



# VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

## School Board Services

**Beverly M. Anderson, Chair**  
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 Regular Meeting MINUTES**

**Tuesday, October 8, 2019**

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

**Joint City Council / School Board Review of the Revenue Sharing Formula:** School Board members joined City Council members at 2:00 p.m. in Bldg. 19 at the Municipal Center for a presentation regarding the City/Schools Revenue Sharing Formula. Farrell E. Hanzaker, Chief Financial Officer, and Jonathan Hobbs with the Virginia Beach Department of Budget and Management Services, presented an overview of school funding, history of the school funding formula, review of state versus local funding in the school operating budget and change in the city contribution to schools over the years, and reported status of the current funding formula extended for another year after expiring June 30, 2018. Guiding principles were explained for the process of revising to a new, simplified formula that removes Standards of Quality (SOQ) components and shares a specific percentage of revenue sources.

### **INFORMAL MEETING**

- 1. Convene School Board Workshop:** The School Board convened in the einstein.lab in workshop format at 4:00 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. Rye who was absent from the meeting.
  - A. School Board Administrative Matters and Reports:** While circulating an RSVP request for the Virginia School Boards Association (VSBA) Annual Conference in November, Chairwoman Anderson reviewed workshop topics suggesting the final item be taken up after the formal meeting if time does not permit at least one hour for discussion in the afternoon. There was no objection. School Board members reported on recent school visits and events they attended, and commended the division for graduation and dropout rates recently released by the Virginia Department of Education. This portion of the workshop concluded at 4:04 p.m.
  - B. School Start Times Follow Up:** Daniel F. Keever, Senior Executive Director of High Schools, recapped research related to the influences of later school start times for adolescents, reviewed survey results on option preferences, and reiterated the November 2018 School Board resolution that directed the development of options that allow adolescent students



to start school later. Other survey results were reported in the area of the readiness of families for a fall 2020 implementation and start time tier order preferences. Guiding goals used in the development of a proposal were reviewed, and administration’s recommendation was introduced as an elementary-middle-high tiered model as outlined below with associated strengths and challenges identified:

- Elementary A Schools: ..... 7:30 a.m. – 2:00 p.m.
- Elementary B Schools:..... 8:00 a.m. – 2:30 p.m.
- Middle Schools:..... 8:40 a.m. – 3:10 p.m.
- High Schools:..... 9:20 a.m. – 4:10 p.m.

Strengths:	Challenges:
<ul style="list-style-type: none"> <li>- Revised schedule would match medical research for students’ sleep patterns</li> <li>- Most elementary students picked up after 7 a.m.</li> <li>- Most adolescent students would have start times of 8:30 a.m. or later</li> <li>- Middle school students would have an earlier release time</li> </ul>	<ul style="list-style-type: none"> <li>- Need for approximately 80 additional driver hours per day (\$325,000)</li> <li>- All high schools would require field lighting               <ul style="list-style-type: none"> <li>▪ \$2.8 million already allocated in Capital Improvement Program (CIP) for high school field lights</li> <li>▪ \$2.5 million in one-time costs to finish high school field lights</li> </ul> </li> <li>- Transportation for middle school athletics/elementary tutoring may be impacted</li> </ul>

John “Jack” Freeman, Chief Operations Officer, presented a review of the timeline and facts associated with the SY2019-20 transportation analysis after implementation of the upgraded routing software resulting in transportation efficiency improvements with a net effect of 12 fewer buses and drivers. Considerations were outlined as follows:

- Optimized A and B elementary school designations
- 15-20 minute early drop-off at some middle schools (same as high schools)
- Local daycare businesses and Parks and Recreation programs may need to modify operating hours
- All Renaissance Academy programs will be on a proposed A schedule. High school, alternative and special needs programs currently on early schedule. Middle school program to move to early schedule

Next steps called for the recommendation to move forward to be presented as Information at the School Board’s October 22 meeting for action to be taken in November for implementation in the fall 2020. This portion of the workshop concluded at 4:44 p.m.

- C. Human Resources Staffing Update: John A. Mirra, Chief Human Resources Officer, and Bernard P. Platt, Director of Employment Services, presented an update on staffing challenges opening with information on supply and demand describing a teacher shortage. Some of the division’s current recruitment strategies were reviewed, and strategies under consideration with associated cost scenarios were introduced as follows:



- early commitment/signing incentives for specific, hard to fill positions
- example incentives for staff at a hypothetical difficult-to-staff schools
- restore tuition reimbursement at \$850 to \$1,000 per employee
- continue to support staff who are seeking endorsements in difficult-to-fill endorsement areas
- offer classes required to satisfy provisional license citations
- adjust the middle school schedule
- consider 4x4 block for high school
- advocate for legislation to
  - shorten the waiting period for retirees to re-enter the workforce and continue to collect their retirement under the Critical Shortages provision
  - continue to expand alternative routes to licensure

This portion of the workshop concluded at 5:18 p.m.

D. School Board Discussion on FOIA Dispute: Taken up under Item 17

2. **Closed Meeting**: None

3. **School Board Recess**: The School Board recessed at 5:18 p.m. to reconvene in School Board Chambers for the formal meeting at 6:00 p.m.

#### **FORMAL MEETING**

4. **Call to Order and Roll Call**: Chairwoman Anderson called the formal meeting to order in School Board Chambers at 6:00 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. Rye who Chairwoman Anderson announced was out of town.

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

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

A. Virginia Association for the Gifted: The School Board recognized the following Virginia Association for the Gifted honorees:

1. Parent of the Year: Sandy Beale-Berry, parent at Old Donation School and Kempsville High School
2. Region II Teacher of the Year: Vivian Barber, sixth grade teacher at Old Donation School
3. Leader of the Year: Robin Schumaker, Gifted Education Coordinator

7. **Superintendent's Report**: News shared in Superintendent Spence's report was related to recognition of on-time graduation rates at 93.9% and decrease in the dropout to 3%; notice of a pre/post Labor Day school start survey underway; announcement of the upcoming Navigating the Journey event, Beach Girls Rock! seminar, and Beach Bags food drive; and notice of School Board member recipients of Virginia School Boards Association (VSBA) Academy Award certificates and pins for their participation in the association's meetings, conferences and training in boardmanship skills.

8. **Hearing of Citizens and Delegations on Agenda Items**: None



- 9. **Approval of Minutes:** September 24, 2019 School Board Regular Meeting: Ms. Riggs made a motion, seconded by Ms. Weems, that the School Board approve the minutes of their September 24, 2019 Regular Meeting as presented. The motion was approved (ayes 9, nays 0; 1 abstention – Edwards who was absent from the September 24 meeting).
- 10. **Adoption of the Agenda:** Vice Chair Melnyk made a motion, seconded by Ms. Holtz, that the School Board adopt the meeting agenda as published. The motion passed (ayes 10, nays 0).
- 11. **Consent Agenda:** After Chairwoman Anderson’s overview of items presented for approval as part of the Consent Agenda, Vice Chair Melnyk made a motion, seconded by Ms. Riggs, that the School Board approve the Consent Agenda. The motion passed (ayes 10, nays 0); and the following items were approved as part of the Consent Agenda:
  - A. Resolutions:
    - 1. Disability Awareness resolution as follows:

**DISABILITY HISTORY AND AWARENESS MONTH, OCTOBER 2019**

**WHEREAS**, Americans with Disability Act of 1990 was founded on four principles: inclusion, full participation, economic self-sufficiency and equality of opportunity for all people with disabilities; and

**WHEREAS**, the Virginia General Assembly has designated the month of October as Disability History and Awareness Month to increase public awareness and respect for persons with disabilities; to inform the public concerning their many contributions to society; and to emphasize the abilities and rights of persons with disabilities rather than their exceptionalities; and

**WHEREAS**, public schools, institutions of higher education, the business community, civic organizations and other interested entities are encouraged to promote Disability History and Awareness Month in the Commonwealth of Virginia; and

**WHEREAS**, the Virginia Department of Education’s 2018-2019 Virginia State Quality Profile reported the Virginia public school divisions served 170,750 students with disabilities under the Individuals with Disabilities Education Act and Virginia Beach City Public Schools reported the division served 8,114 students with disabilities under the Individuals with Disabilities Education Act; and

**WHEREAS**, Virginia Beach City Public Schools believes in having the highest expectations for students with disabilities and believes that students with disabilities make significant academic and social progress when educated, as appropriate, in general education environments; and

**WHEREAS**, it is necessary to increase public awareness, knowledge, and understanding of disabilities, the rights of persons with disabilities, and to foster a culture of mutual respect and equal opportunities for all in our schools, businesses, and communities.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach officially recognizes the month of October 2019 as Disability History and Awareness Month; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach encourages all citizens to support and participate in the various school activities during Disability History and Awareness Month; and be it

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

- 2. Filipino American Heritage resolution as follows:

**RESOLUTION FOR FILIPINO AMERICAN HISTORY MONTH  
October 2019**

**WHEREAS**, one of our nation’s greatest strengths is its vast diversity which enables Americans to see the world from many viewpoints; and



**WHEREAS**, Filipino Americans are an integral part of that diversity; and

**WHEREAS**, it is imperative for the good of our nation that schools continue to build awareness and understanding of the contributions made by Filipino Americans; and

**WHEREAS**, through the study of these contributions, all students may find role models whose participation, commitment and achievement embodies the American spirit and ideals; and

**WHEREAS**, the School Board of the City of Virginia Beach recognizes the importance of multicultural diversity education within our school division.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach officially recognizes the month of October 2019, as Filipino American History Month, whose theme is “Pinay Visionaries: Celebrating Filipina American Women”; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach encourages all citizens to support and participate in various school activities during Filipino American History Month; and be it

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

3. Bullying Prevention resolution as follows:

**RESOLUTION FOR BULLYING PREVENTION MONTH**  
**October 2019**

**WHEREAS**, school bullying has become an increasingly significant problem in the United States and Virginia; and

**WHEREAS**, bullying can take many forms, including verbal, physical, and most recently in cyberspace, and can happen in many places on and off school grounds; and

**WHEREAS**, it is important for Virginia Beach parents, students, school counselors, teachers, and school administrators to be aware of bullying and to encourage discussion of the problem as a school community; and

**WHEREAS**, the School Board of the City of Virginia Beach has developed a policy on anti-bullying to encourage positive behaviors and to eliminate bullying behaviors; and

**WHEREAS**, Virginia Beach City Public Schools, through sustained and dedicated efforts, has implemented programs for all employees and students that recognizes a deep commitment at all levels to raise awareness of bullying and its prevention.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach designates the month October 2019, as Bullying Prevention Month in the Virginia Beach City Public Schools, and be it

**FURTHER RESOLVED:** That the issue of bullying and its prevention be discussed in Virginia Beach City Public Schools classrooms during this time, and be it

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

- B. Recommendations proposed in response to the LEAD Aspiring Administrators Program comprehensive evaluation conducted during 2018-19 focused on the operation of the program as it relates to preparing the aspiring administrators to be appointed to an assistant principal position or into other leadership roles within the division; participant characteristics; progress toward meeting program goals and objectives including





examination of participants' professional activities and roles following their exit from the program; participant and supervisor perceptions; and cost resulting in the following recommendations:

Recommendation #1: Continue the Aspiring Administrators Program with the following recommendation. (*Responsible Group: Department of School Leadership and Office of Professional Growth and Innovation*)

Recommendation #2: Review and adjust course content and program components as needed based on survey results to meet participants' and the division's needs. (*Responsible Group: Department of School Leadership and Office of Professional Growth and Innovation*)

**12. Action:**

- A. Personnel Report/Administrative Appointments: Vice Chair Melnyk made a motion, seconded by Mr. Edwards, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated October 8, 2019 along with two administrative appointments as recommended by the Superintendent. The motion passed (ayes 10, nays 0). Superintendent Spence then introduced the following approved administrative appointments:
- Joey H. Phillips, Ph.D., current Employee Relations Specialist in the Department of Human Resources, as the new Director of the Adult Learning Center with an effective date to be determined; and
  - Michael Mungin, current Transportation Area Supervisor with the Office of Transportation and Fleet Management Services in the Department of School Division Services, as the new Coordinator of Transportation in the Office of Transportation and Fleet Management Services in the Department of School Division Services effective October 9, 2019.

**13. Information:**

- A. Compass to 2025 Preliminary Strategic Framework: Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation and Accountability, presented the draft strategic framework intended to guide the work of the school division through 2025. A brief recap of the strategic planning process and timeline was provided along with a brief overview of the six student-centered for student success goals of 1) educational excellence; 2) student well-being; 3) student ownership of learning; 4) an exemplary, diversified workforce; 5) mutually supportive partnerships; and 6) organizational effectiveness and efficiency. Next steps included gathering public comment through various means before returning to the School Board as an information item for action to be taken at the November 26, 2019 meeting followed by the development of a communication plan for roll out, and collaboratively finalize indicators.
- B. Policy Review Committee Recommendations: School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, presented an overview of the following Policy Review



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Committee (PRC) recommendations regarding review, amendment and repeal of certain policies reviewed by the committee at their September 12, 2019 meeting:

1. Bylaw 1-19/ Duties of Chair/Vice Chair: Updated to include new language outlining the School Board Chair's responsibilities regarding the receipt and acknowledgment of communications from the general public on behalf of the entire School Board. Citing concern for the School Board Chair speaking on her behalf, Ms. Manning suggested the language be changed for the School Board Chair to acknowledge receipt of the correspondence and thank the constituent. Following brief discussion, there was consensus to return the Bylaw for further review and consideration by the Policy Review Committee at their next meeting scheduled for October 11.
2. Policy 3-5 Budget/Generally: Several short policies concerning the budget were combined into this policy merging language from Policy 3-7/Budget: Capital Expenditures and Policy 3-9/Budget Administration.
3. Policy 3-6 Budget: Preparation and Approval: Statutory language concerning required public hearings was added, the School Board approval process was clarified, and statutory language in the legal reference section was removed.
4. Policy 3-7/ Budget: Capital Expenditures: Policy recommended for repeal due to language being merged into Policy 3-5 Policy Budget: Generally, Under Section D.
5. Policy 3-8/ Small, Women-Owned, Service-Disabled Veterans and Minority-Owned Business Participation in School Division Procurements: Policy reviewed for legal sufficiency and minor scrivener changes were made.
6. Policy 3-9/Budget Administration: Policy recommended for repeal due to budget administration language being merged into Policy 3-5 Policy Budget: Generally, under Section C.

- C. Virginia School Boards Association (VSBA) Tidewater Region Vice Chair Nomination: Chairwoman Anderson presented a proposal to nominate School Board Member Sharon R. Felton to the Virginia School Boards Association (VSBA) Tidewater Region Nominating Committee for consideration in the selection of a vice chair for the VSBA Tidewater Region. Ms. Felton spoke to the nomination by sharing her experiences, qualifications and assurances.

- 14. *Standing Committee Reports***: Ms. Weems reported on the meeting of the Community Advisory Committee for Gifted Education she attended in place of Ms. Rye and Ms. Hughes, primary and alternate, respectively, who were unable to attend. Topics included identification, delivery of services, and screening, in addition to community members signing up for schools.

As the School Board-appointed liaison to Sister Cities, Ms. Riggs reported she was up for re-election as treasurer, advised of efforts to ensure applications are available at middle and high schools for the selection of the next youth ambassador, and announced upcoming events.



Ms. Felton reported on the WHRO Educational Advisory Committee (EAC) meeting she attended where new K-12 deeper learning classes were presented.

Chairwoman Anderson reported on the meeting of the General Advisory Council for Technical and Career Education where topics included the June 2020 STEM Trifecta event, long-range goals regarding internships and mentorships for high school students, and opportunities for teachers to obtain endorsements in other areas in the field of technology.

Although not a committee report, Mr. Edwards thanked City Council for the opportunity to have a robust discussion regarding the schools funding formula at the joint presentation held early in the afternoon.

15. **Conclusion of Formal Meeting:** The formal meeting concluded at 6:46 p.m.
16. **Hearing of Citizens and Delegations on Non-Agenda Items:** The School Board heard comments from Dr. Mike Strunc, James Blando, and Dr. Kelli England advocating for later school start times for adolescents; Reid Greenmun regarding the role of the Superintendent; Michele Riley regarding the role of the Superintendent, committee appointments and school start times; Dawn Euman advocating of an increase in employee compensation; and Phillip Dukes with concerns regarding the special education process as it relates to his son and denied appeal for an out of zone placement.

The School Board recessed at 7:10 p.m. and reconvened in the einstein.lab in workshop format at 7:19 p.m.

17. **Workshop:**
  - 1D. **School Board Discussion on FOIA Dispute:** School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, provided a brief overview of a letter from Attorney Kevin Martingayle, retained by School Board members Hughes, Manning and Weems, regarding alleged violations of the Virginia Freedom of Information Act (FOIA) as it relates to the August 13, 2019 closed meeting for Personnel Matters. She reviewed five points and three requests referred to in the letter, and explained details of the conversation that took place in the August 13, 2019 closed meeting could not be discussed without School Board approval due to attorney/client privilege. After obtaining unanimous consensus from School Board members in attendance to proceed with discussion in order to rectify the situation outlined in the letter, Ms. Lannetti went on to explain that Superintendent Spence had submitted concerns regarding work environment issues to the School Board Chair, and, in order to discuss in a closed setting at his request, the matter was referred to as a grievance hearing under the Personnel Matters exemption allowed for by VA Code §22.1-3711, paragraph A, with majority School Board members voting in the affirmative to proceed as such. Ms. Hughes, Ms. Manning and Ms. Weems asserted that discussion of the matter in a closed session violated numerous aspects of the Virginia Freedom of Information Act (FOIA). Additionally, they stated the School Board went off topic during the closed meeting when accusations made against individual School Board members, as defined in the Superintendent's concerns, were discussed. The School Board engaged in lengthy dialogue to develop a response that addresses the four requests outlined in the dispute. Drafted responses included: proposing adjustments in policy that set forth the





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Superintendent's rights related to concerns or issues regarding conditions of employment; School Board agreement to endeavor to refrain from discussing accusations of wrong doing in a closed session to the extent such may be deemed inappropriate; modifying Bylaw 1-5 to require Legal Counsel provide prepared resolutions to all School Board members; and direct School Board members to not infringe upon free speech or free expression rights of other School Board members, and strive to be vigilant, alert and responsive to their social media pages/sites. At the conclusion of the workshop, all School Board members were in agreement to allow Ms. Lannetti to draft language for School Board consideration based upon discussions during the workshop, although Ms. Manning wanted to review the response in writing in order to discuss with her attorney. Ms. Lannetti agreed to send the language to the School Board by the end of the week.

The workshop concluded at 10:06 p.m.

- 18. **Closed Meeting:** None
- 19. **Vote on Remaining Action Items:** None
- 20. **Adjournment:** There being no further business before the School Board, Chairwoman Anderson adjourned the meeting at 10:06 p.m.

Respectfully submitted:

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Dianne P. Alexander, Clerk of the School Board

Approved:

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Beverly M. Anderson, School Board Chair