimize potential exposure to COVID-19, it is impractical and unsafe at this time to include additional persons in School Board Chambers during the Retreat. The School Board Retreat will be streamed live on [www.vbschools.com](http://www.vbschools.com), broadcast on VBT Channel 47, as well as through Zoom, for viewing by the public.*

*The School Board Abridged Meeting on July 7, 2020 at 5:00 pm will be an electronic meeting conducted through Zoom, streamed live on [www.vbschools.com](http://www.vbschools.com), and broadcast on VBT Channel 47. Persons signed up to speak on Non-Agenda Items during the July 7, 2020 Abridged Meeting will do so through Zoom. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website.*

Attendee and Speaker link: <https://us02web.zoom.us/j/85472630538> Call-in (301) 715-8592 ID 854 7263 0538

Media representatives should contact the Office of Media and Communications regarding accessing the Retreat and Special Meeting.

**TUESDAY, July 7, 2020**

Time	Activity	Lead(s)
8:30 a.m. - 9:00 a.m.	Arrival / Breakfast	
9:00 a.m. -11:00 a.m.	Recovery Planning	<b>Marc A. Bergin, Ed.D.</b> <i>Chief of Staff</i> <b>Kipp D. Rogers, Ph.D.</b> <i>Chief Academic Officer</i> <b>John “Jack” Freeman</b> <i>Chief Operations Officer</i>
11:00 a.m. - 11:15 a.m.	<b>BREAK</b>	
11:15 a.m. - 12:00 p.m.	Blue Ribbon Panel Update	<b>John “Jack” Freeman</b> <i>Chief Operations Officer</i>



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Time	Activity	Lead(s)
12:00 p.m. - 1:00 p.m.	LUNCH	
1:00 p.m. - 1:45 p.m.	PBIS Update	<b>Marc A. Bergin, Ed.D.</b> Chief of Staff <b>Kipp D. Rogers, Ph.D.</b> Chief Academic Officer
1:45 p.m. - 2:00 p.m.	BREAK	
2:00 p.m. - 3:30 p.m.	Gifted Services Update	<b>Kipp D. Rogers, Ph.D.</b> Chief Academic Officer
3:30 p.m. - 5:00 p.m.	Extended Break/Prepare for Abridged Board Meeting	



**School Board Retreat/Abridged Meeting Agenda (continued)**

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**Abridged School Board Meeting Agenda**  
**July 7, 2020**

1. **Call to Order and Attendance** ..... 5:00 p.m.
2. **Moment of Silence followed by the Pledge of Allegiance**
3. **Approval of Minutes:** June 23, 2020 Electronic School Board Meeting
4. **Adoption of the Abridged Meeting Agenda**
5. **Consent:**
  - A. Pupil Transportation Maintenance Facility Dominion Energy Easement
  - B. Old Seatack Elementary School – Law Enforcement Training Academy (LETA) Lease
6. **Action:**
  - A. Personnel Report/Administrative Appointments **Updated 07/09/2020**
7. **Conclusion of Abridged Meeting**  
**Hearing of Citizens and Delegations on Non-Agenda Items**  
Public comment on Non-Agenda items will be accepted during the July 7, 2020 Abridged Meeting. All public comment will be done through Zoom and persons seeking to sign up to speak should contact the Clerk of the School Board at (757) 263-1016 by 3:00 p.m. on July 6, 2020 and provide the necessary information to sign up as a speaker and shall be allocated 4 minutes each. All Public comment is always welcome by the School Board through their group e-mail account at [vbcpschoolboard@googlegroups.com](mailto:vbcpschoolboard@googlegroups.com) or by request to the Clerk of the School Board at (757) 263-1016.
8. **Closed Meeting** (as needed)
9. **Vote on Remaining Action Items** (as needed)
10. **Adjournment**



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**WEDNESDAY, July 8, 2020**

Time	Activity	Lead(s)
8:30 a.m. - 9:00 a.m.	Arrival / Breakfast	
9:00 a.m. - 10:00 a.m.	Strategic Framework Update (Look Back / Look Forward)	<b>Marc A. Bergin, Ed.D.</b> Chief of Staff <b>Lisa A. Banicky, Ph.D.</b> Executive Director of Planning, Innovation and Accountability
10:00 a.m. - 10:45 a.m.	Diversity, Equity, and Inclusion Update	<b>LaQuiche R. Parrott, Ed.D.</b> Director of Diversity, Equity, and Inclusion
10:45 a.m. - 11:00 a.m.	<b>BREAK</b>	



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Time	Activity	Lead(s)
11:00 a.m. - 12:00 p.m.	Environmental Studies Program Update	<b>Kipp D. Rogers, Ph.D.</b> Chief Academic Officer <b>John “Jack” Freeman</b> Chief Operations Officer
12:00 p.m. - 1:00 p.m.	<b>LUNCH</b>	
1:00 p.m. - 2:00 p.m.	Student Discipline Ad Hoc Committee Findings	<b>Kimberly A. Melnyk</b> Ad Hoc Committee Chair <b>Donald E. Robertson, Jr., Ph.D.</b> Chief Schools Officer
2:00 p.m. - 2:30 p.m.	Budget Priorities	<b>Farrell E. Hanzaker</b> Chief Financial Officer
2:30 p.m. - 2:45 p.m.	<b>BREAK</b>	
2:45 p.m. - 3:15 p.m.	New Committee Structure: Interim Assessment	<b>Carolyn T. Rye</b> Governance Committee Chair <b>Carolyn D. Weems</b> Planning and Performance Monitoring Committee Chair
3:15 p.m. - 3:30 p.m.	Future Workshop Topics / Quarterly Forecast Development	<b>Aaron C. Spence, Ed.D.</b> Superintendent
3:30 p.m. - 4:00 p.m.	Reflections and Wrap-Up: Summary of Action Items from the Retreat	<b>Aaron C. Spence, Ed.D.</b> Superintendent



Subject: Approval of Minutes Item Number: 3

Section: Approval of Minutes Date: July 7, 2020

Senior Staff: N/A

Prepared by: Susan Keipe, Deputy School Board Clerk

Presenter(s): Susan Keipe, Deputy School Board Clerk

**Recommendation:**

That the School Board adopt the following sets of minutes as presented:

- June 23, 2020 Electronic School Board Meeting

Pursuant to School Board Resolution dated April 7, 2020, entitled *Resolution Authorizing Finding that a Local Emergency Exists, Adoption of Procedures for Electronic or Other Public Meetings and Public Hearings, and to Ensure the Continuity of School Board and School Division Operations During the COVID-19 Pandemic Disaster*, Item F, action taken on this recommendation will be ratified at a regular or special meeting after the State of Emergency and disaster have concluded.

**Background Summary:**

**Source:**

Bylaw 1-40

**Budget Impact:**

N/A



# VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

## School Board Services

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At-Large

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

<b>Daniel D. Edwards</b> District 2 – Kempsville	<b>Sharon R. Felton</b> District 6 – Beach	<b>Dorothy M. Holtz</b> At-Large
<b>Laura K. Hughes</b> At-Large	<b>Victoria C. Manning</b> At-Large	<b>Jessica L. Owens</b> District 3 – Rose Hall
<b>Trenace B. Riggs</b> District 1 – Centerville	<b>Carolyn T. Rye</b> District 5 - Lynnhaven	<b>Carolyn D. Weems</b> District 4 - Bayside

**Aaron C. Spence, Ed.D., Superintendent**

### ***School Board Electronic Meeting*** **Tuesday, June 23, 2020 (4:00 p.m.)** **MINUTES**

#### **INFORMAL MEETING**

1. ***Convene School Board Workshop:*** Chairwoman Rye convened the School Board workshop at 4:00 p.m. and announced that 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 General Assembly, and the School Board’s April 7, 2020 Emergency Resolution, it is impractical and unsafe at this time to hold an in-person meeting due to the pandemic. Accordingly, the School Board is meeting electronically through Zoom with notice of the meeting posted in the School Administration Building and on the division’s website. She noted that the School Administration Building remains closed; however, the Workshop was being streamed live on vbschools.com as well as on VBTv Channel 47 and recorded for archival purposes. After confirming electronic participation by the raised hand feature on the Zoom platform, the School Board Clerk affirmed a quorum was present with all School Board members participating remotely along with Superintendent Spence with the exception of Ms. Holtz who joined the meeting shortly after attendance was taken.
  - A. **School Board Administrative Matters and Reports:** Chairwoman Rye reported workshops were being reordered with the School Reopening Plan presented first and the remaining items to follow possibly continuing after the formal meeting. She then announced the Governance Committee’s decision for the July 7-8, 2020 retreat and abridged meeting will take place in person in the School Board Chambers at the School Administration Building with social distancing measures in place. It was the least expensive option to be able to stream and broadcast the Retreat and abridged meeting for the first time and to ensure ADA compliance with closed captioning. School Board members then engaged in discussion regarding scheduling an opportunity for the public to comment on the Reopening Plan to include during the July 7-8 gathering, July 28, or by arranging a special meeting. After much consideration, and upon Superintendent Spence’s suggestion, the School Board agreed to proceed with the workshop before making a decision. Discussion concluded at 4:28 p.m.



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- B. Food Services Update: Moved to Item 15.
  - C. Forecast of Regular School Board Meeting Agenda Topics FY21, 1<sup>st</sup> Quarter: July, August, September 2020: Moved to Item 15.
  - D. An Update of the Proposed School Reopening Plan: Superintendent Spence prefaced the report with an update on guidance provided by the Virginia Department of Education and Governor's directives. Marc A. Bergin, Ed.D., Chief of Staff; Jack Freeman, Chief Operations Officer; Kipp Rogers, Ph.D., Chief Academic Officer; and Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation and Accountability presented a review of the Governor's Phase Guidance for schools and how the division's planning aligns with recommendations provided by the Virginia Department of Education. The presentation included an overview of planning principles, planning context and key tasks, focus group findings, overview of Virginia Department of Education (VDOE) guidance, staff and family survey findings, operational considerations, instructional components and next steps. The presentation and discussion concluded at 5:35 p.m. and was to be continued after the formal meeting under Item 15.

2. **Closed Meeting: Real Property and Legal Matters:** Vice Chair Melnyk made a motion, seconded by Mr. Edwards, that the School Board recess into a closed session pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 3 & 8 of the Code of Virginia, 1950, as amended, for

**REAL PROPERTY:** Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body pursuant to Section 2.2-3711(A) (3); and

**LEGAL MATTERS:** 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 pursuant to Section 2.2-3711(A) (8); namely to discuss:

- A. Law Enforcement Training Academy Updated Lease Agreement with the City;
- B. LYNNHAVEN RIVER BASIN ECOSYSTEM RESTORATION PROJECT - Army Corps of Engineers work at Princess Anne High School; and
- C. Consultation with Legal Counsel regarding real property matters.

The School Board used the raised hand feature on the Zoom platform to register an affirmative vote, and the School Board Clerk announced the motion passed (ayes 10, nays 0; Holtz was absent for the vote).

The closed session commenced at 5:38 p.m.

Individuals accessing the closed session via Zoom: School Board members; Superintendent Spence; Marc A. Bergin, Ed.D., Chief of Staff; John "Jack" Freeman, Chief Operations Officer;



Anthony L. Arnold, P.E., Executive Director of Facilities Services; Rebecca D. Kubin, Deputy City Attorney; Debra M. Bryan, Associate City Attorney; School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.

The School Board reconnected to the open session at 5:59 p.m.

Certification of Closed Meeting: Vice Chair Melnyk made a motion, seconded by Mr. Edwards, that the School Board certifies that to the best of each member's knowledge, 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 only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered. Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote.

**FORMAL MEETING**

- 3. **Call to Order and Attendance:** Chairwoman Rye called the School Board meeting to order at 6:00 p.m. and announced that 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 General Assembly, and the School Board's April 7, 2020 Emergency Resolution, it is impractical and unsafe at this time to hold an in-person meeting due to the pandemic. Accordingly, the School Board is meeting electronically through Zoom with notice of the meeting posted in the School Administration Building and on the division's website. She noted that the School Administration Building remains closed; however, the meeting was being streamed live on vbschools.com as well as on VBTv Channel 47 and recorded for archival purposes. After confirming electronic participation by the raised hand feature on the Zoom platform, the School Board Clerk affirmed a quorum was present with all School Board members participating remotely along with Superintendent Spence.
- 4. **Moment of Silence followed by the Pledge of Allegiance**
- 5. **Student, Employee and Public Awards and Recognition:** Virginia Future Teacher Awards: The School Board recognized fifty outstanding students who were awarded Virginia Beach City Public Schools Future Teacher Contract Awards from the Virginia Teachers for Tomorrow classes. Each earned college credit while in high school to start on a journey that will end with a degree, a Virginia teaching license and provisional contract to return home to teach at the Beach after a successful college experience.

The School Board then presented the School Board Clerk, Dianne P. Alexander, with the following resolution recognizing her service upon her retirement:

Presented to  
Dianne P. Alexander  
Secretary and Clerk of the Board, Virginia Beach City Public Schools  
July 1, 1996 – June 30, 2020

**WHEREAS**, Dianne P. Alexander, Secretary and Clerk of the Board, completed a thirty-year term of service with Virginia Beach City Public Schools; and



**WHEREAS**, this record of service on behalf of the members of the School Board of the City of Virginia Beach and the Superintendent of Schools demonstrates her commitment to the highest qualities of public service, marked by a vigorous and unequalled support of the values of this Division; and

**WHEREAS**, Dianne P. Alexander has earned the respect and admiration of all who have worked alongside her to preserve and enhance the quality of Virginia Beach City Public Schools, thereby setting an example of leadership that will remain of vital importance throughout the Division.

**NOW, THEREFORE** be it resolved, the School Board of the City of Virginia Beach expresses heartfelt appreciation to Dianne P Alexander for her years of leadership, friendship and advice as the Secretary and Clerk of the School Board of the City of Virginia Beach.

**FURTHER RESOLVED**, that a copy of this resolution be spread across the official minutes of this Board.

Additionally, she was presented a Mayor's proclamation designating June 30, 2020 as Dianne P. Alexander Day recognizing her accomplishments and encouraging all employees to extend their gratitude and congratulations upon her retirement.

Superintendent Spence added acknowledgements commending Ms. Alexander's service.

6. **Superintendent's Report:** Five things shared by Superintendent Spence in his report were related to 1) events related to the Month of the VBCPS Graduate to include a Class of 2020 "Pass the Diploma" video, a virtual ceremony tribute, and "Light Up the Night" event; 2) efforts towards making the division one of inclusivity, diversity and education excellence to provide students an engaging, safe environment that meets their social and emotional needs; 3) accolades to Food Services staff for the feeding programs and upcoming summer offerings; 4) VB Home Now efforts to help food-insecure students by donating through a matching gift campaign to Virginia Beach Education Foundation's Beach Bags program; and 5) a brand new Yamaha grand piano acquired through a grant from the E.K. Sloan Fund of the Hampton Roads Community Foundation for the Plaza Middle School International Baccalaureate Middle Years Program where young learners participate in a fine or performing art every year.
7. **Hearing of Citizens and Delegations on Agenda Items:** None
8. **Approval of Minutes:** June 8, 2020 Electronic School Board Meeting: There being no proposed modifications to the June 8, 2020 electronic meeting minutes, Ms. Anderson made a motion, seconded by Mr. Edwards, that the School Board approve the minutes of their June 8, 2020 electronic School Board meeting as presented. Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote.
9. **Adoption of the Agenda:** After Chairwoman Rye noted the change in order of workshop topics with Items 1B & 1C to be moved under Item 15 along with the continuation of Item 1D, Ms. Riggs made a motion, seconded by Ms. Anderson, that the School Board adopt the agenda as modified. Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote.
10. **Consent Agenda:** After Chairwoman Rye's review of items presented for approval as part of the Consent Agenda, Ms. Holtz made a motion, seconded by Ms. Anderson, that the School



Board approve the Consent Agenda as presented. Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote, and the following items were approved as part of the Consent Agenda:

- A. Religious Exemption Case No. RE-19-16.
- B. Legal Services Cooperative Agreement for FY21 as proposed for the City and Schools to share legal resources provided by the City Attorney's Office for the 2020-21 fiscal year which allows for the City Attorney's Office to provide 3.5 attorneys, one paralegal, and one office assistant for an annual estimated cost of \$644,777.40 which represents the annual cost of salaries, benefits, supplies and professional dues.
- C. Policy Review Committee recommendations regarding review, amendment, and repeal of certain policies as reviewed by the committee at their March 12 and May 14, 2020 meetings as follows:
  1. Policy 2-6/Superintendent/Recruitment and Selection: Legal reference updated.
  2. Policy 2-8/Superintendent/Powers/Duties and Responsibilities: Legal reference updated, and section updated to specify where the Superintendent's responsibilities were to be enumerated.
  3. Policy 2-9/Superintendent/Evaluation: Updated to specify that the School Board Governance Committee shall have responsibility for the Superintendent's evaluation procedures.
  4. Policy 3-84/School Lunch and Breakfast Program/Generally: Amended to reflect new legislation concerning school lunch and breakfast programs effective July 1, 2020.
  5. Policy 4-3/Grievances and Grievance Procedures/Teachers: Amended to remove outdated editor's note and addition of legal reference.
  6. Policy 4-4/Equal Employment Opportunity, Non-Discrimination and Anti-Harassment and Compliance Officers: Scrivener's changes made to legal reference.
  7. Policy 5-49/Interscholastic Competition: Amended to address SY2020-21 athletic eligibility requirements potentially affected by the school closings.
  8. Policy 5-62/Student Athletes-Sudden Cardiac Arrest and Prevention Awareness: Amended to reflect new legislation regarding sudden cardiac arrest effective July 1, 2020
  9. Policy 7-48/Community Use of Facilities/Generally: Policy amended to reflect nondiscrimination language that is consistent with current policy.
- D. School Board Organizational Matters for FY21 effective July 1, 2020
  1. The School Board approved the Superintendent's recommendation to appoint Marc A. Bergin, Ed.D., Chief of Staff, and Farrell E. Hanzaker, Chief Financial Officer, as designees of the division superintendent to attend meetings of the School Board in the absence or inability to attend of the superintendent for the 2020-21 fiscal year pursuant to *Code of Virginia* § 22.1-76, ...approval of division superintendent's designee.



2. The School Board authorized the Superintendent's recommendation to extend the term of signature authority for Marc A. Bergin, Ed.D., Chief of Staff; and/or Farrell E. Hanzaker, Chief Financial Officer, through June 30, 2021 to sign all Virginia Department of Education (VDOE) correspondence, reports, documents, requisitions and other official correspondence in the absence of the division superintendent.
3. The School Board authorized payroll deductions for the 2020-21 fiscal year pursuant to School Board Policy 4-36 – Payroll Deductions/Tax Sheltered Annuities/Deferred Compensation Plan; and its corresponding Division Regulation 5-36.1 – Payroll Deductions as follows:
  1. Health Plans
  2. Dental Plans
  3. Tax Sheltered Annuities
  4. Flexible Benefit Plans
  5. Long Term Disability Plan
  6. Association Dues
  7. United Way
  8. Deferred Compensation
  9. Garnishments
  10. Federal Tax Liens
  11. State Tax Liens
  12. Local Tax Liens
  13. State Education (Student Loans)
  14. Child Support
  15. Court Orders/Bankruptcies
  16. Legal Resources
  17. Direct Deposit
  18. VRS Optional Life Insurance
  19. Salary/Leave Adjustments
  20. Employee Authorized Payment(s) owed to the School Division
  21. VRS Service Buy Back
  22. Workers' Compensation Salary/Leave Adjustments
  23. Travel Advance and Other Purchase Repayments
  24. Voluntary Benefits
  25. Administrative Processing Fees, where applicable
  26. VRS Retirement – Member Contribution Rate
  27. Virginia Beach Education Foundation



# 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

<b>Beverly M. Anderson</b> At-Large	<b>Daniel D. Edwards</b> District 2 – Kempsville	<b>Sharon R. Felton</b> District 6 – Beach
<b>Dorothy M. Holtz</b> At-Large	<b>Laura K. Hughes</b> At-Large	<b>Victoria C. Manning</b> At-Large
<b>Jessica L. Owens</b> District 3 – Rose Hall	<b>Trenace B. Riggs</b> District 1 – Centerville	<b>Carolyn D. Weems</b> District 4 - Bayside

**Aaron C. Spence, Ed.D., Superintendent**

### **11. Action:**

- A. Personnel Report / Administrative Appointment(s): Mr. Edwards made a motion, seconded by Ms. Riggs, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as presented on the June 23, 2020 Personnel Report along with four administrative appointment as recommended by the Superintendent. Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote. Superintendent Spence then announced the following approved Administrative appointments to be recognized at a later date:
- Sarah L. Allard, current teacher at Old Donation School, as the new Assistant Principal at Kingston Elementary School effective July 1, 2020;
  - Karen A. Kagel, current Pre-K Family Engagement Specialist in the Department of Teaching and Learning, as the new Assistant Principal at New Castle Elementary School effective August 1, 2020;
  - Brandon Lugo, current Assistant Principal at Diamond Springs Elementary School, as the new Principal of Diamond Springs Elementary School effective August 1, 2020; and
  - Sarah R. Payne, current Administrative Assistant at Thoroughgood Elementary School, as the new Assistant Principal at Rosemont Forest Elementary School effective July 1, 2020.
- B. Princess Anne High School Lynnhaven Ecosystem Easement: Mr. Edwards made a motion, seconded by Vice Chair Melnyk, that the School Board adopt a Resolution to authorize the Chair to execute the documents necessary to convey an easement located adjacent to Thalia Creek at Princess Anne High School to the City of Virginia Beach (City) intended for water quality and wetlands restoration efforts of the Lynnhaven River Basin Ecosystem Restoration Project, which will be developed in conjunction with the City and US Army Corps of Engineers (USACE). Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote, and the resolution approved as outlined below:



**RESOLUTION REGARDING THE GRANT OF EASEMENTS ON A PORTION OF PRINCESS ANNE HIGH SCHOOL PROPERTY TO THE CITY OF VIRGINIA BEACH FOR U.S. ARMY CORPS OF ENGINEERS LYNNHAVEN RIVER BASIN ECOSYSTEM RESTORATION PROJECT**

**WHEREAS**, the City of Virginia Beach (the "City") and the United States Army Corps of Engineers ("USACE") have identified the need to use certain School Board real property identified as a portion of parcel GPIN 1477-76-9448 ("School Board Property"), for the Habitat Restoration Project at Princess Anne High School CIP #7-059 (the "Project");

**WHEREAS**, the City's acquisition of a habitat restoration easement and a temporary construction easement (together, the "Easements") on the School Board Property will enable USACE to restore the natural ecosystem of the area for fish, wildlife and vegetation and will further enable the City to maintain the area in perpetuity, which will enhance the School Board Property, provide educational opportunities for the students of Virginia Beach City Public Schools, and provide an overall benefit to the citizens of Virginia Beach;

**WHEREAS**, Virginia Code §22.1-129.B allows the School Board to grant easements on real property in such a manner and upon such terms as it deems proper;

**WHEREAS**, due to the determination that the School Board Property will be enhanced and preserved through the granting of the Easements and the Project, and the expected benefits that will be derived from this Project for the citizens of Virginia Beach, the School Board is of the opinion that granting of Easements on the School Board Property to the City would be a benefit to all parties.

**NOW THEREFORE BE IT RESOLVED that:**

- A. In accordance with Virginia Code §22.1-129.B, the School Board finds that the granting of the Easements to the City of Virginia Beach to use a portion of the School Board Property located at Princess Anne High School, GPIN 1477-76-9448 is proper and determines that the easements sought by the City should be granted.
- B. The total amount of compensation to be paid to School Board by the City for this acquisition is \$1,448.
- C. Additionally, the School Board authorizes the Chair or her designee to execute any and all documents desired and necessary to complete the above-referenced transaction.

- C. **School Board Member Committee Assignments:** Ms. Riggs made a motion, seconded by Ms. Anderson, that the School Board approve the School Board Chair's recommendation for School Board members to be assigned to School Board Committees, Organizations and Boards for FY21 as proposed to be in effect until January 30, 2021 or until the School Board approves other committee assignments after January 1, 2021. Prior to a vote, several School Board members stated their opposition to the proposal suggesting assignments were not equitable. The School Board Clerk then called for the vote and School Board members who did not use the raised hand feature on the Zoom platform to indicate an affirmative vote were called upon individually before the School Board Clerk announced the motion passed with 8 ayes, and 3 nays – Ms. Hughes, Ms. Manning, and Ms. Weems, and assignments were approved as follows:



BYLAW 1-28 Committees, Organizations and Board – School Board Member Assignments		FY2021 Assignments
C. SCHOOL BOARD STANDING COMMITTEES		
C1.	<b>Internal Audit:</b> The Internal Audit Committee consists of a minimum of three Members, including at least two Members of the School Board and a third Member from the business community. The Internal Audit Committee assists the full School Board in considering internal and external audit matters, including the timely reporting to the School Board of material actions or inactions of school employees that could lead to charges of malfeasance in office by School Board Members or School Division employees or agents. The Internal Audit Committee has established the Office of Internal Audit, which reports directly to the Internal Audit Committee, and through the Internal Audit Committee, to the full School Board, as more particularly set forth in <a href="#">Policy 3-96</a> and the Internal Audit Charter.	Dan Edwards* Kim Melnyk Jessica Owens Larry Davenport (citizen member)
C2.	<b>Policy Review (PRC):</b> The School Board Policy Review Committee will consist of three School Board Members. The School Board, at its discretion, may appoint a citizen to serve as a voting member. School Board Legal Counsel and the Chief of Staff or designee will serve as liaisons to the Committee but will not be voting members. The Chief of Staff may assign other staff members to serve on the Policy Review Committee for designated periods of time for the purpose of assisting the Policy Review Committee. The Policy Review Committee will be responsible for advising the School Board and the Superintendent concerning the need to amend, adopt, repeal, and/or merge by-laws, policies and applicable regulations.	Bev Anderson Dan Edwards Trenace Riggs*
C3.	<b>Planning and Performance Monitoring Committee (PPM):</b> Consists of three School Board members. The Supt. and other staff members assigned by the Supt. will serve as liaisons to the committee but will not be voting members. The purpose of the committee is to provide transparent oversight of school division resources and processes to ensure effective and efficient operations in support of the division's vision, mission and strategic goals as well as coordinate School Board member engagement in strategic and operational planning including budget development. Responsibilities are outlined in Bylaw 1-28, C3	Sharon Felton Dorothy Holtz Carolyn Weems*
C4.	<b>Governance:</b> Consists of the School Board Chair and the Chairs of the Internal Audit Committee, the Policy Review Committee, and the Planning and Performance Monitoring Committee. Additionally, one other School Board Member will be appointed by the School Board Chair and approved by the School Board to also serve on the Committee. The Superintendent will serve as a liaison to the Committee but will not be a voting member. Responsibilities are outlined in Bylaw 1-28, C4	School Board Chair* Audit Chair PPM Chair PRC Chair Beverly Anderson
C5.	<b>Legislative:</b> The Legislative Committee will consist of three School Board Members, School Board Legal Counsel, the School Board's Legislative Consultant and those staff members appointed by the Superintendent. The Legislative Committee is responsible for the development of the School Board's proposed annual legislative package. The legislative package, priorities and positions shall be based upon input from the School Board and the Superintendent. The Legislative Committee is also responsible for developing the School Board's regional legislative position and for acting as the School Board's liaison to the Virginia General Assembly as well as other publicly elected bodies.	Sharon Felton Kim Melnyk* Trenace Riggs
C6.	<b>Building Utilization:</b> The Building Utilization Committee (BUC) annually reviews enrollment projections and impact on optimal building utilization. Three School Board Members shall be assigned to the BUC. The Superintendent may assign appropriate staff members to assist the BUC in its review. At its discretion, the BUC may invite input from PTAs or other community groups directly impacted by any recommendation from the BUC. (ref. SB Pol 5-14, Sec C)	Laura Hughes* Jessica Owens Carolyn Weems
C7.	<b>Student Discipline:</b> The Chairman shall appoint three Committees of the School Board to hear student discipline cases as needed. Each Committee shall consist of three (3) voting School Board Members and one (1) nonvoting school counselor. Each Member of a Committee, excluding the school counselor, has authority to make motions and vote on that Committee. Each Committee shall meet to determine cases dealing with expulsions and long-term suspensions as set forth in School Board policy or regulation. A unanimous decision of a Committee consisting of three School Board Members regarding long-term suspensions and expulsions is final. If a Committee's decision is not unanimous, or if the decision is made by a Committee of less than three (3) School Board Members, the decision of the Committee may be appealed to the full School Board.	Committee I (2 <sup>nd</sup> & 4 <sup>th</sup> Mon) 3:00 PM Sharon Felton* Laura Hughes Jessica Owens
		Committee II (2 <sup>nd</sup> & 4 <sup>th</sup> Tues) 8:30 AM Dan Edwards Vicki Manning Carolyn Weems*
		Committee III (1 <sup>st</sup> & 3 <sup>rd</sup> Wed) 3:00 PM Bev Anderson Dottie Holtz Trenace Riggs*



BYLAW 1-28 Committees, Organizations and Board – School Board Member Assignments		FY2020 Assignments
<b>D. JOINT STANDING SCHOOL BOARD AND CITY COUNCIL COMMITTEES/BOARDS</b>		
D1.	<b>CIP/Modernization Review Committee:</b> Joint City Council/School Board Committee which meets annually to review status of ongoing school modernization program. VB Mngmnt Svcs typically sets up the meeting held on the 3rd flr of the City Hall bldg. The School Board Chair will appoint and the School Board will approve two School Board members and one alternate to serve on the Committee. The School Board Chair will appoint the Committee Chair. *=Designated chair	Dan Edwards* Vicki Manning Dottie Holtz (alt.)
	<b>In-House Pharmacy Exploratory Committee:</b> Created by City Council Resolution of January 7, 2020 to consist of two members of City Council and two members of the School Board, with assistance from appropriate staff members as needed, to study the potential benefits, costs, and cost savings of implementing an in-house pharmacy program for City and VBCPS employees and serve in an advisory capacity to provide City Council with their findings and recommendations.	Kim Melnyk Trenace Riggs CC mbrs: Moss & Wilson
<b>E. OTHER SCHOOL BOARD AD HOC COMMITTEES AS NEEDED</b>		
E1.	<b>School Site Selection:</b> The School Site Selection Committee is an Ad Hoc School Board Committee that is appointed as needed to assist the School Board in considering proposals for new school sites.	As needed
	<b>Student Discipline:</b> Established September 10, 2019 to study discipline and school climate data to identify issues and concerns, review current practices, set appropriate goals and make further recommendations to the School Board. The Committee will function until no later than June 15, 2020 and report findings periodically to the School Board throughout the school year. At its June 8, 2020 regular meeting, the School Board authorized the committee to function beyond the original set date of June 15, 2020 to allow the committee to continue to meet until June 30, 2020.	Laura Hughes Vicki Manning Kim Melnyk* Jessica Owens
<b>F. SCHOOL DIVISION STANDING COMMITTEES WITH SCHOOL BOARD MEMBER LIAISONS</b>		
F1a	<b>Equity Council:</b> The Equity Council addresses issues related to diverse populations and how the organizational climate contributes to fostering: greater student achievement; effective communication across all levels and with the greater community; honoring and listening to all voices; providing focused opportunities discussion, feedback, input and support to the implementation of Compass to 2020 and future School Board goals; reporting on all aspects of diversity and equity with a special focus on students of color; resources and support to further the work educational equity within the School Division. The Superintendent will designate a staff member to serve as the Chair of the Equity Council. No more than two (2) School Board Members will be assigned as liaisons to the Equity Council.	Sharon Felton Jessica Owens Kim Melnyk (alt.)
	<b>403b Plan Oversight Committee:</b> Established by Charter approved by the School Board February 25, 2020 to delegate to a 403(b) Plan Oversight Committee (consisting of at least 3 but no more than 9 voting members to include one School Board member with the CFO serving as the Chair of the committee), general responsibility and discretionary authority for the administration, interpretation and operation, and investment of plan assets of the School Board of the City of Virginia Beach Section 403(b) Retirement Savings Plan.	Dan Edwards



G. OUTSIDE COMMITTEES		
G1.	<b>ACCESS College Foundation:</b> Privately funded academic scholarship counseling for high school students. School Board Chairman or designee serves as ex officio member.	Change in ACCESS bylaws abolished role of School Board representatives in 2019 thereby eliminating need for appointment
G2.	<b>Governor’s School for the Arts:</b> Programs in dance, vocal and instrumental music, performing arts, theatre, and visual arts for talented and motivated students who want to develop their potential in the arts to a high degree [Same mbr assignment as SECEP since committees meet back to back at same location]	Kim Melnyk Bev Anderson (alt.)
G3.	<b>Mayor’s Committee for Persons with Disabilities:</b> On behalf of all people with disabilities, and in an advisory capacity to the Mayor, our mission is to raise the awareness of the Mayor, City Council, City Administration and the community at-large of the needs of persons with disabilities. We assist in formulating solutions to meet those needs, and provide advice on issues involving compliance with state and national legislation addressing their needs.	Dottie Holtz Trenace Riggs (alt.)
G4.	<b>Southeastern Cooperative Educational Programs (SECEP):</b> Provides a formal structure through which eight local school systems can plan and operate programs for alternative education and children with special needs [Same mbr assignment as GSA since committees meet back to back at same location]	Kim Melnyk Bev Anderson (alt.)
G5.	<b>Virginia School Boards Association (VSBA) Voting Delegate at Annual Convention held in November in Williamsburg, VA:</b> NOTE: Any Board member who serves on the VSBA Board of Directors cannot be a voting delegate.	Sharon Felton Dottie Holtz (alt.)
G6.	<b>Hampton Roads Educational Telecommunications Association (HRETA) WHRO Educational Advisory Committee (EAC):</b> The EAC is the decision-making body on matters related to the policy, planning and operation of WHRO public education related activities	Dottie Holtz Trenace Riggs (alt.)
G7.	<b>Sister Cities Association of Virginia Beach:</b> The mission of the Virginia Beach City Association (VBSCA) is to foster international understanding, friendship, and cooperation by promoting people-to-people exchanges and continuing relationships between our city and citizens	Trenace Riggs Bev Anderson (alt.)
G8.	<b>Deferred Compensation Board:</b> The deferred compensation board shall administer the investment policy in accordance with the terms of the investment policy and prudent fiduciary standards. The deferred compensation board shall have the authority to add and delete funds from the investment policy in accordance with the investment policy adopted by city council.	Dan Edwards
G9.	<b>Virginia Beach Human Rights Commission:</b> Assignment initiated Feb. 2016 by invitation from the VB Human Rights Commission for a School Board liaison to serve on the committee	Dottie Holtz Jessica Owens (alt.)



POLICY 7-21 Citizens' Advisory Committees		FY2020 Assignments
<b>SCHOOL BOARD LIAISONS TO CITIZENS' ADVISORY COMMITTEES</b>		
With the exception of the Strategic Plan Committee, the School Board may designate one School Board Member and one School Board Member alternate to serve as the School Board Liaison to a Citizens' Advisory Committee. Such liaison will not have voting rights on the committee and will not have the authority to bind the School Board regarding any matter related to the committee. The School Board Chair will appoint and the School Board will approve two (2) School Board Members to serve on the Strategic Plan Committee. As required by law, all the Citizens' Advisory Committees will report to the School Board through the Superintendent		
B1.	<b>Special Education Advisory Committee</b>	Carolyn Weems Jessica Owens (alt.)
B2.	<b>General Advisory Council for Technical and Career Education</b>	Sharon Felton Carolyn Weems (alt.)
B3.	<b>Community Advisory Committee for Gifted Education</b>	Jessica Owens Laura Hughes (alt.)
B4.	<b>Interagency Adult Basic Education Advisory Committee</b>	Vicki Manning Laura Hughes (alt.)
B5.	<b>School Health Advisory Committee</b>	Carolyn Weems Vicki Manning (alt.)
B6.	<b>Strategic Plan Committee</b> (as recommended by the Superintendent pursuant to Policy 7-21, B6) <i>[Committee work complete July 2019]</i>	

<b>TASK FORCES</b>		
At the request of the Superintendent, Board members were assigned to serve as liaisons to current administrative working groups upon Board approval on September 1, 2015. The role is to serve as a non-voting member commissioned as a go-between between the group and the full Board, and to answer any questions Board members may have during the process for which the task force was established		
	<b>Fiber Networking Task Force</b>	Sunset status
	<b>Green Run Charter Board Task Force</b>	Jessica Owens Kim Melnyk (alt.)

\*Currently serving as Committee Chair

- D. Policy Review Committee Recommendations: Ms. Riggs made a motion, seconded by Mr. Edwards, that the School Board approve the Policy Review Committee recommendations for Bylaw 1-26 and Bylaw 1-28. Ms. Manning made a substitute motion, seconded by Ms. Holtz, that the Bylaws be voted on separately. Without discussion on Bylaw 1-26, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote. A motion was made by Ms. Holtz, seconded by Ms. Anderson, to approve Bylaw 1-28. Without discussion, the School Board members who did not use the raised hand feature on



the Zoom platform to indicate an affirmative vote were called upon individually before announcing the motion passed with 8 ayes, and 3 nays – Ms. Hughes, Ms. Manning, and Ms. Weems.

1. Bylaw 1-26/School Visitations: Bylaw was updated to include language related to school visitations by a School Board member and the purposes of that visit. Additional language also recommended in Section B Number 1 regarding disciplinary action of personnel as a result of the school visit.
2. Bylaw 1-28/Committees, Organizations and Boards - School Board Member Assignments: Section 4 subsection K was added to include the reviewing and responding to complaints or concerns regarding School Board Members and developing procedures for handling such complaints.

**12. Information:**

Interim Financial Statements: Crystal M. Pate, Director of Business Services, presented the division's financial position as of May 31, 2020 reporting overall revenue trend remains acceptable. As of March 31, 2020, ADM (Average Daily Membership) came in higher than the budgeted ADM. We received approximately \$500,000 more than budgeted resulting in a reduction of projected state revenue shortfall of approximately \$553,000 down to approximately \$31,000. Federal revenues were reported on a favorable trend receiving approximately \$3 million or 124.5% more than the original budget year-to-date, mainly due to Impact Aid receipts and Medicaid reimbursements coming in over budget. Also noted was the receipt of Medicaid Cost Report Settlement in June of approximately \$1.4 million to be reflected in year-end financial statements. Other sources of revenue also show a favorable trend with year-to-date receipts coming in over budget by approximately \$300,000. Sales tax receipts were reported on an acceptable trend at approximately \$4.3 million higher than last year with May seeing a small increase of approximately \$141,000 when compared to May last year. She explained that we are expecting to see a decrease in sales tax receipts in June due to COVID-19, a decrease of approximately \$686,000 lower than June of last year. As of June to date, we have received \$73.6 million with a budget of approximately \$79 million, equating to a \$5.4 million shortfall. It was noted that additional receipts will be posted in July to close some of the shortfall. The expenditures/encumbrances trend was reported as continuing to remain acceptable at this point in the fiscal year.

- 13. Standing Committee Reports:** School Board designated representatives reported activities on behalf of the Audit Committee (Edwards); Student Discipline Ad Hoc Committee (Melnyk); Governor's Committee (Rye); and Mayor's Committee for Persons with Disabilities (Holtz).

- 14. Conclusion of the Formal Meeting:** The formal meeting concluded at 6:55 p.m.

**15. Workshop (continuation)**

Update on School Reopening Plan (cont.): School Board members continued discussing the reopening plan. Discussion concluded at 7:46 p.m.

Food Services Update: John E. Smith, Director of Food Services, presented an update on summer feeding programs during the COVID shutdown as well as an update on the Community



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Eligibility Program, Scratch Cooking initiative, and Food Services' role in the fall reopening. Discussion concluded at 8:13 p.m.

Forecast of Regular School Board Meeting Agenda Topics FY21, 1<sup>st</sup> Quarter: July, August, September 2020: Superintendent Spence presented Administration's forecast of School Board meeting agenda topics to be presented in the FY21 first quarter – July, August, September 2020. Discussion concluded at 8:28 p.m.

- 16. **Closed Meeting:** None at this time. See Item 2.
- 17. **Vote on Remaining Action Items:** None
- 18. **Adjournment:** There being no further business before the School Board, Chairwoman Rye adjourned the meeting at 8:29 p.m.

Respectfully submitted by:

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Susan Keipe, Deputy Clerk of the School Board

Approved:

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Carolyn T. Rye, School Board Chair



**Pupil Transportation Maintenance Facility**

**Subject:** Dominion Energy Easement Agreement **Item Number:** 5A

**Section:** Consent **Date:** July 7, 2020

**Senior Staff:** Mr. Jack Freeman, Chief Operations Officer, School Division Services

**Prepared by:** Mr. Anthony L. Arnold, P.E., Executive Director, Facilities Services

**Presenter(s):** Mr. Anthony L. Arnold, P.E., Executive Director, Facilities Services

**Recommendation:**

That the School Board authorize the Chairman to execute the easement agreement with Dominion Energy for extending electrical service to provide infrastructure to support charging stations for the bus fleet.

**Background Summary:**

Virginia Beach City Public Schools is partnering w/Dominion Energy on the acquisition of seven electric buses. This easement will permit Dominion Energy to install electric charging stations for the yellow fleet. Dominion is responsible for the cost associated with the installation.

**Source:**

**Budget Impact:**

N/A



Old Seatack Elementary School/

Subject: Law Enforcement Training Academy (LETA) Lease Item Number: 5B

Section: Consent Date: July 7, 2020

Senior Staff: Mr. Jack Freeman, Chief Operations Officer, School Division Services

Prepared by: Mr. Anthony L. Arnold, P.E., Executive Director, Office of Facilities Services

Presenter(s): Anthony L. Arnold, P.E., Executive Director, Office of Facilities Services

Rebecca D. Kubin, Deputy City Attorney, City of Virginia Beach

Debra M. Bryan, Associate City Attorney, City of Virginia Beach

**Recommendation:**

That the School Board authorize the Chair to execute the attached First Lease Extension to the original lease dated April 15, 2000 (attached) between the School Board and the City of Virginia Beach to continue to house the Law Enforcement Training Academy (LETA) at the Old Seatack Elementary School.

**Background Summary:**

The City has been utilizing the Old Seatack Elementary school for their LETA program since 2000. This extension will allow the program to remain at the school for an additional one-year term with four automatic one year renewals.

**Source:**

**Budget Impact:** N/A

## FIRST LEASE EXTENSION

This FIRST LEASE EXTENSION (the “First Extension”), dated this \_\_\_\_ day of \_\_\_\_\_, 2020 is made by and between the SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, a body politic as set forth in Article VIII, Section 7 of the Constitution of Virginia, (“Lessor” or “School Board”), and the CITY OF VIRGINIA BEACH, a municipal corporation of the Commonwealth of Virginia (“Lessee” or “City”; together, Lessor and Lessee referred to herein as the “Parties”).

WHEREAS, Lessor and Lessee entered into a twenty (20) year lease dated April 25, 2000 (the “Lease”) for approximately 8.63 acres of School Board-owned land located at 411 Birdneck Circle, Virginia Beach, Virginia (GPIN 2417-57-0096) together with the building thereon known as Old Seatack Elementary School (the “Premises”);

WHEREAS, the Lease expired on May 31, 2020, and although the Parties desired to extend the term of the Lease and continue use of the Premises for the City’s Law Enforcement Training Academy (LETA), due to the COVID-19 pandemic neither the School Board nor the City Council were able to review and approve this First Extension in a formal meeting prior to its expiration;

WHEREAS, the Parties hereto desire to extend the term of the Lease for up to five (5) years as further set forth herein. For purposes of the Lease and this First Extension, use of the Premises has been continuous and the Parties agree that no lapse has occurred.

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Lessor and Lessee agree that the Lease is amended as follows:

1. **TERM**: The term of the Lease is hereby extended for one (1) year, commencing on June 1, 2020 and continuing until May 31, 2021 (“Extension Term”). The Extension Term shall automatically renew annually for up to four (4) additional one (1) year terms, unless either Party gives at least ninety (90) days’ notice of its intent not to renew.
2. **FULL FORCE AND EFFECT**: Any terms not defined in this First Extension shall have the respective meanings ascribed to them in the Lease and subsequent modifications thereof. In the event of any conflict between the terms of the Lease and this First Extension, the terms of this First Extension shall prevail. Except as hereinabove amended, all terms and condition of the Lease shall remain unchanged and in full force and effect. This First Extension shall be binding upon and inure to the benefit of the Parties and their respective successors in interest.

[REMAINDER OF THIS PAGE INTENTIONALLY BLANK]

IN WITNESS WHEREOF, the Parties hereto have executed and delivered this First Extension as of the date first written above.

LESSOR:

**SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH**, a body politic as set forth in Article VIII, Section 7 of the Constitution of Virginia

By: \_\_\_\_\_  
Chair of School Board

ATTEST: \_\_\_\_\_  
Clerk of School Board

COMMONWEALTH OF VIRGINIA  
CITY OF VIRGINIA BEACH, to-wit:

The foregoing instrument was acknowledged before me this \_\_\_ day of \_\_\_\_\_, 2020, by \_\_\_\_\_, Chair of the School Board of the City of Virginia Beach.

\_\_\_\_\_  
Notary Public

My commission expires: \_\_\_\_\_  
My registration number: \_\_\_\_\_

LESSEE:

**CITY OF VIRGINIA BEACH**, a municipal corporation of the Commonwealth of Virginia

By: David A. Bradley  
City Manager / Authorized Designee of City Manager

ATTEST: [Signature]  
City Clerk

COMMONWEALTH OF VIRGINIA  
CITY OF VIRGINIA BEACH, to-wit:

The foregoing instrument was acknowledged before me this 18<sup>th</sup> day of June, 2020, by David A. Bradley, City Manager/Authorized Designee of City Manager of the City of Virginia Beach, on its behalf.

Commonwealth Of Virginia  
Jennifer Anne Grundle - Notary Public  
Commission No. 7037167  
My Commission Expires 5/31/2020

[Signature]  
Notary Public

My commission expires: 5/31/2020  
My registration number: 7037167

Approved as to Content:

[Signature]  
Facilities Planning & Construction (VBCPS)

Approved as to Content:

[Signature]  
Public Works / Facilities Management (City)

Approved as to Legal Sufficiency:

[Signature]  
City Attorney

COPY

LEASE

THIS LEASE is made this 25<sup>th</sup> day of April, 2000, by and between the SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH ("Lessor") and the CITY OF VIRGINIA BEACH, a municipal corporation of the Commonwealth of Virginia ("Lessee").

WITNESSETH:

That for and in consideration of the terms, conditions, covenants, promises and agreements herein made, Lessor hereby leases and demises unto Lessee the following described real property (the "Leased Premises"):

That certain parcel of land containing approximately 8.63 acres , together with all improvements located at 411 Birdneck Circle, Virginia Beach, Virginia 23451, known as Old Seatack Elementary School (the "Building") as shown on Exhibit A attached hereto.

1. Term of Lease. The term of this Lease shall commence on June 1, 2000 (the "Commencement Date"), and shall continue for twenty (20) years ending on May 31, 2020, unless sooner terminated as provided in this Lease.

2. Rent. The "Rent Commencement Date" for the Leased Premises shall be June 1, 2000.

Rent for the Leased Premises beginning with the Rent Commencement Date shall be One Dollar (\$1.00) annually, and shall be paid at such address as Lessor may direct, or if none other specified, to the address provided for delivering notices in Paragraph 16.

3. Purpose and Use of Leased Premises. The Leased Premises shall be used for the Lessee's Law Enforcement Training Academy, for the recreational and other public purposes set forth in this Lease, and for any other public purpose as deemed necessary by Lessee. The Leased Premises shall not be used in such a manner as to constitute a public or private nuisance.

4. Utilities and Services. Lessee shall pay for the cost of all water, sewage, electricity and other utilities and provide janitorial services and supplies to and for the Premises during the term of this Lease.

5. Alterations by Lessee. Lessee, at Lessee's option and expense, may make modifications, alterations, additions or improvements, including, but not limited to all Capital Improvement Projects, to the Leased Premises without Lessor's prior written approval. Upon termination of this Lease, any structural modifications, alterations, additions or improvements shall become the property of Lessor.

6. Maintenance. Lessee covenants to keep, repair and maintain, at Lessee's expense, the Leased Premises. Lessee agrees to perform all repairs and maintenance in a workmanlike manner.

7. Inspection of Leased Premises/Access. Prior to the occupancy of the Leased Premises, a representative of Lessor and Lessee shall conduct an inspection of the Leased Premises to identify all personal property and certain fixtures of Lessor to be removed by Lessor. Lessor agrees to leave all security and building systems such as heating, air conditioning, electrical and mechanical devices and appliances, and utility pipes and equipment in place.

Lessor or Lessor's designee shall have the right to enter upon the Leased Premises, upon reasonable prior notice to verify Lessee's compliance with the terms of this Lease.

8. Assignment and Sub-Lease. Lessee shall not, without Lessor's prior written consent, assign this Lease in whole or in part or sublease all or any part of the Leased Premises. However, an assignment or a sublease to a department, division or agency of Lessee shall not require the prior written consent of Lessor.

9. Recreational and Public Use of Leased Premises. Lessee agrees to allow the use of the following facilities located upon the Leased Premises by the public in accordance with the terms and conditions of the Lessee's permit process:

The auditorium, gymnasium and cafeteria located within the Building and all outdoor recreational facilities.

Lessee further agrees to allow the Building to continue to be used as a voting precinct if so desired by the City's Voter Registrar.

10. Insurance/ Waiver of Subrogation. At Lessor's own cost and expense, Lessor may insure the Building against loss or damage due to fire and other casualty within the classification of fire and extended coverage and any other perils Lessor deems appropriate for the full replacement cost value of the Building. It is expressly understood and agreed to by the parties that all insurance proceeds arising from damage or destruction of the Building by fire, extended coverage or other perils shall belong solely to Lessor.

Lessee covenants that its self-insurance program shall satisfy Lessor's insurance requirements in the amount of \$1,000,000 combined single limits per occurrence for public liability insurance for the Leased Premises. At Lessee's option and at its own cost and expense,

Lessee may insure its furnishings, equipment, inventory, fixtures and leasehold improvements made by Lessee, including all Capital Improvement Projects contemplated by Lessee, and other personal property against damage or destruction by fire or other casualty, that Lessor shall not be liable to Lessee for such damage or destruction unless caused by the sole negligence or acts of Lessor, its employees and/or agents. The proceeds of any insurance policy of Lessee on Lessee's furnishings, equipment, inventory, fixtures, and leasehold improvements arising from the damage or destruction of Lessee's furnishings, equipment, inventory, fixtures and leasehold improvements by fire or other casualty shall belong solely to Lessee.

Lessor and Lessee agree on behalf of themselves and all others claiming under them, including any insurer, to waive all claims against each other, including all rights of subrogation, for loss or damage to their respective property arising from any fire and any of the perils normally insured against in an extended insurance policy, including vandalism and malicious mischief endorsements. If either party so requests, the other party shall obtain from its insurer a written waiver of all rights of subrogation that it may have against the other party.

11. Indemnification and Hold Harmless. Except to the extent liability has been expressly waived under Paragraph 10, to the extent permitted by law and without waiving Lessee's defense of sovereign immunity, Lessee agrees to indemnify and hold harmless Lessor, from all liability for any injuries or damages to persons or property directly caused or resulting from or arising out of any negligent act or omission on the part of Lessee, its employees or agents associated with the use and occupancy of the Leased Premises by Lessee. This indemnity and hold harmless provision shall survive and remain in effect notwithstanding any termination, cancellation or expiration of this Lease or Lessee's tenancy.

12. Environmental Concerns. Lessor acknowledges the existence of an unregulated underground storage tank ("UST") located under two portable classrooms within the Leased Premises. Lessor agrees to remove the unregulated UST, at Lessor's sole cost and expense and to provide, at its sole cost and expense, any necessary remediation or clean-up.

Lessor further agrees to indemnify and hold harmless Lessee, to the extent permitted by law, from all liability and for any injuries or damages to persons or property, resulting from Lessor's accumulation, storage or release of hazardous or toxic substances or materials, hazardous wastes or other contaminants or any adverse environmental condition which is deemed hazardous to the health or safety of persons in any area of the Leased Premises located outside the footprint of the Building or other violations of applicable environmental laws, related to any area of the Leased Premises located outside the footprint of the Building and directly caused by Lessor during the term of this Lease. This hold harmless and indemnity provision shall survive and remain in effect notwithstanding any termination, cancellation or expiration of this Lease or Lessee's tenancy.

13. Damage or Destruction of Leased Premises. If the Building is damaged by fire or other casualty so as to render same, untenable in whole or in substantial part, then Lessor or

Lessee may elect to terminate this Lease effective as of the date of such casualty. This election by Lessor or Lessee shall be made within ninety (90) days after the occurrence of fire or other casualty. If this Lease is so terminated, Lessee shall remove all of its property from the Leased Premises within ninety (90) days after the notice of termination is given.

If the Building is damaged by fire or other casualty which does not render same untenable in substantial part, this Lease may be terminated by mutual consent of the parties. In the event this Lease is not so terminated, Lessor agrees to restore the Building with reasonable dispatch to substantially the same condition it was in prior to such damage, insofar as the proceeds from Lessor's insurance permit and excluding any alterations or leasehold improvements made by Lessee. All other repairs, including restoration of alterations and leasehold improvements made by Lessee shall be conducted at the sole expense of Lessee. For purposes of this Paragraph, "substantial part" shall be deemed to mean more than 50% of the usable floor area of the Building.

14. Default/Termination. In the event of any failure of Lessee to timely and fully comply with any term of this Lease, Lessee shall be in default. If such default shall continue for more than thirty (30) days after written notice thereof shall have been mailed or delivered to Lessee, Lessor may, with sixty (60) days written notice to Lessee, terminate Lessee's right to possession of the Leased Premises by any lawful means, and this Lease shall then terminate and Lessee shall surrender possession of the Leased Premises to Lessor upon termination as set forth in this Paragraph.

Notwithstanding any provision to the contrary, this Lease, and the obligations arising hereunder, may be terminated by either party hereto upon providing one hundred twenty (120) days written notice to the other party.

15. Surrender. Upon the expiration or earlier termination of this Lease, Lessee shall surrender to Lessor the Leased Premises in good condition and repair, ordinary wear and tear, fire and other casualty.

16. Notices. All notices permitted by this Lease to be mailed to a party to this Lease shall be mailed or hand-delivered to the following agents for each party who are hereby appointed and designated as such for the purpose of receiving all such notices at the address shown below, or at such other address as either party may designate by notice given from time to time:

To Lessor: School Board of the City of Virginia Beach  
**Attn: Anthony L. Arnold**  
Director of Facilities Planning & Construction  
School Administration Annex  
Municipal Center, Bldg. # 16  
Virginia Beach, Virginia 23456

To Lessee: City of Virginia Beach  
**Attn. David M. Grochmal**  
Director of the Department of General Services  
Municipal Center, Bldg. #18, Room 228  
Virginia Beach, Virginia 23456

Each party shall immediately notify the other party, in writing, of any changes of agents, and no change of agents shall be effective until such notice is given.

17. Compliance With All Laws/Governing Law/Venue. Lessee shall comply with all federal, state, and local statutes, ordinances, and regulations now in effect or hereafter adopted, in the performance of its obligations under this Lease.

This Lease shall be governed by the laws of the Commonwealth of Virginia. It has been entered into and is to be performed in Virginia Beach, Virginia, and the parties designate the Circuit Court of the City of Virginia Beach for purposes of all litigation and venue.

18. Severability. Any term of this Lease which is prohibited by, or is unlawful or unenforceable under Virginia law shall be ineffective only to the extent of such prohibition, without invalidating the remaining terms of this Lease.

19. Entire Agreement. This written Lease together with Exhibit A, constitutes the entire, full and complete understanding and agreement of the parties, and may not be modified orally or in any other manner than by agreement in writing signed by all the parties to this Lease, or their respective successors in interest.

IN WITNESS WHEREOF, the parties have affixed their signatures and seals:

Lessor:

Lessee:

**SCHOOL BOARD OF THE CITY  
OF VIRGINIA BEACH**

**CITY OF VIRGINIA BEACH**

By: Daniel D. Edwards  
Daniel D. Edwards,  
Chairman

By: Amos K. Gomez  
City Manager/Authorized Designee  
of City Manager

(SEAL)  
ATTEST:

(SEAL)  
ATTEST:

Hlannne M. Page  
Clerk

Ruth Hodges Smith  
Ruth Hodges Smith, City Clerk

STATE OF VIRGINIA  
CITY OF VIRGINIA BEACH, to-wit:

The foregoing instrument was acknowledged before me this 25 day of April, 2000, by Daniel D. Edwards, Chairman of the School Board of the City of Virginia Beach.

Minnie E. Nery  
Notary Public

My commission expires: 2/28/02

STATE OF VIRGINIA  
CITY OF VIRGINIA BEACH, to-wit:

The foregoing instrument was acknowledged before me this 25 day of April, 2000, by Dianne M. Page, Clerk of the School Board of the City of Virginia Beach, on its behalf.

Minnie E. Nery  
Notary Public

My commission expires: 2/28/02

STATE OF VIRGINIA  
CITY OF VIRGINIA BEACH, to-wit:

The foregoing instrument was acknowledged before me this 10<sup>th</sup> day of May, 2000, by James K. Spore, City Manager/Authorized Designee of the City Manager of the City of Virginia Beach, on its behalf.

Karen D. Akers  
Notary Public

My commission expires: 1/31/2003

STATE OF VIRGINIA  
CITY OF VIRGINIA BEACH, to-wit:

The foregoing instrument was acknowledged before me this 10<sup>th</sup> day of May, 2000, by Ruth Hodges Smith, City Clerk of the City of Virginia Beach, on its behalf.

B. Z. Buttringham  
Notary Public

My commission expires: 4-30-2003

APPROVED AS TO CONTENT:

[Signature]  
Facilities Planning & Construction

APPROVED AS TO  
LEGAL SUFFICIENCY:

[Signature]  
Law Department

APPROVED AS TO CONTENT:

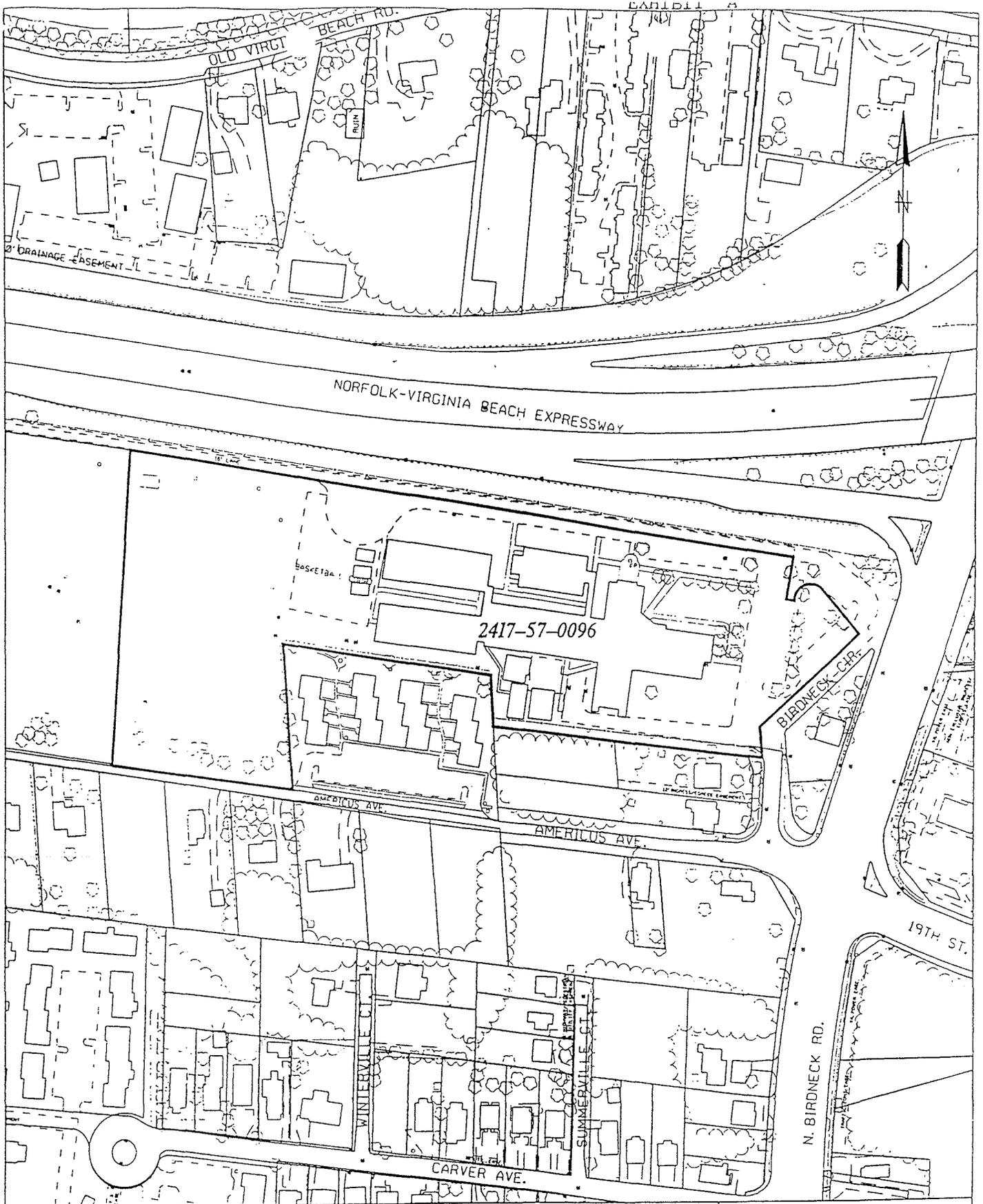
[Signature]  
Office of Business Services

APPROVED AS TO CONTENT:

[Signature]  
Department of General Services

APPROVED AS TO CONTENT:

[Signature]  
Risk Management



Map of

# OLD SEATACK ELEMENTARY SCHOOL

GPIN: 2417-57-0096

ACREAGE: 8.63

Prepared by

Center for GIS

Geospatial Information Services



January 4, 2000

Scale: 1" = 200'



**Subject:** Personnel Report **Item Number:** 6A

**Section:** Action **Date:** July 7, 2020

**Senior Staff:** Mr. John A. Mirra, Chief Human Resources Officer

**Prepared by:** John A. Mirra

**Presenter(s):** Aaron C. Spence, Ed.D., Superintendent

**Recommendation:**

That the Superintendent recommends the approval of the appointments and the acceptance of the resignations, retirements and other employment actions as listed on the July 7, 2020, personnel report.

**Background Summary:**

List of appointments, resignations and retirements for all personnel

**Source:**

School Board Policy #4-11, Appointment

**Budget Impact:**

Appropriate funding and allocations

**Note:** As mentioned previously, we have been making significant progress in terms of hiring but because of last year's automation of the Personnel Report, and the new implementation of electronic signatures for signing contracts this summer, there is a lag between when a candidate accepts our offer and when it will end up appearing on the Personnel Report. Our team has been working creatively to come up with a way to hire and onboard new employees with as little in-person contact as possible. The new process has been developed and training completed in order to implement electronic signing of contracts for new employees. Our first completely virtual live onboarding sessions were hosted this week. As of 07/01/2020, **590 hire offers have been accepted** (409 of which are instructional).

Personnel Report  
Virginia Beach City Public Schools  
July 7, 2020  
2020-2021

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	7/1/2020	Melissa A Craig	Cafeteria Manager I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	9/1/2020	Ryan C Kilmon	Physical Education Assistant	James Madison University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Centerville	9/1/2020	Rachael C Patel	Kindergarten Assistant	Regent University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Centerville	9/1/2020	Amy M Younger-Stemple	Kindergarten Assistant, 500	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	9/1/2020	Alicia E Findlater	Kindergarten Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	9/1/2020	Kahesha D Jackson	Kindergarten Assistant	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	9/1/2020	Latisha M Cuffee	Physical Education Assistant, 500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	9/1/2020	Jennifer R Diedrich	Kindergarten Assistant	Liberty University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	7/1/2020	Chrysanthe Floropoulou	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	John B. Dey	9/1/2020	Berkeley A Hightman	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	9/1/2020	Melissa J May	Special Education Assistant	Eastern Florida State College, FL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	9/1/2020	Tyler A McFadden	Physical Education Assistant	Eastern Mennonite University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Parkway	9/1/2020	Marisa C Hill	General Assistant	Columbia Southern University, AL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	9/1/2020	Beth I Withers	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	9/1/2020	Rehannah T Manley	Kindergarten Assistant	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	9/1/2020	Kimberly L Watkins	General Assistant	SUNY College Cortland, NY	Chesapeake Public Schools, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	9/1/2020	Jennifer L Sneller	Special Education Assistant	University of New Hampshire, NH	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	9/1/2020	Susan A Paladoue	Pre-Kindergarten Teacher Assistant	American University, DC	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	9/1/2020	Deshawn W Rivera	Special Education Assistant	Virginia State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	9/1/2020	Stephanie W Howard	Kindergarten Assistant	St Leo College, FL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/21/2020	Christine M Keeney	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	9/1/2020	Shervon W Morroe	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	8/27/2020	Jennifer R Willis	Library/Media Assistant	Not Applicable	Chesapeake PS, VA
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/27/2020	Anne L Fox	Library/Media Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Talwood	7/1/2020	Andrew B Wynn	Student Activities Coordinator	West Virginia University, WV	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	9/1/2020	Jarnell C Harris	Cox	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	7/1/2020	Jeanette E Persinger	Administrative Office Associate I	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	6/29/2020	Robert J Belcher	General Maintenance Craftsman II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	7/29/2020	Mary E Telinde	Instructional Specialist	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	6/18/2020	Nonee J Jones	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Diamond Springs	6/18/2020	Alba Jimenez-Hernandez	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2020	Aimee King	Special Education Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Malibu	6/30/2020	Max H Bernstein	Physical Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	6/17/2020	Storm D Whetstone	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	6/15/2020	Jamesta D Hill	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Old Donation School	6/15/2020	Alajuwon Scruggs	Custodian I (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Old Donation School	6/30/2020	Adriy A Redagan	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	6/30/2020	Donna Bowles	Special Education Assistant (long term disability)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	6/30/2020	Cindy Worlds	Custodian I (long term disability)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	7/31/2020	Lisa Wiegans	Bookkeeper (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	6/30/2020	Trovona L Davis	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	8/31/2020	Garry L Ashby-Phan	Security Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Talwood	6/30/2020	Caroline M Blythe	School Social Associate II (long term disability)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2020	Jasmine Terry	School Social Worker (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/24/2020	Shatarka K Barrett	Bus Assistant Plan Bee, 7.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2020	William K Cleveinger	Fleet Technician I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2020	Mariann Gollif	Bus Assistant, 5.0 Hours (long term disability)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2020	Casey M Gandy	Bus Driver, 5.0 Hours (long term disability)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2020	Lequale Truitt	Bus Assistant, 5.5 Hours (long term disability)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Christopher Farms	6/30/2020	Anne O Young	Library Media Specialist	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Diamond Springs	7/31/2020	Gloria F Coston	Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Fairfield	7/31/2020	Barbara A Allen	Custodian III Head Day	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Parkway	6/30/2020	Ginger H Sybers	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Windsor Oaks	8/30/2020	Clifford D Bryant	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Human Resources	7/31/2020	Mary B Gamble	Human Resources Specialist	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/27/2020	Karen L Laidler	First Grade Teacher	Old Dominion University, VA	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	New Castle	8/27/2020	Meghan M Dalton	First Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Parkway	8/27/2020	Miwa Combs	Third Grade Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Parkway	8/27/2020	Lisa B Marlar	Second Grade Teacher	Old Dominion University, VA	NBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Parkway	8/27/2020	Christy L Matushewski	Second Grade Teacher	Longwood University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/27/2020	Katherine M Armeli	Kindergarten Teacher	University of San Diego, CA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/27/2020	Brittany R Klepeisz	Kindergarten Teacher	Liberty University, VA	Portsmouth Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/27/2020	Elizabeth M Nelson	Third Grade Teacher	Missouri Baptist College, MO	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/27/2020	Carmen D Colburn	Fifth Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/27/2020	Princess Anne	Fifth Grade Teacher	University of Virginia, VA	Albemarle County PS, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Red Mill	8/27/2020	Ellie J Hardnack	Special Education Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/27/2020	Jane Cha	Special Education Teacher	Dowling College, NY	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/27/2020	Jamie L Twist	Special Education Teacher	Mansfield Univ of Pennsylvania, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/27/2020	Melissa McGee	Special Education Teacher	Bridgewater State College, MA	Austin ISD, TX
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/27/2020	Raylene A Mustard	Art Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Talwood	8/27/2020	Cheryl T Colbert	Art Teacher	Savannah College Art & Design, GA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/27/2020	Brian D Brennan	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/27/2020	Erik Estrada	Fifth Grade Teacher	Virginia Wesleyan University, VA	Portsmouth Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/27/2020	Nicole A Hudson	Special Education Teacher	Old Dominion University, VA	SECEP-Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/27/2020	Domenica K Kloepffel	Special Education Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/27/2020	Mallory E Gilmore	Fourth Grade Teacher	Norfolk State University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/27/2020	Kate Guendoso	Third Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/27/2020	Katie N Schumaker	Special Education Teacher	Palm Beach Atlantic College, FL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/27/2020	Kay N David	Music/Vocal Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/27/2020	Sharon K Russell	First Grade Teacher	Oakland University, MI	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/27/2020	Adrienne R Crawford	Special Education Teacher	Capella University, MN	Richmond County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/21/2020	Kavita C Inabnetter	Student Activities Coordinator	University of Southern Miss, MS	Plaquemines Parish, LA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/27/2020	Samantha Niedzielko	Eighth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/27/2020	Benjamin Stahl	Sixth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/27/2020	Ruth E Weiss	Sixth Grade Teacher	Monterey Institute Intl Study, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/21/2020	Elsa Soto-Cole	Custodian I	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/27/2020	Daphne A Klein	Eighth Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/27/2020	Rosemary P Messenger	Seventh Grade Teacher	George Washington University, DC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/27/2020	Bridget Gargin	Sixth Grade Teacher	George Washington University, DC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/27/2020	Zachary N Crouch	Keyboarding Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/27/2020	Christopher M Martin	Health & Physical Education Teacher	Virginia Tech, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/27/2020	Amber G Senecal	Seventh Grade Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/27/2020	Larkspur	Seventh Grade Teacher	University of Southern Calif, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/27/2020	Katrina A Kelley	Eighth Grade Teacher	Not Applicable	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/27/2020	Sara K O'Malley	Seventh Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/27/2020	Karen A Dales	Spanish Teacher	St Leo College, FL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/27/2020	Rodneyona A Bush	Special Education Teacher	Old Dominion University, VA	Albemarle County PS, VA
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/27/2020	Meghan C Daniels	Social Studies Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/27/2020	Jason F Harrington	Graduation Coach	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	8/27/2020	Rebecca N Journigan	Mathematics Teacher	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	8/27/2020	Sehruban Acikgoz	Science Teacher, 400	Bozazici University, Turkey, ZZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/27/2020	Wilson T Blythe	Social Studies Teacher	College of William and Mary, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/27/2020	Bryce T Molony	Science Teacher	Virginia Commonwealth University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/27/2020	Andrew N Shakely	Technology Education Teacher	University of Southern Calif, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/27/2020	Jeremiah C Brown	English Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/27/2020	Elena R Croy	Art Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/27/2020	Ashlan L Morrow	English Teacher	Virginia Commonwealth University, VA	Chesapeake Public Schools
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/27/2020	Bamidelis R Oluwatana	Social Studies Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/27/2020	Spencer C Garcia	Mathematics Teacher	University of Wisconsin La Crosse, WI	CSUSA at Howe Community HS LLC, FL
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/27/2020	Kerri L Mamvo	Mathematics Teacher	George Mason University, VA	Not Applicable

Personnel Report  
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Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/27/2020	Kristyna A Oyola	Health & Physical Education Teacher, 400	Newberry College, SC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/27/2020	Nickayl E Williams	Mathematics Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Technical And Career Education Center	7/9/2020	Crystal M O'Neill	Nursing Instructor	South College, GA	US Navy
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/27/2020	Katrina Finmer	Speech/Language Pathologist	Hampton University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/27/2020	Amber D Perme	Speech/Language Pathologist	Old Dominion University, VA	Cherokee County School District, GA
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	8/27/2020	Julia A Sydnor	Speech/Language Pathologist	University of Virginia, VA	First Word, Inc, VA
Assigned to Instructional Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2020	Loretta L Jeffery	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	6/30/2020	Christopher S Singh	Physical Education Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2020	Amanda D Pasquale	Third Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	6/30/2020	Erika L Holloway	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Three Oaks	6/30/2020	Victoria Howell	Second Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Woods	6/30/2020	Jennifer Kjetland	Fourth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Woodstock	6/30/2020	Anya D Archie	Kindergarten Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2020	Jaimie Meeks	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Salem	6/30/2020	Stephanie L Van Petten	Sixth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2020	Nancy B Schwarz	Mathematics Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2020	Emily B Oscar	German Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2020	Yannis Mavropoulos	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	6/30/2020	Sammy J Mitchell Jr	Special Education Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	6/30/2020	Heather E Prince	Business Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2020	Jacqueline Torres	Spanish Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Ocean Lakes	6/30/2020	Amanda J Newcomb	Mathematics Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2020	Chanel J Diggs	Sixth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2020	Kim M Thomas	School Counselor (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2020	Charrise U French	Program Compliance Support Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Creeds	6/30/2020	Sara S Nicholas	School Counselor	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Kempsville	6/30/2020	Cheyl W Freeman	First Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Pembroke	6/30/2020	Debrah R Patrick	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kellam	6/30/2020	Deborah K Strausbaugh	Health & Physical Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Renaissance Academy	6/30/2020	Lori B Murphy	Seventh Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Salem	6/30/2020	Wendy E Bowes	Health & Physical Education Teacher	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Diamond Springs	7/28/2020	Karen I Drosinos	Assistant Principal	Regent University, VA	Not Applicable
Administrative	Appointments - High School	Tallwood	TBD	Timothy J Pellerin	Assistant Principal	Norfolk State University, VA	Not Applicable