



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, March 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 schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/join/register/WN_ICJC7OIZTtOsuLxncwoBGw Call-in (301) 715-8592 ID 875 0357 4552

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 March 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. Advancement Via Individual Determination (AVID)
 - C. Mental Health Task Force Update
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. VHSL Individual State Wrestling Champions
 - B. 2023 VHSL Scholastic Bowl State Champions
8. **Adoption of the Agenda**
9. **Superintendent's Report (second monthly meeting)**
10. **Approval of Meeting Minutes**
 - A. February 21, 2023, Special School Board Meeting
 - B. February 28, 2023, Regular School Board Meeting **Updated 03/13/2023**
11. **Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the March 14, 2023, School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) 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 March 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. March 14, 2023. Speakers signed up to address the 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.
12. **Information**



13. Return to public comments if needed

14. Consent Agenda

- A. Policy Review Committee (PRC) Recommendations:
 - 1. Policy 2-1/Management Plan/Goals and Objectives
 - 2. Policy 2-2/Definition
 - 3. Policy 2-5/Superintendent: Qualifications
 - 4. Policy 2-6/Superintendent: Recruitment and Selection Procedures
 - 5. Policy 2-7/Superintendent: Appointment/Term of Office/Oath/Compensation
 - 6. Policy 2-8/Superintendent: Powers/Duties/Responsibilities
 - 7. Policy 2-9/Superintendent: Evaluation
 - 8. Policy 2-10/Superintendent: Vacancy in Office/Acting Superintendent/Fines/Suspension/Separation/Conditions of Employment
 - 9. Policy 2-13/Job Descriptions
 - 10. Policy 2-14/Organizational Structure
 - 11. Policy 2-19/Administrative Action in Absence of Policy
 - 12. Policy 2-20/Review of Administrative Decisions/Board Requests of Administrators
 - 13. Policy 2-33/Coordinators: Title IX/Section 504/ADA
 - 14. Policy 7-49/Organizations Eligible to Use Facilities
- B. Resolution for Opioid Settlement Class Action Suit

15. Action

- A. Personnel Report / Administrative Appointments **Updated 03/16/2023**

16. Committee, Organization or Board Reports

17. Return to Administrative, Informal, Workshop or Closed Session matters

18. Adjournment



Subject: Advancement Via Individual Determination (AVID) **Item Number:** 1B

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

Senior Staff: James S. Smith, Executive Director of Middle Schools

Prepared by: James S. Smith, Executive Director of Middle Schools

Presenter(s): James S. Smith, Executive Director of Middle Schools
Natalie Meiggs, Coordinator of Military Connect and Academy Support Program

Recommendation:

That the School Board receive information regarding the Advancement Via Individual Determination (AVID) Program in Virginia Beach City Public Schools (VBCPS).

Background Summary:

The presentation will provide a high-level view of AVID.

During this process we will:

- Make key connections to AVID and Compass to 2025, specifically our Strategic Action Agenda.
- Provide an overview of AVID and its history in VBCPS.
- Share current and future AVID professional learning opportunities, and
- Hear first-hand about the impact of AVID from the perspective of a teacher, parent and student.

Source:

N/A

Budget Impact:

N/A



Subject: Mental Health Task Force Update **Item Number:** 1C

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

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

Prepared by: Mr. Robert Jamison, Executive Director, Office of Student Support Services

Presenter(s): Mr. Robert Jamison, Executive Director, Office of Student Support Services

Recommendation:

That the School Board review updates from the Mental Health Task Force.

Background Summary:

The purpose of this workshop is to provide the School Board with an update on the work of the 2022-2023 Mental Health Task Force.

Source:

Office of Student Support Services

Budget Impact:

None



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

Section: Student, Employee and Public Awards and Recognitions **Date:** March 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 March 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. VHSL individual state wrestling champions
2. 2023 VHSL Scholastic Bowl state champions

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.



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

Section: Approval of Meeting Minutes **Date:** March 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. February 21, 2023 Special School Board Meeting
- B. February 28, 2023 Regular School Board Meeting*

***Note:** Supporting documentation will be provided to the School Board under separate copy and posted to the School Board website on Friday, March 10.

Background Summary:

N/A

Source:

Bylaw 1-40

Budget Impact:

N/A



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 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 VBTV 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.

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

Tuesday, February 21, 2023
Special School Board Meeting
Page 2 of 2

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



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 Mini-Retreat/ Regular Meeting MINUTES **Tuesday, February 28, 2023**

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

Chair Riggs convened the School Board mini retreat at 11:34 a.m. on the 28th day of February 2023 at the Holland Road Annex Einstein Lab. The following School Board members were in attendance: Chair Riggs, Vice Chair Weems (arrived at 11:53 a.m.), Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin (arrived at 11:48 a.m.), Ms. Martin, Ms. Melnyk, and Ms. Owens (arrived at 11:37 a.m.)

School Board Discussion: School Board members shared the “why” and the “what” regarding their reasons for being on the School Board; shared their background, history, and goals.

Legislative Overview: Joel Andrus from Kemper Consulting provided a 2023 legislative update; overview – 45 day session, nearly 3,000 bills introduced, approximately 300 impacted LEAs; no significant amendments made to the current biennial Budget, possible future Special Session to deal with outstanding budget items, numerous retirements announced; budget and funding: remove inflation cap for next re-benchmarking process, teacher salary increase and recruitment and retention, support cap, increase behavior and mental health staff available to students to aid in early identification and support of students exhibiting mental health needs, delivering quality special education services, dedicated state funding for capital improvements; other legislative issues: school bus driver shortage, eliminate or fund currently unfunded mandates, continued reform of assessment system, laboratory schools and innovative learning environments.

Budget: Crystal Pate, Chief Financial Officer shared budget information; recap of questions from the School Board regarding posting updated budget balancing spreadsheet to the website, “transfers to other funds”, administrative assistant at Bayside HS verses the administrative assistant at Landstown MS; shared the revised budget balancing sheet and mentioned the increase allowances for advanced degrees and additional 1.0 Admin Assistant for Bayside HS; if receive more funding, possible use towards: allowances for advanced degrees, additional compensation, PAYGO funding for the CIP; Cheryl Woodhouse, Chief Human Resources Officer reviewed information on the implementation costs summary by phase from the Segal presentation; Melisa Ingram, Executive Director, Office of Facilities Services shared information on the Capital Improvement Program (CIP); reviewed funding sources – alternative A for years 2023/24 through 2028/29; reviewed the CIP Proposed FY24 budget; CIP Funding – total cost (including appropriations to date) \$735,426,061, Year 1 (2023/24) \$62,800,000; items in the CIP: renovations & replacement projects, renovations and replacements – safe school improvements, energy performance contracts, elementary school playground equipment replacement, Princess Anne High School Replacement, Bettie F. Williams/Bayside 6th Replacement, Bayside High School Replacement (partially funded); Year 1 proposed funding (2023/24 \$62,800,000) will allow the School Division to execute: 44 projects – support continued project funding, various phased of design & construction; 5 schools – support grant matches & maintain federal grant funding; 3 replacement school projects.

The presentation continued with questions and comments regarding starting salaries; unified pay scale and instructional scale; fund transfers; PPEA; funding for CIP projects; excess property; Jericho Road; need for a CIP budget; cost of the three school replacement projects; grant funding; design projects; funding sources for sale of property.

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 2 of 13

The School Board took a break at 1:23 p.m. and reconvened at 1:35 p.m.

Teacher Retention: Cheryl Woodhouse, Chief Human Resources Officer presented information on recruitment and retention; teacher retention percentage for 2021-2022 was 87.72%; current retention strategies: provided two \$1,000 bonuses, extended instructional contracts until January 31, 2023, professional development conducted to increase awareness of routes to licensure among teacher assistants, eliminated non-resident student tuition costs for staff, reduced the premium cost of health insurance to employees effective January 1, 2023, issued early commitments and letters of intent to prospective new teacher hires, hired three grant-funded teacher retention liaisons, teachers facilitating sessions at recruitment events; mentioned grant funding sources: Recruitment Incentive for Public Education (RIPE), Recruitment and Retention Support Grant (RARS), STEM Teacher Recruitment and Retention Initiatives (TRRI); expanding teacher retention efforts: create a teacher referral program, implement stay interviews, expand the teacher retention liaison position; equity plan alignment: increase employee perks, discounts, and offerings; evaluate the effectiveness of recruitment and retention through surveys and focus groups; offer a variety of professional learning opportunities for all staff; review and calibrate application screening process for the purpose of establishing consistency across buildings; increase intentionally in the recruitment of a diverse workforce.

The presentation continued with questions and comments regarding grant source funding; teacher transfers; paths to licensure; alternative ways to licensure; personnel report; number of retirements; Meet and Greet event at Green Run High School; provisional license; career switchers; hiring fairs; teacher time requirements after workday; involuntary transfers; transfer process; pay scales and options; instructional scale and unified scale.

Career and Technical Education: Kipp Rogers, Ph.D., Chief Academic Officer provided a brief introduction; Sara Lockett, E.D., Director, Office of Technical and Career Education presented information on VBCPS Career and Technical Education; mentioned where career focused instruction happens: elementary, middle, and high schools, academy programs, Technical and Career Education Center, Advanced Technology Center, dual enrollment at TCC, Adult Learning Center; middle schools (grades 6-8): Career Skills, Creative Coding and Computer Solutions (I, II, III), Financial Skills, Technology Education (6, 7, 8), Teen Living (6, 7, 8), Digital Applications (HS Credit), Desktop Publishing (HS Credit); offerings at Technical & Career Education Center: Air Conditioning, Refrigeration, and Heating (HVAC), Auto Body and Paint Technology, Automotive Service Technology, Carpentry, Construction Technology, Cosmetology, Culinary Arts, Dental Assisting, Early Childhood Education, Electricity, Electronics/Robotics, Landscape Design and Management, Legal Systems Administration, Licensed Practical Nursing, Masonry, Welding, etc.; offerings at Advanced Technology Center: Architectural Design, Cisco Network Engineering (Dual Enrollment), Cybersecurity Systems Technology, Digital Design, Engineering Design, Engineering Technology, Game Character Design, Hospitality & Tourism Management (Dual Enrollment), Information Technology & Cyber Foundations, Marketing and Entrepreneurship @ Lynnhaven Mall, Modeling & Simulation, Naval Architecture & Ocean Engineering, Network Administration & Cyber Defense (Dual Enrollment), etc.; high schools: business education courses, engineering and technology education courses, family and consumer science courses, marketing and entrepreneurship courses, NJROTC; reviewed CTE stackable credential model; VBCPS Industry Credentials earned 2021-2022: 100 different assessments, 15,440 assessments administered, 12,442 industry credentials earned, 139,875 industry credentials earned since 2002; 2022-2023 (semester 1): 7,142 industry credential earned; reviewed VBCPS student pass rates for various assessments; the class of 2022 graduated with 9,606 industry credential, 2,654 students earned multiple credentials; shared photos supporting CTE Programs.

The presentation continued with questions and comments regarding needs for CTE – staffing; dual enrollments; weighed classes; college credit classes; credential assessments; certifications; tracking internships; follow-up survey after graduation; work-based learning specialist; NJROTC – partnership and costs; general fees for courses; keep fees low; volunteers; events that showcase CTE.

The School Board took a break at 3:04 p.m. and reconvened at 3:17 p.m.

Parliamentarian: Kamala Lannetti, School Board Attorney presented information on parliamentarian; Bylaws are School Board's procedures; parliamentary procedure is not a law or statute; purpose of parliamentary procedures is to provide an orderly and fair method for an organization to conduct business; the School Board can create its own governance/parliamentary procedures; School Board Bylaws: Appendix A Standing Rules (12 rules), Appendix B Special Rules – sets forth the Order of Business for School board meetings, Bylaw 1-40 Parliamentary Authority, Special Rules of Order and Standing Rules; Bylaw 1-40 states that the School Board will use Robert's Rules of Order if a Bylaw does not otherwise address a parliamentary procedure; discussion regarding the School Board need for a Parliamentarian; cost; group runs well; learning curve for new Chair; School Board Attorney present at

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 3 of 13

meetings; professional development/classes for parliamentary procedure; reviewing and knowing bylaws; prepare for meetings; read agenda; general consensus - at this point no need to spend funds on a parliamentarian.

Summer Retreat Topics: There was a brief discussion regarding topics for the School Board summer retreat; topics for consideration: Annual Compass to 2025; time for teachers; outcome from Richmond – what it means to our work; testing results; Equity Update (possible follow-up in May); school calendar; Recovery School Update; purpose of school visits; Jericho Road land (retreat or workshop topic); differences between NAEP scores and SOLs; discipline; school start times; GED and VBCPS policy; apprenticeship/internships and workforce.

The mini retreat concluded at 3:43 p.m.

1. **Administrative, Informal, and Workshop:** Chair Riggs convened the Administrative, Informal, and Workshop session at 4:01 p.m. on the 28th day of February 2023 and announced members of the public will be able to observe the School Board meeting through live streaming 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 Superintendent Spence, the following School Board members were present: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning (arrived at 5:20 p.m. – due to traffic), Ms. Martin, Ms. Melnyk, and Ms. Owens. Chair Riggs mentioned Ms. Brown was in traffic and would be arriving later.

- A. School Board Administrative Matters and Reports: Chair Riggs thanked Ms. Amber Hester and staff for the gifts of appreciation for School Board Appreciation Month; Ms. Anderson attended the AVID workshop last week at Great Neck Middle School and gave a shout out to the school and all the things being done for students.
- B. Behavior Response and Support: Matthew Delaney, Chief Schools Officer shared information on the Behavioral supports provided for students, staff and families; proactive approach to support student behavior; the need to address the behavioral needs of our students and staff have been an increasing challenge; perceptions of school safety – based on surveys conducted in 2020-2021 and 2021-2022, more than 90 percent of students, staff and parents reported that their school was a safe place; Thomas DeMartini, Director, Office of Security and Emergency Management continued the presentation; infrastructure: access door control, Genetec camera additions, Raptor Drill Management implementation; policy/procedures: creation/implementation of Armed Security Officer Program, comprehensive Audit Program for all schools and auxiliary buildings; training: administrative training “Searching Students – Legal/Tactical Best Practices”, Armed Security Officer training, DCJS Security Officer training, “Threat Assessment” Training – Model Policy (best practices); reviewed timeline of Office of Security and Emergency Management (OSEM) staffing; office recently changed name to Security & Emergency Management, continue to work on the procurement of the “RAVE” Mass Notification System, School Security Officer Program will continue to grow and progress, continue to update the OSEM Intranet Site to enhance “Emergency Response Plan” and resource accessibility, comprehensive Audit Program will continue to help improve the Division’s critical incident preparedness and response capabilities.
Matthew Delaney continued the presentation; referred to the VBCPS Behavior Supports & Code of Student Conduct document; mentioned VA Code 22.1-279.3; VBCPS strives to create environments conducive to learning through the consistent application of discipline guidelines governed by local, state, and federal guidelines; federal – new guidance from Office for Civil Rights (OCR) and Office of Special Education and Rehabilitative Services (OSERS) to help schools support students with disabilities and avoid discriminatory use of discipline; reviewed discipline procedures for students with disabilities under IDEA 8VAC20-81-160; IEP team shall consider the use of positive behavioral interventions, strategies, and supports to address the behavior; Manifestation Determination Review (MDR) process; state guidelines – Suspensions and Expulsion of Students Code 22.1-277, students may be suspended or expelled from attendance at school for sufficient cause, however, in no cases may sufficient cause for suspensions include only instance of truancy; noted student behavior and administrative response (SBAR), behavior categories – behaviors that impede academic progress, relationship behaviors, behaviors that present a safety concern, behaviors that endanger self or others, persistently dangerous behaviors; SBAR three-pronged approach: behavioral intervention, instructional support, administrative response; local – School Board Policy 5-21 and 5-36; level of administrative responses to student behavior: Level 1 – Intervention, Level 2 – In-School Suspension (up to 3 days), Level 3 – Out of School Suspension (up to 5 days), Level 4 – Out of School Suspension (6-10 days), Level 5 – Long-term Suspension/Expulsion; mentioned resources to provide support for students and staff: school counselors, Student Response Teams, Student Support Specialists, PBIS coaches, Behavioral Intervention Specialists, Section 504 team, Special Education Committee (SEC); BASE program is a short-term intervention for students in Kindergarten

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 4 of 13

through 2nd grade; Choices, for secondary students, is a 10 session instructional program; mentioned additional resources and supports, such as, shifting of OPEC Instructional Specialists from secondary to elementary, providing CPI: Nonviolent Crisis Intervention Training for administrators and special education teachers identified by principals, shifting of Re-ED seats from secondary to elementary for SY23-24; upcoming informational sessions: March 1 – School Safety Webinar, March 14 – School Board Workshop – Mental Health Update.

The presentation continued with questions and comments regarding Manifestation Determination Review process; behavioral intervention plan; functional behavioral assessment; 504 plan and IEP; social media; BASE program; supports for students in grades 3-5; Re-ED seats; distribution of Code of Conduct (paper/electronic); number of specialists; threats/threat assessment; supports for teachers; interventions; alternative formats of the Code of Student Conduct; and community support.

- C. PPEA Interim Agreement Discussion: Jack Freeman, Chief Operations Officer, provided a brief introduction; mentioned the mini retreat; CIP separate from PPEA; short recap of PPEA timeline and process; mentioned next steps - School Board to reaffirm support for the interim agreement; Melisa Ingram, Executive Director, Office of Facilities Services continued the presentation; reviewed what is a PPEA project; reviewed the anticipated timeline; steps in process; benefits of the PPEA process: schools open sooner, cost savings, prototype high school plan; interim agreement: \$15.4 million, all funds appropriated; interim agreement work will help inform – final guaranteed maximum price, debt service impact, final programming for the school (including square footage, size of classrooms); PPEA interim agreement – three replacement schools (Princess Anne High School, B.F. Williams/Bayside 6th, Bayside High School); PPEA interim agreement status: School Board approved August 9, 2022, City Council action – deferred to April 18, 2023; reviewed PPEA timeline and next steps dates in the approval process; shared image/slide of School Board resolution from August 9, 2022; mentioned inflation costs; and low risk. Chair Riggs mentioned questions could be asked during the Action agenda portion. See Agenda item #15C.
- D. Superintendent's Estimate of Needs for -FY 2023/24 and the Superintendent's Proposed FY 2023/24 – FY 2028/29 Capital Improvement Program Budget: Due to time constraints, the presentation was moved to agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters.

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 5:32 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 6:02 p.m. on the 28th day of February 2023 and welcomed members of the public both in person and online.

In addition to Superintendent Spence, the following School Board members were present: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown (arrived at 6:38 p.m. due to traffic), Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Vice Chair Weems left the meeting at 6:21 p.m. due to a family emergency.

6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**

- A. National Board Certified Teachers: The School Board recognized the following teachers who received National Board certification: Jessica Dennis, kindergarten teacher, Linkhorn Park Elementary School; Matthew Denvir, English teacher, Tallwood High School; Lindsey Eskins, band instructor, Independence Middle School; Zachary Kattwinkel, drama teacher, First Colonial High School; Claire Love, second grade teacher, Christopher Farms Elementary School; Suzanne Forster-Sackel, fourth grade teacher, Arrowhead Elementary School; Michelle Robusto-DeAtley, English teacher, Kellam High School; Heidi Yeager, gifted teacher, Kempsville Middle School; and Kelly Zajac, fifth grade teacher, Christopher Farms Elementary School.

8. **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. Franklin made the motion, seconded by Ms. Martin. 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, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Ms. Brown was not in attendance at the time of the vote, see agenda item #5.

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 5 of 13

9. Superintendent's Report: Superintendent Spence shared the following information: 1) School Board Appreciation Month; 2) A Day of Service at Plaza Middle School, on January 31, sixth and seventh graders performed service projects at Plaza Middle School and eighth graders volunteered at several locations; 3) earlier this month, Environmental Studies Program students went to see a beached whale being examined by the Virginia Aquarium stranding team, the endangered right whale washed ashore within walking distance of their classroom; 4) in March, all 4,768 of our fifth graders are reading the same book, "EllRay Jakes is Magic!" by Sally Warner, as part of a new literacy initiative called All District Read; and 5) this week celebrating Public Schools Week.

10. Approval of Meeting Minutes

- A. February 7, 2023 Special School Board Meeting: Chair Riggs called for any modifications to the February 7, 2023 special School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the February 7, 2023 minutes as presented. Ms. Anderson made the motion, seconded by Mr. Culpepper. 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, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Ms. Brown was not in attendance at the time of the vote, see agenda item #5.
- B. February 14, 2023, Regular School Board Meeting: Chair Riggs called for any modifications to the February 14, 2023 regular School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the February 14, 2023 minutes as presented. Ms. Martin made the motion, seconded by Ms. Manning. 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, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Ms. Brown was not in attendance at the time of the vote, see agenda item #5.

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 forty (40) in person speakers (including twenty-four (24) in person student speakers) and two (2) online speakers; topic discussed were VDOE Model Policy; transgender students; school counselors; preferred name and pronoun; bullying; respect for all students; student equity; safety of students; parental rights; student rights; instructional and unified pay scale; transfer policy; pay scale for PT/OT; budget; teacher planning time, workload; Option 1 for teachers; professional level II pay scale; superintendent's estimate of needs (SEON); teacher shortage; PPEA; Capital Improvement Program (CIP); school enrollment; after-school club; size of Princess Anne High School; PRC meeting; accountability; and discipline.

The Public Comments were suspended at 8:00 p.m. to continue with the formal meeting and the items on the information agenda.

12. Information

- A. Interim Financial Statements – January 2023: Daniel Hopkins, Director of Business Services, presented the following financial information to the School Board; overall revenue trend remains acceptable at this point in the fiscal year; on February 16 received the House and Senate proposed amendments to the FY23 Direct Aid Budget; mentioned the error on the Governor's proposal of \$3.3 million and changes to the House and Senate Proposals; federal revenues are showing an acceptable trend; received Impact Aid payments of approximately \$10 million through end of January; sale tax receipts are at an acceptable level; approximately \$3.6 million higher than the same time last year; February sales tax is down from the pervious year by \$200,000; and expenditures and encumbrances trend continues to remain acceptable at this point in the fiscal year.
- B. Policy Review Committee (PRC) Recommendations: 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 February 9, 2023 meeting. School Board Attorney, Kamala H. Lannetti presented the following:
 1. Policy 2-1/Management Plan/Goals and Objectives: The PRC recommended scrivener's changes.
 2. Policy 2-2/Definition: No recommended changes
 3. Policy 2-3/Consultants: The PRC recommended added language pertaining to monthly reports regarding consultant contracts to School Board. There was a brief discussion regarding consultants and information to be provided on the monthly report; Policy 2-3 will go back to the Policy Review Committee for further review and clarification.

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 6 of 13

4. Policy 2-5/Superintendent: Qualifications: The PRC recommended scrivener's changes. Upon review, to add a capital "S" to the word superintendent.
5. Policy 2-6/Superintendent: Recruitment and Selection Procedures: The PRC recommended scrivener's changes.
6. Policy 2-7/Superintendent: Appointment/Term of Office/Oath/Compensation: No recommended changes.
7. Policy 2-8/Superintendent: Powers/Duties/Responsibilities: No recommended changes.
8. Policy 2-9/Superintendent: Evaluation: No recommended changes.
9. Policy 2-10/Superintendent: Vacancy in Office/Acting Superintendent/Fines/Suspension/Separation/Conditions of Employment: The PRC recommended scrivener's changes. There was one question regarding the timeline under section B – Vacancy in Office.
10. Policy 2-13/Job Descriptions: No recommended changes.
11. Policy 2-14/Organizational Structure: No recommended changes.
12. Policy 2-19/Administrative Action in Absence of Policy: No recommended changes.
13. Policy 2-20/Review of Administrative Decisions/Board Requests of Administrators: The PRC recommended additional language to regarding public access.
14. Policy 2-33/Coordinators: Title IX/Section 504/ADA: The PRC recommended scrivener's changes.
15. Policy 5-29/Awards for Achievement/Class Rank/Honor Designations: The PRC recommended additional language regarding school year 2023-2024, required enrollment, and schools with an advanced academy and the ability to have 2 valedictorians and 2 salutatorians. There was a discussion regarding the policy being reviewed; language in the policy regarding consecutive semesters; military families and transitional families; weighted classes; valedictorian and salutatorian; grade point averages for the honor designations; academy programs; class rank; motivation to take higher level courses; Policy 5-29 will go back to Policy Review Committee for further review.
16. Policy 7-49/Organizations Eligible to Use Facilities: The PRC recommended changes to reflect addition of Girl Scouts and the change in the Boy Scouts' Organizational name.

13. Return to public comments if needed: The Public Comments resumed at 8:59 p.m. and concluded at 9:21 p.m. See agenda item #11 for topics discussed.

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

- A. Resolutions:
 1. National Women's History Month: Recommendation that the School Board approve a resolution recognizing March 2023 as National Woman's History Month.
 2. VSBA Students and Schools in Challenging Environments: Recommendation that the School Board approve a resolution recognizing March as Virginia School Boards Association Students and Schools in Challenging Environments Month.
 3. Fine Arts in our Schools Month: Recommendation that the School Board of the City of Virginia Beach proclaims the month of March 2023 as Fine Arts in Our Schools Month.
 4. National School Social Work Week: Recommendation that the School Board approve a resolution recognizing March 5-11, 2023, as National School Social Work Week.
 5. Read Across America: Recommendation that the School Board approve a resolution endorsing the National Education Association's Read Across America.
- B. Recommendation of General Contractor: New Castle Elementary School Roof Replacement: Recommendation that the School Board approve a motion authorizing the Superintendent to execute a contract with TST Tactical Defense Solutions, Inc. d/b/a TST Roofing for the New Castle Elementary School Roof Replacement in the amount of \$3,200,000.
- C. Resolution for Opioid Settlement Class Action Suit: Recommendation that the School Board approve the Resolution regarding settlement of the Class Action suit against various defendants concerning Opioid distribution.

After reading the items on the Consent Agenda, Chair Riggs called for any objections to the Consent items. Hearing none, Chair Riggs called for a motion to approve all the items on the Consent Agenda as presented. Ms. Melnyk made the motion, seconded by Mr. Callan. Before the vote, the resolutions were read. Ms. Marin read the following resolution:

**Resolution
National Woman's History Month
March 2023**

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 7 of 13

WHEREAS, American women of every race, class, and ethnic background have made historic contributions to the growth and strength of our school division, communities and nation in countless recorded and unrecorded ways;

WHEREAS, American women have played and continue to play critical economic, cultural, and social roles in every sphere of the life of the nation by constituting a significant portion of the labor force working inside and outside of the home;

WHEREAS, American women have played a unique role throughout the history of our city and nation by providing the majority of the teaching force of the nation;

WHEREAS, American women were particularly important in the establishment of early charitable, philanthropic, and cultural institutions in our nation that are still evident today;

WHEREAS, American women of every race, class, and ethnic background served as early leaders in the forefront of every major progressive social change movement;

WHEREAS, American women have served our country courageously in the military;

WHEREAS, American women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor movement, the civil rights movement, and other movements, especially the peace movement, which create a more fair and just society for all; and

WHEREAS, despite these contributions, the role of American women in history has been consistently overlooked and undervalued, in the literature, teaching and study of American history:

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of March 2023 as National Women's History Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and recognize women, in both the public and private sectors that provide healing and hope for the betterment of all throughout the community; and be it

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

Ms. Anderson read the following resolution:

Resolution
VSBA Students and Schools in Challenging Environments Month
March 2023

WHEREAS, challenging environments in schools have become an increasingly significant area of concern in the United States and Virginia; and

WHEREAS, over 50% of public school students qualify for subsidized meals; and

WHEREAS, the code of the Commonwealth of Virginia, through the acts of the legislative, executive, and judicial branches, acknowledges geographical and local challenges with funding public education and seeks to remedy disparities across the state; and

WHEREAS, we recognize that factors including, but not limited to, disability, race, ethnicity, and socioeconomic status have a demonstrated history of impacting the educational opportunities provided to a student; and

WHEREAS, the promise of public education is for every child to be successful in school and life; and

WHEREAS, it is important for Virginia Beach families, students, teachers, and school administrators to be aware of the diverse needs and strengths of learners, and to encourage discussion of the challenges and opportunities as a school community; and

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 8 of 13

NOW, THEREFORE, BE IT RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of March 2023 as VSBA Students and Schools in Challenging Environments Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to advocate and increase awareness about the supports necessary to improve Virginia Beach's challenged school environments; and be it

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

Mr. Callan read the following resolution:

RESOLUTION
FINE ARTS IN OUR SCHOOLS MONTH
MARCH 2023

WHEREAS, fine arts programs in Virginia Beach City Public Schools provide curricular, co-curricular and extracurricular experiences in art, dance, music and theater arts for all student members of the school community and for the Virginia Beach community at large; and

WHEREAS, the School Board of the City of Virginia Beach is cognizant of the importance of fine arts to all our students, not only while they are in school but also throughout their lives; and

WHEREAS, art, dance, music and theater arts are now and have been a vital part of the curriculum and instruction of the public schools of Virginia Beach; and

WHEREAS, the month of March has been designated as Music in Our Schools Month, Youth Art Month, and Theatre in the Schools Month by their national associations.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach recognizes the month of March 2023 as Fine Arts in Our Schools Month in Virginia Beach City Public Schools; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach express its appreciation to our fine arts educators for enhancing our lives and the lives of our children through art, dance, music and theater arts; 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 Social Work Week
March 5-11, 2023

WHEREAS, Virginia Beach City Public Schools social workers help identify and remove environmental barriers to learning, thus allowing students to reach their full potential; and

WHEREAS, school social workers are committed to mobilizing family, school and community resources to enable students to learn and fully benefit from their educational program; and

WHEREAS, school social workers are valuable members of the multidisciplinary team serving schools, providing a wide range of services to students, parents and staff; and

WHEREAS, school social workers use their expertise in child development, community resources, mental health and crisis intervention to develop and implement interventions to support educational success; and

WHEREAS, school social workers assist the most vulnerable children and adolescents, including children with disabilities, children living in homelessness, children living in poverty, pregnant teens, suicidal teens, truants and other at-risk children; and

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 9 of 13

WHEREAS, this shared approach to assisting students promotes students' learning and helps guide students to high school graduation and postsecondary experiences and the skills necessary to be productive citizens;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach recognize the second full week of March 2023 as National School Social Work 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.

Ms. Brown read the following resolution:

**Resolution Read Across America
March 2, 2023**

WHEREAS, the citizens of Virginia Beach stand firmly committed to promoting reading as the catalyst for our students' future academic success, their preparation for America's jobs of the future and their ability to compete in a global economy; and

WHEREAS, Virginia Beach City Public Schools has provided significant leadership in the area of community involvement in the education of our youth, grounded in the principle that education investment is key to the community's well-being and long-term quality of life; and

WHEREAS, "National Education Association's (NEA) *Read Across America*," a national celebration of reading on March 2, 2023, motivates students to read a variety of literature that are about everyone, for everyone;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach calls on all the citizens of Virginia Beach to assure that every child is in a safe place reading together with a caring adult on March 2, 2023, and be it

FURTHER RESOLVED: That this body enthusiastically endorses "NEA's *Read Across America*" and recommits our community to engage in programs and activities that improve the reading abilities of all children; and be it

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

Ms. Melnyk read the following resolution on behalf of Vice Chair Weems:

**RESOLUTION
A RESOLUTION OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, VA
APPROVING
PARTICIPATION IN THE PROPOSED SETTLEMENT OF OPIOID-RELATED CLAIMS
AGAINST TEVA, ALLERGAN, WALMART, CVS, WALGREENS, AND THEIR RELATED
CORPORATE ENTITIES, AND DIRECTING COUNSEL TO EXECUTE THE DOCUMENTS
NECESSARY TO EFFECTUATE PARTICIPATION IN THE SETTLEMENTS**

WHEREAS, the opioid epidemic that has cost thousands of human lives across the country also impacts the Commonwealth of Virginia and its political subdivisions by adversely impacting, amongst other things, the delivery of emergency medical, law enforcement, criminal justice, mental health and substance abuse services, and other services; and

WHEREAS, the Commonwealth of Virginia and its political subdivisions have been required and will continue to be required to allocate substantial taxpayer dollars, resources, staff energy and time to address the damage the opioid epidemic has caused and continues to cause the citizens of Virginia; and

WHEREAS, settlement proposals have been negotiated that will cause Teva, Allergan, Walmart, CVS, and Walgreens to pay billions of dollars nationwide to resolve opioid-related claims against them;

NOW THEREFORE BE IT RESOLVED that the School Board of the City of Virginia Beach, Virginia approves of participation in the proposed settlement of opioid-related claims against Teva, Allergan, Walmart, CVS, Walgreens, and their related

corporate entities, and directs legal counsel and the Superintendent or designee to execute the documents necessary to effectuate participation in the settlements, including the required release of claims against settling entities, and that the Superintendent or designee collaborate with the City Manager or designee regarding use of settlement funding to address education regarding opioid use and addiction by students.

Adopted by the School Board of the City of Virginia Beach, Virginia this 28th day of February 2023.

After the resolutions were read and without any recusals, Chair Riggs called for a vote to approve the Consent Agenda as presented. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Vice Chair Weems was not in attendance at the time of the vote, see agenda item #5.

15. Action

- A. Personnel Report / Administrative Appointments: Chair Riggs called for a motion to approve the February 28, 2023 personnel report and administrative appointments. Ms. Anderson made the motion, seconded by Ms. Franklin that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the February 14, 2023 personnel report along with administrative appointments as recommended by the Superintendent. Before the vote, Mr. Culpepper had a point of personal privilege regarding abstaining from the vote several times, addressed the issue, received feedback from the Superintendent and staff, additional information was provided on the report. Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Vice Chair Weems was not in attendance at the time of the vote, see agenda item #5. There were no administrative appointments.
- B. Governance Committee At-Large Seat Recommendation: Chair Riggs called for a motion to approve Jessica Owens as the additional School Board member on the Governance Committee. Ms. Anderson made the motion, seconded by Ms. Melnyk. For clarity, Chair Riggs provided brief background information on the motion. Without further discussion or recusals, Chair Riggs called for vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Vice Chair Weems was not in attendance at the time of the vote, see agenda item #5.
- C. PPEA Interim Agreement: Recommendation, that, in response to the City Council's request, the School Board determine whether it continues to support the Proposed Interim Agreement with S.B. Ballard Construction Company for design work for Princess Anne High School, B.F. Williams/Bayside 6th, and Bayside High School as approved on August 9, 2022. To open the floor for discussion, Chair Riggs called for a motion on the PPEA Interim Agreement. Mr. Culpepper made the motion, seconded by Ms. Martin. A discussion followed with comments and questions regarding advantages of the PPEA; design costs; inflation; prototype design; cost of buildings with design/bid/build model; total project costs; Henrico school building; negotiation with the PPEA process; lack of competition; size of schools; funding for three school projects; numbers in the CIP; Policy 3-71; support for PPEA; square footage of new buildings; current rate of funding; benefits verses risks; how many contractors bid on contracts; mindful of taxpayers money; clarification regarding unsolicited bid and overview of process; savings on projects; need a decision from the School Board regarding the PPEA.
Ms. Melnyk made the motion, seconded by Mr. Culpepper, that the School Board vote on the PPEA Interim Agreement so the School Board can move forward with the next step; clarity on the motion – to send it back to City Council, voting to confirm that what we sent to City Council – you still agree with that and you want City Council to consider it; restated we confirm that we still want the City Council to consider the Interim Agreement as sent in August; for clarity the motion was restated – the motion on the floor is that the School Board vote to confirm that they want City Council to proceed with a decision on the Interim Agreement, the request to approve the Interim Agreement as it was sent to them in August of 2022. Without further discussion, Chair Riggs called for a vote on the motion Ms. Melnyk made and Mr. Culpepper seconded. The School Board Clerk announced there were seven (7) ayes in favor of the motion: Chair Riggs, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Martin, and Ms. Owens. There were two (2) nays opposed to the motion: Ms. Brown and Ms. Manning. There was one (1) abstention: Ms. Melnyk due to conflict of interest/does not vote on general contractor projects. The motion passed, 7-2-1.

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 11 of 13

- 16. Committee, Organization or Board Reports:** Ms. Anderson mentioned the Youth Ambassador through the Sister Cities will be chosen on March 24 and the program will take place at the Philippine Cultural Center of Virginia Beach; reminder Governance Committee meeting tomorrow; Ms. Manning confirmed the time of the Policy Review Committee meeting at 11:00 am on March 9; and Ms. Melnyk mentioned Internal Audit Committee meeting on March 2 at 1:00 p.m.
- Chair Riggs announced the return to the Einstein Lab to finish the budget workshop presentation and Closed Session.
- The School Board recessed at 11:13 p.m.
- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** The School Board reconvened at 11:22 p.m.
- Returned to workshop item:
- D. Superintendent's Estimate of Needs for FY 2023/24 and the Superintendent's Proposed FY 2023/24 – FY 2028/29 Capital Improvement Program Budget: Crystal Pate, Chief Financial Officer presented information that was previously shared during the mini-retreat; recapped questions from the School Board members; reviewed the revised budget balancing figures; noted changes on the following items: increase allowances for advanced degrees and additional 1.0 Admin Assistant for Bayside HS; possible additional funding through the General Assembly; going with Option 1 for the instructional scale and unified pay scale as presented; if more money is received, what are suggestions from School Board; budget department recommendations: allowances for advanced degrees, additional compensation, PAYGO funding for the CIP; mentioned Capital Improvement Program; the presentation continued with questions and comments regarding the state budget and additional funding; additional funding to advanced degrees and Option 1; Option 2 funding on the unified scale; posting options on the website; sharing information with public; pay scales; Segal presentation and recommendations; and reminder of special School Board meeting next week for adoption of budget and CIP.

Closed Session: Ms. Melnyk made a motion, seconded by Ms. Anderson 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 contract matters.
2. Grievability determination for an Employee Grievance # 531-12-7-22
3. Pending litigation matters
4. JUUL Labs, Inc. Settlement Offer discussions

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 12 of 13

The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into closed session: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. Note: Vice Chair Weems was not in attendance at the time of the vote, see agenda item #5. The motion passed, 10-0-0.

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

1. Superintendent's mid-year evaluation and contract matters: School Board members: Chair Riggs, 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; Regina M. Toneatto, Clerk of the Board.

Note: Ms. Melnyk stepped out of the closed session at 11:56 p.m. and returned at 11:58 p.m. Ms. Brown and Ms. Franklin stepped out of closed session at 12:30 a.m. and returned at 12:35 a.m. Ms. Lannetti stepped out of closed session at 12:32 a.m. and returned at 12:35 a.m.

4. JUUL Labs, Inc. Settlement Offer discussions: School Board members: Chair Riggs, 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; Regina M. Toneatto, Clerk of the Board.
3. Pending litigation matters: School Board members: Chair Riggs, 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; Regina M. Toneatto, Clerk of the Board.
2. Grievability determination for an Employee Grievance # 531-12-7-22: School Board members: Chair Riggs, 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; Regina M. Toneatto, Clerk of the Board.

Note: Superintendent Spence and School Board Attorney, Kamala H. Lannetti stepped out of the closed session at 12:54 a.m. and returned at 12:57 a.m.

The School Board reconvened at 12:59 a.m., March 1, 2023.

Certification of Closed Session: Ms. Melnyk 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. Manning made the motion, seconded by Ms. Owens. There were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

Chair Riggs made the following motion, seconded by Ms. Franklin that the School Board approve the settlement offer with JUUL Labs, Inc., and authorize the School Board Chair, the Superintendent or designee and the School Board Attorney to take all other actions necessary to accomplish this settlement.

Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

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

Tuesday, February 28, 2023
School Board Mini-Retreat/ Regular Meeting
Page 13 of 13

Chair Riggs read the following resolution, which was seconded by Ms. Melnyk:

**RESOLUTION
GRIEVABILITY DETERMINATION IN GRIEVANCE 531-12-7-22
(TERRY POPE)**

WHEREAS: an Employee has submitted a grievance to resolve a dispute with the Employee's principal regarding written corrective actions given to the Employee; and

WHEREAS: the School Administration, in accordance with Regulation 4-3.1 and applicable law, has challenged whether the grievance as set forth by the Employee meets the definition of a "grievance" and whether the Employee should be allowed to proceed with the grievance procedures; and

WHEREAS: the School Board determined that the parties would submit written arguments to the School Board regarding grievability; and

WHEREAS: on February 28, 2023, the School Board met in Closed Session to deliberate on the written argument submitted by the parties.

NOW THEREFORE, IT IS RESOLVED BY THE SCHOOL BOARD, that:

1. The School Board determines that the grievance meets the definition of a "grievance" and that the Employee may proceed to the next stage of the grievance procedures.

FURTHER RESOLVED: that the Clerk shall provide a copy of this Resolution to the Employee, the Employee's attorney, School Board Attorney, the Director of Employee Relations, and Chief Human Resources Officer who shall place a copy of this Resolution together with a copy of the supporting documentation in the Employee's personnel file.

Adopted by the School Board of the City of Virginia Beach this 1st day of March, 2023.

18. Adjournment: Chair Riggs adjourned the meeting at 1:02 a.m., March 1, 2023.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Trenace B. Riggs, School Board Chair



Subject: Policy Review Committee Recommendations **Item Number:** 14A1-14

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

Senior Staff: Donald E Robertson, Ph.D., Chief of Staff

Prepared by: Kamala H. Lannetti, School Board Attorney; John Sutton, III, Coordinator, Policy and Intergovernmental Affairs; Desiree Call, Intern

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

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 February 9, 2023, meeting.

Background Summary

- 1) Policy 2-1/Management Plan/Goals and Objectives - recommended scrivener's changes.
- 2) Policy 2-2/Definition - no recommended changes.
- 3) Policy 2-5/Superintendent: Qualifications - recommended scrivener's changes.
- 4) Policy 2-6/Superintendent: Recruitment and Selection Procedures - recommended scrivener's changes.
- 5) Policy 2-7/Superintendent: Appointment/Term of Office/Oath/Compensation - no recommended changes.
- 6) Policy 2-8/Superintendent: Powers/Duties/Responsibilities - no recommended changes.
- 7) Policy 2-9/Superintendent: Evaluation - no recommended changes.
- 8) Policy 2-10/Superintendent: Vacancy in Office/Acting/Superintendent/Fines/Suspension/Separation/Conditions of Employment - recommended scrivener's changes.
- 9) Policy 2-13/Job Descriptions – PRC recommends adding language to make the job description available to the public.
- 10) Policy 2-14/Organizational Structure - no recommended changes.
- 11) Policy 2-19/Administrative Action in Absence of Policy - no recommended changes.
- 12) Policy 2-20/Review of Administrative Decisions/Board Requests of Administrators - no recommended changes.
- 13) Policy 2-33/Coordinators: Title IX/Section 504/ADA – amended to reflect current language.
- 14) Policy 7-49/Organizations Eligible to Use Facilities - recommended changes to reflect addition of Girl Scouts and the change in the Boy Scouts' Organizational name.

Source:

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.
Policy Review Committee Meeting of February 9, 2023

ADMINISTRATION

Management Plan/Goals and Objectives

A. Management Plan

The School Board in cooperation with the Superintendent is responsible for the effective and efficient operation of the School Division. Each school principal is responsible for providing instructional leadership and supervising the operation and management of the school and assigned property, in accordance with the policies, rules and regulations of the School- Board and under the supervision of the Superintendent.

B. Goals and Objectives

The School Board in cooperation with the Superintendent shall provide leadership to improve the quality of schooling in the following ways:

1. To encourage shared decision making;
2. To provide educational opportunities to overcome factors of socioeconomic background or preschool disadvantage to ensure that all children learn;
3. To involve parents, religious organizations, military, higher education, business and industry, and public and private agencies in supporting the goals of education;
4. To develop and adhere to a system of accountability to ensure school improvement;
5. To establish staff development programs to maintain and improve the professional staff and to train all participants for involvement in shared decision making, effective schooling practices, and characteristics of effective organizational cultures;
6. To establish and maintain open communications with students, employees, parents, taxpayers, and government leaders;
7. To establish employee evaluation systems based on student achievement, effective schooling practices, and school improvement initiatives;
8. To establish personnel selection, retention, and promotion practices to identify and train future leaders; and
9. To protect and advance the belief that preparing students to be successful learners, workers and citizens is the most important purpose of schooling.

These activities are to be fused into the School Division's Strategic Plan. The Superintendent shall provide the School Board and community with annual progress reports toward the identified goals and objectives of the Strategic Plan.

Adopted by School Board: December 17, 1991

Amended by School Board: October 20, 1992

Amended by School Board: December 3, 2013

Amended by School Board: December 1, 2020

Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lenzetti

ADMINISTRATION

Definition

The term "administrator" shall apply to those positions identified as “administrator” in the School Board approved Compensation Plan. Other positions are classified as “administrator” as approved by the School Board upon recommendation of the Superintendent.

Adopted by School Board: October 20, 1992

Amended by School Board: October 17, 1995

Amended by School Board: December 3, 2013

Reviewed by School Board: December 1, 2020

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Superintendent: Qualifications

The School Board will appoint a ~~a~~ Superintendent who meets the qualifications and is on the list of eligible certified by the Virginia Department of Education to serve as a ~~Division~~ ~~s~~Superintendent.

Legal Reference

Code of Virginia § 22.1-58, as amended. Division superintendent required.

Code of Virginia § 22.1-59, as amended. Qualifications of division superintendent.

Code of Virginia § 22.1-63, as amended. Certain officers ineligible for or to hold office of superintendent.

~~8-VAC-20-390-10~~, as amended. Qualifications.

~~8-VAC-20-22-600~~, as amended. Division Superintendent license.

Adopted by School Board: October 20, 1992

Amended by School Board: October 1, 2013

Amended by School Board: November 26, 2019

Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti

ADMINISTRATION

Superintendent: Recruitment and Selection Procedures

The School Board will serve as the official search committee, with the ~~C~~ehairman acting as the public spokesman in making official announcements. The School Board will publicly announce its procedures for recruitment and selection of a Superintendent. The School Board may engage consultants to assist the School Board with the recruitment and selection procedures. Current School Division personnel who meet the qualifications for candidacy may apply. The School Board shall furnish all applicants with the regulations concerning the minimum qualifications for the position of division superintendent. The School Board will follow all applicable law and regulation regarding the recruitment and appointment of the Superintendent.

Legal Reference

Code of Virginia § 22.1-59, as amended. Qualifications of superintendent.

Code of Virginia § 22.1-60, as amended. Appointment and term of superintendent; certain contractual matters.

Code of Virginia § 22.1-61, as amended. When Board to appoint superintendent.

Code of Virginia § 22.1-63, as amended. Certain officers ineligible for or to hold office of superintendent.

Virginia Board of Education Regulation 8VAC20-390-10, as amended. Qualifications.

Virginia Board of Education Regulation 8VAC~~E~~20-23-600, as amended. Division Superintendent license.

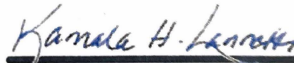
Adopted by School Board: October 20, 1992

Amended by School Board: October 1, 2013

Amended by School Board: June 23, 2020

Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Superintendent: Appointment/Term of Office/Oath/Compensation

A. Appointment and Contract

The School Board shall appoint a Superintendent from the eligible candidates licensed by the Virginia Board of Education within the time period set forth by law and regulation. The School Board may not renegotiate the Superintendent's contract during the period following the election or appointment of new School Board Members and the date such members are qualified and assume office.

B. Term of Office

The School Board shall appoint the Superintendent for an initial term of not less than two years and not more than four years. All contract terms for the Superintendent will expire on June 30th. After completion of the initial term, the School Board will appoint the Superintendent for a term not to exceed four years.

C. Oath

Before taking office, the Superintendent shall take and subscribe the oath as specified by law.

D. Compensation and expenses

The Superintendent's salary shall be determined by the School Board and paid consistent with the Superintendent's contract with the School Board. The School Board shall provide for the necessary travel, office expenses, and other expenses related to the Superintendent's performance of duties. Unless otherwise specified, the Superintendent will follow applicable policies, regulations, and/or business procedures for spending and payment/reimbursement of work-related expenses.

E. Virginia State and Local Government Conflict of Interests Act- Disclosure form filing

The Superintendent will file a disclosure form as set forth in the Virginia State and Local Governments Conflict of Interests Act, as amended.

Legal Reference

Code of Virginia § 2.2-3115, as amended. Disclosure by local government officers and employees.

Code of Virginia § 2.2-3118.2, as amended. Disclosure form; filing requirements.

Code of Virginia § 22.1-60, as amended. Appointment and term of superintendent.

Code of Virginia § 22.1-61, as amended. When Board to appoint superintendent.

Code of Virginia § 22.1-62, as amended. Appointment of same person by two or more school divisions; approval of part-time superintendent by State Board.

Code of Virginia § 22.1-64, as amended. Oath of superintendent.

Code of Virginia § 22.1-67, as amended. Expenses of superintendents.

Adopted by School Board: October 20, 1992

Amended by School Board: October 1, 2013

Amended by School Board: November 12, 2019

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti

ADMINISTRATION

Superintendent: Powers/Duties/Responsibilities

A. Generally

The Superintendent serves as the chief administrative officer of the School Division. The Superintendent shall perform those duties required by the Virginia Board of Education and the School Board. The Superintendent will provide leadership and direct the management of the School Division in accordance with policies adopted by the School Board. The Superintendent will maintain effective relationships with staff, students, parents and community, area school divisions and colleges, the Virginia Department of Education, and other municipal, state and federal agencies.

B. Performance Responsibilities

The Superintendent's performance responsibilities shall be enumerated in the Superintendent's contract.

Legal Reference

Code of Virginia § 22.1-68, as amended. Records.

Code of Virginia § 22.1-69, as amended. Superintendent to attend meetings.

Code of Virginia § 22.1-70, as amended. Powers and duties of superintendent generally.

Virginia Board of Education Regulations 8VAC20-390 *et seq.*, as amended. Rules Governing Division Superintendent of Schools.

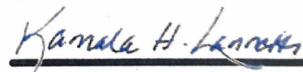
Adopted by School Board: October 20, 1992

Amended by School Board: October 1, 2013

Amended by School Board: June 23, 2020

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Superintendent: Evaluation

The School Board shall evaluate the Superintendent annually consistent with the performance standards set forth by the Virginia Board of Education and applicable law or regulation. The School Board Governance Committee shall have responsibility for the evaluation procedure.

Legal Reference

Code of Virginia § 22.1-60.1, as amended. Evaluation of superintendent.

Code of Virginia § 22.1-253.13:5, as amended. Standard 5. Quality of classroom instruction and educational leadership.

Virginia Board of Education Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents. July 1, 2012.

Adopted by School Board: October 20, 1992

Amended by School Board: October 1, 2013

Amended by School Board: June 17, 2014

Amended by School Board: June 23, 2020

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Superintendent: Vacancy in Office/Acting Superintendent/Fines/Suspension/Separation/Conditions of Employment

A. Vacancy- defined

A vacancy in the office of the Division Superintendent happens when any of the following conditions exist:

1. The Superintendent resigns office;
2. The School Board terminates the Superintendent's contract;
3. The Superintendent dies;
4. The Superintendent ceases to have the qualifications required by the Virginia Department of Education to hold the position of Division Superintendent;
5. The Superintendent becomes so incapacitated as to be unable to perform job with reasonable accommodations;
6. The Superintendent does not report to work and/or perform job duties without being excused by the School Board from performing such duties;
7. The Superintendent ceases to live in the City of Virginia Beach after establishing initial residency within a reasonable time after appointment;
8. The office of Division Superintendent shall be deemed vacant upon the Superintendent's engaging in any other business or employment during the term of office unless the Superintendent was granted prior approval by the School Board or upon the Superintendent's resignation or removal from office; and
9. Other good and just cause as determined by the School Board.

B. Vacancy in Office - procedure to appointment new Superintendent

The School Board shall appoint a division superintendent within one hundred eighty (180) days after a vacancy occurs. In the event that the School Board appoints a Superintendent and the appointee seeks and is granted release from such appointment prior to assuming office, the School Board shall be granted by the Virginia Department of Education a sixty (60) day period from the time of release within which to make another appointment. If the School Board has not appointed a Superintendent within one hundred twenty (120) days of a vacancy, the School

Board will submit a written report to the Virginia Superintendent of Public Instruction demonstrating its timely efforts to make an appointment. Upon request, the School Board shall be granted up to an additional one hundred eighty (180) days within which to appoint a division superintendent.

C. Acting Superintendent

Upon the determination of a vacancy in the Superintendent's position, the School Board shall appoint an Acting Superintendent and compensate such person in accordance with the duties performed. The Acting Superintendent will perform the duties and have the responsibilities and rights of the Superintendent until such time as a Division Superintendent is appointed and assumes office. The Acting Superintendent may be a current employee and, at the School Board's discretion, may maintain the job title, responsibilities and compensation of the current employment position in addition to the duties and responsibilities of the Acting Superintendent. By agreement with the School Board, the Acting Superintendent may resume the prior position with the School Board or another agreed upon position once the Division Superintendent is appointed and assumes office.

D. Fines, suspension and removal for cause

The Superintendent may be fined, suspended, or removed from office by either the Virginia Board of Education, upon recommendation of the Superintendent of Public Instruction, or by the School Board for sufficient cause. The Superintendent may appeal such a decision in accordance with applicable law. Nothing in this Policy prohibits the School Board from taking other disciplinary action against the Superintendent or terminating the Superintendent's contract.

E. Conditions of employment

The School Board authorizes the School Board Governance Committee to initially address concerns or issues identified by the Superintendent as conditions affecting the Superintendent's employment when the Superintendent's employment contract and/or applicable law, policy or regulation do not otherwise provide a procedure for addressing the concern or issue.

Legal Reference

Code of Virginia § 22.1-60, as amended. Appointment and term of superintendent.

Code of Virginia § 22.1-66, as amended. Vacancy in office.

| Code of Virginia § 22.1-65, as amended. Punishment of division superintendents.

| Code of Virginia § 22.1-306, as amended. Definitions.

| 8-VAC-20-390-30, as amended. Acting Superintendent.

Adopted by School Board: October 20, 1992
Amended by School Board: October 1, 2013
Amended by School Board: November 12, 2019
Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti

ADMINISTRATION

Job Descriptions

Each position shall have a job description which includes, but is not limited to, general responsibilities, essential functions, knowledge, skills, abilities, and any additional requirements necessary to the position. The job description should be available to the staff and to the public.

The Superintendent shall be responsible for developing for each administrative and supervisory position an effective job description that incorporates the guidelines under School Board Regulation 2-14.2, as amended, and other relationships necessary for efficient management of the School Division.

Related Links

School Board Regulation 2-14.2
School Division Job Titles/Descriptions

Adopted by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: October 20, 1992
Amended by School Board: December 3, 2013
Amended by School Board: December 1, 2020
Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamela H. Larrick

ADMINISTRATION

Organizational Structure

The School Board and the Superintendent value an organizational structure and two-way system of communication whereby there is an open, orderly and constructive exchange of ideas, information and assistance among employees at every level. The organizational structure of the School Division shall include organizational charts wherein each employee may identify his/her relationship with other employees. The charts should show the line of authority (chain of command) and, where possible, the secondary lines of cooperation expected across various positions.

The organizational charts shall be a graphic interpretation of the lines of responsibility guidelines established in School Board Regulation 2-14.2.

Related Links

School Board **Regulation 2-14.2**

Adopted by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: October 20, 1992

Amended by School Board: December 3, 2013

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Administrative Action in Absence of Policy

Where administrative action is required in situations for which no guidelines have been provided by the School Board, the Superintendent shall have the power to act. The Superintendent shall inform the School Board promptly of the action which shall be subject to review by the School Board at its next regular meeting. The Superintendent shall make recommendations for needed policy changes.

Adopted by School Board: October 20, 1992

Scrivener's Amendments: December 3, 2013

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamela H. Lenoir

ADMINISTRATION

Review of Administrative Decisions/Board Requests of Administrators

A. All questions from staff members concerning the operation of the School Division shall first be discussed with the appropriate administrators. School Board Members are not to request that staff members compile lengthy statistics, documents, or reports without channeling the request through the Superintendent or taking a School Board vote approving the request. To do otherwise results in staff members being given conflicting priorities.

B. Staff members are to respond to School Board Member requests regarding School Board agenda items and are to answer School Board Member's questions relating to the welfare of the School Division. In the event a staff member feels that the School Board Member request is as described in section A of this Policy, the staff member shall so advise the School Board Member, contact the Superintendent, and provide the information upon direction of the Superintendent or the School Board. School Board Members shall not act unfavorably toward staff members adhering to this policy.

Legal Reference

School Board Bylaw 1-29, as amended. School Board/Staff Communications/Staff Reports to School Board.

Related Links

School Board **Bylaw 1-29**

Adopted by School Board: October 20, 1992

Amended by School Board: October 7, 1997

Scrivener's Amendments: December 3, 2013

Reviewed by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Coordinators: Title IX/Section 504/ADA

The Superintendent shall appoint a member or members of the administrative staff to assure compliance with the following federal laws:

1. Title IX of the Education Amendments of 1972 (sex discrimination) regulations for student programs and personnel employment policies and practices;
2. Section 504 (~~discrimination of individuals with disabilities~~~~handicap discrimination~~) of the Rehabilitative Act of 1973, as amended; and
3. Americans with Disabilities Act of 1990.

Editor's Note

See School Board Regulation 2-33.1 for the administrative officers responsible for compliance.

Legal Reference

Americans with Disabilities Act of 1990, 42 U.S.C. § 12101, *et seq.*, as amended.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681-88, as amended.

Section 504 of the Rehabilitative Acts of 1973, 29 U.S.C. § 794, 34 C.F.R. Section 104.7 (a) and (b), as amended.

Related Links

School Board **Regulation 2-33.1**

Adopted by School Board: October 20, 1992

Amended by School Board: December 3, 2013

Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Larratti

COMMUNITY RELATIONS

Organizations Eligible to Use Facilities

A. Generally

The education of students and the business and operations of the School Board and the School Division shall receive first consideration in the use of School Board and School Division owned or operated buildings, facilities, grounds, vehicles, and equipment (hereinafter “facilities”). School Division recognized school-related organizations shall have priority over non-school related organizations, and approved child and youth groups shall have priority over adult groups.

All uses must be in the interest of the community as determined by the Superintendent or designee. Secret or closed meetings shall not be allowed. In the interest of public safety, and the welfare of the majority of our citizens, the Superintendent or designee reserves the right to refuse in writing any group or individual the use of facilities.

B. Use by Religious Groups

Religious groups may apply for permission to use facilities for religious services over an extended period of time with the following conditions:

1. Contracts will be reviewed and renewed ~~annually~~; annually.
2. A custodian will be required on school premises during religious services or meetings; and
3. The applicant must have definite building plans, i.e., own land, have blueprints, and/or a building fund.

C. Scouting BSA/Girl Scouts ~~Boy Scouts~~ and other patriotic youth organizations

Scouting BSA, Girl Scouts ~~Boy Scouts~~ and other patriotic youth organizations (as defined by U.S.C. Title 36) have the same ability to use school facilities as other community groups.

D. Political groups or campaigning

Facilities may not be used for campaigning for candidates for elected offices or for campaign related activities except when facilities are used as polling places and campaign activities are limited to designated areas by election officials. The purpose of this restriction is to ensure that School Board owned, or operated facilities remain politically neutral. Political groups, including but not limited to lobbying organizations, political action committees, local political groups, may use facilities for regular organization meetings under conditions that indicate that the School Board and the School Division are not endorsing or supporting the organization or any individual candidate.

Editor's Note

~~See School Board Policy 5-53: Activities: Access to School Facilities~~
~~See School Board Policy 7-48: Community Use of School Facilities/Generally~~
~~See School Board Policy 7-55: Fees for Use of School Facilities and School Board~~
~~Regulation 7-55.1: Fees for Use of School Facilities.~~

Legal Reference

Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905, as amended

Patriotic and National Observances, Ceremonies, and Organizations, 36 U.S.C. § 101 *et seq.*, as amended.

Related Links

School Board [Policy 7-53](#)

School Board [Policy 7-48](#)

School Board [Policy 7-55](#)

School Board [Regulation 7-55.1](#)

Adopted by School Board: October 20, 1992

Amended by School Board: September 2, 2003

Scrivener's Amendments: June 9, 2014

Amended by School Board: September 28, 2021

Amended by School Board: March 2023

APPROVED AS TO
LEGAL SUFFICIENCY





Subject: Resolution Authorizing Participation in Opioid Suit Settlement **Item Number:** 14B

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

Senior Staff: Kamala H. Lannetti, School Board Attorney

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

That the School Board approve the corrected Resolution regarding settlement of the Class Action suit against various defendants concerning Opioid distribution withdraw the Resolution adopted by the School Board on February 28, 2023.

Background Summary:

The City of Virginia Beach joined a national class action lawsuit regarding opioid distribution and marketing by manufacturers and pharmacies. Pursuant to the national consolidation of the opioid related claims, each state determines whether to participate in the settlement of the class action claims. Eligible subdivisions of each state draw a portion of the settlement from the settlement funds provided to their states. Virginia is participating in the settlements and, as part of the settlement for the City of Virginia Beach, the School Board must also sign onto the settlement agreement. In December 2021, the School Board approved a similar Resolution regarding the settlement that applied to different defendants. Virginia is now participating in the settlement with other defendants which include Teva, Allergan, CVS, Walgreens and Walmart. The Resolution before the School Board relates to the settlement available from these defendants. The School Board will not directly receive funds through this settlement as those funds will be provided to the City for distribution within the City of Virginia Beach.

On February 28, 2023, the School Board adopted a Resolution related to the opioid settlement. The City's outside legal counsel for the class action suit has requested that the School Board adopt a corrected Resolution with an additional paragraph regarding the terms of the settlement agreement. Accordingly, the School Board is requested to adopt the attached Resolution and withdraw the Resolution adopted on February 28, 2023.

Source:

Budget Impact:

RESOLUTION

A RESOLUTION OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, VIRGINIA APPROVING PARTICIPATION IN THE PROPOSED SETTLEMENT OF OPIOID-RELATED CLAIMS AGAINST TEVA, ALLERGAN, WALMART, CVS, WALGREENS, AND THEIR RELATED CORPORATE ENTITIES, AND DIRECTING COUNSEL TO EXECUTE THE DOCUMENTS NECESSARY TO EFFECTUATE PARTICIPATION IN THE SETTLEMENTS

WHEREAS, the opioid epidemic that has cost thousands of human lives across the country also impacts the Commonwealth of Virginia and its political subdivisions by adversely impacting, amongst other things, the delivery of emergency medical, law enforcement, criminal justice, mental health and substance abuse services, and other services; and

WHEREAS, the Commonwealth of Virginia and its political subdivisions have been required and will continue to be required to allocate substantial taxpayer dollars, resources, staff energy and time to address the damage the opioid epidemic has caused and continues to cause the citizens of Virginia; and

WHEREAS, settlement proposals have been negotiated that will cause Teva, Allergan, Walmart, CVS, and Walgreens to pay billions of dollars nationwide to resolve opioid-related claims against them;

WHEREAS, the School Board has approved and adopted the Virginia Opioid Abatement Fund and Settlement Allocation Memorandum of Understanding (the “Virginia MOU”), and affirms that these pending settlements with Teva, Allergan, Walmart, CVS, and Walgreens shall be considered “Settlements” that are subject to the Virginia MOU, and shall be administered and allocated in the same manner as the opioid settlements entered into previously with the Distributors and Janssen.

NOW THEREFORE BE IT RESOLVED that the School Board of the City of Virginia Beach, Virginia, this 14th day of March, 2023, approves of participation in the proposed settlement of opioid-related claims against Teva, Allergan, Walmart, CVS, Walgreens, and their related corporate entities, and directs counsel to execute the documents necessary to effectuate participation in the settlements, including the required release of claims against settling entities.

BE IT FURTHER RESOLVED that the Resolution regarding opioid-related claims adopted on February 28, 2023 is withdrawn and replaced with this Resolution.

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



Subject: Personnel Report **Item Number:** 15A

Section: Action **Date:** March 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 March 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
March 14, 2023
2022-2023

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	1/19/2023	Chrisawn T Bailey	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	2/23/2023	Damaris Ledbetter	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Parkway	2/23/2023	Katrina L McDonald	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	3/2/2023	Christina J Lavelle	School Office Associate II	Virginia Wesleyan University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	3/2/2023	Jenna L Phillips	School Office Associate II	Not Applicable	Comfort Systems of Virginia, Inc, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	2/28/2023	Kathryn K Priest	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Trantwood	3/2/2023	Allison E Jackson	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	3/8/2023	Canaan P Williams	Custodian II Head Night	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	2/23/2023	Raymundo P Bautista	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	2/23/2023	Rubina A Bautista	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	2/23/2023	Peter Mezzapeso	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	3/8/2023	Robert Lyons	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	2/22/2023	Tyler M Nisbet	Special Education Assistant	Univ North Carolina Wilmington, NC	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	3/2/2023	Karen Hill	Cafeteria Assistant, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	2/23/2023	Ann G Bohoslav	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	3/2/2023	Logan V Troutman	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	2/20/2023	Alivia L Evans	School Office Associate II	Old Dominion University, VA	VBCPS, VA
Assigned to Unified Salary Scale	Appointments - High School	Green Run	3/1/2023	Michael P Robles	Security Assistant	Tidewater Community College, VA	Virginia Beach Sheriff's Office, VA
Assigned to Unified Salary Scale	Appointments - High School	Landstown	3/2/2023	Elizabeth D Roberts	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	3/2/2023	Lellani Tucker	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	3/15/2023	Kimberly J Greer	Substitute Office Associate	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	3/2/2023	Brayden C Osborn	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	3/6/2023	Austin F Hinzpeter	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	3/6/2023	Sean F Noonan	Technology Support Technician	Tidewater Community College, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	3/6/2023	Brendan R Roberson	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	2/27/2023	Imani M Andrews	Baker/Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	2/27/2023	Paul Schneider	Baker/Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	3/1/2023	Billy J Hadaway	Building Manager	Not Applicable	Equikids, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	3/1/2023	Russell B Pankey	Building Manager	Not Applicable	Thomas Jefferson IDS, MO
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	2/23/2023	Jazmine M Flowers	School Social Worker	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/16/2023	Diane L Barnes	Bus Assistant, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	6/30/2023	Nina S Kerr	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Cooke	6/30/2023	Kristin Thomassen	Kindergarten Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kingston	2/24/2023	Frank R Gill	Custodian II Head Night (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kingston	3/3/2023	Deron Blissett	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	2/15/2023	Linda S Halstead	Cafeteria Assistant, 4.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	3/1/2023	Courtney Ricks	Physical Education Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	3/2/2023	Scott A Carinci	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Malibu	2/15/2023	Sunnie Chanda M Lyle	Physical Education Assistant, 500 (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke	6/30/2023	Georgette Chavis	Clinic Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke Meadows	3/7/2023	Carrie C Clark	School Administrative Associate I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	3/1/2023	Angela G Artis	Special Education Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Princess Anne	4/28/2023	McKayla E Harris	School Office Associate II (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	6/30/2023	Janet S Kouns	Security Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	2/17/2023	Marisol Rodriguez	Cafeteria Assistant, 4.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Old Donation School	2/15/2023	Kimberly M Albright	Custodian I (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	2/24/2023	Shyheim D Swinson	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	3/7/2023	Roselyn A McDaniel	Custodian I (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Gifted Education & Academy Programs	3/17/2023	Nicole M DeVries	Director K-12 & Gifted Programs (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	3/31/2023	Wendy Zuchristian	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Security and Emergency Management	2/24/2023	Samuel Q Eure IV	Security Officer (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Shelton Park	6/30/2023	Elaine M Miller	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Great Neck	6/30/2023	Donna C Burr	School Counseling Department Chair	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Lynnhaven	6/30/2023	Deborah L Hackworth	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Old Donation School	6/30/2023	Jacqueline D Schmitter	School Counseling Department Chair	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Princess Anne	6/30/2023	Sandra R Brown	Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	First Colonial	6/30/2023	Hollie M Godfrey	Student Activities Coordinator	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Princess Anne	6/20/2023	Veska K Henninger	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Princess Anne	7/31/2023	Sherry T Caruana	School Improvement Specialist	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Custodial and Distribution Services	5/1/2023	Gary C Waddell	Asst Dist Center Supervisor	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Debora M Barnes	Physical Therapist, 600	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Student Support Services	6/30/2023	Robert C Olberding	Behavior Intervention Specialist	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	3/6/2023	Marquita Lewis	Third Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	3/2/2023	Herbert G Acedo	Seventh Grade Teacher	University of Bohol, PH	Singapore International School, Bangkok, TH
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	3/2/2023	Neinita S Acedo	Eighth Grade Teacher	University of Bohol, PH	Singapore International School, Bangkok, TH
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	3/2/2023	Roger R Leal	Sixth Grade Teacher	Isabela State University, PH	Tamos Education, Almaty City, KZ
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	2/23/2023	Zachary C Thompson	Sixth Grade Teacher	West Virginia University, WV	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	2/23/2023	Marina O Ferreira	English Second Language	University of Southern Calif, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	2/23/2023	Aaron M Lamb	Science Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	3/13/2023	Camryn N Terry	Science Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	2/23/2023	Rebecca S Watts	Family & Consumer Science Teacher	University Missouri Columbia, MO	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	3/1/2023	Kathryn A Benson	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2023	Lauren E Hill	Second Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2023	Bari M Maroon	Title I Resource Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2023	Regina A Ralston	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	College Park	6/30/2023	Denz S Johnson	Pre-Kindergarten Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Cooke	4/4/2023	Holly L Kling	Second Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Cooke	6/30/2023	Ivette Fanith-Frost	First Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	John B. Dey	6/30/2023	Alyssa Ingram	Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	3/1/2023	Samantha L Brunson	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2023	Bailey A Graham	Third Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	New Castle	6/30/2023	Ashley D Bush	Physical Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	New Castle	6/30/2023	Amy J Carroll	Kindergarten Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	6/30/2023	Taylor R Fell	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	6/30/2023	Kristen Herrera	Second Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2023	Nicole M Borrajo	Third Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2023	Rita M Jones	First Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Woodstock	4/7/2023	Mary K Burroughs	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2023	Laura A Nyman	Health & Physical Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Corporate Landing	3/1/2023	Lindsay E Love	Teen Living Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Corporate Landing	3/15/2023	Caitlin C Hocanson	Eighth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Princess Anne	6/30/2023	Rachel Bibb	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	3/31/2023	Molly Loch	Art Teacher (personal reasons)	Not Applicable	Not Applicable

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

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2023	April I Kuykendall	Spanish Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2023	Chelsea M Caples	Family & Consumer Science Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2023	Deja C Massey	Social Studies Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Ocean Lakes	6/30/2023	Melanie S Boyd	Mathematics Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	6/20/2023	Alea R Cornelius	English Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/20/2023	Tiffany M Hunter	Speech/Language Pathologist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Kelly Kirby	Speech/Language Pathologist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Patricia L Ruby	Speech/Language Pathologist, .800 (temporary employment agreement expired)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Brandon	6/30/2023	Goldie A Pettaway	Seventh Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Great Neck	4/28/2023	Diane E Campbell	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Old Donation School	6/30/2023	Eric R Helke	Sixth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Cox	6/30/2023	Christina W Ringo	English Second Language	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	First Colonial	6/30/2023	Renée G Alexander	French Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	First Colonial	6/30/2023	Martha A Lingua-Wheless	Social Studies Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Green Run	6/30/2023	Jennifer S Scovill	English Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kellam	6/30/2023	Jane C Crayle	English Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kellam	6/30/2023	Mary R McMurrin	Family & Consumer Science Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kellam	6/30/2023	Rebecca O Smith	Mathematics Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Princess Anne	3/31/2023	Lance K Walte	School Counselor	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Princess Anne	6/30/2023	Marialyce Boudreau	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Tailwood	6/30/2023	William T Calhoun	School Counselor	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Tailwood	6/30/2023	Cindy L Rinehart	Mathematics Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Technical And Career Education Center	6/30/2023	Donna L Wall	School-To-Work Transition Advisor	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Mona L Rivers	Speech/Language Pathologist	Not Applicable	Not Applicable
Administrative	Appointments - Miscellaneous	Department of Budget & Finance	4/3/2023	Tiffany L Jacobs	Grants Manager	Old Dominion University, VA	VBCPS



Subject: Closed Session **Item Number:** 17

Section: Return to Administrative, Informal, Workshop or Closed Session Matters **Date:** March 14, 2023

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

Presenter(s): Aaron C. Spence, Ed.D., Superintendent; 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. Employee request for reimbursement of legal fees
- B. Consultation with legal counsel regarding participation in a procurement matter, probable litigation and pending litigation matters

Background Summary:

N/A

Source:

Code of Virginia §2.2-3711, as amended

Budget Impact:

N/A

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.