



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Services

Carolyn T. Rye, Chair
 District 5 - Lynnhaven

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

Beverly M. Anderson
 At-Large

Daniel D. Edwards
 District 2 – Kempsville

Sharon R. Felton
 District 6 – Beach

Dorothy M. Holtz
 At-Large

Laura K. Hughes
 At-Large

Victoria C. Manning
 At-Large

Jessica L. Owens
 District 3 – Rose Hall

Trenace B. Riggs
 District 1 – Centerville

Carolyn D. Weems
 District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Meeting

Tuesday, April 7, 2020 (6:00 p.m.)

Due to Governor Northam’s Stay at Home Executive Order Fifty-Five related to the COVID-19 coronavirus pandemic, it is determined that holding a School Board Meeting in person would pose a real and substantial threat to public health and safety. Therefore, in accordance with Bylaw 1-36, the School Board Meeting will be conducted electronically to address certain issues holding Standing Rules related to the order of business in abeyance. The School Administration Building will remain closed with School Board members participating remotely by phone. Audio will be streamed live on vbschools.com as well as on VBTv Channel 47 and recorded for archival purposes

Public comment may be submitted to the School Board through their group e-mail account at vbcpschoolboard@googlegroups.com

AGENDA

1. **Call to Order and Verbal Roll Call 6:00 p.m.**
2. **Adoption of the Agenda**
3. **Approval of Minutes**
 - A. March 10, 2020 Regular School Board Meeting
 - B. March 25, 2020 Emergency Electronic School Board Meeting
4. **Discussion and Action on a 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**
5. **Discussion and Action on the Personnel Report/Administrative Appointments Updated 4/9/2020**
6. **Adjournment**



Subject: Approval of Minutes **Item Number:** 3A&B

Section: Approval of Minutes **Date:** April 7, 2020

Senior Staff: N/A

Prepared by: Dianne P. Alexander, School Board Clerk

Presenter(s): Dianne P. Alexander, School Board Clerk

Recommendation:

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

- March 10, 2020 Regular School Board Meeting; and
- March 25, 2020 Emergency Electronic School Board Meeting.

Background Summary:

Source:

Bylaw 1-40

Budget Impact:

N/A



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Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting MINUTES

Tuesday, March 10, 2020

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

INFORMAL MEETING

1. **Convene School Board Workshop:** The School Board convened in the einstein.lab in workshop format at 4:00 p.m. All School Board members were present along with Superintendent Spence.
 - A. **School Board Administrative Matters and Reports:** Abridged by the School Board Chair in deference to guests in attendance for other workshop topics, School Board members were asked to postpone administrative matters for another meeting and save Committee Reports for the Standing Committee Reports section during the formal meeting.
 1. **Citizen Advisory Committee Vacancies:** Chairwoman Rye announced vacancies on Citizen Advisory Committees for Special Education, Gifted Education, Technical and Career Education, and the School Health Advisory Board; noting a Call to Action will be issued with instructions on the application process.
 - D. **WHRO Services Update:** Bert Schmidt, WHRO Chief Executive Officer, reviewed educator resources and training opportunities, and the array of student services offered citing specific programs and events. Finally, an overview of the division’s return on investment was reported at \$13.50 to \$1.00. This portion of the workshop concluded at 4:14 p.m.
 - B. **Overview of Communications and Community Engagement Department and NSPRA Audit:** Natalie Allen, Chief Communications and Community Engagement Officer, presented an overview of the Department of Communications and Community Engagement before introducing Mellissa Braham, NSPRA Associate Director and Lead Auditor, who presented key findings and observations from the NSPRA communication audit and explained proposed recommendations. Ms. Allen then reviewed current and completed audit initiatives as well as planned initiatives. This portion of the workshop concluded at 4:54 p.m.
 - C. **Virginia Department of Health COVID-19 Update:** John “Jack” Freeman, Chief Operations Officer, recognized partnerships working with the division on the COVID-19, commonly known as coronavirus. Demetria Lindsay, MD, Public Health Director for the Norfolk and Virginia Beach Districts with the Virginia Department of Health, provided a status report on the virus



prior to Mr. Freeman reporting on internal preparations and work with the City's task force run by Erin Sutton with the City's Emergency Management Office related to upcoming events. This portion of the workshop concluded at 5:46 p.m.

2. **Closed Meeting:** None at this time. See Item 18.
3. **School Board Recess:** The School Board recessed at 5:46 p.m. to reconvene in School Board Chambers at 6:00 p.m. for the formal meeting.

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 Board Certified Teachers: The School Board recognized the 2019 class of National Board Certified Teachers for Virginia Beach City Public Schools.
7. **Superintendent's Report:** Five things shared by Superintendent Spence in his monthly report were related to 1) the COVID19 coronavirus and channels by which the most up to date information will be made available; 2) March being designated as Music in Our Schools Month and the division being named one of the Best Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation; 3) March also being designated as Youth Art Month with an invitation to visit places where student artwork will be on display; 4) the upcoming Student Wellness Expo; and 5) the Battle of the Book Finale competition that supports the Virginia Grade 5 English Standards of Learning.
8. **Hearing of Citizens and Delegations on Agenda Items:** None
9. **Approval of Minutes:**
 - A. February 25, 2020 Regular School Board Meeting: Mr. Edwards made a motion, seconded by Ms. Hughes, that the School Board approve the minutes of their February 25, 2020 regular meeting as presented. Without discussion, the motion passed unanimously.
 - B. March 3, 2020 Special School Board Meeting: Ms. Manning made a motion, seconded by Ms. Anderson, that the School Board approve the minutes of their March 3, 2020 special meeting as presented. Without discussion, the motion passed unanimously.
10. **Adoption of the Agenda:** Noting the reordering of afternoon workshop topics, Ms. Riggs made a motion, seconded by Ms. Owens, that the School Board adopt the meeting agenda as reordered. Without discussion, the motion passed unanimously.
11. **Consent Agenda:** There were no items presented for approval as part of the Consent Agenda
12. **Action:**

Personnel Report / Administrative Appointment(s): Vice Chair Melnyk made a motion, seconded by Ms. Riggs, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated March 10, 2020, along with two administrative appointments as recommended by the Superintendent. Without discussion, the



motion passed unanimously, and Superintendent Spence introduced the following administrative appointments as approved by the School Board:

David N. Din, current Director of Technology, as the new Chief Information Officer in the Department of Technology effective July 11, 2020; and

Christopher J. Freeman, current teacher at Kellam High School, as the new Coordinator of the Environmental Studies Program in the Department of Teaching and Learning effective July 1, 2020

13. Information:

A. Strategic Framework Update: Lisa A. Banicky, Ph.D., Executive Director in the Office of Planning, Innovation, and Accountability, presented information on the progress related to the strategic priorities identified for the 2019-2020 school year as well as an update on the work related to *Compass to 2025* which will officially launch on July 1, 2020.

B. Policy Review Committee Recommendations: School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, presented an overview of the following Policy Review Committee (PRC) recommendations regarding review, amendment and repeal of certain policies as reviewed by the committee at their February 13, 2020 meeting:

1. Policy 3-68 Employee Lactation Support: PRC reviewed and determined no amendments were needed at this time
2. Policy 5-7 Non-Discrimination and Non-Harassment of Students: In addition to formatting changes, improvements were recommended to clarify certain procedures and when the school division will assume jurisdiction over discrimination complaints
3. Regulation 5-21.3 Discipline of Students with Disabilities: Significant formatting changes made to bring the regulation in compliance with current policy and regulation formatting, and updates recommended to reflect current practices and certain regulatory citations
4. Policy 5-76 Homeless Children and Youth: Modifications recommended that reflect statutory and regulatory changes to procedures related to the McKinney-Vento Act requirements as well as formatting changes
5. Policy 7-37 Gifts to Staff Members: Amended to add reference to the Virginia State and Local Governments Conflict Interests Act

14. Standing Committee Reports: School Board designated representatives reported on behalf of the joint City/Schools Modernization Committee (Edwards); Sister Cities and the selection of a Cox High School student to serve as their Youth Ambassador (Riggs); Special Education Citizens' Advisory Committee, and Performance, Planning and Monitoring Committee (Weems); and Gifted Education Citizens' Advisory Committee, and Equity Council (Owens).

15. Conclusion of Formal Meeting: The formal meeting concluded at 6:44 p.m.

16. Hearing of Citizens and Delegations on Non-Agenda Items: The School Board heard comments from three citizens proposing strategies related to school safety.



Chairwoman Rye recognized members in attendance from the Mayor's Youth Group.

17. Workshop: None at this time. See Item 1

18. Closed Meeting: Vice Chair Melnyk made a motion, seconded by Ms. Owens, 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 1 and 7 of the *Code of Virginia*, 1950, as amended, for

- A. Personnel Matters: Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees pursuant to Section 2.2-3711(A) (1); namely to discuss status of certain employees; and
- B. Legal Matters: Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in an open meeting would adversely affect the negotiating or litigating posture of the Board or consultation with legal counsel employed or retained by the Board regarding specific legal matters requiring the provision of legal advice by such counsel pursuant to Section 2.2-3711(A) (7); namely to discuss status of pending legal matters.

Without discussion, the motion passed unanimously, and the School Board recessed at 6:58 p.m. and reconvened in the Room 113 in closed session at 7:07 p.m.

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

- A. Personnel Matters: School Board members; Superintendent Spence; Marc A. Bergin, Ed.D., Chief of Staff; John A. Mirra, Chief Human Resources Officer; School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- B. Legal Matters: School Board members; Superintendent Spence; Marc A. Bergin, Ed.D., Chief of Staff; School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.

The School Board reconvened in an open meeting at 7:43 p.m.

Certification of Closed Meeting: Vice Chair Melnyk made a motion, seconded by Ms. Manning, 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 motion passed unanimously.

19. Vote on Remaining Action Items: None



20. *Adjournment:* There being no further business before the School Board, Chairwoman Rye adjourned the meeting at 7:44 p.m.

Respectfully submitted:

Dianne P. Alexander, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair

DRAFT



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Aaron C. Spence, Ed.D., Superintendent

School Board EMERGENCY Electronic Meeting MINUTES Wednesday, March 25, 2020

NOTICE OF EMERGENCY ELECTRONIC SCHOOL BOARD MEETING

On March 25, 2020 at 4:00 p.m. the School Board of the City of Virginia Beach, Virginia will hold an emergency electronic meeting in accordance with the Virginia Freedom of Information Act §2.2-3708.2(A) (3), as amended, for the purpose of addressing matters related to the School Calendar in response to the State of Emergency and the Governor’s announcement that all public schools remain closed for the rest of the 2019-20 academic year. The School Board Meeting will be conducted electronically. Audio will be streamed live on vbschools.com as well as on VBTv Channel 47 and recorded for archival purposes.

EMERGENCY MEETING

1. Call to Order and Verbal Roll Call: Chairwoman Rye called the electronic emergency School Board meeting to order at 4:00 p.m. and explained the purpose of the emergency meeting was to address certain issues related to Virginia Governor Ralph Northam’s declaration of a state of emergency in the Commonwealth of Virginia arising from the COVID 19 coronavirus pandemic. After conducting a verbal roll call, the School Board Clerk affirmed a quorum was present with all School Board members participating remotely by phone along with Superintendent Spence.

2. Explanation of Purpose of Emergency Electronic Meeting and How Meeting will be Conducted:

Chairwoman Rye’s statement:

“On March 13, 2020, Governor Northam declared all K-12 schools in Virginia closed effective March 16, 2020. On March 23, 2020, the Governor issued a further declaration that all K-12 schools be closed for the remainder of the 2019-20 school year. Additionally, the Governor declared that there are to be no public or private gatherings of persons of more than ten people until April 23, 2020.

Due to the Governor’s declaration regarding closing schools, the additional prohibitions regarding the gathering of groups of more than ten persons, as well as national and international guidance



concerning that COVID-19, it is determined that holding a School Board Meeting in person would pose a real and substantial threat to public health and safety. Accordingly, the School Board is holding an electronic meeting for the purpose of addressing certain issues related to the academic calendar for the remainder of the 2019-20 school year.

The School Board issued public notice of this meeting earlier today and this School Board meeting is available to the public to listen to through VBTV. School Board members and certain staff members are participating electronically in this meeting. Due to the electronic nature of this meeting, School Board members and staff must identify themselves verbally before speaking and each School Board member will be called upon individually to acknowledge his or her presence or to vote. All votes will be recorded in the minutes of this meeting. Should a School Board member join the meeting after the roll call or leave the meeting before adjournment, the School Board member is asked to verbally state that.

Public comments will not be taken during this meeting, but members of the public may email their comments to the School Board members at the School Board Google account.”

There were no questions about the process as stated.

3. **Adoption of Agenda:** Chairwoman Rye called for a motion to adopt the agenda. Ms. Riggs made a motion, seconded by Ms. Anderson, that the School Board adopt the agenda as published. Without discussion, the School Board Clerk called for a verbal vote from each School Board member, and then announced the motion passed unanimously.
4. **Action:** Modification to the School Calendar for the Remainder of the 2019-20 Academic Year: Chairwoman Rye asked for a motion to amend the 2019-20 academic calendar to extend the third quarter until April 23, 2020. The motion was made by Ms. Riggs and seconded by Ms. Holtz, and a correction by Superintendent Spence to change the date to April 24, 2020 was accepted.

Superintendent Spence’s statement:

“Thank you and good afternoon everyone.

As you have seen, the agenda is addressing the calendar change to extend the 3rd quarter until April 24th. The 4th quarter would begin on April 27th and continue until the end of the school year. We do know this shortens the fourth quarter. This is allowable under local regulations.

I will note that right now our plan is for 3rd quarter grades to be calculated based on the grade as of March 13th. We will continue with our continuity of learning plan until the end of the 3rd quarter. During this time, students will also have the opportunity to improve their 3rd quarter grade by completing missing work and assessments that would normally have been allowed had the grading period continued under normal circumstances.

We believe with the extended time that this calendar change gives us, we can provide appropriate professional learning for our teachers about delivering instruction and attending to the needs of students in special circumstances. This will also give us a chance to make a final decision on grading in the fourth quarter that reflects our ability to mitigate some of the issues we are facing due to this extended closure.



Should you vote to approve this, we will be getting this information out to staff and families tomorrow, which is one of the reasons we needed this change done today. However, the primary reason is that the 3rd quarter ends Friday on the current school year calendar. Because you all approve the school calendar, we need you to approve this substantive change. The calendar will be updated to reflect this and shared with staff and families and posted online.”

After a verbal vote from each School Board member, the School Board Clerk announced the motion passed unanimously.

5. **Adjournment:** There being no further business before the School Board, the electronic emergency meeting was adjourned by Chairwoman Rye at 4:15 p.m.

Respectfully submitted:

Dianne P. Alexander, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair



Subject: Resolution Authorizing Finding of Local Emergency and Authorizing Procedures for Electronic Meetings and Continuity of School Board and School Division Operations during the COVID-19 Pandemic Disaster Item Number: 4

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

Senior Staff: N/A

Prepared by: School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney

Presenter(s): School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney

Recommendation:

That the School Board approve the Resolution Authorizing Finding that Local Emergency Exits, Adoption of Procedures for Electronic or Other Public Meetings and to Ensure Continuity of School Board and School Division Operations During the COVID-19 Pandemic Disaster.

Background Summary:

A State of Emergency has been declared nationally as well as on a statewide and local level due to the novel COVID-19 pandemic. In response the Virginia Governor Northam's Executive Orders Fifty-One and Fifty-Five issued in March 2020, K-12 schools in Virginia are closed through the end of the 2019-20 school year and non-essential business and personal are directed to limit operations or close. All persons in Virginia are directed to stay at home on a temporary basis to assist in slowing the spread of COVID-19. The State of Emergency is currently in effect through June 10, 2020.

In order for the School Board and the Superintendent to address the needs and operations of the School Board and the School Division during the State of Emergency and to return the School Division to the pre State of Emergency conditions once the State of Emergency has concluded, the School Board must take certain actions to address how the School Division and the School Board, School Board Committees and agencies, boards, or committees created by or to which the School Board appoints members can conduct business. The Resolution declares: that a State of Emergency exists for the School Board and the School Division; that meetings that are subject to Virginia Freedom of Information Act rules may be modified to allow meetings to take place electronically or otherwise during the State of Emergency; and that the School Division, School Board, and School Board entities or their authorized agents are authorized to exercise reasonable judgment to address the needs of the School Board and the School Division during the State of Emergency and/or until normal operating status can resume.

The Resolution is in effect for a ninety (90) day period. The School Board may amend, readopt or rescind the Resolution at any time. Such Resolution is limited to a six-month period in total.

Source:

Virginia Governor Northam's Executive Order Fifty-One issued March 12, 2020
Virginia Governor Northam's Executive Order Fifty-Five issued March 30, 2020

Budget Impact:

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

WHEREAS, on March 11, 2020, the World Health Organization declared the COVID-19 outbreak a pandemic; and

WHEREAS, on March 12, 2020 Governor Ralph S. Northam issued Executive Order Fifty-One declaring a State of Emergency for the Commonwealth of Virginia arising from the novel Coronavirus (COVID-19) pandemic and that the pandemic established the existence of a public health emergency that constituted a “disaster” as defined by Virginia Code § 44-146.16 arising from the public health threat presented by a communicable disease that is anticipated to spread; and

WHEREAS, Executive Order Fifty-One ordered implementation of the Commonwealth of Virginia Emergency Operations Plan, “activation of the Virginia Emergency Operations Center to provide assistance to local governments and authorization for executive branch agencies to waive any state requirements or regulations” as appropriate; and

WHEREAS, Executive Order Fifty-One further directed “state and local governments to render appropriate assistance to prepare for this event, to alleviate any conditions resulting from the situation, and to implement recovery and mitigation operations and activities so as to return impacted areas to pre-event conditions as much as possible”; and

WHEREAS, on March 13, 2020 the President of the United States declared a national emergency, beginning on March 1, 2020, in response to the spread of COVID-19; and

WHEREAS, on March 13, 2020, Governor Northam issued Executive Order Fifty-One declaring that all K-12 schools in Virginia be closed from March 16-April 23, 2020; and

WHEREAS, the Attorney General of Virginia issued an opinion on March 20, 2020 stating that localities have the authority during disasters to adopt ordinances to assure the continuity of government and Executive Order Fifty-One authorizes actions to alleviate conditions resulting from the situation and to implement recovery and mitigation operations and activities so as to return to pre-event conditions; and

WHEREAS, on March 23, 2020, Governor Northam issued Executive Order Fifty-Three declaring that all K-12 schools in Virginia be closed for the remainder of the 2019-20 school year. Executive Order Fifty-Three further prohibited all private or public gatherings of groups of more than ten persons and the closure or modification of certain public and private businesses and services for the purposes of modifying the spread of COVID-19; and

WHEREAS, on March 24, 2020 the City Council of the City of Virginia Beach confirmed the declaration of local emergency made by the local director of emergency management and took necessary actions to further limit access to government facilities and services; and

WHEREAS, on March 30, 2020, Governor Northam issued Executive Order Fifty-Five declaring that all persons in Virginia should temporarily remain at home through June 10, 2020 unless meeting one of the exceptions in the Governor’s Executive Orders; and

WHEREAS, the open public meetings requirements of the Virginia Freedom of Information Act (“FOIA”) are limited only by a properly claimed exemption provided under FOIA or “any other statute”; and

WHEREAS, Virginia Code § 2.2-3708.2(A)(3) allows, under certain procedural requirements including public notice and access, that Members of the School Board may convene solely by electronic means “to address the emergency”; and

WHEREAS, the School Board finds that the novel COVID-19 pandemic and that state and national responses to the State of Emergency are unprecedented. Current School Board and School Division bylaws, policies, regulations, guidelines as well as applicable state and federal law and regulation do not adequately address the operation of the School Board and the School Division under current State of Emergency restrictions and emergency measures are needed; and

WHEREAS, this Resolution is in response to the State of Emergency and disaster caused by the COVID-19 pandemic and adoption of this Resolution will promote public health, safety and welfare and is consistent with the law of the Commonwealth of Virginia, the Constitution of Virginia and the Constitution of the United States of America.

NOW, THEREFORE, BE IT RESOLVED

1. That the School Board finds that the COVID-19 pandemic constitutes a real and substantial threat to public health and safety and constitutes a “disaster” as defined by Virginia Code §44-146.16 being a “communicable disease of public health threat”; and
2. That certain matters regarding the continuity of School Board and School Division operations during and after the State of Emergency and disaster have concluded may require that actions be taken during the State of Emergency. Where clear authority does not exist, reasonable judgments by School Board Members, the Superintendent or authorized personnel or agents, authorized representatives of the School Board or authorized members of School Board committees, boards or agencies will be deemed appropriate. Where School Board approval is required, nothing in this subsection waives that requirement; and
3. That the State of Emergency and the COVID-19 pandemic make it unlawful and unsafe to assemble in one location a quorum for public entities including the School Board, School Board Committees and other committees, advisory boards and agencies created by the School Board or to which the School Board appoints all or a portion of its members (collectively “School Board entities” or individually “School Board entity”), or for such entities to conduct meetings in accordance with normal practices and procedures; and
4. That regular meetings and procedures followed by School Board entities must be temporarily suspended or modified in order for School Board and School Division operations to proceed during the State of Emergency. Therefore, notwithstanding any contrary provision of law, policy or regulation general or special, the following Emergency Procedures are adopted to ensure the continuity of School

Board and the School Division operations during this State of Emergency and disaster and until such time as normal business procedures and protocols can resume; and

A. Any meeting or activity which requires the physical presence of members of School Board entities may be held through real time electronic means (including audio, telephonic, video or other practical electronic medium) without a quorum of such entity physically present in one location. The number of times remote participation is utilized by members will not be limited and remote participation in such meetings during the term of this Resolution will not be counted against a member after the Resolution or the State of Emergency have concluded; and

B. Prior to holding any such electronic meeting, the School Board entity shall provide public notice of at least three (3) days in advance of the electronic meetings identifying how the public may participate or otherwise offer comment; and

C. Any such electronic meeting of a School Board entity shall state on its agenda and at the beginning of such meeting that it is being held pursuant to and in compliance with this Resolution, identify entity members physically and/or electronically present, identify persons responsible for receiving public comments and identify notice of the opportunities for the public to access and participate in such electronic meeting; and

D. Any such electronic meetings of a School Board entity may be, at the entity's discretion, open to electronic participation by the public and/or may be closed to in-person participation by the public; and

E. For any matters requiring a public hearing, public comment may be solicited by electronic means in advance and may also be solicited through telephonic or other electronic means during the course of the entity's meeting. All such public comments will be provided to the entity's members at or before the electronic meeting (if the entity's members did not directly receive the public comment) and made part of the record of such meeting; and

F To the extent reasonably possible, the minutes of all electronic meetings shall conform to the requirements of law, identify how the meeting was conducted, members participating, and specify what actions were taken at the meeting. The entity may approve minutes of an electronic meeting at a subsequent electronic meeting and shall later approve all such minutes at a regular or special meeting after the State of Emergency and disaster have concluded; and

G. School Board entities are authorized to conduct emergency or special meetings that otherwise meet the requirements of law; and

H. School Board entities may recess into closed session during electronic meetings for any matters authorized by FOIA for closed session. The entities must follow FOIA procedures for closed session meetings as modified for electronic medium; and

I. The chairs of School Board entities or staff serving such entities are authorized to establish reasonable procedures for conducting such meetings including, but not

limited to, changing meeting dates and times, and postponing or cancelling meetings- provided that notice is provided to the public and the entity members. The meeting agendas may be modified from regular agenda and/or meeting formats. Agendas and agenda materials not subject to confidentiality or closed session items will be made available to the public. Should the Governor rescind limitations on gatherings of persons in public or private before the State of Emergency is concluded, then in-person public meetings may be held by School Board entities after consultation with the Superintendent and provided that public health and safety measures such as social distancing and meeting modifications are taken into consideration and implemented as appropriate; and

J. The entities are authorized to waive minor deviations or inconsistencies from procedures established in this Resolution or required by law, bylaw, regulation or policy; and

K. Regular meeting procedures may be resumed at the direction of the entity chair or a staff member serving the entity.

5. That the School Board hereby reasonably determines and finds, based upon the above and all available facts, that the ongoing and continuing operation of the School Board is essential and indispensable to address the emergency and involve critical functions and legally imposed procedures, which, if not addressed, would result in immediate and irrevocable harm upon the students, staff, operations, facilities, and community members of Virginia Beach City Public Schools; and

6. That the those critical and essential functions and legally-required procedures which must be addressed by the School Board to ensure continuity in government include, but are not limited to, the procurement of goods and services necessary to continued functioning; adoption or amendment of policies and regulations to address changes in instruction, staffing, facility usage, transportation, provision of meals, calendar modifications, etc.; delivery of long-distance learning and modifications to existing technology; nonrenewal and/or dismissal of employees; compliance with due process protections and procedures for students (disciplinary matters) and staff (grievance procedure); provision and staffing of health services; adoption of budget amendments; payment of warrants; acquisition and disposal of public and real property; construction of facilities and related contract obligations; investigation and resolution of discrimination and other complaints involving employees and students, including compliance with Title IX obligations; legal compliance and litigation, and other essential matters critical to the operations of the school division which are anticipated in the immediate future and thereafter during the pendency of the COVID-19 pandemic.

7. That the provision of this Resolution shall remain in full force and effect for a period of ninety (90) days, unless amended, rescinded or readopted by the School Board but in no event shall such Resolution be effective for more than six months after the date of this Resolution. Upon rescission by the School Board, or automatic expiration as described herein, this Resolution shall terminate, and normal practices and procedures of the School Board and the School Division shall resume.

IT IS FURTHER RESOLVED that a State of Emergency is deemed to exist and has existed since March 12, 2020, and this Resolution shall be effective upon its adoption.



Subject: Personnel Report **Item Number:** 5

Section: Action **Date:** April 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 March 24, 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

Personnel Report
Virginia Beach City Public Schools
March 24, 2020
2019-2020

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	3/5/2020	Grayson K Lamb	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Luxford	3/16/2020	Susan S Masulonis	School Administrative Associate I	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Princess Anne	3/12/2020	Andrea Birch	Kindergarten Assistant	Virginia Commonwealth Univ, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	3/16/2020	Shannon T Smith	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Trantwood	3/12/2020	Donna A Flammad	School Office Associate II	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	3/5/2020	Heather L Castles	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	3/12/2020	Sheryl D Satterfield	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	3/11/2020	Denise Skinner-Mix	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	3/4/2020	Tabatha L Washington	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Kellam	3/4/2020	Jahmond E Cowell	Custodian II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	3/5/2020	Kristian Ellis	Security Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	3/5/2020	Ella E Turner	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	3/9/2020	Tiarra N Wilson	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	3/11/2020	John I Hampton	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	3/16/2020	Wendy M Bagley	Benefits Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Consolidated Benefits	3/16/2020	Brooke R Quiban	Benefits Program Specialist	James Madison University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2020	Carmen Gonzalez	Bus Driver - Special Ed, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2020	Trina K Hutchins	Bus Assistant, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2020	John E Mangus	Bus Driver, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2020	Stephen R Shelnuitt	Bus Driver, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/11/2020	Kerri Wallace	Bus Driver - Special Ed, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Brookwood	6/30/2020	Barbara T Kitchen	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Centerville	6/30/2020	Sharkesia P Rogers	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	College Park	2/20/2020	Agrina Barnes	Cafeteria Assistant, 4.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	4/30/2020	Jennifer Hernandez	Pre-Kindergarten Teacher Assistant (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	King's Grant	6/30/2020	Ryan E Skidmore	Physical Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kingston	6/30/2020	Rosalinda B Dentith	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke	3/8/2020	Yolanda M Young	Physical Education Assistant (death)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Providence	6/30/2020	Lisa C Ziegler	Library/Media Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	3/23/2020	Ruby A Adorno	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Brandon	2/21/2020	Danitra Miles	Custodian I (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	3/12/2020	Brian N Roberts	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Adult Learning Center	3/31/2020	Heather Lamb	Coordinator Adult Academic Programs (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	3/27/2020	Jason B Jones	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	2/26/2020	Imelda P Agapito	Custodian I (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	3/3/2020	Kelly F Champion	Not Applicable	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Custodial Services	3/2/2020	Marquis D Harris	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	3/31/2020	Jamillah L Silver	Coordinator Special Education (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	3/11/2020	Garardo J Barreto	Bus Driver (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	3/11/2020	Jeremiah L Guilbe	Bus Driver - Special Ed, 5.5 Hours (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Centerville	6/30/2020	Robin D Leach	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Glenwood	6/30/2020	Grace E Colombara	Assistant Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Luxford	6/30/2020	Zita M Voda	Cafeteria Assistant, 4.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	North Landing	6/30/2020	Denise G Fockler	Assistant Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Strawbridge	6/30/2020	Ann-marie Laden	Clinic Assistant,, 500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Windsor Oaks	6/30/2020	Linda A Travers	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Bayside	6/30/2020	Constance S Williams	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Princess Anne	6/5/2020	Betty J Lewis	Cafeteria Assistant, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Princess Anne	6/30/2020	Adele Capuano	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Virginia Beach	6/30/2020	Efen Reid	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Cox	6/30/2020	Carolyn A Harris	Custodian IV Head Day	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Student Support Services	6/30/2020	Eric D Hairston	Instructional Specialist	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	2/28/2020	Jelena R Hester	Bus Driver, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	White Oaks	5/29/2020	Selena H Lafferty	Library/Media Assistant (change resignation date from 6/30/2020 to 5/29/2020)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alantown	3/5/2020	Paige A Davis	School Counselor	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	3/11/2020	Olivia M Shedd	Fourth Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Strawbridge	3/5/2020	April R Rosman	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	3/12/2020	Shelia B Scott	Special Education Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	3/9/2020	Devon M Miller	Art Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	3/3/2020	Kay J Gramling	Family & Consumer Science Teacher, 400	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	3/5/2020	Andrew J Williams	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	3/16/2020	Kimberly G Adams	Music/Instrumental Teacher, 600	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2020	Cassandra L Johnson	Second Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2020	Lauren Rodriguez	Fifth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Birdneck	6/30/2020	Jaclyn E Adams	First Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Centerville	6/30/2020	Torie L Hughes	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Creeds	6/30/2020	Sydney Kunkel	Kindergarten Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Diamond Springs	2/28/2020	Brianna R Dooling	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2020	Virginia J Wilson	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Glenwood	3/23/2020	Leslie H Cullinan	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Hermitage	4/10/2020	Ashlie S Ruiz	Special Education Teacher (active duty military)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Hermitage	6/30/2020	Raymond D Chavarria	Second Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Hermitage	6/30/2020	Susan E Puckett	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	John B. Dey	2/21/2020	Eugene A Bellmore	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	6/30/2020	Katherine C Hudgins	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Red Mill	6/30/2020	Katherine E Chavarria	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	6/30/2020	Katherine R Stewart	Third Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	6/30/2020	Nina E Brandt	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2020	KeKenya Price	Seventh Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Corporate Landing	3/20/2020	Stanley E Strickland	Seventh Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Corporate Landing	6/30/2020	Kristine R Mitchell	Sixth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Kempsville	3/20/2020	Toya N Howie	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2020	Rebecca M McCarthy	French Teacher (continuing education)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/5/2020	Ashley M Allgood	Seventh Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Plaza	6/30/2020	Rachel E Collins	Seventh Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Advanced Technology Center	3/27/2020	James D Reich	Trade & Industrial Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	3/11/2020	Daniel J Kirby	Art Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	3/24/2020	Daniel J Sivak	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	5/22/2020	Andrew T Lyons	Social Studies Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2020	Deja C Jennings	Eighth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2020	Kristi M Boris	Speech/Language Pathologist (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Alantown	6/30/2020	Martha A Smith	Fourth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bayside	6/30/2020	Belinda J Reynolds	Music/Vocal Teacher	Not Applicable	Not Applicable

Personnel Report
 Virginia Beach City Public Schools
 March 24, 2020
 2019-2020

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Instructional Salary Scale	Retirements - Elementary School	Kempsville Meadows	6/30/2020	Dolores M Gresalfi	First Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Tallwood	3/31/2020	Elise D Nelberger	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Thalia	6/30/2020	Sheila M Holley	Third Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Thoroughgood	3/31/2020	Pamela F Rosenmeier	Fourth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Three Oaks	6/30/2020	Theresa Whittaker-Grimm	Art Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Bayside	6/30/2020	David N Shead	Band Instructor	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2020	Laura L Folden	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Bayside	6/30/2020	James M O'Hara	Social Studies Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Cox	2/29/2020	Cheryl L Taylor	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Landstown	6/30/2020	Sharon K Nicholson	Health & Physical Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Princess Anne	6/30/2020	Jacqueline E Davis	English Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Renaissance Academy	6/30/2020	Harry C Staten	Mathematics Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Middle School	Bayside	2/20/2020	Stefanie A Gray	Literacy Teacher (resignation date changed from 2/14/2020 to 2/20/2020)	Not Applicable	Not Applicable