



## VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

### School Board Services

**Trenace B. Riggs, Chair**  
District 1 – Centerville

**Carolyn D. Weems, Vice Chair**  
District 9

**Beverly M. Anderson**  
At-Large

**Kathleen J. Brown**  
District 10

**Michael R. Callan**  
District 6

**David Culpepper**  
District 8

**Jennifer S. Franklin**  
District 2 – Kempsville

**Victoria C. Manning**  
At-Large

**Staci R. Martin**  
District 4

**Kimberly A. Melnyk**  
District 2

**Jessica L. Owens**  
District 3 – Rose Hall

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

### ***School Board Regular Meeting Proposed Agenda*** **Tuesday, August 8, 2023**

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

Public seating is available, and members of the public will also be able to observe the School Board Meeting through livestreaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: <https://us02web.zoom.us/join/9tJf6vFvR5K0Yd0pvoRNIQ> Call-in (301) 715-8592 ID 841 3692 5795

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at [SchoolBoard@VBCPSboard.com](mailto:SchoolBoard@VBCPSboard.com) or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on August 7, 2023.

1. ***Administrative, Informal, and Workshop (Holland Road Annex – Einstein Lab (Band/Room 603) ..... 3:30 p.m.***
  - A. School Board Administrative Matters and Reports
  - B. Return to School Administration Building Update
  - C. School Board Meeting Management Solution
2. ***Closed Session (as needed) Updated 08/08/2023***
3. ***School Board Recess ..... 5:30 p.m.***
4. ***Formal Meeting (Holland Road Annex – School Board Room/Auditorium) ..... 6:00 p.m.***
5. ***Call to Order and Roll Call***
6. ***Moment of Silence followed by the Pledge of Allegiance***
7. ***Student, Employee and Public Awards and Recognition***
  - A. Virginia's Best School Bus Technician – Transportation and Fleet Management Services
  - B. National Guard Cup for Academic Activity – Princess Anne High School
8. ***Adoption of the Agenda***
9. ***Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)***
10. ***Approval of Meeting Minutes***
  - A. July 25, 2023 Regular School Board Meeting Added 08/07/2023
11. ***Public Comments (until 8:00 p.m.)***  
The School Board will hear public comments at the August 8, 2023, School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on August 8, 2023. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the Holland Road Annex, 2323 Holland Road, Virginia Beach, Virginia 23453 by 5:45 p.m. August 8, 2023. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.



**12. Information**

- A. Gifted Learning Plan Amendment
- B. Resolution: Model Policies on Ensuring Privacy, Dignity, and Respect for All Students and Parents in Virginia's Public Schools

**13. Return to public comments if needed**

**14. Consent Agenda**

- A. New Courses:
  - 1. Unmanned Systems (Drones)
  - 2. Nail Technician
  - 3. TV Production I & II
  - 4. Introduction to Landscaping I & II
  - 5. Building Maintenance I & II
  - 6. BUS 240 – Business Law
  - 7. BUS 224 – Business Statistics
  - 8. BUS 274 – Foundations of Entrepreneurship
  - 9. English as a Foreign Language IV

**15. Action**

- A. Personnel Report / Administrative Appointments Updated 08/15/2023

**16. Committee, Organization or Board Reports**

**17. Return to Administrative, Informal, Workshop or Closed Session matters Updated 08/08/2023**

**18. Adjournment**



**Subject:** Return to School Administration Building Update **Item Number:** 1B

**Section:** Workshop **Date:** Aug. 8, 2023

**Senior Staff:** Jack Freeman, Chief Operations Officer

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

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

**Recommendation:**

That the school board receive a timeline for staff to return to the School Administration Building from Holland Road Annex.

**Background Summary:**

The HVAC project to replace the main air handling unit, ductwork and electrical switch panel upgrade will be completed allowing staff to re-enter the building.

**Source:**

School Board Policy 3-55

**Budget Impact:**

N/A



Subject: School Board Meeting Management Solution Item Number: 1C

Section: Workshop Date: August 8, 2023

Senior Staff: David Din, Chief Information Officer, Department of Technology

Prepared by: David Din, Chief Information Officer, Department of Technology

Presenter(s): David Din, Chief Information Officer, Department of Technology

### Recommendation:

The Open Meeting board management solution meets the remote voting requirement and is able to display the results for all board members and the public on a dashboard. The results dashboard can be easily shown in chambers, via Zoom and cable TV. It also provides additional functionality that may help to make school board meetings more efficient.

### Background Summary:

The VBCPS school board has changed policies since COVID that allow school board members to participate in meetings remotely. VBCPS's pre-COVID voting system cannot accommodate remote participants. The board has requested an electronic voting solution. This presentation provides information on the suggested solution that will allow for management of school board meeting processes including voting by remote participants.

### Source:

Open Meeting

### Budget Impact:

There is a one-time installation cost of \$6,250 and an annual ongoing cost of \$3,500.

Summary of all initial purchase and subscription fees paid to OMT:			
Description	Estimated Quantity	Unit Price	Total Amount**
OpenMeeting Standard <small>Includes all of our platform applications that help visually manage and document the key components of legislative meetings such as electronic roll call, requests to speak, motions and seconds, simultaneous voting, meeting transparency through the public display, automatic time-stamping and logging of all events for easier meeting notes and minutes generation.</small>	1	\$ 6,250	\$ 6,250
Initial Annual Subscription/Support <small>Annual license subscriptions include phone and e-mail support, as well as free software upgrades throughout the year.</small>	1	\$ 3,500	\$ 3,500
Year 1: Initial Amount Due to OMT			\$ 9,750
Ongoing annual subscription fees after year 1 payable to OMT:*			
Description	Estimated Quantity	Unit Price	Total Amount**
Annual Subscription/Support - Yr 2+	1	\$ 3,500	\$ 3,500
Years 2+: Ongoing Annual Amount Due to OMT			\$ 3,500
* OpenMeeting Technologies reserves the right to increase license subscription rates up to 5% each year if not on a multi-year contract.			
** A 10% discount can be applied on the entire initial product fees as well as all 5 years of the annual subscription/support fees, IF all fees are paid in full up-front. This guarantees no price increases for a full 5 years.			
\$ 23,750 Total of initial fees plus 4 years ongoing fees.		5 Year - 10% Discount:	\$ 21,375


**Subject:** Closed Session **Item Number:** 2
**Section:** Closed Session **Date:** August 8, 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, 3, 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.
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.
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, Acting Superintendent contract.
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.
- D. Discussion on property issues at PAHS.

**Background Summary:**

N/A

**Source:**

Code of Virginia §2.2-3711, as amended

**Budget Impact:**

N/A



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

**Section:** Student, Employee and Public Awards and Recognitions **Date:** August. 8, 2023

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

**Prepared by:** David Schleck, Public Relations Coordinator

**Presenter(s):** Carolyn Weems, Vice Chair

**Recommendation:**

That the School Board recognize the outstanding accomplishments of those receiving the Aug. 5, 2023, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

1. Virginia's Best School Bus Technician, Transportation and Fleet Management Services
2. National Guard Cup for Academic Activity, Princess Anne High School

**Background Summary:**

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

**Recognition Criteria:**

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

**Source:**

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

**Budget Impact:**

None.



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

**Section:** Approval of Meeting Minutes **Date:** August 8, 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. July 25, 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, July 25, 2023**

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

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- A. **Closed Session:** Chair Riggs convened the Closed Session at 1:04 p.m. and announced the administrative, informal, and workshop session will begin after the Closed Session. Vice Chair Weems made the following motion, seconded by Ms. Anderson 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, 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.
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 and discussion regarding award of contract and Acting Superintendent contract.

Chair Riggs called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to recess into Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens. The motion passed 9-0-0.

The School Board recessed into Closed Session at 1:07 p.m.

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

- A. Superintendent search consulting firm interviews and discussion regarding award of contract: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens; Carla Smith, Director of Procurement, Office of Procurement Services; Alicia M. Demmer, Procurement Specialist II, Office of Procurement Services; David Din, Chief Information Officer; Brayden Osborn, Meeting Support Specialist, Department of Technology; Kamala H. Lannetti, School Board Attorney; Regina M. Toneatto, School Board Clerk.



School Board of the City of Virginia Beach  
Holland Road Annex  
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Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 2 of 14

School Board member, Mr. Culpepper left the Closed Session and returned at 1:55 p.m. then left again at 2:54 p.m. and returned at 2:58 p.m.; School Board member, Ms. Manning left the Closed Session at 1:57 p.m. and returned at 1:59 p.m.; School Board member, Ms. Brown left the Closed Session at 2:57 p.m. and returned at 2:59 p.m.; School Board Attorney, Kamala H. Lannetti left the Closed Session at 3:35 p.m. and returned at 3:57 p.m.

The School Board reconvened at 4:01 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.

Vice Chair Weems made the motion, seconded by Ms. Franklin for Certification of Closed Session. Chair Riggs called for a vote. The School Board Clerk announced there were nine (9) 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. Manning, and Ms. Owens. The motion passed 9-0-0.

The School Board took a short break at 4:02 p.m. before the start of the Administrative, Informal, and Workshop session.

1. **Administrative, Informal, and Workshop:** Chair Riggs convened the Administrative, Informal, and Workshop session at 4:13 p.m. on the 25<sup>th</sup> day of July 2023 and announced members of the public will be able to observe the School Board meeting through live streaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBTB Channel 47, and on Zoom; welcomed members of the public both in person and online.

In addition to Superintendent Spence, the following School Board members were present in the Holland Road Annex/Einstein Lab: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens. Chair Riggs announced Ms. Martin and Ms. Melnyk will be attending the formal meeting via Zoom.

- A. School Board Administrative Matters and Reports: Chair Riggs mentioned if School Board members are absent during a School Board meeting to reach out to the Clerk of the Board for any materials or information shared at the meeting.
- B. Dual Language Immersion Update: Lorena L. Kelly, Ph.D., Executive Director, Office of Elementary Teaching and Learning provided the School Board an update on the Dual Language Immersion program; reviewed presentation objectives – provide an update on the elementary and middle school Spanish Dual Language Immersion (DLI) Program and outline next steps for DLI expansion; vision – using their acquired languages, students will reach high levels of academic success while engaging confidently with global communities; mission: DLI program provides students with rigorous academic instruction in the target language to develop bilingualism and biliteracy skills and a multicultural perspective, empowering them to engage actively in our global community; shared a video about DLI program; reviewed the VBCPS DLI implementation timeline; DLI program models: one-way, 50/50 and two-way, 80/20; one-way: predominantly native speakers of English who are learning Spanish, in grades 1-5 – students spend 50% of their day immersed in Spanish and the other 50% receiving instruction in English, a Spanish Immersion teacher delivers instruction in Spanish in mathematics and science, and a grade-level English language arts teacher delivers instruction in language arts and social studies; two-way: a balance of speakers and learners of Spanish, in Kindergarten – students spend 80% of their day immersed in Spanish and the other 20% receiving instruction in English, students gradually receive more instruction in English each year with instruction in each language balancing to 50/50 in grades 3-5; for both models: teachers embed reading and writing skills across content areas, lessons in elective classes (art, music, physical education) are in English.

School Board of the City of Virginia Beach  
Holland Road Annex  
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Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 3 of 14

The middle school immersion programs (Great Neck and Landstown Middle Schools) – students continue to receive content-based instruction in Spanish through immersion social studies courses and/or Spanish immersion elective course, students earn three high school World Language credits through immersion Spanish courses; in the 2022-2023 school year, the first group of 8<sup>th</sup> grade students completed the program at Great Neck Middle School, 19 students qualified for the Diploma Seal of Biliteracy; high school Spanish courses – Spanish levels IV, V, AP Language and AP Literature in grade 9-12, students completing the elementary and middle school world language immersion program with a strong GPA record are guaranteed acceptance into the Global Studies and World Languages Academy at Tallwood High School; DLI expansion: Bayside Elementary-Bayside Sixth Grade Campus (anticipated SY27-28)-Bayside Middle School (anticipated SY28-29) and Cooke Elementary-Virginia Beach Middle School (anticipated SY27-28); Department of Defense Education Activity (DoDEA) World Language Advancement and Readiness (WLARP) Grant – one of nine school divisions nationally to be awarded in the first funding cycle, grant goals: to expand existing one-way dual language immersion programs to include two-way dual immersion, to improve student proficiency in Spanish, increase sustained student interest in the study of world languages and cultures; next steps: implement 2<sup>nd</sup> grade in the two-way DLI programs at Bayside Elementary School and Cooke Elementary School in SY23-24 and continue implementation of one grade level each year until full implementation grades K-5, full implementation of Great Neck Middle School program in SY23-24 with the first group of Trantwood students completing 8<sup>th</sup> grade, continued support of program expansion with DoDEA grant funding through 2025, including professional development, purchase of Spanish-language resources, staffing.

The presentation continued with questions and comments regarding feeder schools; Cooke Elementary to Virginia Beach Middle School; credit for advanced studies diploma; high school level; Tallwood academy; advanced courses at any high school; English language learners; support for students.

2. **Closed Session:** At 4:35 p.m., before going into Closed Session, Vice Chair Weems made a motion to remove item E – *Consultation with legal counsel concerning compliance with VDOE Model Policies effective July 19, 2023 and School Board's resolution Affirmation of Commitment to Nondiscrimination and Anti-harassment of LGBTQ+ Youth and Adults in the VBCPS Educational Environment* from the Closed Session. Ms. Brown seconded the motion. A discussion followed regarding removing the item; liability; legal rights; legal opinion; resolution verses law; not delay having a discussion; differences between discussions in open meeting verses closed session; attorney client privilege; transparency with public; community trust; asking legal questions; open dialogue; FOIA exemptions; June resolution and impact; not voting on model policies tonight; advice from legal counsel. Without further discussion, Chair Riggs called for a vote on Vice Chair Weems motion to remove item E from the Closed Session. The School Board Clerk announced there were six (6) ayes in favor of the moved to remove item E from the Closed Session: Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, and Ms. Manning. There were three (3) nays opposed to the motion to remove item E from the Closed Session: Chair Riggs, Ms. Anderson, and Ms. Owens. The motion passed, 6-3-0.

At 4:59 p.m., Vice Chair Weems made a motion, seconded by Ms. Manning, 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.

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Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 4 of 14

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 interview and discussion and Acting Superintendent contract.
- B. Old Donation School – request by parents for meeting.
- C. Status of pending litigation or administrative cases.
- D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Riggs called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to recess in Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens. The motion passed, 9-0-0.

At 5:02 p.m., the School Board recessed into Closed Session in the Holland Road Annex/Einstein Lab.

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

- B. Old Donation School – request by parents for meeting: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Regina M. Toneatto, Clerk of the Board.
- C. Status of pending litigation or administrative cases, and
- D. Consultation with legal counsel regarding probable litigation and pending litigation matters: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Regina M. Toneatto, Clerk of the Board.

The School Board reconvened at 5:30 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.

Vice Chair Weems made the motion, seconded by Ms. Anderson. Chair Riggs called for a vote on the Certification of Closed Session. The School Board Clerk announced there were nine (9) 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. Manning, and Ms. Owens. The motion passed, 9-0-0.

**3. School Board Recess:** Chair Riggs adjourned the Administrative, Informal, and Workshop session at 5:31 p.m.

**4. Formal Meeting..... 6:00 p.m.**

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Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 5 of 14

5. **Call to Order and Roll Call** Vice Chair Weems announced she would be serving as Chair of the meeting with Ms. Manning serving as Vice Chair and convened the meeting of the School Board at the Holland Road Annex, School Board Room/Auditorium at 6:02 p.m. on the 25<sup>th</sup> day of July 2023. She 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: Acting Chair Weems, Acting Vice Chair Manning, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, and Ms. Owens. The following School Board members were attending via Zoom: Ms. Martin (work) and Ms. Melnyk (joined at 6:08 p.m. for medical reasons).

6. **Moment of Silence followed by the Pledge of Allegiance**

7. **Student, Employee and Public Awards and Recognition**

- A. Virginia Association for the Gifted Outstanding Teacher of the Year Award – Plaza Middle School: The School Board recognized Laura Purvis, teacher at Plaza Middle School, who won the Virginia Association for the Gifted Outstanding Teacher of the Year Award.
- B. State Champion in Outdoor and Indoor Track – Tallwood High School: The School Board recognized Tallwood High School student, Khari Barnes as a State Champion for outdoor and indoor track.
- C. 2023 Microsoft Specialist U.S. National Champion (Excel), First Place – Princess Anne High School: The School Board recognized Javier Hamilton, a student at Princess Anne High School as the 2023 Microsoft Specialist National Champion in Excel.
- D. Top 20 Under 20 presented by the Hampton Roads Workforce Council: The School Board recognized several students and recent graduates who were named part of the Top 20 Under 20 by the Hampton Roads Workforce Council.
- E. VHSL Class 5 Boys Soccer State Champions – Princess Anne High School: The School Board recognized the Princess Anne High School boys soccer team as the VHSL Class 5 Boys Soccer State Champions.

Note: Chair Riggs and Ms. Anderson joined the meeting in person at 6:05 p.m. Chair Riggs resumed as Chair and Ms. Weems as Vice Chair.

8. **Adoption of the Agenda**: Chair Riggs called for any modifications to the agenda as presented. Ms. Brown asked a clarifying question regarding the vote during workshop amending the Closed Session, that the topic of the model policies would not be discussed during agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters; Chair Riggs confirmed that it would not be discussed. Hearing no modifications, Chair Riggs called for a motion to approve the agenda as presented. Ms. Franklin made the motion, seconded by Ms. Manning. Without discussion, Chair Riggs called for a vote to approve the agenda as presented. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as presented. The motion passed unanimously, 11-0-0.

9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**: Superintendent Spence shared the following information: 1) last week was the Annual Leadership Conference under the theme, "Hope in Action: Empowering Leaders to Create Positive Change." The workshops and learning experiences equipped our leaders with the knowledge necessary to champion our division's strategic framework, *Compass to 2025*. Army veteran and leadership development expert, Mike Erwin was the keynote speaker; 2) students at many of our elementary schools will see new, inspirational murals in their schools, thanks to a partnership with the ViBe Creative District. Twelve of our Title I school have murals through the "Better Together" project; 3) VBCPS had an impressive debut during the inaugural year of lacrosse as a sanctioned sport. Six VBCPS teams advanced to the Virginia High School League competition last month: Ocean Lakes, First Colonial and Bayside girls; and Kellam, First Colonial, and Cox boys; 4) as this was Superintendent Spence's last Superintendent's Report with Virginia Beach City Public Schools, he thanked everyone and shared the following achievements from the past 10 years: implemented full-day kindergarten citywide; launched Blue-Ribbon Panel on school safety to bring security and mental health experts from the Navy, police department and city together to address physical and emotional safety need in our schools; development of an Environmental Studies Program classroom at the Chesapeake Bay Foundation's Brock Environmental Center and an Entrepreneurship and Business Academy at Kempsville High School; developed a division equity policy; created intentional connections through our Teacher Leadership Forum, Teacher Assembly, Principal Leagues, the Superintendent Teacher Advisory Council, the Superintendent Student Advisory Council, the VBCPS Student Leadership Workshop, and the development of Family Voice Groups; expanded partnerships with the Navy – Oceana Air Show STEM Laboratory, PROJECT SEARCH at NAS Oceana, the Navy's first partnership with this national job transition program for students with developmental disabilities;



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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 6 of 14

built a Family and Community Engagement center to provide families with the resources and supports; improved college and career readiness and increased access to advanced coursework for all students; moved to a school-wide AVID model across all middle schools; two schools – Salem and Great Neck middle schools – designated as AVID National Demonstration Schools; launched a mental health taskforce during COVID-19 pandemic to address the significant increase in mental health concerns experienced by both students and staff; through the budget process – improved salary scales for staff to ensure VBCPS is competitive with local school divisions and further support recruitment and retention efforts; and finally that relationships matter – stated gratitude for our students, our staff, our board, and former colleagues for making these wonderful thing possible.

Chair Riggs presented Superintendent Spence with a plaque of appreciation and thanked him for his years of service to Virginia Beach City Public Schools.

After the report, Superintendent Spence introduced the following appointments which were voted on and approved at the July 11, 2023 Abridged School Board meeting: Amanda L. Frederickson, Assistant Principal, Virginia Beach Middle School as Principal, Salem Middle School; Darcel C. Johnson, Administrative Assistant, Princess Anne High School as Assistant Principal, Princess Anne High School; and noted, the Green Run Collegiate (GRC) Governing Board voted in favor of elevating Erin M. Vickrey, School Improvement Specialist, First Colonial High School as Academic Dean, Green Run Collegiate.

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

- A. July 10-11, 2023 School Board Retreat / Abridged School Board Meeting: Chair Riggs called for any modifications to the July 10-11, 2023 School Board Retreat/Abridged School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the July 10-11, 2023 School Board Retreat/Abridged School Board meeting minutes as presented. Ms. Anderson made the motion, seconded by Ms. Brown. Without discussion, Chair Riggs called for a vote to approve the July 10-11, 2023 School Board Retreat/Abridged School Board meeting minutes as presented. The School Board Clerk announced there were eight (8) ayes in favor of the motion to approve July 10-11, 2023 School Board Retreat/Abridged School Board meeting minutes as presented: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were three (3) abstentions: Vice Chair Weems (out of town – family funeral), Mr. Culpepper (not in attendance at retreat/meeting), and Ms. Manning (not in attendance at retreat/meeting). The motion passed, 8-0-3.

#### 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 (30) in person speakers (including ten (10) student speakers) and seven (7) online speakers (including one (1) student speaker); topics discussed were 2023 Model Policies; basic rights; Owens' Resolution; equity and respect; transgender students; use of preferred name; safe environment for all students; gender identity; treated fairly; students' rights; parents' rights; students speaking at School Board meetings; keep children and families safe; support for model policies; basic respect for all students; trusting teachers; parental rights; June 12 School Board meeting; Bylaw 1-28; Policy Review Committee; committee assignments; Governance Committee; fairness with committees; rotating members; members of the Policy Review Committee; Bylaw 1-36; committee meetings; school calendar; winter break and pre-Labor Day start; teacher workload; health and wellness of teachers; Bill of Rights; behavioral decline; PBIS; student speakers; policy not politics; and trust in School Board.

The Public Comments were suspended at 8:03 p.m., to continue with the formal meeting and items on the Information agenda.

#### 12. **Information**

- A. Bylaw 1-28/Committees, Organizations and Boards – School Board Member Assignments: Kamala H. Lannetti, School Board Attorney reviewed the amendments to Bylaw 1-28 – to have five School Board Members appointed to the Policy Review Committee, to remove the Mayor's Committee for Persons with Disabilities from Section G – Outside Committees, Organizations or Boards, and the renumbering of the list of Outside Committees, Organizations or Boards; the presentation continued with questions and comments regarding the Mayor's Committee for Persons with Disabilities; having an appropriate staff member as part of the committee in stead of a School Board member; voting on Bylaw 1-28; size of committees; not supporting expanding committees; clarification on reason for expanding the number of people on Policy Review Committee (fairness); not political; Chair Riggs started to address another topic; Ms. Manning called a point of order – challenged decision to the Board, Mr. Culpepper seconded; a discussion

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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 7 of 14

followed regarding following the agenda and not discussing anything at any time; comments can be shared at the end of the meeting but not appropriate to do during the meeting; Chair Riggs withdrew discussion on topic; Ms. Manning and Mr. Culpepper withdrew the motion to challenge.

The discussion on Bylaw 1-28 continued; importance of the Policy Review Committee; diversity on the committee; support of five members on committee; the PRC committee is efficient and doing good work; other committee numbers have been raised in the past (Internal Audit Committee); fairness to Board members; opportunity for other Board members to serve on PRC; five members willing to serve on committee; need more input and ideas; create more fair and palpable policies.

B. New Courses:

1. Unmanned Systems (Drones): Recommendation that the School Board receive information regarding the proposed course, Unmanned Systems, and corresponding course objectives for implementation in the 2023-2024 school year.
2. Nail Technician: Recommendation that the School Board receive information regarding the proposed course, Nail Technician, and corresponding course objectives for implementation in the 2025-2026 school year.
3. TV Production I & II: Recommendation that the School Board receive information regarding the proposed course, TV Production I & II and corresponding course objectives for implementation in the 2023-2024 school year.
4. Introduction to Landscaping I & II: Recommendation that the School Board receive information regarding the proposed course, Introduction to Landscaping I & II, and corresponding course objectives for implementation in the 2024-2025 school year.
5. Building Maintenance I & II: Recommendation that the School Board receive information regarding the proposed course, Building Maintenance I & II, and corresponding course objectives for implementation at the Renaissance Academy in the 2024-2025 school year.
6. BUS 240 – Business Law: Recommendation that the School Board receive information regarding changes to Tidewater Community College's (TCC) associate's degree program in Business Administration offered for dual enrollment at the Entrepreneurship and Business Academy (EBA) at Kempsville High School and approve all courses necessary to conform to this and future updates to previously approved degree and certificate programs from TCC. The course outlined in this request is, BUS 240 Business Law. This change is for implementation in the 2023-2024 school year.
7. BUS 224 – Business Statistics: Recommendation that the School Board receive information regarding changes to Tidewater Community College's (TCC) associate's degree program in Business Administration offered for dual enrollment at the Entrepreneurship and Business Academy (EBA) at Kempsville High School and approve all courses necessary to conform to this and future updates to previously approved degree and certificate programs from TCC. The course outlined in this request is, BUS 224 Business statistics. This change is for implementation in the 2023-2024 school year.
8. BUS 274 – Foundations of Entrepreneurship: Recommendation that the School Board receive information regarding changes to Tidewater Community College's (TCC) associate's degree program in Business Administration offered for dual enrollment at the Entrepreneurship and Business Academy (EBA) at Kempsville High School and approve all courses necessary to conform to this and future updates to previously approved degree and certificate programs from TCC. The course outlined in this request is, BUS 274 Foundations of Entrepreneurship. This change is for implementation in the 2023-2024 school year.
9. English as a Foreign Language IV: Recommendation that the School Board receive information regarding the proposed English as a Foreign Language (EFL) IV course for high schools in the 2023-2024 school year.

Sara L. Lockett, Ed.D., Director of Technical and Career Education provided the School Board information on new courses; reviewed new career pathways for Renaissance Academy; launch 2023: Unmanned Systems (Drones) and Television Production I & II; launch 2024: Introduction to Landscaping I & II and Building Maintenance I & II; launch 2025: Nail Technician; proposed course details – one credit, completer and sequential elective, complete in a few as nine weeks, tied to Work Based Learning; CTE elective budget implications - three year total: \$67,500; equipment, instructional materials, industry credential testing, and training required to start these programs will be supported by the federal Carl D. Perkins grant; EBA Dual Enrollment degree changes: BUS 240 – Business Law, BUS 224 – Business Statistics, BUS 274 – Foundations of Entrepreneurship; no cost to the division to approve this update; English as a Foreign Language (EFL) IV: ESL courses are designed to advance an English learner's ability to use and understand

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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 8 of 14

academic language as it increases in complexity, variety, and specificity connects to all content areas, year-long World Languages credit, additional opportunity for sequential World Languages credit.

The presentation continued with questions and comments regarding new course proposals; career and technology classes; space at Renaissance Academy for new courses; Introduction to Landscaping I & II; work-based learning; welding course; Nail Technician program; opportunities for students; TV Production courses; and internships.

- C. **Wellness Days:** Cheryl R. Woodhouse, Chief Human Resources Officer, provided the School Board information on Wellness Days; brief overview of key points of presentation; reviewed what is wellness leave – communicates to the employee that we want them to take care of their personal well-being, does not require the employee to justify their absence, time devoted to recharging; benefits for employee: time for recharging, flexibility, reduced burnout; benefits for employers: improved productivity, enhanced employee engagement, reduced absenteeism; wellness leave day parameters: benefit-eligible employees received two (2) Wellness Leave days, used at the employee's discretion, taken consecutively or at a minimum of 1-hour increments, days could not be used during the first and the last ten (10) workdays of the school term or the day before or after a holiday, days could not be carried forward to the next school year, unused leave not eligible for payout, was not issued after May 31; usage data as of July 13, 2023 – out of the 10,288 employees eligible for two (2) Wellness Leave days: 75.71% of employees used both days, 16.48% of employees used at least one day but less than two days, 7.81% of employees used less than one day; from employee input process, Wellness Leave received the highest rating; 2023-2024 SY Wellness Leave days recommendations for consideration: continue Wellness Leave or discontinue, if continued - provide 1 or 2 days of Wellness Leave to current eligible employees (projected cost for 1 day: \$1,270,638; projected cost for 2 days: \$2,541,276), make Wellness Leave permanent or consider Wellness Leave annually, maintain parameters on the usage of Wellness Leave, prorate the issuance of Wellness Leave for new employees up to May 31; next steps if approved: develop a Wellness Leave regulation, communicate to current eligible employees, market to new employees.

The presentation continued with questions and comments regarding continuing Wellness Days; employees are appreciative of days; part of benefits package; tool to help HR recruit employees; funds not part of approved 2023-2024 budget; vacancy dollars; number of holidays and sick days employees receive; substitutes for staff taking Wellness Days; concerns about the cost; number of employees taking one day verses two days; sick days verses Wellness Days; flex days; mindful of teachers and employees but also tax payers; support short term – doing for a year; funds to support teachers; Employee Input Survey – Wellness Leave had the highest agreement.

- 13. Return to public comments if needed:** The Public Comments resumed at 9:15 p.m., and concluded at 9:34 p.m. See agenda item #11 for topics discussed.

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

- A. **Policy Review Committee (PRC) Recommendations:** That the School Board approve Policy Review Committee (PRC) recommendations regarding amendments or reviews of certain policies from its June 8, 2023 meeting.
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 provides 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 provides 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 provides 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 provides 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



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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 9 of 14

- 10, 2023 Virginia Department of Health Standing Order permitting School Board employees who have completed training to administer Naloxone.
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.
  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.

After reading the items on the Consent Agenda, Chair Riggs asked if there are any objections to voting on the Consent Agenda items. Hearing none, Chair Riggs called for a motion to approve the items on the Consent Agenda. Ms. Owens made the motion, seconded by Vice Chair Weems. Chair Riggs called for a vote to approve the items on the Consent Agenda. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the items on the Consent Agenda: 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. Note: School Board member, Ms. Brown was present in the meeting when the vote took place.

## 15. Action

- A. Personnel Report / Administrative Appointments: Chair Riggs called for a motion to approve the July 25, 2023 personnel report and administrative appointments. Ms. Franklin made the motion, seconded by Ms. Anderson that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the July 25, 2023 personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chair Riggs called for a vote to approve the July 25, 2023 personnel report and administrative appointments. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the July 25, 2023 personnel report and administrative appointment. The motion passed unanimously, 11-0-0.

Superintendent Spence mentioned the following: Chelsea L. Bax, Administrative Assistant, Virginia Beach Middle School as Assistant Principal, Landstown Middle School; Taylor D. Lovejoy, Teacher, Great Neck Middle School as Assistant Principal, Brandon Middle School; Kelly J. Foster, Administrative Assistant, Green Run High School as Assistant Principal, Green Run High School; Carrie E. Gantt, Ed.D., Administrative Assistant, Ocean Lake High School as Assistant Principal, Frank W. Cox High School; Crystal Lewis-Wilkerson, Ed.D., Principal, Thalia Elementary School as Director, K-12 and Gifted Programs, Department of Teaching and Learning; and Melanie J. Hamblin, Ed.D., Principal, Windsor Woods Elementary School as Senior Executive Director of Elementary Schools, Department of School Leadership.

- B. Bylaw 1-28/Committees, Organizations and Boards – School Board Member Assignments: Chair Riggs called for a motion amend Bylaw 1-28 Committees, Organizations, and Boards – School Board Member assignments to have five School Board members appointed to the Policy Review Committee and remove the Outside Committee – Mayor's Committee for Persons with Disabilities, and to switch Ms. Melnyk and Ms. Martin Student Discipline Committees – Ms. Melnyk to move from Student Discipline Committee III to I and Ms. Martin to move from Student Discipline Committee I to III, Ms. Martin has asked to continue to stay on Student Discipline Committee I, due to work schedule. Vice Chair Weems made a motion to separate all three items out because some of us will want to vote on them separately as we discussed in Information: B1 – vote on five members to the PRC, B2 – The Mayor's Committee for Persons with Disabilities to appoint staff to that liaison, B3 – Discipline Committees. Mr. Culpepper seconded the motion presented by Vice Chair Weems. A discussion followed regarding clarification on the item for a vote; if there is a need to separate and have item B3 – since it is covered under Action item C – School Board Committee Assignments; clarity on the Student Discipline Committees; School Board members will work out the coverage for Student Discipline Committees; Mr. Callan shared his availability to switch with Ms. Melnyk on the Student Discipline Committee; Kamala H. Lannetti, School Board Attorney clarified the motion – one motion to amend Bylaw 1-28 (B1)

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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 10 of 14

which is the PRC having five members and the second motion (B2) to amend Bylaw 1-28 section G to remove item 3 (Mayor's Committee for Person with Disabilities) and renumber the rest; Vice Chair Weems confirmed those were the motions. Chair Riggs called for a vote to separate the items B1 and B2 as mentioned. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to separate the items into B1 and B2 as noted above. The motion passed unanimously, 11-0-0.

For clarification, Ms. Lannetti stated the motion on the floor was to amend Bylaw 1-28 that the School Board Policy Review Committee will consist of five School Board members – motion and seconded is needed to open for discussion; Chair Riggs made the motion to amend Bylaw 1-28 – Committees to make it five members on the PRC (Policy Review Committee), Ms. Anderson seconded the motion. Without discussion, Chair Riggs called for a vote on Bylaw 1-28. The School Board Clerk announced there were five (5) ayes in favor of the motion to amend Bylaw 1-28, that the School Board Policy Review Committee will consist of five School Board members: Chair Riggs, Ms. Anderson, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were six (6) nays opposed to the motion to amend Bylaw 1-28, that the School Board Policy Review Committee will consist of five School Board members: Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Vice Chair Weems. The motion did not pass, 5-6-0 since seven (7) votes were needed to pass the Bylaw. Note: as per Bylaw 1-30/Adoption, Amendment, Repeal or Suspension of Bylaws – Section A, paragraph 2: *Adoption of or, amendment or repeal of a Bylaw requires an affirmative vote of seven of eleven of the School Board Members if all School Board Members are present.*

For clarification, Ms. Lannetti stated the motion on the floor was to amend Bylaw 1-28, Section G.3. to remove the Mayor's Committee for Persons with Disabilities and then renumbering the rest of G to reflect the removal. Chair Riggs called for a motion. Ms. Owens made the motion, seconded by Ms. Franklin. Without discussion, Chair Riggs called for a vote to amend Bylaw 1-28, Section G.3. to remove the Mayor's Committee for Persons with Disabilities and then renumbering the rest of G to reflect the removal. The School Board Clerk announced there were ten (10) ayes in favor of the motion to amend Bylaw 1-28, Section G.3. to remove the Mayor's Committee for Persons with Disabilities and then renumbering the rest of G to reflect the removal: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, and Ms. Owens. There was one (1) nay opposed to the motion to amend Bylaw 1-28, Section G.3. to remove the Mayor's Committee for Persons with Disabilities and then renumbering the rest of G to reflect the removal: Ms. Melnyk. The motion passed 10-1-0.

- C. School Board Committee Assignments FY 2024: Since Bylaw 1-28 did not pass, to have the School Board Policy Review Committee consist of five School Board members, Chair Riggs made a motion to amend the recommendations for the PRC assignments to be three School Board members, for the PRC, the three School Board members that Chair Riggs recommended are Beverly Anderson, Victoria Manning, and Jessica Owens; Ms. Anderson seconded the motion. A discussion followed regarding the PRC committee assignments; Ms. Manning does not support the recommendation made by the Chair; Ms. Brown has done a great job on the committee, representing a majority minority district; Ms. Manning made a substitute motion that the Policy Review Committee be made up of herself (Victoria Manning), Kathleen Brown, and Jessica Owens. Ms. Brown seconded the substitute motion by Ms. Manning.

A discussion followed regarding the substitute motion; agreement that Ms. Brown has done a fantastic job on the committee; brings a good voice to the committee; only new Board member not to miss a committee or regular meeting; working on Master's Degree in public policy; unfair to be put on a committee and then taken off; support for Ms. Owens on the committee; other Board members represent minority district; other Board members have policy experience; should not be removed from a committee due to longevity; longevity creates experience; support for the substitute motion; equitable distribution; talked in January about committee assignments. Without further discussion, Chair Riggs asked Ms. Manning to restate her motion; Ms. Manning moved to have herself (Victoria Manning), Ms. Brown, and Ms. Owens to serve on the Policy Review Committee; the substitute motion was seconded by Ms. Brown. Without further discussion, Chair Riggs called for a vote on the substitute motion by Ms. Manning to have Ms. Manning, Ms. Brown, and Ms. Owens to serve on the Policy Review Committee. The School Board Clerk announced there were four (4) ayes in favor of the substitute motion by Ms. Manning to have Ms. Manning, Ms. Brown, and Ms. Owens to serve on the Policy Review Committee: Vice Chair Weems, Ms. Brown, Mr. Culpepper, and Ms. Manning. There were seven (7) nays opposed to the substitute motion by Ms. Manning to have Ms. Manning, Ms. Brown, and Ms. Owens to serve on the Policy Review Committee: Chair Riggs, Ms. Anderson, Mr. Callan, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. The substitute motion did not pass, 4-7-0.

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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 11 of 14

Chair Riggs stated the original motion is on the floor – to have the PRC Committee made up of three School Board members, Beverly Anderson, Victoria Manning, and Jessica Owens; the motion was seconded by Ms. Anderson; Ms. Melnyk made a substitute motion to appoint Kathleen Brown, Beverly Anderson, and Jessica Owens; the substitute motion was seconded Ms. Anderson; a discussion followed regarding the substitute motion; how many committees is Ms. Manning on; requested to be on PRC committee; cannot support substitute motion; PRC committee works well together; limited term and tenure; Ms. Brown has done a great job on committee; shouldn't use term as a criteria; keep original three on committee. Without further discussion, Chair Riggs called for a vote on the substitute motion to appoint Kathleen Brown, Beverly Anderson, and Jessica Owens. The School Board Clerk announced there was one (1) aye in favor of the substitute motion to appoint Kathleen Brown, Beverly Anderson, and Jessica Owens: Ms. Melnyk. There were ten (10) nays opposed to the substitute motion to appoint Kathleen Brown, Beverly Anderson, and Jessica Owens: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, and Ms. Owens. The substitute motion to appoint Kathleen Brown, Beverly Anderson, and Jessica Owens did not pass, 1-10-0.

Chair Riggs stated the original motion to on the floor - to have the PRC Committee made up of three School Board members, Beverly Anderson, Victoria Manning, and Jessica Owens. Ms. Manning made a substitute motion, to stay with the original recommendations that you had in this policy in the current Board members that are serving myself (Ms. Manning), Ms. Brown, and Ms. Anderson; the substitute motion was seconded by Vice Chair Weems. Without discussion, Chair Riggs called for a vote on the substitute motion by Ms. Manning, to keep Ms. Anderson, Ms. Manning, and Ms. Brown on the PRC Committee. The School Board Clerk announced there were five (5) ayes in favor of the substitute motion to keep Ms. Anderson, Ms. Manning, and Ms. Brown on the PRC Committee: Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. There were six (6) nays opposed to the substitute motion to keep Ms. Anderson, Ms. Manning, and Ms. Brown on the PRC Committee: Chair Riggs, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. The substitute motion to keep Ms. Anderson, Ms. Manning, and Ms. Brown on the PRC Committee did not pass, 5-6-0.

The original motion is on the floor – to have Beverly Anderson, Victoria Manning, and Jessica Owens on the Policy Review Committee; Ms. Manning stated she would like to withdraw her name and request that Ms. Brown take her place, Ms. Brown has done a great job on the committee and would like her to continue to serve; there are factions in the School Board; political; recommendations in January; Chair Riggs asked Ms. Brown if she would serve on the committee; Ms. Brown will do the will of the Board; Ms. Owens made the amendment to the motion based on Ms. Manning wanting to withdraw that her place as recommended by the Chair be filled with Ms. Brown instead leaving the candidates for the committee as Beverly Anderson, Kathleen Brown, and Jessica Owens; the amendment to the motion was seconded by Ms. Anderson. There was a brief discussion regarding the motion and Ms. Manning's consideration; School Board members elected at large – to serve the whole community; oversee the school system – education of students. Without further discussion, Chair Riggs restated the amended motion on the floor to have the PRC committee members as Ms. Brown, Ms. Anderson, and Ms. Owens. Chair Riggs called for a vote on the amended motion to have Ms. Brown, Ms. Anderson, and Ms. Owens on the PRC Committee. The School Board Clerk announced there were six (6) ayes in favor of the amended motion to have Ms. Brown, Ms. Anderson, and Ms. Owens on the PRC Committee Chair Riggs, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were four (4) nays opposed to the amended motion to have Ms. Brown, Ms. Anderson, and Ms. Owens on the PRC Committee: Vice Chair Weems, Mr. Callan, Mr. Culpepper, and Ms. Manning. The amended motion to have Ms. Brown, Ms. Anderson, and Ms. Owens on the PRC Committee passed, 6-4-0. Note: School Board member, Ms. Brown was present in the meeting when the vote took place.

Chair Riggs made the motion to accept all of these committee assignments; the School Board Clerk called a point of order regarding the discipline committees to put a motion on the floor regarding the discipline committee assignments; Chair Riggs reviewed the Student Discipline Committee assignments in which Ms. Martin would stay on Committee I and Ms. Melnyk would stay on Committee III; Ms. Melnyk request to keep the committees as is; will work out getting substitutes if needed; Ms. Anderson asked for clarification on the discipline committees – Committee III would be Ms. Anderson, Ms. Brown, and Ms. Melnyk and Committee I would be Mr. Culpepper, Ms. Martin, and Ms. Franklin. Chair Riggs made the motion to keep Discipline Committee I with Mr. Culpepper, Ms. Martin, and Ms. Franklin and Discipline Committee III with Ms. Melnyk, Ms. Anderson, and Ms. Brown; the motion was seconded by Ms. Anderson. Without discussion, Chair Riggs called for a vote on Discipline Committee I and

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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 12 of 14

Discipline Committee III. The School Board Clerk announced there were eleven (11) ayes in favor of the members on Discipline Committee I and Discipline Committee III. The motion passed unanimously, 11-0-0.

Chair Riggs made a motion recommending the committee assignments as presented with the change for the PRC and the change of taking the Mayor's Committee for Persons with Disabilities and the switch in the Discipline Committees; the motion was seconded by Ms. Franklin. There was a brief discussion regarding the members of the PRC committee and the overall vote. Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the committee assignments as presented with the change for the PRC and the change of taking the Mayor's Committee for Persons with Disabilities and the switch in the Discipline Committees: Chair Riggs, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were five (5) nays opposed to the committee assignments as presented with the change for the PRC and the change of taking the Mayor's Committee for Persons with Disabilities and the switch in the Discipline Committees: Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. The motion passed, 6-5-0.

- D. Wellness Days: Chair Riggs called for a motion to discuss Wellness Days and recommendations for consideration. Ms. Owens made the motion, seconded by Mr. Culpepper; some clarification was needed on the vote; Mr. Culpepper rescinded the second; Ms. Owen made a motion to approve two days, two Wellness Days for staff for this year, the motion was seconded by Vice Chair Weems; a discussion followed regarding Wellness Days; the budget; utilizing vacancies; need to discuss during budget season; concerns about the budget; unfunded mandates; can support one day this year; teachers need flexibility; make one day permanent; leaning towards one day now and revisit later.

Vice Chair Weems made a substitute motion that we support and continue with one day this year and then would like to revisit during the budget season – motion is to offer one day this year then when we evaluate in the budget season we will have that conversation; the substitute motion was seconded by Ms. Brown; a discussion continued regarding the Wellness Day; would Vice Chair consider an amendment to her substitute motion by adding another day if the state budget get approved and funds are available; would need a cutoff date; later days complicate matters with substitutes; supports Wellness Days – can support one day; support for two days; use for hiring and retention; funding, revision funds; allocations based on staff; staffing formula; challenges with staffing – constant turnover; a lot done for employees (raise salaries, health benefits); funds for CIP projects; start with one day now – could revisit in December. Without further discussion, Chair Riggs called for a vote on Vice Chair Weems substitute motion. The School Board Clerk announced there were five (5) ayes in favor of Vice Chair Weems substitute motion to offer one Wellness day this year: Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Franklin. There were six (6) nays opposed to the motion to offer one Wellness day this year: Chair Riggs, Ms. Anderson, Ms. Martin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The substitute motion to offer one Wellness day this year did not pass, 5-6-0.

Ms. Owens amended her motion to be two Wellness Days for this upcoming school year, temporary, but at the prorated based on time of employment, the amended motion was seconded by Ms. Anderson. Without discussion, Chair Riggs called for a vote on the amended motion by Ms. Owens. The School Board Clerk announced there were six (6) ayes in favor of the amended motion to be two Wellness Days for this upcoming school year, temporary, but at the prorated based on time of employment: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were four (4) nays opposed to the amended motion to be two Wellness Days for this upcoming school year, temporary, but at the prorated based on time of employment: Ms. Brown, Mr. Callan, Ms. Franklin, and Ms. Manning. There was one (1) abstention: Mr. Culpepper (in favor of a single day). The amended motion passed, 6-4-1.

16. **Committee, Organization or Board Reports:** There were no Committee, Organizational or Board reports.
17. **Return to Administrative, Informal, Workshop or Closed Session matters:** At 11:16 p.m., Vice Chair Weems made the following motion, seconded by Ms. Franklin that 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:



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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 13 of 14

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 interview and decision on award of contract and Acting Superintendent contract.

Chair Riggs called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to recess into Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens. The motion passed, 9-0-0.

The School Board recessed into Closed Session at 11:32 p.m. in the Holland Road Annex/Einstein Lab.

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

- A. Superintendent search consulting firm interview and decision on award of contract and Acting Superintendent contract: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Regina M. Toneatto, School Board Clerk.

Kamala H. Lannetti, School Board Attorney left the Closed Session at 11:50 p.m. and returned at 11:53 p.m.

The School Board reconvened at 12:05 a.m., on Wednesday, July 26, 2023.

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

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

Tuesday, July 25, 2023  
School Board Regular Meeting  
Page 14 of 14

**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.

Vice Chair Weems made the motion, seconded by Ms. Anderson. Chair Riggs called for a vote on the Certification of Closed Session. The School Board Clerk announced there were nine (9) 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. Manning, and Ms. Owens. The motion passed, 9-0-0.

Ms. Anderson made the following motion, to authorize the School Board Attorney, and the School Board Chair to negotiate and finalize the Acting Superintendent contract as directed by the School Board in Closed Session on July 26, 2023; the motion was seconded by Mr. Culpepper. Without discussion, Chair Riggs called for a vote on the motion. The School Board Clerk announced there were eight (8) ayes in favor of the motion to authorize the School Board Attorney, and the School Board Chair to negotiate and finalize the Acting Superintendent contract as directed by the School Board in Closed Session on July 26, 2023: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, and Ms. Owens. There was one (1) nay opposed to the motion to authorize the School Board Attorney, and the School Board Chair to negotiate and finalize the Acting Superintendent contract as directed by the School Board in Closed Session on July 26, 2023: Ms. Manning. The motion passed, 8-1-0.

- 18. Adjournment:** Chair Riggs adjourned the meeting at 12:07 a.m., on Wednesday, July 26, 2023.

Respectfully submitted:

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

Approved:

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



**Subject:** 2020-2025 Local Plan for the Education of the Gifted Amendment **Item Number:** 12A

**Section:** Information **Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer, Department of Teaching and Learning

**Prepared by:** Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning

**Presenter(s):** Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning

**Recommendation:**

That the School Board receive the information for the proposed amendment to the 2020-2025 Local Plan for the Education of the Gifted. In addition to the proposed amendment, supporting documentation will be provided to the Board during the School Board meeting.

**Background Summary:**

The Local Plan for the Education of the Gifted is required by the Virginia Department of Education (VDOE) every five years and includes planning for gifted services in six areas: Identification, Delivery of Services, Curriculum and Instruction, Professional Development, Parent and Community Involvement, and Equitable Representation of Students.

**Source:**

N/A

**Budget Impact:**

N/A





# Gifted Update

School Board Meeting

August 8, 2023

# Brief Recap of June 27, 2023 School Board Presentation

- Reviewed the gifted identification and Old Donation School (ODS) selection processes
- Highlighted that the number of students with top ratings exceeded the number of open seats available at ODS
- Identified the need to amend the Local Plan for the Education of the Gifted
- Outlined next steps to guide the work moving forward

# **Actions Taken Based on June 27, 2023 SB Meeting**

- Hired a Director of K-12 and Gifted Programs
- Developed an amendment of the Local Plan for the Education of the Gifted
- Conducted two summer Gifted Community Advisory Committee meetings to discuss recommended amendment

# **Actions in Progress Based on June 27, 2023 SB Meeting**

- Create a comprehensive communication plan to share 2024-25 ODS selection process and timeline with all stakeholders
- Create a task force to initiate process for the new Local Plan for the Education of the Gifted
- A comprehensive formal evaluation of our gifted resource-cluster program will be shared during the 23-24 SY

# VBCPS Local Plan for the Education of the Gifted

All students who are determined to be eligible for gifted services for General Intellectual Aptitude (GIA) in grades 2-12 immediately qualify for services in their neighborhood school resource program. **The Gifted Resource Teacher (GRT) in collaboration with the classroom teacher must differentiate the regular education program to meet the needs of each gifted student in the neighborhood school and assure there is a match between a student's capabilities and the gifted services delivered.**



# **Amendment – Local Plan for the Education of the Gifted**

School board has been provided with the amendment to reflect current practices that the community and board were made aware of in August 2022.

The Gifted Community Advisory Committee offered input and recommendations.

# Amendment Pages 70 and 72

**Current**: All first and fifth grade students are screened with the Naglieri Nonverbal Ability Test (NNAT, 3<sup>rd</sup> edition) 2016, described by the publisher as a language-free, culture-fair test on nonverbal reasoning. The NNAT3 includes four types of questions, including pattern completion, reasoning by analogy, serial reasoning, and spatial visualization. First and fifth grade students scoring 90% or higher on the screening test are recommended for additional testing.



# Amendment Pages 70 and 72 (Continued)

**Revised:** All first-grade students are screened with the Naglieri Nonverbal Ability Test, 3<sup>rd</sup> edition 2016 (NNAT3), described by the publisher as a language-free, culture-fair test on nonverbal reasoning. The NNAT3 includes four types of questions, including pattern completion, reasoning by analogy, serial reasoning, and spatial visualization.

**Additionally, first-grade students are screened with the Cognitive Abilities Testing (CogAT), a multiple-choice assessment that measures reasoning skills with various types of verbal, nonverbal and quantitative questions. If a first-grade student scores in the 90th percentile or higher on any of the tests, the Office of Gifted Testing will automatically initiate a gifted identification application for the student. If a first-grade student is not ranked in the 90th percentile or higher, the parent/guardian may still complete an online application for gifted services. The online application is located at [giftedapplication.vbcps.com](http://giftedapplication.vbcps.com). All information is reviewed by the Virginia Beach City Public Schools Gifted Identification Committee to determine identification for gifted services.**

**All fifth-grade students are also screened with the NNAT3, and if they score in the 90th percentile or higher on the screening test, they are recommended for additional testing with CogAT. If a fifth-grade student is not ranked in the 90th percentile or higher, the parent/guardian may still complete an online application for gifted services.**

# Amendment Pages 80-81

**Current:** The profile is assembled by the gifted assessment specialists who facilitate the testing and collect the ~~parent information and permission to evaluate form~~, teacher information form, achievement data, and aptitude data. Documents used to create this profile include the following:

- Teacher information form of behavioral characteristics of the gifted, including a written narrative.
- Teacher information form(s) based on the need for a modified/differentiated program.
- ~~Parent recommendation form of behavioral characteristics of the gifted, including a written narrative.~~
- Academic achievement indicated by grades, classroom performance, individual products, and/or course selection.
- Current scores on verbal and nonverbal academic ability tests administered by the school division personnel.
- Scores on one or more accepted academic achievement tests.

# Amendment Pages 80-81 (Continued)

**Revised:** The profile is assembled by the gifted testing specialists who facilitate the testing and collect the teacher information form, achievement data, and aptitude data. Documents used to create this profile include the following:

- Teacher information form of behavioral characteristics of the gifted, including a written narrative.
- Teacher information form(s) based on the need for a modified/differentiated program.
- Academic achievement indicated by grades, classroom performance, individual products, and/or course selection.
- Current scores on verbal and nonverbal academic ability tests administered by the school division personnel.
- Scores on one or more accepted academic achievement tests.

# Amendment Page 82

**Current:** ODS is a grade 2-8 school that houses a full-time GIA program. ~~Students who wish to be considered for placement must complete an application to be considered and must be identified for gifted services by VBCPS prior to applying for ODS. The selection committees for ODS then review each profile and rate the students for their potential for exceptional performance. The top candidates are invited to attend the school. Ultimately, the acceptance of placement at ODS is determined by the parents/guardians.~~

# Amendment Page 82 (Continued)

**Revised:** ODS is a grade 2-8 school that houses a full-time GIA program. Students who wish to be considered for **enrollment in grades 3, 4, 5, 7 and 8 must be identified for gifted services by VBCPS and complete an application to be considered to receive GIA services at ODS. Students in grades 1 and 5, once identified as GIA, have an application automatically generated on behalf of the student, and families may opt-out of applying to ODS.** The selection committees for ODS then review each profile and rate the students for their potential for exceptional performance.

# Amendment Page 82

**Current:** The chairperson of the Gifted Identification and Placement Committee is responsible for notifying the parents/guardian of each student of the decision of the Committee. This notification takes place within fourteen instructional days from the date the decision is made.

Services and related placement may include the following:

- Placement in the neighborhood school gifted program.
- Eligibility for **placement** in the full-time gifted program at ODS



# Amendment Page 82 (Continued)

**Revised:** The chairperson of the Gifted Identification and Placement Committee is responsible for notifying the parents/guardian of each student of the decision of the Committee. This notification takes place within fourteen instructional days from the date the decision is made.

Services and related placement may include the following:

- Placement in the neighborhood school gifted program.
- Eligibility for **enrollment** in the full-time gifted program at ODS

# Amendment Page 84

**Current:** Students may apply to **receive their gifted services at ODS** to ~~receive gifted services~~ for GIA. All applicants must meet the criteria for identification for gifted services. ~~The top candidates of those who apply are invited to attend.~~ Teachers at ODS must develop and implement differentiated curriculum and instruction to meet the needs of each student and assure there is a match between a student's capabilities and the services delivered.

## Selection for ODS

~~The goal of the selection process used at ODS is to select the top candidates from those who apply. The overarching question for selection is, "For whom is this program the best fit?"~~

~~The selection committee uses the following three questions as consideration when examining ODS applications:~~

- ~~• Is there evidence throughout the application that this student needs more than what is provided through the resource cluster program at his/her home school?~~
- ~~• Is there evidence that shows this student has the potential to be successful in the ODS setting?~~
- ~~• Is there evidence that the student is either achieving at high levels OR is displaying gifted characteristics and behaviors as identified by the parent, teachers, and/or GRT?~~

# Amendment Page 84 (Continued)

**Revised:** ODS is a grade 2-8 school that houses a full-time GIA program. Students who wish to be considered for **enrollment in grades 3, 4, 5, 7 and 8 must be identified for gifted services by VBCPS and complete an application to be considered to receive GIA services at ODS. Students in grades 1 and 5, once identified as GIA, have an application automatically generated on behalf of the student, and families may opt-out of applying to ODS.** Teachers at ODS must develop and implement differentiated curriculum and instruction to meet the needs of each student and assure there is a match between a student's capabilities and the services delivered.

*Removed the section "Selection for ODS" paragraph and the three bulleted questions.*

# Amendment Page 86

**Current:** A rating scale of 5-1, with 5 being the highest recommendation is used.

Listed below are the descriptions for each numerical rating:

~~5=consistently strong in all the application components; a definite yes~~

~~4=strong in most of the application components; a likely yes~~

~~3=shows strength in some application components, but not consistently strong; possible, but not likely yes~~

~~2=few consistent areas of strength; a likely no~~

~~1=not recommended~~

# Amendment Page 86 (Continued)

**Revised:** A rating scale of ~~4~~ ~~5~~-1, with ~~4~~ ~~5~~ being the highest recommendation is used. Listed below are the descriptions of each numerical ranking:

- ~~4~~ ~~5~~-consistently strong in all the application components; ~~a definite yes~~
- ~~3~~ ~~4~~-strong in most of the application components; ~~a likely yes~~
- ~~2~~ ~~3~~-shows strength in some application components, but not consistently strong; ~~possible, but not likely yes~~
- ~~1~~ ~~2~~-few consistent areas of strength; ~~a likely no~~
- ~~1~~ not recommended

**The committee uses a numerical rating scale to complete a holistic evaluation of the applicants. No one component of the application can be the determining factor in selection. Teams of committee members will review and rank each application. Applications with the highest rankings will be placed in an applicant pool. When the number of students receiving the highest ranking exceeds the number of open seats, all students will be placed in a candidate pool from which a random draw will occur.**

Gifted CAC Recommendation

Recommend to adopt a process to score candidates in a more objective way to achieve greater differentiation with the goal of top candidates not exceeding the number of open seats.

# Amendment Page 116

## **Additional Statements for the Amendment:**

- School administration is authorized to make reasonable adjustments and interpretations to this plan as necessary due to annual review that do not substantially impact the outcome with notice to the School Board.
- When plan is silent, school administration has authorization to make reasonable interpretation with notice to the School Board.





# Gifted Update

## Questions

School Board Meeting

August 8, 2023



**Subject:** Resolution from a School Board Member **Item Number:** 12B

**Section:** Information **Date:** August 8, 2023

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

**Prepared by:** Victoria C. Manning, School Board Member

**Presenter(s):** Victoria C. Manning, School Board Member

**Recommendation:**

That the School Board adopt the Resolution Model Policies on Ensuring Privacy, Dignity, and Respect for All Students and Parents in Virginia's Public Schools.

**Background Summary:**

**Source:**

N/A

**Budget Impact:**

N/A

## RESOLUTION

### Model Policies on Ensuring Privacy, Dignity, and Respect for All Students and Parents in Virginia's Public Schools

**WHEREAS**, Policy 5-7 of the School Board of the City of Virginia Beach (hereinafter "School Board") directs the Superintendent or designee to develop regulations, practices and trainings related to compliance with Code of Virginia § 22.1-23.3, as amended.

**WHEREAS**, on September 18, 2021, the Superintendent of Virginia Beach City Public Schools (hereinafter "VBCPS") adopted regulation 5-7.1 in compliance with § 22.1-23.3 and the 2021 Model Policies for the Treatment of Transgender Students in Virginia's Public Schools.

**WHEREAS**, on July 18, 2023, the Virginia Department of Education (hereinafter "VDOE") released the Model Policies on Ensuring Privacy, Dignity, and Respect for All Students and Parents in Virginia's Public Schools (hereinafter "2023 Model Policies") that align with statutory provisions of Code of Virginia §22.1-23.3, as amended.

**WHEREAS**, with the adoption of the 2023 Model Policies, the VDOE has withdrawn the 2021 Model Policies, which have no further force and effect; and

#### **NOW, THEREFORE, BE IT**

**RESOLVED**, the School Board directs the Superintendent or designee to replace the entire current regulation 5-7.1 with the 2023 Model Policies for Virginia Beach City Public Schools document attached to this resolution, without modification, no later than August 21, 2023; and be it

**FURTHER RESOLVED**, the School Board directs the Superintendent or designee to modify regulation 5-44.2 to be in compliance with the 2023 Model Policies; and be it

**FURTHER RESOLVED**, that no future changes are to be made to regulation 5-7.1 without School Board approval by majority vote; and be it

**FURTHER RESOLVED**, that this resolution will supersede any other past resolutions adopted by the School Board pertaining to this matter; and be it

**FURTHER RESOLVED**, that a copy of this Resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this \_\_\_\_ Day of \_\_\_\_ 2023

SEAL

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Trenace B. Riggs, School Board Chair

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Aaron C. Spence, Superintendent

Attest:

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Regina M. Toneatto, Clerk of the Board

## **2023 Model Policies for Virginia Beach City Public Schools**

### **I. Definitions**

Terms and phrases used herein are defined as follows:

- A. As set forth in Code of Virginia § 22.1-1, the term “parent” or “parents” shall mean “any parent, guardian, legal custodian, or other person having control or charge of a child.”
- B. The word “sex” means biological sex.
- C. The phrase “transgender student” shall mean a public school student whose parent has stated in writing that the student’s gender differs from the student’s sex, or an eligible student who states in writing that his or her gender differs from his or her sex.
- D. An “eligible student” is a student or former student who is 18 years of age or older or a student under the age of 18 who is emancipated. See Code of Virginia § 16.1-331 et seq.

### **II. Model Policies**

Virginia Beach City Public Schools (hereinafter “VBCPS”) complies with all applicable federal and state nondiscrimination laws, including Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688 and the Virginia Human Rights Act, Code of Virginia § 2.2-3900.

#### **A. Maintenance of a safe and supportive learning environment free from discrimination and harassment for all students:**

- 1. VBCPS prohibits all discrimination and will comply with all applicable nondiscrimination laws.
- 2. School personnel shall be trained annually on health and mental wellness support to, and safety of, all students.
- 3. Each school shall make reasonably available, with available resources, guidance and counseling services to all students as provided in 8 VAC 20-620-10 and pursuant to parental notification requirements therein, including that, “[n]o student shall be required to participate in any counseling program to which the student’s parents object.” Except with regard to eligible students, must be informed and given an opportunity to object before counseling services pertaining to gender are given.
- 4. At the request of parents, VBCPS should designate an administrator or counselor to speak, together with the student’s parents (except in the case of eligible students), with any student regarding questions pertaining to gender. This provision should not apply with regard to eligible students.

#### **B. Prevention of and response to bullying and harassment:**

- 1. VBCPS provides bullying prevention education in accordance with Code of Virginia § 22.1-208.01.

2. Any incident or complaint of discrimination, harassment, or bullying shall be given prompt attention, including investigating the incident and taking appropriate corrective and/or disciplinary action, by the school administrator.
3. Bullying of any student by another student, for any reason, cannot be tolerated in our schools. Intervening immediately to stop bullying on the spot can help ensure a safer school environment for all students.
4. The Superintendent or designee shall designate a contact to be available to hear concerns from students and parents when complaints are not resolved at the school level.
5. VBCPS shall inform parents of any bullying incidents that involve their child within 24 hours of learning of the allegation of bullying, per the requirements of Code of Virginia § 22.1-279.6(D).

**C. Maintenance of student records:**

1. VBCPS is required to maintain an official record for each student that includes the student's legal name and sex. VBCPS may be required to use or report a student's legal name or sex in some situations.
2. VBCPS shall change the legal name or sex in a student or former student's official record only if a parent or eligible student submits a legal document, such as a birth certificate, state- or federal-issued identification, passport, or court order substantiating the student or former student's change of legal name or sex.

**D. Identification of students:**

1. Every effort should be made to ensure that a transgender student wishing to change his or her means of address is treated with respect, compassion, and dignity in the classroom and school environment.
2. VBCPS personnel shall refer to each student using only (i) the name that appears in the student's official record, or (ii) if the student prefers, using any nickname commonly associated with the name that appears in the student's official record. Nothing in this policy shall prevent VBCPS personnel from using a different name for a student when it is necessary for the student's academic instruction, such as using a name more common in a foreign country while in a foreign-language course.
3. VBCPS personnel shall refer to each student using only the pronouns appropriate to the sex appearing in the student's official record - that is, male pronouns for a student whose sex is male, and female pronouns for a student whose sex is female.
4. Notwithstanding the provisions of paragraphs (2) and (3) of this section, VBCPS personnel shall refer to a student by a name other than one in the student's official record, or by pronouns other than those appropriate to the sex appearing in the student's official record, only if an eligible student or a student's parent has instructed VBCPS in writing that such other name or other pronouns be used.
5. Any written instruction from a parent or eligible student under paragraph (4) of this section shall be memorialized in the student's official record and subject to the same

retention, disclosure, and confidentiality requirements as the official record itself. The legal name and sex of a student shall not be changed, even upon the written instruction of a parent or eligible student, except as specified in section (C)(2).

6. Notwithstanding the provisions of paragraph (4) of this section, VBCPS shall not compel VBCPS personnel or other students to address or refer to students in any manner that would violate their constitutionally protected rights.

7. No policy, guidance, training, or other written material issued by VBCPS may encourage or instruct teachers to conceal material information about a student from the student's parent, including information related to gender. Provided, however, that VBCPS will comply with all laws that prohibit disclosure of information to parents, including but not limited to Code of Virginia § 22.1-272.1(B) (prohibiting parental contact where student is at imminent risk of suicide related to parental abuse or neglect).

**E. Protection of student privacy and the confidentiality of sensitive information:**

1. VBCPS shall comply with the limitations on access to student records provided in Code of Virginia §§ 22.1-287 through 289.01;
2. VBCPS shall adhere to legal standards of confidentiality relating to sensitive student information and personally identifiable data covered by the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g; and
3. VBCPS shall disclose sensitive student information (including any survey or evaluation related to the student's gender) only (i) to the student, the student's parents (except in the case of eligible students), and school personnel with a legitimate educational interest, or (ii) when required by law.

**F. Enforcement of sex-based dress codes:**

1. Students may dress in any manner consistent with maintaining a respectful, distraction-free environment which supports a focus on learning for all students.
2. Students are not required to dress in a gender-neutral manner. However, any dress or grooming code shall provide the same set of rules and standards regardless of gender, as required by the Code of Virginia § 22.1-279.6.

**G. Student participation in sex-specific school activities and events and use of school facilities.**

1. For any school program, event, or activity (including extracurricular activities) that are separated by sex, the appropriate participation of students shall be determined by sex rather than gender or gender identity. VBCPS shall provide reasonable modifications to this policy only to the extent required by law.
2. Where state or federal law requires schools to permit transgender students to share otherwise sex-segregated facilities (such as bathrooms or locker rooms) with students of the opposite sex, parents should be given the right to opt their child out of using such facilities, and the child should be given access to alternative facilities that promote the



child's privacy and safety. Eligible students should also be given the right to opt out of using such facilities and be given access to alternative facilities.

3. Overnight travel accommodations, locker rooms, and other intimate spaces used for school-related activities and events shall be based on sex. VBCPS shall provide reasonable modifications to this policy only to the extent required by law.

4. Students shall use bathrooms that correspond to his or her sex, except to the extent that federal law otherwise requires. See *Grimm v. Gloucester County School Board*, 972 F.3d 586 (4th Cir. 2020).

5. Single-user bathrooms and facilities should be made available in accessible areas and provided with appropriate signage, indicating accessibility for all students.

6. Students with a diagnosis of gender dysphoria made by a licensed health care provider should consult with their school's ADA coordinator regarding any requested services.

## **H. Athletics**

For any athletic program or activity that is separated by sex, the appropriate participation of students shall be determined by sex rather than gender or gender identity.



Subject: New Course: Unmanned Systems (Drones) Item Number: 14A1

Section: Consent Date: August 8, 2023

Senior Staff: Danielle E. Colucci, Chief Academic Officer

Prepared by: Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

Presenter(s): Sara L. Lockett, Ed.D., Director of Technical and Career Education

### Recommendation:

That the School Board approve the proposed course, *Unmanned Systems*, and corresponding course objectives for implementation in the 2023-2024 school year.

### Background Summary:

Unmanned Aircraft Systems prepares students to fly drones under the Federal Aviation Administration's (FAA) Part 107 guidelines. Students get an overview of the national airspace system, FAA regulations, and the design and operation of small drones. Students monitor weather, address loading and performance of drones, and coordinate flight operation logistics. They perform administrative tasks, train to fly, and, finally, fly small, unmanned aircraft systems (sUAS). Contextual instruction and student participation in co-curricular career and technical student organization (CTSO) activities will develop leadership, interpersonal, and career skills. High-quality work-based learning (HQWBL) will provide experiential learning opportunities related to students' career goals and/or interests, integrated with instruction, and performed in partnership with local businesses and organizations.

### Source:

[Unmanned Aircraft Systems | CTE Resource](#) (2023)

### Course Descriptions:

- Year long, 4x4, or double blocked 4x4
- 1 Credit
- Open to Grades 10-12

### Budget Impact:

The estimated cost to open the program is \$13,500. This amount includes lab equipment, reference books, electronic resources, and staff development. This funding will come from the existing Carl D. Perkins federal grant.

### Staffing:

The course will utilize existing staff. There is no request for additional staffing. Teachers from a wide range of endorsement areas are considered highly qualified to teach Unmanned Systems and training for staff to obtain the FAA Part 107 Remote Pilot Certificate is included in the estimate to launch the course. In order to teach the Unmanned Systems course and supervise student flying experiences, the teacher must have the FAA Part 107 Remote Pilot Certificate.

## **Content Competencies for Unmanned Systems:**

### **Introducing Unmanned Aircraft Systems**

- Describe applications of Unmanned aircraft systems (UAS).
- Define a UAS, according to the Federal Aviation Administration (FAA).
- Explain the design of UAS.
- Identify elements of UAS.
- Research careers related to UAS.
- Identify the training needed for UAS operation.
- Identify the constraints of UAS.
- Identify milestones in the history of UAS.
- Describe the four forces of flight.
- Describe the relationship among the forces.
- Identify the three axes of flight.

### **Defining the National Airspace System**

- Describe the National Airspace System (NAS).
- Use Low Altitude Authorization and Notification Capability (LAANC) to identify controlled airspace.
- Describe waivers.

### **Exploring Regulations**

- Explain the role of the FAA.
- Explain the requirements and process for registering sUAS vehicles with the FAA.
- Identify penalties for failure to adhere to Part 107 regulations.
- Explain the legend of a sectional chart.
- Follow regulations for sUAS.
- Identify requirements for earning an FAA Part 107 sUAS pilot license.
- Distinguish between controlled and uncontrolled airspace.
- Identify the three classifications of UAS operations.
- Research flight regulations.
- Research regulations that apply to flying recreational and commercial UAS.

### **Understanding the Importance of Monitoring Weather**

- Check advisory information.
- Read weather reports, forecasts, and charts.
- Explain the weather's effect on performance.

### **Examining Loading and Performance Concerns**

- Select an sUAS to meet objectives.
- Define aircraft configuration.
- Determine airworthiness.

### **Performing Operations**

- Assign sUAS personnel.
- Rehearse flight operation.
- Assemble the aircraft's supporting equipment.
- Create a preflight checklist.
- Troubleshoot electrical systems.
- Troubleshoot mechanical systems.
- Troubleshoot airframe.
- Perform scheduled maintenance on a fuel system.
- Troubleshoot propulsion/powerplant.
- Troubleshoot software.
- Update software.
- Inspect the sUAS for maintenance issues.
- Inspect the aircraft for airworthiness.
- Integrate payloads.
- Implement configuration changes to hardware and software.
- Document configuration changes.
- Keep maintenance logs.

- Establish operation communications plan.
- Conduct maintenance test flight.
- Assess operational risk.
- Determine fuel or battery requirements.
- Address personnel needs in the field.
- Secure mission supplies.
- Appraise UAS batteries.
- Plan to secure area of operations area.
- Perform mission planning taking emergency procedures into consideration.

### **Flying the sUAS**

- Define operation objective.
- Assess area of operations.
- Set up flight control area.
- Upload flight plan to aircraft.
- Conduct safety briefing.
- Conduct mission briefing.
- Check for foreign objects and debris (FOD).
- Verify use of personal protective equipment (PPE).
- Communicate with crew and Air Traffic Control (ATC).
- Secure launch and recovery area.
- Launch aircraft.
- Fly the sUAS.
- Maintain visual contact with aircraft.
- Monitor site communications.
- Recover aircraft.
- Conduct a post-flight inspection.
- Conduct a post-flight debrief.
- Pack sUAS for transport.

### **Coordinating Flight Operations Logistics**

- Develop a schedule for the day of the flight.
- Communicate the flight schedule.
- Coordinate mission-dependent resources.
- Schedule mission personnel.

### **Maintaining Proficiency in Professional Knowledge and Skills**

- Practice flying the sUAS.
- Train on a flight simulator.

### **Performing Administrative Tasks**

- Create proposals and presentations.
- File flight reports.
- Explain the role and purpose of a flight log and an equipment log.
- Demonstrate the upkeep of a flight log and an equipment log.



**Subject:** New Course: Nail Technician **Item Number:** 14A2

**Section:** Consent **Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

### **Recommendation:**

That the School Board approve the proposed course, *Nail Technician*, and corresponding course objectives for implementation in the 2025-2026 school year.

### **Background Summary:**

Students learn to manicure, pedicure, install and maintain artificial nails, and apply concepts associated with bacteriology, sanitation, nail disorders, anatomy and physiology, and safety. Completion prepares students for the Virginia Board for Barbers and Cosmetology Nail Technician licensing examination. Contextual instruction and student participation in co-curricular career and technical student organization (CTSO) activities will develop leadership, interpersonal, and career skills. High-quality work-based learning (HQWBL) will provide experiential learning opportunities related to students' career goals and/or interests, integrated with instruction, and performed in partnership with local businesses and organizations.

Nail Technician students must satisfy a minimum of 150 hours of instruction to be eligible to take the Board for Barbers and Cosmetology licensing examination. The additional 10 hours of instruction will be obtained through HQWBL. Upon successful completion of the program, students may earn the Virginia Board for Barbers and Cosmetology license and be recognized as a nail technician.

### **Source:**

[Nail Technician I | CTE Resource](#) (2023)

### **Course Descriptions:**

- Year long, 4x4, or double blocked 4x4
- 1 Credit
- Open to Grades 10-12

### **Budget Impact:**

The estimated cost to open the program is \$16,000. This amount includes lab equipment, reference books, electronic resources, and staff development. This funding will come from the existing Carl D. Perkins federal grant. An additional part-time or full-time faculty member will also be required.

### **Staffing:**

The course will require the addition of qualified teaching faculty with endorsement in Cosmetology or Nail Technician.

## **Content Competencies for Nail Technician:**

### **Demonstrating Personal Qualities and Abilities**

- Demonstrate creativity and innovation.
- Demonstrate critical thinking and problem solving.
- Demonstrate initiative and self-direction.
- Demonstrate integrity.
- Demonstrate work ethic.

### **Demonstrating Interpersonal Skills**

- Demonstrate conflict-resolution skills.
- Demonstrate listening and speaking skills.
- Demonstrate respect for diversity.
- Demonstrate customer service skills.
- Collaborate with team members.

### **Demonstrating Professional Competencies**

- Demonstrate big-picture thinking.
- Demonstrate career- and life-management skills.
- Demonstrate continuous learning and adaptability.
- Manage time and resources.
- Demonstrate information-literacy skills.
- Demonstrate an understanding of information security.
- Maintain working knowledge of current information-technology (IT) systems.
- Demonstrate proficiency with technologies, tools, and machines common to a specific occupation.
- Apply mathematical skills to job-specific tasks.
- Demonstrate professionalism.
- Demonstrate reading and writing skills.
- Demonstrate workplace safety.

### **Examining All Aspects of an Industry**

- Examine aspects of planning within an industry/organization.
- Examine aspects of management within an industry/organization.
- Examine aspects of financial responsibility within an industry/organization.
- Examine technical and production skills required of workers within an industry/organization.
- Examine principles of technology that underlie an industry/organization.
- Examine labor issues related to an industry/organization.
- Examine community issues related to an industry/organization.
- Examine health, safety, and environmental issues related to an industry/organization.

### **Addressing Elements of Student Life**

- Identify the purposes and goals of the student organization.
- Explain the benefits and responsibilities of membership in the student organization as a student and in professional/civic organizations as an adult.
- Demonstrate leadership skills through participation in student organization activities, such as meetings, programs, and projects.
- Identify Internet safety issues and procedures for complying with acceptable use standards.

### **Exploring Work-Based Learning**

- Identify the types of work-based learning (WBL) opportunities.
- Reflect on lessons learned during the WBL experience.
- Explore career opportunities related to the WBL experience.
- Participate in a WBL experience, when appropriate.

### **Demonstrating Safety, Sanitation, and Disease Control**

- Identify emergency first aid procedures.
- Comply with Occupational Safety and Health Administration (OSHA) and Environmental Protection Agency (EPA) guidelines.
- Identify the causes, symptoms, and means of prevention of occupational health risks.
- Demonstrate ability to locate and interpret safety data sheets (SDS).
- Follow safety precautions in the use and maintenance of tools, equipment, and supplies.



**Exhibiting Professionalism and Workplace Ethics**

- Demonstrate a professional image.
- Demonstrate correct posture and physical poise.
- Follow practices and procedures related to workplace ethics.

**Cleaning and Sanitizing Implements, Equipment, and Facilities**

- Clean implements with hospital-grade and tuberculocidal EPA-registered disinfectants.
- Disinfect countertops, workstations, and equipment with hospital-grade and tuberculocidal EPA-registered disinfectants.
- Sanitize towels.
- Apply antiseptic to skin of client and technician.

**Understanding the Health and Science Concerns of Nail Technology**

- Explain the importance of bacteriology in the nail technology profession.
- Describe the main categories of microorganisms.
- Describe the importance of anatomy and physiology as they pertain to nail technology procedures and client safety.
- Identify the parts and composition of the skin.
- Identify nail and skin disorders and diseases commonly encountered by nail technicians.
- Identify nail disorders and how they can be serviced by a nail technician.
- Describe the differences between pseudomonas aeruginosa (commonly known as mold) and fungus.
- Identify the structure and growth of the nail unit.

**Managing the Use of Chemicals**

- Demonstrate chemical product knowledge.
- Use lacquers.
- Use solvents.
- Use adhesives.
- Use primers.
- Use catalysts.
- Identify problems that could arise from chemical reactions and methods to prevent them.
- Identify signs and treatment of chemical overexposure.
- Dispose of chemicals according to SDS.
- Comply with federal, state, and local regulations regarding chemical supplies.

**Providing Nail Salon Services**

- Perform pre-service tasks.
- Perform basic manicures.
- Perform basic pedicures.
- Demonstrate polishing techniques.
- Ensure service consistency.
- Apply nail tips.
- Apply nail wraps.
- Apply acrylic sculptured nails.
- Apply acrylic overlay nails.
- Remove acrylic nails.
- Perform post-service tasks.

**Performing Daily Salon Operations**

- Answer the telephone.
- Make appointments.
- Consult with clients.



**Subject:** New Course: TV Production I & II **Item Number:** 14A3

**Section:** Consent **Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Recommendation:**

That the School Board approve the proposed course, *TV Production I & II* and corresponding course objectives for implementation in the 2023-2024 school year.

**Background Summary:**

In this course, students will engage in hands-on digital media production while using industry-standard equipment and software. They will learn how to work as media producers and explore careers in the dynamic industry of digital media production. Contextual instruction and student participation in co-curricular career and technical student organization (CTSO) activities will develop leadership, interpersonal, and career skills. High-quality work-based learning (HQWBL) will provide experiential learning opportunities related to students' career goals and/or interests, integrated with instruction, and performed in partnership with local businesses and organizations.

TV Production is currently taught for three (3) credits per year at the Virginia Beach Technical and Career Education Center and at Renaissance Academy. This new course request is to create a one (1) credit version of the courses for the Renaissance Academy that can be taught in a shorter format.

**Source:**

[Television and Media Production I | CTE Resource](#) (2023)  
[Television and Media Production II | CTE Resource](#) (2023)

**Course Descriptions:**

- Year long, 4x4, or double blocked 4x4
- 1 Credit
- Open to Grades 9-12

**Budget Impact:**

The budget impact of this request is zero dollars. The infrastructure for this course is in place and this request only changes the seat time and credits. Any funding needs that arises will come from the existing Carl D. Perkins federal grant.

**Staffing:**

The course will utilize existing staff.

## **Shared Competencies for TV Production I & II:**

### **Demonstrating Personal Qualities and Abilities**

- Demonstrate creativity and innovation.
- Demonstrate critical thinking and problem solving.
- Demonstrate initiative and self-direction.
- Demonstrate integrity.
- Demonstrate work ethic.

### **Demonstrating Interpersonal Skills**

- Demonstrate conflict-resolution skills.
- Demonstrate listening and speaking skills.
- Demonstrate respect for diversity.
- Demonstrate customer service skills.
- Collaborate with team members.

### **Demonstrating Professional Competencies**

- Demonstrate big-picture thinking.
- Demonstrate career- and life-management skills.
- Demonstrate continuous learning and adaptability.
- Manage time and resources.
- Demonstrate information-literacy skills.
- Demonstrate an understanding of information security.
- Maintain working knowledge of current information-technology (IT) systems.
- Demonstrate proficiency with technologies, tools, and machines common to a specific occupation.
- Apply mathematical skills to job-specific tasks.
- Demonstrate professionalism.
- Demonstrate reading and writing skills.
- Demonstrate workplace safety.

### **Examining All Aspects of an Industry**

- Examine aspects of planning within an industry/organization.
- Examine aspects of management within an industry/organization.
- Examine aspects of financial responsibility within an industry/organization.
- Examine technical and production skills required of workers within an industry/organization.
- Examine principles of technology that underlie an industry/organization.
- Examine labor issues related to an industry/organization.
- Examine community issues related to an industry/organization.
- Examine health, safety, and environmental issues related to an industry/organization.

### **Addressing Elements of Student Life**

- Identify the purposes and goals of the student organization.
- Explain the benefits and responsibilities of membership in the student organization as a student and in professional/civic organizations as an adult.
- Demonstrate leadership skills through participation in student organization activities, such as meetings, programs, and projects.
- Identify Internet safety issues and procedures for complying with acceptable use standards.

### **Exploring Work-Based Learning**

- Identify the types of work-based learning (WBL) opportunities.
- Reflect on lessons learned during the WBL experience.
- Explore career opportunities related to the WBL experience.
- Participate in a WBL experience, when appropriate.

### **Practicing Safety on the Set and on Location**

- Adhere to safety requirements.
- Maintain a clean, safe, and orderly work area.
- Demonstrate professional conduct.

## **Content Competencies for TV Production I:**

### **Preproduction: Planning Effective Media**

- Brainstorm program ideas and production methods.
- Research a production topic.
- Draft a treatment, proposal, and script.
- Revise a treatment, proposal, and script.
- Define tasks/roles of personnel.
- Scout potential locations (e.g., planning for camera placement, power sources, lighting, and sound issues).
- Create a storyboard and/or a two-story script.
- Identify procedures for obtaining licenses, permits, and releases pertaining to locations, talent, and pre-existing media.
- Schedule equipment (i.e., production personnel, camera, audio, lights, and computer), crew, and program participants.

### **Production: Managing Equipment**

- Maintain various cable types.
- Maintain audio and video equipment.
- Check out/in equipment.
- Maintain proper battery handling and disposal procedures.
- Troubleshoot technical problems.
- Report problems and broken equipment.
- Label media.

### **Production: Acquiring Visual Media**

- Gather pre-existing images/video sources to be included in a program.
- Check equipment readiness (i.e., camera, audio, lights, and computer), using equipment checklist.
- Position and level a camera on a tripod.
- Shoot for editing with pre-roll and post-roll.
- Compose static shots, using the *Rule of Thirds*.
- Compose motion shots, using the *Rule of Thirds*.
- Shoot B-roll/cover footage (e.g., cutaways, variety of focal lengths, and angles).
- Control picture and audio quality, using camera settings.

### **Production: Introducing Studio Equipment**

- Set up a camera for studio operation, using a tripod and dolly.
- Shoot basic shots with a studio camera.
- Reposition the camera.
- Communicate through the intercom system, observing appropriate intercom etiquette.

### **Production: Introducing Control-Room Equipment**

- Produce digital content.
- Prepare electronic titles for shows.
- Control audio sources, using an audio mixing board.
- Check video and audio sources and program output.
- Mix video sources.
- Present scripts to talent.

### **Production: Performing as Talent**

- Perform in front of a camera (e.g., deliver a news story, perform a stand-up, intro/outro, live shot, or act in a television drama).
- Read teleprompter, cue cards, or handheld scripts.
- Perform audio narration/voice-over.

### **Production: Introducing Studio Positions**

- Communicate between control room and crew.
- Communicate cues to talent, using hand signals or signs.

### **Production: Introducing Lighting**

- Identify safety techniques used when handling lighting equipment.
- Demonstrate basic lighting techniques.

### **Production: Obtaining and Recording Audio**

- Create original music or sound effects for use in a program.
- Record live audio, including narration, using appropriate microphones.

- Control audio levels.
- Obtain pre-recorded music and sound effects.

### **Postproduction: Editing Digital Media**

- Manage data.
- Prepare graphics for production.
- Interpret Society of Motion Picture and Television Engineers (SMPTE) time code.
- Combine elements into a program, using non-linear editing systems.
- Control audio mix and effects.
- Edit a shot sequence or story for continuity.

### **Distribution: Delivering Digital Media to the Audience**

- Export a completed project for distribution.
- Explain the copyright implications associated with various means of media distribution.
- Transfer data between removable media and a hard drive.
- Label data, using prescribed format(s).

### **Understanding Media Literacy and Criticism**

- Research careers related to the television and media industry.
- Articulate a personal response to the effects of a specific production technique, using a rubric.
- Analyze the effectiveness of audio/video techniques as they pertain to the message.
- Solicit program feedback from professionals and incorporate it into future drafts or productions.

## **Content Competencies for TV Production II:**

### **Preproduction: Writing Script**

- Write a treatment or proposal and script to be delivered as a pitch.
- Write a script for informational purposes.
- Write a script for persuasive purposes.
- Write a script to entertain.
- Write a script to instruct.

### **Preproduction: Managing Preproduction Activities**

- Compose a production schedule.
- Manage time constraints when working under deadlines.
- Obtain necessary permits, permissions, and release forms.
- Delegate tasks/roles of personnel.
- Conduct research for a program.
- Prepare the set.

### **Production: Managing Equipment**

- Create troubleshooting trees to solve technical problems.
- Demonstrate basic computer and software maintenance.
- Demonstrate basic equipment maintenance.

### **Production: Practicing the Talent Role**

- Conduct an interview.
- Perform audio production.
- Apply makeup.
- Perform a reporter stand-up on location.
- Rehearse with all talent and crew for production.

### **Production: Shooting Field/Location Video**

- Shoot location interview.
- Shoot according to a storyboard, two-story script, or shot list.
- Maintain a field log.

### **Production: Mastering Control Room Equipment**

- Change background.
- Call up titles for shows, using character generator (CG) in a live or "as-live" production.
- Operate video playback device in a live or "as-live" production.
- Control audio sources, using audio mixing board in a live or "as-live" production.
- Mix video sources, using production switcher in a live or "as-live" production.

- Shoot a sequence that maintains screen direction and continuity.

### **Production: Performing Studio Positions**

- Direct live or "as-live" studio production.
- Direct the studio floor environment.
- Direct a location video shoot.
- Supervise narration recording.

### **Production: Practicing Lighting Techniques**

- Assign lights to power sources and dimmers.
- Explain how to change lamps in lighting instruments.
- Demonstrate how to light a subject, using 3-point lighting.
- Light subjects and sets, using various lighting instruments and accessories.
- Identify light levels and qualities (i.e., shape, intensity, and color).
- Light for chroma key.

### **Production: Managing Audio**

- Add audio effects, using audio processing devices and/or software.
- Record on location or in the studio, using microphones and audio accessories.
- Add audio sources, using appropriate technology.

### **Distribution: Delivering Digital Content to the Demographic**

- Export media files to multiple devices, formats, and compression levels.
- Maintain an archive of digital media.

### **Postproduction: Designing Graphics and Animation**

- Prepare a computer-generated background or graphic.
- Create motion graphics.
- Key a graphic or a title-over video.

### **Postproduction: Editing Digital Content**

- Log footage using camera shot acronyms, keywords, and jargon.
- Select the best source material (e.g., interview, sound bite, B-roll, associated press [AP] newswire story) to achieve program goals.
- Prepare an edit log.
- Identify the elements in a master for broadcast.
- Add virtual sets to live or pre-recorded action, using chroma key software.

### **Practicing Media Literacy and Criticism**

- Research careers related to the television and media industry.
- Articulate a personal response to the effects of a specific production technique, using a rubric.
- Analyze the effectiveness of audio/video techniques as they pertain to the message.
- Solicit program feedback from professionals to incorporate into future drafts or productions.

### **Researching New Technologies**

- Evaluate various capture devices for production.
- Evaluate trends that affect equipment purchase.
- Evaluate post-production platforms.
- Evaluate distribution formats and techniques.
- Evaluate new technologies in a studio production facility.



**Subject:** New Course: Introduction to Landscaping I & II

**Item Number:** 14A4

**Section:** Consent

**Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

### **Recommendation:**

That the School Board approve the proposed course, *Introduction to Landscaping I & II*, and corresponding course objectives for implementation in the 2024-2025 school year.

### **Background Summary:**

Introduction to Landscaping I & II offer students satisfying career opportunities in varying work environments. The expanding and ever-evolving green industry requires skilled workers for high-demand occupations that offer educational and leadership opportunities. This course focuses on preparing students for entry-level employment in the landscaping industry through hands-on experiences, to include landscape design, installation, and maintenance, incorporating technology, plant and soil science, and utilizing landscaping tools, equipment, and machinery. Contextual instruction and student participation in co-curricular career and technical student organization (CTSO) activities will develop leadership, interpersonal, and career skills. High-quality work-based learning (HQWBL) will provide experiential learning opportunities related to students' career goals and/or interests, integrated with instruction, and performed in partnership with local businesses and organizations.

### **Source:**

[Landscaping I | CTE Resource](#) (2023)

[Landscaping II | CTE Resource](#) (2023)

### **Course Descriptions:**

- Year long, 4x4, or double blocked 4x4
- 1 Credit
- Open to Grades 10-12

The current budget impact of this request is zero dollars. This course will be first offered in the 2024-25 school year. Future budget impact will be minimal and is estimated at less than \$20,000 for equipment, curriculum support, and teacher professional development. Any future funding needs that arise will come from the existing Carl D. Perkins federal grant.

### **Staffing:**

The course will utilize existing staffing allocations in place with the Renaissance Academy.

## **Shared Competencies for Introduction to Landscaping I & II:**

### **Demonstrating Personal Qualities and Abilities**

- Demonstrate creativity and innovation.
- Demonstrate critical thinking and problem solving.
- Demonstrate initiative and self-direction.
- Demonstrate integrity.
- Demonstrate work ethic.

### **Demonstrating Interpersonal Skills**

- Demonstrate conflict-resolution skills.
- Demonstrate listening and speaking skills.
- Demonstrate respect for diversity.
- Demonstrate customer service skills.
- Collaborate with team members.

### **Demonstrating Professional Competencies**

- Demonstrate big-picture thinking.
- Demonstrate career- and life-management skills.
- Demonstrate continuous learning and adaptability.
- Manage time and resources.
- Demonstrate information-literacy skills.
- Demonstrate an understanding of information security.
- Maintain working knowledge of current information-technology (IT) systems.
- Demonstrate proficiency with technologies, tools, and machines common to a specific occupation.
- Apply mathematical skills to job-specific tasks.
- Demonstrate professionalism.
- Demonstrate reading and writing skills.
- Demonstrate workplace safety.

### **Examining All Aspects of an Industry**

- Examine aspects of planning within an industry/organization.
- Examine aspects of management within an industry/organization.
- Examine aspects of financial responsibility within an industry/organization.
- Examine technical and production skills required of workers within an industry/organization.
- Examine principles of technology that underlie an industry/organization.
- Examine labor issues related to an industry/organization.
- Examine community issues related to an industry/organization.
- Examine health, safety, and environmental issues related to an industry/organization.

### **Addressing Elements of Student Life**

- Identify the purposes and goals of the student organization.
- Explain the benefits and responsibilities of membership in the student organization as a student and in professional/civic organizations as an adult.
- Demonstrate leadership skills through participation in student organization activities, such as meetings, programs, and projects.
- Identify Internet safety issues and procedures for complying with acceptable use standards.

### **Exploring Work-Based Learning**

- Identify the types of work-based learning (WBL) opportunities.
- Reflect on lessons learned during the WBL experience.
- Explore career opportunities related to the WBL experience.
- Participate in a WBL experience, when appropriate.
- Identify the role of supervised agricultural experiences (SAEs) in agricultural education.
- Participate in an SAE.

### **Exploring Leadership Opportunities through FFA**

- Identify the benefits and responsibilities of FFA membership.
- Describe leadership characteristics and opportunities as they relate to agriculture and FFA.
- Apply for an FFA degree and/or an agricultural proficiency award.
- Gaining an Overview of the Landscaping Industry.



- Describe the importance of the landscaping and green industry to the Virginia and U.S. economies.
- Research career opportunities related to landscaping.
- Identify opportunities in continuing education, training, licensure, and certification.
- Analyze trends in the landscape industry.
- Identify professional organizations for the landscaping industry.

## **Competencies for Introduction to Landscaping I**

### **Designing the Landscape**

- Research the historical development of landscape design.
- Describe the landscape design process.
- Relate the principles of art to landscape design.
- Establish a client's landscaping requirements, using a residential inventory survey.
- Analyze the landscape site.
- Create a landscape plan for a residential or commercial property based on industry standards and recommended practices.
- Design the site for function and aesthetics.
- Interpret the landscape plan.
- Explain the benefits of a landscape irrigation system.
- Explain the benefits of a landscape lighting system.
- Draw a landscape design, using industry graphics and standards.
- Present the landscape plan.
- Develop a landscaping portfolio.

### **Gaining an Overview of the Importance of Soil and Plant Science in the Landscaping Industry**

- Analyze a soil sample.
- Examine best management practices for improving soil health.
- Develop soil amendment recommendations for nursery and landscape plants.
- Identify nursery and landscape plants.
- Select plants for the landscape.

### **Constructing the Landscape**

- Demonstrate the use of landscape tools and related equipment.
- Describe the guidelines for personal protective equipment (PPE) in the landscaping industry.
- Identify common injuries in the landscaping industry.
- Explain pertinent information from a container label and/or safety data sheet (SDS) according to the Environmental Protection Agency (EPA), Worker Protection Standard (WPS), and Occupational Safety and Health Administration (OSHA) regulations.
- Describe emergency procedures in the landscaping workplace.
- Identify landscaping tools and equipment.
- Manage equipment and machinery to minimize energy consumption, maximize function, and protect water and other natural resources.
- Adhere to safe operation procedures for hand tools, power tools, and landscaping or horticultural equipment and machinery.
- Demonstrate the safe operation and use of landscape tools and related equipment.
- Amend the soil based on a soil analysis and recommendations for the types of plants (i.e., annuals, biennials, perennials, bulbs, evergreens, coniferous, deciduous, vines, groundcovers, aquatics, shrubs, grasses, rushes, sedges, cacti, succulents, and tropicals).
- Prepare the site for planting.
- Purchase plants.
- Install plant materials.

### **Maintaining the Landscape**

- Identify cultural practices used in the landscaping industry.
- Water landscapes.
- Fertilize landscape plantings.
- Describe mulching of landscape plantings.
- Edge plant beds.
- Prune landscape plants.

- Maintain lawns.
- Identify symptoms of nutritional deficiencies and toxicities of plants.
- Manage pests, using Integrated Pest Management (IPM) strategies.
- Apply best management practices in the landscape industry.
- Explain how to store, handle, transport, and dispose of pesticides in a manner consistent with labeling, regulation and compliance, and adhering to all user safety guidelines.
- Demonstrate procedures for calibrating a fertilizer spreader or injector using mathematical concepts.

## **Competencies for Introduction to Landscaping II**

### **Gaining an Overview of the Landscaping Industry**

- Develop a presentation to highlight a career opportunity in the landscaping industry.
- Analyze opportunities in continuing education, training, licensure, and certification.
- Follow safety procedures for personal protection in the landscaping industry.
- Adhere to safe operation procedures for hand tools, power tools, and landscaping equipment and machinery.
- Maintain tools and equipment.

### **Designing the Landscape**

- Research specialty garden styles.
- Analyze elements of the xerophytic garden.
- Apply principles of the landscape design process.
- Draw a landscape design, using computer-aided design (CAD).
- Establish requirements of the commercial inventory survey.
- Design a water feature in the landscape.
- Design a landscape irrigation system.
- Design a landscape lighting system.
- Select plant materials for landscape installation.
- Design interior platescapes.
- Develop a landscaping course portfolio.

### **Installing Landscaping Features**

- Install plant materials.
- Outline turf installation methods and procedures.
- Install a landscape irrigation system.
- Install a landscape lighting system.
- Install a water feature in the landscape.
- Install hardscape options in the landscape.

### **Maintaining the Landscape**

- Maintain the landscape using sustainable practices.
- Maintain landscape plant materials.
- Research cultural practices to ensure the health of landscape plants.
- Demonstrate maintenance activities for turf.
- Conduct winterization of the landscape.

### **Managing a Landscape Enterprise**

- Describe the landscape contract process (i.e., bidding).
- Calculate estimated materials needed for a landscaping job using a commercial and/or residential plan.
- Price a landscape maintenance contract.
- Create a business plan for an entrepreneurial landscaping enterprise.
- Research the role of human resources in the landscape industry.
- Describe the role of professional and trade organizations in the landscaping industry.
- Describe the legal and ethical responsibilities of managing a landscaping business.
- Incorporate technology into the landscaping industry.



**Subject:** New Course: Building Maintenance I & II **Item Number:** 14A5

**Section:** Consent **Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

### **Recommendation:**

That the School Board approve the proposed course, *Building Maintenance I & II*, and corresponding course objectives for implementation at the Renaissance Academy in the 2024-2025 school year.

### **Background Summary:**

Students obtain the knowledge and skills to perform the upkeep of commercial and public buildings and grounds through hands-on training in cleaning operations, building repairs, electrical work, plumbing, and grounds maintenance. Contextual instruction and student participation in co-curricular career and technical student organization (CTSO) activities develop leadership, interpersonal, and career skills. High-quality work-based learning (HQWBL) provides experiential learning opportunities related to students' career goals and/or interests, integrated with instruction and performed in partnership with local businesses and organizations.

Building Maintenance was previously taught at the Renaissance Academy for three (3) credits per year with a focus on custodial occupations. This new course request is to reactivate the sequence with a one (1) credit version of the courses that shift the focus to the role of a building manager and highlights basic trades skills.

### **Source:**

[Building Management I | CTE Resource](#) (2023)  
[Building Management II | CTE Resource](#)

### **Course Descriptions:**

- Year long, 4x4, or double blocked 4x4
- 1 Credit
- Open to Grades 10-12

### **Budget Impact:**

The current budget impact of this request is zero dollars. This course will be first offered in the 2024-25 school year. Future budget impact will be minimal and is estimated at less than \$20,000 for equipment, curriculum support, and teacher professional development. Any future funding needs that arise will come from the existing Carl D. Perkins federal grant.

### **Staffing:**

The course will utilize existing staffing allocations in place with the Renaissance Academy.

## **Shared Competencies for Building Maintenance I & II:**

### **Demonstrating Personal Qualities and Abilities**

- Demonstrate creativity and innovation.
- Demonstrate critical thinking and problem solving.
- Demonstrate initiative and self-direction.
- Demonstrate integrity.
- Demonstrate work ethic.

### **Demonstrating Interpersonal Skills**

- Demonstrate conflict-resolution skills.
- Demonstrate listening and speaking skills.
- Demonstrate respect for diversity.
- Demonstrate customer service skills.
- Collaborate with team members.

### **Demonstrating Professional Competencies**

- Demonstrate big-picture thinking.
- Demonstrate career- and life-management skills.
- Demonstrate continuous learning and adaptability.
- Manage time and resources.
- Demonstrate information-literacy skills.
- Demonstrate an understanding of information security.
- Maintain working knowledge of current information-technology (IT) systems.
- Demonstrate proficiency with technologies, tools, and machines common to a specific occupation.
- Apply mathematical skills to job-specific tasks.
- Demonstrate professionalism.
- Demonstrate reading and writing skills.
- Demonstrate workplace safety.

### **Examining All Aspects of an Industry**

- Examine aspects of planning within an industry/organization.
- Examine aspects of management within an industry/organization.
- Examine aspects of financial responsibility within an industry/organization.
- Examine technical and production skills required of workers within an industry/organization.
- Examine principles of technology that underlie an industry/organization.
- Examine labor issues related to an industry/organization.
- Examine community issues related to an industry/organization.
- Examine health, safety, and environmental issues related to an industry/organization.

### **Addressing Elements of Student Life**

- Identify the purposes and goals of the student organization.
- Explain the benefits and responsibilities of membership in the student organization as a student and in professional/civic organizations as an adult.
- Demonstrate leadership skills through participation in student organization activities, such as meetings, programs, and projects.
- Identify Internet safety issues and procedures for complying with acceptable use standards.

### **Exploring Work-Based Learning**

- Identify the types of work-based learning (WBL) opportunities.
- Reflect on lessons learned during the WBL experience.
- Explore career opportunities related to the WBL experience.
- Participate in a WBL experience, when appropriate.

### **Applying Basic Construction Safety Standards (Core Safety)**

- Comply with federal, state, and local safety legal requirements, including Occupational Safety and Health Administration (OSHA), Virginia Occupational Safety and Health Administration (VOSHA), and United States Environmental Protection Agency (EPA).
- Maintain a safe working environment.
- Explain safe working practices around electrical hazards.
- Identify emergency first-aid procedures and locate any automated external defibrillator (AED) devices.

- Identify the types of fires and the methods used to extinguish them.
- Identify personal protective equipment (PPE) requirements.
- Inspect course-specific hand and power tools to visually identify defects.
- Demonstrate lifting and carrying techniques.
- Demonstrate safe laddering techniques.
- Demonstrate safe scaffolding techniques.
- Report injuries.
- Report personal, environmental, and equipment safety violations to the appropriate authority.
- Identify the location of building alarms and the security system.
- Earn the OSHA 10 card.
- Pass the safety exam.

## **Competencies for Building Maintenance I**

### **Measuring and Mixing Chemicals**

- Demonstrate safety practices in the measuring and mixing of chemicals.
- Demonstrate procedures to measure and mix chemicals.
- Define chemical terminology related to building management.
- Ventilate harmful vapors from a confined area.

### **Performing Cleaning Operations**

- Identify the types of surfaces.
- Demonstrate the procedures used to clean office spaces.
- Demonstrate the procedures used to clean classrooms.
- Demonstrate the procedures used to clean restrooms.
- Demonstrate the procedures used to maintain common flooring types.
- Demonstrate the procedures used to care for carpets.
- Clean furniture and fixtures.
- Dispose of trash.
- Clean windows.
- Clean blinds, shades, and shutters.
- Surface-clean upholstery.

### **Performing Disinfection and Sanitation**

- Define terminology used in sanitation and disinfection processes.
- Distinguish between disinfection and sanitation.
- Describe surfaces that are high-touch areas.
- Demonstrate disinfection and sanitation procedures.

### **Performing General Building Maintenance**

- Locate wall studs.
- Make a caulking joint.
- Caulk doors and windows.
- Install a door lock set.
- Replace acoustical tile.
- Fill nail holes.
- Prepare new wood for painting.
- Light the pilot on gas-fed equipment.
- Paint exposed pipes.
- Describe the weatherization procedures.

### **Demonstrating Electrical Maintenance of Buildings**

- Attach a separable plug to an appliance.
- Reset the circuit overload.
- Replace a blown fuse.
- Reset the timing devices.

### **Performing Plumbing Maintenance**

- Tighten the fittings on a chrome pipe.
- Drain the water from plumbing.

- Repair a compression faucet.
- Replace a flush valve.
- Replace a toilet seat.
- Replace a wax ring gasket on a commode.
- Demonstrate the opening of clogged sewer drains, using a biodegradable drain cleaner.
- Demonstrate the opening of clogged drains, using a vacuum plunger.
- Evaluate hot water temperature.

### **Maintaining Building Interiors and Exteriors**

- Remove paint, using a scraper.
- Clean the condenser on a refrigeration unit.
- Clean an electric motor.
- Clean the intake filter on a window unit.
- Replace filters for heating and cooling units.

### **Maintaining Grounds**

- Demonstrate small-engine operation.
- Maintain residential grounds.
- Loosen packed soil.
- Identify mowing, trimming, and grounds-care equipment and operating procedures.

## **Competencies for Building Maintenance II**

### **Measuring and Mixing Chemicals**

- Demonstrate safety practices in the measuring and mixing of chemicals, including volatile chemicals.
- Demonstrate procedures to measure and mix chemicals, including volatile chemicals.
- Define chemical terminology related to building management.
- Describe the use of a chemical-mixing station.

### **Performing Cleaning Operations**

- Clean metal surfaces.
- Identify the procedures for the maintenance of various surfaces.
- Demonstrate procedures used to clean and disinfect locker rooms, including showers.
- Demonstrate procedures used to maintain specialty floors.
- Demonstrate advanced procedures used to care for carpets.
- Separate materials for recycling.
- Clean the walls.
- Deep clean upholstery.

### **Performing General Building Maintenance**

- Sharpen tools.
- Cut sheet metal.
- Cut molding, using a power miter box.
- Remove a broken bolt.
- Shorten a bolt.
- Replace a butt hinge.
- Realign a door.
- Refinish an exterior door.
- Refinish an interior door.
- Replace the screen in a door.
- Replace the section of quarter-round or shoe molding.
- Replace a section of cove molding.
- Install VCT floor covering.
- Replace ceramic tile.
- Remove vinyl tile, using heat.
- Describe procedures for installing floor coverings.
- Demonstrate painting procedures.

### **Maintaining Walls**

- Describe how to cut a hole in a masonry wall.
- Spackle holes or cracks in the plaster.
- Remove loose plaster.
- Repair structural cracks in the plaster.
- Describe the procedures for storing bagged cement and plaster.
- Replace a section of drywall.

### **Maintaining Windows**

- Replace broken glass.
- Glaze a window.
- Describe the procedures for hanging drapes.

### **Demonstrating Electrical Maintenance of Buildings**

- Lubricate an electrical motor.
- Replace a defective electrical wall receptacle.
- Replace a defective light socket.
- Replace a defective light switch.
- Replace the starter switch in fluorescent lights.

### **Performing Plumbing Maintenance**

- Cut the metal tubing.
- Cut the plastic tubing.
- Sweat solder copper tubing.
- Test the soldering tank for a gas leak.
- Describe the procedures for testing for a gas leak, using a soap solution.
- Describe procedures for installing a commode.
- Describe procedures for installing a urinal.
- Describe procedures for installing a lavatory.
- Describe the procedures for installing a shower.
- Install pipe-repair coupling.
- Install a sink trap connection (P-trap).
- Install a sink trap connection (S-trap).
- Join the copper tubing, using the compression method.
- Join copper tubing, using the flare method.
- Form a pipe joint.
- Describe the procedures for repairing cross-linked polyethylene (PEX) water lines.

### **Maintaining Building Interiors and Exteriors**

- Remove paint, using paint remover.
- Install a window unit.
- Clean the condensate line and trap on an air conditioner.

### **Maintaining Grounds**

- Demonstrate small-engine maintenance.
- Maintain commercial grounds.
- Plant shrubs and/or gardens.
- Describe lawn mower blade-sharpening techniques.
- Describe grass hook-sharpening techniques.
- Operate mowing, trimming, and grounds-care equipment.



**Subject:** New Course: BUS 240 – Business Law

**Item Number:** 14A6

**Section:** Consent

**Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Recommendation:**

That the School Board approve the changes to Tidewater Community College's (TCC) associate's degree program in Business Administration offered for dual enrollment at the Entrepreneurship and Business Academy (EBA) at Kempsville High School and approve all courses necessary to conform to this and future updates to previously approved degree and certificate programs from TCC. The course outlined in this request is, *BUS 240 Business Law*. This change is for implementation in the 2023-2024 school year.

**Background Summary:**

Through a partnership with Tidewater Community College, students enrolled in the Entrepreneurship and Business Academy at Kempsville High School have the opportunity to pursue an associate's degree in Business Administration from Tidewater Community College while in high school. When TCC updates the courses required for any degree or certificate program, Virginia Beach Schools must also update dual enrollment offerings that are part of the program. TCC is phasing out BUS 117- Leadership Development, BUS 216 - Prob & Stat for Business, and Bus 116 – Entrepreneurship.

The newly added, three-hour BUS 240 - Introduction to Business Law course provides an introduction to the American legal system and the use of law to achieve economic and social goals. Highlights ethical principles and legal reasoning underlying the rights and obligations of business relationships and their effect on business decision-making. Emphasizes fundamental principles of government regulation, the court system, constitutional law, torts, criminal law, contracts, agency, employment, and property law.

**Source:**

[Business Administration Degree Program | Tidewater Community College \(tcc.edu\)](#) (2023)  
[Business Law | CTE Resource](#) (2023)

**Course Descriptions:**

- Dual Enrollment
- .5 Credit
- Open to Grades 9-12

**Budget Impact:**

None.

**Staffing:**

No staffing is required to implement this new course.





**Subject:** New Course: BUS 224 – Business Statistics

**Item Number:** 14A7

**Section:** Consent

**Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Recommendation:**

That the School Board approve the changes to Tidewater Community College's (TCC) associate's degree program in Business Administration offered for dual enrollment at the Entrepreneurship and Business Academy (EBA) at Kempsville High School and approve all courses necessary to conform to this and future updates to previously approved degree and certificate programs from TCC. The course outlined in this request is, *BUS 224 Business statistics*. This change is for implementation in the 2023-2024 school year.

**Background Summary:**

Through a partnership with Tidewater Community College, students enrolled in the Entrepreneurship and Business Academy at Kempsville High School have the opportunity to pursue an associate's degree in Business Administration from Tidewater Community College while in high school. When TCC updates the courses required for any degree or certificate program, Virginia Beach Schools must also update dual enrollment offerings that are part of the program. TCC is phasing out BUS 117- Leadership Development, BUS 216 - Prob & Stat for Business, and Bus 116 – Entrepreneurship.

The newly added, three-hour BUS 224 - Introduction to Business Law course introduces methods of probability assessment and statistical inference. Includes data presentation; descriptive statistics; basic probability concepts; discrete and continuous probability distributions; decision theory; estimation and sampling distributions; Central Limit Theorem; simple linear regression and hypothesis testing for a single sample or population. Emphasizes business and economic applications. Utilizes computer software as a tool for problem-solving.

**Source:**

[Business Administration Degree Program | Tidewater Community College \(tcc.edu\)](#) (2023)

**Course Descriptions:**

- Dual Enrollment
- .5 Credit
- Open to Grades 9-12

**Budget Impact:**

None.

**Staffing:**

No staffing is required to implement this new course.



**Subject:** New Course: BUS 274 – Foundations of Entrepreneurship **Item Number:** 14A8

**Section:** Consent **Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela L. Seiders, Executive Director of Secondary Teaching and Learning  
Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

**Recommendation:**

That the School Board approve changes to Tidewater Community College's (TCC) associate's degree program in Business Administration offered for dual enrollment at the Entrepreneurship and Business Academy (EBA) at Kempsville High School and approve all courses necessary to conform to this and future updates to previously approved degree and certificate programs from TCC. The course outlined in this request is, *BUS 274 Foundations of Entrepreneurship*. This change is for implementation in the 2023-2024 school year.

**Background Summary:**

Through a partnership with Tidewater Community College, students enrolled in the Entrepreneurship and Business Academy at Kempsville High School have the opportunity to pursue an associate's degree in Business Administration from Tidewater Community College while in high school. When TCC updates the courses required for any degree or certificate program, Virginia Beach Schools must also update dual enrollment offerings that are part of the program. TCC is phasing out BUS 117- Leadership Development, BUS 216 - Prob & Stat for Business, and Bus 116 – Entrepreneurship.

The newly added, three-hour BUS 274 – Foundations of Entrepreneurship Presents the various steps considered necessary when going into business. This study includes areas such as product-service analysis, market research evaluation, setting up books, ways to finance startup, operations of the business, development of business plans, buyouts versus starting from scratch, and franchising. The course uses problems and cases to demonstrate implementation of entrepreneurial techniques.

**Source:**

[Business Administration Degree Program | Tidewater Community College \(tcc.edu\)](https://www.tcc.edu/academics/degree-programs/business-administration-degree-program/) (2023)

**Course Descriptions:**

- Dual Enrollment
- .5 Credit
- Open to Grades 9-12

**Budget Impact:**

None.

**Staffing:**

No staffing is required to implement this new course.



**Subject:** New Course: English as a Foreign Language (EFL) IV **Item Number:** 14A9

**Section:** Consent **Date:** August 8, 2023

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Angela Seiders, Executive Director of Secondary Teaching and Learning

Kathleen Cahoon-Newchok, Coordinator of English Language Learners

**Presenter(s):** Angela Seiders, Executive Director of Secondary Teaching and Learning

**Recommendation:**

That the School Board approve the proposed English as a Foreign Language (EFL) IV course for high schools in the 2023-2024 school year.

**Background Summary:**

High school English learners (ELs) currently have the opportunity to earn sequential World Languages credits through English as a Foreign Language (EFL) I, II, and III courses. These year-long courses are taught by English as a Second Language (ESL) teachers and are aligned to the ESL I, II, and III School Courses for Exchange of Data codes; therefore, these courses meet the requirements from the Virginia Department of Education regarding direct English language development (ELD) instruction for ELs. The addition of EFL IV will allow high school ELs to continue ELD instruction that will help them meet graduation requirements and become college and career ready. EFL IV will not only offer ELs the opportunity to advance their English proficiency but will also provide those students who may have entered high school in EFL II or III an additional pathway to earn sequential World Languages credit.

**Budget Impact:**

There is no budget impact for the addition of these courses.

**Course Description:** The purpose of this course is to enable ELs to acquire the communication skills and academic language necessary to meet graduation requirements and to help ELs prepare to become college and career ready. The instruction will enable ELs to develop the advanced academic language necessary to demonstrate complex thinking and learning in the four domains of reading, writing, speaking, and listening.

**Prerequisites:**

Successful completion of EFL III and/or an English proficiency level of 4.0 – 4.3

**Expected Learning Outcomes:**

EFL IV aims to enable students to:

- solidify study skills, including note-taking, test-taking, organizational, and time management skills, that will enable them to succeed in high school and beyond
- build the academic language necessary to succeed in courses and assessments required for graduation, including the subjects of Economics and Personal Finance, U.S. History, U.S. Government, and Biology
- develop college and career readiness skills, such as writing college/job/housing/loan applications; writing essays, cover letters, and resumes; and practicing interview skills.



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

**Section:** Action **Date:** August 8, 2023

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

**Prepared by:** Cheryl R. Woodhouse

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

**Recommendation:**

That the Superintendent recommends the approval of the appointments and the acceptance of the resignations, retirements and other employment actions as listed on the August 8, 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  
August 8, 2023  
2023-2024

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/22/2023	Kiarra M Hardy	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	7/26/2023	Keisha Murphy	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Brookwood	8/22/2023	Dorothy D Warren	Special Education Assistant	Old Dominion University, VA	SECEP, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	8/22/2023	Gillian R Bautista	General Assistant	Texas A & M College Station, TX	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Cooke	8/22/2023	Larry M Medlin	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Cooke	8/22/2023	Susan M Roy	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	8/22/2023	Tyrell Smith	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Creeds	8/15/2023	Robin L Keller	School Office Associate II, 500	Not Applicable	Langley FCU, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/22/2023	Asanti O Roberts	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/22/2023	Jordan E Draves	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	8/22/2023	Jennifer Hernandez	Pre-Kindergarten Teacher Assistant	Univ of Maryland Univ College, MD	NMCA Early Discoveries, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	8/22/2023	Andreas L Trotsbach	General Assistant	Columbia College, IL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/22/2023	Bradley L Morrison	Physical Education Assistant	Fairmont State College, WV	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/22/2023	Danielle Phillips	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/22/2023	Leudysu S Thompson	Pre-Kindergarten Teacher Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kingston	8/22/2023	Ryan Ballard	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	8/22/2023	Danielle M Harahan	Kindergarten Assistant	Not Applicable	First Discovery Child, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	7/31/2023	Dejuan A Palmer	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	8/22/2023	Latrina M Hall	Pre-Kindergarten Teacher Assistant	Not Applicable	Centra Health, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	8/22/2023	Grace L Crozier	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	8/22/2023	Jill D Wright	Physical Education Assistant, 500	American University, DC	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Parkway	7/31/2023	Jamie Welsh-Blackburn	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/15/2023	Elizabeth F Miranda	School Office Associate II	Not Applicable	Dr. Allen Karp Family Dentist, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	8/22/2023	Britni J McMillan	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/21/2023	Ronald R Gesford Jr	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Seatack	8/22/2023	Shana E Clarke	Cafeteria Assistant, 6.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/22/2023	Nichole M Herrington	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	8/21/2023	Lindsay E Collins	Library/Media Assistant	Univ South Carolina Columbia, SC	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/15/2023	Cynthia A Matthews	Baker/Cook	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/15/2023	Olivia Kasinger	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	8/22/2023	Jennifer L Kelley	Special Education Assistant	Univ of Maryland Univ College, MD	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	7/19/2023	Domonique Callender	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	7/24/2023	Matthew D Lakey	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/21/2023	Kara H Reed	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/22/2023	Cheslie Muncy	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	7/31/2023	Annie C Caloway	School Improvement Specialist	Gardner-Webb University, NC	Garlington Co. PS, SC
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	8/22/2023	Eloise Perry	Special Education Assistant	Regent University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	8/15/2023	Martha O Molina	Baker/Cook	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Larkspur	8/22/2023	Nicole S Wright	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	8/15/2023	Emily Cromwell	School Office Associate II	Not Applicable	Novitas Solutions, PA
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	8/21/2023	Hannah G Betman	ISS Coordinator	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	8/22/2023	Patricia R Vera	Special Education Assistant	Regent University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Kellam	8/15/2023	Sarah J Morrow	Baker/Cook	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	8/22/2023	Santa Hennemann	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/22/2023	Candice L Harts	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/22/2023	Gianna A Oldfather	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	6/22/2023	Felton R Pope	Custodian II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	7/26/2023	Tisha Curry	School Office Associate II	Not Applicable	Priority Staffing Services, VA
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/22/2023	Barbara L Baskerville	ISS Coordinator	Not Applicable	VBCPS, VA
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	7/26/2023	Mary C McLaughlin Seys	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	8/15/2023	Raina F Pritchard	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	8/22/2023	Essence M Clark	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Communications & Community Engagement	7/26/2023	Etta F Johnson	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	8/7/2023	Jose A Alvarado Lopez	Human Resources Associate	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	8/9/2023	Maria Del Carme Goldsmith	Human Resources Associate	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/15/2023	Sengping Chu	Baker/Cook	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/15/2023	Thomas A Mosquera	Baker/Cook	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/15/2023	Allison R Planchak	Physical Therapist, 500	Old Dominion University, VA	Ivy Rehab Physical Therapy, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/15/2023	Korbin Thompson	Behavior Intervention Specialist	George Mason University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/22/2023	Gina M Gaston	General Assistant	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	7/24/2023	Emanuel L Jimenez	Fleet Technician II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	7/24/2023	Ralph A Maywer	Fleet Technician I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	7/25/2023	Kimberly A Wilson	Administrative Office Associate I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	6/30/2023	Remedios M Cortez	Kindergarten Assistant (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2023	Laura C Perez	Physical Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Creeds	8/3/2023	Kristin A Sprauer	Technology Support Technician (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2023	Anthony Jordan Christman	Physical Education Assistant, 500 (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Fairfield	7/10/2023	Barbara G Harper	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	King's Grant	6/30/2023	Chelsea Harris	School Nurse (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	6/30/2023	Christine M Vrooman	General Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Rosemont	6/30/2023	Megan Shields	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	6/30/2023	Antonia M Morris	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	8/9/2023	Carol V Smith	Bookkeeper (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Landstown	6/30/2023	Terrence D Parker	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	7/27/2023	Sheryl D Satterfield	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	8/1/2023	Autumn R Roberts	Technology Support Technician (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	6/15/2023	Travon C James	Custodian I (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	6/30/2023	William R Ferris	Security Assistant, 400 (regular contract to temporary)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Communications & Community Engagement	9/8/2023	Julie B Braley	Coordinator Public Relations II (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Communications & Community Engagement	9/15/2023	Natalie N Allen	Chief Media and Communications Officer (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Human Resources	7/28/2023	Alyson Phillips	Human Resources Marketing Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Human Resources	8/4/2023	Alexis L Walker	Employee Relations Associate (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	8/22/2023	Valentina Tobon Blanco	General Assistant (declined position)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2023	Brian K Herget	Bus Driver, 7.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	7/18/2023	Thomas G Therrien	Bus Driver - Special Ed, 7.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Creeds	6/30/2023	Amy R Simpson	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Landstown	6/30/2023	Sharon K Carey	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2023	Patricia Gilbert	Bus Driver - Special Ed, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	7/19/2023	Melissa A Weyant	Bus Assistant, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/21/2023	Emilie M Bader	Kindergarten Teacher	Grand Canyon University, AZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/21/2023	Katie G Rozelle	First Grade Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/21/2023	Jessica N Merritt	Fifth Grade Teacher	West Georgia College, GA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/21/2023	Cleigha S Turner	Second Grade Teacher	Andrews University, MI	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/21/2023	Angela M Westermier	Second Grade Teacher	Longwood University, VA	Lake Zurich Community School, IL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/21/2023	Shanice L Williams	School Counselor	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/21/2023	Linnel Rucker	Fifth Grade Teacher	Univ of Missouri St Louis, MO	Saint Louis Public Schools, MO
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/21/2023	Barbara Bishop	Third Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/21/2023	Taylor G Brittain	First Grade Teacher	University of Kentucky, KY	Fayette County Public Schools, KY
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/21/2023	Latonya D Conibett	First Grade Teacher	Wayne State University, MI	Wayne Academy, MI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/21/2023	Micaela McGillis	Third Grade Teacher	Temple University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/21/2023	Laura K Mason	Fifth Grade Teacher	National University, CA	Oxnard School District, CA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/21/2023	Bianca F Collins	Special Education Teacher	University of Virginia, VA	State of Hawaii, HI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/21/2023	Kingston B Thorson	First Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	8/21/2023	Amanda E Oliver	Special Education Teacher	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/21/2023	Aurora Lucero	First Grade Teacher	Western Governors University, UT	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/21/2023	Leticia P Woods	Kindergarten Teacher	University of Phoenix, AZ	Pasadena Independent School, TX
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/4/2023	Dawn M Grayson	English Second Language	University of Memphis, TN	Shelby County Schools, TN

Personnel Report  
Virginia Beach City Public Schools  
August 8, 2023  
2023-2024

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/21/2023	Anna R Fisher	Third Grade Teacher	Penn State University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/21/2023	Jennifer I Segarra	Special Education Teacher	Regent University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/21/2023	Felicia A Weaver	School Counselor, 600	Capella University, MN	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/21/2023	Lynn Y Count	Fifth Grade Teacher	St Leo College, FL	Stafford County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/21/2023	Stephen M Hertelendy	Fifth Grade Teacher	Grand Canyon University, AZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/21/2023	Kenzie Lloyd	Fifth Grade Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Lynnhaven	8/21/2023	Kelly M Kriss	Special Education Teacher	Indiana Univ of Pennsylvania, PA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Malibu	8/21/2023	Catherine K Woods	Pre-Kindergarten Teacher	Cambridge College, MA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/21/2023	Lori S Nye	Title I Resource Teacher	Regent University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	North Landing	8/21/2023	Sky A Noon	Fourth Grade Teacher	University of Mary Washington, VA	Brevard Public Schools, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Ocean Lakes	8/21/2023	Page L White	Third Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/21/2023	Katrina M Manette	Pre-Kindergarten Teacher	Mary Baldwin College, VA	Anne Arundel County PS, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/21/2023	Elisabeth M Biswas	Second Grade Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/21/2023	Kyndall B Gilbert	Third Grade Teacher	Walden University, MN	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/21/2023	Katie A Vermeulen	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/21/2023	Casey L Hicks	Fourth Grade Teacher	James Madison University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Providence	8/21/2023	Kathryn A Hummel	Second Grade Teacher	Virginia Commonwealth Univ, VA	Henrico County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Red Mill	8/21/2023	Bridget G Massa	Third Grade Teacher	Univ of Tennessee Knoxville, TN	Alcoa City Schools, TN
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/21/2023	Sara C DeSino	Kindergarten Teacher	Bloomsburg University of Pennns, PA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/21/2023	Melissa M Davenport	Second Grade Teacher	Argosy University Phoenix, AZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/21/2023	Kearsten T Rice	Fifth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/21/2023	Breanna S Hall	Music/Vocal Teacher	Florida State University, FL	Polk County Public Schools, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/21/2023	Jessica E Sironach	Second Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/4/2023	Lindsey C Flak	English Second Language	Grand Canyon University, AZ	Cumberland County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/21/2023	Abigail S Trowbridge	Fourth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/21/2023	Laura E Lafleur	Fourth Grade Teacher	Univ North Carolina Charlotte, NC	Clark County School District, NV
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/21/2023	Kimberly G Ferranti	Literacy Teacher	Hampton University, VA	Chesapeake PS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/21/2023	Colleen T Gresham	Library Media Specialist	Longwood University, VA	Arlington PS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/21/2023	Cristina G Hood	Gifted Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/21/2023	Sydney Shaw	Special Education Teacher	Hampton University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/21/2023	Kimberly Freeman	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/21/2023	Nicole M McBride	Art Teacher	Regent University, VA	Chesapeake PS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/21/2023	Nicole A Begany	Sixth Grade Teacher	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/21/2023	David K Guluzian	Seventh Grade Teacher	University of San Diego, CA	US Navy
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/21/2023	Daniel M Hasnas	Eighth Grade Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/21/2023	Jessie O Peterson	Math Coach	Radford University, VA	Chesapeake PS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/21/2023	Xavier Svels	Eighth Grade Teacher	Norfolk State University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/21/2023	Audrey A Casazza	Eighth Grade Teacher	Dowling College, NY	Suffolk PS, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/21/2023	Beth Lenker	Sixth Grade Teacher	Wilmington University, DE	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/21/2023	Kevin M Basquill	Technology Education Teacher	St Leo College, FL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/21/2023	Melissa L O'Connor	Special Education Teacher	St Josephs University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/21/2023	Karla E Werner	Special Education Teacher	Western Commonwealth University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/21/2023	Eliese E DeGoff	Seventh Grade Teacher	SUNY Buffalo, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/21/2023	Laura McAleer	Sixth Grade Teacher	Shepherd College, WV	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/21/2023	Sarah E Warren	Eighth Grade Teacher	Arizona State University, AZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/21/2023	Benjamin C Raikes	Sixth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/21/2023	Elise Wojtowicz	Art Teacher	Virginia Commonwealth University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/21/2023	Meghan W Geronomo	Third Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/21/2023	Charlene A Tjiam	Third Grade Teacher	Manassas City Public Schools, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/21/2023	Telara D Denmark	Eighth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/21/2023	Robert J Duffany	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/21/2023	Vivian C Jarosz	Seventh Grade Teacher	University of Maine Farmington, ME	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/21/2023	Danielle C Kreassig	Literacy Teacher	George Washington University, DC	VBPCS
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/21/2023	Ana O Osorno Sanchez	Spanish Teacher	Auburn University, AL	Rome City School, GA
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	8/21/2023	Brekke A Bull	Technology Education Teacher	Western Governors University, UT	The Franklin Academy, WA
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	8/21/2023	Kathleen E Campbell	Social Studies Teacher	George Washington University, DC	USMC
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	8/21/2023	Mary E Firmin	English Teacher	Liberty University, VA	Henrico County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	8/21/2023	Carlie R Kinzey	Art Teacher, 200	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/21/2023	Jordan Robeson	English Teacher	Longwood University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	8/21/2023	Lauren E Sturgill	Special Education Teacher	University of Pittsburgh, PA	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/21/2023	Rhonda Lindsey	School Counselor	Longwood University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/21/2023	Danielle R Martin	Family & Consumer Science Teacher	Virginia Tech, VA	Roanoke County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/21/2023	Stephanie K Gentile	Mathematics Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/21/2023	Gretchen Griffey	English Teacher	Regis University, CO	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/21/2023	Christine E Steed	Social Studies Teacher	University of Phoenix, AZ	St. Johns County School District, FL
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/21/2023	Anchu Tom	Technology Education Teacher	Regent University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/21/2023	Caondra A Clark	Social Studies Teacher	The Citadel, SC	VBPCS, VA
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/21/2023	Christopher D Washington	Health & Physical Education Teacher	Grand Canyon University, AZ	Portsmouth City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/2/2023	Tonya R Egas	School Counselor	Old Dominion University, VA	Fredrick County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/21/2023	Edward K Harrison	Math Coach	University of Phoenix, AZ	New Horizons Regional Education Center, VA
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/21/2023	Kaylie H Melanson	Science Teacher	Randolph-Macon College, VA	Colonial Heights Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/21/2023	Caitlin Green	Speech/Language Pathologist	Ithaca College, NY	VBPCS, VA
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/21/2023	Precious K Rowe	Behavior Intervention Teacher	Mary Baldwin College, VA	Hampton City Schools, VA
Assigned to Instructional Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2023	Janet W Coulson	Library Media Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	College Park	6/30/2023	Tajanel A Atkins	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kingston	7/18/2023	Megan J Hartman	Kindergarten Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Luxford	6/30/2023	Christina L Bazemore	Third Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	6/30/2023	Todd E Dewees	Reading Specialist (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	6/30/2023	Christine Lawler	English Second Language (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Salem	6/30/2023	Pamela L Carroll	Fifth Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	6/30/2023	Robin A Smith	Kindergarten Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Three Oaks	6/30/2023	Laura A Rudolph	Fourth Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2023	Kimberly A Meyer	Administrative Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Great Neck	6/30/2023	Elizabeth J Winters	Music/Instrumental Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2023	Marielle Jenquin	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	7/10/2023	Heather G Mitchell	Mathematics Teacher (declined position)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2023	Donna G Fleming	Administrative Assistant (accepted a private sector job)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2023	Stephen B Fleming	Social Studies Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	6/30/2023	Shannen J Gilbert	English Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	6/30/2023	Kizzy N Mandat	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2023	Stephanie A Trevino	Science Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Carolyn C Hestmyer	Hearing Impairment Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Anna K Mendelson	Speech/Language Pathologist (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2023	Shannon L Suriani	Speech/Language Pathologist (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Bayside	6/30/2023	Miriam C Zerr	Mathematics Teacher, 600	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - High School	Green Run	6/30/2023	Jennifer S Scovill	English Teacher (relocation) (employee changed retirement to resignation 6/30/2023)	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Cooke	8/14/2023	Romona S Harps	Assistant Principal	Averett University, VA	VBPCS
Administrative	Appointments - Elementary School	Creeds	TBD	Chelyse V Miller	Assistant Principal	Regent University, VA	VBPCS
Administrative	Appointments - Elementary School	Point O'View	8/14/2023	Angela D Morell	Assistant Principal	Old Dominion University, VA	VBPCS
Administrative	Appointments - Elementary School	Thalia	7/31/2023	Nicole M Keros	Principal	Old Dominion University, VA	VBPCS
Administrative	Appointments - Elementary School	Windsor Oaks	8/7/2023	Molly M Lewis	Principal	College of William and Mary, VA	VBPCS
Administrative	Appointments - Elementary School	Windsor Woods	7/31/2023	Michala D Cardwell	Principal	Regent University, VA	VBPCS
Administrative	Appointments - Miscellaneous	Office of the Superintendent	8/16/2023	Eugene F Soltnier	Chief of Staff	Virginia Tech, VA	VBPCS


**Subject:** Closed Session **Item Number:** 17
**Section:** Closed Session **Date:** August 8, 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, 3, 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.
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.
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, Acting Superintendent contract.
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.
- D. Discussion on property issues at PAHS.

**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.