



# VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

## School Board Services

**Beverly M. Anderson, Chair**  
At-Large

**Joel A. McDonald, Vice Chair**  
District 3 – Rose Hall

<b>Daniel D. Edwards</b> District 2 – Kempsville	<b>Sharon R. Felton</b> District 6 – Beach	<b>Dorothy M. Holtz</b> At-Large
<b>Victoria C. Manning</b> At-Large	<b>Ashley K. McLeod</b> At-Large	<b>Kimberly A. Melnyk</b> District 7 – Princess Anne
<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, August 14, 2018**

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

### **INFORMAL MEETING**

1. **Convene School Board Workshop:** Due to broadcasting technical difficulties, instead of the workshop taking place in the einstein.lab, the School Board convened in the School Board Room at 4:05 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. Manning who arrived after the workshop during the afternoon closed session at 4:41 p.m.; and Vice Chair McDonald who was absent from the meeting. Ms. McLeod arrived at 4:07 p.m.
  - A. **School Board Administrative Matters and Reports:** Chairwoman Anderson reported two closed sessions were needed, with the first prior to the formal meeting and second after the formal meeting. An opportunity for School Board members to tour the Thoroughgood Elementary School Learning Village assembled behind Hermitage Elementary School was announced<sup>1</sup>; and School Board members were briefed on arrangements for the Summer School graduation ceremony.
 

Other items reported by School Board members were related to the Atlantic Bay Mortgage Group scholarship event; Virginia School Boards Association (VSBA) first annual Excellence in Workforce Readiness Awards where the division was awarded second place in the above 10,001 student population category for high school career pathway internships for workforce readiness; the successful launch of the division’s new mobile

<sup>1</sup> In accordance with Bylaw 1-46, and *Virginia Code* § 2.2-3707, a special meeting of the School Board of the City of Virginia Beach was scheduled for Thursday, August 30, 2018, at 3:30 p.m. for the aforementioned tour.



application; and enrollment opportunities for fall classes at the Brock Center by the Chesapeake Bay Foundation, and the Horizon Hampton Roads Summer Program.

This portion of the workshop concluded at 4:13 p.m.

1. School Adoption FY19 Sign-Up: Chairwoman Anderson launched the annual, methodical process of School Board members signing up to adopt schools for the 2018-19 school year.
- B. Professional Learning Focus Areas for 2018-19: In introducing co-directors for Learning and Leadership Thomas E. Ferrell, Jr., Ed.D., and Janene K. Gorham, Ed.D., Superintendent Spence announced Dr. Ferrell had recently been approved to serve as the director of high schools in Henrico County wishing him well in his new venture. The presentation provided an overview of professional learning focus areas for the 2018-19 school year including how teachers and administrators are engaging in professional learning to support areas, and teachers' essential professional learning requirements. Actions and events highlighted included the Digital Learning Summer Summit, implementation of *Schoolology*, and essential professional learning activities in the area of curriculum/program updates; special education; and the Administrator's Conference. Additionally, professional learning opportunities for non-licensed staff were reviewed.

The workshop concluded at 4:28 p.m.

2. **Closed Meeting #1 of 2**: Mr. Edwards made a motion, seconded by Ms. Weems, 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 3 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 personnel appointments and reassignments; and
  - B. Real Property: Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body pursuant to Section 2.2-3711(A)(3); namely to discuss contract negotiation for Capital Improvement project(s).

The motion passed (ayes 9, nays 0; Manning had not yet arrived) with Ms. Melnyk noting her abstention from the Real Property portion of the closed meeting. The School Board recessed at 4:29 p.m. and reconvened in Room 113 in a closed meeting at 4:35 p.m.

Individuals present for discussion (in the order in which items were discussed):



- B. Real Property: School Board members with the exception of Vice Chair McDonald who was absent from the meeting, Ms. Manning who arrived during discussion, and Ms. Melnyk who previously stated her abstention from this item; Superintendent Spence; Farrell E. Hanzaker, Chief Financial Officer; Tony L. Arnold, P.E., Executive Director of Facilities Services; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- A. Personnel Matters: School Board members with the exception of Vice Chair McDonald who was absent from the meeting; Superintendent Spence; 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 5:30 p.m.

Certification of Closed Meeting: Mr. Edwards made a motion, seconded by Ms. Holtz, 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. The motion passed (ayes 10, nays 0).

- 3. **School Board Recess**: The School Board recessed at 5:31 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 at 6:00 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Vice Chair McDonald who Chairwoman Anderson announced was absent due to a work obligation.
- 5. **Moment of Silence followed by the Pledge of Allegiance**
- 6. **Student, Employee and Public Awards and Recognition**:
  - A. Outdoor Track and Field Champion: The School Board recognized Bayside High School 2018 graduate, Cam'ron Browne, as the Virginia High School League's (VHSL) Class 6 outdoor track and field champion in the long jump with a leap of 23 feet, 4.75 inches.
  - B. Technology Student Association First Place Winners: A team of seven 2018 Tallwood High School graduates were recognized by the School Board for having won first place at the Technology Student Association (TSA) state competition in the biotechnology design event held at the end of the school year.
  - C. Technology Student Association Future Technology Teacher First Place Winner: Tallwood High School 2018 graduate, Emily Birkler, was recognized by the School Board for having won first place in the Future Technology Teacher event at the Technology Student



Association (TSA) state competition where students must select an accredited college or university that offers technology education or engineering technology teacher preparation programs as a major, and write a one-page simulated college essay about why they would like to become a teacher in that major.

- D. Virginia Association of Governmental Purchasing Buyer of the Year Award: The School Board recognized Carla Smith, Procurement Specialist, for being named the 2018 Buyer of the Year by the Virginia Association of Governmental Purchasing; whose significant contributions to the advancement of the purchasing profession included helping the division switch all of the division's 86 schools and administrative offices to an online, e-commerce, e-procurement system; helping reduce the approval time for requisitions from two weeks to approximately three hours; and helping a new school save more than \$700,000 in furnishing the building.
- E. ASBO International Certificate of Excellence in Financial Reporting: The Department of Budget and Finance was recognized by the School Board for being awarded the Certificate of Excellence in Financial Reporting from the Association of School Business Officials (ASBO) International for demonstrating financial transparency and quality financial information.
- F. GFOA Certificate of Achievement for Excellence in Financial Reporting: The School Board recognized the Department of Budget and Finance for earning the Government Finance Officers Association's (GFOA) Certificate of Achievement for Excellence in Financial Reporting; an award regarded as the highest form of recognition in governmental accounting and financial reporting presented to state and local governments that go beyond the minimum requirements of generally accepted accounting principles in preparing comprehensive annual financial reports by demonstrating the spirit of transparency.
7. **Superintendent's Report**: Five things shared in the Superintendent's report were related to 1) the Virginia Department of Education's confirmation that for the second, consecutive year, the division will be 100% fully accredited; 2) 1:1 technology initiative completed with devices ready and assigned for each school and every one of the more than 67,000 students in the division; 3) launch of the division's new VBSchools app; 4) reminder for all rising sixth graders of the Tdap vaccine requirement; and 5) 21 days left until the first day of school on September 4.
8. **Hearing of Citizens and Delegations on Agenda Items**: None
9. **Approval of Minutes**: July 10, 2018 Retreat/Abridged Regular School Board Meeting: Ms. Riggs made a motion, seconded by Mr. Edwards, that the School Board approve the minutes of their July 10, 2018 Retreat/Abridged Regular meeting as presented. The motion passed (ayes 10, nays 0).



- 10. Adoption of the Agenda:** There being no proposed changes to the published agenda, Ms. McLeod made a motion, seconded by Ms. Melnyk, that the School Board adopt the agenda as published. The motion passed (ayes 10, nays 0).
- 11. Consent Agenda:** After the School Board Chair's review of items presented as part of the Consent Agenda, Ms. Holtz made a motion, seconded by Ms. Riggs, that the School Board approve the Consent Agenda as presented. The motion passed (ayes 9, nays 0; 1 abstention – Melnyk who noted she plans to abstain from all matters related to contractors), and the following items were approved as part of the Consent Agenda:
- A. The School Board authorized the Superintendent to execute a contract with McKenzie Construction Company Corporation in the amount of \$63,729,000 for the replacement of Princess Anne Middle School
  - B. Cooperative Agreement for Legal Services for FY19 as presented for the School Board and City Council to share legal resources by the City Attorney's Office. The agreement provides for 5,775 legal service hours from 3.5 attorneys and one paralegal to serve full-time in-house and draw off the remaining attorneys and staff to provide additional services to the School Board as needed for an annual estimated cost of \$612,793.85 to include hiring a full-time office assistant to provide administrative services to the City Attorney's Office for the School Board
- 12. Action**
- A. Personnel Report/Administrative Appointments: Chairwoman Anderson reported a School Board member's request to vote on Chief position recommendations separately. There was no objection. Ms. Riggs made a motion, seconded by Ms. Melnyk, that the School Board approve the Superintendent's recommendation for appointment of the new Chief Media and Communications Officer. Prior to a vote, Ms. Manning stated her opposition to the salary as compared to other Chief positions and that of the predecessor. The motion passed (ayes 9, nays 1 – Manning).
- Ms. McLeod made a motion, seconded by Ms. Holtz, that the School Board approve the Superintendent's recommendation for appointment of the new Chief Academic Officer. Prior to a vote, Ms. Manning once again stated her opposition to the salary as compared to that of the predecessor. The motion passed (ayes 9, nays 1 – Manning).
- Mr. Edwards made a motion, seconded by Ms. Manning, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated August 14, 2018 along with the remaining five administrative appointments as recommended by the Superintendent. The motion passed (ayes 10, nays 0), and Superintendent Spence introduced the following administrative appointments:



NAME	CURRENT POSITION	RECOMMENDATION
Natalie Allen	Chief of Staff Communications and Community Engagement Kansas City Public Schools	Chief Media and Communications Officer Department of Media and Communications Effective October 1, 2018
Kipp D. Rogers, Ph.D.	Chief Academic Officer Norfolk Public Schools	Chief Academic Officer Department of Teaching and Learning Effective September 10, 2018
Jennifer McGowan	Recruitment and Placement Director Girl Scout Council of Colonial Coast	Coordinator of School/Community Partnerships Office of Community Engagement Department of Media and Communications Effective September 10, 2018
Steven M. Oberlander	Administrative Assistant Bayside Middle School	Assistant Principal Ocean Lakes High School Effective August 15, 2018
Kelly A. Padilla	Instructional Specialist – Early Reading Department of Teaching and Learning	Coordinator of Elementary Language Arts Department of Teaching and Learning Effective August 15, 2018
Robert Wnukowski	Administrative Assistant Lynnhaven Middle School	Assistant Principal Lynnhaven Middle School Effective August 15, 2018
William L. Washington, Ed.D.	District Coordinator of Gifted and Talented and Director of Early Childhood Education Richmond County Public Schools	Assistant Principal Bayside High School Effective August 31, 2018

**13. Information**

- A. Policy Review Committee Recommendations: School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, presented an overview of the following Policy Review Committee recommendations regarding review, amendment and/repeal of certain policies reviewed by the committee at their June 7, 2018 meeting:
1. Policy 4-39 Employee Professional Development and Growth in Job Skills: Language added to give additional training opportunities to employees if initial training was missed. Following discussion, the Policy Review Committee was asked to revisit added language to provide more clarity.
  2. Policy 4-65 Meetings and Conferences: Section removed due to redundancy in Policy 4-39
  3. Policy 5-17 Absences/Truancy/Parental Notification: Updated language to reflect legal sufficiency



- a. Regulation 5-17.1 Absences/Truancy: Title change and minor scrivener change
4. Policy 5-21 Student Suspensions and Expulsions: Updated to redefine out-of-school suspension and expulsion limits per law change
  - a. Regulation 5-21.1 Student Suspension and Expulsion: Update to language related to the division's corrective action plan

- 14. *Standing Committee Reports:*** Ms. Riggs reported on activities of the Sister Cities Youth Ambassador, Emily Myers, rising junior at Tallwood High School.

As chair of the Policy Review Committee, Ms. Rye reported the committee will resume meeting August 16 after the July meeting was canceled due to scheduling conflicts.

Serving as chair of the Ad Hoc Committee for An Achievable Dream Academy, Mr. Edwards reported the committee met in the afternoon and tasked Achievable Dream staff as well as division staff with legal counsel to develop parameters through which alternatives with options can be presented to the School Board.

- 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 the following citizens on non-agenda items: Students Sarah, Anna and Rachel Lisner commended the Governor's School Summer Program and thanked the School Board for providing the opportunity;

Cassidy Norman and Richard Rodriguez regarding special education; and  
Richard Lebel regarding class size disparities.

- 17. *Recess into Workshop:*** None

- 18. *Closed Meeting #2 of 2:*** Ms. Weems made a motion, seconded by Ms. McLeod, that the School Board recess into a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 1, 2 and 7 of the *Code of Virginia*, 1950, as amended, for the following purposes:

- 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 a determination regarding Employee Grievance Case No. 520-06-08-18.
- B. Student Disciplinary Matters: Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of this school division pursuant to Section 2.2-3711(A)(2); namely to discuss student disciplinary hearing decisions.



- C. 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
1. procedure for employee grievance case; and
  2. pending litigation matters.

The motion passed (ayes 10, nays 0) and the School Board recessed at 7:01 p.m. and reconvened in Room 113 in a closed meeting at 7:13 p.m.

Individuals present for discussion (in the order in which items were discussed):

- B. Student Disciplinary Matters: Student Disciplinary Hearing Decisions: School Board members with the exception of Vice Chair McDonald who was absent from the meeting; Superintendent Spence; Daniel F. Keever, Senior Executive Director of High Schools; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- C2. Legal Matters: Pending Litigation Matters: School Board members with the exception of Vice Chair McDonald who was absent from the meeting; Superintendent Spence; Daniel F. Keever, Senior Executive Director of High Schools; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- C1. Legal Matters: Procedure for Employee Grievance Case: School Board members with the exception of Vice Chair McDonald who was absent from the meeting; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- A. Personnel Matters: A determination regarding Employee Grievance Case No. 520-06-08-18: School Board members with the exception of Vice Chair McDonald who was absent from the meeting; and Dianne P. Alexander, Clerk of the School Board.

The School Board reconvened in an open meeting at 8:45 p.m.

Certification of Closed Meeting: Ms. Weems made a motion, seconded by Ms. Melnyk, 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. The motion passed (ayes 10, nays 0).

- 19. Vote on Remaining Action Items**: Mr. Edwards made a motion, seconded by Ms. Manning, that the School Board approve a resolution regarding Employee Grievance Case No. 520-06-08-18 to





adopt the Findings of Fact and Conclusions and Recommendations of the Hearing Officer that the Grievant be dismissed from employment. The motion passed (ayes 10, nays 0), and the resolution approved as follows:

**RESOLUTION REGARDING GRIEVANCE CASE NO. 520-06-08-18**

**RESOLVED:** That on August 14, 2018, the School Board considered the Findings of Facts and Conclusions and Recommendations of the Hearing Officer, the transcripts of the June 26, 2018 hearing and the exhibits and, based upon such consideration, it is;

**RESOLVED:** That the School Board adopts the Findings of Facts and Conclusions and Recommendations of the Hearing Officer that the Grievant be dismissed from employment; and

**FURTHER RESOLVED:** That the Clerk is directed to send a copy of this Resolution to the Grievant, the City Attorney, the Employee Relations Specialist, the Principal of Kempsville High School, and the Chief Human Resources Officer, who is directed to place a copy of this Resolution, the Hearing Officer's Findings of Facts and Conclusions and Recommendations and exhibits in the Grievant's personnel file.

**20. Adjournment:** There being no further business before the School Board, Chairwoman Anderson adjourned the meeting at 8:47 p.m.

Respectfully submitted:

\_\_\_\_\_  
Dianne P. Alexander, Clerk of the School Board

Approved:

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Beverly M. Anderson, School Board Chair