



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

School Board Services

Trenace B. Riggs, Chair
District 1 – Centerville

Carolyn D. Weems, Vice Chair
District 9

Beverly M. Anderson
At-Large

Kathleen J. Brown
District 10

Michael R. Callan
District 6

David Culpepper
District 8

Jennifer S. Franklin
District 2 – Kempsville

Victoria C. Manning
At-Large

Staci R. Martin
District 4

Kimberly A. Melnyk
District 2

Jessica L. Owens
District 3 – Rose Hall

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting Proposed Agenda **Tuesday, February 14, 2023**

Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453
(757) 263-1000

Public seating is available, and members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/webinar/register/WN_2ziyQKngTGeQF8Xemi941w Call-in (301) 715-8592 ID 839 8263 5979

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBCPSboard.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on February 13, 2023.

- 1. Administrative, Informal, and Workshop (Holland Road Annex – Einstein Lab (Band/Room 603) 4:00 p.m.**
 - A. School Board Administrative Matters and Reports
 - B. Title IX Update
 - C. Superintendent's Estimate of Needs for FY 2023/24 and the Superintendent's Proposed FY 2023/24 – FY 2028/29 Capital Improvement Program Budget
- 2. Closed Session (as needed)**
- 3. School Board Recess 5:30 p.m.**
- 4. Formal Meeting (Holland Road Annex – School Board Room/Auditorium) 6:00 p.m.**
- 5. Call to Order and Roll Call**
- 6. Moment of Silence followed by the Pledge of Allegiance**
- 7. Student, Employee and Public Awards and Recognition**
 - A. 2022 Digital Citizenship Contest Winners
 - B. Code of Ethical and Professional Conduct for Members of the School Board of the City of Virginia Beach signing
 - C. Resolution of Appreciation
- 8. Adoption of the Agenda**
- 9. Superintendent's Report (second monthly meeting)**
- 10. Approval of Meeting Minutes**
 - A. January 24, 2023, Regular School Board Meeting
- 11. Public Hearing on Proposed FY 2023-24 School Operating Budget and FY 2023/24 through FY 2028/29 Capital Improvement Program**
- 12. Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the February 14, 2023 School Board Meeting. Citizens may sign up to speak by completing the [online form](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on February 14, 2023. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the Holland Road Annex, 2323 Holland Road, Virginia Beach, Virginia 23453 by 5:45 p.m. February 14, 2023. Speakers signed up to address the



School Board Regular Meeting Proposed Agenda (continued)
Tuesday, February 14, 2023

School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, 1-47 and 1-48 requirements for Public Comment and Decorum and Order.

- 13. Information**
- 14. Return to public comments if needed**
- 15. Consent Agenda**
 - A. Textbook Adoption: Japanese I-IV
 - B. Three Oaks Elementary School Multi-Use Path Easement
- 16. Action**
 - A. Personnel Report / Administrative Appointments **Updated 02/16/2023**
- 17. Committee, Organization or Board Reports**
- 18. Return to Administrative, Informal, Workshop or Closed Session matters**
- 19. Adjournment**



Subject: Title IX Update **Item Number:** 1B

Section: Administrative, Informal, and Workshop **Date:** February 14, 2023

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Michael B. McGee, Director of Student Leadership

Presenter(s): Matthew D. Delaney, Chief Schools Officer, Michael B. McGee, Director of Student Leadership,
Robin L. Reese, Title IX Coordinator

Recommendation:

That the School Board receive information regarding the Title IX Grievance process, how it differs from the Virginia Beach City Public Schools (VBCPS) disciplinary process and how the grievance process impacts students, staff and families.

Background Summary:

U.S. Department of Education's Final Rule under Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs or activities receiving federal financial assistance. The Final Rule specifies how elementary and secondary schools, as well as postsecondary institutions, must respond to allegations of sexual harassment consistent with the Title IX's prohibition against sex discrimination.

Source:

N/A

Budget Impact:

N/A



Superintendent's Estimate of Needs for FY 2023/24 and the Superintendent's

Subject: Proposed FY 2023/24 – FY 2028/29 Capital Improvement Program Budget **Item Number:** 1C

Section: Administrative, Informal, and Workshop **Date:** February 14, 2022

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

Presenter(s): Crystal M. Pate, Chief Financial Officer

Jack Freeman, Chief Operations Officer

Recommendation:

The Proposed School Operating Budget for FY 2023/24 and Capital Improvement Program (CIP) for FY 2023/24 - FY 2028/29 was presented February 7, 2023. After the School Board completes its process of workshops and review over the next few weeks, administration recommends School Board approval by March 7, 2023.

Background Summary:

- The Operating Budget for 2023/24 is to be determined.
- The Capital Improvement Program for FY 2023/24 - FY 2028/29 includes the projected revenues available over the next six years and adjusted project timelines to reflect this spending plan.

Source:

Code of Virginia, Sections 22.1-88, 22.1-89, 22.1-91, 22.1-93, and 22.1-94

Budget Impact:

To be determined.



Subject: School Board Recognitions **Item Number:** 7A

Section: Student, Employee and Public Awards and Recognitions **Date:** February 14, 2023

Senior Staff: Natalie Allen, Chief Communications and Community Engagement Officer

Prepared by: David Schleck, Public Relations Coordinator

Presenter(s): Carolyn Weems, Vice Chair

Recommendation:

That the School Board recognize the outstanding accomplishments of those receiving the Feb. 14, 2023, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

1. 2022 Digital Citizenship Contest winners

Background Summary:

That the School Board allow time during School Board meetings to recognize students and/or staff who have accomplished notable recognitions that fit within the parameters of the School Board recognition criteria.

Recognition Criteria:

1. Achievement of first or second place in national competitions/events.
2. Achievement of national recognition for outstanding achievements, i.e., National Merit Finalists.
3. Achievement of first place in regional (multi-state) competitions/events.
4. Achievement of first place in state competitions/events.
5. Achievements beyond the scope of regular academics/activities and/or job performance.

Source:

Utilizing data from submissions made to the Department of Communications and Community Engagement, which have been approved by school principals or department heads recognizing a notable achievement from a student or staff member fitting the Board recognition parameters.

Budget Impact:

None.



Code of Ethical and Professional Conduct for Members of the

Subject: School Board of the City of Virginia Beach signing **Item Number:** 7B

Section: Student, Employee and Public Awards and Recognitions **Date:** February 14, 2023

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

Presenter(s): Trenace B. Riggs, School Board Chair

Recommendation:

That the School Board members sign their Code of Ethical and Professional Conduct for Members of the School Board of the City of Virginia Beach as attached.

Individual School Board members will step down in the order in which they are seated to the front of the dais for a public signing. The original will be framed for display in the School Board Chambers.

Background Summary:

The School Board adopted The Code of Ethical & Professional Conduct in 2018.

Source:

N/A

Budget Impact:

N/A

Code of Ethical & Professional Conduct

for Members of the School Board of the City of Virginia Beach

While serving as a Member of the School Board of the City of Virginia Beach, I will aspire to be an ethical and professional public servant responsible for our School Division. To that end, I will strive to:

1. *Serve* with integrity and fairness while adhering to School Board bylaws and policies and local, state, and national law in all matters concerning the provision of high-quality teaching and learning experiences for all students attending Virginia Beach City Public Schools.
2. *Recognize* that, as an individual School Board Member, I can only communicate or act for myself and not on behalf of the School Board unless otherwise authorized to publicly present positions adopted by the School Board.
3. *Actively participate* in School Board related business by attending all meetings where I am expected; being informed on topics being discussed; asking meaningful questions; providing constructive feedback; and respectfully listening to the input, including differing opinions and ideas, of all other participants while maintaining personal professional decorum.
4. *Collaborate* with all Members of the School Board and the Superintendent to make effective and responsible policy, budget, or other necessary decisions for the welfare of all stakeholders based on available data, staff recommendations, public input, and my own informed and independent judgement.
5. *Encourage* productive dialogue by being respectful in *all* forms of public communication regarding the work of the School Board, the School Division, my colleagues, School Division employees, and community members without disparagement, and will resolve personal disagreements or misunderstandings with individuals directly.
6. *Communicate* the work of the School Division to all stakeholders as appropriate while advocating for the success of our schools and communicating public feedback to my colleagues on the School Board and the Superintendent.
7. *Protect* confidential and privileged information and not publicly disclose or share with anyone not authorized to have such information.
8. *Seek* desired improvement of the School Division while respecting the decisions of the majority of the School Board and supporting the implementation of those decisions.
9. *Respect* that the Superintendent and staff are skilled and qualified professionals, delegate to them authority for the administration of our School Division, refrain from interfering with that authority, and provide oversight through a system of regular substantive evaluations of the Superintendent based on established goals and outcomes.
10. *Improve* my ability to serve as a School Board Member by studying educational issues and participating in appropriate professional development.
11. *Abstain* from using my position on the School Board for personal gain and avoid conflicts of interest or impropriety that could be reasonably believed to influence my service on the School Board or exert undue influence on employees of our School Division.

Whenever a Member believes that another has acted inconsistently with the Code of Ethical and Professional Conduct, it is incumbent on him or her to first privately bring the issue to that Member in an attempt to resolve. If unresolved and the Chairperson is not involved, the concern will be brought to the attention of the Chairperson who will seek resolution of the concern. If the Chairperson is involved, the Vice Chairperson will seek resolution. If the concern is not resolved, it will be brought to the full School Board in a special meeting.

Signed by the School Board of the City of Virginia Beach this 14th day of February 2023

<div>Trenace B. Riggs, Chair District 1 – Centerville</div>			<div>Carolyn D. Weems, Vice Chair District 9</div>		
<div>Beverly M. Anderson At-Large</div>		<div>Kathleen J. Brown District 10</div>		<div>Michael R. Callan District 6</div>	
<div>David Culpepper District 8</div>		<div>Jennifer S. Franklin District 2 – Kempsville</div>		<div>Victoria C. Manning At-Large</div>	
<div>Staci R. Martin District 4</div>		<div>Kimberly A. Melnyk District 2</div>		<div>Jessica L. Owens District 3 – Rose Hall</div>	





Subject: Resolution: School Board Clerk Appreciation Week **Item Number:** 7C

Section: Student, Employee and Public Awards and Recognitions **Date:** February 14, 2023

Senior Staff: Natalie Allen, Chief Communications and Community Engagement Officer

Prepared by: David Schleck, Public Relations Coordinator

Presenter(s): Carolyn Weems, Vice Chair

Recommendation:

That the School Board join the Virginia School Boards Association (VSBA) Board of Directors in designating the third week in February, Feb. 13-17, as VSBA School Board Clerk Appreciation Week. This week's goal is building awareness of the role board clerks play in assisting school board members, superintendents and our local schools.

Background Summary:

Recognizing local school board clerks for a job well done takes a concentrated effort on the part of all those they serve: school board members, superintendents, administrators, school staff, students and the community.

Source:

VSBA: <https://www.vsba.org/resources/initiatives/school-board-clerk-appreciation-week/>

Budget Impact:

None.

**Resolution for VSBA School Board Clerk Appreciation Week
February 2023**

WHEREAS, school board clerks in each locality throughout our great Commonwealth are appointed by law to fulfill their duties and responsibilities; and

WHEREAS, school board clerks are responsible for keeping accurate records of the meetings and proceedings of the school board, a record of all receipts and disbursements, and a record of all official acts; and

WHEREAS, school board clerks perform such other duties in connection with the school business of her/his county or city as may be required by the school board; and

WHEREAS, school board clerks maintain frequent contact with the public, including parents, employees and the media, on behalf of the school board and superintendent; and

WHEREAS, school board clerks, in the performance of their duties, are often required to work extra hours attending school board meetings; and

WHEREAS, school board clerks join with school boards to help ensure that students achieve to their highest potential; and

WHEREAS, school board clerks provide an invaluable service for school board members and superintendents, the VSBA Board of Directors does hereby recognize the third week of February as School Board Clerk Appreciation Week in the Commonwealth of Virginia, and

WHEREAS, the School Board of the City of Virginia Beach joins the VSBA in recognizing the many and varied contributions of school board clerks;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach also recognize the third week of February as School Board Clerk Appreciation Week; and be it

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

Adopted by the School Board of the City of Virginia Beach this 14th day of February 2023.

SEAL

Trenace B. Riggs, School Board Chair

Aaron C. Spence, Superintendent

Attest:

Regina M. Toneatto, Clerk of the Board



Subject: Approval of Minutes **Item Number:** 10A

Section: Approval of Meeting Minutes **Date:** February 14, 2023

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Regina M. Toneatto, School Board Clerk

Recommendation:

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

- A. January 24, 2023 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Budget Impact:

N/A



VIRGINIA BEACH CITY PUBLIC SCHOOLS

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School Board Regular Meeting MINUTES

Tuesday, January 24, 2023

Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453
(757) 263-1000

- 1. Administrative, Informal, and Workshop:** Chair Riggs convened the Administrative, Informal, and Workshop session at 3:31 p.m. on the 24th day of January 2023 and announced members of the public will be able to observe the School Board meeting through live streaming on vbschools.com, broadcast on VBT Channel 47, and on Zoom; welcomed members of the public both in person and online.

In addition to the Superintendent, the following School Board members were present at the Holland Road Annex – Einstein Lab: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin (arrived at 3:37 p.m.), Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens.

- A. School Board Administrative Matters and Reports: Vice Chair Weems mentioned the idea of a Joint City Council/School Board Committee for Workforce Development, had discussions with Vice Mayor Rosemary Wilson, will move forward but will first meet with staff from both the City and the School Board, outline committee members/partners, outline purpose of committee and outcomes, more information will be forthcoming; Vice Chair Weems also mentioned trip to Richmond today with Joel Andrus and John Sutton, met with various delegates, senators, and budget staff to discuss recovery school, more information will be forthcoming; Chair Riggs mentioned a School Board mini retreat in February, a brief discussion followed regarding the logistics of the mini retreat and School Board members availability, topics for retreat; mentioned the dais seating and shape; reminded the School Board member to return their Statement of Economic Interest forms to the School Board Clerk by February 1.

1. Parliamentary Procedures: Kamala Lannetti, School Board Attorney, presented the School Board information on parliamentary procedures and School Board matters; reviewed Robert's Rules of Order, School Board Appendix A, Bylaw 1-38; mentioned Robert's Rules of Order are not law and not required; basic concepts – someone must facilitate the discussion and keep order, all members have the right to bring up ideas, discuss and to come to a conclusion, members should come to an agreement on what to do, majority rules but minority has the right to speak vote, checks and balances, impartiality and fairness; reviewed Appendix A – Special Rules of Order (parts 1 – 12); mentioned points of order, a motion made, must be seconded, and then repeated distinctly or read aloud, any School Board member who shall have made a motion shall have the liberty to withdraw it, with the consent of the second; clarification between amendment verses substitution; "call to question"; reviewed Bylaw 1-40; reviewed motions, motions made – must be seconded and then repeated before it is debated, how to end debate, "call to question", "lay on the table"; decorum – orderly and regular transaction of School Board business, ensure meetings are conducted in an open and orderly manner, allowing speakers to address School Board in order, minimize inappropriate language and conduct for students observing the meeting, Chair preserves decorum and decides questions of public order subject to appeal to the School Board; outlined common decorum issues – addressing School Board members and staff by first name, calling out comments out of order, side conversations and communications during meeting,

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failure to prepare for meeting by reading Agenda Materials; briefly reviewed Bylaw 1-30, Bylaw 1-32, Bylaw 1-39; Ms. Manning discussed her handout regarding guidelines. The presentation continued with questions and comments regarding Rule 10; motion of adjournment; communication from School Board members should be directed to the Chair; copies of Robert's Rules of Order; clarification of amendment to motion and substitute motion; clarification on some Policies; bring to Policy Review Committee.

2. School Board Committee Assignment Review for Term Ending June 30, 2023: Chair Riggs shared a statement regarding filling vacancies on the School Board committees, boards, and organizations; importance of committees, boards, and organizations to the continued success of the School Board and the School Division; School Board members bring their experience and knowledge to the School Board and to any committee appointment; being unable to come to any mutual resolution regarding the appointments to fill the two vacancies on the Policy Review Committee, the Chair will make a motion to propose a procedure for how the entire School Board will vote to choose the School Board members who will fill the two vacancies on the Policy Review Committee; Chair Riggs shared the following motion (in a hard copy and verbally) with the School Board members:

I move that the two vacant Committee Member positions on the Policy Review Committee be filled in the following method.

1. There are three named candidates for the two vacancies on the Policy Review Committee: Ms. Brown, Ms. Manning, and Ms. Owens.
2. Every School Board Member may comment one time.
3. The Chair will then state the name of each candidate and then will call for the vote to begin.
4. Each School Board Member present will be called upon to state the candidate that the School Board Member chooses to serve on the Policy Review Committee.
5. Voting will be done alphabetically.
6. The Clerk and the School Board Attorney will then tally and announce the votes for each candidate.
7. The two School Board Members with the highest number of votes or if there is a tie among the two candidates for the highest votes will be appointed to fill the vacancies on the Policy Review Committee.
8. If the three candidates receive the same amount of votes, then no candidate will be declared the winner and the School Board will vote again.
9. If one candidate gets the highest votes, then that candidate will be appointed to the Policy Review Committee.
10. If there is a tie among the other two candidates for the next highest vote, then there will be another vote to choose one of the remaining candidates for the Policy Review Committee.
11. When one candidate receives the highest votes, for the remaining slot that candidate will be appointed to fill the second vacancy on the Committee.

Chair Riggs stated this motion will take place during the formal meeting under Action (as set forth in the agenda) and discussions will take place at that time; a brief discussion followed regarding motion; Bylaw 1-28; surprised by motion; need to review motion; confusion about the motion; need for transparency; open to discuss at formal meeting; Chair Riggs mentioned another matter regarding the placement of administrative appointments on the agenda, will bring to the Policy Review Committee for discussion.

- B. Compass to 2025 Update: Lisa Banicky, Ph.D., Executive Director, Office of Planning, Innovation, and Accountability presented the School Board an update on the division's strategic framework, Compass to 2025, including an overview of the 2021-2022 navigational markers identified to monitor progress and performance as well as an update on the strategic priorities for the 2022-2023 school year; reviewed topics for presentation: navigational markers for 2021-2022, updates on strategic priorities for 2022-2023, and revisions to *Compass to 2025*; navigational markers: high level indicators aligned to goals in the strategic framework, developed as part of the strategic planning process, data reviewed on an ongoing basis, final summary provided on an annual basis; Goal 1 – Educational Excellence: slight improvements in reading on grade level with notable increases for Asian and Multiracial students in Grade 3 and multiracial students and students with disabilities in Grade 9, SOL results showing improvement post-pandemic, maintained percentages of secondary students enrolling in and successfully

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completing advanced coursework, high percentages of students reporting proficiency in critical thinking and problem solving despite slight decrease, maintained high on-time graduation rate of 95%.

Goal 2 – Student Well-Being: high percentage of stakeholders report school/workplace as safe & welcoming but lower agreement for inclusiveness by students and staff, high percentage of agreement for most SEL skills with slight to small decreases from prior year, notable decrease in the percentage of students with a 90% or higher attendance rate, slight decrease in sense of belonging, notable increase in participation in extracurricular activities/clubs and community service.

Goal 3 – Student Ownership of Learning: small increase in percentage of students reporting the ACP (Academic and Career Planning) process was beneficial with a small decrease observed among parents, high percentage of students reporting engaging in goal setting and engagement in learning with slight increase over prior year, notable increase in the percentage of students graduating with industry certifications and demonstrating college, career, and civic readiness.

Goal 4 – An Exemplary, Diversified Workforce: demographic comparisons between students, teachers, and administrators similar to prior year, teacher salary ranking for teachers with 10 years of experience improved by 2, rankings for health deductibles ranked 7 out of 7, high percentage of staff reported positive perceptions of professional learning and job satisfaction but notable decreases from prior year, the within-year teacher retention rate decreased by 2 percentage points, maintained percentage of staff with advanced degrees and National Board Certification.

Goal 5 – Mutually Supportive Partnerships: notable decline in % of families aware of events, programs and resources, high level of satisfaction with offerings among participating families despite small decrease, reduction in partnerships due to pandemic but notable increase in satisfaction with partnerships reported by partners, high percentage of schools expressed satisfaction with partnerships with small increase noted from prior year, notable increase in percentage of students participating in work-based or services learning.

Goal 6 -Organizational Effectiveness and Efficiency: accreditation ratings waived – percentage reported based on 2018-19 data, notable decrease in percentage of school-based and non-school based staff expressing satisfaction with Central Office communication, notable decrease in percentage of school-based staff expressing satisfaction with Central Office assistance, small decrease among non-school based staff, met all identified operational targets except 2: building inspection reports (custodial) impacted by staffing issues, energy consumption was lower in 2020-21 because of building closure; recapped the strategic action agenda focus areas for 2022-2023: educational equity, integrated systems of support, future ready students; supporting staff and celebrating success – leveraging the Science of Hope, working with advisory groups and increasing employee input; advancing educational equity – Educational Equity Plan approved by the School Board, collaboratively completed a responsibility assignment matrix for equity strategy action steps, established a project management process for equity strategies, finalizing equity indicators based on feedback; using integrated systems of support – continuing to strengthen Tier 1 instruction, updated resources to support schools, using a software platform to support social emotional learning (SEL) at all school sites, engaging SEL Integration Fellows through multiple pathways; creating future ready students – elementary schools: working on foundational literacy and numeracy skills, coaches providing professional learning opportunities to support teachers; middle school: expanding the impact of the Advancement Via Individual Determination (AVID) program; high schools: implementing specific practices to help students become curators of works of substance, engaging in the What Schools Could Be Design Thinking process with a focus on curated works of substance, scaling service-based learning and work-based learning through Field-X and the use of Transeo.

Revisions to *Compass to 2025*: Goal 1 revisions: added a strategy focused on evidence-based literacy instruction, added language to emphasize improving mathematics enrollment and inclusive teaching practices, removed a strategy focused on student access and opportunities for advanced level coursework – replaced with additional strategies under Goal 3; Goal 2 revisions: revised language focused on addressing behavioral and mental health needs for clarity, added a strategy focused on improving student attendance; Goal 3 revisions: more explicit link between transformational learning and developing future-ready learners, revised language related to the use and purpose of technology, shift from signature projects to signature experiences, removed two strategies that overlapped with equity strategies; Goal 4 revisions: added language related to “Grow Your Own” programs and tuition reimbursement to emphasize increasing awareness of opportunities; Goal 5 revisions: added language to existing strategies for clarity and added a strategy focused on listening and responding to community feedback; Goal 6 revisions: added sustainability as an area of focus; reviewed next steps: post navigational markers and

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revised framework to VBSchools.com, develop the Strategic Action Agenda for 2023-2024, continue to provide School Board updates.

The presentation continued with questions and comments regarding decrease in navigational marker for Student Well-Being; self- management; demographics groups under Goal 4 – using the four largest groups; suggestion of utilizing PTSA to share information; proficiency ratings; Reading Index; request for more detailed Reading Index information by grade; measuring self-improvement in critical thinking; other assessments; student reflection; and curators of learning.

- C. **Annual Compensation Update:** Cheryl Woodhouse, Chief Human Resources Officer provided the School Board an update on compensation; reviewed the topics of the presentation – compensation: enhancements, market comparisons, minimum wage changes, health care premium costs comparison and budget considerations; enhancements: provided a 6% across-the-board increase to eligible employees, increased bus driver salaries to \$21 per hour, maintained the 2021 summer school rates, continued the process of increasing the value of Educational Allowances, continued the Custodial Substitute Initiative Program, continued compensating teachers who cover a colleague's class during their planning and/or lunch, eliminated non-resident student tuition costs for staff, reduced the premium cost of health insurance to employees (January 1, 2023), provided two \$1,000 incentive bonuses to employees in full-time equivalent allocated positions (December 15, 2022 and January 15, 2023), temporarily increased all teacher and nurse substitute rates by \$15 per day and by \$35 per day at Title I schools, offered a \$3,000 recruitment and retention incentive for hard-to-staff non-instructional positions, issued *Early Commitments and Letters of Intent* to prospective new teacher hires; recapped compensation market study project goals and unified pay scale recommendations; focus on priority positions: bus assistants, cafeteria assistants, custodians; reasons for focus: high vacancy rate, recruitment difficulties, retention issues, lowest wage earners, increase competitiveness; reviewed comparison ranks of bus assistants, cafeteria assistants, and custodians; bus assistants – VBCPS ranked #4 with entry rate of \$12.24 which is below the \$12.97 average hourly rate of other school divisions; cafeteria assistants – VBCPS ranked #5 with entry rate of \$12.24 which is below the \$12.93 average hourly rate of other school divisions; custodians - VBCPS ranked #3 with entry rate of \$12.24 which is below the \$12.88 average hourly rate of other school divisions; recapped the teacher pay scale recommendations; reviewed comparison of local substitute teacher rates – licensed teacher substitute: VBCPS ranked #2 with rate of \$120.00 (noted rate does not include the temporary increase of \$15.00 from the use of ESSER funds), non-licensed teacher substitute: VBCPS ranked #1 (along with Newport News) with rate of \$110.00, long term teacher substitute: VBCPS ranked #1 with rate of \$190.00; mentioned educational allowances: advanced degrees (master's degree, master's +30, doctorate) and licenses and certifications (national board certification, registered interpreter for the deaf, master journeyman); currently 59% of teacher types have educational allowances for advanced degrees; compared to the local seven school districts, VBCPS ranks #3 for master's degree, master's +30, and Ed.S. allowances and ranks #5 for doctorate allowances; reviewed funding amounts for educational allowances; overall cost to make educational allowances competitive is approximately \$2.9 million.
- Due to time constraints, the remainder of the Annual Compensation Update will be presented under agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters. This adjustment will be noted under agenda item #8 – Adoption of the Agenda.

2. **Closed Session:** There was no closed session during the Administrative, Informal, and Workshop session.
3. **School Board Recess:** Chair Riggs adjourned the Administrative, Informal, and Workshop session at 5:29 p.m.
4. **Formal Meeting (Holland Road Annex – School Board Room/Auditorium)6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Riggs convened the meeting of the School Board at the Holland Road Annex, School Board Room/Auditorium at 6:03 p.m. on the 24th day of January 2023 and welcomed members of the public both in person and online.

In addition to the Superintendent, the following School Board members were present at the Holland Road Annex, School Board Room/Auditorium: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
 - A. **Bayside Sixth Grade Campus – National ESEA Distinguished Schools Program: Exceptional Student Performance:**
The School Board recognized the Bayside Sixth Grade Campus which was honored by the National ESEA

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Distinguished School Program. Ms. Shampriest Bevel is the principal at Bayside Sixth Grade Campus. Every year, the National ESEA Distinguished Schools Program recognizes schools across the country for outstanding academic achievements and for making significant improvements for their students. The Virginia Department of Education has selected Bayside Sixth Grade Campus to represent Virginia as its 2022 National Distinguished School in *Category 1: Exceptional Student Performance*, for two consecutive years.

- B. VBCPS District-Wide 2024 Teacher of the Year: The School Board recognized Ms. Tina Garfield, Spanish Teacher at Princess Anne High School as the district-wide Teacher of the Year. From an initial pool of 87 teachers, the selection committee visited classrooms and interviewed finalist to determine Ms. Garfield as the winner.

8. **Adoption of the Agenda:** Chair Riggs called for any modifications to the agenda as presented; Vice Chair Weems made a motion to amend the agenda to add the Annual Compensation Update, the presentation from the administration, informal, and workshop which was not finished, to agenda item #17; the motion was seconded by Ms. Anderson. Without discussion, Chair Riggs called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.
9. **Superintendent's Report:** Superintendent Spence shared the following information: 1) The Office for Diversity, Equity and Inclusion hosted the 15th Annual African American Male Summit on Saturday at Tallwood High School, the summit commemorated Dr. Martin Luther King Jr. with sessions for more than 500 young men about student leadership, community involvement, well-being and relationships. Parents also participated in their own breakout sessions; 2) Last week we celebrated Virginia School Principal Appreciation Week. It was great seeing our valuable leaders receiving cards, posters and kudos on social media for their contributions to their students and their communities; 3) Shared some of the many community outreach efforts carried out during the holidays, such as the annual "Pre-K Holiday Event" which helped about 700 children from various schools and classrooms. Our Title I Pre-K office and a local charity called The Noblemen organized the events at three different schools, culminating at Parkway Elementary; 4) VBSchool.com redesigned website is scheduled to launch at 2 p.m. on February 3, the site will be easy to navigate and have consistent information across all our schools, specialty centers and division webpages; and 5) shared a video about Bayside Sixth Grade Campus which was recognized earlier in the evening as a National Distinguished School for student performance.
10. **Approval of Meeting Minutes**
 - A. January 10, 2023, Organizational/Regular School Board Meeting: Chair Riggs called for any modifications to the January 10, 2023 organizational/regular School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the January 10, 2023 minutes as presented. Ms. Melnyk made the motion, seconded by Ms. Anderson. Without discussion, Chair Riggs called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.
11. **Public Comments (until 8:00 p.m.)**

Chair Riggs announced the School Board will hear public comments until 8:00 p.m. on matters relevant to Pre-K public education in Virginia Beach and the business of the School Board and the School Division. Chair Riggs mentioned information regarding speaker process and submitting comments via group email. There were thirty-four (34) in person speakers (including twenty-three (23) in person student speakers) and three (3) online speakers; topic discussed were VDOE Model Policy; transgender students; using preferred name and pronoun; Technical and Career Education Center Open House; relationship between teachers and students; relationship between guidance counselors and students; caring for all students; 4x4 schedule; teacher workload; school calendar; PRC Committee; parental rights; transportation for NJROTC students; PPEA; spending funds on buildings; student speakers; and School Board members for PRC Committee.

The Public Comments concluded at 8:07 p.m.
12. **Information**
 - A. Interim Financial Statements – November/December 2022: Daniel Hopkins, Director of Business Services, presented the following financial information to the School Board; focus of the presentation was on the financial position as of December 31, 2022; overall revenue trend year to date through December remains acceptable; reviewed key recommendations in the Governor's proposed amendments: increase in the sales tax estimate of approximately \$10.7 million with an offsetting decrease in basic aid of \$6.1 million; projecting an increase in State revenue of approximately \$4.6 million – noted these are projections and VDOE will provide an updated projected payments based on the final General Assembly actions; federal revenues are showing an acceptable trend; through

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the end of December, we have received approximately \$10 million in Impact Aid payments; sales tax receipts are at an acceptable level; approximately \$3.5 million higher than the same time last year; expenditures and encumbrances trend continue to remain acceptable at this point in the fiscal year.

- B. Annual Comprehensive Finance Report (ACFR) – FY22 External Audit Review: The School Board received highlights of the Annual Comprehensive Financial Report Audit (ACFR) for the fiscal year ended June 30, 2022; Daniel Hopkins, Director of Business Services provided an introduction; Mr. Luke Reynolds, Senior Manager, Cherry Bekaert LLP gave the presentation via Zoom; mentioned the members of the client service team; reviewed the presentation agenda: results of the audit, corrected and uncorrected misstatements, qualitative aspects of accounting practices, independence considerations, required communications, other matters, reporting changes; results of the audit – financial statements: issued an unmodified opinion on the financial statements; results of the audit – government auditing standards and the specifications: identified no instances of noncompliance required to be reported on the *Specifications for Audits of Counties, Cities, and Towns*, issued by the Auditor of Public Accounts of the Commonwealth of Virginia; corrected misstatement: none noted; uncorrected misstatements: none noted; highlighted qualitative aspects of accounting practices – related party relationships and transactions, significant unusual transactions, significant estimates, financial statement disclosures; related party relationships and transactions – the auditors noted none of the following: significant related party transactions that have not been approved in accordance with the School Board’s policies or procedures or for which exceptions to the School Board’s policies or procedures were granted; significant related party transactions that appeared to lack a business purpose; noncompliance with applicable laws or regulations prohibiting or restricting specific types of related party transactions; significant unusual transactions – the auditors noted no transactions entered into by the School Board during the year for which there is a lack of authoritative guidance, noted no significant unusual transactions during the audit; significant estimates – the most sensitive estimates affecting the financial statements were: allowance for doubtful accounts, capital assets depreciable lives, actuarially computed pension and OPEB assets and liabilities, risk management claims liabilities; financial statement disclosures – the financial statement disclosures are neutral, consistent, and clear; reviewed independence considerations; other required communications: difficulties encountered – no significant difficulties in dealing with management in performing and completing the audit, disagreements with management – pleased to report that no such disagreements arose during the course of the audit, auditor consultations – noted no matters that are difficult or contentious for which the auditor consulted outside the engagement team, management consultations – to their knowledge there were no such consultations with other accountants; other matters – required supplementary information: the auditors do not express an opinion or provide any assurance on the information; other matters – in their opinion, other supplementary information is fairly stated, in all material respects, in relation to the financial statements as a whole; mentioned upcoming financial reporting changes – GASB Statement No. 96 – *Subscription Based Information Technology Arrangements*. The presentation continued with comments thanking the auditors; suggestion to read the forward for background information.

- C. Textbook Adoption: Japanese I-IV: Nicole DeVries, Ph.D., Director of K-12 and Gifted Programs, presented an overview of the high school textbooks as recommended by the Japanese Textbook Adoption Committee for implementation in the fall of 2023:

Course Title	Textbook	Publisher	Copyright
Japanese I-II	<i>Nakama 1: Beginning Japanese Communication, Culture, Context</i> , 3rd Edition	Cengage	2021
Japanese III-IV	<i>Nakama 2: Intermediate Japanese Communication, Culture, Context</i> , 3rd Edition	Cengage	2021

Dr. DeVries reviewed the textbook adoption process, open educational resources (OERs), and textbook recommendation; reviewed implementation costs; total cost summary: \$82,537.50 initial implementation cost, \$12,380.64 five-year additional costs (3%/yr.), \$94,918.14 total implementation cost. The presentation continued with questions and comments regarding student enrollment numbers; age of current textbooks being used; revised SOLs; physical textbook and digital resources; how many schools offer the language.

13. **Return to public comments if needed:** As noted under Agenda item #11, Public Comments concluded at 8:07 p.m.

14. **Consent Agenda:** Chair Riggs read the following items on the Consent Agenda:

- A. Resolutions:

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1. African American History Month: Recommendation that the School Board approve a resolution recognizing February 2023 as Black History Month.
2. Career and Technical Education Month: Recommendation that the School Board approve a resolution recognizing February 2023 as Career and Technical Education Month.
3. National School Counseling Week: Recommendation that the School Board adopt a resolution in observance of February 6 – 10, 2023 as National School Counseling Week.

After stating the resolution items on the Consent Agenda, Chair Riggs asked for the resolutions to be read. Ms. Brown read the following resolution:

**Resolution
Black History Month
February 2023**

WHEREAS, African American History is recognized across the USA & Canada in February every year; and highlights the accomplishments and contributions of African, African American, Pan-African people; and

WHEREAS, many African Americans lived, toiled, and died in obscurity, never achieving the recognition those individuals deserved, and yet paved the way for future generations to succeed; and

WHEREAS, in the face of injustices, people of good will and of all races in the United States have distinguished themselves with a commitment to the noble ideals on which the United States was founded and have fought courageously for the rights and freedom of African Americans and others; and

WHEREAS, African Americans continue to serve the United States at the highest levels of education, healthcare, business, government, and the military; and

WHEREAS, it is imperative for the good of our nation that schools continue to build awareness and understanding of African American role models whose commitments and achievements embody the American spirit and pursuit of excellence; and acknowledge the contributions made by African Americans despite struggles for freedom and equality; and

WHEREAS, Virginia Beach City Public Schools, through implementation of the strategic framework and educational equity plan, strives to provide barrier-free access to authentic learning experiences for all students; and

WHEREAS, the School Board of the City of Virginia Beach, through its core values, emphasizes the importance of valuing differences within our school division;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of February 2023 as Black History Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and participate in the various school and community activities that highlight Black History not only during February, but also throughout the entire year, and be it

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

Ms. Franklin read the following resolution:

**RESOLUTION
Career and Technical Education Month
February 2023**

WHEREAS, profound economic and technological changes globally have a direct impact on the structure and nature of work, thereby placing new and additional responsibilities on our educational system; and

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WHEREAS, Career and Technical Education, which provides students with a career pathway for postsecondary education and workplace readiness, is the foundation of a strong, well-educated workforce which fosters productivity and innovation in business and industry and contributes to Virginia's leadership in the international marketplace; and

WHEREAS, Career and Technical Education gives students experience in practical, meaningful application of basic skills such as reading, writing and mathematics, thus improving the quality of their education, motivating all students to achieve at high levels, and giving all students leadership opportunities in their communities; and

WHEREAS, Career and Technical Education offers individuals lifelong opportunities to learn new skills that provide them with career choices, expanded earning potential and job satisfaction; and

WHEREAS, the ever-increasing cooperative efforts between Career and Technical educators, Career and Technical Education administrators and business and industry representatives stimulate the growth and vitality of our Commonwealth's economy by preparing students for careers in high demand, high wage and highly technological skilled work in a global economy;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of February 2023 as Career and Technical Education Month 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.

Ms. Owens read the following resolution:

RESOLUTION
National School Counseling Week
February 6-10, 2023

WHEREAS, Virginia Beach City Public Schools school counselors are employed to help students reach their full potential; and

WHEREAS, school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

WHEREAS, school counselors help parents focus on ways to further the educational, personal, and social growth of their children; and

WHEREAS, school counselors work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

WHEREAS, school counselors seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

WHEREAS, comprehensive developmental school counseling programs are considered an integral part of the educational process that enables all students to achieve success in school and life;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach recognize the first full week of February 2023 as National School Counseling 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.

Adopted by the School Board of the City of Virginia Beach this 24th day of January, 2023

After the reading of the resolutions, Chair Riggs continued reading the items on the Consent Agenda:

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- B. Policy Review Committee (PRC) Recommendation: Recommendation that the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its December 8, 2022 meeting.
1. Regulation 5-6.2/Appeals and Appeals Procedures/Non-Disciplinary Actions: The PRC recommends update to the appeals of the 2.0 Waiver Rule as reflected by change in VHSL Rules. Additional updates to indicate appropriate designee to handle appeal.

Chair Riggs called for any objections to the Consent items. Hearing none, Chair Riggs called for a motion to approve the items on the Consent Agenda. Ms. Franklin made the motion, seconded by Ms. Anderson. Chair Riggs called for a vote. The School Board Clerk announced the motion passed unanimously, 11-0-0.

15. Action

- A. Personnel Report / Administrative Appointments: Chair Riggs called for a motion to approve the January 24, 2023 personnel report and administrative appointments. Ms. Owens made the motion, seconded by Ms. Melnyk that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the January 24, 2023 personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) abstention: Mr. Culpepper, concerns regarding the process. The motion passed, 10-0-1.
- Superintendent Spence introduced the following: Brittney Church-Green, Assistant Principal, Bettie F. Williams Elementary School as Principal, Rosemont Elementary School; and Scott M. Bell, Psy.D., School Psychologist, Office of Student Support Services and Coordinator, Psychological Services, Office of Student Support Services.
- B. School Board Committee Assignment Review for Term Ending June 30, 2023: Chair Riggs called for a motion to approve the School Board Committee Assignment Review for term ending June 30, 2023. Ms. Franklin made the motion, seconded by Ms. Melnyk; clarification on the motion on the floor; Chair Riggs opened the floor for discussion on the committee list as presented; clarification on the recommendations and process for the Policy Review Committee; Mr. Culpepper made a motion to amend the document as presented, section C2 Policy Review Committee published to indicate Beverly Anderson, Victoria Manning, and Kathleen Brown as the assignments; Mr. Culpepper's motion was seconded by Ms. Manning. School Board Attorney, Kamala Lannetti restated the motion for confirmation; a discussion followed regarding the motion; candidates for the PRC Committee; School Board voting on matter; policy on issue; Chair and Vice Chair recommendation for committee positions; Bylaw regarding committee recommendations; experience and qualifications of School Board members for committees; frustration about process; Board on votes on committees; filling in for School Board members on committees; attending committee meetings; equitable committee assignments; Bylaw 1-28; concerns new School Board members need information on committees; make School Board more collaborative; requests for committees; Chair Riggs provided an overview of the process of committee recommendations.
- School Board Attorney, Kamala Lannetti restated Mr. Culpepper's motion which was seconded by Ms. Manning, to amend the submitted recommendations under C2 for the Policy Review Committee and that the nominees would be Beverly Anderson, Victoria Manning, and Kathleen Brown; Mr. Culpepper confirmed the motion was correct. Chair Riggs called for a vote on Mr. Culpepper's motion. The School Board Clerk announced there were five (5) ayes in favor of the motion: Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. There were six (6) nays opposed to the motion: Chair Riggs, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. Chair Riggs made the following motion, which was seconded by Ms. Anderson, I move that the two vacant Committee Member positions on the Policy Review Committee be filled in the following method.
1. There are three named candidates for the two vacancies on the Policy Review Committee: Ms. Brown, Ms. Manning, and Ms. Owens.
 2. Every School Board Member may comment one time.
 3. The Chair will then state the name of each candidate and then will call for the vote to begin.
 4. Each School Board Member present will be called upon to state the candidate that the School Board Member chooses to serve on the Policy Review Committee.

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5. Voting will be done alphabetically.
6. The Clerk and the School Board Attorney will then tally and announce the votes for each candidate.
7. The two School Board Members with the highest number of votes or if there is a tie among the two candidates for the highest votes will be appointed to fill the vacancies on the Policy Review Committee.
8. If the three candidates receive the same amount of votes, then no candidate will be declared the winner and the School Board will vote again.
9. If one candidate gets the highest votes, then that candidate will be appointed to the Policy Review Committee.
10. If there is a tie among the other two candidates for the next highest vote, then there will be another vote to choose one of the remaining candidates for the Policy Review Committee.
11. When one candidate receives the highest votes, for the remaining slot that candidate will be appointed to fill the second vacancy on the Committee.

Ms. Manning stated, I object to the consideration of this question; Vice Chair Weems seconded. Ms. Manning spoke to the objection; mentioned this is a change to the Bylaw; Bylaw states the Chair should make a recommendation and it should be brought to the Board and we would vote on it by majority vote; voting procedure; Chair Riggs stated the recommendation was to have candidates and to have a vote; School Board Attorney, Kamala Lannetti mentioned Bylaw 1-28 section A.3 regarding assignments; Chair has provided recommendations; mentioned Robert's Rules of Order and voting; mentioned Bylaw 1-30; the discussion continued regarding committees and members; Chair Riggs called for a vote on Ms. Manning's consideration; Ms. Manning clarified her objection to the consideration of the question; before taking a vote, the discussion continued regarding the motion and clarification of the action of the motion; to nullify Chair Riggs motion; mentioned that the Chair could still make a recommendation for the committee with only two candidates; Ms. Manning, again clarified her motion, in that she objects to Ms. Riggs motion so if voting in favor of Ms. Manning's motion you would be defeating/killing Ms. Riggs motion. Without further discussion, Chair Riggs called for a vote on Ms. Manning's objection. The School Board Clerk announced the motion passed unanimously, 11-0-0. School Board Attorney, Kamala Lannetti mentioned the motion on the floor is back to the original motion.

Ms. Brown made a motion to modify the framework presented by Chair Riggs as follows:

1. There are three named candidates for the two vacancies on the Policy Review Committee: Ms. Brown, Ms. Manning, and Ms. Owens.
2. Every School Board Member may comment one time.
3. The Chair will then state the name of each candidate and call for a yes or no vote of each candidate in alphabetical order. Each School Board member may vote for two members.
4. The two candidates that get a majority vote will be appointed to the Policy Review Committee.

School Board Attorney, Kamala Lannetti asked for clarification regarding how to handle a tie; Ms. Brown clarified each School Board member would only vote for two members, a full body vote; Ms. Anderson objected to the motion on the same principle as it is not part of our Bylaws; Ms. Manning called a Point of Order – motion on the floor does not have a seconded; Ms. Manning asked for clarity of the motion on the floor; Ms. Brown reviewed and restated the motion; Ms. Manning seconded the motion from Ms. Brown. Ms. Anderson called for a Point of Order; Ms. Anderson objects to the motion the way it's been stated because it does not follow the Bylaws; School Board Attorney, Kamala Lannetti provided a brief explanation of the consideration of question; Ms. Martin made a substitute motion, which was seconded by Ms. Owens, to request that the Chair recommend just two recommendations for the Policy Review Committee. School Board Attorney, Kamala Lannetti restated Ms. Martin's motion that the Chair will recommend only two School Board Members to fill the two vacancies on the Policy Review Committee; a brief discussion following regarding the motion; voting for committee recommendation; clarification on the motion; noted Ms. Anderson's consideration of question did not receive a seconded. The substitute motion on the floor was again stated by School

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Board Attorney, Kamala Lannetti, Ms. Martin made the motion, seconded by Ms. Owens, that the Chair made a recommendation for two candidates to fill the two vacancy positions on the Policy Review Committee. Without further discussion, Chair Riggs called for a vote on the substitute motion. The School Board Clerk announced there were seven (7) ayes in favor of the substitute motion: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Ms. Manning, Ms. Martin, and Ms. Owens. There were four (4) nays opposed to the substitute motion: Ms. Brown, Mr. Culpepper, Ms. Franklin, and Ms. Melnyk. The substitute motion passed, 7-4-0.

After the vote, Chair Riggs stated her recommendations for the Policy Review Committee as Jessica Owens and Kathleen Brown and was seconded by Ms. Anderson; a brief discussion continued regarding School Board members serving on committees; having a seat at the table; opportunity to be on committees; concerns about process and procedure; up and down vote on each candidate; seats on other committees; clarity on votes and motion; Ms. Manning made a substitute motion to have an up or down vote, alphabetically by last name and we put to vote majority vote for each candidate, example if candidate gets six or more votes they are on the committee; explanation for clarity on voting alphabetically; candidates are voted on alphabetically – first candidate is voted for and votes are counted, and School Board members only vote for two candidates; the substitute motion was seconded by Mr. Culpepper; Chair Riggs shared some comments regarding the voting process and recommendations; Ms. Brown made a motion to call the question, seconded by Mr. Culpepper; stated a call to question need two-thirds vote to pass; clarification on call to question – voting on to stop debate; Chair Riggs called for a vote on the call to question. The School Board Clerk announced there were ten (10) ayes in favor of the call to question: Chair Riggs, Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) nay opposed to the call to question: Ms. Anderson.

Ms. Manning repeated her motion, which was seconded by Mr. Culpepper – we have a vote on each of the three candidates, Ms. Owens, Ms. Manning, and Ms. Brown, we shall vote by these candidates by alphabetical order by last name, we will only vote for two candidates and the majority vote for each candidate will get a spot on the Policy Review Committee; there was a brief review of the voting procedure. The School Board Clerk called for the votes and the results were as follows:

Kathleen Brown received eight (8) votes: Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, Chair Riggs, and Vice Chair Weems.

Victoria Manning received six (6) votes: Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Vice Chair Weems.

Jessica Owens received five (5) votes: Ms. Anderson, Ms. Martin, Ms. Melnyk, Ms. Owens, and Chair Riggs.

School Board Attorney, Kamala Lannetti confirmed the nominees for the Policy Review Committee Ms. Brown, Ms. Manning, and Ms. Anderson. Chair Riggs made the motion to approve the entire committee recommendations as we have on our organizational review sheet as amended with the Policy Review Committee, seconded by Ms. Manning. Chair Riggs called for vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, and Ms. Manning. There were three (3) nays opposed to the motion: Ms. Martin, Ms. Melnyk, and Ms. Owens. The motion passed, 8-3-0.

Chair Riggs mentioned the CIP Modernization Committee meeting, outcome from meeting, Ms. Manning sent a memo to the School Board regarding the motion taken at the meeting; Ms. Anderson noted the Policy Review Committee meeting is scheduled for February 9th at 11:00 a.m. in Room 300 at the Holland Road Annex.

- 16. Committee, Organization or Board Reports:** Ms. Martin mentioned she will be meeting with Virginia Beach's Historical Preservation planner tomorrow, will be touring Bayside High School on Friday, on February 13th will be working with the DECA students at Landstown HS; and Vice Chair Weems shared she went to Richmond this morning with Joel Andrus and John Sutton and talked to legislators and budget staff about funding for the recovery school, more information will be forthcoming.

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- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** Chair Riggs noted the return to the Workshop session for the continuation of the presentation on the Annual Compensation Update, followed by a Closed Session. The School Board recessed at 10:38 p.m. to transition to the Einstein Lab.
- The School Board reconvened at 10:49 p.m.
- Annual Compensation Update:** Cheryl Woodhouse, Chief Human Resources Officer continued the presentation; mentioned Virginia minimum wage increase effective January 1, 2023 \$11.00 to \$12.00 per hour; reviewed Virginia minimum wage increase timeline; for the years 2022, 2023, 2024, Virginia Beach Schools complies with the minimum wage; employee health care benefits – reduced the cost of health care premiums to school employees at a cost of \$8.5 million; division in a more competitive position; new rates were released as part of open enrollment; shared comparison data regarding local school divisions' health insurance monthly premium costs; VBCPS ranked 2nd for employee only plans behind Chesapeake; VBCPS ranked 1st for family plans; reviewed impact on employees and shared scenario examples of annual increase; reviewed budget considerations for FY2023/2024;
- Option A unmet needs:**
- Upgrade positions on the unified pay scale identified as high-priority positions. Estimated Cost: \$3,642,915
- Implement Segal's recommendation to adjust experience steps to 1.5% throughout the structure and move teachers up a step for one year of experience. Estimated Cost: \$38,280,946
- Redesign the unified pay scale so percentages (1.3%) between steps are consistent throughout the structure. Estimated Cost: \$13,076,001
- Increase educational allowances for advanced degrees. Estimated Cost: \$2,899,568
- Increase temporary part-time rates. Estimated Cost: \$1,736,000
- Grand total of estimated cost inclusive of FICA and benefits: \$59,635,430
- Option B unmet needs:**
- Upgrade positions on the unified pay scale identified as high-priority positions. Estimated Cost: \$3,642,915
- Implement Segal's recommendation to adjust experience steps 1-15 to 1.25%, and 16-43 to 1.5% throughout the structure, and move teachers up a step for one year of experience. Estimated Cost: \$27,071,534
- Redesign the unified pay scale so percentages (1.3%) between steps are consistent throughout the structure. Estimated Cost: \$13,076,001
- Increase educational allowances for advanced degrees (50% of funding needed.) Estimated Cost: \$1,449,784
- Increase temporary part-time rates. Estimated Cost: \$1,736,000
- Grand total of estimated cost inclusive of FICA and benefits: \$46,976,234
- The presentation continued with questions and comments regarding benefits; total compensation package; kudos for reduced health care costs; taxes; retirement costs; VRS (Virginia Retirement System).
- Closed Session:** At 11:05 p.m., Vice Chair Weems made a motion, seconded by Ms. Melnyk, that the School Board recess into Closed Session to deliberate on the following matters:
1. A closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraph 1, as amended,
 - A.1. 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 of any public body;

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A.2. 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 any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.

A.7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

A.8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss the:

1. Superintendent's mid-year evaluation and related matters.
2. Grievability determination for an employee matter.
3. Audit Committee personnel matter.
4. Student matter.

The motion to recess into closed session passed unanimously with all School Board members voting, 11-0-0.

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

4. Student matter: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Matthew Delaney, Chief Schools Officer; Michael B. McGee, Director, Office of Student Leadership; John F. Sutton, Coordinator of Policy and Intergovernmental Relations; Regina M. Toneatto, Clerk of the Board.

Note: Ms. Brown stepped out of Closed Session from 11:25 p.m. to 11:28 p.m. At 11:37 p.m., the following staff members left the Closed Session: Matthew Delaney, Chief Schools Officer; Michael B. McGee, Director, Office of Student Leadership; and John F. Sutton, Coordinator of Policy and Intergovernmental Relations. Mr. Culpepper stepped out of the Closed Session from 11:37 p.m. to 11:39 p.m.

2. Grievability determination for an employee matter: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Regina M. Toneatto, Clerk of the Board.
3. Audit Committee personnel matter: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Regina M. Toneatto, Clerk of the Board.

School Board of the City of Virginia Beach
Holland Road Annex
2323 Holland Road
Virginia Beach, VA 23453

Tuesday, January 24, 2023
School Board Regular Meeting
Page 14 of 14

1. Superintendent's mid-year evaluation and related matters: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Regina M. Toneatto, Clerk of the Board.

Note: At 11:47 p.m., the following staff member left the Closed Session: Donald E. Robertson, Ph.D., Chief of Staff.

The School Board reconvened at 11:57 p.m.

Certification of Closed Session: Vice Chair Weems read the Certification of Closed Meeting:

WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

NOW, THEREFORE, BE IT RESOLVED that the School Board of the City of Virginia Beach hereby certifies that, to the best of each member's knowledge, (i) 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 (ii) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

Ms. Melnyk made the motion, seconded by Ms. Owens. There were eleven (11) ayes in favor of the motion for Certification of Closed Session. The motion passed unanimously, 11-0-0.

18. **Adjournment**: Chair Riggs adjourned the meeting at 11:58 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Trenace B. Riggs, School Board Chair



Public Hearing on Proposed FY 2023/24 School Operating Budget and

Subject: FY 2023/24 – FY 2028/29 Capital Improvement Program Item Number: 11

Section: Public Hearing Date: February 14, 2023

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: N/A

Presenter(s): N/A

Recommendation:

The School Board of the City of Virginia Beach is seeking public comment on the FY2023-24 Operating Budget, and FY2023-24 through FY2028-29 Capital Improvement Program (CIP) as advertised on page 1 in the Sunday, January 29, edition of the Beacon – a local publication of *The Virginian-Pilot* and duplicated below:

VIRGINIA BEACH CITY PUBLIC SCHOOLS

INPUT ON OPERATING BUDGET AND CIP

The School Board of the City of Virginia Beach will hold a **PUBLIC HEARING on Tuesday, February 14, 2023, at 6:00 p.m.** in the Holland Road Annex, 2323 Holland Road, Virginia Beach, Virginia.

The purpose of the hearing is to receive input from the public on the:

- 1) FY 2023–2024 Schools' Operating Budget; and
- 2) FY 2023–2024 through 2028–2029 Capital Improvement Program (CIP).

The Superintendent's Estimate of Needs and the CIP will be posted on the VB Schools website by February 8, 2023.

Any citizen who desires to speak at this hearing should contact the Clerk of the School Board at (757) 263-1016. If you are physically disabled, visually or hearing impaired, and need assistance please call the Clerk of the Board at 757-263-1016 (757-263-1240 TDD). This facility is equipped with a hearing assistance system.
TDD - Telecommunications Device for the Deaf.

vbschools.com — your virtual link to Hampton Roads' largest school system.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

1/23

Ad Number: 738679-1
Inception Number:
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Section/Package/Zone: VP The Beacon/BO2BEZ1
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The Virginian-Pilot
Sunday, January 29, 2023 | The Virginian-Pilot | Beacon

Background Summary:

Source:

School Board Policy 3-6: Budget: Preparation and Approval

Virginia Code §22.1-92 Estimate of moneys needed for public schools; notice of costs to be distributed

Budget Impact:



Subject: Textbook Adoption: Japanese I-IV **Item Number:** 15A

Section: Consent **Date:** February 14, 2023

Senior Staff: Kipp D. Rogers, Ph.D., Chief Academic Officer, Department of Teaching and Learning

Prepared by: Nicole M. DeVries, Ph.D., Director of K-12 and Gifted Programs

Kelly F. Arble, K-12 World Languages Coordinator

Presenter(s): Nicole M. DeVries, Ph.D., Director of K-12 and Gifted Programs

Recommendation:

That the School Board review and approve the following high school textbooks as recommended by the Japanese Textbook Adoption Committee for implementation in the fall of 2023.

Course Title	Textbook	Publisher	Copyright
Japanese I-II	<i>Nakama 1: Beginning Japanese Communication, Culture, Context</i> , 3rd Edition	Cengage	2021
Japanese III-IV	<i>Nakama 2: Intermediate Japanese Communication, Culture, Context</i> , 3rd Edition	Cengage	2021

Background Summary:

The members of the Japanese Textbook Adoption Committee reviewed textbooks and materials sent by publishers. The committee evaluated the textbooks based on their alignment to the recently revised Virginia Standards of Learning and the digital resources it provides for students and teachers. The textbooks were reviewed by teachers, parents, and student representatives. The textbooks were available for public comment and review at the Holland Road Annex and two Virginia Beach Public Libraries. After reviewing the textbooks, the Japanese Textbook Adoption Committee recommends the above textbooks as its first-choice recommendation for implementation in the fall of 2023.

A negotiation team including the Director of K-12 and Gifted Programs and the Coordinator for K-12 World Languages communicated with the appropriate personnel from the publishing companies to discuss a preliminary contract for the full adoption cycle pending approval by the School Board.

The proposed textbooks will replace the current textbooks as follows:

Course Title	Textbook	Copyright	Years in use (including this year)
Japanese I-II	<i>Adventures in Japanese 1</i> , 4th Edition, Cheng & Tsui	2014	7
Japanese III-IV	<i>Adventures in Japanese 2</i> , 4th Edition, Cheng & Tsui	2015	7

Source:

Code of Va., § 22.1-238-22.1-239, § 22.1-251-22.1-252
School Board of the City of Virginia Beach Policy 6-60

Budget Impact:

Total initial implementation costs:

Course Title	First-choice Recommendation Totals	Second-choice Recommendation Totals
Japanese I-II	\$82,671	\$58,995
Japanese III-IV	\$12,248	\$5,750

**World Languages: Japanese I-IV
Textbook Adoption
Implementation for Fall 2023**

Course(s)	Recommendations	Student Enrollment	Initial Implementation Cost	Five Year Additional Costs (3%/yr.)	Total Implementation Cost
Japanese-II	First Choice: <i>Nakama 1: Beginning Japanese Communication, Culture, Context, 3rd Edition</i>	675	\$71,888	\$10,783	\$82,671
	Second Choice: <i>Tobira Beginning Japanese I, 1st Edition</i>	675	\$51,300	\$7,695	\$58,995
Japanese III-IV	First Choice: <i>Nakama 2: Intermediate Japanese Communication, Culture, Context, 3rd Edition</i>	100	\$10,651	\$1,597	\$12,248
	Second Choice: <i>Tobira Beginning Japanese II, 1st Edition</i>	100	\$5,000	\$750	\$5,750

TEXTBOOK ADOPTION RECOMMENDATION

WORLD LANGUAGES JAPANESE I-IV

*Department of Teaching and Learning
Office of K-12 and Gifted Programs*

WORLD LANGUAGES
Japanese I- IV
TEXTBOOK ADOPTION TIMELINE

June 2022	<p>A Request for Proposals (RFP) was issued.</p> <p>All Japanese teachers were invited to serve on the Textbook Adoption Committee. Three teachers accepted the invitation to serve on the committee.</p>
August 2022	<p>Two responses to the RFP were received. An RFP committee consisting of the Coordinator for K-12 World Languages, Instructional Specialist for K-12 World Languages, and one Japanese teacher evaluated the RFPs. One RFP met the requirements and moved on to review and evaluation by the full Textbook Adoption Committee; the other RFP did not meet the requirements and the materials were not reviewed by the committee.</p>
September 2022	<p>Quotes and sample materials were requested from an additional vendor who did not respond to the RFP.</p> <p>Teachers were given textbooks and associated materials including online access to review and evaluate.</p>
November 2022	<p>The Textbook Adoption Committee meet to discuss the textbooks. Prior to the meeting, each committee member completed an evaluation form for each textbook. The team discussed their individual evaluations, built consensus, and determined which textbooks were their first and second recommendations.</p>
December 2022	<p>An announcement calling for public review of the textbook materials was made through the Call to Action Page on the VBSchools website. The recommended textbooks and evaluation forms were made available at the Holland Road Annex, and the Bayside and Kempsville Branches of the Virginia Beach Public Library to allow for public comments. No public comments were received.</p>
January 2023	<p>Negotiations were conducted with appropriate representatives of the publishers, the Director of K-12 and Gifted Programs, a contract specialist from Purchasing Services and the K-12 World Languages coordinator.</p> <p>The K-12 World Languages coordinator used the recommendations from the committee to prepare the report for the School Board.</p>

**WORLD LANGUAGES
Japanese I- IV
TEXTBOOK ADOPTION COMMITTEE**

City-Wide Representative

Kelly Arble, K-12 World Languages Coordinator

Instructor Representatives

Nora Benedict, Salem High School

Sanae Kenner, Bayside High School

Hiromi Lamberson, Kempsville High School

Parent Representative

Parents from Tallwood High School

Student Representatives

Japanese students from Tallwood High School

WORLD LANGUAGES TEXTBOOK ADOPTION

Japanese I-IV FIRST-CHOICE RECOMMENDATION

The Japanese Textbook Adoption Committee recommends the following textbooks as its first choice for adoption by Virginia Beach City Public Schools:

Nakama 1: Beginning Japanese Communication, Culture, Context, 3rd Edition, Cengage
Nakama 2: Intermediate Japanese Communication, Culture, Context, 3rd Edition, Cengage

The recommended textbooks display the following strengths:

- Aligns to the recently revised VDOE Standards of Learning published in 2021 and the VBCPS curriculum.
- Focuses on proficiency-based language learning, emphasizes practical communication and student interaction, and fosters the development of all four language skills and cultural awareness.
- Presents vocabulary, grammar, and Japanese characters in a way that is easy to follow for beginner students.
- Provides robust digital resources with additional cultural resources for Japanese reading and learning tasks practice exercises and assessments.
- Integrates with Canvas.
- Includes an annotated teacher's edition.

FIRST-CHOICE RECOMMENDATION IMPLEMENTATION COSTS FOR *Nakama*(3rd Edition)

Textbook	Allocation	Cost	Number Needed	Initial Implementation	Five-Year Projected Costs (3%/yr.)	Total Implementation
Level I <i>Nakama 1</i> Enhanced Print & Digital Bundle (6 yr.)	One per student	\$106.50	500	\$53,250	\$7,987.50	\$61,237.50
Level II <i>Nakama 1</i> Enhanced Print & Digital Bundle (6 yr.)	One per student	\$106.50	175	\$18,637.50	\$2,795.63	\$21,433.13
Level III <i>Nakama 2</i> Enhanced Print & Digital Bundle (6 yr.)	One per student	\$106.50	75	\$7,987.50	\$1,198.13	\$9,185.63
Level IV <i>Nakama 2</i> Enhanced Print & Digital Bundle (6 yr.)	One per student	\$106.50	25	\$2,662.50	\$399.38	\$3,061.88
Total Implementation Cost				\$82,537.50	\$12,380.64	\$94,918.14

WORLD LANGUAGES TEXTBOOK ADOPTION
Japanese I-IV
SECOND-CHOICE RECOMMENDATION

The Japanese Textbook Adoption Committee recommends the following textbook as its second choice for adoption by Virginia Beach City Public Schools:

Tobira Beginning Japanese, 1st Edition, Kurosio Publishers

The recommended textbook displays the following strengths:

- Well-organized and includes content lists at the beginning of each chapter.
- Is consistent with a proficiency oriented approach to Japanese language learning that allows students to build competency in the four communicative skills, listening, speaking, reading, and writing.

The recommended textbook displays the following limitations:

- Does not provide online resources or teacher materials.
- Content is too advanced for high school students and doesnot support VBCPS curriculum.

SECOND-CHOICE RECOMMENDATION
IMPLEMENTATION COSTS FOR
Tobira Beginning Japanese, 1st edition

Textbook	Allocation	Cost	Number Needed	Initial Implementation	Five-Year Projected Costs (3%/yr.)	Total Implementation
Level I <i>Tobira I: Beginning Japanese Textbook</i>	One per student	\$50	500	\$25,000	\$3,750	\$28,750
Level I <i>Tobira I: Beginning Japanese Workbook</i>	One per student	\$26	500	\$13,000	\$1,950	\$14,950
Level I Total				\$38,000	\$5,700	\$43,700
Level II <i>Tobira I: Beginning Japanese Textbook</i>	One per student	\$50	175	\$8,750	\$1,312.50	\$10,062.50
Level II <i>Tobira I: Beginning Japanese Workbook</i>	One per student	\$26	175	\$4,550	\$682.50	\$5,232.50
Level II Total				\$13,300	\$1,995	\$15,295
Level III <i>Tobira II: Beginning Japanese Textbook</i>	One per student	\$50	75	\$3,750	\$562.50	\$4,312.50
Level IV <i>Tobira II: Beginning Japanese Textbook</i>	One per student	\$50	25	\$1,250	\$187.50	\$1,437.50
Total Implementation Cost				\$56,300	\$8,445	\$64,745



Subject: Three Oaks Elementary School Multi-Use Path Easement **Item Number:** 15B

Section: Consent **Date:** February 14, 2023

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa A. Ingram, Executive Director, Facilities Services

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board authorize the Chair to execute a public pedestrian access easement with the City, which will provide important safety mobility for members of the community.

Background Summary:

The City's acquisition of a public pedestrian access easement on the School Board Property will enable the City to construct and maintain a multi-use pedestrian path to provide safe mobility for members of the community to the School Board Property, and as such will qualify as a Safe Routes to Schools project; safe mobility to the future Three Oaks Park; and an overall benefit to the citizens of Virginia Beach.

Source:

Budget Impact:

NA

**RESOLUTION REGARDING THE GRANT OF EASEMENT ON A PORTION OF THREE OAKS ELEMENTARY
SCHOOL PROPERTY TO THE CITY OF VIRGINIA BEACH FOR THREE OAKS ELEMENTARY MULTI-USE
PATH PROJECT**

WHEREAS, the City of Virginia Beach (the "City") has identified the need to use certain School Board real property known as Three Oaks Elementary School and identified as a portion of parcel GPIN 2414-13-3361 ("School Board Property"), for the Three Oaks Elementary Multi-Use Path Project CIP 100559 (the "Project");

WHEREAS, the City's acquisition of a public pedestrian access easement (the "Easement") on the School Board Property will enable the City to construct and maintain a multi-use pedestrian path to provide (1) safe mobility for members of the community to the School Board Property, and as such will qualify as a Safe Routes to Schools project; (2) safe mobility to the future Three Oaks Park; and (3) an overall benefit to the citizens of Virginia Beach;

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

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

NOW THEREFORE BE IT RESOLVED that:

1. In accordance with Virginia Code §22.1-129.B, the School Board finds that the granting of the Easement to the City of Virginia Beach to use a portion of the School Board Property located at Three Oaks Elementary School, GPIN 2414-13-3361, is proper and determines that the easement sought by the City should be granted.
2. The total amount of compensation to be paid to School Board by the City for this acquisition is \$700.00.
3. Additionally, the School Board authorizes the Chair or her designee to execute any and all documents desired and necessary to complete the above-referenced transaction.

Adopted by the School Board this ____ day of _____, 2023.

_____, Chair

ATTEST:

Regina Toneatto
Clerk of School Board

AGREEMENT OF SALE

Parcel: 002

Project: Three Oaks Elementary Multi-Use
Path, CIP 100559
(formerly CIP 4-064.32)

Route/Street: 2201 Elson Green Avenue
City of Virginia Beach, Virginia

THIS AGREEMENT OF SALE, Made as of this _____ day of _____, 2023, by **SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH**, a body politic as set forth in Article VIII, Section 7, of the Constitution of Virginia, hereinafter referred to as "Landowner", and the **CITY OF VIRGINIA BEACH**, a municipal corporation of the Commonwealth of Virginia, hereinafter referred to as "City".

WITNESSETH: That for and in consideration of one dollar (\$1.00) and other valuable consideration, receipt and sufficiency of which are hereby acknowledged, the City agrees to buy and the Landowner agrees to sell all its rights and interests in the following described easement together with all improvements thereon to the City by deed of easement, with Special Warranty of title, properly executed, acknowledged, and delivered, free from all encumbrances.

The easement and improvements subject to this Agreement of Sale (hereinafter referred to as the "Easement") is described as follows:

All that certain easement, together with improvements thereon belonging, lying, situated and being in the City of Virginia Beach, Virginia and designated and described as: "PUBLIC PEDESTRIAN ACCESS EASEMENT TO BE ACQUIRED AREA = 826.52 S. F. (0.0190 ACRE)", as shown on that certain plat entitled: "PLAT SHOWING EASEMENT TO BE ACQUIRED FROM THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH BY THE CITY OF VIRGINIA BEACH FOR THREE OAKS ELEMENTARY MULTI-USE PATH PARCEL 002 PROJECT CIP 100559 VIRGINIA BEACH, VIRGINIA", Scale 1" = 25', dated February 7, 2022, prepared by VHB, to which reference is made for a more particular description.

The total consideration is as follows: SEVEN HUNDRED AND NO/100 DOLLARS (\$700.00) in full for the Easement, all appurtenances and improvements thereon, and any and all damages to the remaining lands of the Landowner, if any.

GPIN: 2414-13-3361

CLAUSE NO. 1 NOT APPLICABLE

~~_____ of the above consideration will be withheld until the Land has been vacated in accordance with the terms of this Agreement of Sale. The owner will timely notify the City Real Estate Agent for the building to be inspected and accepted. The City Attorney will be notified by the real estate agent whether to deliver the remaining part of the consideration.~~

CLAUSE NO. 2 NOT APPLICABLE

~~The Landowner agrees that buildings within or encroaching upon the proposed right of way shall be removed by the Landowner within _____ days from date of the Agreement and that the consideration for removal in the amount of \$ _____ will be withheld by the City until said buildings have been removed. If buildings are not timely removed as required, the Landowner will forfeit both the said \$ _____ and all rights in the buildings, which may then be removed or demolished at the City's discretion.~~

CLAUSE NO. 3 NOT APPLICABLE

~~The Landowner will vacate and remove all personal property from the buildings located on the subject property within NINETY (90) days from date of the Agreement. Any extensions of this term must be requested, in writing, by the Landowner prior to the expiration of the term and must be approved, in writing, by the City Real Estate Agent.~~

CLAUSE NO. 4 NOT APPLICABLE

~~The Landowner agrees that buildings within or encroaching upon the proposed right of way may be removed by the City, or its agents.~~

CLAUSE NO. 5 NOT APPLICABLE

~~It is understood by the Landowner that Building(s) _____ (description of buildings) is/are located partially on the right of way and partially on the remaining property of the Landowner. The Landowner will allow the City, its agents, or contractors, to remove the entire building and grants permission for such temporary encroachments as may be necessary in the construction of the above-referenced project~~

CLAUSE NO. 6 NOT APPLICABLE

~~The Landowner will grant unto Virginia Electric and Power Company, a Virginia public service corporation (D/B/A Dominion Virginia Power) and Verizon Virginia, Inc. (F/K/A Bell Atlantic) deeds of easement for their facilities totaling @ square feet/@ acre (Virginia Electric and Power Company and Verizon Virginia, Inc.) and @ square feet/@ acre (Virginia Electric and Power Company OR Verizon Virginia, Inc. only), across~~

~~Landowner's remaining lands and adjacent to the new right of way. Upon the acceptance of this Agreement of Sale by the City, the utility companies, their employees, agents, or contractors have the right to enter upon the lands of the Landowner in order to proceed with the relocation of their facilities.~~

CLAUSE NO. 7 NOT APPLICABLE

~~When buildings are vacated, if applicable, Landowner will not remove any fixtures from the property unless authorized in writing by the City.~~

CLAUSE NO. 8 NOT APPLICABLE

~~The Landowner will compensate the tenant of said Easement, if applicable, for any damages said tenant may suffer and sustain by reason of the conveyance agreed to hereunder and by reason of the said proposed construction, and will save the City harmless from any and all claims that may be made by said tenant by reason of such conveyance and/or construction.~~

CLAUSE NO. 9

The City, or its agents, may exercise the right to enter upon the Easement for such purposes as may be necessary for the construction of this project without further notice to the Landowner.

CLAUSE NO. 10

The consideration hereinabove mentioned represents the value of all estates or interests in such Easement, and the damages to remaining lands of the Landowner which may result by reason of the City's use of the Easement. The Landowner agrees to accept the Landowner's legally proportionate share of such total consideration for the Landowner's interest and rights in the Easement.

CLAUSE NO. 11

If the Landowner is unable to convey marketable title to the City as herein provided, and the City should elect to institute condemnation proceedings to acquire title to the Easement, the Landowner agrees that this Agreement may be introduced in such proceedings as evidence of the value of the Easement and damages, if any, to the remaining property of the Landowner. Landowner shall supply affidavits and other documents required by the City's title insurance company for the issuance of policy of insurance.

CLAUSE NO. 12

Landowner hereby waives all rights to repurchase all or any part of the Easement pursuant to Virginia Code § 25.1-108, if applicable.

CLAUSE NO. 13

The Landowner hereby covenants and agrees for itself, its heirs and assigns and successors, that the consideration is in lieu of any and all claims to compensation and damages by reason of the location, construction and maintenance of the project by the City, and the City will have the right to enter upon and take possession of the Easement prior to the execution and delivery of the deed.

CLAUSE NO. 14

The Landowner acknowledges that the acquisition of the Easement and the aforesaid project, as it affects the Easement and the Landowner's remaining property, have been fully explained to the Landowner.

CLAUSE NO. 15

(A) For purposes of this clause the following definitions shall apply:

(1) "Hazardous Substances" means asbestos and any and all pollutants, dangerous substances, toxic substances, hazardous wastes, hazardous materials and hazardous substances as referenced or defined in, or pursuant to, any federal, state, local or other applicable environmental law, statute, ordinance, rule, order, regulation or standard in effect on the date hereof including, without limitation, the Resource Conservation and Recovery Act (42 U.S.C. 6901, et seq.), as amended, the Federal Insecticide, Fungicide and Rodenticide Act (7 U.S.C. 135, et seq.), as amended, the Comprehensive Environmental Response, Compensation and Liability Act (42 U.S.C. 9601, et seq.), as amended, and the Toxic Substance Control Act (15 U.S.C. 2601, et seq.), as amended.

(2) "Release" means placing, releasing, depositing, spilling, leaking, pumping, emitting, emptying, discharging, injecting, escaping, leaching, disposing, or dumping.

(3) "Environmental Condition" means any condition, including, without limitation, the Release of Hazardous Substances, located on or affecting the Easement that could require remedial action and/or may result in claims, demands, liabilities, costs and/or expenses to the City.

(4) "Notice" means any written, civil, administrative or criminal summons, citation, directive, order, claim, litigation, investigation, proceeding, judgment, letter or other communication from the United States Environmental Protection Agency ("USEPA"), the Virginia Department Environmental Quality, or other federal, state or local agency or authority, or any other entity or any individual, concerning any intentional or unintentional act or omission which has resulted or which may result in the Release of Hazardous Substances on or into the Easement or otherwise relates to an Environmental Condition.

(B) Landowner covenants, represents and warrants to City that, 1) Landowner has received no Notice, 2) to the best of its knowledge and belief, Landowner has not caused or permitted any Environmental Condition on or affecting the Easement, and knows of no such Environmental Condition caused or permitted by any other person or entity, and 3) to the best of its knowledge and belief, Landowner has not caused or permitted, and to the knowledge of Landowner, no prior or current other owner, tenant, user, operator or other person or entity has caused or permitted, the Easement to Release or contain, or to be used to generate, manufacture, refine, transport, treat, store, handle, dispose, transfer, produce or process, Hazardous Substances or other dangerous or toxic substances or solid wastes. The Landowner further covenants, represents and warrants that to the best of its knowledge and belief there is no action, suit, proceeding, claim, investigation, citizen suit or review pending or threatened against or affecting the title to the Easement. Should any notice of such an action, suit, proceeding, claim, investigation, or citizen suit be received, it will be immediately forwarded to the Office of the City Attorney of the City of Virginia Beach, Virginia.

CLAUSE NO. 16

The Landowner covenants, represents and warrants that, to the best of its knowledge and belief, there are no wetlands, hazardous wastes, or endangered species which would prevent the City's allowed use of the Easement. It shall, however, be the responsibility of the City of Virginia Beach, Virginia, to determine whether or not there are any adverse conditions, including, but not limited to, environmental conditions, hazardous waste conditions, status as protected wetlands or endangered species which would prevent the City's proposed use of the Easement. If any such conditions are determined to exist, the City may declare this Agreement of Sale null, void and of no further legal effect.

CLAUSE NO. 17

Settlement will be on or about ninety (90) days from the date this Agreement is fully executed, or soon thereafter, allowing a reasonable time to correct any title defects reported by the title examiner and the preparation and signing of the necessary documents to enable the City of Virginia Beach to take proper title.

CLAUSE NO. 18

There have been no other promises, considerations or representations made which are not set forth in this Agreement.

CLAUSE NO. 19

THE COVENANTS, AGREEMENTS, REPRESENTATIONS, WARRANTIES AND INDEMNITIES OF LANDOWNER CONTAINED IN THESE PARAGRAPHS WILL SURVIVE FINAL CLOSING AND DELIVERY OF THE DEED.

CLAUSE NO. 20

In accordance with instructions by the Department of the Treasury, Internal Revenue Service, for Form 1099-S, you are required by Law to provide the City Attorney's Office, Municipal Center, Virginia Beach, VA 23456 with your correct taxpayer identification number. If you do not provide the City Attorney's Office with your correct taxpayer identification number, you may be subject to civil or criminal penalties imposed by law. Landowner will also provide the City Attorney's Office with other documents necessary for City to comply with State reporting requirements.

CLAUSE NO. 21

Under the penalties of perjury, we certify that the number shown on this Agreement is the correct taxpayer identification number.

CLAUSE NO. 22

Signatures of parties. The following information must be provided on the signature lines below:

- a. Where the Landowner is an individual or individuals, each person shall sign and print his/her name and include his/her taxpayer identification number.
- b. Where the Landowner is a business, the authorized agent of the Landowner shall sign and print his/her name, provide his/her title, the taxpayer identification number of the business and, where necessary, a resolution authorizing the sale of the property.
- c. Where any person holds a Power of Attorney for a Landowner, a copy of the Power of Attorney shall be attached and the person shall sign for the Landowner as his/her "attorney-in-fact."

(THE REMAINDER OF THIS PAGE WAS LEFT INTENTIONALLY BLANK)

WITNESS the following signatures and seals:

CITY OF VIRGINIA BEACH

By: _____ (SEAL) Date: _____
City Manager/Authorized
Designee of City Manager

ATTEST:

Amanda Barnes, City Clerk

Certified as to
Availability of Funds

Content Approved

Form Approved

Director of Finance

Real Estate Agent

City Attorney

LANDOWNER:

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

By: _____ (SEAL) Date: _____
Trenace Riggs, Chair

ATTEST

Clerk of the School Board

APPROVED AS TO CONTENT:

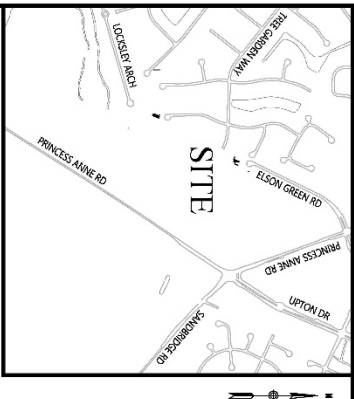
APPROVED AS TO LEGAL
SUFFICIENCY AND FORM:

VIRGINIA BEACH CITY PUBLIC SCHOOLS
FACILITIES

SCHOOL BOARD ATTORNEY

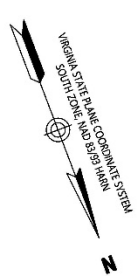
MAILING ADDRESS: 2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456

TELEPHONE NUMBERS - OFFICE: (757) 263-1016

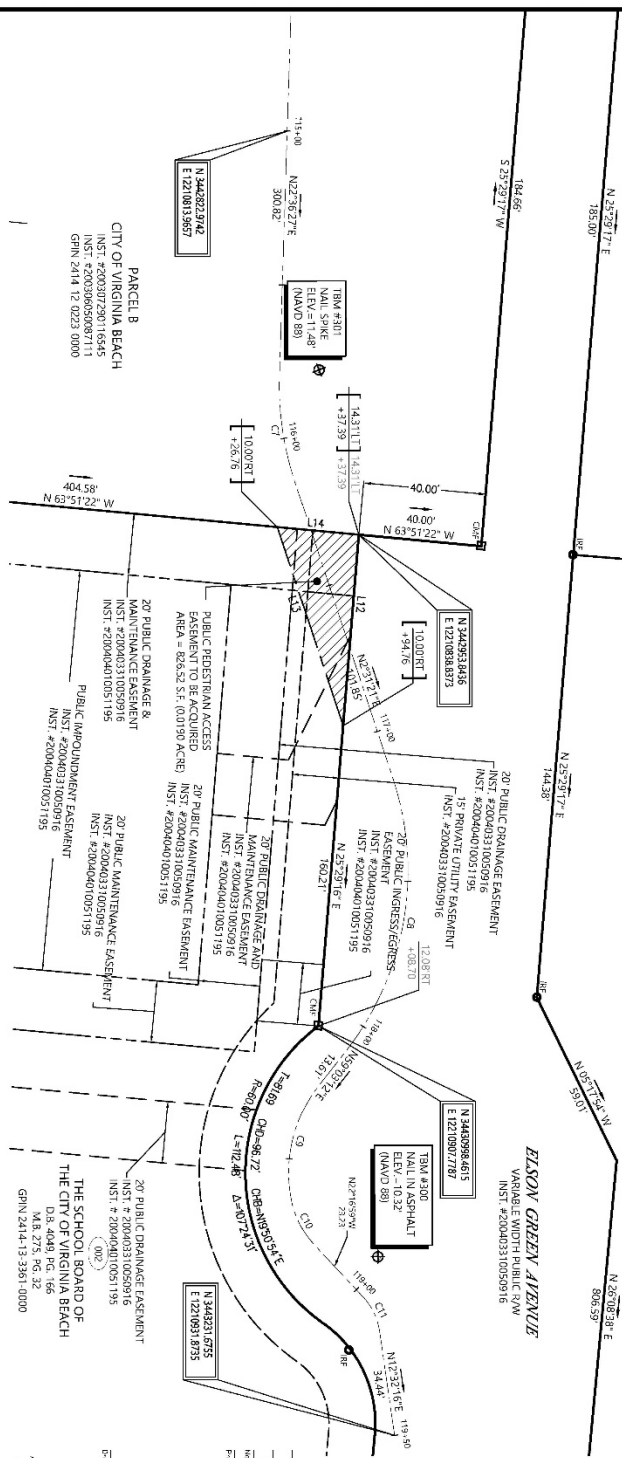


LOT 16
TODD R. MOTLEY
M.B. 2787, PG. 559
INST. #202008000723300
GPN 2414-02-6993-0000

LOT 22
JEFFERY L. BRENNAMAN
& DEBRA H. BRENNAMAN
D.B. 3209, PG. 239
M.B. 2787, PG. 559
GPN 2414-03-7059-0000



Transportation
Land Use Planning
Environmental Services
Two Columbus Center
4500 Main Street, Suite 400
Virginia Beach, Virginia 23462
757.490.0132 • FAX 757.490.0136



CONSTRUCTION BASELINE DATA - C7
R-1000' PC 115+79.54
L-1000' PT 115+79.54
T=115+79.54
A=90°00'00"
CH 8 N123°33'47"E
E 12210988.810
PT 115+14.60
N 344°38'58" S
E 12210907.803

CONSTRUCTION BASELINE DATA - C9
R-480' PC 118+23.79
L-480' PT 118+23.79
T=118+23.79
A=87°32'15"
CH 8 N87°13'39"E
E 12210914.544
PT 118+43.44
N 344°14'48" S
E 12210936.036

CONSTRUCTION BASELINE DATA - C11
R-200' PC 119+03.40
L-200' PT 119+03.40
T=119+03.40
A=34°49'15"
CH 11 N57°22'27"W
E 12210915.656
PT 119+15.66
N 344°18'06" S
E 12210924.397

CONSTRUCTION BASELINE DATA - C8
R-850' PC 117+16.45
L-850' PT 117+16.45
T=117+16.45
A=93°51'08"
CH 8 N93°51'08"E
E 12210902.688

CONSTRUCTION BASELINE DATA - C10
R-300' PC 114+63.44
L-300' PT 114+63.44
T=114+63.44
A=93°51'08"
CH 8 N93°51'08"E
E 12210914.544
PT 114+63.44
N 344°14'48" S
E 12210936.036

LINE DATA TABLE			
SEGMENT	LENGTH	BEARING	
L12	62.31'	S25°29'16"W	
L13	68.00'	N23°12'E	
L14	26.53'	S63°51'22"E	

BY APPROVAL, THE UNDERSIGNED DOES NOT CERTIFY AS TO THE CORRECTNESS OF THE BOUNDARY, STREETS OR OTHER LINES ON THIS PLAT EXISTING PUBLIC RIGHTS-OF-WAY, EASEMENTS, OR OTHER PUBLIC INTERESTS SHOWN ON THIS PLAT REMAIN IMPACT AND ARE NOT TERMINATED OR EXTENDED BY THIS PLAT

APPROVED: _____
DIRECTOR OF PUBLIC WORKS

DATE: _____



Scale: 1" = 25'
Feb. 07, 2022
Project: 100559
3488-49

See Sd-1 for Notes, Legend and Area Table

Project Title			
City of Virginia Beach	City of Virginia Beach	City of Virginia Beach	City of Virginia Beach
Three Oaks Elementary	Three Oaks Elementary	Three Oaks Elementary	Three Oaks Elementary
Multi-Use Path	Multi-Use Path	Multi-Use Path	Multi-Use Path
CIP 100559	CIP 100559	CIP 100559	CIP 100559
Virginia Beach, Virginia	Virginia Beach, Virginia	Virginia Beach, Virginia	Virginia Beach, Virginia

Plat Showing
Easement
To Be Acquired From
The School Board
The City of Virginia Beach
By The
City of Virginia Beach
For Three Oaks
Elementary Multi-Use Path
Parcel 002
Project CIP 100559
Virginia Beach, Virginia



Subject: Personnel Report **Item Number:** 16A

Section: Action **Date:** February 14, 2023

Senior Staff: Mrs. Cheryl R. Woodhouse, Chief Human Resources Officer

Prepared by: Cheryl R. Woodhouse

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 February 14, 2023, 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
February 14, 2023
2022-2023

Scale	Class	Location	Effective	Employee	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	1/31/2023	Megan M Ahrens	Pre-Kindergarten Teacher Assistant	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	1/26/2023	Christie A Kanta	Cafeteria Assistant, 4.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	1/20/2023	Denzel T Gaines	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	2/2/2023	April Gough	School Nurse	ECPI College of Tech, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	2/6/2023	Melissa Henderson	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kingston	1/30/2023	Tara E Cherry	Library/Media Assistant	Tidewater Community College, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Luxford	1/17/2023	Linda S Halstead	Cafeteria Assistant, 4.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	1/26/2023	Mark Beard	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	1/30/2023	Jacqueline D Johnson	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	2/6/2023	Angela M Langenkamp	School Office Associate II	Valencia Community College, FL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	1/26/2023	Tatiana P Bransford	Special Education Assistant	Not Applicable	King Chavez Academy of, CA
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	2/2/2023	Byron J Butters Jr	Cafeteria Assistant, 4.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	1/26/2023	Mary L Oglesby	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	2/13/2023	Jeanette Garcia	Special Education Assistant	Regent University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	1/26/2023	Kiara Clark	Library/Media Assistant	University of Puerto Rico, PR	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	1/30/2023	Timothy S Nicholson	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	1/17/2023	Shavell L Brown	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	2/1/2023	Christopher K Rivers	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	2/8/2023	Brittany L Claar	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	1/26/2023	Gavin L Gardner	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Bayside	1/26/2023	Teddy D Muhammad	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Cox	2/1/2023	Samantha A Maroney	Special Education Assistant	Not Applicable	Berkeley County Schools, WV
Assigned to Unified Salary Scale	Appointments - High School	Cox	2/9/2023	Alexus Madison	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	1/31/2023	Michelle A Winters	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	2/20/2023	Erica L Bengtson	School Administrative Associate II	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	Kellam	1/19/2023	Carla C Reeves	Special Education Assistant	Not Applicable	DoDDS-Europe
Assigned to Unified Salary Scale	Appointments - High School	Kellam	1/25/2023	Maria S Harris	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Kellam	1/30/2023	Kayla N Jardine	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	1/19/2023	Crystal L Wright	ISS Coordinator	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	1/26/2023	Sarah Fridley	School Nurse	University of Virginia, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	1/19/2023	Joanne L Hodgson	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	1/19/2023	Chad A MacDonald	Special Education Assistant	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	1/26/2023	Brenda E Aguirre-Cashell	Clinic Assistant	University of Puerto Rico, PR	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	2/2/2023	Verda Murphy	School Office Associate II, .600	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	1/19/2023	Ciera D Smalley	School Office Associate II	Not Applicable	Americorp, VA
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	1/25/2023	Amber L South	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	2/6/2023	David Morgan	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	2/21/2023	Janie E McCullough	Student Information Systems Specialist	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Custodial and Distribution Services	2/6/2023	Shanasee H Dickey	Office Associate II	Not Applicable	City of Norfolk, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	2/1/2023	Melinda Wood Johnson	Cafeteria Manager in Training, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	2/6/2023	Keshant T Dixon	Cafeteria Manager in Training, 7.0 Hours	Not Applicable	Clever Chef Catering, LLC, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	2/6/2023	Michael R Rector Jr	Supervisor Maintenance	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	2/6/2023	Steven T Slagle	Supervisor Maintenance	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	2/13/2023	Clinton E Sutton	Electrical Craftsman I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	1/19/2023	Tiffany A Evans	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	2/2/2023	Denisha J George	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/12/2023	Arlene Carper	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/18/2023	Tiffany N Jackson	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/26/2023	Anita M Godbole	Bus Assistant, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/1/2023	Kennith Heckman	Fleet Technician II	Not Applicable	Checkered Flag
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/1/2023	Matthew L McCutcheon	Fleet Technician I	Not Applicable	Tire Choice, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/2/2023	JaVona L Johnson	Bus Driver, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/2/2023	Ajay Sellers	Fleet Technician I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/6/2023	Natalie A Franquitz	Fleet Technician I	Not Applicable	US Navy
Assigned to Unified Salary Scale	Resignations - Elementary School	Brookwood	2/3/2023	Keisha Murphy	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	College Park	1/18/2023	Carolyn V Ritchie	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Green Run	2/7/2023	Ebony L Calloway	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Green Run	2/7/2023	Kisha L McLeod	Cafeteria Assistant, 4.5 Hours (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	2/2/2023	Lanneka Sykes-Correa	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Newtown	2/1/2023	Matthew T Owens	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Parkway	2/3/2023	Tameka D Miller	Kindergarten Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Princess Anne	1/31/2023	Wanda S Howell	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Rosemont Forest	2/24/2023	Mary C McCarthy	School Office Associate II (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Salem	12/22/2023	Leliani Tucker	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Three Oaks	2/7/2023	Alexis R Tilling	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Three Oaks	2/28/2023	Paige C Coburn	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	5/5/2023	Laura E Lyons	Kindergarten Assistant (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Independence	1/19/2023	Emily P Cirillo	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	1/26/2023	Kiesha A Moore	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	1/27/2023	Dominga R Muhammad	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	1/31/2023	Tara Crile	Cafeteria Assistant, 5.5 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	2/7/2023	Megan Preischel	Distance Learning Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	1/27/2023	Fzurdaie Z Fernandez	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	1/19/2023	Jaclyn N Colton	Special Education Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	1/13/2023	Justin J Barnett	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	1/13/2023	Kevin A Simmons	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	1/27/2023	Diyojhana Pineda Alfonso	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	1/20/2023	Keena J Bailey	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Budget & Finance	2/7/2023	Jefferson A Ludvik	Grants Manager (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	1/31/2023	Trevor C Mezzapaso	Electrical Craftsman I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	1/30/2023	Tricia T Moore	Bus Assistant, 6.0 Hours (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	1/30/2023	Jestlin Taylor	Bus Driver - Special Ed, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	2/10/2023	Jason Baross	Bus Driver, 6.5 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	2/10/2023	Leon M Coles	Bus Driver, 6.5 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	2/15/2023	Keri B DeMint	Bus Assistant, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Glenwood	1/31/2023	Michael O'Callahan	Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Kempsville	6/30/2023	Mary Meekins	School Administrative Associate I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Green Run	6/16/2023	Beverly Freeman	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Office of Technical & Career Education	6/30/2023	Charles C Hurd	Coordinator Engineering/Technology	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	2/28/2023	Judy A Cooper	Bus Assistant, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/16/2023	Julian T Baker	Bus Driver, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2023	Stacye L Blue	Auxiliary Driver Spec Ed, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	1/18/2023	Susan M Heath	Special Education Teacher	Old Dominion University, VA	VBCPS

Personnel Report
Virginia Beach City Public Schools
February 14, 2023
2022-2023

Scale	Class	Location	Effective	Employee	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	1/23/2023	Savannah B Matticks	First Grade Teacher	George Mason University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	1/19/2023	Keenan Burris	Special Education Teacher	Glenville State College, WV	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	1/26/2023	Makayla N Velic	Fourth Grade Teacher	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	2/1/2023	Alexandra DeBever	School Counselor, 400	Loyola Marymount University, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	2/1/2023	Emily F Walner	First Grade Teacher	University of Lynchburg, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	1/25/2023	Kelsey L McGraw	Special Education Teacher	Elizabeth City State Univ, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Red Mill	2/21/2023	Amber R Beans	Physical Education Teacher	Towson University, MD	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	1/30/2023	Elizabeth A Lancaster	Second Grade Teacher	Wilson College, PA	Chambersburg Area School Distr, PA
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	1/26/2023	Phillip J Ellis	Eighth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	1/26/2023	Mikayla A Spivey	Art Teacher	Virginia Tech, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	1/19/2023	Andrea Nichols	Sixth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	1/26/2023	Jocelyn D Everson	Sixth Grade Teacher	Regent University, VA	Onslow County School District, FL
Assigned to Instructional Salary Scale	Appointments - High School	Cox	1/31/2023	Harold D Warner	Health & Physical Education Teacher	Eastern Michigan University, MI	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	1/19/2023	Elizabeth C Cervantes	Spanish Teacher	Western Governors University, UT	DoDEA-Europe
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	1/26/2023	May L Ngo	Science Teacher	Regent University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	1/30/2023	Dale W Wohlers	Social Studies Teacher	Regent University, VA	U.S. Navy
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	1/26/2023	Karen Underwood	ISAE Teacher	City Univ of NY City College, NY	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	1/19/2023	Danielle B Ford	School Counselor	Liberty University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	1/27/2023	Taeko Murakoshi	Japanese Teacher, .600	Regent University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	1/26/2023	Ashley J Mayo	Speech/Language Pathologist	James Madison University, VA	Ivy Rehab Therapy for Kids, VA
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	2/9/2023	Rose M Grifka	Art Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bettie F. Williams	1/31/2023	Margaret B Karlov	Fifth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Centerville	2/10/2023	Rycy H Godette	Fifth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	2/16/2023	Summer N Williams	Kindergarten Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Parkway	1/26/2023	Jennifer L Segarra	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	White Oaks	3/10/2023	Rebecca L Seutter	Fourth Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Kempsville	6/30/2023	Sandra L Polk	Eighth Grade Teacher (continuing education)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	2/28/2023	Casey Fryer	Health & Physical Education Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2023	Mehgan A McMorries	Sixth Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	3/17/2023	Kimberly C Cromer	Seventh Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Plaza	1/17/2023	Zakeya L Murphy	School Counselor (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	1/30/2023	Danyel M Howard	Health & Physical Education Teacher (declined position)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	1/23/2023	Megan L Yates	AVID Instructor (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	2/16/2023	Olivia G Sim	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Salem	1/27/2023	Russell Williams	Social Studies Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Corporate Landing	2/28/2023	John W Dupont	Technology Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2023	Mark T Kinzel	Health & Physical Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2023	Ricky K Miller	Eighth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Landstown	6/30/2023	Sarah E Newby	Teen Living Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Larkspur	6/30/2023	Barbara T Howerin	Literacy Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Salem	6/30/2023	Carol S Farmer	Sixth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Virginia Beach	6/30/2023	Rochelle A Gross	Special Education Teacher	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Bettie F. Williams	TBD	Caitlin B Dean	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Elementary School	Green Run	TBD	Patrice B Boone	Assistant Principal	Regent University, VA	Norfolk Public Schools, VA
Administrative	Appointments - Middle School	Larkspur	2/16/2023	Shakeena T Semmel	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Miscellaneous	Office of Gifted Education & Academy Programs	2/15/2023	Amber P Hester	Coordinator Fine Arts	Virginia Tech, VA	VBCPS



Subject: Closed Session **Item Number:** 18

Section: Closed Session **Date:** February 14, 2023

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

Presenter(s): Kamala H. Lannetti, School Board Attorney

Recommendation:

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph 1, 7, and 8, as amended, to deliberate on the following matters:

1. 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 of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

- A. Superintendent's contract matters
- B. Pending litigation matters
- C. Grievability Determination

Background Summary:

N/A.

Source:

Code of Virginia §2.2-3711, as amended.

Budget Impact:

Decorum and Order-School Board Meetings 1-48

School Board of the City of Virginia Beach
Bylaw 1-48

SCHOOL BOARD BYLAWS

Decorum and Order-School Board Meetings

A. Purpose of decorum and order during meetings

The School Board determines that decorum and order are necessary during School Board Meetings. The purposes for maintaining decorum and order are:

1. to ensure that the affairs of the School Board and School Board Committees may be conducted in an open, safe and orderly manner during meetings;
2. that all persons signed up to address the School Board during public comment sections of meetings have the opportunity to do so in an orderly and respectful manner and without being interrupted;
3. that persons in attendance may observe and hear the proceedings of the School Board without distraction and interruption;
4. that students and other young audience members who attend or watch such meetings are not subject to inappropriate language or conduct;
5. that School Board Members and School Division employees or other agents can transact the business of the School Board and the School Division with minimal disruption.

B. Limitations on addressing the School Board

Persons addressing the School Board during public comment sections of the meeting shall:

1. Limit their comments to matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division.
2. Refrain from obscenity, vulgarity, profanity, and comments or actions with the intent to incite violence or other breach of peace.
3. Comply with the time limits and other rules for public comment set forth in the agenda or Bylaws.
4. During special meetings or public hearings, the School Board may set different rules or time limits for public comments.

C. Other expressive activities during meetings

1. Public comments during meetings limited to matters relevant to public education and the business of the School Board

At regular School Board Meetings, the School Board accepts public comment during designated sections of the Meeting Agenda. The public comment sections of School Board Meetings are limited public forums for the sole purpose of accepting comments from members of the public relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. The

School Board does not accept other forms of public comment during Meetings or at those times immediately preceding or following a Meeting.

2. Expressive activities during meetings

To maintain decorum and order and conduct the business of the School Board and the School Division during meetings, expressive activities by members of the public in meetings will be limited or prohibited. On any day that a meeting is scheduled to take place, the School Board prohibits certain expressive activity, including but not limited to the following, expressive activities:

- Petitioning, demonstrating, picketing, pamphlet distribution, conducting polls, or solicitation in the Building where the Meeting is taking place
- Displaying or using signs, posters or other items brought into the meeting room that block the view of persons in or observing the meeting or create a safety concern. Possession of such items while in the meeting location will not be prohibited.
- Use of noise making devices
- Use of excessive cheering, booing, clapping, or similar activity that disrupts the meeting, as determined by the Chair or designee.
- Calling out or making comments when not called to address the School Board
- Intimidation, harassment or threats to persons in the meeting or who are entering or departing the meeting or the location of the meeting
- Instigating or attempting to instigate confrontations or other conduct for the purpose of disrupting the meeting
- Other conduct that violates decorum and order as determined by the Chair or designee

3. School Administration Building or other locations for meetings are not open public forums for public expression

The School Administration Building (or another building or location where a meeting is scheduled to take place) its grounds and reserved parking spaces are not open for expressive activities unless a facility use request or application has been approved by the Superintendent or designees. The Superintendent or designees are authorized to designate areas of the School Administration Building (or other building or location for a meeting), the grounds and parking lots that may be considered for facility use request or application. The Superintendent or designee are authorized to develop and implement regulations and/or procedures related to such facility use requests or applications.

D. Other methods of communicating with the School Board

The School Board encourages citizens and other interested parties to communicate with the School Board regarding matters related to public education. Due to the limited time scheduled to conduct business and the need to follow approved agenda items, School Board meetings may not be conducive for all forms of communication to the School Board. Persons seeking to communicate with the School Board may contact School Board Members through other methods of communication, including SchoolBoard@VBCPSBoard.com or email individual School Board Members in addition to those provided at School Board meetings.

This Bylaw does not preclude persons addressing the School Board from delivering the School Board or its Clerk written materials including reports, statements, exhibits, letters, or signed petitions prior to or after a Meeting. While public speakers are addressing the School Board, they may not approach the School Board to hand out

items but will instead be directed to leave items with the Clerk or designee for the School Board to consider after the Meeting.

This Bylaw does not preclude persons called to address the School Board during public comment sections from using a chart, graph or other item during their public comments so long as that item does not interfere with the School Board and other persons observing the Meeting from hearing or seeing the speaker and the item does not create a safety issue or otherwise violate the decorum and order rules. Furthermore, nothing herein shall be interpreted to prohibit members of the public from communicating with the School Board or the School Administration on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division at times other than meetings.

- E.** The Chair with the assistance of the Superintendent or their designees shall preserve decorum and order in the room where the Meeting is taking place and shall decide all questions of decorum and order during the Meeting. School Board Members may vote to overrule the Chair's or designee's decision at the time that the Chair or designee makes the decision. The Chair or designee is authorized to work with the Superintendent, designees, law enforcement and authorized agents to maintain order and decorum prior to the start of, during and immediately after any Meeting.
- F.** The School Administration, law enforcement and authorized agents will have responsibility for maintaining decorum and order outside of the Meeting room and outside of a building where a meeting will be or is taking place.
- G.** No person attending a meeting of the School Board, in any capacity, shall use, or allow to sound, any device in a manner that disrupts the conduct of business within the room in which the School Board or a Committee thereof is meeting. Notice of this restriction shall be posted outside of School Board Meeting Room and on the agenda for any School Board meeting.
- H.** At the request of the Chair or Superintendent or their designees, a city police officer or other law enforcement officer shall act as sergeant-at-arms at all School Board meetings.