



# 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

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<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

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

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### **School Board Regular Meeting MINUTES**

**Tuesday, February 25, 2020**

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

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### **INFORMAL MEETING**

- 1. Convene School Board Workshop:** The School Board convened in the einstein.lab in workshop format at 4:02 p.m. All School Board members were present along with Superintendent Spence. Ms. Owens and Ms. Manning arrived late at 4:06 p.m. and 4:08 p.m., respectively.
  - A. School Board Administrative Matters and Reports:** Chairwoman Rye routed an RSVP request for the Virginia School Boards Association (VSBA) Tidewater Region Spring Forum as Ms. Felton spoke about the event as the Vice Chair of the VSBA Tidewater Region.

School Board members shared reports on recent events and activities attended.

This portion of the workshop concluded at 4:12 p.m.
  - B. School Operating Budget FY2020-21 and Capital Improvement Program (CIP) FY2020-21 through FY2025-26 Workshop #3:** Farrell E. Hanzaker, Chief Financial Officer, reported on a comparison of the Governor’s, House, and Senate 2021 budget and responded to School Board members’ questions. John A. Mirra, Chief Human Resources Officer, presented information in response to inquiries relative to news about Chesapeake Public Schools considering the concept of implementing “targeted raises” by providing historical background on equity adjustments used by the division to align pay for employees. Daniel F. Kever, Senior Executive Director for High Schools, presented follow-up information on the topic of synthetic turf fields. In conclusion, Mr. Hanzaker reported the budget resolution reflecting the Superintendent’s Estimate of Needs and resolution for the Capital Improvement Program (CIP) as proposed will be brought forward for the School Board to take action at their Special Meeting scheduled for March 3 to begin with a final budget/CIP workshop at 5:00 p.m. This portion of the workshop concluded at 4:59 p.m.
  - C. Behavioral Supports Update:** Alveta J. Green, Ed.D., Executive Director, and Adrian J. Day, Director of Student Support Services, presented an update on behavioral supports for students to include information regarding Behavior Intervention Specialists (BIS), the Behavior



and Social Emotional (BASE) Program, and Therapeutic Day Treatment (TDT). Discussion concluded at 5:39 p.m.

- D. Introduction on the College, Career and Civic Readiness Index and Update on Work-based Learning: Taken up at the conclusion of the formal meeting under Item 18.

The workshop concluded at 5:39 p.m.

2. **Closed Meeting**: None
3. **School Board Recess**: The School Board recessed at 5:39 p.m. to reconvene in School Board Chambers in formal meeting format at 6:00 p.m.

#### **FORMAL MEETING**

4. **Call to Order and Electronic Roll Call**: Chairwoman Rye called the formal meeting to order at 6:00 p.m. All School Board members were present along with Superintendent Spence.
5. **Moment of Silence followed by the Pledge of Allegiance**
6. **Student, Employee and Public Awards and Recognition**: National Blue Ribbon School: The School Board recognized Tallwood Elementary School for being named a 2019 National Blue Ribbon School.
7. **Superintendent's Report**: In his tradition of recognizing the newest member(s) of the *Compass Keepers Club*<sup>1</sup>, Superintendent Spence's report focused on the Black Student Union at Kempsville High School pioneered by Jordan Felder, and featured activities and events they have sponsored that welcome students of all backgrounds.

The School Board then recognized the School Board Clerk and Deputy Clerk in observance of the Virginia School Boards Association (VSBA) School Board Clerk Appreciation Week declared by the Governor to be February 17-21, 2020.

8. **Public Hearing on School Operating Budget FY2020-21 and Capital Improvement Program (CIP) FY2020-21 through FY2025-26**: The School Board heard comments from twelve speakers regarding budget and CIP items related to increased compensation for employees, specifically, teachers and bus drivers; equity adjustments for school counselor department chairs; increase in coaching stipends; capital improvement needs; and funding for the health insurance credit for current and retired employees who are not currently covered under the Virginia Retirement System (VRS).
9. **Hearing of Citizens and Delegations on Agenda Items**: The School Board heard comments from eleven speakers regarding the SY22 school calendar's first day of school conflict with Rosh Hashana.
10. **Approval of Minutes**:
- A. February 11, 2020 School Board Regular Meeting: Ms. Hughes made a motion, seconded by Ms. Riggs, that the School Board approve the minutes of their February 11, 2020 regular meeting as presented. Without discussion, the motion passed unanimously.
- B. February 18, 2020 School Operating Budget FY2020-21 and Capital Improvement Program (CIP) FY2020-21 through FY2025-26 Workshop #2: Ms. Weems made a motion, seconded by

<sup>1</sup> Members of the Compass Keepers Club are students, staff or community supporters who truly represent Virginia Beach City Public Schools with dedication, determination, passion and drive



Ms. Holtz, that the School Board approve the minutes of their February 18, 2020 School Operating Budget FY2020-21 and Capital Improvement Program (CIP) FY2020-21 through FY2025-26 Workshop #2 as presented. Without discussion, the motion passed (ayes 9, nays 0; 2 abstentions – Hughes and Manning who were not present at the February 18 workshop).

- 11. **Adoption of the Agenda:** Ms. Anderson made a motion, seconded by Ms. Owens, that the School Board adopt the meeting agenda as published. Without discussion, the motion passed unanimously.
- 12. **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 Mr. Edwards, that the School Board approve the Consent Agenda as presented. Without discussion, the motion passed unanimously, and the following items were approved as part of the Consent Agenda:

A. Resolutions:

- 1. Women’s History Month as follows:

**RESOLUTION  
WOMEN’S HISTORY MONTH  
MARCH 2020**

**WHEREAS**, women of every race, class and ethnic background have made historic contributions to our schools, community and nation in countless recorded and unrecorded ways; and

**WHEREAS**, women have played and continue to play a critical economic, cultural, political and social role in every sphere of American life through their service as a significant portion of the labor and volunteer force; and

**WHEREAS**, women have been traditionally underrepresented as leaders in areas of business, science, technology and government; and

**WHEREAS**, today’s children have the opportunity to learn about the significant contributions of women as leaders not only in securing their own rights of suffrage and equal opportunity, but also as leaders in the forefront of every major progressive social change movement, which creates a more fair and just society for all; and

**WHEREAS**, despite their many contributions, the role of women in history has been consistently overlooked and undervalued in the literature, teaching and study of American history; and

**WHEREAS**, the school division’s strategic framework Compass to 2020 calls upon our staff, students and community to support a culture of growth and excellence for all people.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach recognizes the month of March 2020 as Women’s History Month in Virginia Beach City Public Schools; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach encourages all students, schools and citizens to celebrate the many contributions and accomplishments of women in our community and our nation through participation in Women’s History Month activities; and be it

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

- 2. National Social Work Week as follows:

**Resolution for National School Social Work Week  
March 1-7, 2020**

**WHEREAS**, Virginia Beach City Public Schools social workers help identify and remove environmental barriers to learning, thus allowing students to reach their full potential; and



**WHEREAS**, Virginia Beach City Public Schools social workers are committed to mobilizing family, school and community resources to enable students to learn and fully benefit from their educational program; and

**WHEREAS**, Virginia Beach City Public Schools social workers are valuable members of the multidisciplinary team serving schools, providing a wide range of services to students, parents and staff; and

**WHEREAS**, Virginia Beach City Public Schools social workers use their expertise in child development, community resources, mental health and crisis intervention to develop and implement interventions to support educational success; and

**WHEREAS**, Virginia Beach City Public Schools social workers assist the most vulnerable children and adolescents, including children with disabilities, children living in homelessness, children living in poverty, pregnant teens, suicidal teens, truants and other at-risk children; and

**WHEREAS**, this shared approach to assisting students promotes students' learning and helps guide students to high school graduation and postsecondary experiences and the skills necessary to be productive citizens.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach recognize the first full week of March 2020 as National School Social Work Week in Virginia Beach City Public Schools; and be it

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

3. Read Across America as follows:

**Read Across America**

**WHEREAS**, the citizens of Virginia Beach stand firmly committed to promoting reading as the catalyst for our students' future academic success, their preparation for America's jobs of the future and their ability to compete in a global economy; and

**WHEREAS**, Virginia Beach City Public Schools has provided significant leadership in the area of community involvement in the education of our youth, grounded in the principle that education investment is key to the community's well-being and long-term quality of life; and

**WHEREAS**, "National Education Association's (NEA) *Read Across America*," a national celebration of Dr. Seuss's 116<sup>th</sup> birthday on March 2, 2020, promotes reading and adult involvement in the education of our community's students.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach calls on all the citizens of Virginia Beach to assure that every child is in a safe place reading together with a caring adult on March 2, 2020, and be it

**FURTHER RESOLVED:** That this body enthusiastically endorses "NEA's *Read Across America*" and recommits our community to engage in programs and activities that improve the reading abilities of all children; and be it

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

4. Fine Arts in our Schools Month as follows:

**RESOLUTION**  
**FINE ARTS IN OUR SCHOOLS MONTH**  
**MARCH 2020**



**WHEREAS**, fine arts programs in Virginia Beach City Public Schools provide curricular, co-curricular and extracurricular experiences in art, dance, music and theatre arts for all student members of the school community and for the Virginia Beach community at large; and

**WHEREAS**, the School Board of the City of Virginia Beach recognizes the importance of fine arts to all our students, not only while they are in school but also throughout their lives; and

**WHEREAS**, art, dance, music and theatre arts are now and have been a vital part of the curriculum and instruction of the public schools of Virginia Beach; and

**WHEREAS**, the month of March has been designated as Music in Our Schools Month, Youth Art Month, and Theatre in the Schools Month by their national associations.

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach recognizes the month of March 2020 as Fine Arts in Our Schools Month in Virginia Beach City Public Schools; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach expresses its appreciation to our fine arts educators for enhancing our lives and the lives of our children through art, dance, music and theatre arts; and be it

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

- B. Recommendations derived from the 2018-19 implementation evaluation of the English as a Second Language (ESL) Program (K-12) as follows:
- Recommendation #1: Continue the ESL program with modifications noted in recommendations 2 through 6. (*Responsible Group: Department of Teaching and Learning*)
  - Recommendation #2: Develop a plan to provide translation and interpretation services when needed to communicate with parents and families of EL students. (*Responsible Group: Department of Teaching and Learning*)
  - Recommendation #3: Implement new strategies to improve communication and collaboration between ESL and classroom teachers. (*Responsible Groups: Department of Teaching and Learning, Schools*)
  - Recommendation #4: Enhance professional learning related to ESL instruction by providing expanded professional learning opportunities for ESL teachers and encouraging classroom teachers to participate in ESL-related professional learning. (*Responsible Group: Department of Teaching and Learning*)
  - Recommendation #5: Expand the availability of ESL instructional materials and resources. (*Responsible Group: Department of Teaching and Learning*)
  - Recommendation #6: Encourage EL students to participate in a variety of curricular options to help them reach their goals. (*Responsible Groups: Department of Teaching and Learning, Schools*)
- C. Policy Review Committee (PRC) recommendations regarding review, amendment and repeal of certain policies reviewed by the committee at their January 9, 2020 meeting as follows:
1. Policy 3-12 Capital Improvement Program: Modified with scrivener and formatting changes along with the addition of references to the Long-Range School Facility Master Plan and the Five-Year Forecast





2. Policy 3-16 Local Funds/Virginia Beach Education Foundation, Inc.: Amended to incorporate the Foundation's mission statement and make minor additions regarding scholarships
3. Policy 3-17 State Funds: Language added to acknowledge that state funds are provided to the division through the Direct Aid to Public Education budget in the Appropriation Act noting the Virginia General Assembly appropriates the funds and the Virginia Department of Education administers the funding. Funding is appropriated into four major categories (SOQ - Standards of Quality programs, incentive programs, categorical programs, and lottery programs)
4. Policy 3-18 Federal Funds: Scrivener changes made
5. Policy 4-75 Conditions of Employment: Scrivener changes made along with the removal of language referring to the School Board approving annual contracts for non-licensed employees, and, instead, referring to the annual notification of the employment process

**13. Action:**

- A. Personnel Report: Vice Chair Melnyk made a motion, seconded by Ms. Anderson, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated February 25, 2020. Without discussion, the motion passed unanimously. Although there were no recommended administrative appointments, Superintendent Spence introduced Grant L. Baker, current Assistant Principal at Kingston Elementary School, as the new principal of Kingston Elementary School as approved by the School Board at their February 11 regular meeting.
- B. School Calendar SY2021-22 Suspension for Further Review: Chairwoman Rye made a motion, seconded by Ms. Anderson, that the School Board suspend the use of the finalized calendar for the 2021-2022 school year until further notice, and direct the Calendar Workgroup to reconvene for the purpose of reviewing the issue of the first day of school conflicting with the first full day of Rosh Hashana in 2021. Prior to a vote, Chairwoman Rye noted community input will be shared and weighed by the Calendar Workgroup and the School Board, as well as outreach to the broader faith community and consultation with the School Board's legal counsel being a part of the process. School Board members further commented prior to the motion passing unanimously.
- C. 403b Retirement Savings Plan:
  1. Charter for Oversight Committee: Mr. Edwards made a motion, seconded by Ms. Riggs, that the School Board approve the Charter of the Section 403(b) Retirement Savings Plan Oversight Committee as proposed. Farrell E. Hanzaker, Chief Financial Officer, presented an overview of the Charter including an outline of the powers and duties of the Oversight Committee before the motion passed unanimously.
  2. Oversight Committee Membership: Chairwoman Rye reviewed the list of staff members proposed to serve on the committee along with Dan Edwards assigned as the School Board liaison. Ms. Anderson made a motion, seconded by Ms. Manning, that the School Board approve the membership as presented. Without discussion, the motion passed unanimously, and membership was approved as follows:



- Farrell Hanzaker, Chief Financial Officer
- Crystal Pate, Director of Business Services
- Daniel Hopkins, Coordinator of Accounting
- Linda Matkins, Director of Consolidated Benefits
- Debbie Robertson, Math Teacher – First Colonial High School
- Cheryl Woodhouse, Senior Executive Director of Middle Schools
- Charlene Garran, Principal – Alanton Elementary School
- Scott Zellner, Human Resources Information Systems Specialist
- Daniel Edwards, School Board Member

- D. Governance Committee Appointment to Fill At-Large Vacancy: Chairwoman Rye presented a recommendation to appoint School Board member Beverly Anderson to fill the at-large vacancy on the Governance Committee for the remainder of the fiscal year ending June 30, 2020. Vice Chair Melnyk made a motion, seconded by Ms. Riggs, that the School Board approve the assignment as presented. Without discussion, the motion passed (ayes 10, nays 1 – Manning)
- E. In-House Pharmacy Exploratory Committee Assignments: Chairwoman Rye presented the recommendation to appoint School Board members Melnyk and Riggs to serve on an In-House Pharmacy Exploratory Committee. Mr. Edwards made a motion, seconded by Ms. Owens to approve the recommendation as presented. Chairwoman Rye explained the committee was established by City Council with membership comprised of two City Council members 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 the City and School employees. Without discussion, the motion passed unanimously.

**14. Information:**

Interim Financial Statements – January 2020: Crystal M. Pate, Director of Business Services, presented highlights of revenues and expenditures representing the division's financial position for the period ending January 31, 2020. She reported overall revenues remain acceptable at this time and explained variables in state revenue projections. Sales tax receipts were reviewed in comparison to prior years, and expenditures were reported as acceptable at this time in the fiscal year.

- 15. Standing Committee Reports**: School Board designated representatives reported on behalf of the Mayor's Committee for Persons with Disabilities (Holtz), the Legislative Committee (Melnyk), the Audit Committee (Edwards), and the Governance Committee (Rye).

- 16. Conclusion of the Formal Meeting**: The formal meeting concluded at 8:17 p.m.

- 17. Hearing of Citizens and Delegations on Non-Agenda Items**: The School Board heard comments from Karen Greenhaugh regarding House Bill 257 and potential impact on division policies and regulations.

The School Board recessed at 8:22 p.m. to reconvene in the einstein.lab in workshop format at 8:30 p.m.

- 18. Workshop (Item 1 continuation)**: Introduction on the College, Career and Civic Readiness Index and Update on Work-based Learning: Matthew D. Delaney, Executive Director of Secondary Teaching and Learning, and Sara L. Lockett, Ed.D., Director of Technical and Career Education, presented



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information regarding the College, Career and Civic Readiness Index (CCCRI) and efforts to increase work-based learning opportunities in support of the division's strategic plan. It was reported that with the Class of 2022, high school accreditation ratings will include the new CCCRI as an indicator of school quality; and measure the extent to which students successfully complete advanced coursework, Career and Technical Education sequences, and credentialing and work – or service-based learning. Highlights of the presentation included defining CCCRI, outlining the work underway to ensure that the division is capturing and reporting all opportunities available to division students, and sharing plans to expand work-based learning opportunities for students.

- 19. **Closed Meeting:** None
- 20. **Vote on Remaining Action Items:** None
- 21. **Adjournment:** There being no further business before the School Board, Chairwoman Rye adjourned the meeting at 8:48 p.m.

Respectfully submitted:

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Dianne P. Alexander, Clerk of the School Board

Approved:

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Carolyn T. Rye, School Board Chair