



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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District 2

Jessica L. Owens
District 3 – Rose Hall

Aaron C. Spence, Ed.D., Superintendent

School Board Special Meeting MINUTES

Tuesday, February 21, 2023

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

SPECIAL MEETING OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH

- 1. *Call to Order and Verbal Roll Call:*** Chair Riggs convened the special meeting at 5:00 p.m. on the 21st of February 2023 and announced in accordance with the Schedule of School Board Meetings approved by the School Board at their January 10, 2023 Organizational/Regular Meeting, and pursuant to Bylaw 1-46, and Virginia Code § 2.2-3707, the School Board will hold a special meeting on Tuesday, February 21, 2023, at 5:00 p.m., at the Holland Road Annex, 2323 Holland Road, Virginia Beach, Virginia 23453 in the Einstein Lab. The purpose of this special meeting is for FY 2023-24 School Board Proposed Operating Budget and FY 2023-24 through FY 2028-29 Capital Improvement Program – discussion by School Board and School Administration. Chair Riggs stated Chair members of the public will be able to observe the special School Board meeting through livestreaming on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom; welcomed members of the public both in person and online.
In addition to the Superintendent Spence, the following members were present in the Holland Road Annex/Einstein Lab: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. School Board member, Mr. Culpepper was not in attendance.
- 2. *Moment of Silence followed by the Pledge of Allegiance***
- 3. *Adoption of the Agenda:*** Chair Riggs called for any modifications to the agenda as presented. Hearing none, Chair Riggs called for a motion to approve the agenda as presented. Ms. Anderson made the motion, seconded by Mr. Callan. 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. The motion passed, 10-0-0.
- 4. *Discussion: School Board Budget Workshop for FY 2023-24 Proposed Operating Budget and Capital Improvement Program for FY 2023-24 through FY 2028-29:*** Crystal Pate, Chief Financial Officer started the presentation; provided a budget update; General Assembly still working on the State budget; House and Senate appropriations adopted separate changes to the amended 2022-2024 bi-annual budget; new budget balancing option – took the conservative approach using the House budget; balanced the budget to included Option 1 for the instructional scale; reviewed the new budget balancing option and adjustments; starting at a little over \$58 million dollars; highlighted the following items: instructional pay scale at approximately \$37.2 million, funded Option 2 of the new professional pay scale, removed the 1% bonus that was in the Governor’s budget but not in the House version, decreased funding for allowances for advance degrees – approximately \$1 million dollars allocated, decreased funding for site assigned subs; briefly mentioned the questions from School Board members from the past week; responses were shared with the School Board.

Cheryl Woodhouse, Chief Human Resources Officer continued the presentation; reviewed and clarified questions regarding compensation; professional level II pay grade (unified) verses instructional (teacher) pay scale; the professional level II pay grade is the most advantageous (note: discussed with the School Board as a new possibility to address different employee group concern within the budget); teachers and staff on the instructional scale, option 1 from the compensation study is the most advantageous; staff included in the new pay grade: behavior intervention specialist, occupational therapist, physical therapist, positive behavior intervention support specialist, school psychologist, and social worker; reviewed the percent vacancy of positions and degree requirements for positions; reviewed instructional (teacher) pay scales; noted option 1 provides a 1.5% step increase between steps; discussed proposed (target) educational allowances for degrees and additional costs; VBCPS targets for: doctorate (administrative, instructional) \$7,900, master's +30/advanced certificate \$5,600, master's (instructional, professional) \$3,600; unified pay scale includes all employees who do not fall on the instructional pay scale; pay increases based on the employee's assigned pay grade and the employee's creditable years of experience; redesigned structure – percent increases between steps are consistent (1.3%).

The presentation continued with questions and comments regarding allowances; degrees for positions; professional level II pay grade; mentoring program; site assigned substitutes and funding; outsourcing positions; challenge to fill sub positions; unified pay scale; food services, bus drivers, and custodial; different pay scales (instructional, unified); minimum wage of \$15.00 in 2026; unified scale at or above market; pay scale and years of experience; performance based increases; hard to hire positions and below market positions; Segal study; salary comparison; improving pay scales, compensation, reducing benefit costs, making VBCPS more competitive in market; budget schedule; compression issues; updating budget page with information; appreciate effort to get to option 1 for teachers; administrative assistants; salary of custodians at elementary verse middle and high school; one scale for custodians but can be either a 10-month or 12-month position.

Jack Freeman, Chief Operations Officer continued the presentation; shared chart of last inflation review (2020) cost/sf (square foot) – VADOE Commonwealth of Virginia - HS; shared inflation update chart; estimated bid date (design/bid/build) for Princess Anne HS 2025 with proposed cost/sf \$575.54 and Bayside HS 2034 with proposed cost/sf \$986.95; overview of historical/projected funding; challenge – inflation and funding; no increases in funding for building; reviewed the CIP (Capital Improvement Program) proposed FY24; square footage needs of schools; reviewed Princess Anne HS estimated programming needs (reasonable estimates); approximately 344,000 square feet; information changes, can accommodate changes during design phase; mentioned other factors regarding Princess Anne HS: location, pump station on property, student projections, IB Program.

The presentation continued with questions and comments regarding building design; price per square foot increases; schools used as emergency/hurricane shelters; coastal community – wear and tear on buildings; additional costs due to construction, flooding issues, etc.; PPEA – design, guaranteed maximum price, process; square footage for schools; size of school buildings; cycle of updating schools; age of school buildings; inflation; bond rating; debt services; interim agreement; other items in CIP – building maintenance (HVAC, roofing, etc.); long range facility master plan; assessment of buildings; focus on high schools; modernization process; voting on CIP; appropriations for 2023-2024; reversion funds; and thanks to staff for all of hard work.

5. Adjournment: Chair Riggs adjourned the meeting at 6:58 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Trenace B. Riggs, School Board Chair