



# 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**  
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**Michael R. Callan**  
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**David Culpepper**  
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**Kimberly A. Melnyk**  
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**Jessica L. Owens**  
District 3 – Rose Hall

**Aaron C. Spence, Ed.D., Superintendent**

### ***School Board Retreat/Abridged Meeting Proposed Agenda***

**Monday, July 10, and Tuesday, July 11, 2023**

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

The School Board Retreat will be streamed live on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, as well as through Zoom through the link below, for viewing by the public.

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Attendee link: <https://us02web.zoom.us/j/88931640226> Call-in (301) 715-8592 ID 889 3164 0226

Media representatives should contact the Department of Communications and Community Engagement regarding accessing the Retreat and Abridged Meeting.

### **MONDAY, JULY 10, 2023**

<b>Time</b>	<b>Activity</b>	<b>Lead(s)</b>
8:30 a.m. – 9:00 a.m.	Breakfast	
9:00 a.m. – 9:15 a.m.	Welcome and Review of Agenda	<b>Aaron C. Spence, Ed.D.</b> <i>Superintendent</i> <b>Trenace B. Riggs</b> <i>School Board Chair</i>
9:15 a.m. – 10:15 a.m.	<i>Compass to 2025 Update</i>	<b>Lisa A. Banicky, Ph.D.</b> <i>Executive Director of Planning, Innovation and Accountability</i>
10:15 a.m. – 10:45 a.m.	School Calendar Development Process	<b>Matthew D. Delaney</b> <i>Chief Schools Officer</i> <b>Natalie N. Allen</b> <i>Chief Communications and Community Engagement Officer</i>
10:45 a.m. 11:00 a.m.	<b>BREAK</b>	
11:00 a.m. – 12:30 p.m.	Addressing the Teacher Time Dilemma	<b>Donald E. Robertson, Ph.D.</b> <i>Chief of Staff</i>
12:30 p.m. – 1:30 p.m.	<b>LUNCH</b>	
1:30 p.m. – 2:15 p.m.	Budget Development Process and Priorities	<b>Aaron C. Spence, Ed.D.</b> <i>Superintendent</i>
2:15 p.m. – 3:30 p.m.	Assessments – Purposes/Types	<b>Donald E. Robertson, Ph.D.</b> <i>Chief of Staff</i> <b>Lisa A. Banicky, Ph.D.</b> <i>Executive Director of Planning, Innovation and Accountability</i>



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Time	Activity	Lead(s)
3:30 p.m. – 3:45 p.m.	Closing Thoughts	<b>Aaron C. Spence, Ed.D.</b> <i>Superintendent</i> <b>Trenace B. Riggs</b> <i>School Board Chair</i>



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### **TUESDAY, JULY 11, 2023**

<b>Time</b>	<b>Activity</b>	<b>Lead(s)</b>
8:30 a.m. – 9:00 a.m.	Breakfast	
9:00 a.m. – 9:15 a.m.	Welcome and Review of Agenda	<b>Aaron C. Spence, Ed.D.</b> <i>Superintendent</i> <b>Trenace B. Riggs</b> <i>School Board Chair</i>
9:15 a.m. – 10:30 a.m.	The Impact of AI on K-12 Education	<b>David Din</b> <i>Chief Information Officer</i> <b>Sharon L. Shewbridge, Ph.D.</b> <i>Director, Instructional Technology</i>
10:30 a.m. – 10:45 a.m.	<b>BREAK</b>	
10:45 a.m. – 11:15 a.m.	School Board Member School Visit Protocols	<b>Donald E. Robertson, Ph.D.</b> <i>Chief of Staff</i>
11:15 a.m. – 12:00 p.m.	Scheduling Opportunities	<b>Kipp D. Rogers, Ph.D.</b> <i>Chief Academic Officer</i> <b>Robert B. Jamison</b> <i>Executive Director, Student Support Services</i> <b>Matthew D. Delaney</b> <i>Chief Schools Officer</i>
12:00 p.m. – 1:00 p.m.	<b>LUNCH AND SCRATCH COOKING DEMO FOOD TRUCK</b>	<b>Viorica A. Harrison</b> <i>Director of Food Services</i>



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Time	Activity	Lead(s)
1:00 p.m. – 1:45 p.m.	End-of-Year Student Discipline Data and Response	<b>Matthew D. Delaney</b> <i>Chief Schools Officer</i> <b>Kipp D. Rogers, Ph.D.</b> <i>Chief Academic Officer</i>
1:45 p.m. – 3:00 p.m.	Mental Health Update	<b>Kipp D. Rogers, Ph.D.</b> <i>Chief Academic Officer</i> <b>Robert B. Jamison</b> <i>Executive Director, Student Support Services</i>
3:00 p.m. – 3:30 p.m.	The Future of Wellness Days	<b>Cheryl R. Woodhouse</b> <i>Chief Human Resources Officer</i>
3:30 p.m. – 3:45 p.m.	Retreat Summary and Next Steps Closing	<b>Aaron C. Spence, Ed.D.</b> <i>Superintendent</i> <b>Trenace B. Riggs</b> <i>School Board Chair</i>
3:45 p.m. – 4:30p.m.	<b>Break</b> <b>Prepare for</b> <b>Abridged School Board Meeting</b>	
4:30 p.m.	Abridged School Board Meeting	



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### ***Abridged School Board Meeting Proposed Agenda July 11, 2023***

1. ***Call to Order and Attendance.....4:30 p.m.\****  
\*Time may be adjusted due to early/late completion of the Retreat
2. ***Moment of Silence followed by the Pledge of Allegiance***
3. ***Adoption of the Abridged Meeting Agenda***
4. ***Approval of Minutes***  
A. June 27, 2023, Regular Meeting **Added 07/09/2023**
5. ***Information***  
A. Forecast of Regular School Board Meeting Agenda Topics FY 24 – First Quarter: July, August, September
6. ***Action***  
A. Personnel Report/Administrative Appointments **Updated 07/13/2023**
7. ***Conclusion of Abridged Meeting***
8. ***Closed Session***
9. ***Adjournment***



**Subject:** Approval of Minutes **Item Number:** 4A

**Section:** Approval of Minutes **Date:** July 11, 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. June 27, 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.

**Background Summary:**

N/A

**Source:**

Bylaw 1-40

**Budget Impact:**

N/A



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**School Board Regular Meeting MINUTES**  
**Tuesday, June 27, 2023**

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**Holland Road Annex**  
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**Closed Session:** Chair Riggs convened the Closed Session at 3:32 p.m. and announced the administrative, informal, and workshop session will begin after the Closed Session. At 3:33 p.m., Vice Chair Weems made the following motion, seconded by Mr. Callan, 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 2, 7, and 8, as amended, to deliberate on the following matters:

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.

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. Consultation with legal counsel regarding probable litigation and pending litigation matters related to student matters.

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

The School Board recessed into Closed Session at 3:35 p.m.

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

A. Consultation with legal counsel regarding probable litigation and pending litigation matters related to student matters:  
School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Dannielle Hall-McIvor, Senior School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Kipp D. Rogers, Ph.D.,



School Board of the City of Virginia Beach  
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Chief Academic Officer; Lorena L. Kelly, Ph.D., Executive Director, Office of Elementary Teaching and Learning; Deborah Yeng Collins, Attorney, Yeng Collins Law, PLLC; Regina M. Toneatto, School Board Clerk.

School Board member, Ms. Brown joined the Closed Session at 3:38 p.m. Dannielle Hall-McIvor left the Closed Session at 4:43 p.m. and returned to the Closed Session at 4:46 p.m. Vice Chair Weems left the Closed Session at 4:51 p.m. and returned to the Closed Session at 4:55 p.m.

The School Board reconvened at 5:09 p.m.

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

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

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

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

Ms. Melnyk made the motion, seconded by Ms. Brown for Certification of Closed Session. There was a brief discussion; Ms. Manning noted she would not certify the Closed Session due to verbal attacks by Board Members against her for speaking to citizens that she represents (in her district) on the topic of ODS which was not the reason stated for the Closed Session. Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) nay opposed to the motion for Certification of Closed Session: Ms. Manning. The motion passed, 10-1-0.

## 1. *Administrative, Informal, and Workshop*

- A. School Board Administrative Matters and Reports: There were no items discussed during the administrative matters and reports.
- B. Gifted Services Update: See agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters.
- C. Process for Weighting of Grades: Angela Seiders, Executive Director of Secondary Teaching and Learning provided the School Board information regarding the current process Virginia Beach City Public Schools uses to weight credits; reviewed related administrative Codes of Virginia; “weighted course” means an advanced-level course in which credit is increased as determined by local school board policies and defined on the school profile; VBCPS Regulation – Recognition of Student Achievement 5-29.1; VBCPS Regulation – Dual Enrollment 6-89.1; reviewed calculating a weighted grade point average; the values are multiplied by the amount of credit assigned to the course, and the products for each computation will be totaled and divided by the number of graded, attempted credits; shared example of calculating a weighted grade point average; reviewed determining courses to receive weighted credit; next steps and considerations: research local and regional school divisions to compile a list of which courses receive weighted credit and how weighted credit is awarded, consider the following VBCPS courses in addition to AP and IB courses (dual enrollment, Governor’s School for the Arts, honor courses, select academy/advanced academic courses), VBCPS staff will meet to discuss collected information and the potential courses to receive weighted credit, provide the School Board with an update in the fall.

The presentation continued with questions and comments regarding other school divisions and weighted classes; gathering data and will provided feedback; AP courses and Dual Enrollment courses; list of college courses; honor courses; course catalog; consideration for a course to be weighted; impact on high schools; AP and IB courses.

After the presentation, Chair Riggs announced the workshop presentation for Gifted Services (agenda item #1B) and Forecast of Regular School Board Meeting Agenda Topics FY 24 – First Quarter: July, August, September (agenda item #1D) will be moved to agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters.



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- D. Forecast of Regular School Board Meeting Agenda Topics FY 24 – First Quarter: July, August, September: See 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. There was a Closed Session prior to the Administrative, Informal, and Workshop session.
3. **School Board Recess:** Chair Riggs adjourned the Administrative, Informal, and Workshop session at 5:33 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 6:01 p.m. on the 27<sup>th</sup> day of June 2023 and welcomed members of the public both in person and online.  
In addition to Superintendent Spence, the following School Board members were present in the Holland Road Annex, School Board Room/Auditorium: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
- A. Top 20 Under 20 presented by the Hampton Roads Workforce Council, Kempsville High School Entrepreneurship and Business Academy: This recognition will take place at a later School Board meeting.
- B. Outstanding Middle School Principal of Virginia – Bayside Sixth Grade Campus: The School Board recognized Ms. Shampriest Bevel, principal, Bayside Sixth Grade Campus. A panel of principals and superintendents representing the Principal Awards Committee of the Virginia Association of Secondary School Principals named Ms. Bevel the 2023 Outstanding Middle School Principal of Virginia.
- C. Exemplar Performance, Virginia Board of Education – Strawbridge, Princess Anne, Three Oaks, Tallwood, North Landing, Parkway, White Oaks elementary schools; Old Donation School; Bayside, Green Run and Kempsville high schools: The School Board recognized the following schools who demonstrated exemplar performance to the Virginia Board of Education, met the criteria for the Highest Achievement Award: Strawbridge Elementary, Old Donation School, Princess Anne Elementary, Three Oaks Elementary, North Landing Elementary. The following high schools were recognized with Continuous Improvement Awards for increasing their graduation and completion index and decreasing their dropout rate: Bayside High School and Green Run High School. The following elementary schools were recognized with Continuous Improvement Awards for increasing achievement in mathematics and reading for two or more student groups: Parkway Elementary and White Oaks Elementary.
- D. VHSL Class 5 Baseball Champions – Frank W. Cox High School: The School Board recognized the 2023 Cox High School baseball team who won the Region 5A baseball championship and went on to win the VHSL Class 5 championship.
- E. VHSL Class 6 Boys Soccer State Champion – Kellam High School: The School Board recognized the Kellam High School boys soccer team as the VHSL Class 6 Boys Soccer State Champions. The team had a record of 21-0.
8. **Adoption of the Agenda:** Chair Riggs stated the following modifications to the agenda – the Ad Hoc Committee to study open space uses for school property on Jericho Road is on the information agenda, wants to also add the Ad Hoc Committee to study open space uses for school property on Jericho Road to Action for voting tonight under agenda item #15E; also amending the agenda under Action item #15B to #15B.1 – Bylaw 1-28 regarding the Policy Review Committee and #15B.2 – School Board Committee Assignments for the FY 2024; Ms. Melnyk seconded the modifications to the agenda. There was a brief discussion regarding Bylaw item on Action Agenda; should be on Information first; public input; voting on Bylaw change; Chair Riggs noted the item (Bylaw 1-28) will be under Information #12D first; Vice Chair Weems restated for clarity Information item #12C is the Ad Hoc Committee to Study Open Space uses for School Property on Jericho Road, item #12D is Bylaw 1-28, under Information. Without further discussion, Chair Riggs called for a vote on the amended and presented agenda. The School Board Clerk announced there were eight (8) ayes in favor of the agenda as amended and presented: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were three (3) nays opposed to the agenda as amended and presented: Ms. Brown, Mr. Culpepper, and Ms. Manning. The motion passed, 8-3-0.
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings):**  
Superintendent Spence shared the following information: 1) More than 4,500 students graduated in 2023, as of June 16: total scholarships offered to our students \$97.9 million, accepted about \$62 million in scholarships, 2,602 graduates received the Virginia Department of Education Diploma Seal for exemplary performance; 2) on June 9, students from

School Board of the City of Virginia Beach  
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Parkway Elementary School and Green Run Elementary School celebrated a great year with their mentors at the Virginia Beach Law Enforcement Academy, the lead mentor, Judge Tim Quick recognized the students and mentors at a graduation event; 3) earlier in June, more than 150 students from our Title I schools participated in the Oceans of Success field trip at the Virginia Aquarium & Marine Science Center as a reward for improving their academic performance this school year; 4) at a recent luncheon, VBCPS thanked its more than 550 custodial staff members for keeping our schools clean and being pillars in our community; 5) congratulations to the Department of Communications and Community Engagement, for receiving multiple award from the National School Public Relations Association; and 6) save the date events: June 28 – annual golf tournament at Heron Ridge Golf Club that supports learning enrichment programs through the Virginia Beach Education Foundation (VBEF), June 30 – retirement celebration at the Holland Road Annex, August 12 – the Back-to-School Care Fair from 10 a.m. to 2 p.m. at the Virginia Beach Convention Center.

After the report, Superintendent Spence introduced the following appointments which were voted on and approved at the June 12, 2023 School Board meeting: Nicole E. Stanley, Administrative Assistant, Point O'View Elementary School as Assistant Principal, Point O'View Elementary School; Amie M. Wetmore, Administrative Assistant, Pembroke Elementary School as Assistant Principal, Pembroke Elementary School; Andrew R. Filipowicz, Assistant Principal, Kellam High School as Principal, Princess Anne Middle School; and Carey C. Manugo, Principal, Larkspur Middle School, as Principal, Salem High School.

#### 10. **Approval of Meeting Minutes**

- A. June 6, 2023 Special School Board Meeting: Chair Riggs called for any modifications to the June 6, 2023 special School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the June 6, 2023 minutes as presented. Ms. Melnyk made the motion, seconded by Vice Chair Weems. Without discussion, Chair Riggs called for a vote to approve the June 6, 2023 meeting minutes as presented. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the June 6, 2023 meeting minutes as presented: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) abstention: Mr. Callan due to the fact he was not in attendance at the June 6, 2023 School Board special meeting. The motion passed, 10-0-1.
- B. June 12, 2023 Regular School Board Meeting: Chair Riggs called for any modifications to the June 12, 2023 regular School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the June 12, 2023 minutes as presented. Ms. Anderson made the motion, seconded by Mr. Callan. Without discussion, Chair Riggs called for a vote to approve the June 12, 2023 meeting minutes as presented. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the June 12, 2023 meeting minutes as presented. The motion passed unanimously, 11-0-0.

#### 11. **Public Comments (until 8:00 p.m.)**

Chair Riggs announced the School Board will hear public comments until 8:00 p.m. on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and School Division. Chair Riggs mentioned information regarding speaker process and submitting comments via group email. There were thirty-seven (37) in person speakers (including one (1) student speaker) and five (5) online speakers; topics discussed were model policy; protecting all students; parental rights; well-being of students in schools; Regulation 5-7.1; gender identity; transparency; LGBTQ community; education of students; Policy 6-65; mental health of students; preferred name/pronoun; fentanyl crisis; Owens' resolution; parental input; bullying; library materials; long term effects of transitioning; ODS admissions; gifted resource teachers; selection process; educational scores; lowering of academics; gifted plan; role of School Board; parents first educators; VA Code 1-240.1; resolution to celebrate July 4; military students; student representative to School Board; committee assignments; student speakers; June 12 School Board meeting; local taxes supporting schools; and library books.

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 – May 2023: Daniel Hopkins, Director of Business Services, presented the following financial information to the School Board: as of May, overall revenue trend remains acceptable at this point in the fiscal year; the Virginia Department of Education released the final FY2023 payment calculation template on June 8; revised projection of State revenue is a deficit of approximately \$1 million; key changes – increase in Sales Tax of

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\$11 million but an offsetting decrease of Basic Aid of \$10 million; federal revenues are showing a favorable trend; received Impact Aid payments of approximately \$15 million through the end of May; sales tax receipts are at an acceptable level; year-to-date through May, approximately \$2 million higher than same time last year; June sales tax is down from previous year by \$963,000; 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 review Policy Review Committee (PRC) recommendations regarding amendments or reviews of certain policies from its June 8, 2023 meeting. School Board Attorney, Kamala H. Lannetti presented the following:
1. Policy 2-40/Principals: The PRC recommends amending the Policy to remove the Editor's Notes which provides links also located in the Related Links section.
  2. Policy 2-41/Assistant Principals: The PRC has no recommended changes to this Policy.
  3. Policy 2-44/Department /Grade Level Chairpersons: The PRC has no recommended changes to this Policy.
  4. Policy 2-48/Salaries and Compensation: The PRC recommends amending the Policy to remove the Editor's Notes which provided links also located in the Related Links section.
  5. Policy 2-49/Recruitment and Selection: The PRC recommends amending the Policy to remove the Editor's Notes which provided links also located in the Related Links section.
  6. Policy 2-52/Probationary Terms and reassignments of Principals, Assistant Principals and Supervisors: The PRC recommends amending the Policy to remove the Editor's Notes which provided links also located in the Related Links section.
  7. Policy 2-53/Evaluation of Administrative Staff: The PRC has no recommended changes to this Policy.
  8. Policy 2-54/Administrative Compensation: The PRC has no recommended changes to this Policy.
  9. Policy 2-58/Professional Development: The PRC recommends amending the Policy to remove the Editor's Notes which provided links also located in the Related Links section.
  10. Policy 3-97/Naloxone Administration in Response To A Suspected Opioid Overdose In A School Setting: The PRC recommends adopting the proposed Policy drafted by the Office of Health Services in response to the February 10, 2023 Virginia Department of Health Standing Order permitting School Board employees who have completed training to administer Naloxone. There were brief comments regarding the policy; Ms. Manning thanked Ms. Sowala for her input and Ms. Lannetti; not required by law currently; discussions amongst legislators; not providing at elementary schools; required professional development; and school health manual.
  11. Policy 4-1/Personnel/Definitions: The PRC recommends amending the Policy to incorporate changes proposed by Human Resources to update the definition of a full-time employee. These changes will allow VRS retirees to work more hours with the School Division and without having any effect on their current VRS benefits.
  12. Policy 4-37/Retirement Plans/Insurance: The PRC recommends amending the Policy to incorporate changes proposed by Human Resources in order for employees to more easily locate information on the benefits they are entitled to. These changes were made by working closely with VDOE and VRS to make sure that current employee's benefits are not affected. There was a question regarding budget impact; no budgetary impact; may provide future savings.
  13. Policy 6-64/Acceptable Use: The PRC recommends amending the Policy to incorporate changes proposed by the Department of Technology which are needed to align with changes recently made to Regulation 6-64.1 in order to match COPPA and continue receiving federal funding.
- C. Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road: Vice Chair Weems discussed the purpose of the Ad Hoc Committee; discussed a few weeks ago at a previous School Board meeting; Ms. Weems would serve as Chair of the Ad Hoc Committee and Ms. Martin would also serve on the Ad Hoc Committee; committee to make recommendations to the School Board about the uses of the open space; committee will not exceed nine members; two City Council members would be invited to be part of the committee, along with the City Manager and Superintendent; staff members and community members to serve on the committee. The discussion continued with questions and comments regarding process and Bylaw; authority to appoint an Ad Hoc Committee; vote for creation of the Ad Hoc Committee; duties of Ad Hoc Committee; thanks to Vice Chair Weems and Ms. Martin for willingness to serve on the committee; outdoor space and parks in the area.

Chair Riggs made a motion that the School Board move information item 12C – Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road to the Action agenda for tonight's meeting, Ms. Melnyk seconded

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the motion. There was a brief discussion regarding voting on the Ad Hoc Committee; previously discussed at an earlier School Board meeting; public aware of Ad Hoc Committee – information was part of agenda packet; support to move to Action tonight. Without further discussion, Chair Riggs called for a vote on the motion to move Information item #12C to the Action agenda. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to move Information item #12C to the Action agenda. The motion passed unanimously, 11-0-0.

- D. **Bylaw 1-28/Committees, Organizations and Boards:** Recommendations: amend the PRC membership to have five (5) School Board members (Bylaw 1-28.C.2) and remove the Mayor's Committee for Persons with Disabilities (Bylaw 1-28.G.3); Chair Riggs provided information regarding the PRC and reasons for increasing the number of members; Chair Riggs provided information regarding the removal of the Mayor's Committee for Persons with Disabilities; better served by having Superintendent and staff members who are familiar with issues. A discussion followed regarding committees; support for five people on PRC committee; committee work is extensive; too many committees; work on PRC important but not difficult; cannot support changing Bylaw; not a political issue (democrat/republican); School Board members wanting to be on PRC; stability of committee members; senior members and new members on committees; move committee assignments to another School Board meeting; having too many School Board members on a committee (PRC); help junior School Board members get more experience; PRC drives work of division; more voices at the table; legislative committee; different perspectives on committees; wording for Bylaw; voting on Bylaw; Chair can assign temporary members if needed; committee assignments carry over until vote on new committee assignments; vote on Bylaw change at another meeting; voting on committee assignments; notify the Chair of any committees School Board members would like to serve.

2. **Return to public comments if needed:** The Public Comments resumed at 9:00 p.m., and concluded at 9:30 p.m. See agenda item #11 for topics discussed.

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

- A. **Citizens' Advisory Committee Appointment Recommendations:** Recommended that the School Board approve appointments to Citizens' Advisory Committees for a three-year term beginning July 1, 2023 and ending June 30, 2026 reflecting the outcome of a School Board discussion of applications as personnel matters during a closed meeting on May 23, 2023 and introduced at the June 12, 2023 School Board meeting, as part of the Information agenda.
- B. **Green Run Collegiate Charter Renewal:** Recommended that the School Board approve the 2023 Renewal of the Charter Agreement for Green Run Collegiate Charter School effective July 1, 2023.
- C. **Recommendation of General Contractor: Birdneck Elementary School Ceiling Replacement:** Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Contract Solutions, Inc. for the Birdneck Elementary School Ceiling Replacement in the amount of \$547,483.22.
- D. **School Board Organizational Matters:** Recommended that the School Board:
1. **Superintendent's Designee in the Absence of the Superintendent:** Approve the Superintendent's recommendation to appoint Donald E. Robertson, Ph.D., Chief of Staff, and Crystal M. Pate, Chief Financial Officer, as designees of the division superintendent to attend meetings of the School Board in the absence or inability to attend of the superintendent for the 2023-24 fiscal year pursuant to *Code of Virginia § 22.1-76*, ... approval of division superintendent's designee.
  2. **Superintendent's Signature Authority:** Authorize the Superintendent's recommendation to extend the term of signature authority for Donald E. Robertson, Ph.D., Chief of Staff; and/or Crystal M. Pate, Chief Financial Officer, through June 30, 2024 to sign all Virginia Department of Education correspondence (VDOE), reports, documents, requisitions and other official correspondence in the absence of the division superintendent.
  3. **Payroll Deductions:** Authorize the following list of payroll deductions for the 2023-24 fiscal year pursuant to Board Policy 4-36 – Payroll Deductions; and its corresponding Regulation 4-36.1 – Payroll Deductions:

- |                              |                                     |  |
|------------------------------|-------------------------------------|--|
| 1. Health Plans              | 10. Federal Tax Liens               | 19. Salary/Leave Adjustments                                   |
| 2. Dental Plans              | 11. State Tax Liens                 | 20. Employee Authorized Payment(s) owed to the School Division |
| 3. Tax Sheltered Annuities   | 12. Local Tax Liens                 | 21. VRS Service Buy Back                                       |
| 4. Flexible Benefit Plans    | 13. State Education (Student Loans) | 22. Workers' Compensation Salary/Leave Adjustments             |
| 5. Long Term Disability Plan | 14. Child Support                   | 23. Travel Advance and Other Purchase Repayments               |



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| 6. Association Dues      | 15. Court Orders/Bankruptcies   | 24. Voluntary Benefits                               |
| 7. United Way            | 16. Legal Resources             | 25. Administrative Processing Fees, where applicable |
| 8. Deferred Compensation | 17. Direct Deposit              | 26. VRS Retirement – Member Contribution Rate        |
| 9. Garnishments          | 18. VRS Optional Life Insurance | 27. Virginia Beach Education Foundation              |

After reading the items on the Consent Agenda, Chair Riggs called for a motion to approve the items on the Consent Agenda. Ms. Franklin made the motion, seconded by Vice Chair Weems. A question was raised regarding the changes to the Green Run Collegiate Charter Renewal. Chair Riggs called for vote on the Consent Agenda. The School Board Clerk announced there were eleven (11) ayes in favor of the Consent Agenda. The motion passed unanimously, 11-0-0.

## 15. Action

- A. Personnel Report / Administrative Appointments: Chair Riggs called for a motion to approve the June 27, 2023 personnel report and administrative appointments. Ms. Melnyk 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 June 27, 2023 personnel report along with administrative appointments as recommended by the Superintendent. There was a brief discussion regarding reassignments; clarification on administrative positions; reduction of student population; reassignments verses appointments; budget; appointments for tonight; improving middle school; teacher retention; employee relations position. Without further discussion, Chair Riggs called for a vote to approve the June 27, 2023 personnel report and administrative appointments. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the June 27, 2023 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.
- Superintendent Spence mentioned the following: Elizabeth C. Bianchi, retired VBCPS principal, as Principal, Pembroke Elementary School; Brianna L. Coburn, School Improvement Specialist, Salem Middle School, as Assistant Principal, Larkspur Middle School; and Emily A. Hitzemann, Administrative Assistant, Kempsville Middle School, as Assistant Principal, Corporate Landing Middle School.
- B. School Board Committee Assignments FY 2024: Ms. Anderson made a motion, that we vote on the Bylaw changes at the July 11 meeting and then vote on committee assignments for FY 2024 after we have voted on the Bylaw, Ms. Brown seconded the motion. Without discussion, Chair Riggs called for a vote on Ms. Anderson's motion. The School Board Clerk announced there were eleven (11) ayes in favor of the motion. The motion passed unanimously, 11-0-0.
- C. Virginia School Board Association (VSBA) Renewal: Chair Riggs called for a motion. Ms. Anderson made the motion, that we participate in the VSBA renewal, seconded by Ms. Franklin. There was a brief discussion regarding the VSBA; who is the representative; responsibilities of VSBA representative; School Board members attended a VSBA conference in January; from our School Board, we need a VSBA representative and an alternate; July 13 VSBA meeting in Richmond; concerns with VSBA; funds for professional development; reviewing conferences for budget development next year. Without further discussion, Chair Riggs called for a vote for the Virginia School Board Association (VSBA) renewal. The School Board Clerk announced there were ten (10) ayes in favor of the Virginia School Board Association (VSBA) renewal: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) abstention: Ms. Manning due to being a volunteer director of another School Board organization – School Board Member Alliance. The motion passed, 10-0-1.
- D. Salary Resolution: Chair Riggs called for a motion to approve the Salary Resolution for FY 2023-24 and the following attachments as presented in the agenda packet:
- Attachment A - Alphabetical Listing of Instructional Positions
  - Attachment B - Instructional Experience-Based Step Pay Scale (7/1/23 --- 6/30/24)
  - Attachment C - Unified Experience-Based Step Pay Scale Grade Assignments (7/1/23 --- 6/30/24)
  - Attachment D - Unified Experience-Based Step Pay Scale (7/1/23 --- 6/30/24)
  - Attachment E - Part-time Temporary Hourly Rates (7/1/23 --- 6/30/24)
  - Attachment F - Table of Allowances 2023/2024
  - Attachment G – High School Department Chairs and Non-Athletic and Athletic Supplements 2023/24
  - Attachment H - Student Activity Rates 2023/24

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Ms. Anderson made the motion, seconded by Ms. Franklin. There was a brief explanation from Cheryl Woodhouse, Chief Human Resources Officer regarding Attachment C – Internal Auditor position removed from Grade 19 and placed in Grade 20, and Attachment D – Internal Auditor position removed from pay scale U19 and added to pay scale U20.

Chair Riggs read the following salary resolution:

**SALARY RESOLUTION**  
**June 27, 2023**

**WHEREAS**, the mission of the Virginia Beach City Public Schools, in partnership with our entire community, is to ensure that each student is empowered with the knowledge and skills necessary to meet the challenges of the future; and

**WHEREAS**, the School Board has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

**WHEREAS**, the School Board has studied the recommended School Operating Budget in view of state and federal requirements, additional demands for space and operations, the strategic plan, priorities, expectations, competitive compensation for employees and the best educational interests of its students; and

**WHEREAS**, the School Board Proposed Operating Budget has been reconciled to meet the funding from the City Council; and

**WHEREAS**, the proposed FY 2023/24 Operating Budget adjusts the Instructional Experience-based Step Pay Scale to provide 1.5% between each step consistently throughout the structure without adjusting the entry rate, and adds an experience step for all eligible employees on the scale, per the recommendation of the division's compensation study consultants; and

**WHEREAS**, the proposed FY 2023/24 Operating Budget adjusts the Unified Experience-based Step Pay Scale to provide a 1% adjustment for pay grades 0-14 and a 1.5% adjustment for pay grades 15 and above, and adds an experience step for all eligible employees on the scale; per the recommendation of the division's compensation study consultants; and

**WHEREAS**, the proposed FY 2023/24 Operating Budget establishes a new pay grade on the Unified Experience-based Step Pay Scale, Professional Level II, for Behavior Intervention Specialists, School Psychologists, Occupational Therapists, Positive Behavior Intervention Specialist (PBIS), Physical Therapists, and School Social Workers, per the recommendation of the division's compensation study consultants; and

**WHEREAS**, the proposed FY 2023/24 Operating Budget upgrades identified positions currently on pay grade 5 of the Unified Experience-based Step Pay Scale, which includes Bus Assistants, Cafeteria Assistants, Custodian I, and Fleet Shop Helper, to pay grade 7, which is closer to meeting the \$15.00 Virginia Minimum Wage requirement by 2026, and realigns other positions impacted by said move, per the recommendation of the division's compensation study consultants; and

**WHEREAS**, the Instructional Experience-Based and Unified Experience-Based Step Pay scales, Part-time Hourly Rates, Table of Allowances, High School Department Chairs, Non-Athletic Supplements, Athletic Supplements and Student Activity Rates titled below and as shown in the attachments are approved and will be effective as shown below; and

**WHEREAS**, the percent of compensation increases and the effective dates of the increases are shown below:

- Attachment A - Alphabetical Listing of Instructional Positions



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- Attachment B - Instructional Experience-Based Step Pay Scale (7/1/23 --- 6/30/24)
- Attachment C - Unified Experience-Based Step Pay Scale Grade Assignments (7/1/23 --- 6/30/24)
- Attachment D - Unified Experience-Based Step Pay Scale (7/1/23 --- 6/30/24)
- Attachment E - Part-time Temporary Hourly Rates (7/1/23 --- 6/30/24)
- Attachment F - Table of Allowances 2023/2024
- Attachment G – High School Department Chairs and Non-Athletic and Athletic Supplements 2023/24
- Attachment H – Student Activity Rates 2023/24

**NOW, THEREFORE, LET IT BE**

**RESOLVED:** That the School Board of the City of Virginia Beach adopts the Salary Scales and the compensation increases as outlined in this resolution and attachments.

Adopted by the School Board this 27<sup>th</sup> day of June, 2023.

After reading the resolution, Chair Riggs called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the Salary Resolution and the attachments A-H. The motion passed unanimously, 11-0-0.

- E. Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road: Note: See agenda item #12C. Vice Chair Weems made the following motion, that the School Board accept the Chair's recommendation to create an Ad Hoc Committee to study open space uses for school property on Jericho Road and to appoint Carolyn Weems as Chair, and Staci Martin, School Board member to serve as the other School Board member to the Ad Hoc Committee. The Ad Hoc Committee and the Ad Hoc Chair will have the powers set forth below in the document that you received in Bylaw 1-28 and Appendix C. Ms. Martin seconded the motion. Without discussion, Chair Riggs called for a vote on the Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road. The motion passed unanimously, 11-0-0.

- 16. Committee, Organization or Board Reports:** Ms. Martin shared a Legislative Committee update, been in contact with Joel Andrus, in a holding pattern due to primaries and budget negotiations, reminder to School Board members regarding email sent on May 23 for any input on legislative priorities, movement in terms of Workforce issues – culinary certification, dual enrollment, Joel Andrus to come a brief the School Board after State budget passes.
- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** Chair Riggs announced a recess before returning to the Workshop Session and Closed Session.

The School Board recessed at 10:11 p.m. and reconvened at 10:22 p.m. in the Einstein Lab.

Gifted Services Update: Kipp Rogers, Ph.D., Chief Academic Officer provided the School Board an update on the Old Donation selection process; reviewed continuum of gifted services; noted elementary school – resource-cluster program, Old Donation School, Gifted Visual Arts Program, Dance Education Program; overview of VBCPS Local Plan for the Education of the Gifted; defined what Old Donation School is – centralized, full-time, gifted school serving identified students in grades two through eight, admission is application-based and requires that students meet the criteria for gifted identification in VBCPS, an educational program, similar to an academy and is not considered a placement; questions from parents of students in ODS selection pool: rating scale, random selection process, appeal process; VBCPS journey – School Board Partnership - reviewed timeline of communication regarding gifted services; reviewed timeline of information shared with parents; shared the current Old Donation School selection process posted August 2022; included the 4-1 rating scale; January 2023, AlertNow message sent to Grade 1 parents with information and link to application; reviewed 2022-2023 testing process for first grade only; noted parent can opt-out or not move forward in the process; reviewed 2022-2023 testing process for fifth grade only; criteria used for ODS selection: gifted resource teacher information, teacher information, standardized test scores (national percentile ranking on NNAT and CogAT), student achievement, 1<sup>st</sup> grade performance based task (Grade 1 only); ranking for ODS selection: once students are identified gifted and families have not opted-out of ODS selection, student applications for ODS selection are thoroughly reviewed, a four-point (1-4) rating scale is used to rank students for ODS selection; reviewed ODS rating scale adjustment Grades 2-8; reviewed rating of ODS Selection for 2021-2022 SY, 2022-2023 SY, and 2023-2024 SY;

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showed example random selection process for 2021-2022 SY using 5-point rating scale; shared random selection for 2022-2023 SY using 4-point rating scale: 130 Grade 2 seats, 97 students rated 4-4-4, offered 97 seats at ODS, 93 students rated 4-4-3, placed in ODS selection pool, random selection process used to fill remaining 33 seats from the 93 students rated 4-4-3 in the selection pool; random selection for 2023-2024 SY using 4-point rating scale: 244 students rated 4 and placed in ODS selection pool, random selection process used to fill 130 seats; provided overview between lottery and random selection process; reviewed ODS selection application data from grade 2 and grade 6; Grade 2 total number of applications 2021-2021: 700; Grade 2 total number of applications 2022-2023: 996, increase in applications: 296; next steps: hire Director of K-12 and Gifted Programs position, conduct two summer Gifted Community Advisory Committee (GCAC) meetings to discuss recommended amendment of the Local Plan for the Education of the Gifted, bring recommendation from GCAC for the amendment of the Local Plan for the Education of the Gifted to the Board for consideration in August 2023, create a comprehensive communications plan to share 2024-25 ODS selection process and timeline with all stakeholders.

The presentation continued with questions and comments regarding how many classrooms/teachers in first grade; admissions for arts/dance; answering of questions; legal issues; lottery verses random selection; gifted plan; number of gifted schools in the Commonwealth of Virginia; gifted resource teachers at schools; demographer projections; capital improvement; gifted testing office; application automatically generated for students scoring in 90 percentile; updating gifted resource teachers - meet regularly throughout the year, beginning of year discuss application and roles in process; number of evaluators; hours of gifted instruction at clusters; meeting the needs of students; ranking; historical knowledge; are students identified as gifted in the same classroom; assignments of gifted resource teachers – how are they distributed; at least one in every building; and rating of students.

Chair Riggs noted the School Board will be going into Closed Session; thanked parents for staying and listening to presentation; mentioned the Forecast of Regular School Board Meeting Agenda Topics FY 24 – First Quarter: July, August, September will be discussed at the School Board Retreat.

At 11:53 p.m., Vice Chair Weems made the following motion, seconded by Ms. Melnyk 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, 2, 3, 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.
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.
3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.
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. Contracts and personnel matters related to the Superintendent search process.
- B. Discussion related to the acquisition or disposition of real property.
- C. Discussions with legal counsel regarding probably or pending litigation.

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Vice Chair Weems called for any discussion. Without any discussion, Vice Chair Weems called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into Closed Session: Vice Chair Weems, 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. Note: Chair Riggs was not in the room when the vote was taken. Chair Riggs returned to the Closed Session at 11:56 a.m.

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

B. Discussion related to the acquisition or disposition of real property: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Jack Freeman, Chief Operations Officer; Melisa A. Ingram, Executive Director, Office of Facilities Services; Kipp D. Rogers, Ph.D., Chief Academic Officer; Lorena L. Kelly, Ph.D., Executive Director, Office of Elementary Teaching and Learning; Deborah Yeng Collins, Attorney, Yeng Collins Law, PLLC; Regina M. Toneatto, School Board Clerk.

At 12:08 a.m. on Wednesday, June 28, 2023, Jack Freeman, Chief Operations Officer, and Melisa A. Ingram, Executive Director, Office of Facilities Services left the Closed Session.

C. Discussions with legal counsel regarding probably or pending litigation: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Kipp D. Rogers, Ph.D., Chief Academic Officer; Lorena L. Kelly, Ph.D., Executive Director, Office of Elementary Teaching and Learning; Deborah Yeng Collins, Attorney, Yeng Collins Law, PLLC; Regina M. Toneatto, School Board Clerk.

On Wednesday, June 28, during the Closed Session:

Kamala H. Lannetti, School Board Attorney, left the Closed Session at 12:23 a.m. and returned at 12:25 a.m.

Michael Callen, School Board member, recused himself at 12:26 a.m. from the Closed Session and returned at 1:00 a.m.

Kimberly Melnyk, School Board member, left the Closed Session at 12:52 a.m. and returned at 12:56 a.m.

Beverly Anderson, School Board member, left the Closed Session at 12:53 a.m. and returned at 12:56 a.m.

At 1:03 a.m., Kipp D. Rogers, Ph.D., Chief Academic Officer; Lorena L. Kelly, Ph.D., Executive Director, Office of Elementary Teaching and Learning; and Deborah Yeng Collins, Attorney, Yeng Collins Law, PLLC, left the Closed Session.

A. Contracts and personnel matters related to the Superintendent search process: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Regina M. Toneatto, School Board Clerk.

At 1:07 p.m., Superintendent Spence; and Donald E. Robertson, Ph.D., Chief of Staff left the Closed Session.

C. Discussions with legal counsel regarding probably or pending litigation: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Regina M. Toneatto, School Board Clerk.

The School Board reconvened at 1:26 a.m., on Wednesday, June 28, 2023.

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

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

Tuesday, June 27, 2023  
School Board Regular Meeting  
Page 12 of 12

**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. Anderson made the motion, seconded by Ms. Manning. Chair Riggs called for a vote on the Certification of Closed Session. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session. The motion passed unanimously, 11-0-0.

- 18. Adjournment:** Chair Riggs adjourned the meeting at 1:28 a.m., on Wednesday, June 28, 2023.

Respectfully submitted:

\_\_\_\_\_  
Regina M. Toneatto, Clerk of the School Board

Approved:

\_\_\_\_\_  
Trenace B. Riggs, School Board Chair



**Forecast of Regular School Board Meeting Agenda Topics FY 24**

**Subject:** First Quarter: – July, August, September **Item Number:** 5A

**Section:** Information **Date:** July 11, 2023

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

**Prepared by:** Donald E. Robertson, Jr., Ph.D., Chief of Staff

**Presenter(s):** Aaron C. Spence, Ed.D., Superintendent

**Recommendation:**

That the School Board receive the Administration's forecast of agenda topics to be presented at School Board meetings during the first quarter, July, August, September, of the 2023-2024 school year.

**Background Summary:**

Every quarter (July, August, September; October, November, December; January, February, March; April, May, June) topics are discussed by Senior Staff members or recommended by School Board members to be presented at School Board Meetings.

**Source:**

**Budget Impact:**



**Subject:** Personnel Report **Item Number:** 6A

**Section:** Action **Date:** July 11, 2023

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

**Prepared by:** Cheryl R. Woodhouse, Chief Human Resources Officer

**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 July 11, 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  
July 11, 2023  
2023-2024

<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 Unified Salary Scale	Appointments - Elementary School	Green Run	7/3/2023	Rachazman A Williams	Technology Support Technician	Georgia Military College, GA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	8/21/2023	Andrew L Sabater	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Malibu	8/22/2023	Walaa A Khattab	Special Education Assistant	Not Applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	7/3/2023	Christopher E Zedlitz	Technology Support Technician	ITT Technical Institute Norfolk, VA	Konica Minolta, NJ
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	7/5/2023	Autumn R Roberts	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Bayside	8/15/2023	Nathalia Y Lawton	School Office Associate II	Not Applicable	Cobb County School District, GA
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	8/22/2023	Julie W Maynor	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Kellam	7/3/2023	Jonathan D Stroud	Technology Support Technician	ECW College of Tech, VA	TKW Group, VA
Assigned to Unified Salary Scale	Appointments - High School	Kellam	8/22/2023	Michelle A Johnson	Special Education Assistant	Radford University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Kempville	8/22/2023	Brittany R Edwards	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/22/2023	Sylvia S Dowdy	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/22/2023	Tamara J Pike	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/21/2023	Klara L Donahue	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Adult Learning Center	7/3/2023	Christine M McCabe	Work-based Learning Specialist	Norfolk State University, VA	Talent Curve, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Adult Learning Center	7/3/2023	Krista D Roberson	Work-based Learning Specialist	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	7/3/2023	Annmarije J Locker	Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/15/2023	Rebecca L Reynante	School Social Worker	Norfolk State University, VA	VBPCS
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdeck	6/30/2023	Johanna Young	Physical Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Newtown	6/30/2023	Reginald D McCoy	General Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke Meadows	6/30/2023	Loren J Hodges	Pre-Kindergarten Teacher Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	6/30/2023	Amber E Harrod	Special Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Independence	6/27/2023	Franklin J Basham	Cafeteria Assistant, 5.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2023	Alicia M Jerard	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2023	Gavin L Gardner	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempville	7/6/2023	Gary D Clark	Assistant Principal (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2023	Jennifer M Moore	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2023	Danielle Artis	School Social Worker (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2023	Lisette D Rice	Behavior Intervention Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Plaza	8/31/2023	Catherine B Susewind	Coordinator Middle Years Program	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/21/2023	Sara E Awbrey	Fourth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/21/2023	Erin B Davis	Fifth Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/21/2023	Zoe G Johnson	Physical Education Teacher	Ball State University, IN	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdeck	8/21/2023	Patricia C Calkins	Second Grade Teacher	University of Alabama Tuscaloos, AL	Middlesex County Public Sch, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/21/2023	Abigail Gregory	Special Education Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Centerville	8/21/2023	Lauren N Miller	Kindergarten Teacher	Virginia Wesleyan University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/21/2023	Kelly M Galloway	Fourth Grade Teacher	Virginia Commonwealth Univ, VA	Chesterfield Couty Public Sch, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/21/2023	Deborah A Kowalski	Second Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/21/2023	Antoinette L Montella	Third Grade Teacher	St Josephs University, PA	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/21/2023	Janelle F Hampton	Reading Specialist, 600	The Citadel, SC	Charleston County Schools, SC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempville	8/21/2023	Jaclyn Katzman	Kindergarten Teacher	John Carroll University, OH	Maplewood School District, OH
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kingston	8/21/2023	Fiona K Craib	Special Education Teacher	College of William and Mary, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/21/2023	Lydia G Ripley	Fourth Grade Teacher	Asbury College, KY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/21/2023	Sarah M Woolard	Music/Vocal Teacher	Old Dominion University, VA	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Lynnhaven	8/21/2023	Kejuna D Hicks	Second Grade Teacher	Longwood University, VA	Petersburg City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Parkway	8/21/2023	Miwa Combs	Third Grade Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/21/2023	Kimberly A Daniels	Special Education Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/21/2023	Julia F Hopper	First Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/21/2023	Colleen M Pompe	Special Education Teacher	Rowan University, NJ	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/21/2023	Michael Gettings	Art Teacher, 200	Virginia Commonwealth Univ, VA	Chesterfield County PS, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/21/2023	Corrie E Sanders	Third Grade Teacher	Grand Valley State University, MI	SECEP, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont	8/21/2023	Katrina A Potter	Kindergarten Teacher	Miami University Oxford, OH	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/21/2023	Amy C Beemus	Second Grade Teacher	Mary Baldwin College, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Salem	8/21/2023	Anna Watson	Fifth Grade Teacher	University of Virginia, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Talwood	8/21/2023	Taylor E Morrell	Fourth Grade Teacher	James Madison University, VA	Montgomery County Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Talwood	8/21/2023	Erin L Simeone	Fourth Grade Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/21/2023	Kaylee J Hodge	First Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/21/2023	Nicole LaFlamme	Special Education Teacher	Univ North Carolina Greensboro, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/21/2023	Meaghan M Rellis	Second Grade Teacher	College of William and Mary, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/21/2023	Freidalyn J Rivera	Third Grade Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/21/2023	Samantha D Kher	Special Education Teacher	University of Phoenix, AZ	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/21/2023	Carissa M McCordle-Blunk	Third Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/21/2023	Kara E Robare	Third Grade Teacher	SUNY Albany, NY	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/21/2023	Amy L Lamp	Seventh Grade Teacher	University of La Verne, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempville	8/21/2023	Lynn S Yusim	Seventh Grade Teacher	California University of Penns, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/21/2023	Megan E Brennan Smith	Seventh Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/21/2023	Sarah A Bruno	Eighth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/4/2023	Kyle M Morrison	Marketing Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/21/2023	Brie Baumstark	Social Studies Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/21/2023	Taya R Howell	Science Teacher	Kutztown University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/21/2023	Christopher J Smith	Technology Education Teacher	Christopher Newport University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/21/2023	Savannah Stamper	Science Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Cox	8/21/2023	Rex G Hamaker Jr	French Teacher	University of Denver, CO	VBPCS
Assigned to Instructional Salary Scale	Appointments - High School	Cox	8/21/2023	Nicholas C Stone	English Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/21/2023	Cindy M Dampf	Family & Consumer Science Teacher	Strayer University, DC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/21/2023	Maia R Dickerson	Art Teacher	Virginia Commonwealth Univ, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/21/2023	Stephanie Ewing	Science Teacher	University of Delaware, DE	Clark County School District, NV
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/21/2023	Frances M Schoening	English Teacher	University of Scranton, PA	VBPCS
Assigned to Instructional Salary Scale	Appointments - High School	Kempville	8/21/2023	Elizabeth M Baker	Art Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kempville	8/21/2023	Brandon J Bossick	Social Studies Teacher	Lyndon State College, VT	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempville	8/21/2023	Caitlin R Couch	Science Teacher	Virginia Tech, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempville	8/21/2023	David A Pitre	Social Studies Teacher	Liberty University, VA	U.S. Navy
Assigned to Instructional Salary Scale	Appointments - High School	Kempville	8/21/2023	Zachery T Spencer	Science Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempville	8/21/2023	Madison L Stearns	Social Studies Teacher	Bridgewater College, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/2/2023	Kevin J Ewing	School Counselor	Wilmington University, DE	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/4/2023	James L Tucker III	Band Instructor	University of Nebraska Lincoln, NE	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/21/2023	Lisa M Burkett	Marketing Education Teacher	University of Richmond, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/21/2023	Christopher T Eaton	Mathematics Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/21/2023	Kelsey L McGraw	Special Education Teacher	Elizabeth City State Univ, NC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/2/2023	Janet L Whitmer	School Counselor	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/21/2023	Nicholas J DiNapoli	Science Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/21/2023	David K Harrington	Social Studies Teacher	Whittier College, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/21/2023	Josephine L Burke	Special Education Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/21/2023	Hunter A Ulrich	Special Education Teacher	Old Dominion University, VA	Not Applicable

Personnel Report  
Virginia Beach City Public Schools  
July 11, 2023  
2023-2024

<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	Appointments - High School	Renaissance Academy	8/4/2023	Mandisa N Dingle	Marketing Education Teacher	Strayer University, DC	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/21/2023	Jessica L Kirksey	Special Education Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/21/2023	Christopher J Milonas	Mathematics Teacher	George Mason University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/21/2023	Micayla L Chapman	English Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/21/2023	Sarah E Culver	Social Studies Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/21/2023	Catherine M Reidenbach	Social Studies Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Technical And Career Education Center	8/4/2023	DeWayne Knight	Public Safety Instructor	Virginia Tech, VA	Ottawa Police Service, ON
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/21/2023	Erin M Thomas	Art Teacher	Virginia Commonwealth Univ, VA	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2023	Amanda L Cervo	Fourth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2023	Symone G Smith	Fifth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Centerville	6/30/2023	Colleen M Rowan	Third Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kingston	6/30/2023	Rachel F Neal	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Luxford	6/30/2023	Kristen L Vick	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Malibu	6/30/2023	Ashli N Teeman	Fifth Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2023	Christina C Bergen	School Counselor, ,400 (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2023	Felasha O Ellis	Fifth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2023	Allison R Quaresma	Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2023	Theresa M Vollrath	First Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	6/30/2023	Alexandra P Lomberk	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont Forest	6/30/2023	Monica A Garrison	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	6/30/2023	Skylar F Old	First Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Strawbridge	6/30/2023	Alexa K Russell	Second Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	6/30/2023	Roshell R Neal	School Counselor (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Woodstock	6/30/2023	Alice M McCoy	Special Education Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2023	Whitney S Lewis	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2023	Ashley M Webber	Sixth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Plaza	6/30/2023	Andrea N Nichols	Sixth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2023	Sharon E Brown	School Counselor (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2023	Miriam E Howell	Social Studies Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2023	Ryan M Padilla	Social Studies Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2023	Conni C Rasmussen	Science Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	6/30/2023	Morgan L Brooks	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2023	Jessica Banner	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2023	Lorenzo D High	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2023	Ryan J Norman	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bayside	6/30/2023	Renee P Sanders	Title I Resource Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bayside	6/30/2023	Mary S Taylor	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bettie F. Williams	6/30/2023	Paul J Spinden III	Physical Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	New Castle	6/30/2023	Susan G Hall	Music/Vocal Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Tallwood	6/30/2023	Jessica R Price	English Second Language	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Cox	6/30/2023	Mary E Phillips	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	First Colonial	6/30/2023	Miriam B Mason	Mathematics Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Green Run	6/30/2023	Bruce G Croxton	Social Studies Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Green Run	6/30/2023	Marsha C Warren	Family & Consumer Science Teacher	Not Applicable	Not Applicable
Administrative	Appointments - Middle School	Salem	7/12/2023	Amanda L Fredrickson	Principal	George Washington University, DC	VBCPS
Administrative	Appointments - High School	Green Run Collegiate	7/12/2023	Erin M Vickrey	Academic Dean MS	Western Governors University, UT	VBCPS
Administrative	Appointments - High School	Princess Anne	7/12/2023	Darcel C Johnson	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Miscellaneous	Department of Teaching and Learning	8/1/2023	Danielle C Colucci	Chief Academic Officer Teaching and Learning	Northwest Missouri State Univ, MO	VBCPS



**Subject:** Closed Session **Item Number:** 8

**Section:** Closed session **Date:** July 11, 2023

**Senior Staff:** \_\_\_\_\_

**Prepared by:** Kamala H. Lannetti, School Board Attorney

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

**Recommendation:**

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph 1, 2, 7, 8, and 29 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.
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.
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.
29. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body.

Namely to discuss:

- A. Superintendent search consulting firm interviews/schedule, Superintendent contract terms and Acting Superintendent contract
- B. Status of pending litigation or administrative cases
- C. Consultation with legal counsel regarding 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](mailto: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.