



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

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 VBTv 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

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

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

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

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, 3rd Edition</i>	Cengage	2021
Japanese III-IV	<i>Nakama 2: Intermediate Japanese Communication, Culture, Context, 3rd Edition</i>	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:

- 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

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.

- 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;

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.

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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