



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

Donald E. Robertson, Ph.D., Acting Superintendent

School Board Regular Meeting MINUTES
Tuesday, November 14, 2023

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

1. **Administrative, Informal, and Workshop:** Chair Riggs convened the Administrative, Informal, and Workshop at 3:03 p.m. on the 14th day of November 2023 and announced members of the public will be able to observe the School Board meeting through live streaming on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom; welcomed members of the public both in person and online.

In addition to Donald E. Robertson, Ph.D., Acting Superintendent, the following School Board members were present in the School Administration Building #6, School Board Chamber: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin (arrived at 3:12 p.m.), Ms. Manning, Ms. Melnyk, and Ms. Owens (arrived at 3:06 p.m.) The following School Board member was not in attendance: Ms. Martin, due to a family emergency.
 - A. **School Board Administrative Matters and Reports:** Ms. Melnyk mentioned the following: Legislative Committee meeting on Monday, November 20 and Legislative Breakfast on December 21 at Princess Anne High School; Chair Riggs mentioned the following items: next School Board meeting on November 28 may begin at 2:00 p.m. for a teacher hearing, will need at least six (6) School Board members present, the December 12 meeting will also start early at 2:00 p.m. meeting with HYA; Ms. Owens asked about the new voting system, scheduled to go live for the December 12 School Board meeting, training dates will be provided for School Board members; Chair Riggs mentioned two sign-up sheets that will be passed around, one for one-on-one meetings with Dr. Robertson and the other for Superintendent's Student Advisory Council meetings.
 - B. **HYA Presentation – Leadership Profile Report:** Dr. Ted Blaesing and Dr. Connie Collins, consultants from Hazard, Young, Atea & Associates, presented the School Board the results of Leadership Profile and discussed next steps in the Superintendent Search process; shared what has been accomplished: planned the search and community engagement, created and posted national advertising, invitations to participate, post and analyze survey data, 2 days and virtual interviews and meetings, data compilation and analysis, report preparation and presentation, numerous phone calls, text messages and emails to potential candidates; Leadership Profile Report – invitations sent to individuals and groups identified by Board Members, facilitated invitations and remote sessions, and thanks to staff members for assistance and support during the process; survey completed by 4,423 stakeholders on-line: 1,554 parents, 749 students, 1,258 certified or licensed staff – teachers, 424 support staff, 219 community members, and 219 administrators; excellent number of responses to survey; strengths of the district: technology is integrated into the classroom, district technology infrastructure is sufficient to support use of technology in the classroom, district employs effective teachers, administrators, and support staff in its schools, district provides a clear, compelling shared vision of the future (strategic plan), and facilities are well maintained; top-rated competencies - foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators; recruit, employ, and retain effective personnel; provide transparent communication; establish a culture of high expectations for all

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students and personnel; understand and be sensitive to the needs of a diverse student population; reviewed questions from focus group meetings; focus groups participants: Board members, administrators, community, teachers, and support staff; strengths of the Virginia Beach City Public Schools: all staff, program offerings for students, community is supportive and a wonderful place to live, military families and presence, diversity of people and physical geography of the region, reputation of the Division, resources available to staff and students; challenges confronting VBCPS: School Board divisiveness – board governance, politics, recruitment and retention of staff, demographics of the community are changing, facilities that need updating, remodeling or replacement; survey data plus listening sessions equal desired characteristics; desired characteristics – four major areas: communicator extraordinaire, relationship builder and politically astute, management and leadership skills, pedagogical expertise; noted added in posting – the successful candidate must possess or be immediately eligible for professional credentials and licensure in the State of Virginia as a school superintendent. Additionally, this person will need to be thoroughly familiar with the history, culture, and needs of the Virginia Beach City Public Schools, the City of Virginia Beach, and the State of Virginia; mentioned HYA will be returning in four weeks to continue process.

The presentation continued with questions and comments regarding groups and negative comments; loved the community input; communication aspects; relationship builder; superintendent supporting Board; partnering with School Board; thanks for all hard work by HYA; community input; read comments by community; controversial issues; number of candidates; knowing about the School Board; still recruiting and talking to people; reaching out to candidates; and starting screening process after Thanksgiving.

- C. Calendar Timeline for 2024-2025: Matthew Delaney, Chief Schools Officer, presented the School Board an update on the 24-25 school calendar process; reviewed the calendar development/adoption timeline: winter - draft calendars created, January – calendar workgroup meeting, teacher assembly, survey to families and staff, early February – School Board meeting (information), late February – School Board meeting (action); guidance for calendar creation: number of instructional days (181 days), teacher staff, in-service days (193 days), required seat hours, observance of holidays, length of Thanksgiving, Holiday and Spring Break, adjusted dismissal days; Pre-Labor Day start – added multiple staff days throughout the school year, added in a holiday the Wednesday before Thanksgiving, reduced the number of adjusted dismissal days; feedback – plus: two four-day work weeks, students transitioned easily, appreciate the additional staff days during the year; feedback – delta: 5 in-service days, less time for professional learning, condensed summer planning, less central support preparation time; mentioned attendance not negatively impacted by early start; reviewed calendar development timeline again.

The presentation continued with questions and comments regarding days off in November and staffing issues; students having off the Wednesday before Thanksgiving; Pre-Labor Day start; 12-month employees and Thanksgiving; schools as voting places; seat hours; start of school – had two back-to-back four day school weeks; attendance and instruction; copy of survey for School Board; adjusted dismissal days; starting school early and not ending early; getting the calendar earlier; timeframe for releasing calendars; one year calendar and two year calendar; definition of seat time; find balance with staff days and adjusted dismissal; calendar impacts – day care, Parks & Recreation, quality of life; historical survey for this calendar year; support staff needs; and schools and Election Day.

- D. PPEA Interim Agreement Update: Melisa Ingram, Executive Director, Facilities Services provided the School Board an update as staff continues to work with the design team from S.B. Ballard Construction Company (SBBCC) regarding the Public-Private Education Facilities and Infrastructure Act (PPEA) Interim Agreement; this update to the School Board is related to the 30% design development step in the design process for the replacement of three schools, Princess Anne High School, Williams Elementary School/ Bayside 6th Grade Campus, and Bayside High School; Jack Freeman, Chief Operations Officer provided a brief introduction; Ms. Ingram continued the presentation; 30% design development – focus on the educational program: gather information and insights into programs, align with *Compas to 2025*, VDOE, and other guidelines, review and compare with existing facilities, understand special programs, explore future needs, design and explore space-saving strategies; initial stakeholder input; 15% schematics/conceptual design meetings; 30% design development meetings; learning communities – access to a variety of coursework: accommodate rigorous courses of study, create spaces for academic exploration, support strong critical thinking skills; efficiencies and design considerations – core academics and supports: core learning, student community commons, teacher and staff supports, special needs; instructional activities: career pathways/CTE/academies, visual arts, music/performing arts, physical education; campus commons: schola, media center, food services/dining commons; offices and supports: school administration, counseling, school clinic, community engagement center; building/facility: custodial/building services, (MEP) mechanical/electrical/plumbing; VBCPS programs/enhancements: division-wide special education center (PAHS) – shared clinic, kitchen, and other

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supports, NJROTC – serves Princess Anne HS and Bayside HS, while operation out of Princess Anne HS, field house – reduced field house size results in increases shared use; shared draft renderings of Princess Anne High School (four story structure), Williams Elementary/Bayside 6th Grade Campus (two story structure), Bayside High School (two story structure in the front and four story structure in the back); educational programming and space needs – 21st century learning spaces: critical thinking skills, flexible and adaptable; cost savings: earlier completion, guaranteed maximum price (GMP); prototype high school plan: Bayside High School can be used for First Colonial, Kempsville, and Green Run High Schools; financial: GMP vs. low-bid, collaboration with budgeting; shared draft of space needs for Princess Anne High School, Williams Elementary/Bayside 6th Grade Campus, and Bayside High School; reviewed Public Input Meeting milestones; next steps: guaranteed maximum price (GMP) and proposed square feet brief – January 9, 2024; questions to Chair of the Board by December 1, 2023.

The presentation continued with questions and comments regarding shared space for NJROTC; GMP and square footage; educational needs; gathering input from the community; request for presentation notes; more details on square footage and GMP on January 9th; size of buildings; sharing spaces (example wrestling and dance); impressed with community input; building prototype for other high schools; cost of building additional space; maintenance of space; student population; space efficiencies; gym space; input from PE teachers and coaches on gym design; orchestra and band space; schola; student meeting space; data request on how many students took PE in person in high school; likes CTE classes in learning community; spark interest in CTE classes; adjustable spaces (computer labs and art) teaching stations; and use of building for community.

2. **Closed Session:** None during the Administrative, Informal, and Workshop session. See agenda item #17.
3. **School Board Recess:** Chair Riggs adjourned the Administrative, Informal, and Workshop session at 5:19 p.m.
4. **Formal Meeting (School Administration Building #6 – School Board Room) 6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Riggs convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:02 p.m. on the 14th day of November 2023 and welcomed members of the public both in person and online.

In addition to Donald E. Robertson, Ph.D., Acting Superintendent, the following School Board members were present in the School Board Chamber: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The following School Board member was not in attendance: Ms. Martin, due to a family emergency.

6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition:** There were no student, employee, or public awards presented at the meeting.
8. **Adoption of the Agenda:** Chair Riggs called for any modifications to the agenda as presented. Hearing none, Chair Riggs called for a motion to approve the agenda as presented. Mr. Callan made the motion, seconded by Ms. Melnyk. Without discussion, Chair Riggs called for a vote to approve the agenda as presented. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the agenda as presented: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings):** Chair Riggs noted there was no Superintendent's Report this evening, but there were recognitions. Dr. Robertson, Acting Superintendent, introduced the following appointments which were voted on and approved at the October 24, 2023 School Board meeting: Danielle N. Williams, Assistant Principal, Glenwood Elementary School as Principal, White Oaks Elementary School; Nicole L. Livas, Evening News Anchor/Special Projects Reporter, WVEC-TV as Chief Communications and Community Engagement Officer, Department of Communications and Community Engagement; and Jennifer M. Morris, Assistant Principal, Corporate Landing Middle School as Coordinator, Technology Academy, Landstown High School.
10. **Approval of Meeting Minutes**
 - A. **October 24, 2023, Regular School Board Meeting:** Chair Riggs called for any modifications to the October 24, 2023 Regular School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the October 24, 2023 as presented. Ms. Manning made the motion, seconded by Ms. Brown. Without discussion, Chair

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Riggs called for a vote to approve the October 24, 2023 minutes as presented. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the October 24, 2023 minutes as presented: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

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

Chair Riggs announced the School Board will hear public comments until 8:00 p.m. on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and School Division. Chair Riggs mentioned information regarding speaker process and submitting comments via group email. There were twelve (12) in person speakers and one (1) online speaker; topics discussed were gun violence in schools; Christianity in schools; Bylaw 1-14; School Board salary increase; Superintendent search; compassion for others; Human Rights; model policy; school year calendar; military families; student learning; absenteeism rates; substitutes; technology; SOL scores; materials in library; speakers; transgender students; separation of church and state; First Amendment rights; nicknames; ParentVue; student cumulative folder/records; duties of staff; classroom management; safety of students; Policy 5-21; Policy 5-36; and student speakers.

The Public comments concluded at 6:47 p.m.

12. Information

A. Strategic Plan Ad Hoc Committee Appointments: Lisa Banicky, Ph.D., Executive Director, Office of Planning, Innovation, and Accountability, presented the School Board the recommended appointments to the Strategic Plan Ad Hoc Committee; noted the Strategic Plan Ad Hoc Committee activated one year prior to the end of the cycle of the long-range plan required by VDOE; review community input, data and educational trends to identify priorities and draft strategic framework; consists of representatives recommended by the Superintendent and approved by the School Board; represents 34 members; selected to represent various internal and external stakeholders including teachers, parents, students, administrators, business leaders, military, and higher education representatives; reviewed recommended members: Admon Alexander – Director, Office of Family and Community Engagement, VBCPS; Meghan Ashburn – Parent, Member of the Special Education Community Advisory Committee; Shawn Avery – President and CEO, Hampton Roads Workforce Council; Catherine Bailey – Teacher, Kempsville High School; Lisa Banicky – Executive Director, Office of Planning, Innovation, and Accountability, VBCPS; Ana Castellanos – Parent; Danielle Colucci – Chief Academic Officer, Department of Teaching and Learning, VBCPS; Mike Corso – Vice President of Business Banking, Atlantic Union Bank and member of the Technical and Career Education General Advisory Council; Kellie Crawford-Sorey – Associate Vice President of Academic Affairs, Tidewater Community College; Helen Crompton – Professor of Instructional Technology, Old Dominion University; Ray Dayanghirang – Student, Bayside High School; Matthew Delaney – Chief Schools Officer, Department of School Leadership, VBCPS; Micah DeLoatch – Principal, Thoroughgood Elementary School; Clay Dills – CEO, Dills Architects; Steve Djunaedi – Commanding Officer, Naval Station Oceana; Gail Flax – Community Leader, United Jewish Federation of Tidewater; Ty Harris – Director, Office of Diversity, Equity, and Inclusion, VBCPS; Kevin Hill – President, Virginia Beach Education Foundation; Diana Keswick-Hernandez – Parent; Michael Krischman – Director, Virginia Beach Parks and Recreation; Susan Larkin – Provost and Vice President for Academic Affairs, Virginia Wesleyan University; Brandon Lilley – School Improvement Specialist, Bayside Middle School; Sara Lockett – Director, Office of Technical and Career Education, VBCPS; Paul Neudigate – Chief of Police, City of Virginia Beach; Melissa Nutter – Regional School Liaison Officer, Little Creek – Fort Story; Ryan O’Meara – Principal, Tallwood High School; Amanda Pine – Co-Chair, Interfaith Alliance Board; Aliyah Pitts – Student, Salem High School; Nancy Porter – Vice President of Marketing and Executive Director, Bayport Foundation; Donald Robertson – Acting Superintendent; Nancy Rogan – Director of Community Engagement, WHRO; Tamika Singletary-Johnson – Principal, Larkspur Middle School; Kathleen Slinde – President, Virginia Beach Education Association; Debbie Torres – Teacher, Alanton Elementary School.

The presentation continued with questions and comments regarding timeframe for approval of members; for scheduling purposes, approval sooner than later; selection process; similar participant from last cycle; common partners and relationships; working relationships with universities; business partners; recommendations from staff; student and parent recommendations; recommendations from Family and Community Engagement; some of the business member recommendations are also parents; develop a process in the future to find out who is interested; process of moving items from information to action; Chair Riggs mentioned have an alternate on the School Board for the Committee; mentioned there are six meetings from January to June from 4:30 p.m. to 6:30 p.m.; Ms. Anderson volunteered to be the alternate; Ms. Melnyk made the following motion – I move that we add the Strategic Plan Ad

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Hoc Committee Appointments to Action number 15D, in addition we would be adding Ms. Anderson as an alternate for Ms. Martin; Ms. Owens seconded the motion by Ms. Melnyk. Without discussion, Chair Riggs called for a vote on Ms. Melnyk’s motion. The School Board Clerk announced there were nine (9) ayes in favor of the motion: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. There was one (1) nay opposed to the motion: Ms. Brown. The motion passed, 9-1-0.

B. Textbook Adoption:

1. Parenting and Early Learning Careers: Recommendation that the School Board review and approve the following high school Parenting and Early Learning textbook as recommended by the Textbook Adoption Committee for implementation in the fall of 2024.

Course Title	Textbook	Publisher	Copyright
Parenting and Early Learning Careers	<i>Child Development: Early Stages Through Adolescence, 10th Edition</i>	Goodheart-Wilcox	2024

2. Teen Living (Grades 6, 7 and 8): Recommendation that the School Board review and approve the following middle school Teen Living textbook as recommended by the Teen Living Textbook Adoption Committee for implementation in the fall of 2024.

Course Title	Textbook	Publisher	Copyright
Teen Living (6, 7 and 8)	<i>Exploring Life and Career, 8th Edition</i>	Goodheart-Wilcox	2023

Angela Seiders, Executive Director of Secondary Teaching and Learning presented the School Board information on the above textbook adoptions; outlined the VBCPS textbook adoption process; Teen Living choice – *Exploring Life and Career*, rationale: aligns with state and local competencies, well-rounded resources for a comprehensive course that spans three grade levels, age-appropriate language, easy navigation, and on-trend topics for optimal student engagement; Parenting and Early Learning Careers choice – *Child Development: Early Stages Through Adolescence*, rationale: aligns with state and local competencies, inclusive approach using diverse perspectives and backgrounds, spotlights Workplace Readiness Skills in an engaging and authentic manner; total implementation cost: Teen Living \$20,693.10 and Parenting and Early Learning Careers \$19,320.00; grand total for both textbooks \$40,013.10. The presentation continued with questions and comments regarding topics in teen living program, namely credit, finances; review of curriculum; sharing textbooks; copies to review; 10 textbooks per middle schools; few options for textbooks; readability score; and broad range of students reading the textbooks.

- C. Part-time Pay Rates: Cheryl Woodhouse, Chief Human Resources Officer, provided the School Board information regarding increasing the part-time rates for Early Literacy Support Staff, Title I Teacher Substitutes, and Detention Monitors; reviewed current and proposed rates for each category; Early Literacy Support Staff – current rates: non-certified \$18.50 and certified \$21.50, proposed rates: non-certified \$27.21 and certified \$33.59; substitute teachers Title I schools (2023-2024 School Year Only) – current rates: teacher daily substitute (non-certified) \$125.00, teacher daily substitute (certified) \$135.00, site assigned substitute (non-certified) \$130.00, site assigned substitute (certified) \$140.00, long term substitute \$205.00, proposed rates: teacher daily substitute (non-certified) \$145.00, teacher daily substitute (certified) \$155.00, site assigned substitute (non-certified) \$150.00, site assigned substitute (certified) \$160.00, long term substitute \$225.00; increased by \$25.00 per day; detention – current rates: \$20.00 per hour, proposed rate: \$25.00 per hour.

The presentation continued with questions and comments regarding part-time early literacy support staff; determining amount of increase; depending on grant; volunteer tutoring; paid tutors are more consistent; resignations; number of hours PALS teachers work per week, 29 hours per week; grant funding for PALS staff; early childhood piece is critical; and SOL tutoring.

- D. VSBA Legislative Proposals: Chair Riggs read the following Virginia School Boards Association (VSBA) Legislative Proposals and noted the following proposals were recommended by the Committee for submission to the VSBA Board of Directors. Once approved by the Board of Directors, the proposals will be brought before the VSBA Delegate Assembly in November. In the items below, the underlined language is new language that is proposed to be added to the VSBA Legislative Positions Handbook. Strike through language is proposed for removal from the VSBA Legislative Positions Handbook. The title of each proposed legislative position has been marked to identify whether the proposal is an entirely new position (PROPOSED NEW POSITION) or is an amendment to an existing position (PROPOSED AMENDMENT).

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LEGISLATIVE PROPOSAL NO. 1**8.1 School Facility Construction Funds and Financing** (Proposed Amendment)

The VSBA urges the Virginia General Assembly and the U.S. Congress to provide substantial and sustained funding to finance local school construction, renovation, and debt service costs with disbursements to local school boards, including specific incentives for safety/security upgrades to better protect students and staff, as well as incentives for energy efficient construction and renovation to reduce the lifetime operating costs of school facilities.

LEGISLATIVE PROPOSAL NO. 2**4.16 Employee Criminal Background Checks** (Proposed Amendment)

The VSBA supports legislation that provides state funding to conduct federal and state criminal background checks for all new employees ~~and~~, calls for the State Department of Education to establish a state “clearing house” for the results of such criminal background checks, and supports the state fully funding local participation in Virginia’s implementation of the Federal Bureau of Investigation’s (FBI) Next Generation Identification (NGI) Noncriminal Justice Rap Back Service regarding reporting and notification of public-school employee misconduct.

There was a discussion regarding paying for background checks; most employee groups pay for those; employees on the U10 step scale do not have to pay for their background checks; other employees reimburse the division; do work with individuals with financial constraints or needs; cost of background check; cost \$37.00; how often are background checks done; monthly fee for Rap Back Service from proposal; Chair will bring forward questions at the Delegate Assembly; cost is outrageous; voluntary participation; affordable and useful; not have government pay for cost.

LEGISLATIVE PROPOSAL NO. 3**School Zone Safety Standards** (Proposed New Legislative Position)

The Virginia School Boards Association supports additional local authority and flexibility in setting safety standards in school zones.

There was a discussion regarding what does local authority and flexibility mean; safety measures; framework that is more directive to local School Boards; Chair will ask the question in the assembly; highways are not controlled by the locality; controlling the speed and safety on roads near schools; signs by schools (speed limit, flashing light sign); more autonomy over those decisions; examples of roads.

LEGISLATIVE PROPOSAL NO. 4**Judicial Enforcement of Truancy** (Proposed New Legislative Position)

The VSBA strongly encourages judicial proceedings to follow a standard timeline with automatic actions taken at each step of the truancy timeline. The courts have established outcomes prescribed by the Code of Virginia and Virginia legal statutes that allow for specific actions in relation to truancy matters for both the student and the parent/guardian. The request is that a firm, fair, and timely implementation of those outcomes be standardized and practiced in each courtroom in the Commonwealth of Virginia.

There was a discussion regarding the truancy issue; complicated area; working with local courts; VBCPS collaboration with local courts; accountability through accreditation; needs to be studied – collaboration with the courts; parental involvement; possibility of a Bill being sponsored; process needs to be looked at; topic discussed at last Legislative meeting; VDOE regulations; regarding overall proposals – comfortable with number 1 and 3 but concerns with number 2 and 4; proposals will be presented one at a time at the Delegate Assembly; cannot support proposal 4; review of handbook; receiving the handbook; sections IX and X of the handbook; taking action on other items; consideration of legislative positions from VBCPS; sometimes there are not things to bring forward; VSBA Handbook; School Board receiving legislative information; language in VSBA Handbook; which proposals will be voted on at the Delegate Assembly; proposals need 2/3 voted to pass; suggestion in the Spring, to bring legislative agenda to the whole School Board; getting suggestions from School Board members; in the Fall have a reminder of the VSBA Legislative proposals and discuss as a Board; request to have the Chair abstain from voting on any additional

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proposals brought to the VSBA Delegate Assembly that were not discussed by the VBCPS School Board; will vote on the four proposals tonight under Action.

- 13. Return to public comments if needed:** As noted under Agenda item #11, Public Comments concluded at 6:47 p.m.
- 14. Consent Agenda:** Chair Riggs read the following items on the Consent Agenda:
- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its October 9, 2023 meeting.
1. Policy 4-62/Evaluation: Licensed Personnel: The PRC recommends amendments to reflect current requirements of licensed personnel evaluations and updates to legal references.
 2. Policy 5-6/Student/Parent/Guardian Appeals: The PRC recommends amending the title and adding language to clarify that when the right to an appeal is not set forth in law, policy or regulation that the Superintendent has sole discretion to consider an appeal and that the School Board will only consider an appeal when law, policy or regulation require the School Board to do so.
 3. Policy 5-11/Age of Compulsory Attendance/Exemptions: The PRC recommends minor clarifying amendments.
 4. Policy 5-12/Legal Withdrawal: The PRC recommends minor clarifying amendments.
 5. Policy 5-13/Home Instruction: The PRC recommends minor clarifying amendments.
 6. Policy 5-17/Absences/Truancy/ Parental Notification: The PRC recommends minor clarifying amendments.
 7. Policy 5-21/Student Suspensions and Expulsions: The PRC recommends minor clarifying amendments.
 8. Policy 5-36/Conduct Invoking Punitive Action: The PRC recommends minor clarifying amendments.
 9. Policy 7-3/Access to Records: The PRC recommends amending the title, adding clarifying language, and adding Paragraph C regarding the FOIA Officer and regulations regarding FOIA.
- B. Recommendation of a General Contractor:
1. Diamond Springs Elementary School Chiller/Boiler Replacement: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Colonial Webb for the Diamond Springs Elementary School Boiler/Chiller Replacements in the amount of \$1,418,587.
 2. First Colonial High School Roof Top Unit (RTU) Replacements: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Colonial Webb for the First Colonial High School Roof Top Unit Replacements in the amount of \$3,872,214.
- C. Canvas: Year-One Implementation Evaluation: Recommended that the School Board approve the administration's recommendations that were proposed in response to the Canvas: Year-One Implementation Evaluation.

After reading the items on the Consent Agenda, Chair Riggs asked if there were any objections to voting on the Consent Agenda items. The School Board Clerk mention the correction on the coversheet for item #14B1 – the incorrect elementary school was listed in the recommendation section; the School Board members were emailed the correction and the agenda packet was updated with the correction for the public. Hearing no objections, Chair Riggs called for a motion to approve the items on the Consent Agenda. Ms. Franklin made the motion, seconded by Ms. Anderson. Chair Riggs called for a vote to approve the Consent Agenda. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Consent Agenda: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

- 15. Action**
- A. Personnel Report / Administrative Appointments: Chair Riggs called for a motion to approve the November 14, 2023 personnel report and administrative appointments. Ms. Brown made the motion, seconded by Ms. Owens that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the November 14, 2023 personnel report along with the administrative appointments as recommended by the Acting Superintendent. Without discussion, Chair Riggs called for a vote to approve the November 14, 2023 personnel report and administrative appointments. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the November 14, 2023 personnel report and administrative appointments: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

Donald E. Robertson, Ph.D., Acting Superintendent, mentioned the following: Bradley A. Ward, Administrative Assistant, Larkspur Middle School as Assistant Principal, Corporate Landing Middle School, and Shannon R. Mackey,

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Preschool Coach, Department of Early Learning, Norfolk Public Schools as Coordinator, Special Education, Office of Programs for Exceptional Children.

- B. Policy Review Committee (PRC) Recommendations: Recommended that the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its October 9, 2023 meeting.
1. Bylaw 1-14/Compensation and Expenses: The PRC recommends that, effective January 1, 2025, the School Board approve amending the School Board Member's annual salary from \$12,000 to \$20,000 and removing the Communication and Data Allowances.

Kamala Lannetti, School Board Attorney, mentioned the Bylaw needs to be acted on under Action and not Consent; discussed the compensation expenses at the last School Board meeting; noted under Section A – Effective January 1, 2025, the annual salary for School Board Members will be \$20,000 and the annual salary for the School Board Chair will be \$22,000; noted under Section B – Effective January 1, 2025, the School Board Members will no longer receive the Communication Allowance and the Data Allowance.

Chair Riggs called for a motion to approve Bylaw 1-14/Compensation and Expenses. Ms. Owens made the motion, seconded by Ms. Melnyk. There was a discussion regarding the Bylaw; discomfort with voting for a raise; input from constituents; cannot vote to approve; not opposed to increase but not the amounts proposed; smaller increase could support; cost of living adjustments; opening the door wider for others to be heard; position on the School Board takes time; salary has not been looked at in over a decade; cost of living and inflation; appreciate the vote to support the raise; amount of increase; job requires a lot of attention; committee work; reading emails; support for Bylaw; increase will start in January 2025.

Without further discussion, Chair Riggs called for a vote to approve Bylaw 1-14/Compensation and Expenses. The School Board Clerk announced there were eight (8) ayes in favor of the motion to approve Bylaw 1-14/Compensation and Expenses: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Melnyk, and Ms. Owens. There were two (2) nays opposed to the motion to approve Bylaw 1-14/Compensation and Expenses: Ms. Franklin and Ms. Manning. The motion passed, 8-2-0.

- C. VSBA Legislative Proposals: Chair Riggs called for a motion to approve the Virginia School Boards Association (VSBA) Proposal No. 1 that was presented tonight by the Chair. Ms. Anderson made the motion, seconded by Ms. Melnyk. Without discussion, Chair Riggs called for vote to approve the Virginia School Boards Association (VSBA) Proposal No. 1 (School Facility Construction Funds and Financing). The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Virginia School Boards Association (VSBA) Proposal Number 1 (School Facility Construction Funds and Financing): Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

Chair Riggs called for a motion to approve the Virginia School Boards Association (VSBA) Proposal No. 2 (Employee Criminal Background Checks). Ms. Melnyk made the motion, seconded by Ms. Anderson. Without discussion, Chair Riggs called for a vote to approve the Virginia School Boards Association (VSBA) Proposal No. 2 (Employee Criminal Background Checks). The School Board Clerk announced there were two (2) ayes in favor of the Virginia School Boards Association (VSBA) Proposal No. 2 (Employee Criminal Background Checks): Chair Riggs and Ms. Anderson. There were eight (8) nays opposed to the Virginia School Boards Association (VSBA) Proposal No. 2 (Employee Criminal Background Checks): Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion did not pass, 2-8-0.

Chair Riggs called for a motion to approve the Virginia School Boards Association (VSBA) Proposal No. 3 (School Zone Safety Standards). Ms. Melnyk made the motion, seconded by Ms. Manning. There was a discussion about the language in the proposal being vague; asking for clarification when discussed at the Delegate Assembly; what are they going to ask the legislature to change; what does it mean in application; how to write the language. Without further discussion, Chair Riggs called for a vote to approve the Virginia School Boards Association (VSBA) Proposal No. 3 (School Zone Safety Standards). The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the Virginia School Boards Association (VSBA) Proposal No. 3 (School Zone Safety

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Standards): Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. There was one (1) nay opposed to the motion to approve the Virginia School Boards Association (VSBA) Proposal No. 3 (School Zone Safety Standards): Mr. Callan. The motion passed, 9-1-0.

Chair Riggs called for a motion to approve the Virginia School Boards Association (VSBA) Proposal No. 4 (Judicial Enforcement of Truancy). Mr. Callan made the motion, seconded by Vice Chair Weems. There was a discussion regarding Proposal No. 4; would like the Chair to abstain from the vote; study needed on subject; a Bill may be developed; request to vote no on this proposal and possibly help work on the language of the proposal; issue across the Commonwealth; parental participation; not in favor of how it is written; concerns of supporting and relationship with local courts; follow-up with Assembly that VBCPS does not support Proposal No. 4.

Without further discussion, Chair Riggs called for a vote to approve the Virginia School Boards Association (VSBA) Proposal No. 4 (Judicial Enforcement of Truancy). The School Board Clerk announced there were no ayes in favor of the motion to approve the Virginia School Boards Association (VSBA) Proposal No. 4 (Judicial Enforcement of Truancy). There were ten (10) nays opposed to the motion to approve the Virginia School Boards Association (VSBA) Proposal No. 4 (Judicial Enforcement of Truancy): Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion did not pass, 0-10-0.

- D. **Strategic Plan Ad Hoc Committee Appointments:** Note, see agenda item #12A under Information. Chair Riggs called for a motion to approve the Strategic Plan Ad Hoc Committee Appointments and alternate. Ms. Melnyk made the motion, seconded by Ms. Owens. There was a discussion regarding the strategic plan; concerns about the process of selecting parents and students; in the future, a balanced selection approach; cannot support motion; like persons chosen, come from a variety of different backgrounds; in the future, School Board should have input on who serves on the committee; trust work of Dr. Banicky; concerns about the selection process; part of *Compass to 2025*; happy with selection of committee members; and community members selected. Without further discussion, Chair Riggs called for a vote to approve the Strategic Plan Ad Hoc Committee Appointments and alternate. The School Board Clerk announced there were eight (8) ayes in favor of the motion to approve the Strategic Plan Ad Hoc Committee Appointments and alternate: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. There were two (2) nays opposed to the motion to approve the Strategic Plan Ad Hoc Committee Appointments: Ms. Brown and Mr. Culpepper. The motion passed, 8-2-0.

- 16. Committee, Organization or Board Reports:** Ms. Manning mentioned SEAC (Special Education Advisory Committee) meeting, Coordinator of Transportation for SPED, Mr. Cris Sprouse attended the meeting, discussed special education transportation; Ms. Anderson mentioned Sister Cities is starting the planning for the ambassador event in March, will be contacting the high schools, there is a scholarship, taking students in the 9th, 10th, and 11th grades, will be contacting the high school principals.

- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** At 9:03 p.m., Vice Chair Weems made the following motion, seconded by Ms. Melnyk that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph 1, 2, 7, and 8 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.

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7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

- A. Status of pending employee discipline and student complaint/discipline cases
- B. Appointments of certain staff members
- C. Consultation with legal counsel concerning new Executive Order
- D. Status of pending litigation or administrative cases.
- E. Consultation with legal counsel regarding probable litigation and pending litigation matters.

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

The School Board recessed into Closed Session at 9:12 p.m.

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

- C. Consultation with legal counsel concerning new Executive Order: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Eugene F. Soltner, Ed.D., Chief of Staff; Cheryl R. Woodhouse, Chief Human Resources Officer; and Regina M. Toneatto, School Board Clerk.
- A. Status of pending employee discipline and student complaint/discipline cases: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Eugene F. Soltner, Ed.D., Chief of Staff; Cheryl R. Woodhouse, Chief Human Resources Officer; and Regina M. Toneatto, School Board Clerk.
- B. Appointments of certain staff members: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Eugene F. Soltner, Ed.D., Chief of Staff; Cheryl R. Woodhouse, Chief Human Resources Officer; and Regina M. Toneatto, School Board Clerk.
- D. Status of pending litigation or administrative cases; and
- E. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Eugene F. Soltner, Ed.D., Chief of Staff; Cheryl R. Woodhouse, Chief Human Resources Officer; and Regina M. Toneatto, School Board Clerk.

At 10:00 p.m., School Board member, Ms. Melnyk recused herself from the Closed Session.

The School Board reconvened at 10:05 p.m.

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

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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. Manning 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.

- 18. Adjournment:** Chair Riggs adjourned the meeting at 10:07 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Trenace B. Riggs, School Board Chair