



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 28, 2023**

---

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

---

A. **Closed Session:** At 3:02 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, 7, and 8 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.

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

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

Namely to discuss:

A. Petition to Revoke Postgraduate Professional Teaching License, PGP-0612263 Pursuant to 8VAC20-23-720

B. Consultation with legal counsel regarding probable litigation and pending litigation matters and for provision of legal advice.

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 3:04 p.m.

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

A. Petition to Revoke Postgraduate Professional Teaching License, PGP-0612263 Pursuant to 8VAC20-23-720: 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; Dannielle Hall-McIvor, Senior School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Cheryl R. Woodhouse, Chief Human

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 2 of 14

Resources Officer; Edie L. Rogan, Director, Office of Employee Relations; Regina M. Toneatto, School Board Clerk; Joanna Mills-Simpson; Pastor Cheryl Muniz; and Kathleen Beard Adams, CCR, RPR, CRR, Court Reporter, Halasz Reporting & Video, LLC.

The School Board reconvened at 4:04 p.m.

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

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

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

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

Ms. Melnyk made the motion, seconded by Ms. Brown for Certification of Closed Session. Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: 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. The motion passed, 10-0-0.

- 1. Administrative, Informal, and Workshop:** Chair Riggs convened the Administrative, Informal, and Workshop at 4:14 p.m. on the 28<sup>th</sup> day of November and announced members of the public will be able to observe the School Board meeting through live streaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on 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, Ms. Manning, Ms. Melnyk, and Ms. Owens. The following School Board member was not in attendance: Ms. Martin, due to being at the hospital with her husband, who was having surgery.

- A. School Board Administrative Matters and Reports:** Chair Riggs shared information regarding 12-month employees and Holiday break; Policy 4-88.E.2; surrounding school districts holiday days off; consideration of making December 27 to December 29 part of the Holiday break for VBCPS 12-month employees; there was a brief discussion regarding the holiday break; leave of other school divisions; share with School Board; adding the days off in the future to the employee calendar. Vice Chair Weems mentioned the VSBA Fall Conference; sharing information from the conference with the entire School Board. Chair Riggs thanked the School Board members who attended the VSBA Conference. Chair Riggs shared information regarding the superintended search; the public input portion of the superintendent search has ended; there will be a closed session starting at 2:00 p.m. at the December 12 meeting; the School Board will be meeting with the consultants from HYA to review applicants and develop the interview process.
- B. Facilities Update:** Jack Freeman, Chief Operations Officer, and Melisa Ingram, Executive Director, Facilities Services presented the School Board an update about facilities; Mr. Freeman provided an introduction; mentioned the current new school construction; other projects in the CIP budget – roof and HVAC replacements, foundation work, fire suppression replacements; reviewed historic and projected inflation rates; compounding effects of inflation; no funding increases; reviewed 6-year projected funding compared to inflation; level funding does not account for inflation; Ms. Ingram continued the presentation; reviewed approved funding sources FY23/24; funding for CIP remains relatively flat; look for opportunities to supplement funding with grants; CIP maintenance projects: \$195.7 million appropriations over 6 years – tennis court renovations, energy performance contracts, renovations and replacements: grounds, HVAC, roofing, various; CIP new construction projects: \$177.6 million appropriations over 6 years – An Achievable Dream Academy at Lynnhaven Middle School, Princess Anne High School replacement, Bettie F. Williams/Bayside 6<sup>th</sup> Grade Campus (Grades 4-6) replacement, Bayside High School replacement; cumulative 6-year funding: total CIP \$373.3 million, maintenance projects \$195.7 million (52.4%) and new construction projects \$177.6 million (47.6%); CIP funding for 2023-2024: \$62.8 million, maintenance projects \$36.0 million and new construction projects \$26.8 million; reviewed data for maintenance projects – HVAC, reroofing, and various are the largest funded areas; reviewed funding costs for renovations and replacements of HVAC; HVAC system conditions,

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 3 of 14

33.3% unsatisfactory, 22.2% fair; reviewed listing of prioritized HVAC projects over 6 years; reviewed funding costs for renovations and replacements of reroofing; roof systems conditions, 9.8% unsatisfactory, 14.1% fair; reviewed listing of prioritized reroofing projects over 6 years; reviewed funding costs for various CIP projects (foundation repairs, ADA improvements, fire alarm replacements, etc.)

The presentation continued with questions and comments regarding total number of square footage of all buildings to maintain; ensuring schools are safe during use and renovations; state construction grants; opportunity for students to gain hands-on experience; reduction in enrollment; building capacity; Building Utilization Committee (BUC) meeting December 8; lottery system funding; new construction projects/appropriations; reduction of portable classrooms; CIP funding; size of new buildings; and class sizes.

- C. Early Childhood Programs Update: Roni Myers-Daub, Ed.D., Executive Director, Office of Programs for Exceptional Children and Laura Silverman, Director of Title I Programs provided the School Board an update on early childhood programs in Virginia Beach City Public Schools; mentioned *Compass to 2025* strategic framework – Goal 1: Educational Excellence, strategies – pursue opportunities to expand early childhood education offerings; Preschool Assessment Center (PAC): preschool-aged children (2-5) suspected of having a disability are referred to the Preschool Assessment Center, referral sources include Infant & Toddler Connection (IDEA Part C), parents and caregivers; reviewed PAC referral data, 2022-2023: 752 referrals, 599 eligible; Early Childhood Special Education (ECSE) services and environments: home-based with in-home itinerant services, community-based itinerant services, school-based: Pre-K with itinerant or inclusion services, ECSE self-contained classroom with all services in this setting; children served in ECSE Special Education setting – 453 as of September 30.

Ms. Silverman continued the presentation; reviewed historical enrollment data for Pre-K; Pre-K enrollment 2023-2024 – Pre-K Schools: 27, Pre-K Classrooms: 52, total students: 936; VBCPS Pre-K funding sources – Virginia Preschool Initiative, local budget, grants; VBCPS Pre-K Program – selection based on factors determined by the VDOE, full day program, children must be 4 years old on or before September 30, child’s primary residence must be in Virginia Beach, VA, purpose – create strong foundations for our youngest learners to be prepared for kindergarten and beyond; phases of the Pre-K application process: apply, verify, notify; information at [vbschools.com/academics/pre-kindergarten](http://vbschools.com/academics/pre-kindergarten).

Pre-K instruction and assessments - Virginia’s Early Learning and Development Standards (ELDS), Virginia Kindergarten Readiness Program (VKRP), VA Language and Literacy Screener (VALLS), Early Mathematics Assessment System (EMAS), Child Behavior Rating Scale (CBRS); Classroom Assessment Scoring System (CLASS) – an observation tool that focuses on the effectiveness of classroom interactions among teachers and children; CLASS allows us to observe and measure classroom interactions, provide feedback to teachers and teacher assistants, develop goals for teaching and learning, improve our practices and programs; professional development opportunities: Department of Teaching and Learning Conference 2023, summer essentials, administrator PD sessions, Fall/Spring full-day training, Pre-K monthly check-ins, evening PD sessions on Zoom, coaching cycles; Pre-K family engagement: family focus nights, discovery nights, Classroom in Action events; Title I Reading Bus – promotes and models early literacy learning, visits all Pre-K classes, makes monthly community stops, participates in community events; mentioned community partnerships; transitioning to Kindergarten – current: registration begins in April, IEP meetings for students with disabilities, Head Start school visits, Pre-K summer – reading packs, newsletter, learning camp, Kindergarten book packs for all Title I schools; summer of 2024: summer camp for incoming Kindergarten students who have not attended an early childhood program – Title I, family sessions to prepare children for kindergarten (summer).

The presentation continued with questions and comments regarding application process; getting information about program (VBCPS website, contact office, social media); age a student can have an IEP; increasing numbers in programs; average number of students in classroom; parental involvement; and teacher assistants in classrooms.

- D. VSBA Legislative Positions: Due to time constraints, the topic was discussed at the end of the meeting, See agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters.

- 2. **Closed Session:** None during the Administrative, Informal, and Workshop session. See agenda items Pre-Meeting and item #17 – Return to Administrative, Informal, Workshop or Closed Session matters.
- 3. **School Board Recess:** Chair Riggs adjourned the Administrative, Informal, and Workshop session at 5:34 p.m.
- 4. **Formal Meeting (School Administration Building #6 – School Board Room) ..... 6:00 p.m.**

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 4 of 14

- 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 28<sup>th</sup> 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. Martin (arrived at 6:16 p.m.), Ms. Melnyk, and Ms. Owens.
- 6. Moment of Silence followed by the Pledge of Allegiance**
- 7. Student, Employee and Public Awards and Recognition**
- A. VDOE Purple Star Designation: The School Board recognized the following schools which received the Purple Star designation: Birdneck Elementary School, Frank W. Cox High School, Indian Lakes Elementary School, and John B. Dey Elementary School. The Purple Star designation is awarded to military-friendly schools that have demonstrated their commitment to meeting the needs of military-connected students and their families. VBCPS currently has 82 schools and centers that have earned the VDOE Purple Star Designation.
- 8. Adoption of the Agenda:** Chair Riggs called for any modifications to the agenda as presented. Ms. Manning requested an amendment to the agenda, Consent item #14C – Part-time Pay Rates be moved to Action item #15C, Ms. Melnyk seconded. Without discussion, Chair Riggs called for a vote to approve the moving of Consent item #14C to Action item #15C. The School Board Clerk announced there were ten (10) ayes in favor of moving Consent item #14C to Action item #15C: 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 any additional modifications to the agenda. Hearing none, Chair Riggs called for a motion to approve the agenda as presented and modified. Ms. Owens made the motion, seconded by Ms. Franklin. Without discussion, Chair Riggs called for a vote to approve the agenda as presented and modified. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the agenda as presented and modified: 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):** Donald E. Robertson, Ph.D., Acting Superintendent shared the following information: 1) U.S. News & World report recently ranked Kingston Elementary as the No. 1 elementary school in Virginia; Old Donation School was ranked as the No. 1 middle school and the No. 2 elementary school in the state; several schools ranked in the Top 50 in Virginia – out of 1,754 elementary schools: North Landing ranked No. 17 and Thoroughgood Elementary ranked No. 35; of the 1,005 Virginia middle schools ranked by U.S. News & World Report: Great Neck Middle ranked 20<sup>th</sup>, Plaza Middle ranked 27<sup>th</sup>, Virginia Beach Middle ranked 30<sup>th</sup>, Princess Anne Middle ranked 37<sup>th</sup>, and Salem Middle ranked 40<sup>th</sup>; 2) on-time graduation rate stands at 95.3% for the 2023 cohort year, outperforming the statewide rate, which was 91.9%; dropout rate was 2.8% compared to the statewide rate of 5.4%, the division's on-time graduation rate has increased steadily from 84.2% in 2008 to 95.3% in 2023 and the dropout rate has decreased from 7% in 2008 to 2.85 in 2023; 3) celebrated the opening of An Achievable Dream Middle and High School at Lynnhaven, the building includes 13 learning spaces, a schola, and plenty of open areas where students can collaborate in hands-on, project-based activities; 4) volunteers and staff help the Office of Family and Community Engagement serve over 380 families at the ReStock and Roll event, special thanks to the 25 student volunteers from Landstown High School's Rho Kappa National Social Studies Honor Society, the backpacks and school supplies were donated by the United Way of South Hampton Roads, Coastal Edge and Virginia Beach Education Foundation
- Additional community partners were the Foodbank of Southeastern Virginia and the Eastern Shore, the United Way VB Thrive Program, Verizon and Jason's Deli; 5) One of our student's designs is on display as part of Holiday Lights at the Beach; Old Donation sixth grader Kylie Zhu's "Melting Snowman" is now a 17 foot tall display at the boardwalk; City officials and members of Beach Events chose Kylie's artwork from more than 50 entries submitted by Virginia Beach elementary and middle schools, also by 24<sup>th</sup> Street in front of the Virginia Surf & Rescue Museum, our Environmental Studies Program students designed a boat captain display powered by wind and solar energy; and 6) Bayside Sixth Grade Campus received a special visit from esteemed educator Ron Clark, who awarded several teachers with free conference trips; Mr. Clark developed an education model that Bayside Sixth has successfully put in place; students at Bayside Sixth collaborate in groups, or houses, which instill mutual support, pride, and social and emotional learning.

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 5 of 14

Dr. Robertson, Acting Superintendent, introduced the following appointments which were voted on and approved at the November 14, 2023 School Board meeting: Bradley A. Ward, Administrative Assistant, Larkspur Middle School as Assistant Principal, Corporate Landing Middle School; and Shannon R. Mackey, Preschool Coach, Department of Early Learning, Norfolk Public Schools as Coordinator, Special Education, Office of Programs for Exceptional Children.

**10. Approval of Meeting Minutes**

A. November 14, 2023, Regular School Board Meeting: Chair Riggs called for any modifications to the November 14, 2023 regular School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the November 14, 2023 minutes as presented. Ms. Franklin made the motion, seconded by Ms. Anderson. Without discussion, Chair Riggs called for a vote to approve the November 14, 2023 minutes as presented. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the November 14, 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. There was one (1) abstention: Ms. Martin – was not in attendance at the meeting. The motion passed, 10-0-1.

**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 two (2) in person speakers; topics discussed were Human Rights month; public education for everyone; LGBTQ students; characteristics of new superintendent and Thanksgiving holiday.

The Public Comments concluded at 6:26 p.m.

**12. Information**

- A. Interim Financial Statements – October 2023: Daniel Hopkins, Director of Business Services, presented the following financial information to the School Board: as of October 30, the overall revenue trend remains acceptable at this point in the fiscal year; federal revenues are showing an acceptable trend at the end of October; received Impact Aid payments of approximately \$7.8 million year-to-date; other sources of revenue through October are acceptable at this point in the fiscal year, up about \$300,000 from last year mainly due to the Stop Arm Enforcement and collection of damaged technology fees; sales tax receipts are at an acceptable level; year-to-date through October, approximately \$3.5 lower than the same time last year; expenditures and encumbrances trend continues to remain acceptable at this point in the fiscal year; the presentation continued with a brief discussion regarding the reduction of State sales tax.
- B. Policy Review Committee (PRC) Recommendations: That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its November 9, 2023 meeting. School Board Attorney, Kamala H. Lannetti presented the following:
1. 5-34/Student Conduct: The PRC does not recommend changes to this Policy. The Policy was reviewed as part of the five-year review cycle.
  2. 5-37/Reporting Data About School Violence and Crime: The PRC recommends significant changes in order to bring the Policy up to date with recent changes made to Code of Virginia § 22.1-279.3:1. There was a brief notation of grammatical errors in section 4A of the policy.
  3. 5-64/Interrogations/ Investigations by Outsides Agencies: The PRC does not recommend changes to this Policy. The Policy was reviewed as part of the five-year review cycle.
  4. 6-80/Summer School: The PRC recommends updating the Policy so that it aligns with recent Virginia Board of Education recommendations.
- C. School Board Legislative Agenda for 2024 General Assembly Session: Joel Andrus, Kemper Consulting, presented the School Board information regarding the School Board Legislative Committee's proposed Legislative Agenda for the 2024 Virginia General Assembly Session; long session (60 days), first day of Session: January 10, new biennial budget, new House and Senate leadership, divided government; budget and funding: support full funding of biennial re-benchmarking, teacher salary increase and recruitment and retention, fully remove support cap, continued resources for behavior and mental health staff, delivering quality Special Education services, dedicated State funding for capital improvements; other legislative issues: school bus driver shortage, eliminate or fund currently unfunded mandates, continued reform of assessment system, expansion of school divisions of innovation.

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 6 of 14

The presentation continued with questions and comments regarding school divisions being more creative; Recovery School, funding for school, work with other school divisions, topic discussed, increased interest from other school districts; learning innovation; charter schools; laboratory schools; start-up cost for Recovery School; high school redesign; funding for summer school; dedicated funding for CIP; lottery funds; truancy and accreditation; absenteeism; local and state tax dollars; bringing items to the VBCPS Legislative Committee; and reminders from VBCPS Legislative Committee (Spring and Fall).

- D. Positive Behavioral Interventions and Supports (PBIS): Year-Three Evaluation (Advanced Tiers): Allison M. Bock, Ph.D., Program Evaluation Specialist, Office of Planning, Innovation, and Accountability presented the School Board the Positive Behavioral Interventions and Supports (PBIS): Year-Three Evaluation (Advanced Tiers) report and the administration's recommendations; provided a brief background – PBIS is a framework that facilitates selecting and using interventions within a tiered system of support, PBIS coaches provide embedded school-level coaching; evaluation process and method – update on Tier I implementation: progress toward recommendation areas and related outcome goals; implementation goals for PBIS Tier II, alignment with other related initiatives and cost; data collection: Tiered Fidelity Inventory (TFI), surveys; only schools implementing practices at Tier I and/or Tier II were included in the data collection/analysis; 76 schools completed PBIS Tier I TFI during 2022-2023 – all schools categorized at High Fidelity with a score of 80-100 on overall TFI; two recommendation areas from 2021-2022: behavior feedback at middle and high schools, data review procedures; outcome goals: Goal 1 – students are engaged at school, Goal 2 – students and teachers have positive perceptions of school safety and discipline procedures, Goal 3 – students learn to regulate their emotions and demonstrate social-emotional competence, Goal 4 – students and teachers have positive perceptions of school climate.

Tier I outcome Goal 1 – survey data showed that at least 84 percent of students agreed that they were engaged in their learning, teacher agreement on similar items was higher at the elementary school level (88%-93%) than secondary levels (59%-77%); Tier I outcome Goal 2 – survey data showed that at least 81 percent of teachers agreed that the school was a safe and orderly place to learn, at least 83 percent of students agreed with similar items; Tier I outcome Goal 3 – at all school levels, at least 77 percent of responses to multiple survey items within each SEL competency were agreement responses; Tier I outcome Goal 4 – at least 76 percent of teachers at all levels agreed students treated them with respect, felt supported by school administrators, and teachers and other adults supported on another to meet student needs, at least 86 percent of students agreed that they had positive relationships with other students.

Tier II implementation and fidelity overview, 60 schools implementing PBIS Tier II practices as of 2022-2023; Tier II implementation goals: Goal 1 – schools establish policies and procedures for implementing PBIS Advanced Tiers practices, Goal 2 – schools provide appropriate and effective PBIS Advanced Tiers interventions and supports to students in need and engage the community as needed to support interventions, Goal 3 – data is reviewed and used regularly to inform decision making on PBIS Advanced Tiers practices, Goal 4 – professional learning opportunities provide relevant staff with effective support and information to successfully implement PBIS Advanced Tiers practices within their school; Tier II involvement may include referring students, working with students on Tier II supports, selecting or monitoring Tier II supports, or being a Tier II team member.

Tier II PBIS practices Goal 1 – at least 81 percent of teachers at all levels involved in Tier II agreed that they knew how to identify students who required Tier II supports, how to request assistance and how to select Tier II supports, at least 87% of administrators and other instructional staff agreed with similar items; Goal 2 – at least 74 percent of teachers at all levels involved in Tier II agreed that Tier II supports or interventions provided students with additional instruction or time for skill development, additional structure or predictability, and increased opportunity for feedback about progress, at least 85 percent of administrators and other instructional staff agreed with similar items, at least 83 percent of teachers at all levels involved with Tier II agreed that Tier II supports or interventions were aligned with schoolwide expectations and students who received Tier II supports or interventions also had access to all Tier I universal supports, at least 83 percent of administrators and other instructional staff agreed with similar items; Tier II team members were surveyed about whether Tier II supports or interventions were evidence-based and matched to students' needs, at least 89 percent of team members at all levels agreed; Goal 3 – at least 87 percent of PBIS Tier II team members at each school level agreed that their team monitors the progress and proportion of students participating in Tier II supports or interventions, the TFI items related to tracking student data on Tier II supports were somewhat lower than other TFI items; Goal 4 – relatively low percentages of teachers and other instructional staff involved in Tier II indicated they participated in professional learning related to intervention delivery, the TFI item related to professional learning was lower than other TFI items.

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 7 of 14

Under *Compass to 2025*, division has worked to align various tiered initiatives as part of integrated systems of support (PBIS, SRT, and SEL along with special education and 504 supports); cost of PBIS to VBCPS totaled \$490,923, all cost was for staffing and local travel, other costs were covered by grants (\$25,804); recommendations: Recommendation 1 – continue PBIS with modifications noted in recommendations 2 through 4, Recommendation 2 - Continue communication efforts that address how the PBIS framework, division processes (i.e., Student Response Teams, Section 504, the Special Education Committee), and social-emotional learning align as part of integrated systems of support and the structures schools have in place to support student success, Recommendation 3 - Continue to work to ensure all schools have access to a division wide system that allows staff to effectively monitor data related to advanced tier interventions or supports, Recommendation 4 - Provide additional professional learning opportunities for staff involved with Tier II practices regarding aspects of intervention delivery.

Robert B. Jamison, Ed.S., Executive Director, Office of Student Support Services continued the presentation and shared the administration’s response; administration concurs with recommendations from the program evaluation; professional learning & coaching Support - integration of the PBIS framework within school division processes, customized professional learning for schools and groups of staff, commitment to social-emotional learning (SEL), alignment of Student Response Team (SRT) structure with advanced tiers training from PBIS coaches; access to Unified Insights Data Analytics Platform - pilot the Synergy MTSS Module, enhance data decision making, track specific academic and behavioral interventions for students; continued professional learning regarding Advanced Tiers interventions and supports - changes to the professional learning model in VBCPS, staff know how to identify students, request assistance, and select appropriate supports.

The presentation continued with questions and comments regarding bus drivers using PBIS; students with frequent referrals; ISS; more accountability; insight how teacher and administration believe PBIS is working or not working; data disconnect between teachers and administrators; school safety; change behavior of students; discipline; transition between elementary school and middle school; survey response rate; data in table 13 and table 14; Code of Conduct; use of word fidelity; shared examples of fidelity; part of framework of the program; school needs; and positive reinforcement.

- E. **Salary Resolution:** Crystal M. Pate, Chief Financial Officer, provided the School Board information regarding the revised Salary Resolution FY 2023/24; adjustment to the salary scales for instructional experience-based step scale and the unified experience based pay scale to incorporate the 2% compensation increase effective January 1, 2024; additional funding from the State available for compensation; City Council approved to appropriate additional funding to the School Division; resolution provides the authorization for administration to implement the salary schedules; salary documents will be posted on website; resolution only requires School Board approval; there was a brief discussion regarding time to implement for payroll if voting at December 12 School Board meeting.

**13. Return to public comments if needed:** As noted under Agenda item #11, Public Comments concluded at 6:26 p.m.

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

A. Resolution:

- 1. **Human Rights Month:** Recommended that the School Board approve a resolution recognizing December as Human Rights Month.

B. Textbook Adoptions:

- 1. **Parenting and Early Learning Careers:** Recommended that the School Board 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</i> , 10 <sup>th</sup> Edition	Goodheart-Wilcox	2024

- 2. **Teen Living (Grades 6, 7 and 8):** Recommended that the School Board 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</i> , 8 <sup>th</sup> Edition	Goodheart-Wilcox	2023

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 8 of 14

- C. Part-time Pay Rates: Note: item was moved to Action agenda, item #15C. See Adoption of the Agenda, item #8.

After reading the items on the Consent Agenda, Chair Riggs asked if there were any objections to voting on the Consent Agenda items as presented. Ms. Franklin requested to move items #14B1-2 – Textbook Adoptions to Action item #15D1-2, so she could provide an update to the School Board; Ms. Brown seconded the motion. Without discussion, Chair Riggs called for a vote to approve moving Consent Agenda item #14B1-2 to Action Agenda item #15D1-2. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to move Consent Agenda item #14B1-2 to Action Agenda item #15D1-2. The motion passed unanimously, 11-0-0.

Chair Riggs called for a motion to approve the Consent Agenda as amended. Ms. Manning made the motion, seconded by Ms. Owens. Without discussion, Chair Riggs called for a vote to approve the Consent Agenda as amended. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the Consent Agenda as amended. The motion passed unanimously, 11-0-0.

Mr. Callan read the following resolution:

**RESOLUTION**  
**Human Rights Month**  
**December 2023**

**WHEREAS**, Human Rights Day is observed every year on Dec. 10, which is the day the United Nations General Assembly adopted the Universal Declaration of Human Rights in 1948; and

**WHEREAS**, in 2023, Human Rights Day is focusing on how rights are the beginning of peace within societies, and a way to create a fairer society for future generations and

**WHEREAS**, Human Rights Month is a time to come together and remember that human rights are universal rights, and that everyone should be treated with respect and be free from discrimination; and

**WHEREAS**, human rights are at the core of the division’s strategic framework, core values, teaching and learning framework and educational equity policy, as in the absence of human dignity we cannot hope to accomplish our mission to “empower every student to become a life-long learner who is a responsible, productive and engaged citizen within the global community;” and

**WHEREAS**, the School Board of the City of Virginia Beach is a positive advocate for the human rights of every member of our school division.

**NOW, THEREFORE, BE IT**

**RESOLVED**: That the School Board of the City of Virginia Beach officially recognizes the month of December 2023 as Human Rights Month; and be it

**FURTHER RESOLVED**: That the School Board of the City of Virginia Beach encourages participation and solidarity in the various school and local activities during Human Rights 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 28th day of November 2023.

**15. Action**

- A. Personnel Report / Administrative Appointments: Chair Riggs called for a motion to approve the November 28, 2023 personnel report and administrative appointments. Ms. Melnyk made the motion, seconded by Ms. Franklin that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the November 28, 2023 personnel report along with the administrative



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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 9 of 14

appointments as recommend by the Acting Superintendent. Without discussion, Chair Riggs called for a vote to approve the November 28, 2023 personnel report and administrative appointments. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the November 28, 2023 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

Donald E. Robertson, Ph.D., Acting Superintendent, mentioned the following: Anthony J. Trovato, Administrative Assistant, Glenwood and Kempsville Elementary Schools as Assistant Principal, Glenwood Elementary School.

- 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 and November 9, 2023 meetings. Kamala H. Lannetti, School Board Attorney reviewed the updates to the bylaws.

1. Bylaw 1-36/Open Meetings: The PRC recommends changes to clarify when the School Board may meet by electronic communications and the requirements for School Board Members to participate in meetings remotely due to a medical condition or personal matter.
- A discussion followed regarding definition of family as listed in FMLA; Regulation 4-55.1; clarification on family members; changes in the Bylaw; cannot support section D of Bylaw 1-36; proper definitions of family members; language not well defined in Bylaw; increasing the number of participation via virtual; change to calendar year as mentioned in section 2C; support opportunity for School Board members to join meetings via Zoom for family medical reason; ADA and elected officials; undue hardships; suggestion to bring back to PRC committee to clean up language; adding family members; meeting attendance, 2 or 25% of meetings; additional meetings added during the year (special meetings); Bylaw in separate parts – statutory requirements to move from a fiscal year to a calendar year; using personal and medical reasons to miss a meeting; need to vote on Bylaw.
- Ms. Brown made a motion to divide the questions so that we can vote on all of the stuff that is not the medical portion and then the medical portion separately and then we can edit the medical portion if we need to later; motion was seconded by Ms. Manning; Ms. Lannetti for clarification stated taking out part D – remote participation section one; Ms. Brown confirmed; Ms. Brown called a point of order regarding per Robert’s Rules motions divided, the vote is to whether or not to do it, you’ll allow it to be divided is taken up without debate; there was a question regarding breaking up the Bylaw; clarification on the motion and dividing the Bylaw; Ms. Lannetti mentioned section D1 would not be voted on, D1 has to do with the medical position, so that would remain, you would not have the extra language regarding family members, voting on all the other changes but not what is in section D; Ms. Brown mentioned to vote on it separately.
- Chair Riggs called for a vote in favor of separating Bylaw 1-36/Open Meetings the way Ms. Brown has stated. The School Board Clerk announced there were eight (8) ayes in favor of the motion by Ms. Brown: Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. There were three (3) nays opposed to the motion by Ms. Brown: Chair Riggs, Mr. Callan, and Ms. Martin. The motion by Ms. Brown passed, 8-3-0.
- Ms. Manning made a motion to approve all the changes as proposed in the document except for items in D1 that will be medical – Temporary or permanent disability or other medical condition that prevents physical attendance, vote on the portion that is not D1, seconded by Mr. Culpepper. Ms. Manning mention section D – Remote location participation in meetings, we approve all the Bylaw except that section. A discussion followed regarding the definition of family; Ms. Manning raised a Point of Order regarding the discussion on the floor was not regarding the motion on the floor; the School Board members yielded to the motion on the floor and did not continue the discussion; Ms. Manning stated her motion again, I move to approve all of the changes in Bylaw 1-36 with the exception of item D1 which includes sections A, B, C; Mr. Culpepper seconded the motion. Without future discussion, Chair Riggs called for a vote on Ms. Manning motion. The School Board Clerk announced there were eight (8) ayes in favor of the motion by Ms. Manning: Chair Riggs, Ms. Anderson, Ms. Brown, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were three (3) nays opposed to the motion by Ms. Manning: Vice Chair Weems, Mr. Callan, and Mr. Culpepper. The motion by Ms. Manning passed, 8-3-0.
- Ms. Brown made a motion to vote on Section D1 of Bylaw 1-36, seconded by Vice Chair Weems; a discussion followed regarding the definition of family; excluding participation; coming to meetings; meeting attendance; caring for family members; in favor of section as written; Regulation 4-55.1; definition of a family member;

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 10 of 14

Bylaws and Regulations need to be clear; remote participation; FMLA definitions of family members. Without further discussion, Chair Riggs called for a vote on Section D1 of Bylaw 1-36, as presented tonight. The School Board Clerk announced there were seven (7) ayes in favor of Section D1 of Bylaw 1-36, as presented tonight: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were four (4) nays opposed to Section D1 of Bylaw 1-36, as presented tonight: Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. The motion passed, 7-4-0.

2. Bylaw 1-47/Public Comments at School Board Meetings: The PRC recommends that the School Board limit priority for current students on the public speakers list to first ten speakers and then alternate current student speakers with other speakers until current students have all spoken. Kamala H. Lannetti, School Board Attorney, reviewed the changes to Bylaw 1-47; Section C – Limitations on public comments. To open the discussion on the floor, Chair Riggs called for a motion to approve Bylaw 1-47. Ms. Franklin made the motion, seconded by Ms. Anderson. A discussion followed regarding the Bylaw; alternating speakers; students speaking first; students speaking at School Board meetings; suggestion of ten students then ten non-students then alternate; student participation; first-come first-serve in signing up; parents with younger children coming to speak and waiting until after student speakers; student coming to speak on certain topics; speakers participating via Zoom; adults are passionate about topics also; student access to the School Board.

Vice Chair Weems made a substitute motion that we alternate speakers, student-adult-student-adult; Ms. Brown seconded the substitute motion. Ms. Lannetti asked for clarification regarding currently enrolled VBCPS students. Without further discussion, Chair Riggs called for a vote on the substitute motion by Vice Chair Weems. The School Board Clerk announced there were five (5) ayes in favor of the substitute motion by Vice Chair Weems: Vice Chair Weems, Ms. Brown, Mr. Culpepper, Ms. Manning, and Ms. Martin. There were six (6) nays opposed to the substitute motion by Vice Chair Weems: Chair Riggs, Ms. Anderson, Mr. Callan, Ms. Franklin, Ms. Melnyk, and Ms. Owens. The substitute motion did not pass, 5-6-0. The original motion was back on the floor; a discussion continued regarding student speakers; Bylaw change; student speakers at the head of the line. Without further discussion, Chair Riggs called for a vote on Bylaw 1-47, as presented. The School Board Clerk announced there were seven (7) ayes in favor of Bylaw 1-47 as presented: Chair Riggs, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were four (4) nays opposed to Bylaw 1-47 as presented: Vice Chair Weems, Mr. Culpepper, Ms. Franklin, and Ms. Manning. The motion passed, 7-4-0.

- C. Part-time Pay Rates: Note: item was moved from the Consent agenda, item #14C. See Adoption of the Agenda, item #8. Ms. Manning made a motion to approve the following part-time pay rates, (as presented to the School Board at the last meeting): early literacy support staff, non-certified staff will move from \$18.50 to \$27.21 per hour, certified staff will move from \$21.50 to \$33.50 effective January 1, 2024 through July 1, 2025; Title I Substitute increase pay by \$20.00 per day for all five subcategories effective January 1, 2024 and end June 16, 2024; After School Detention program increase pay from \$20.00 per hour to \$25.00 per hour retroactive to September 1, 2023 and there is no end date; Vice Chair Weems seconded the motion. There was a discussion regarding funding; discussed at last School Board meeting; grant funding; tutoring rate for early literacy for certified staff – moving from \$21.50 to \$33.59; Ms. Manning amended her motion to make the early literacy staff support rather than \$33.50 to \$33.59, Vice Chair Weems seconded the amendment by Ms. Manning. The discussion continued regarding substitutes; currently other tutors make \$27.21 and \$33.59; grant funded; clarification and reasons for increases; substitutes at Title I schools; happy for pay increase for literacy support staff; clarification on the three categories of increases (early literacy support staff, Title I substitutes, after school detention program); reviewed the amounts of the increases. Without further discussion, Chair Riggs called for a vote on the part-time pay rates. The School Board Clerk announced there were eleven (11) ayes in favor of the part-time pay rates. The motion passed unanimously, 11-0-0.

- D. Textbook Adoptions: Note: items were moved from Consent Agenda, see item #14.

1. Parenting and Early Learning Careers: Recommended that the School Board 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
--------------	----------	-----------	-----------

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 11 of 14

Parenting and Early Learning Careers	<i>Child Development: Early Stages Through Adolescence</i> , 10 <sup>th</sup> Edition	Goodheart-Wilcox	2024
--------------------------------------	---	------------------	------

2. **Teen Living (Grades 6, 7 and 8):** Recommended that the School Board 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</i> , 8 <sup>th</sup> Edition	Goodheart-Wilcox	2023

Chair Riggs called for a motion to approve the textbook adoptions. Ms. Melnyk made the motion, seconded by Ms. Manning. A discussion followed regarding an update on the textbooks; Danielle E. Colucci, Chief Academic Officer provided an update on the cost of the textbooks; differences in the cost between the first choice and the second choice; spoke with the vendor and received a 25% discount; savings of approximately \$7,000 dollars; main reasons for choosing the textbook – readability of the text and appropriateness of text; review of textbooks. Without further discussion, Chair Riggs called for a vote on the textbook adoptions. The School Board Clerk announced there were eleven (11) ayes in favor of the textbook adoptions. The motion passed unanimously, 11-0-0.

- 16. Committee, Organization or Board Reports:** Chair Riggs mentioned the Governance Committee meeting scheduled for Wednesday, December 6 at 10:00 a.m. and reiterated about the Ribbon Cutting Ceremony at the Achievable Dream Academy, event was well attended, children were enthusiastic, guided tour; Ms. Melnyk mentioned Dr. Robertson’s Roundtable event yesterday, group of community members, meeting was held at the Tech Center, meeting again in January; Ms. Franklin thanked Sheriff Holcomb regarding the First Annual Turkey Trot, raised money for VBEF and Beach Bags, appreciated all the efforts; Chair Riggs mentioned the TGIF Celebration is scheduled for December 18 at the Sandler Center starting at 6:00 p.m. Chair Riggs asked about the Einstein Lab and the status; David Din, Chief Information Officer provided an update; there is a technical issue, sound is not getting over to VBTV, waiting for component to be replaced, there was a medical issue with the technician from the vendor; need to reschedule; Chair Riggs mentioned the student group which meets with Dr. Robertson, Superintendent’s Student Advisory Council, asking School Board members who are attending the meeting, if they would like to be a moderator at a table.

The School Board took a break at 10:03 p.m. and reconvened at 10:13 p.m.

- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** At 10:13 p.m., Vice Chair Weems made the following motion, seconded by Ms. Melnyk that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph 1, 2, 3, 7, 8 and 29 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. 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.
3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 12 of 14

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 cases, continuation of Teacher License Revocation hearing, as needed, appointment of certain staff members.
- B. Discussion with staff regarding status of certain matters related to real property related to educational services.
- C. Status of pending student cases and complaints.
- 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 eleven (11) ayes in favor of the motion to recess into Closed Session. The motion passed unanimously, 11-0-0.

The School Board recessed into Closed Session at 10:17 p.m.

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

- B. Discussion with staff regarding status of certain matters related to real property related to educational services: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Eugene F. Soltner, Ed.D., Chief of Staff; Jack Freeman, Chief Operations Officer; Melisa A. Ingram, Executive Director, Office of Facilities Services; Cheryl R. Woodhouse, Chief Human Resources Officer; David Din, Chief Information Officer; and Regina M. Toneatto, School Board Clerk.

At 10:23 p.m., David Din, Chief Information Officer, left the Closed Session. At 10:38 p.m., Eugene F. Soltner, Ed.D., Chief of Staff; Jack Freeman, Chief Operations Officer; and Melisa A. Ingram, Executive Director, Office of Facilities Services left the Closed Session.

- C. Status of pending student cases and complaints: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; 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. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Cheryl R. Woodhouse, Chief Human Resources Officer; and Regina M. Toneatto, School Board Clerk.
- A. Status of pending employee discipline cases, continuation of Teacher License Revocation hearing, as needed, appointment 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. Martin, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Cheryl R. Woodhouse, Chief Human Resources Officer; and Regina M. Toneatto, School Board Clerk.

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 13 of 14

At 10:48 p.m., Donald E. Robertson, Ph.D., Acting Superintendent; and Cheryl R. Woodhouse, Chief Human Resources Officer left the Closed Session. Kamala H. Lannetti, School Board Attorney stepped out of the Closed Session at 10:48 p.m.

School Board member, Ms. Manning left the Closed Session at 11:03 p.m. and returned at 11:04 p.m. School Board member, Mr. Culpepper left the Closed Session at 11:05 p.m. and returned at 11:05 p.m. Kamala H. Lannetti, School Board Attorney, returned to the Closed Session at 11:07 p.m.

The School Board reconvened at 11:08 p.m.

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

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

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

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

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

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

**RESOLUTION RECOMMENDING REVOCATION OF PROFESSIONAL LICENSE OF  
JOANNA MILLS-SAMPSON Collegiate Professional License # PGP-0612263**

**WHEREAS**, Ms. Joanna Mills-Sampson (hereinafter "teacher") was a VBCPS early childhood special education teacher who was placed on suspension in September 2019 pending the outcome of her appeal of a Child Protective Services Founded, Physical Abuse, Level One disposition unrelated to her duties as a school employee; and

**WHEREAS**, on May 16, 2022 the teacher submitted her resignation from VBCPS and on October 10, 2023, the School Division was notified that the disposition had been amended to a Founded, Physical Abuse, Level Three; and

**WHEREAS**, on October 18, 2023, the Acting Superintendent informed the teacher that he would be petitioning the School Board to recommend that the Virginia Board of Education revoke the teacher's teaching license; and

**WHEREAS**, on November 28, 2023, the School Board held a hearing to consider the Acting Superintendent's recommendation. At the hearing, the teacher and the School Administration provided evidence and argument regarding the recommendation; and

**NOW, THEREFORE, BE IT RESOLVED THAT**, that the School Board does not recommend that Joanna Mills-Sampson's Professional License be revoked by the Virginia Board of Education and directs that the Acting Superintendent forward a copy of both this Resolution and his October 18, 2023 Petition to Revoke Professional

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

Tuesday, November 28, 2023  
School Board Regular Meeting  
Page 14 of 14

License together with all the exhibits presented to the School Board to the Superintendent of Public Instruction and the Virginia Board of Education; and

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

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

After reading the resolution, Chair Riggs called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the resolution: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Franklin, Ms. Manning, and Ms. Melnyk. There were two (2) nays opposed to the resolution: Mr. Culpepper, and Ms. Owens. There was one (1) abstention to the resolution: Ms. Martin – not present during the pre-meeting Closed Session in which the matter was discussed.

Returned to workshop item:

D. VSBA Legislative Positions: Recommended that the School Board receive information regarding the Virginia School Boards Association (VSBA) Legislative Positions, as presented and voted upon at the VSBA Delegate Assembly on November 16, 2023; there was a discussion regarding the topic being on the agenda under information; suggestion to continue with topic and get an update; mention of the four new items to be added to the VSBA Legislative Positions handbook; have a discussion before the General Assembly begins; Chair Riggs provided a recap from the VSBA Delegate meeting.

Note: Ms. Martin left the School Board meeting at 11:16 p.m.

The discussion continued regarding the VSBA Legislative positions; all 4 VSBA Proposals 1. School Facility Construction Funds & financing, 2. Employee Criminal Background Checks, 3. School Zone Safety Standards and 4. Judicial Enforcement of Truancy passed; at the VSBA Delegate meeting, Chair Riggs explained her motion to pull Proposal #4 and the outcome; noted she did not have an amendment for Proposal #2, so she did not make a motion to pull that proposal; reviewed the process for amending or adding to the VSBA Legislative positions and taking a different position than that of the VSBA; after the recap, the discussion continued regarding receiving the handbook; rejecting proposals; requesting to address some of the VSBA Legislative positions in the handbook, to discuss and take a position; suggestion to email the Chair and Vice Chair any legislative positions to discuss; truancy; voting on Legislative agenda; discussion on the four items in the handbook; changing the language in some of the VSBA positions; reaching out to the VSBA; and bringing discussion forward to another meeting.

**18. Adjournment:** Chair Riggs adjourned the meeting at 11:39 p.m.

Respectfully submitted:

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

Approved:

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