



School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

Kimberly A. Melnyk, Vice Chair
District 7 – Princess Anne

Beverly M. Anderson
At-Large

Sharon R. Felton
District 6 – Beach

Jennifer S. Franklin
District 2 – Kempsville

Dorothy M. Holtz
At-Large

Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting MINUTES
Tuesday, October 12, 2021

School Administration Building #6, Municipal Center
2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456
(757) 263-1000

-
- I. Administrative, Informal, and Workshop:** Vice Chair Melnyk convened the administrative, informal, and workshop session in the School Board chamber at 4:00 p.m. on the 12th day of October 2021 and announced pursuant to the Virginia State Health Commissioner’s Order of Public Health Emergency Statewide Requirement to Wear Masks in K-12 Schools issued August 12, 2021, and Virginia Acts of Assembly No. 1303, Chapter 456, and the Center for Disease Control and Prevention (CDC)’s guidance for K-12 schools, and the School Board’s 2021-2022 Reopening Plan adopted August 10, 2021, it is determined physical distancing will be used in School Board Chambers as a health mitigation strategy therefore there will be limited public seating available on a first-come, first- served basis beginning shortly before the Workshop session of the School Board Meeting. Members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBTV Channel 47, and on Zoom.
- It is the School Board’s protocol to break at 5:30 p.m. to prepare for the Regular School Board Meeting to begin at 6:00 p.m. At 5:30 p.m., the School Board will conclude its Informal Meeting unless the School Board votes to continue the Informal Meeting until 5:45 p.m. The Informal Session will conclude no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the Regular School Board Meeting at 6:00 p.m.
- The following School Board members were present in the School Board chamber: Chairwoman Rye (4:10 p.m.), Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz (arrived at 4:03 p.m.), Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.
- Vice Chair Melnyk made a request to the School Board members to postpone the School Board Administrative Matters and Reports until the arrival of Chairwoman Rye. Without any objections, the workshop continued with the WHRO Services Update.
- A. School Board Administrative Matters and Reports: Administrative Matters and Reports began at approximately 4:11 p.m.; Chairwoman Rye mentioned providing welcoming remarks on behalf of the School Board to the Teacher Forum last week; VBEF (Virginia Beach Education Foundation) kickoff meeting, VBEF celebrating 30 years, Pearls of Wisdom event; relocation of FACE office to Plaza Annex; grant recipients from Kellam High School; school adoption list is forthcoming; availability of PDC for meetings – not possible at this time; and VSBA Conference.
- B. WHRO Services Update: Mr. Bert Schmidt, WHRO President and Chief Executive Officer presented the School Board an update on WHRO services and programs; one of 21 school divisions that have a license for WHRO; eMediaVA – a digital repository, a free service to teachers, parents, and students; professional development courses; 28 online courses for students, mostly high school courses; development of new African American History course for high school students; VA TV Classroom – 3 hours of instruction for K-7 for about nine months of the pandemic, teacher led and SOL aligned instruction; Virtual Virginia – offer over 100 online courses to students across the Commonwealth; Batten Environmental Education Initiative; PBS Kids Writer’s Contest, Spelling Bee, the Great Computer Challenge; American Graduate 3: Getting to Work; series Ms. Martha Reads

and Education Now; families and early learners – i.e. WHRO Literacy Van, Coding Camps, Reading Camps, First Books programs; and return on investment.

- C. Construction Projects Update: Mr. Anthony Arnold, P.E., Executive Director, Facilities Services provided an update to the School Board on the construction projects administered through the Department of School Division Services, Office of Facilities and Maintenance Services; Princess Anne Middle School Replacement: project budget approximately \$76 million, 99% completed, opened on time and on budget; Plaza Annex Addition/Family and Community Engagement (FACE) Center: project budget \$13.5 million, PDC opened about a year ago, new addition of FACE Center, PCD renovations 100% complete and new addition 99% complete; Achievable Dream Academy at Lynnhaven Middle School: delay of project; supply chain issues, redesign roofing system, scheduled opening September 2023, project budget \$12,750,000; summer infrastructure projects approximately \$20.2 million: roof replacements at Red Mill Elementary School and Seatack Elementary School, HVAC/roof replacement at Kempsville High School, Bayside High School HVAC replacement and locker removal, office HVAC replacement at Corporate Landing Elementary School, HVAC replacement at Indian Lakes Elementary School, Boiler Plant Replacement at Ocean Lakes High School, HVAC replacement at Plaza Annex – Fall project for October 2021, turf field and track improvements at Bayside High School and Green Run High School, press box replacement at Green Run High School – Winter project for December 2021; turf field and track improvements at First Colonial High School and Salem High School – scheduled to bid in October 2021; playground equipment replacement – phase III at Arrowhead Elementary School, Glenwood Elementary School and Tech Center, ongoing, delays in shipping of equipment; playground equipment replacement – phase IV at Tallwood High School, Holland, and Malibu Elementary Schools, scheduled completion July 2022; tennis courts at Tallwood High School, 99% complete; fire alarm replacement at Thalia Elementary School, finished on time, project budget \$275,000; Lynnhaven Middle School library flip, 95% completed; gym floor replacements at Cooke, Linkhorn Park, Luxford, Lynnhaven, and Malibu Elementary Schools, deferred from last year, replaced this summer; energy performance at Bayside, Centerville, Ocean Lakes, and Shelton Park Elementary Schools, moving to full LED lighting; Facilities & Maintenance Services: operating budget projects - \$6.1 million, painting, electrical upgrades, HVAC improvements, carpeting replacement.

A brief discussion followed with appreciation for all the work accomplished; question regarding the turf fields; and Seatack Elementary roof project.

- D. Comprehensive Tutoring Plan and On-Time Graduation Data: Kipp Rogers, Ph.D., Chief Academic Officer and Lisa Banicky, Ph.D., Executive Director, Planning, Innovation, and Accountability provided the School Board information on the Academic Support and Acceleration Program (ASAP) for Tutoring and the most recent on-time graduation rates and cohort dropout data for students; Dr. Rogers provided an overview of the presentation; comprehensive tutoring plan alignment with Teaching and Learning framework, SEL framework, Strategic Plan, Compass to 2025 and the VBCPS Graduate Profile; planning – tutors will receive comprehensive training, teaching – tutoring will take place synchronously and asynchronously, assessing – use data to examine, align, and identify student needs, frequent progress monitoring and diagnostic assessments; ASAP Tutoring – Academic Support and Acceleration Program for Tutoring; VBCPS comprehensive tutoring plan: increase stakeholder awareness of opportunities, virtual and face-to-face, trained staff, progress monitoring, aligned to Virginia Department of Education, focus on intervention and acceleration; tiered support levels: tier 1 – students have access to high-quality acceleration and intervention opportunities, tier 2 – targeted, layered, or more frequent support, tier 3 – intense support; ASAP tutoring programs: academic support, fev tutor, tutored; academic support: flexible tutoring, may be face-to-face or virtual; fev tutor: personalized 1:1 tutoring in math, science, history/social studies and English, 24/7 access, available for students in grades 6-12; tutored: pilot program in seven schools, full-time targeted support during the school day for math at select schools, 10 full-time tutors in seven schools; next steps: share updates with all stakeholders, design tutor training protocols, working with department of communications and community engagement on marketing plan for teachers, students and community, creation of website for tutoring opportunities; Dr. Rogers introduced Dr. Banicky.

Dr. Banicky continued the presentation regarding on-time graduation and cohort dropout rates; the division's on-time graduation rate has increased steadily from 85.3% in 2009 to 94.9% percent in 2021; reviewed on-time graduation data by student group; our graduation rate is higher than all other divisions except for Loudoun County; the division's cohort dropout rate has a decreasing trend between 2009 and 2014, an increase in 2015 before continuing downward trend, lowest percentage reported to date of 2.7% in 2021; reviewed cohort

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 3 of 11

dropout rates by student group; with the exceptions of Loudon and Stafford county, our rate was lower than the remaining five school divisions.

The presentation continued with questions regarding tutoring staff; fev tutoring; tutoring for special education students; request for data of when dropout occurs; great concept of online tutoring; request for data of how many students involved in fev tutoring; eligibility and access to tutoring programs; tutorED program; and SOL tutoring.

- E. COVID Health and Safety Mitigations: Eugene F. Soltner, Ed.D., Chief Schools Officer and Jack Freeman, Chief Operations Officer provided the School Board with an update regarding COVID-19 health and safety mitigations including data updates as well as process and support improvement; Mr. Freeman provided an overview of the presentation; reviewed data from VDH (Virginia Department of Health): transmission level high, 177.6 cases, 8.1% percent positivity; contract tracing since September 1: 655 positive cases, 2,951 close contacts, 31 connected cases; noted mitigation strategies are working; vaccine rates show upward trend; fully vaccinated – 12-15 years 47.3%, 16-17 years 60.6%; at least one dose – 12-15 years 55.7%, 16-17 years 67.6%; vaccination clinics at secondary school sites; reviewed data from voluntary COVID-19 vaccination survey – short survey sent to 10,674 employees, response rate was 47% (approximately 5,000 responses), 94% of survey respondents indicated fully vaccinated; COVID-19 Safety Assessment Team update – observation began week of October 4, focus on classrooms, cafeteria, gymnasium, transportation; overview of winter high school athletics and VisSTA K12 Testing; Mr. Freeman introduced Dr. Soltner.

Dr. Soltner continued the presentation and reviewed September 30 student enrollment figures; as of September 30: elementary – 28,335, middle – 14,956, high – 20,407, and division – 63,698; extracurricular updates (high school and middle school combined): 2863 total athletes participating, 53 total athletes who have tested positive, 244 total athletes quarantined, 1708 approximate number of days of lost instruction; noted 5 days a week instruction is a priority; reviewed upcoming winter activities for high school and middle school; professional learning site level challenges; professional learning supports new programs, builds capacity, provides enrichment, addresses all employee groups, offered during and after contract hours; number one challenge – substitutes; solution - pause professional learning during school day.

The presentation continued with questions regarding teacher planning time; stress level of teachers; challenges for teachers and bus drivers; topic of discussion at upcoming teacher assembly; request for enrollment data figures; type of testing for athletes; easing up teacher time; quarantining students; substitutes; suggestion allow one day a month for asynchronous learning; and contact tracing numbers.

- 2. **Closed Session (as needed):** None during the administrative, informal, and workshop session.
- 3. **School Board Recess:** Chairwoman Rye adjourned the administrative, informal, and workshop session at 5:38 p.m.
- 4. **Formal Meeting (School Board Chambers).....6:00 p.m.**
- 5. **Call to Order and Roll Call:** Chairwoman Rye called the formal meeting to order at 6:00 p.m. on the 12th day of October 2021 and announced Pursuant to the Virginia State Health Commissioner’s Order of Public Health Emergency Statewide Requirement to Wear Masks in K-12 Schools issued August 12, 2021, and Virginia Acts of Assembly No. 1303, Chapter 456, and the Center for Disease Control and Prevention (CDC)’s guidance for K-12 schools, and the School Board’s 2021-2022 Reopening Plan adopted August 10, 2021, it is determined that physical distancing will be used in School Board Chambers as a health mitigation strategy therefore there will be limited public seating available on a first-come, first-served basis beginning shortly before the School Board Meeting.

Members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBT Channel 47, and on Zoom.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz (arrived at 6:03 p.m.), Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.

6. Moment of Silence followed by the Pledge of Allegiance

7. Student, Employee and Public Awards and Recognition

- A. 2021 National Blue Ribbon School: The School Board recognized Windsor Oaks Elementary School which was named a 2021 National Blue Ribbon School by the U.S. Department of Education for Exemplary Achievement Gap-Closing. The Virginia Department of Education nominated Windsor Oaks Elementary School for this award base on data that reflected the school's dedication to closing achievement gaps for students with disabilities and African American students. Windsor Oaks Elementary is only one of seven school in Virginia to be named a 2021 National Blue Ribbon School by the U.S. Department of Education.

- 8. Adoption of the Agenda**: Chairwoman Rye called for any modifications to the agenda. Hearing none, Chairwoman Rye called for a motion to approve. Ms. Riggs made a motion, seconded by Ms. Hughes. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announce the motion passed unanimously.

- 9. Superintendent's Monthly Report** (second monthly meeting). There was no Superintendent's report.

10. Approval of Meeting Minutes

- A. September 28, 2021 Regular School Board Meeting: Chairwoman Rye called for any modifications to the September 28, 2021 Regular School Board meeting minutes. Hearing none, Chairwoman Rye called for a motion to approve. Ms. Franklin made a motion, seconded by Ms. Anderson. Without discussion, Chairwoman Rye called for vote. The School Board Clerk announced the motion passed unanimously.

- 11. Public Comments (until 8:00 p.m.)**: Chairwoman Rye announced the School Board will hear Public comments on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division from citizens and delegations who signed up with the School Board Clerk prior to the meeting. Chairwoman Rye mentioned information regarding speaker process, decorum and order, and submitting comments via group email.

There were thirty-one (31) in-person speakers (including two student speakers) and six (6) online speakers; topic discussed were equity resolution; CRT; diversity; inclusion; Virginia Code; banned books; staff shortage; staff workload; Policy 2-4; gender equity; equity training; vaccines; sports; number of assistant principals in schools.

12. Information

- A. Environmental Studies Program: Implementation Evaluation: Noel G. Williams, Ph.D., Program Evaluation Specialist, Office of Planning, Innovation, and Accountability presented the School Board the Environmental Studies Program Year-One Implementation Evaluation Report and administration's recommendations; provided a brief overview of the Environmental Studies Program- opened September 2020, located at the Chesapeake Bay Foundation's Brock Environmental Center, through experiential learning and community partnerships – students learn about sustainability and expand STEM experiences; three curriculum strands: sustainable economics and business innovation, social sustainability, and environmental sustainability and natural resources stewardship; reviewed evaluation process and method; focused on implementation process, participant characteristics, progress toward goals and objectives, stakeholder perceptions, and actual costs compared to projected costs; program of study: four program specific courses, outdoor learning environment and use of scientific and/or technological tools, COVID -19 virtual learning impacted students, program components viewed positively by both students and parents; reviewed student characteristics: received 67 applications for 50 open seats, 41 grade 11 students at end of school year, all 12 high schools across the division represented; five objectives: broaden understanding of sustainability, utilize natural community, integrate interdisciplinary instruction, incorporate challenge-based, collaborative, and design-thinking learning, establish collaborative agreements; reviewed costs: planning budget total \$301,591 compared to actual 19/20 and 20/21 costs \$284,243, actual costs were \$17,348 less; note costs do not include the Brock Environmental Center facility – made possible due to a donation to the Chesapeake Bay Foundation; recommendations: (1) continue the Environmental Studies program with modifications noted in recommendation 2; (2) provide an additional staff member to support instruction and assist the program

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 5 of 11

coordinator with logistics related to safety when working in the field, transportation concerns, and other duties as needed. Dr. Williams introduced Mr. Chris Freeman.

Mr. Chris Freeman provided the administration's response; concur with the recommendations from program evaluation; the presentation continued with questions regarding promoting program; collaboration with higher education; transition into program from middle school; thanks for all work doing with program; room for more students in the program – with building space can have 50 juniors and 50 seniors; how to expand the program; and appreciation for all the work.

- B. VSBA Tidewater Region Chair Nomination: Chairwoman Rye presented the School Board information on a proposal to nominate, Sharon R. Felton, to the Virginia School Boards Association (VSBA) Tidewater Region Nominating Committee for consideration in the selection of a Chair for the VSBA Tidewater Region; nominations require approval by the majority of the School Board at a duly scheduled public School Board meeting and requires the candidate's signature signifying a willingness to serve with the understanding of the duties; reviewed some of the duties.
- C. Legal Services Agreement Update: School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney and members of the Governance Committee presented information for the School Board to discuss and plan to make final decisions regarding the delivery of legal services to the School Board and the School Division before the budget is developed; Ms. Lannetti provided a brief history of the cooperative agreement; areas of in-house legal services (School Board and School Board Committees, advice to School Administration, student services, special education and Section 504, human resources, contracts, FOIA/COIA, etc.); agreement structure – 3 FTE attorneys, .5 FTE attorney, 1 paralegal, 1 legal secretary; Governance Committee recommendations: hiring its own in-house legal counsel team and not renewing the Cooperative Agreement for Legal Services for FY23; superintendent is requesting the School Board finalize the decision to have in-house legal counsel soon to allow the superintendent to prepare a budget for a new legal office; additional considerations: case management software, legal research platform, computers and network resources, real estate support; actions/next steps: create in-house legal services department and positions, determine how will hire, authorize superintendent to work with City about necessary arrangements to transfer files, equipment, other matters, inform City Council of intent; and develop MOU (memo of understanding) regarding past representation and conflicts waivers, file management.

13. Return to public comments if needed: Not needed, public comments concluded at approximately 8:10 p.m.

14. Consent Agenda: Chairwoman Rye stated the items on the Consent Agenda; followed by the reading of the resolutions:

A. Resolutions:

1. Bullying Prevention Month: Ms. Franklin read the following resolution:

**Resolution for Bullying Prevention Month
October 2021**

WHEREAS, school bullying has become an increasingly significant problem in the United States and Virginia; and

WHEREAS, over twenty percent of the youth in the United States are estimated to be involved in bullying each year, either as a bully or as a victim; and

WHEREAS, students who experience bullying are at increased risk for depression, anxiety, sleep difficulties, lower academic achievement, and dropping out of school; and

WHEREAS, bullying can take many forms, including verbal, physical, and most recently in cyberspace, and can happen in many places on and off school grounds; and

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 6 of 11

WHEREAS, it is important for Virginia Beach parents, students, school counselors, teachers, and school administrators to be aware of bullying, and to encourage discussion of the problem as a school community; and

WHEREAS, the School Board of the City of Virginia Beach has developed a policy on anti-bullying to encourage positive behaviors and to eliminate bullying behaviors; and

WHEREAS, Virginia Beach City Public Schools, through sustained and dedicated efforts, has implemented programs for all employees and students that recognizes a deep commitment at all levels to raise awareness of bullying and its prevention.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach recognizes the month of October 2021, as Bullying Prevention Month in the Virginia Beach City Public Schools, and be it

FURTHER RESOLVED: That the issue of bullying and its prevention be discussed in Virginia Beach City Public Schools classrooms during this time, 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 12th day of October 2021

2. Disability History and Awareness Month: Ms. Hughes read the following resolution:

**Disability History and Awareness Month
October 2021**

WHEREAS, Americans with Disability Act of 1990 was founded on four principles: inclusion, full participation, economic self-sufficiency, and equality of opportunity for all people with disabilities; and

WHEREAS, the Virginia General Assembly has designated the month of October as Disability History and Awareness Month to increase public awareness and respect for persons with disabilities; to inform the public concerning their many contributions to society; and to emphasize the abilities and rights of persons with disabilities rather than their exceptionalities; and

WHEREAS, public schools, institutions of higher education, the business community, civic organizations and other interested entities are encouraged to promote Disability History and Awareness Month in the Commonwealth of Virginia; and

WHEREAS, the Virginia Department of Education's 2020-2021 Virginia State Quality Profile reported the Virginia public school divisions served 168,042 students with disabilities under the Individuals with Disabilities Education Act and the Virginia Beach City Public Schools 2020-2021 Quality Profile reported the division served 8,058 students with disabilities under the Individuals with Disabilities Education Act; and

WHEREAS, Virginia Beach City Public Schools believes in having the highest expectations for students with disabilities and believes that students with disabilities make significant academic and social progress when educated, as appropriate, in general education environments; and

WHEREAS, it is necessary to increase public awareness, knowledge, and understanding of disabilities, the rights of persons with disabilities, and to foster a culture of mutual respect and equal opportunities for all in our schools, businesses, and communities.

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 7 of 11

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of October 2021 as Disability History and Awareness Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and participate in the various school activities during Disability History and Awareness Month; 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 12th day of October 2021

3. Filipino American History Month: Ms. Felton read the following resolution:

**RESOLUTION FOR FILIPINO AMERICAN HISTORY MONTH
October 2021**

WHEREAS, one of our nation's greatest strengths is its vast diversity which enables Americans to see the world from many viewpoints; and

WHEREAS, Filipino Americans are the second largest Asian American group in the nation and the City of Virginia Beach has the highest percentage of Filipino Americans in Virginia;

WHEREAS, through the study of their contributions, all students may find role models whose participation, commitment and achievement embodies the American spirit and ideals; and

WHEREAS, the School Board of the City of Virginia Beach recognizes the importance of multicultural diversity education within our school division; and

WHEREAS, the year 2021 marks the 50th anniversary of the First Young Filipino People's Far West Convention, a meeting that took place at Seattle University in 1971 and brought over 300 young Filipino American participants from the West Coast of the US. This convention has been hailed as the beginning of the Filipino American Movement.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of October 2021, as Filipino American History Month, whose theme is "50 Years Since the First Young Filipino People's Far West Convention"; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and participate in various school activities during Filipino American History Month; and be it

FINALLY 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 12th day of October 2021.

4. LGBTQIA+ History Month: Ms. Holtz read the following resolution:

**RESOLUTION FOR LGBTQIA+ MONTH
October 2021**

WHEREAS, all students and youth should be able to attend school in a safe and inclusive environment free from discrimination, and that history has shown that school board policy and regulation are effective in contributing to such environments; and

WHEREAS, the School Board amended 5-7 policy to address protections of discrimination on the basis of gender identity, gender expression, or sexual orientation; and

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 8 of 11

WHEREAS, the lack of awareness and understanding of issues facing LGBTQ students and youth has contributed to a higher rate of isolation, depression, and suicidal ideations or attempts; and

WHEREAS, the School Board promotes the understanding and acceptance of and respect for LGBTQ children and youth; and

WHEREAS, the School Board acknowledges that educational equity and non-discrimination policies specific to sexual orientation, gender identity and gender expression are associated with: students feeling more safe; lower levels of bullying; decreased incidents of harassment related to sexual orientation and greater academic success; and

WHEREAS, the School Board of the City of Virginia Beach will continue to advocate for LGBTQ students and youth within our school division.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of October 2021, as LGBTQIA+ month and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages citizens to incorporate standards regarding age-appropriate, medically accurate and culturally sensitive information on LGBTQIA+ issues into existing health and other appropriate curricula and be it

FINALLY 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 12th day of October 2021.

5. Indigenous Peoples' Day: Ms. Manning read the following resolution:

**RESOLUTION FOR INDIGENOUS PEOPLES' DAY
October 2021**

WHEREAS, the School Board recognizes that Native Americans have lived and thrived in North America from time immemorial; and

WHEREAS, the School Board recognizes that Indigenous people contribute to the academic, economic, and cultural success and well-being of the City of Virginia Beach and Commonwealth each and every day; and

WHEREAS, the School Board values the many contributions made to our community by Indigenous people; and the deep cultural contributions that have substantially shaped the character of the City of Virginia Beach; and

WHEREAS, the School Board supports the resilience of Indigenous people to thrive and prosper to the present day; and

WHEREAS, the School Board promotes the closing of the equity gaps for Indigenous people through policies and practices that promote the culture, history and their many contributions in society.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognize the second Monday in October 2021 as Indigenous Peoples' Day, and be it

FURTHER RESOLVED: that all schools and our community are encouraged to support and celebrate the resilience of our tribal communities on Indigenous Peoples' Day, and be it

FINALLY 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 12th day of October 2021.

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 9 of 11

- B. New Course: Interpersonal Communications (CST 126): The School Board approve the Interpersonal Communication (CST 126) Tidewater Community College (TCC) elective as a Virginia Beach City Public Schools (VBCPS) Dual Enrollment course.

After the resolutions were read, Chairwoman Rye called for a motion to approve. Ms. Riggs made a motion, seconded by Ms. Weems. Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously.

15. **Action**

- A. Personnel Report / Administrative Appointments: Chairwoman Rye called for a motion to approve. Ms. Holtz made a motion, seconded by Ms. Franklin that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the October 12, 2021 personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced the motion passed unanimously. Superintendent Spence introduced the following: Britani N. Kerns, Instructional Specialist, Secondary English, Department of Teaching and Learning as Coordinator, Secondary English, Department of Teaching and Learning.
- B. Resolution to Clarify Equity Training and Teaching: Chairwoman Rye called for a motion to approve. Ms. Weems made a motion, seconded by Ms. Hughes. A discussed followed with Ms. Weems provided a brief background regarding the resolution, input from parents, clarified some points: value diversity, does not change or diminish Equity Policy, does not have to do with teachers teaching history. Ms. Weems read the following resolution:

RESOLUTION TO CLARIFY EQUITY TRAINING AND TEACHING

WHEREAS, the School Board of the City of Virginia Beach, Virginia values diversity, promotes inclusiveness and is committed to providing a learning environment whereby ALL students have access and opportunities to benefit from the high standards, support and resources required for a high quality education; and

WHEREAS, the School Board values the uniqueness of each member of its staff, student population and community and encourages individual and multiple perspectives; and

WHEREAS, the School Board must provide a clear and transparent understanding of the School Division's positions and expectations regarding equity training, teaching and learning; and

WHEREAS, the School Board recognizes that individual and group perspectives on equity may differ and are subject to constitutional and other protections. Accordingly, the School Board acknowledges that it cannot limit or discourage employees from researching, discussing, or exploring books, media/publications or materials related to racial issues that divide rather than seek unity, but ask that they do it on their own time and not on school property; and

WHEREAS, the School Board does acknowledge that while racism does still exist, it is not an acceptable practice within the VBCPS division;

NOW, THEREFORE BE IT RESOLVED that

1. Any school, school-based program, activity or entity that is operated, controlled, paid for or under the jurisdiction of the School Board shall refrain from training, teaching, or promoting the following to students and employees:
 - A. That any race is inherently superior or inferior to any other race
 - B. That any individual by virtue of his or her race or skin color is inherently racist, privileged or oppressive, whether consciously or unconsciously.

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 10 of 11

- C. That any individual, by virtue of his or her race or skin color bears responsibility for the actions committed by other members of his or her race, skin color or religion.
 - D. An individual's moral character or worth is determined by his or her race or skin color.
 - E. That the United States is a fundamentally and inherently racist country
 - F. That capitalism is racist.
2. That any violation of the above mentioned be reported to the Superintendent or designee through applicable policies, regulations, and procedures for resolving complaints by parents, students or staff. Individuals reporting any alleged violation will not be retaliated against.

The discussion continued regarding development of resolution; does not mention CRT; community and parent concerns on topic; equity assessment; low participation in equity survey; use of resolutions; input from parents and colleagues; can study issues on your own time; teachers can still teach history, economics, etc.; SEL (social emotional learning); diversity on the board; listening to speakers; create a framework; use of CRT, SEL, and Equity interchangeably; teacher concerns with resolution; culturally responsive practices; teaching all history; concerns about teacher shortage; unity and clarity; teachers not being able to teach; implicit bias; questions/challenges of how to operationalize resolution; reference to Policy 6-8.

Ms. Manning made a substitute motion, seconded by Ms. Hughes, to remove the following paragraph from the resolution:

WHEREAS, the School Board recognizes that individual and group perspectives on equity may differ and are subject to constitutional and other protections. Accordingly, the School Board acknowledges that it cannot limit or discourage employees from researching, discussing, or exploring books, media/publications or materials related to racial issues that divide rather than seek unity, but ask that they do it on their own time and not on school property; and

Chairwoman Rye called for a vote on the substitute motion. The School Board Clerk announced there were five (5) ayes in favor of the substitute motion: Chairwoman Rye, Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. There were six (6) nays opposed to the substitute motion: Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Owens, and Ms. Riggs. The substitute motion did not pass 5-6-0.

Before voting on the original resolution, a brief discussion regarding present framework in place - equity policy, strategic plan; quality measures assessment; concerns to School Board members. Chairwoman Rye called for a vote. The School Board Clerk announced there were four (4) ayes in favor of the motion: Ms. Franklin, Ms. Hughes, Ms. Manning, and Ms. Weems. There were seven (7) nays opposed to the motion: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Holtz, Ms. Owens, and Ms. Riggs. The motion did not pass 4-7-0.

- 16. *Committee, Organization or Board Reports:*** Ms. Weems mentioned the SEAC (Special Education Advisory Committee) is not meeting in October, next meeting in November; Ms. Felton mentioned the Legislative Committee met today at 2 p.m., productive meeting with suggestions from Ms. Manning regarding bus drivers, recruiting, and retention, Ms. Felton thanked colleagues on the committee – Ms. Riggs and Ms. Manning; Ms. Franklin mentioned Community Advisory Committee for Gifted Education had a meeting yesterday, committee doing an amazing job and will be making a presentation to the School Board.

Ms. Holtz asked for a point of personal privilege regarding personal mask exemption.

- 17. *Return to Administrative, Informal, Workshop or Closed Session matters:*** Closed Session. Ms. Melnyk made a motion, seconded by Ms. Anderson that the School Board recess into a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraph 1, 7 and 8, as amended for,

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
2512 George Mason Drive,
Virginia Beach, VA 23456

Tuesday, October 12, 2021
School Board Regular Meeting
Page 11 of 11

1. **PERSONNEL MATTERS:** For 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: namely: for the purpose of addressing the Superintendent's annual goals.

Namely to discuss: personnel matters related to the status of the Cooperative Agreement for Legal Services and the delivery of legal services for the School Board and the School Division.

The motion passed unanimously with all School Board members voting.

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

1. **PERSONNEL MATTERS:** School Board members: Chairwoman Rye, Ms. Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Superintendent Spence; Regina M. Toneatto, Clerk of the Board.

The School Board reconvened at 10:56 p.m.

Certification of Closed Session: Ms. Melnyk read the Certification of Closed Meeting:

WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and **WHEREAS**, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

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

Ms. Anderson made a motion, seconded by Ms. Hughes. The motion passed unanimously with all School Board members voting.

18. **Adjournment:** Chairwoman Rye adjourned the meeting at 10:58 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair