



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

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District 9

Donald E. Robertson, Ph.D., Superintendent

School Board Regular Meeting Proposed Agenda **Tuesday, August 13, 2024**

School Administration Building #6, Municipal Center

2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456
(757) 263-1000

Public seating will be made available on a first-come, first-served basis. Members of the public will also be able to observe the School Board Meeting through livestreaming on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: <https://us02web.zoom.us/join/6fadR1lrSUS53bpQJXRQMw> Call-in (301) 715-8592 ID 815 7126 9804

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBCPSBoard.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on August 12, 2024.

- 1. *Administrative, Informal, and Workshop (School Administration Building #6 – School Board Room)..... 4:00 p.m.***
 - A. School Board Administrative Matters and Reports
 - B. Summer Staffing Update
 - C. New Construction Guidance and Direction
- 2. *Closed Session (as needed)***
- 3. *School Board Recess.....5:30 p.m.***
- 4. *Formal Meeting (School Administration Building #6 – School Board Room)6:00 p.m.***
- 5. *Call to Order and Roll Call***
- 6. *Moment of Silence followed by the Pledge of Allegiance***
- 7. *Student, Employee and Public Awards and Recognition***
- 8. *Adoption of the Agenda***
- 9. *Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)***
- 10. *Approval of Meeting Minutes***
 - A. July 23, 2024 Regular School Board Meeting
- 11. *Public Comments (until 8:00 p.m.)***

The School Board will hear public comments at the August 13, 2024 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on August 13, 2024. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the School Administration Building #6, 2512 George Mason Drive, Virginia Beach, Virginia 23456 by 5:45 p.m. August 13, 2024. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.
- 12. *Information***
 - A. Culturally Responsive Practices for Athletics and Activities



13. Return to public comments if needed

14. Consent Agenda

- A. Policy Review Committee (PRC) Recommendations:
 - 1. Policy 4-2/Employee Conduct
 - 2. Policy 4-69/Research Involving Employees
 - 3. Policy 5-40/Student-led Assemblies/ Demonstrations
 - 4. Policy 5-50/Class Gifts/ Exchanging Gifts
 - 5. Policy 5-58/Student and Staff Wellness
 - 6. Policy 5-67/Research Involving Students/ Research Review Committee
 - 7. Policy 5-73/Voter Registration
 - 8. Policy 6-20/School Division Curriculum

15. Action

- A. Personnel Report / Administrative Appointments Updated 08/19/2024
- B. Policy Review Committee (PRC) Recommendations:
 - 1. Bylaw 1-15/Vacancies
 - 2. Bylaw 1-36/Open Meetings and Closed Meetings
- C. 2024-2025 Calendar Revisions

16. Committee, Organization or Board Reports

17. Return to Administrative, Informal, Workshop or Closed Session matters Updated 08/14/2024

18. Adjournment



Subject: Summer Staffing Update **Item Number:** 1B

Section: Administrative, Informal, and Workshop **Date:** August 13, 2024

Senior Staff: Darnita L. Trotman, Ed.D., Chief Human Resources Officer

Prepared by: Department of Human Resources

Presenter(s): Darnita L. Trotman, Ed.D., Chief Human Resources Officer and Anne Glenn-Zeljeznjak,
Coordinator, Recruitment and Retention

Recommendation:

That the School Board receive information regarding the current state of staffing for the 2024-2025 school year in Virginia Beach City Public Schools. The presentation will cover several key topics, including the critical shortage in the teaching workforce, current totals of positions that have been filled and those that remain vacant, and continued strategies for recruitment and retention.

Background Summary:

N/A

Source:

N/A

Budget Impact:

N/A

Summer Staffing Update

We are Hiring!

Department of Human Resources

August 13, 2024



Agenda:

- Critical Shortage in the Teaching Workforce
- Staffing Updates
- Recruitment and Retention Strategies



GOAL 4

AN EXEMPLARY, DIVERSIFIED WORKFORCE

Foster a positive working climate that values and invests in a high-quality, diversified workforce who exemplify the division's core values.

EQUITY EMPHASIS

Place a priority on recruiting, retaining, and promoting a workforce representative of our diverse student population.

STRATEGIES

1. Remain focused on providing a competitive compensation and benefit plan that includes differentiated compensation for hard to staff position and schools.
2. Revisit the employee evaluation process to ensure it is aligned with the new strategic framework and that it focuses on self-reflection, growth, effective feedback, and coaching.
3. Support intentional, focused, and innovative recruitment and retention efforts to increase the diversity and quality of various applicant pools. ¹ *
4. Promote and expand resources to support the health and well-being of all staff.
5. Provide comprehensive onboarding and induction for all staff focused on the division's vision, mission, and core values.
6. Provide a variety of personalized professional learning opportunities to all staff to support their professional growth and implementation of the strategies in Compass to 2025. * +
7. Expand "Grow Your Own" programs to include more staff groups and increase awareness of as well as opportunities for tuition reimbursement.



COMPASS TO 2025

Student-Centered for Student Success

Goal 4 – An Exemplary, Diversified Workforce

Foster a positive working climate that values and invests in a high-quality, diversified workforce who exemplify the division's core values.

Core Values

Put Students First • Seek Growth • Be Open to Change
• Do Great Work Together • Value Differences

VIRGINIA BEACH CITY PUBLIC SCHOOLS



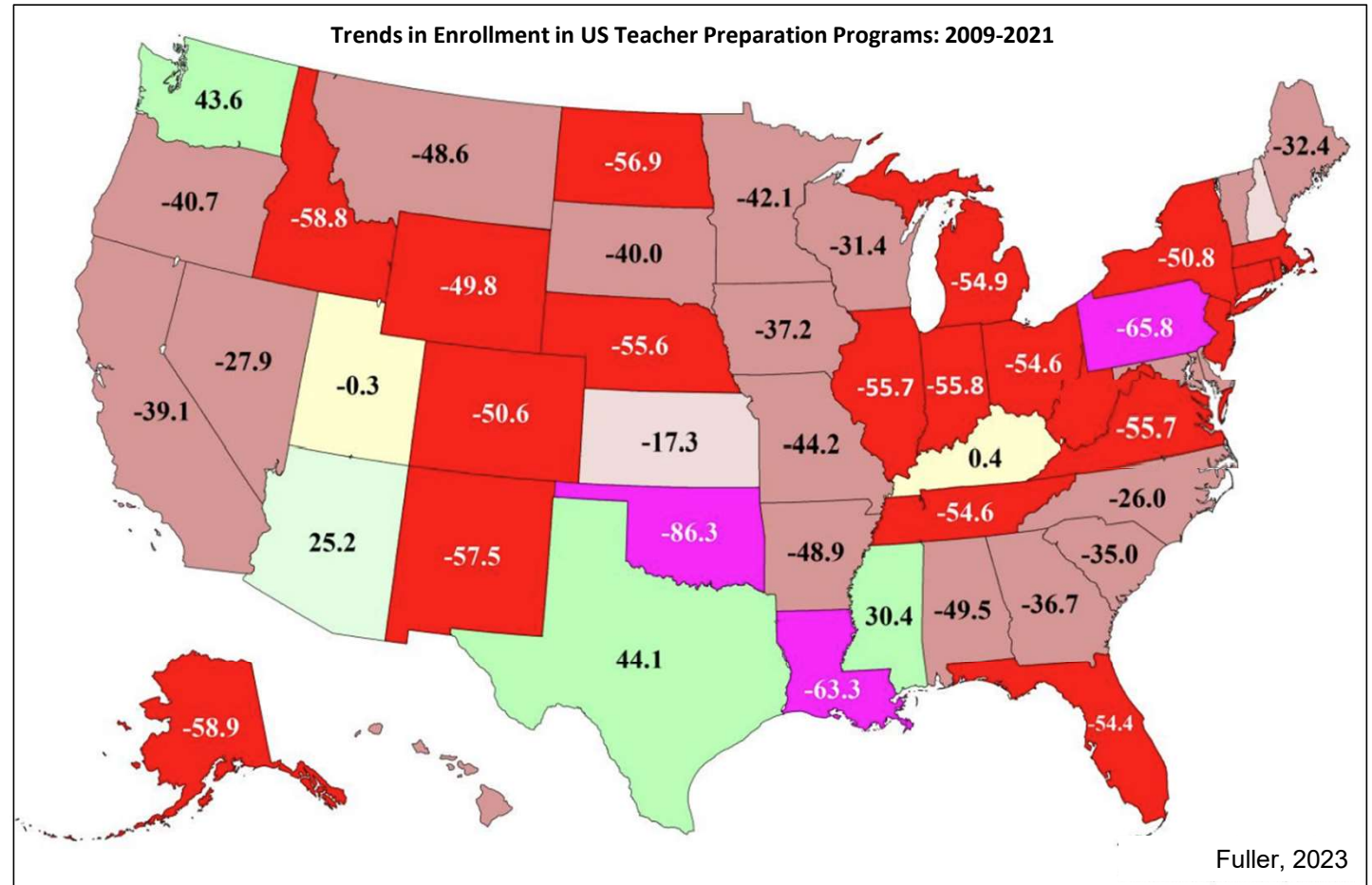
The Critical Shortage in the Teaching Workforce

Why does it matter?

- A lack of sufficient, qualified teachers and staff instability threatens students' learning, reduces teachers' effectiveness, and increases turnover rates.
- The uneven distribution of the teacher shortage among students of different socioeconomic backgrounds challenges the U.S. education system's goal of providing equitable education to all children.
- The teacher shortage makes it harder to build a strong professional reputation and enhance the status of the teaching profession, further perpetuating the shortage (Garcia & Weiss, 2019).

Factors Contributing to the Decline in Teacher Recruitment

Fewer students are choosing teaching as a career.



Factors Contributing to the Decline in Teacher Recruitment

Competitive salaries affect the division's ability to attract and retain staff.

Teacher Entry-Level Salaries and Rank August 1, 2024		
Portsmouth	1	58,497
Norfolk	2	57,500
Chesapeake	3	55,184
Suffolk	4	55,141
Newport News	5	55,100
Hampton	6	55,000
Virginia Beach	7	54,065

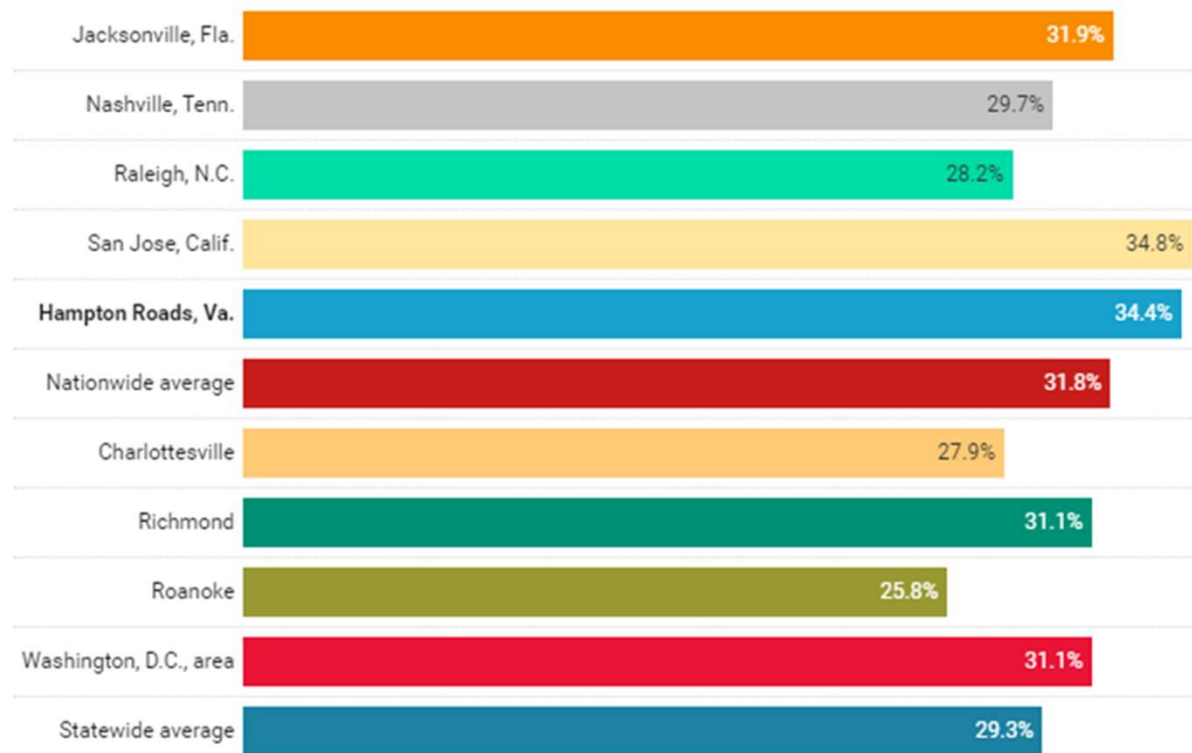
(School Division Websites, 2024-2025 SY)

Factors Contributing to the Decline in Teacher Recruitment

Lack of affordable housing
in the local market.

Youth exodus

Study reveals why young people are thinking of
leaving Hampton Roads





Staffing Updates

2024-2025 Critical Shortage Teaching Endorsement Areas in Virginia

- Elementary Education PreK-6
- Special Education PreK-12
- Middle Education Grades 6-8
- English (Secondary)
- Science (Secondary)
- Career and Technical Education
- Mathematics Grades 6-12 (including Algebra 1)
- History and Social Science (Secondary)
- Foreign Language PreK-12
- School Counselor PreK-12



(Virginia Department of Education, 2024)

Current Instructional Vacancies as of August 1, 2024

Instructional	Full-time	Part-time
Elementary	22	5
Middle	17	2
High	14	7
Total	53	14

Hard-to-Staff Position	
Special Education	20 Full-time

Current Non-Instructional Vacancies as of August 1, 2024

Non-Instructional	Full-time	Part-time
Elementary	28	3
Middle	17	2
High	17	0
Total	62	5

Hard-to-Staff Positions	Vacancies
Bus Assistants	42
Custodians I	30
Cafeteria Assistants	66
Total	138

2024-2025 New Hires

(August 1, 2024)

Type	Total
Instructional	236
Non-Instructional	145
Total	381



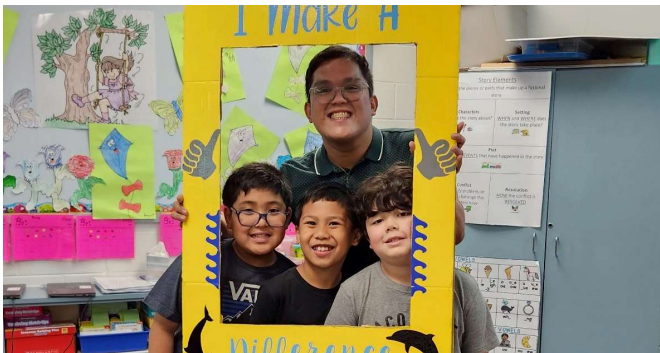
**JOIN OUR
TEAM**

*Put students first
Seek growth
Be open to change
Do great work together
Value differences*




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Recruitment Strategies

	Category	Programs/Platforms
	Grow Your Own Programs	VTfT (All comprehensive high schools), VBCPS Future Teacher Award, ODU Teacher in Residence Programs, ODU TRY-IT, JMU-Teaching Fellows Program
	Social Media and Job Boards	Facebook, Twitter, Education Week – Top School Jobs, Glassdoor, Indeed, LinkedIn
	Division Outreach	VBCPS Retirees – Retiree Opportunity Program, iteach partnership, Recruitment/Job Fairs, HR Staffing Specialists direct outreach to Student Teacher/School Counseling Interns, Student Teacher/School Counseling Internship Reception, VBCPS Back-to-School Care Fair, School PTA Meetings, HR Graduation Ceremony Recruitment, Latinex Family Night, Professional Learning Assistants Day, Academy Night, Adult Learning Transition Fair

Retention Strategies

Financial Incentives

- Grants (Various)
- Non-Instructional Reimbursement
- Tuition Reimbursement
- Tuition Free Program
- National Board-Certified Teachers
- Career Teacher
- Custodial Substitute Initiative

Partnerships

- Universities
- iteach
- Childcare
 - Parks and Recreation
 - YMCA



Health and Wellness

- Volunteer Leave
- Wellness Days
- Wellness Ambassadors



Professional Development

- Mentorship
- Instructional Coaching
- Personalized Learning Pathways
- Professional Development Days
- Praxis Exam Support
- Leadership Academies

How can You support VBCPS recruiting?

- Help us elevate the profession.
- Encourage family, friends, and neighbors to apply for employment with VBCPS.
 - <https://www.facebook.com/JobsatVBSchools/>
 - https://twitter.com/VBCPS_HR
 - <https://www.linkedin.com/company/virginia-beach-city-public-schools/>
- Follow and share our social media posts.
 - <https://www.facebook.com/VBSchools/>
 - <https://twitter.com/vbschools>
 - <https://www.youtube.com/user/VirginiaBeachSchools>
 - <https://www.instagram.com/vbschools/>







Subject: New Construction Guidance and Direction **Item Number:** 1C

Section: Administrative, Informal, and Workshop **Date:** August 13, 2024

Senior Staff: Jack Freeman, Chief Operations Officer, Department of School Division Services

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

Presenter(s): Jack Freeman, Chief Operations Officer, Department of School Division Services

Recommendation:

That the School Board receive information on the two schools listed in the Capital Improvement Program (CIP) for new construction: CIP 1-015 Princess Anne HS Replacement Project and CIP 1-028 Williams ES/ Bayside 6th Grade Replacement Project.

Background Summary:

This presentation is a follow up to the *Comprehensive New Construction Discussion* on July 10, 2024 School Board Retreat, as well as various other workshops related to the CIP and the new construction projects.

Source:

School Board Policy 3-12

Budget Impact:

TBD

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New Construction Guidance and Direction

School Board Workshop


August 13, 2024

Department of School Division Services

Office of Facilities Services

Next Steps

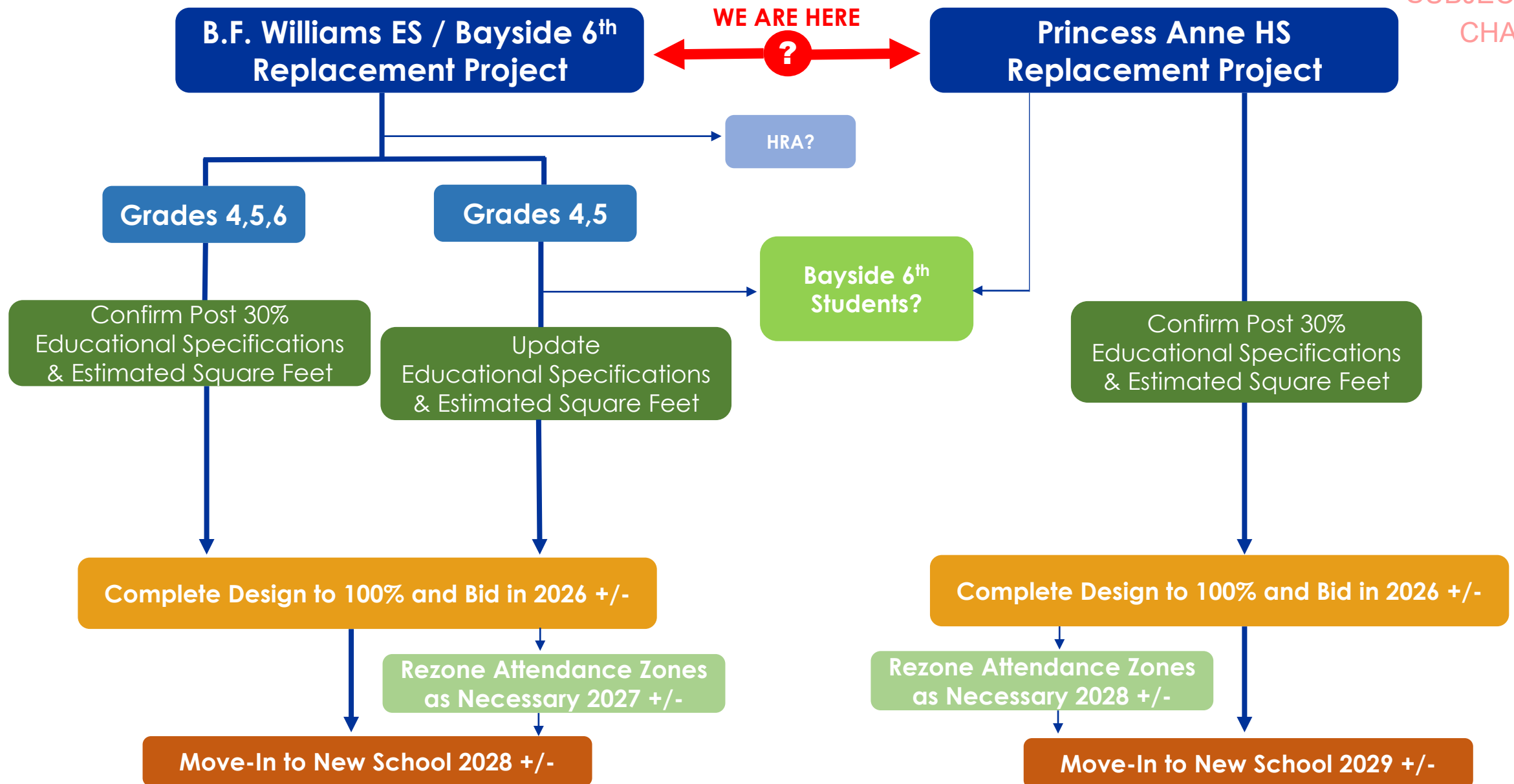
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-  **August 13:** School Board Workshop
- **August 27:** School Board Information
- **September 10:** School Board Action

- **2007/08:** VBCPS Long-Range Facility Master Plan
- **2008/09:** Princess Anne HS Replacement Project Listed in the CIP
- **2017/18:** VBCPS Long-Range Facility Master Plan Update
- **2020/21:** B.F. Williams/Bayside 6th (Grades 4-6) Replacement Project Listed in the CIP
- **2023/24:** PPEA Process and over 30 Community & School Meetings
- **Jan 10, 2024:** PPEA 30% Design & Funding Overview
- **Mar 12, 2024:** FY25 CIP Adopted
- **Apr 16, 2024:** B.F. Williams ES / Bayside 6th Design Discussion
- **May 14, 2024:** B.F. Williams ES / Bayside 6th Design Guidance Follow-Up
- **May 28, 2024:** CIP Maintenance Projects Overview
- **Jun 10, 2024:** Princess Anne High School Design Discussion
- **Jul 10, 2024:** Princess Anne High School Design Guidance Follow-Up
- **Jul 10, 2024:** School Board Retreat – Comprehensive New Construction Discussion

Step 1- New Construction Priority School

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Step 1- New Construction Priority School

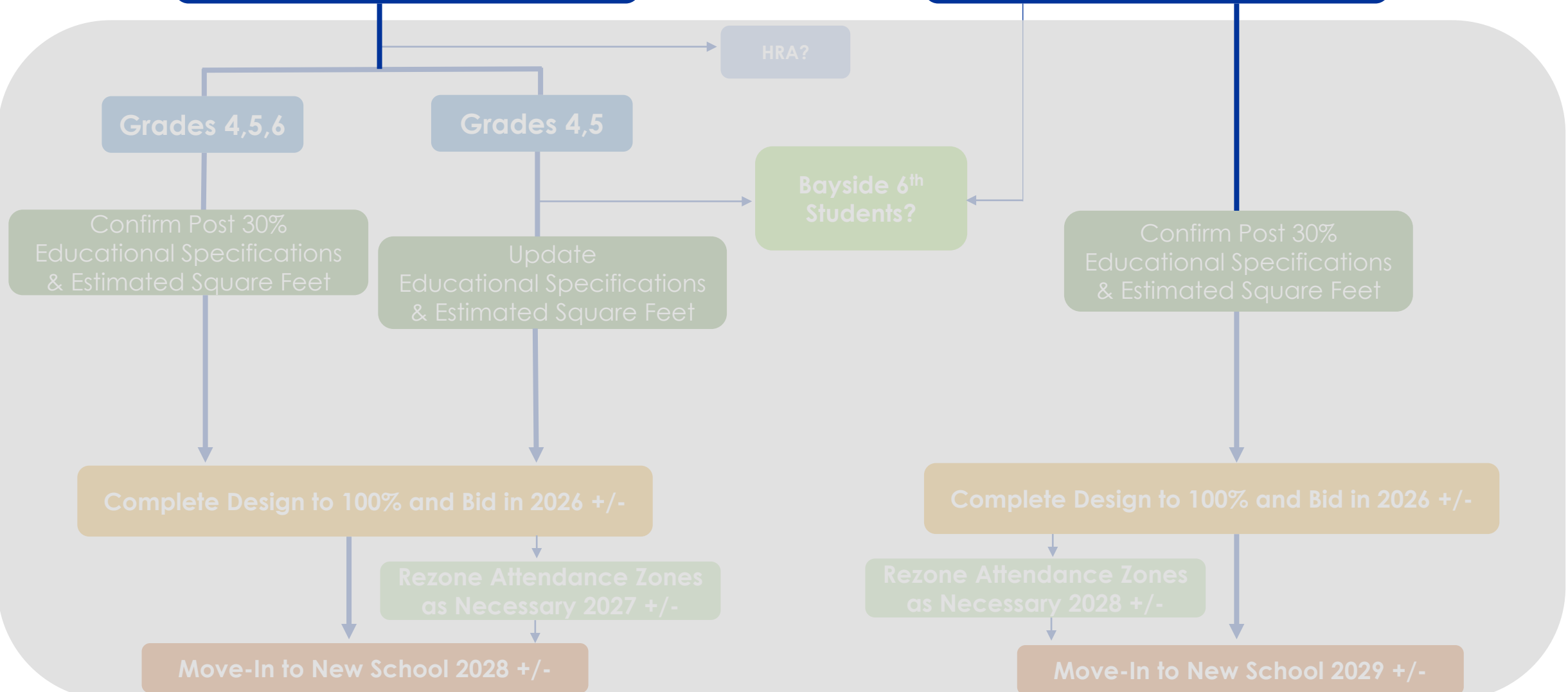
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**B.F. Williams ES / Bayside 6th
Replacement Project**

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**Princess Anne HS
Replacement Project**



Long-Range Facilities Master Plan

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07/08

PRIORITY SCHOOLS

Recommendation

Phase I:

1. Kellam HS
2. Princess Anne MS
3. College Park ES
4. John B. Dey ES
5. Princess Anne HS
6. Thoroughgood ES
7. Old Donation Center
8. Kemps Landing Magnet (Current Bayside 6th Site)
9. Plaza ES

17/18

REFER TO VOL. 2 FOR FULL REPORT

Sorted by Total Condition Index

High to Low

School Name	Year Constructed	Building Area (SF)	School Facility Condition Index	Educational Adequacy Factor	Total Condition Index
Old Aragona ES (currently Bayside 6th Grade)	1957	56,516	0.880 1	1.428 4	1.256
Princess Anne HS	1954	228,860	0.745 3	1.591 1	1.185
Princess Anne ES	1956	77,953	0.705	1.490	1.050
Kempsville HS	1966	202,665	0.705	1.473	1.038
Green Run ES	1976	58,275	0.677	1.400	0.948
First Colonial HS	1966	178,266	0.657	1.352	0.889
Betty F Williams, ES	1963	77,656	0.724 4	1.216 10	0.880
North Landing ES	1975	60,280	0.750 2	1.143	0.857
Kempsville MS	1969	136,287	0.622	1.363	0.848
Bayside MS	1969	180,134	0.626	1.321	0.827
Bayside HS	1964	200,816	0.616	1.329	0.819

Deferred Maintenance

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If...Williams ES Selected as Priority Replacement Project

Princess Anne HS Deferred Maintenance:

- **30 years** deferred maintenance: 16 years past + 14 years future
- 14 building systems being monitored to prevent failure, including roofs, HVAC (32 units), fire systems, and pump station components
- **Estimated cost is twice** as much as Williams ES over next 14 years



If...Princess Anne HS Selected as Priority Replacement Project

B.F. Williams ES Deferred Maintenance:

- **20 years** deferred maintenance: 4 years past + 16 years future
- 12 building systems being monitored to prevent failure, including roofs, plumbing, sewer, HVAC systems (8 units), and exterior brick
- **Estimated cost is half** as much as Princess Anne HS over next 16 years

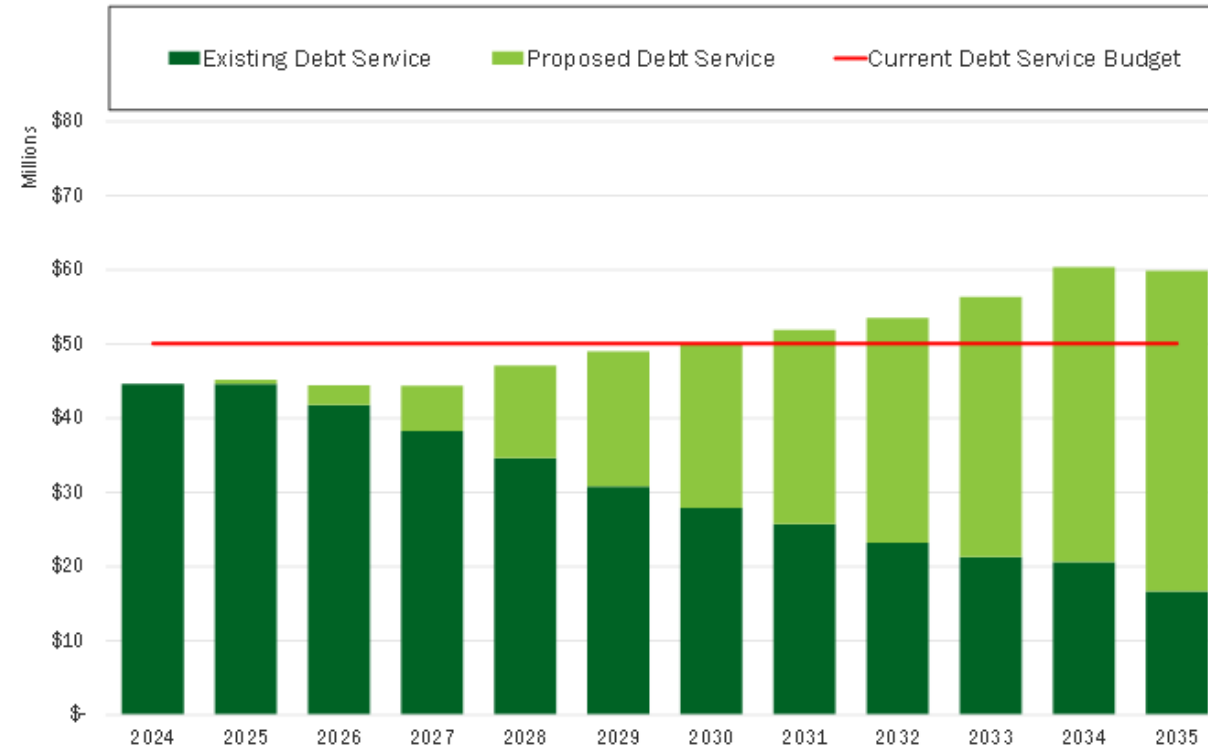


B.F. Williams ES / Bayside 6th Debt Service Analysis

B.F. Williams ES / Bayside 6th Replacement: \$105.5M - (FY25 CIP Priority School & 2026 Bid - Projected Cost)

- Maximum estimated debt service is projected to reach roughly \$60 million in FY 2034. This is approximately \$10 million above the Current Debt Service Budget.
 - Requires an average annual incremental increase in the debt service budget for **five** consecutive years beginning in **FY 2030 of approximately \$2.0 million** (or roughly 0.2% of the FY 2024 School Operating Budget annually).

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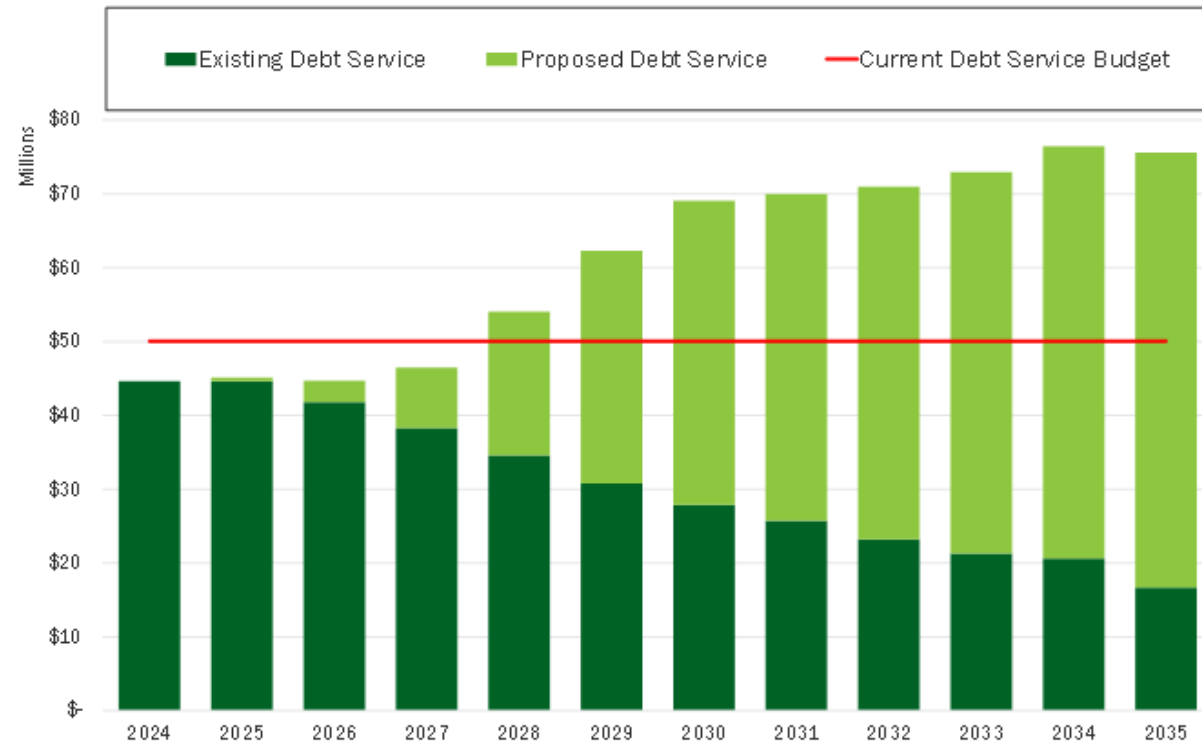


Princess Anne HS Debt Service Analysis

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Princess Anne HS Replacement: \$288M (2026 Bid - Projected Project Cost)

- Maximum estimated debt service is projected to reach roughly \$76 million in FY 2034. This is approximately \$26 million above the Current Debt Service Budget.
- Requires an average annual incremental increase in the debt service budget for seven consecutive years beginning in FY 2028 of approximately \$3.8 million (or roughly 0.4% of the FY 2024 School Operating Budget annually).



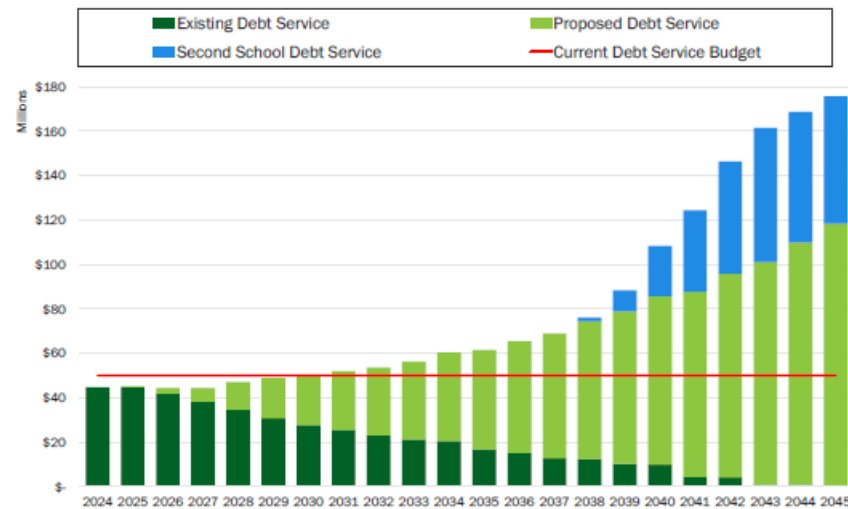
Long-Term Cost Comparison

Debt Affordability Both Schools

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- The projections below contemplate the impact of 6.21% annual inflation on both new construction and maintenance/replacement projects between FY 2024 – FY 2045.
- Both sets of projections assume the **second new construction school** commences **FY 2038** (at the projected cost estimate).

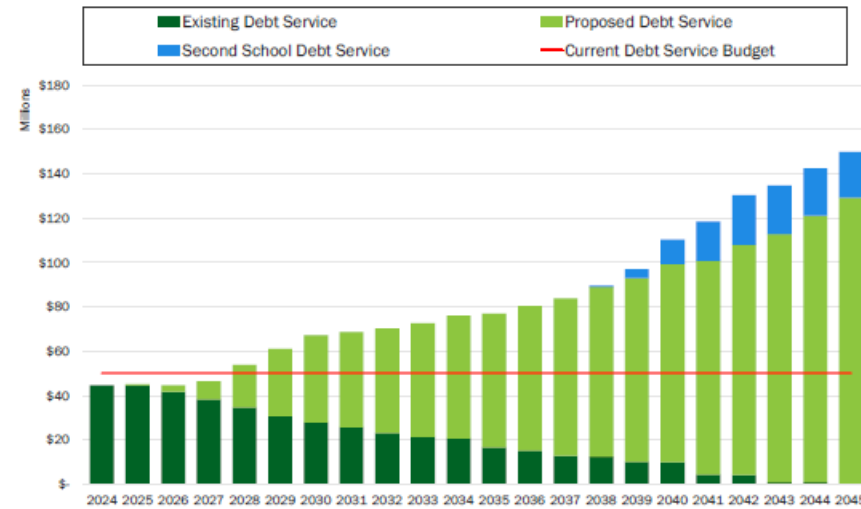
B.F. Williams / Bayside 6th First



B.F. Williams / Bayside 6th Estimated Cost: \$105 million.
Princess Anne Estimated Cost: \$630 million.

\$735M

Princess Anne HS First



B.F. Williams / Bayside 6th Estimated Cost: \$230 million.
Princess Anne Estimated Cost: \$288 million.

\$518M

\$25M Delta 2045

Preliminary, subject to change. Actual results may vary from these estimates.
Note: Second School Construction utilizes the following assumptions for spending estimates:
B.F. Williams: 10% Year 1 followed by 3 Years of equal expenditures.
Princess Anne: 10% Year 1, 20% Year 2, and 3 Years of equal expenditures.

Student Years Impact

Williams ES

- 2 grade levels & 400^{+/-} students
- Remain in existing building 12 additional years (2028 - 2040^{+/-})
- 4,800^{+/-} student years impact if not selected as priority
- 15% of student's 13-year career as a VBCPS student



Princess Anne HS

- 4 grade levels & 1,700^{+/-} students
- Remain in existing buildings 12 additional years (2029 - 2041^{+/-})
- 20,400^{+/-} student years impact if not selected as priority
- 31% of student's 13-year career as a VBCPS student



Step 1- New Construction Priority School

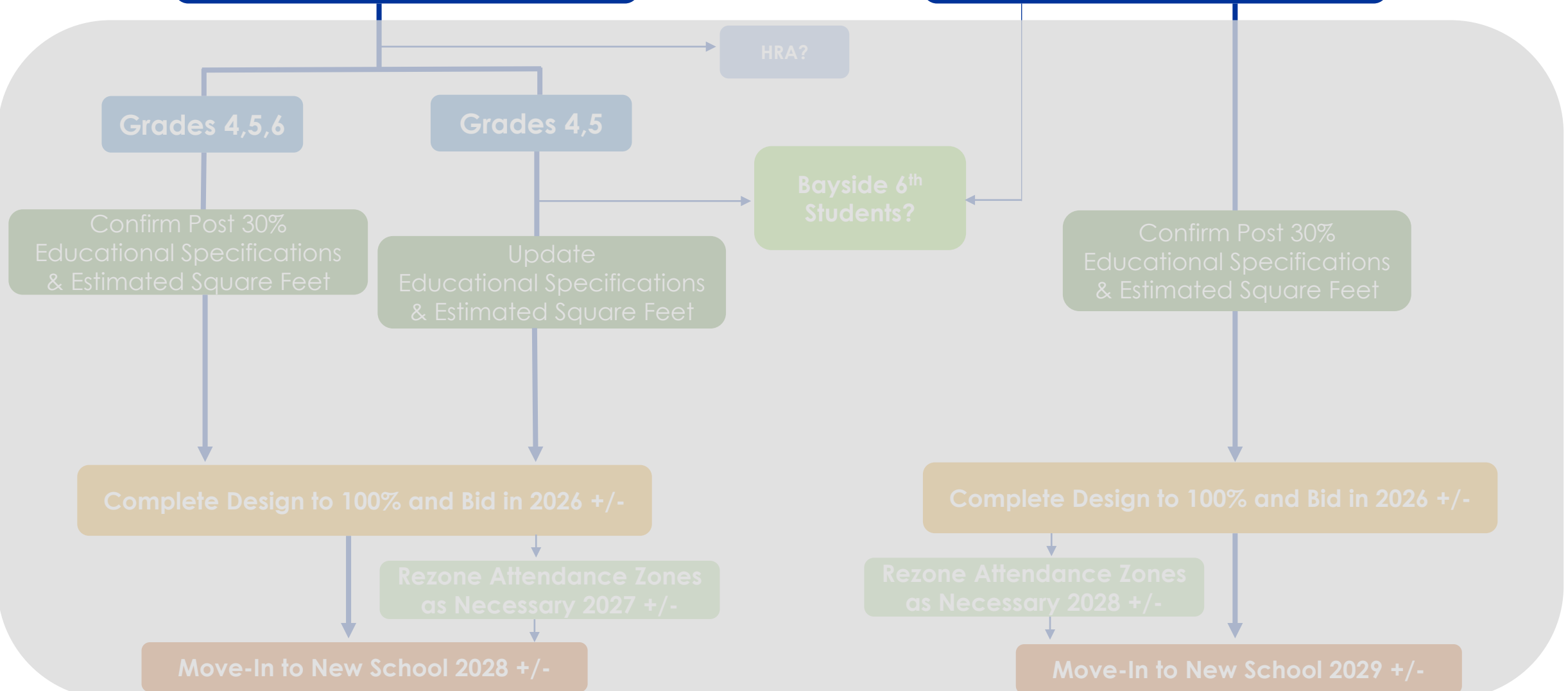
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**B.F. Williams ES / Bayside 6th
Replacement Project**

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**Princess Anne HS
Replacement Project**



Next Steps

- **August 27:** School Board Information
- **September 10:** School Board Action

Questions



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

Section: Approval of Meeting Minutes **Date:** August 13, 2024

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Regina M. Toneatto, School Board Clerk

Recommendation:

That the School Board adopt the following set of minutes as presented:

- A. July 23, 2024 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Budget Impact:

N/A



School Board Services

Kimberly A. Melnyk, Chair
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Donald E. Robertson, Ph.D., Superintendent

School Board Regular Meeting MINUTES
Tuesday, July 23, 2024

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 Melnyk convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 23rd of July 2024.

In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick (arrived at 4:13 p.m.), Ms. Manning, Ms. Owens (arrived at 4:20 p.m.), Ms. Riggs (arrived at 4:58 p.m.), and Ms. Weems.

Chair Melnyk stated members of the public will be able to observe the School Board Meeting through livestreaming on schoolboard.vbschools.com/meetings/live, broadcast on VBTB Channel 47, and on Zoom; and thanked those that have joined us in person and online.

- A. **School Board Administrative Matters and Reports:** Chair Melnyk mentioned the following items: New Teacher Orientation, August 12 at Bayside High School starting at noon; share any suggestions for the August 13 draft agenda by the end of meeting; discipline hearings; and space available for school tours of Princess Anne High School, Williams Elementary School, and Bayside 6 Grade Campus.
- B. **Instructional Technology and Screen Time Update:** Sharon Shewbridge, Ph.D., Director of Instructional Technology provided an update to the School Board related to Instructional Technology with a focus on screen time; provided background information regarding computer labs, computer carts and one-to-one initiative; VBCPS alignment: *Compass to 20215* – integrate supportive technologies into the instructional program delivery; VBCPS alignment: *Compass to 2020* – leveraging the learning management system and to increase flexible learning opportunities; VBCPS alignment: *Compass to 2025* – digital wellness and responsible use of technology; research based models to support planning – The TPACK Model and The SAMR Model; during pandemic – transition to virtual almost seamlessly, adopted new tools, focused on student needs, developed professional learning, emphasized a balance of non-digital learning tasks; return to face-to-face – enhanced technology skills for teachers, strengthened student technology skills, continued digital learning experiences and professional learning, educate students and parents on digital literacy and citizenship, ensure students were making in-person connections and having hands-on learning experiences; digital literacy focus areas: computer science, coding, digital citizenship, information literacy; shared examples of student computer usage (personalized learning projects, presentation creation, accessing online textbooks, tutoring and homework, etc.); reviewed data regarding Chromebook screen time for elementary, middle, and high school students; shared examples of instructional activities without a computer; yearly contests: Digital Citizenship Contest (4th year) and Podcast Contest (inaugural year); mentioned Code of

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
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Tuesday, July 23, 2024
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Virginia 22.1-24.1; the goal of digital citizenship instruction is to develop students who are empowered, educated, safe, and future-ready; digital citizenship instruction – proactive and positive, comprehensive and systematic, age appropriate, turnkey for faculty to implement, monitored via division data collection. The presentation continued with questions and comments regarding one-to-one initiative; reading on grade level; navigational markers; screen time, passive and active screen time; mental health; reduce screen time and increase social interaction; reduce Chromebook usage; use of Chromebooks; hours of middle school usage; difference between home and school Chromebook use; textbook resources online; students taking home Chromebooks; spikes of use; digital citizenship; SOL testing on Chromebooks; and balance of both online textbooks and hard copy textbooks.

- C. Security Updates: David Din, Chief Information Officer, and Thomas DeMartini, Director of Security and Emergency Management provided the School Board an update regarding continuing improvements to physical and cyber security; Jack Freeman, Chief Operations Officer provided a brief introduction; Mr. DeMartini began the presentation with an overview of the presentation topics (physical security and cyber security); security desk ID checks – reinforcing current practices, training Security Assistants, exploring current expanded ID validation systems; locked doors/rooms – importance of securing sensitive areas/doors; key control – key accountability, access control, Division Services, high-level oversight at school level. Mr. Din continued the presentation; reviewed VBCPS digital environment, VBCPS has one of the largest digital environments in Virginia; Department of Technology follows two frameworks (National Institute of Standard and Technology (NIST) Cyber Security Framework and Zero Trust Framework); network security – non-VBCPS devices may not physically connect to our network, devices at one VBCPS facility may not communicate with devices at another VBCPS facility, perform weekly testing and monitoring, bi-annual disaster recovery tabletop exercises; access to systems and data – password requirements, multi-factor authentication, conditional access rules, Student Data Access Steering Committee; and every role has specific and broad security responsibilities. The presentation continued with questions and comments regarding school visits; audits and comprehensive reviews; computer updates and issues that may arise; mitigating risks with updates; multifactor authentication; technical support for students and staff; help desk, wait time; security manual, reviewed during August trainings; upgrading Security Assistants; security assistant staffing in elementary schools; training substitutes; and utilizing permanent substitutes in schools.

2. **Closed Session:** At 5:15 p.m., Vice Chair Franklin made the following motion, seconded by Ms. Owens 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.

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2512 George Mason Drive
Virginia Beach, VA 23456

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Namely to discuss:

- A. Employee Grievance – dismissal of bus driver.
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to recess into Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.

The School Board recessed into Closed Session at 5:17 p.m.

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

- A. Employee Grievance – dismissal of bus driver: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.

Kamala H. Lannetti, School Board Attorney, left the Closed Session at 5:19 p.m. and returned at 5:26 p.m.

The School Board reconvened at 5:26 p.m.

Certification of Closed Session: Vice Chair Franklin 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. Riggs made the motion, seconded by Ms. Brown. Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.

Chair Melnyk read the following resolution:

RESOLUTION GRIEVANCE

WHEREAS, on June 11, 2024 the School Board's appointed hearing officer held a hearing regarding a former bus driver's dismissal; and

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WHEREAS, on July 23, 2024 the School Board considered the findings of fact and recommendation, the exhibits and the transcripts from the June 11, 2024 hearing; and

NOW THEREFORE, IT IS RESOLVED BY THE SCHOOL BOARD, that:

1. The School Board upholds the hearing officer's June 14, 2024 findings of fact and recommendation of the hearing officer.

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

Adopted by the School Board of the City of Virginia Beach this 23rd day of July 2024.

Chair Melnyk called for a motion. Ms. Kendrick made the motion, seconded by Ms. Anderson. Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the resolution: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.

3. **School Board Recess:** Chair Melnyk adjourned the Administrative, Informal, and Workshop session at 5:29 p.m.
4. **Formal Meeting (School Administration Building #6 – School Board Room) 6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Melnyk convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m. on the 23rd day of July 2024 and thanked the members of the public joining the meeting in person and online.

In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition:** There were no awards presented. Chair Melnyk mentioned VBCPS received an award from the VSBA (Virginia School Boards Association); Ms. Riggs provided additional details regarding the award - 2024 VSBA Food for Thought Competition – Healthy School Meals Winner (above 10,001 student population) for our Scratch Cooking Initiative. See agenda item #9 – Superintendent's Report and recognitions.
8. **Adoption of the Agenda:** Chair Melnyk called for any modifications to the agenda as presented. Hearing none, Chair Melnyk called for a motion to approve the agenda as presented. Mr. Callan made the motion, seconded by Ms. Riggs. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings):** Superintendent Robertson shared the following information: 1) hundreds of our instructional leaders gathered for the 2024 Summer Leadership Conference under the theme, "Leading with Purpose – Setting Sail for Success; 2) our Scratch Food initiative was the winner of the VSBA's "Food for Thought Competition", for our program titled, "VBScratch: Changing the School Food Perspective"; 3) Department of Communications & Community Engagement (DCCE) and Virginia Beach City Creative Services were nominated for an Emmy Award for the welcome-back-to-school video, the DCCE staff also received awards from the National School Public Relations Association for their writing and additional video work; 4) mentioned the School Board Retreat on July 9 and 10, topics discussed – school calendar, AI, gifted education, cell phone policy, new construction, budget priorities,

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accreditation, and accountability; 5) Back to School Care Fair on August 17 at the Virginia Beach Convention Center from noon to 4:00 p.m., families will enjoy information about various services to help for back to school.

Administrative Recognitions – Superintendent Robertson introduced the following appointments which were approved at the June 25, 2024 School Board meeting: Jennifer D. Freeman, Assistant Principal, Landstown Elementary School, as Principal for Linkhorn Park Elementary School; Amanda B. Loyd, Assistant Principal, Red Mill Elementary School, as Principal for Bayside Elementary School; Megan M. Thompson, Assistant Principal, Thoroughgood Elementary School, as Principal for Woodstock Elementary School; Andria J. Chambers, Ed.D., Assistant Principal, Landstown High School, as Principal for Bayside 6th Grade Campus; Richard J. Plank, Assistant Principal, Lynnhaven Middle School, as Assistant Principal for First Colonial High School; and Taylor D. Lovejoy, Assistant Principal, Brandon Middle School, as Coordinator, Secondary Social Studies, for Department of Teaching and Learning.

The following appointments were approved at the July 9, 2024 Abridged School Board meeting: Carrie D. Kelley, Administrative Assistant, Glenwood and Kempsville Elementary Schools, as Assistant Principal for Thoroughgood Elementary School; Hannah J. Pritchard, Administrative Assistant, W.T. Cooke Elementary School, as Assistant Principal for Red Mill Elementary School; Lauren A. Salas, Administrative Assistant, College Park and Thalia Elementary Schools, as Assistant Principal for Landstown Elementary School; and Olivia F. Snyder, Administrative Assistant, Corporate Landing Elementary School, as Assistant Principal for Hermitage Elementary School.

10. Approval of Meeting Minutes

A. July 9-10, 2024 School Board Retreat / Abridged School Board Meeting: Chair Melnyk called for any modifications to the July 9-10, 2024 School Board Retreat/Abridged School Board meeting minutes as presented. Hearing none, Chair Melnyk called for a motion to approve the July 9-10, 2024 minutes as presented. Ms. Anderson made the motion, seconded by Ms. Owens. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the July 9-10, 2024 minutes as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Owens, Ms. Riggs, and Ms. Weems. There were two (2) abstentions: Mr. Culpepper, and Ms. Manning. The motion passed, 9-0-2.

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

There were four (4) in person speakers and one (1) online speaker; topics discussed were artificial intelligence; ChatGPT; committee assignments, Policy Review Committee; parental rights; new construction; health premiums; budget; weapons in schools; Chaplain Program; School Board member; transgender students; ODS; Chromebook usage; gifted program; satellite sites for gifted; gifted budget; and adding a class to ODS.

The Public Comments concluded at 6:32 p.m.

12. Information

- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board review Policy Review Committee (PRC) recommendations regarding review and amendment of certain bylaws and policies as reviewed by the PRC at its July 15, 2024 meeting. Kamala Lannetti, School Board Attorney presented the following:
1. Bylaw 1-15/Vacancies: The PRC recommends updating the Bylaw to align with recently passed legislation that requires public release of the resume and supporting documents of each applicant for a vacant School Board position. There was a brief discussion regarding sharing applicant's information; requirements by law; and prior procedures.
 2. Bylaw 1-36/Open Meetings and Closed Meetings: The PRC recommends updating the Bylaw to align with recently passed legislation providing guidance on remote participation of a School Board Member for the care of a disabled family member and how that participation effects the quorum. There was a brief discussion regarding any limitations of time being a caregiver; certain period of time; subsection in bylaw; and School Board voting on matter.

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3. Policy 4-2/Employee Conduct: The PRC recommends adding language to the Policy regarding employees avoiding actions that show favoritism towards students, adding corrective actions to assist in improving employees' performance, and removing the Editor's Note to align with other recent policy changes.
 4. Policy 4-69/Research Involving Employees: The PRC recommends updating the Legal Reference section.
 5. Policy 5-40/Student-led Assemblies/ Demonstrations: The PRC recommends adding "take" to section C.3. in order to clarify the administrator's actions.
 6. Policy 5-50/Class Gifts/ Exchanging Gifts: There are no recommended changes to this policy. This policy is being reviewed to comply with the 5-year review period.
 7. Policy 5-58/Student and Staff Wellness: The PRC recommends minor scrivener's changes, removing the Editor's Notes to align with other recent policy changes, and updating the Legal References.
 8. Policy 5-67/Research Involving Students/ Research Review Committee: The PRC recommends adding language to include surveys requesting medical information of students to the list of surveys that require parental notification, removing the Editor's Notes to align with other recent policy changes, and updating the Legal References.
 9. Policy 5-73/Voter Registration: The PRC recommends adding language limiting who can provide voter registration programs for students to secondary social studies teachers approved by the Department of Teaching and Learning and the Voter Registration and Elections Office. There was a discussion regarding removal of language – "non-partisan"; voter registration program; social studies teachers and the official Voter Registration Office; outside groups coming into schools; approval of guest speakers in schools; how to register online to vote; overview of voter registration process; addition of the word "only" to the policy - ...and to allow only secondary social studies teachers...; not in favor of removing the verbiage "non-partisan"; and clarification on policy change.
 10. Policy 6-20/School Division Curriculum: The PRC recommends amending the language in this policy to allow the School Board to approve any curriculum objectives in addition to the Virginia Standards of Learning. The School Division does not currently have any learning objectives outside of the Virginia Standards of Learning but this change allows the School Board to maintain the authority to approve objectives should new learning goals be presented or necessary in the future.
 - B. 2024-25 Calendar Revisions: Mathew Delaney, Chief Schools Officer, presented the School Board information on a recommendation for the inclusion of four adjusted dismissal days to the existing 2024-25 school calendar; reviewed required teacher trainings (Virginia Literacy Act, annual mandatory employee training, cultural competency training, seizure training, essential Department of Teaching and Learning session); reviewed recommended adjusted dismissal days for 2024-25: Friday, October 4; Wednesday, December 11; Thursday, March 13; Thursday, April 3; and provided information on each dismissal date. The presentation continued with questions and comments regarding number of hours to complete trainings; additional workload; students losing instructional time because of early dismissal days; any data from parents regarding early dismissal days; daycare issues; brief overview of the trainings and hours needed; possibility of only two early dismissal days instead of four; annual mandatory training; collaboration days; use of substitutes; preparing for substitutes, lesson plans; quality instruction; need to train teachers; state requirements; uncertainty surrounding trainings; communicating to parents about days; what other school districts are doing; timeframe to complete trainings; flex days; and recap from administration regarding revisions.
- 13. Return to public comments if needed:** As noted under Agenda item #11, Public Comments concluded at 6:32 p.m.
- 14. Consent Agenda:** Chair Melnyk read the following item on the Consent Agenda:
- A. Christopher Farms Elementary School Chiller/Boiler Replacement: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with JRC Services LLC for the Christopher Farms Elementary School Chiller/Boiler Replacement in the amount of \$1,410,144.

Chair Melnyk called for any objections from the School Board voting on the Consent Agenda item. Hearing none, Chair Melnyk called for a motion to approve the Consent Agenda as presented. Ms. Anderson made the motion,

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seconded by Vice Chair Franklin. Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the Consent Agenda as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.

15. Action

- A. Personnel Report / Administrative Appointments: Chair Melnyk called for a motion to approve the July 23, 2024 personnel report and administrative appointments. Ms. Riggs made the motion, seconded by Vice Chair Franklin that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the July 23, 2024 personnel report along with the administrative appointments as recommended by the Superintendent. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the July 23, 2024 personnel report and administrative appointments: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.
- Superintendent Robertson mentioned the following appointments: Richard A. Siemieniak, Administrative Assistant, Larkspur Middle School, as Assistant Principal for Lynnhaven Middle School; Margaret D. Wilson, Administrative Assistant, Kempsville Middle School, as Assistant Principal for Brandon Middle School; Keara A. Forbes, Administrative Assistant, Kempsville High School, as Assistant Principal for Landstown High School; Raymond G. Gatlin, Assistant Principal, Princess Anne Middle School, as Assistant Principal for Bayside High School; Ann M. Chowns, Instructional Specialist, K-12 School Counseling, Office of Student Support Services, as Coordinator, Guidance Services for Office of Student Support Services; Stephanie A. Enzmann, Employee Relations Specialist, Department of Human Resources, as Director, Employee Relations for Department of Human Resources; Wendy A. Lyle, Instructional Specialist, Title I, Department of Teaching and Learning, as Coordinator, Title I Programs for Department of Teaching and Learning; and Kelly A. Swanner, Math Coach, Kempsville High School, as Coordinator, Student Leadership for Office of Student Leadership.
- B. School Board Committee Assignments FY 2025: Chair Melnyk mentioned the committee assignments would be until December 31, 2024 due to the upcoming School Board elections in November; committee assignments will be revised in January. Chair Melnyk called for a motion to approve the School Board Chair's recommendation for School Board Members to be assigned to School Board Committees, Organizations, and Boards from July to December. Ms. Riggs made the motion, seconded by Ms. Anderson.
- Ms. Weems made the following substitute motion – I move we amend the Policy Review Committee and have it to include Kathleen Brown, Jessica Owens, and Vicky Manning, and keep everything else the same, Mr. Callan seconded the substitute motion. A discussion followed regarding the substitute motion; PRC committee assignments, Chair Melnyk reached out to the current members; the current members wanted to stay on the committee to see work to completion; School Board retreat and policies; leave current members on the committee, not supporting substitute motion; citizens spoke tonight about committee assignments; current committee works well together; number of remaining PRC meetings; and importance of attending meetings. Without further discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were six (6) ayes in favor of Ms. Weems' substitute motion to amend the Policy Review Committee and have it to include Kathleen Brown, Jessica Owens, and Vicky Manning, and keep everything else the same: Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, and Ms. Weems. There were five (5) nays opposed to Ms. Weems' substitute motion: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Owens, and Ms. Riggs. The substitute motion passed, 6-5-0.

- 16. Committee, Organization or Board Reports:** Ms. Riggs mentioned she attended the 2024 National Student Pitch in Chicago, the Kempsville High School, Entrepreneurship and Business Academy team did an amazing job presenting and the team won a prize at the competition.
- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** At 7:52 p.m. Vice Chair Franklin made the following motion, seconded by Ms. Kendrick 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, 7, and 8 as amended, to deliberate on the following matters:

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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 litigation or administrative cases.
 - B. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to recess into Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.

The School Board recessed in Closed Session at 7:55 p.m.

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

- A. Status of pending litigation or administrative cases; and
- B. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.

Chair Melnyk left the Closed Session at 8:20 p.m. and returned at 8:25 p.m.

The School Board reconvened at 8:29 p.m.

Certification of Closed Session: Vice Chair Franklin 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.

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Ms. Manning made the motion, seconded by Mr. Callan. Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed unanimously, 11-0-0.

- 18. Adjournment:** Chair Melnyk adjourned the meeting at 8:30 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kimberly A. Melnyk, School Board Chair



Subject: Culturally Responsive Practices for Athletics and Activities **Item Number:** 12A

Section: Information **Date:** August 13, 2024

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Matthew D. Delaney, Chief Schools Officer

Presenter(s): Dr. Walter Brower Jr, Senior Executive Director of High Schools

Recommendation:

That the School Board receive information on the steps taken by VBCPS to address bullying, harassment and hate speech in athletics and activities.

Background Summary:

A committee composed of central support staff, high school principals, middle school principals and student activities coordinators was developed to address bullying, harassment and hate speech in athletics and activities. The committee focused on reviewing existing VBCPS and VHSL policies, developing a position statement based on existing policy and creating an implementation plan that addressed education, training and consistent responses across all our secondary schools.

Source:

N/A

Budget Impact:

None anticipated.



Culturally Responsive Practices for Athletics and Activities

School Board Meeting

August 13, 2024

Department of School Leadership

Beach District Committee

- The Beach District High and Middle School League with Ty Harris, Director of Diversity, Equity and Inclusion.
- To remain within the guidelines of the VHSL and in accordance with VBCPS Policy 5-7, a committee was formed.
- The focus of this committee was to review existing VBCPS and VHSL Policy, develop a position statement, and form a plan moving forward.

Focus of the Committee

DRAFT COPY
SUBJECT TO CHANGE

From the committee, subcommittees were formed to address the following topics:

- Position Statement
- Education and Training
- Parent Communication
- Consistent Enforcement



Existing School Board Policy 5-7

Non-discrimination and non-harassment of students 5-7

School Board of the City of Virginia Beach
Policy 5-7

STUDENTS

Non-discrimination and non-harassment of students

A. Purpose

The School Board is committed to maintaining an environment where all students and staff members conduct themselves in a manner built on mutual respect, where differences are understood and appreciated, and where all persons are treated fairly and with respect. It is the Policy of the School Board to prohibit any and all discrimination, harassment and bullying based on an individual's race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability, genetic information or military/veteran status. The School Board will have jurisdiction over such complaints when the alleged conduct happens on school property, vehicles, or grounds while school activities are going on, at school related or sponsored events, or through School Division communication systems. At its discretion, the School Board or Superintendent may take jurisdiction of complaints that happen outside of these specified situations if the alleged conduct causes significant disruption to the educational environment. The Superintendent or designee is directed to develop regulations, practices and trainings related to compliance with Code of Virginia § 22.1-23.3, as amended. ¹The School Board directs the Superintendent to take prompt and appropriate action to investigate and resolve all complaints and to publish and provide training regarding this Policy.

VHSL Rule 27-16-1

- The VA High School League approved rule 27-16-1: Use of Hate Speech or Racially Insensitive Expressions on November 9, 2021.
- Under this rule, any coach, team personnel or contestant who confronts or addresses a coach, contestant, or official using hate speech, ethnically or racially insensitive expressions will be disqualified for the contest and will be ineligible from contests totaling a minimum of 30% of the contest limitations for that sport or subsequent contests until penalties and educational and restorative interventions are completed.

VBCPS Position Statement (SB Policy 5-7)

The Beach District and Middle School League are committed to creating inclusive athletic and activity programs that welcome all students to foster individual interests and develop talents and aspirations. We pledge to educate, prevent, intervene, and remain consistent in combating bullying, harassment and hate speech. By standing together, we uphold the values of equity, diversity, and respect that make up the cornerstone of public education.

EPIC

- Education and Training
- Prevention
- Intervention and
- Consistent Consequences



Education and Training

Training provided to target athletes, coaches, administrators, and parents to ensure everyone is equipped to prevent and respond appropriately to bullying, harassment, and hate speech.

Education and Training



National Federation of High Schools Course for Coaches

“Bullying, Hazing and Inappropriate Behaviors”

1 Introduction

1 Sections ^

- Course Welcome

2 Coaching Responsibilities

1 Sections ^

- Modeling Appropriate Behavior

3 Types of Abuse and Harassment

6 Sections ^

- Overview
- Physical Abuse
- Emotional Abuse
- Sexual Abuse and Sexual Harassment
- Neglect
- The Role of the Coach

4 Hazing

2 Sections ^

- Hazing Practices
- Types of Hazing

5 Bullying and Cyberbullying

2 Sections ^

- Bullying and Cyberbullying
- The Role of the Coach

6 Congratulations

1 Sections ^

- Conclusion

Prevention and Intervention

- Administrators will review the policy and mandatory reporting requirements with all faculty and staff.
- Parent meetings will be held seasonally.
- Student athletes and parents must sign a statement of understanding prior to being cleared for participation.

Consistent Consequences

- Once reported, due process will be given.
- A consistent “zero tolerance” policy has been established.
- Participation will be terminated for the remainder of the current season.
- The student athlete must complete additional education and training and may be eligible for the next sports season.

In the Beach District and Middle School League we will be EPIC!



DRAFT COPY
SUBJECT TO CHANGE



EPIC

TIMELINE

- 8-6-24 Beach District Meeting
- 8-8-24 High School League Meeting
- 8-15-24 Student Activity Coordinator Meeting
- 8-15-24 Middle School League Meeting



Questions?



Subject: Policy Review Committee Recommendations

Item Number: 14A1-8

Section: Consent

Date: August 13, 2024

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Jessica Owens, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding review and amendment of certain policies as recommended by the PRC at its July 15, 2024 meeting.

Background Summary

1. **Policy 4-2/ Employee Conduct** – the PRC recommends adding language to the Policy regarding employees avoiding actions that show favoritism towards students, adding corrective actions to assist in improving employees' performance, and removing the Editor's Note to align with other recent policy changes.
2. **Policy 4-69/ Research Involving Employees/Research Review Committee** – the PRC recommends updating the Legal Reference section.
3. **Policy 5-40/ Student-led Assemblies/Demonstrations** – the PRC recommends adding "take" to section C.3. in order to clarify the administrator's actions.
4. **Policy 5-50/ Class Gifts/ Exchanges** – there are no recommended changes to this policy. This policy is being reviewed to comply with the 5-year review period.
5. **Policy 5-58/ Student and Staff Wellness** – the PRC recommends minor scrivener's changes, removing the Editor's Notes to align with other recent policy changes, and updating the Legal References.
6. **Policy 5-67/ Research Involving Students/ Research Review Committee** – the PRC recommends adding language to include surveys requesting medical information of students to the list of surveys that require parental notification, removing the Editor's Notes to align with other recent policy changes, and updating the Legal References.
7. **Policy 5-73/ Voter Registration** – the PRC recommends adding language limiting who can provide voter registration programs for students to only secondary social studies teachers approved by the Department of Teaching and Learning and the Voter Registration and Elections Office.
8. **Policy 6-20/ School Division Curriculum** – the PRC recommends amending the language in this policy to allow the School Board to approve any curriculum objectives in addition to the Virginia Standards of learning. The School Division does not currently have any learning objectives outside of the Virginia Standards of Learning but this change allows the School Board to maintain the authority to approve objectives should new learning goals be presented or necessary in the future.

Source:

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.
Policy Review Committee Meeting of July 15, 2024

PERSONNEL

Employee Conduct

The School Board is committed to establishing a workforce dedicated to the education of the City's youth and creating an environment conducive to productivity for the benefit of both staff and students. Inappropriate conduct both in and outside of the workplace can interfere with instruction and operations, can discredit the organization, can be offensive to others, and is nonproductive. It is the policy of the School Board to recruit and employ highly professional employees who demonstrate the highest ethical behavior on the job and outside the workplace.

A. Standards of Employee Conduct

The Superintendent will promulgate core values and standards of conduct to guide employees in meeting the School Board's expectations and will establish and promulgate to all employees disciplinary procedures and regulations necessary to implement the School Board policy. Therefore, all employees are to:

1. Serve as role models for the students in the School Division. All employees must recognize that as a condition of their employment, they must model legal, ~~moral~~moral, and professional behaviors, both inside and outside the workplace;
2. Demonstrate respect toward coworkers, supervisors, subordinates, students, parents, and the public;
3. Comply with all School Board policies, School Division regulations, and state and federal laws and regulations;
4. Demonstrate the necessary skills, maturity, ability in dealing with others, and understanding of their job functions;
5. Be committed to the achievement of VBCPS Strategic Plan goals and objectives;
6. Comply with the School Division's requirement that an alcohol, tobacco, ecigarette, vaping, weapons, and drug free work environment be maintained;
7. Report to work as scheduled and seek approval from their administrator in advance for any changes to the established work schedule, including the use of leave and late or early arrivals and departures;

8. Perform assigned duties and responsibilities in a manner that invokes the highest degree of public trust and devote full effort to job responsibilities during work hours;
9. Use School Board resources, including School Division funds, time, property, and technology for authorized purposes only;
10. Maintain the qualifications, certification, licensure, and/or training requirements identified for their positions;
11. Work in a collegial and collaborative manner with peers, school personnel or agents, and the community to promote and support student learning;
12. Exhibit respect for all manner of diversity among students, staff, and the community, and adhere to all School Board policies and regulations prohibiting discrimination or harassment on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, childbirth or related conditions, age, marital status, veteran status, disability, genetic information, or any other basis prohibited by law;
13. Dress in a professional manner that is neat, clean, appropriate, and safe in the work-place, at school-sponsored activities, and when representing the School Division;
14. Maintain all confidential information consistent with School Board policies, regulations, as well as state and federal laws, regulations, and guidance;
15. Comply with the Virginia State and Local Government Conflict of Interests Act;
16. Use leave and related employee benefits in the manner for which they were intended and consistent with law, policy, and regulation;
17. Resolve work-related issues and disputes in a professional manner and through established processes;
18. Meet or exceed established job performance expectations;
19. Report circumstances or concerns that may affect satisfactory work performance to administration, including any inappropriate activities of other employees; and
20. Obtain approval from the appropriate administrator prior to working overtime, if non-exempt from the Fair Labor Standards Act (FLSA).

Note, the preceding list is not intended to be all-inclusive; rather, it is to illustrate the minimum expectations for acceptable conduct and performance.

B. Employee-Student Relations

1. At no time shall an employee's conduct or relationship with a student impede or negatively affect the student's education or participation in educational programs or services.

1.2. Employees are to avoid any actions that may be perceived to show favoritism towards any one student or group of students. Individualized gifts or special privileges are not appropriate unless approved by school administration.

2.3. Employees must recognize and establish appropriate boundaries between themselves and students, and must not engage in any behaviors or interactions with students, in person or through any communication media, which is or could be perceived as inappropriate, intimate, unduly familiar, grooming, sexual, or harassing in nature. Accordingly, the following standards apply to all interactions between employees and students:

- a. Employees may use electronic communications with students for legitimate purposes connected to school programs or services, including participation in athletics and extracurricular activities. Any employee initiated communications must be directly related to a school program or activity;
- b. Employees ~~should are to~~ communicate with students only for official purposes and ~~refrain not engage in from~~ communication of a personal nature. Employees should not provide students with access or invitations to their own personal social media sites; nor should employees access the personal social media sites of students;
- c. Employees shall not cause any student to miss instructional time or school sponsored activities for non-educational purposes;
- d. Employees shall not assist or encourage a student's use of controlled substance or unauthorized substance, including but not limited to, tobacco, electronic cigarettes, vaping products, alcohol, and drugs, and should not attend any function where students are in possession of, or are using such substances;
- e. In their official capacity as School Division employees, ~~e~~Employees shall not purposefully meet with minor students outside school or school activities, without the knowledge and consent of the minor student's parent/guardian ~~and school administration~~;

- f. Employees shall not solicit, discuss, propose, participate in nor arrange any inappropriate friendship or intimate, romantic, or sexual relationship with a student while the student is a current VBCPS student, even if the proposed relationship does not occur or would not occur until after the student is an adult and graduates or leaves VBCPS;
- g. Employees who have reason to believe, or are advised by other staff or supervisors, that their interactions with a student(s) may be viewed as inappropriate, unduly familiar, intimate, grooming, or sexual in nature, shall take all reasonable measures to immediately correct the behavior, including termination of any electronic or other non-school related communications. Actions taken to address such concerns will not preclude the employee from being disciplined for such behavior; and
- h. Any employee who has reason to know of a possible violation of these standards by another employee shall report the behavior to his or her principal or department head or to the Office of Employee Relations.

C. Corrective and Disciplinary action

The purpose of this Policy is to set forth guidelines for expected conduct and to assist employees in understanding their responsibilities and roles as School Board employees. Failure to comply with expected conduct, conditions of employment, and job responsibilities may result in guidance-corrective actions or discipline, up to and including dismissal and recommendation of license revocation (where applicable), and referral to appropriate authorities.

- 1. Corrective and formal dDisciplinary actions shall be consistently and fairly applied and shall be taken only for good reason.
- 2. The severity of the disciplinary actions shall be determined by the severity of the misconduct.
- 3. When appropriateIn general, actions shall be progressive in nature, with verbal counseling will first be used to correct employee conduct. Such actions are not grievable; Such actions are not grievable.
- 4. In general, formal disciplinary actions shall be progressive in nature, ranging from a written reprimand to a recommendations for dismissal when corrective behavior fails to occur. Formal disciplinary action, including a recommendation for dismissal, is warranted when behavior fails to be corrected.

5. Progressive discipline is not always appropriate, and administrators may recommend a more or less stringent action based on the severity of the violation, including dismissal and other appropriate action, for the first offense.

D. Conduct Outside of the Workplace

The School Board recognizes that employees retain the right to keep their personal lives separate from their positions as School Board employees. Yet, due to the unique position that School Board employees serve in the community as role models, leaders, and caretakers for the School Division's students, certain conduct is inconsistent with employment with the School Board.

Applicants who have convictions for felonies, offenses involving sexual molestation, physical or sexual abuse or rape of a child, convictions for crimes of moral turpitude¹, or founded cases of child abuse or neglect will not be eligible for employment by the School Board. Current employees who are convicted of any of the above noted crimes or have founded cases of child abuse or neglect shall be recommended for ~~termination~~dismissal, and may be terminated from employment by the School Board.²

Other conduct that jeopardizes the School Board's or the community's trust in the employee's ability to perform ~~his-their~~ duties may be the basis for disciplinary action up to and including dismissal. Examples of such conduct include, but are not limited to: drug or alcohol abuse that becomes open and notorious; plea bargains to lesser crimes after being charged with crimes that would disqualify an employee from employment; misuse of School Board property; intentional conflicts of interests; interference of personal matters with performance of duties; and inappropriate social networking activities on ~~i~~internet sites or other public mediums. In such cases the School Board reserves the right to take disciplinary action that promotes the integrity and safety of the staff and students.

E. Employee Handbook

All employees have access to the Employee Handbook that summarizes the School Board policies and School Division regulations applicable to all employees. Updates to the Employee Handbook will be made available via the School Division's Intranet site. The Employee Handbook shall also be provided to new hires at the time of onboarding.

The purpose of the Employee Handbook and updates is to inform employees about the terms and conditions of their employment. Neither the Employee Handbook nor the updates constitutes a contract or is otherwise binding on the School Board or School Division.

F. School Board Bylaws, Policies and School Division Regulations

The School Board's bylaws, policies and School Division regulations are available to employees in the following locations: The School Division Intranet at www.vbcps.com and School Division Internet website at www.vbschools.com. Copies of individual School

Board bylaws, policies and School Division regulations may be requested by contacting the Superintendent's Office.

Editor's Note

~~See School Board Policy 5-45 Use of Drugs, Alcohol and Tobacco Products.~~

~~See School Board Regulation 5-45.1 Possession/Use/Sale of Alcohol, Drugs or Drug Paraphernalia.~~

~~See School Division Website at www.vbschools.com.~~

Legal Reference

Code of Virginia § 2.2-3100, et seq., as amended. Virginia State and Local Government Conflict of Interests Act.

Code of Virginia § 22.1-295, as amended. Employment of Teachers.

Code of Virginia § 22.1-296.1, as amended. Data on convictions for certain crimes and child abuse and neglect required; penalty.

Code of Virginia §22.1-296.4, as amended. Child abuse and neglect data required.

Code of Virginia §22.1-307, as amended. Dismissal of teacher; grounds.

Code of Virginia §22.1-315, as amended. Grounds and procedure for suspension.

Code of Virginia §22.1-253.13:7, as amended. Standard 7. School board policies.

Fair Labor Standards Act of 1938 29 U.S.C. §208, *et seq.* as amended.

Related Links

School Board ~~Policy 5-45~~**Policy 5-45.4-5**

School Board ~~Policy 4-10~~**Policy 4-10**

School Board ~~Policy 4-56~~**Policy 4-56**

School Board ~~Regulation 4-3.1~~**Regulation 4-3.1**

School Board ~~Regulation 4-3.2~~**Regulation 4-3.2**

School Board ~~Regulation 5-45.1~~**Regulation 5-45.1 4-6.1**

School Board ~~Regulation 4-10.2~~**Regulation 4-10.2**

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: October 21, 2003

Amended by School Board: August 16, 2005

Amended by School Board: December 7, 2010

Scrivener's Amendments: October 6, 2014

Amended by School Board: October 18, 2016

Amended by School Board: March 26, 2019

Amended by School Board:

¹Moral turpitude is defined as, but not necessarily limited to, lying, cheating, stealing, giving false statements, petit larceny, and contributing to the delinquency of a minor.

²Teachers may further be subject to dismissal or probation for incompetency, immorality, ~~non~~
~~compliance~~noncompliance with school laws and regulations, disability as shown by competent medical evidence when in compliance with federal law, conviction of a felony or a crime of moral turpitude or other good and just cause. (Code of Virginia § 22.1-307, as amended. Dismissal; grounds.)

Cheryl R. Audhronse

2/27/2024

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti

PERSONNEL

Research Involving Employees/Research Review Committee

A. Generally

The Superintendent or designee will act upon all proposals for research projects involving School Division employees as described in School Board Regulation 4-69.1 only after consideration of the following:

1. The Research Review Committee's recommendation;
2. The nature and purpose of the activities as described in the research plan;
3. The anticipated benefit to the research subjects and/or the School Division's educational program.

Action research studies and other data-collection activities conducted by Virginia Beach City Public Schools employees for internal purposes only do not require review by the Research Review Committee but must meet the criteria as outlined in School Board Regulation 4-69.1 Section C. Research related to personal reasons or in pursuit of personal educational course work does not constitute "internal purposes." In addition, survey research and other primary data collection activities conducted by students for internal purposes as part of a research project for their VBCPS coursework (e.g., Advanced Placement Capstone course) do not require review by the Research Review Committee but must meet the criteria as outlined in School Board Regulation 4-69.1 Section D.

B. Administrative Criteria

Research involving employees may be approved by the Superintendent or designee provided that:

1. The research proposed complies with School Board policies, regulations and research guidelines, federal law and regulation and state law and regulation;
2. The local Human Research Review Committee appointed in accordance with Code of Virginia § 32.1-162.19, *et seq.*, as amended (designated as the Research Review Committee) has recommended that the research proposal be approved in accordance with applicable law;

3. The research plan sets forth explicit objectives and a sound design for collecting and analyzing information designed to reach these objectives;
4. The research holds out the prospect of benefiting the individual subjects and/or the School Division's educational program;
5. There will be no significant departure from normal school/central office routine or use of instructional time on the part of employees;
6. The proposed research includes adequate provisions to protect the privacy of employees and to maintain confidentiality of data. Contact information of School Division employees will not be released for research purposes.

Legal reference:

Protection of Pupil Rights Amendment (PPRA) 20 U.S.C. § 1232, as amended.

~~Every Child Succeeds Act of 2010, 20 U.S.C § 6301, et seq., as amended.~~

Code of Virginia, § 32.1-162.16 et seq., as amended. Human Research, as amended.

Code of Virginia, § 22.1-16.1, as amended. Board to establish regulation regarding human research, as amended.

Related Links

School Board [Regulation 4-69.1](#)

Adopted by School Board: June 2, 2009

Amended by School Board: October 18, 2016

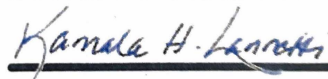
Amended by School Board: July 9, 2019

[Amended by School Board: 2024](#)



2/27/2024

APPROVED AS TO
LEGAL SUFFICIENCY



STUDENTS

Student-led Assemblies/Demonstrations

A. Generally

Along with guaranteeing citizens the right to freedom of speech, the First Amendment to the Constitution of the United States also guarantees the right to assemble peacefully, subject only to restrictions where the exercise of this right would substantially interfere with the rights and freedoms of other citizens. Time should be made available for orderly and peaceful student assemblies. The terms "orderly and peaceful" refer exclusively to mean that topics of a controversial nature should not be dealt with and argued during such assemblies.

B. Definition

1. Sometime both within and without regular school hours shall be made available for student assemblies to deal with relevant ideas and topics.
2. In the secondary schools attendance at school-sponsored assemblies during school hours may be optional. The principal will decide if attendance is required. The decision will be based on criteria that the student body will benefit from the presentation or the necessity of imparting information to all students.

C. Spontaneous Assemblies

1. A spontaneous assembly of students on school property will be acceptable unless said assembly disrupts the education of others and the safety and physical wellbeing of students, staff, and/or unless said assembly prevents the school board from carrying out its statutory obligations. In accordance with School Board policy any student assembly must have a staff member in attendance for general supervision.
2. A student attending a peaceful, spontaneous assembly - at a time when he/she has an obligation to be in class will suffer the school punishment or discipline that would come from missing a class. That discipline will be determined by the appropriate administrator.
3. If the assembly is disruptive and/or laws are being broken, the administrator shall take appropriate action. Then, if it is necessary, he/she shall notify the proper authorities.
4. Each building principal shall have written plan and dispersal statement for dealing with non-peaceful assemblies of students.

Adopted by School Board: June 16, 1981

Amended by School Board: August 21, 1990

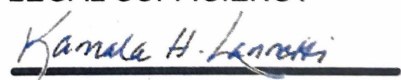
Amended by School Board: July 16, 1991

Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: February 12, 2019

Amended by School Board: 2024

APPROVED AS TO
LEGAL SUFFICIENCY


Kamela H. Lencioni

STUDENTS

Class Gifts/Exchanging Gifts

A. Class Gifts

The School Board approves school sponsored organizations making gifts to the school or schools if the gift is in good taste and adds materially to the educational program. The Superintendent or designee may reject a class gift. Any gifts accepted will be done with the understanding that the gift becomes the property of the School Board and will be under the control of the Superintendent or designee. The principal of the school should be advised of the gifts under consideration so that appropriateness may be determined.

B. Funds for Gifts

Funds of a school sponsored student organization may be used to purchase a gift for the school, for scholarships, for contributions to or for the establishment of loan funds for students continuing their education after graduation or for other gifts to organizations approved by the principal or designee. No student funds shall be used to purchase gifts for an individual other than nominal gifts (under \$30) of recognition or sympathy.

C. Exchanging Gifts

The exchange of gifts between individual students and teachers or other school personnel is discouraged. Discretion on the part of school personnel must be used to avoid embarrassment of the student. School personnel will be responsible for complying with applicable law, policy and regulation concerning accepting gifts. The School Board does encourage students and families to show their appreciation for the efforts of school personnel through the use of letters, cards and conferences.

Legal reference

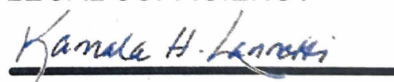
Code of Virginia §2.2-3100, et seq., as amended. Virginia State and Local Government Conflict of Interests Act.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: March 26, 2019

Amended by School Board: 2024

APPROVED AS TO
LEGAL SUFFICIENCY


Kamala H. Lennetti

STUDENTS

Student and Staff Wellness

Virginia Beach City Public Schools, in partnership with families, community organizations, and other local agencies, play an important role in promoting student wellness. The School Board supports a school environment that encourages and fosters nutritious eating habits and physical activity, both linked to academic success and lifelong good health. Schools are encouraged to work collaboratively with families and the community to improve the quality of health for students and staff.

The Superintendent will, through regulation, guidance or procedure, ensure that the School Division meets applicable federal wellness policy requirements and will include the following components:

1. Measurable goals for nutrition education, physical activity, and other school-based activities to promote student wellness;
2. Elementary students will be provided daily recess of 40 minutes for kindergarten and 30 minutes for grades 1-5 which may not be withheld as a disciplinary measure. The Superintendent or designee will develop regulations and guidelines to ensure consistent implementation;~~;~~
3. Nutrition standards for all foods and beverages available during the school day, with the objective of promoting student health and reducing childhood obesity;
4. Assurance that local guidelines established shall not be less restrictive than USDA regulations and guidance, or existing Virginia regulations and guidance, as they apply to the school nutrition programs;
5. A plan for measuring implementation of the local plan; ~~and,~~
6. Ensure the involvement of parents, students, school health professionals, school nutrition program directors and/or managers, the School Board, school administrators, and the general public in development, implementation, and periodic review of this program;~~;~~
and,
7. Designate the School Health Advisory Board as the School Division's Wellness Committee and ensure that the Board meets at least four (4) times per year to establish goals and procedures for and oversee school health and safety policies and programs. Direct oversight of this committee will be the responsibility of the Department of School Leadership (hereinafter "DOSL"). DOSL will retain appropriate documentation of wellness policy compliance which shall include: the policy; documents demonstrating compliance with community involvement requirements, including requirements to make the policy and triennial assessments available to the public; and documentation of the triennial assessment of the policy.

Editor's Note

*See also School Board Policy 7-21
See also School Board Regulation 7-21.6*

Legal Reference

The Richard B. Russell National School Lunch Act, 42 U.S.C. § 1758 B, as amended by the Healthy Hunger Free Kids Act of 2010, 7 C.F.R. §§210.10, 210.11 and 220.8, as amended.

~~School Board Policy 7-21, as amended. Citizen's Advisory Committees.~~

~~School Board Regulation 7-21.6, as amended. School Health Advisory Board.~~

Related Links

School Board [Policy 7-21](#)

School Board [Regulation 7-21.6](#)

Adopted by School Board: June 20, 2006

Amended by School Board: June 20, 2017

Amended by School Board: May 22, 2018

Amended by School Board: July 9, 2019

[Amended by School Board: 2024](#)

APPROVED AS TO
LEGAL SUFFICIENCY



STUDENTS

Research Involving Students/Research Review Committee

A. Generally

The Superintendent or designee will act upon all proposals for research projects involving students as described in School Board Regulation 5-67.1 only after consideration of the following:

1. The Research Review Committee's recommendation;
2. The nature and purpose of the activities as described in the research plan;
3. The anticipated benefit to the research subjects and/or the school division's educational program.

Action research studies and other data-collection activities conducted by School Division employees for internal purposes only do not require review by the Research Review Committee but must meet the criteria as outlined in School Board Regulation 5-67.1 Section C. Research by employees for personal or course work related to personal educational pursuits does not constitute "internal purposes." In addition, survey research and other primary data collection activities conducted by students for internal purposes as part of a research project for their VBCPS coursework (e.g., Advanced Placement Capstone course) do not require review by the Research Review Committee but must meet the criteria as outlined in School Board Regulation 5-67.1 Section D.

B. Administrative Criteria

Research involving students may be approved by the Superintendent or designee provided that:

1. The research proposed complies with School Board policies, regulations, and research guidelines, federal law and regulation and state law and regulation. This includes appropriate notice to and consent by parents/legal guardians of minor students and emancipated or adult students;
2. The local Human Research Review Committee appointed in accordance with Code of Virginia § 32.1-162.19, *et seq.* (designated as the Research Review Committee) the School Division has recommended that the research proposal be approved in accordance with Virginia law and regulation;
3. The research plan sets forth explicit objectives and a sound design for collecting and analyzing information designed to reach these objectives;

4. The research holds out the prospect of benefiting the individual subjects and/or the School Division's educational program;
5. There will be no significant departure from normal school/central office routine or use of instructional time on the part of students or staff;
6. Required notifications to parents or legal guardians of minor students or to emancipated or adult students prior to student participation shall state the purpose of the research, the procedures to be followed, the right to review research documents and surveys, and the right to withdrawal at any time. Requests to review any research or survey material will be honored by the School Division within five (5) business days after submission of a written request;
7. The proposed research includes adequate provisions to protect the privacy of students and to maintain confidentiality of data as set forth in School Board Policy 5-31 and any implementing regulations.

C. Consent for surveys, analyses or evaluations of students

Parents/legal guardians of minor students and emancipated or adult students must receive notification and provide active informed consent prior to the administration of any student survey, analysis, or evaluation that concerns one of the following eight areas of protected information:

1. Political affiliations or beliefs of the student or student's parents;
2. Mental or psychological problems of the student or student's family and/or medical information or information on student health risk behavior, other information on controlled substance use;
3. Sexual behavior or attitudes;
4. Illegal, anti-social, self-incriminating, or demeaning behavior;
5. Critical appraisals of others with whom respondents have close family relationships
6. Legally recognizable privileged relationship, such as with lawyers, doctors or ministers;
7. Religious practices, affiliations, or beliefs of the student or parents; or
8. Income, other than as required by law to determine program eligibility.

This requirement also applies to the collection, disclosure or use of student information for marketing purposes or for selling or otherwise distributing/providing the information to others. Active informed consent may be required as determined by the Research Review Committee for surveys, analysis or evaluation of students not included above.

Editor's Note

~~*School Board Policy 5-31, Scholastic Records, as amended.*~~
~~*School Board Regulation 5-67.1, Research Studies, as amended.*~~

Legal Reference

Protection of Pupil Rights Amendment (PPRA), 20 U.S.C. § 1232, as amended.

Every Child Succeeds Act of 2010, 20 U.S.C § 6301, *et seq.*, as amended.

~~Code of Virginia, § 32.1-162.16 *et seq.*, as amended. Human Research, as amended.~~

Code of Virginia, § 22.1-16.1, as amended. Board to establish regulation regarding human research, as amended.

Code of Virginia, § 22.1-79.3, as amended. Policies regarding certain activities.

Code of Virginia, § 32.1-162.16 *et seq.*, as amended. Human Research, as amended.

Virginia Department of Health Regulations for the Conduct of Human Research, 12 VAC5-20, *et seq.*, as amended.

Related Links

School Board [Policy 5-31](#)

School Board [Regulation 5-67.1](#)

Adopted by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: July 18, 1995

Amended by School Board: December 1, 1998

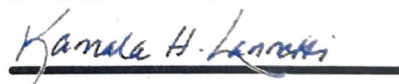
Amended by School Board: September 2, 2003

Amended by School Board: June 2, 2009

Amended by School Board: July 9, 2019

Amended by School Board: 2024

APPROVED AS TO
LEGAL SUFFICIENCY



STUDENTS

Voter Registration

Voting is a basic civic responsibility. The School Board supports education programs for students that teach the rights that citizens have to register and vote and the role and importance of voting in citizen engagement. The Superintendent or designee is authorized to develop such programs for students and to allow ~~for only secondary social studies teachers approved by the Department of Teaching and Learning (DTAL), and non-partisan the Voter Registration and Elections Office to conduct~~ voter registration programs for high school and adult education students.

Adopted by the School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: February 12, 2019

Amended by School Board: 2024

APPROVED AS TO
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INSTRUCTION

School Division Curriculum

Academic excellence cannot be achieved or maintained without a high quality curriculum for all students. The basis for a high quality curriculum in all disciplines is an articulated K-12 philosophy and goals aligned to the Virginia Standards of Learning. The curriculum is a coherent and comprehensive plan for teaching and learning built upon a framework that moves students toward learning goals. Each curriculum is composed of ~~the~~^{any} School Board approved objectives, Virginia Standards of Learning and comprehensive/interrelated units of study, based on the Virginia Department of Education curriculum framework.

Adopted by School Board: October 21, 1969

Amended by School Board: October 15, 1974

Amended by School Board: August 21, 1990

Amended by School Board: July 16, ~~1~~⁷991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: June 6, 2006

Amended by School Board: February 21, 2017

Amended by School Board: March 21, 2017

Amended by School Board: February 13, 2024

Amended by School Board: 2024

APPROVED AS TO
LEGAL SUFFICIENCY





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

Section: Action **Date:** August 13, 2024

Senior Staff: Darnita L. Trotman, Ed.D., Chief Human Resources Officer

Prepared by: Darnita L. Trotman, Ed.D., Chief Human Resources Officer

Presenter(s): Donald E. Robertson Jr., Ph.D., Superintendent

Recommendation:

That the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the August 13, 2024, Personnel Report.

Background Summary:

List of appointments, resignations, and retirements for all personnel.

Source:

School Board Policy #4-11, Appointment

School Board Policy #4-16, Resignation and Job Abandonment

Budget Impact:

Appropriate funding and allocations.

Personnel Report
Virginia Beach City Public Schools
August 13, 2024
2024-2025

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/16/2024	Anna R Spruill	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/19/2024	Rebecca M Tedesco	Clinic Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/20/2024	Madelyn N Goyet	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/20/2024	Sarah M Miller	Kindergarten Assistant	Not Applicable	Great Neck Preschool, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	7/24/2024	Alonzo D Tabron	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/20/2024	Bethany R Romero	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	8/20/2024	Stephanie Duprey	Special Education Assistant	Essex County College, NJ	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/20/2024	Callie M Jordan	Physical Education Assistant	University of Mary Washington, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/20/2024	Tamaya J Mozell	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/20/2024	Sharon Cottrell	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/20/2024	Cindy V Ortiz	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/20/2024	Dwayne L Ross	Physical Education Assistant	Norfolk State University, VA	VBAPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Xzavier M Kemp	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Brookwood	8/20/2024	Alex M Ferris	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Brookwood	8/20/2024	Calee B Luckie	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Centerville	8/16/2024	Jaime L Ackerman	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	8/20/2024	Valentina Hurtado	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Cooke	8/20/2024	Christine K Voigt	Physical Education Assistant	West Chester Univ Pennsylvania, PA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	8/5/2024	Bill Bonakollie	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	8/5/2024	Eva Bonakollie	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Creeds	8/20/2024	Shalyn N Morris	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/20/2024	Tiffany M Jernigan	Kindergarten Assistant	Not Applicable	Building Blocks Preschool, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/20/2024	Alexis M Vaughan	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	7/22/2024	Veronica H Thornton	School Office Associate II	Not Applicable	Chesapeake Public Schools, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/20/2024	Darryl Lewis	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	8/19/2024	Christine Reyes	Cafeteria Assistant, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	8/20/2024	Destini D Stanley	General Assistant	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	8/20/2024	Tasha Peterson	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	8/20/2024	Tyree Thorpe	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	8/20/2024	Brittany M Horner	Special Education Assistant	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	8/20/2024	Elizabeth Schulz	Special Education Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	8/20/2024	Angela M Garrow	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	8/20/2024	Rebecca A Shamber	Special Education Assistant	National University, CA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	8/20/2024	Ladeja James	Kindergarten Assistant	Norfolk State University, VA	VBAPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Lynnhaven	8/12/2024	Ashley E Bynum	School Office Associate II	Not Applicable	CHKD
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	8/20/2024	Ronald C Badach	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	8/20/2024	Deanna K Dean	Kindergarten Assistant	Radford University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	8/20/2024	Janine N Muse-Fitz	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	8/20/2024	Paula Palmitessa-Hardin	Pre-Kindergarten Teacher Assistant	Luzerne County Comm College, PA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Parkway	8/16/2024	Kevin L Cooper	Security Assistant	Not Applicable	Military
Assigned to Unified Salary Scale	Appointments - Elementary School	Parkway	8/20/2024	Madeline Brown	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Parkway	8/20/2024	Justin W Wilson	Special Education Assistant	Truman State University, MO	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/20/2024	Tanya L Davis	General Assistant	Old Dominion University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/20/2024	Ashley L Sutton	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/12/2024	Giselle Cruz	School Office Associate II	Old Dominion University, VA	ADP
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/20/2024	Philip P Gilliam	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Princess Anne	8/19/2024	Claire Blackwell	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	7/18/2024	Kenneth J Elliott Jr	Custodian II Head Night	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	8/16/2024	Trevelle D Conner	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	8/20/2024	Damien W Kaiser	Physical Education Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	8/20/2024	Raquel M Maynard	General Assistant	Stratford College, VA	VBAPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/20/2024	Maria T Evans	Physical Education Assistant	Northern Kentucky University, KY	St. Pivs Tenth Daycare, KY
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/20/2024	Astin A Gunter	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/20/2024	Rebecca L Wild	Special Education Assistant	Old Dominion University, VA	SECEP, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Seatack	8/12/2024	Amanda Hardy	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Seatack	8/16/2024	Shaniece M Smallwood	School Nurse	Not Applicable	CHKD, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/16/2024	James P Losee	Security Assistant	Not Applicable	EVMS, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	8/19/2024	Roy J Lopez	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	7/22/2024	Rachel Schaefer	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/16/2024	Stephanie M Springer	Security Assistant	St Leo College, FL	Southampton County Sherriff, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/19/2024	Ashley Hollingsworth	Cafeteria Assistant, 4.0 Hours	Not Applicable	McDonalds, OH
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/20/2024	Merin Snapp	Special Education Assistant	Not Applicable	SECEP
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/20/2024	Samantha D Westergaard	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/20/2024	Jennifer N Yandle	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/16/2024	Billy A Russell	Security Assistant, .600	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/20/2024	Megan D Hudson	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	8/16/2024	Krystin A Shray	School Nurse	Not Applicable	Sentara, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	8/19/2024	Deborah A Tripp	Clinic Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	8/20/2024	Tristan B Thurman	General Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	8/20/2024	Dane C Crunk	Special Education Assistant	Grand Canyon University, AZ	VBAPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Woods	8/20/2024	Alyssa S Denney	Special Education Assistant	Siena Heights College, MI	Onsted Community Schools, MI
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Woods	8/20/2024	Alexis D Horak	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	8/19/2024	Yajahira Frias Recio	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	8/20/2024	Valerie J Rivera	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	8/20/2024	Amelia M Shupe	General Assistant, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	7/22/2024	Elizabeth Allen	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/16/2024	Sabirah Stiff	Security Assistant	Not Applicable	Allied Universal, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/19/2024	Brittany Caswell	Clinic Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/5/2024	Ashley M Wright	School Administrative Associate I	Not Applicable	Truist Bank, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	8/12/2024	Lawrence J Pitts	Cafeteria Manager II	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	8/16/2024	Ray S Etheridge	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	7/29/2024	Prosper Asiegbu	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	8/16/2024	Justin D Shaw	Student Activities Coordinator	Old Dominion University, VA	VBAPS
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	8/16/2024	Lathea K Robinson	ISS Coordinator	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	7/31/2024	Markee C Hassell	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	8/1/2024	Toni Wilkins	Custodian IV Head Day	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - Middle School	Larkspur	7/22/2024	Veronica L Jayme	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	8/16/2024	Rochelle I Gumayagay	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	8/16/2024	Rachel E Pohrivchak	School Nurse	California Baptist, CA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	8/12/2024	Helga S Sutton	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Kempsville	8/16/2024	Mary Troll	Security Assistant	Not Applicable	VBAPS, VA
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/20/2024	Kimberly M Gibson	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/16/2024	William K Alston	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/20/2024	Mylyn C Aparicio	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/20/2024	Shaheen Bakshi	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/20/2024	Yin Horng	Special Education Assistant	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/20/2024	Reynecia L Proctor	Special Education Assistant	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/12/2024	Sheila D Lamb	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/16/2024	Vanessa Flowers	Student Support Specialist	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/16/2024	Gina M Gaston	Student Support Specialist	Norfolk State University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/20/2024	Carrie M Bailey	Special Education Assistant	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/20/2024	Essie L Davis	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/20/2024	Lisa M Gifford	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	7/1/2024	Constance A Melvin	School Administrative Associate II	Not Applicable	VBAPS
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	7/29/2024	Angelita G Ronquillo	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Communications & Community Engagement	7/29/2024	Jacqueline Crawley Coleman	Family Outreach Representative	University of Maryland, MD	Not Applicable

Personnel Report
Virginia Beach City Public Schools
August 13, 2024
2024-2025

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Communications & Community Engagement	7/29/2024	Joyce L Hawkins	Family Outreach Representative	Old Dominion University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	7/24/2024	Mitchell McCormick	Programmer/Analyst	Not Applicable	Fidelity National Financial, Inc., VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Custodial and Distribution Services	7/16/2024	Paula M Gutierrez	Custodial Supervisor	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/12/2024	Shaquita Lawrence	Baker/Cook	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/12/2024	Amy Nathan	Assistant Cafeteria Manager	Not Applicable	Cumberland County Schools, NC
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/12/2024	Starr S Segarra	Baker/Cook	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/12/2024	Kimberly A Simons-Burgess	Cafeteria Manager in Training	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/12/2024	John R White	Food Services Area Supervisor	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/12/2024	Alyssa N Virgili	Occupational Therapist	Shenandoah University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Purchasing Services	7/22/2024	Melissa A Wallace	Procurement Assistant III	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/20/2024	Amy M Logue	General Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Alanton	6/30/2024	Christina C Wires	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2024	Arturo L Walker	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	8/29/2024	Nefertari Rodgers	School Office Associate II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2024	Dawn M Wall	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Corporate Landing	6/30/2024	Kelsi S Bromwell	Physical Education Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2024	Latasha M Waters	Pre-Kindergarten Teacher Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Holland	6/30/2024	Dakota Edwards	Special Education Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	John B. Dey	6/30/2024	Molly Case	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kingston	7/25/2024	Marie A Stewart	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Newtown	6/30/2024	Shila L Mendez	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	7/25/2024	Parker Davis	Custodian I (job abandonment)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	8/1/2024	Kani A Reid	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	6/30/2024	Jennifer Comeau	Library/Media Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside Sixth Grade Campus	6/30/2024	Marc Gonzalez	School Security Officer II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	6/2/2024	Jennifer N Santos	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	8/2/2024	Stephanie N Filio	School Counseling Department Chair (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2024	Jacqueline N Lizette	School Nurse (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	8/14/2024	Herminio Pancho Sarmiento	Custodian I (health)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	6/30/2024	Alexus Madison	Special Education Assistant (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	6/30/2024	Suzanne M Satsatin	School Office Associate II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	6/30/2024	Antonio Q McClan	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	7/20/2024	Lorenzo Hillman	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2024	Brenda E Aguirre-Cashell	Clinic Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	8/5/2024	Derek S Cockrell	Plumbing Craftsman II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2024	Brooke Riedinger Heath	Interpreter (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2024	Albert L Stiney	Bus Driver - Special Ed, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	7/23/2024	Ieasha Key	Bus Driver (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	7/31/2024	Derreck T Fisher	Transportation Area Supervisor (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	8/20/2024	Kristeen A Beers	Bus Driver, 6.5 Hours (health)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	8/22/2024	Arlesa McGee	Bus Assistant, 6.0 Hours (health)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Arrowhead	6/30/2024	Sue Carroll	Security Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Hermitage	6/30/2024	Ann C Tungul	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Plaza	8/30/2024	Sheraton T Woodies	Custodian IV Head Day	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Technology	8/30/2024	Cynthia B Bryan	Programmer/Analyst, .500	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - High School	Cox	8/2/2024	Sekou A Bangoura	Security Assistant (employee declined position)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/16/2024	Emma Cremo	First Grade Teacher	SUNY Albany, NY	Santa Rosa County School, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/16/2024	Sherry L Gross	Third Grade Teacher	Averett University, VA	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/16/2024	Danielle Gutches	Music/Vocal Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Claire Armstrong	Fourth Grade Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Hannah M Briles	First Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Kara R Cowan	Special Education Teacher	Columbia Southern University, AL	Blooming Grove ISD, TX
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Baylin Keller	Third Grade Teacher	Shippensburg Univ Pennsylvania, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Kara L Rivers	Title I Resource Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Meredith K Rugen	Special Education Teacher	Pennsylvania Western University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Madison L Stafford	Fourth Grade Teacher	Longwood University, VA	Fluvanna County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Andrea Tapia-Castro	Third Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/16/2024	Morgan C Trapp	Kindergarten Teacher	Appalachian State University, NC	New Hanover County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/16/2024	Rachel Bouchard	Third Grade Teacher	Western Governors University, UT	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/16/2024	Hailey R Foer	Third Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/16/2024	MaKenna Klassen	Fourth Grade Teacher	Northern Illinois University, IL	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/16/2024	Alana J Strong	Fifth Grade Teacher	Western Washington University, WA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Morgan D Dittfield	Kindergarten Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Braeley G Eckerd	First Grade Teacher	Virginia Commonwealth Univ, VA	Chesterfield County Public Sch, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Analise M Gonzalez	Fifth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Allison A Miron	Fifth Grade Teacher	Old Dominion University, VA	Military Service
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Pamela M Nicol	Art Teacher, .200	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/16/2024	Erica N Valentini	Fifth Grade Teacher	San Diego Christian College, CA	Literacy First Charter Schools, CA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Centerville	8/16/2024	Chelsey C Johnson	Physical Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Centerville	8/16/2024	Summer N Williams	Special Education Teacher	Radford University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/16/2024	Lydney M Barnes	Third Grade Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/16/2024	Victoria L Noffsinger	First Grade Teacher	University of Southern Miss, MS	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	8/16/2024	Joseph H George	Second Grade Teacher	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	8/16/2024	Salisa T Thomas	Fourth Grade Teacher	Hampton University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/16/2024	Brittani R Haverly	Fourth Grade Teacher	Virginia Commonwealth Univ, VA	Henrico County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/16/2024	Katherine H Jancarole	Third Grade Teacher	University of Virginia, VA	St. Johns County School Dist, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/16/2024	Emily A Pryce	First Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/16/2024	Alexis Knudson	Kindergarten Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/16/2024	Samantha A Laham	Special Education Teacher	The College of New Jersey, NJ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/16/2024	Marichelle Galang	First Grade Teacher	Univ of Maryland College Park, MD	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/16/2024	Rebecca Foley	Third Grade Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/16/2024	Sarah M Campbell	Kindergarten Teacher	University of La Verne, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/16/2024	Reanna F Craig	Fifth Grade Teacher	James Madison University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/16/2024	Tiffany Hebert	First Grade Teacher	FL State Col at Jacksonville, FL	King George County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/16/2024	Nicolette McGrath	Fourth Grade Teacher	San Diego State University, CA	Virginia Beach Friends School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/16/2024	Kristen R O'Dea	Third Grade Teacher	Coastal Carolina University, SC	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/16/2024	Kathleen D Slinde	Fourth Grade Teacher	George Washington University, DC	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	8/16/2024	Nicole J Amo-Quarm	Third Grade Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	8/16/2024	Katharine A Deen	Special Education Teacher	Georgia College, GA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	8/16/2024	Lorraine T Kasmala	Special Education Teacher	Texas A & M College Station, TX	Conroe Independent School, TX
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/16/2024	Angelique M Dawson	Third Grade Teacher	Lynchburg College, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/16/2024	Laura Dove	Fourth Grade Teacher	Kansas State University, KS	Oak Park-Carpenter Elementary, KS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/16/2024	Heather M O'Berry	Gifted Resource Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/16/2024	Amy E Kaus	Music/Vocal Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/16/2024	Luella L Manlunas	Special Education Teacher	University of the Philippines, PH	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/16/2024	Kathryn A O'Neill	Kindergarten Teacher	Villanova University, PA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/16/2024	Jaime L Carino	Special Education Teacher	George Mason University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/16/2024	Jamie A Church	Third Grade Teacher	Liberty University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/16/2024	Emily J Corey	Fifth Grade Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/16/2024	Karen M Few	Kindergarten Teacher	Southern New Hampshire Univ, NH	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/16/2024	Kimberly Grant	Pre-Kindergarten Teacher	Husson College, ME	Bright Horizons at Portland, ME
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/16/2024	Emily S Thorne	Pre-Kindergarten Teacher	East Carolina University, NC	Albemarle County Public School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/16/2024	Lauren O'Brien	Art Teacher, .600	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville	8/16/2024	Lauren N Hawkins	Special Education Teacher	Norfolk State University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/16/2024	Molly Gobble	Fourth Grade Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/16/2024	Kylie S Gray	Second Grade Teacher	University of West Florida, FL	Santa Rosa County Schools, FL

Personnel Report
Virginia Beach City Public Schools
August 13, 2024
2024-2025

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/16/2024	Allison C McSweeney	Fourth Grade Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/16/2024	Peyton Weaver	First Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/16/2024	Rachel E DeMay	Music/Vocal Teacher	Virginia Wesleyan University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/16/2024	Kristin D Revell	First Grade Teacher	Brenau University, GA	Richland School District, SC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/16/2024	Crystal M Greene	First Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/16/2024	Hannah M Perrigin	Fourth Grade Teacher	Mississippi College, MS	Autauga County Board of Edu, AL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/16/2024	Gillian H O'Connor	Title I Resource Teacher	Davidson College, NC	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/16/2024	Marcella Oliver	Third Grade Teacher	Old Dominion University, VA	Hampton City Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Malibu	8/16/2024	Carsyn A Rachuta	Fourth Grade Teacher	SUNY College Oneonta, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/16/2024	Terri V Cannady	Special Education Teacher	John Jay College of Criminial Justice, NY	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/16/2024	Summer B Wood	Second Grade Teacher	Georgia Southwestern State Uni, GA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/16/2024	Olivia M New	Fourth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/16/2024	Teresa Pabillo	Special Education Teacher	Old Dominion University, VA	Chesapeake Public Schools
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/16/2024	Ashley L Wadsworth	Kindergarten Teacher	Virginia Tech, VA	Loudon County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/16/2024	Alyssa N Agoncillo	Fifth Grade Teacher	University of Nebraska Omaha, NE	Ralston Public Schools, NE
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/16/2024	Nicole A Baxter	Kindergarten Teacher	Minnesota State Univ Moorhead, MN	Harrison District, CO
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/16/2024	Caroline H Calao	First Grade Teacher	University of Mary Washington, VA	Shrewsbury Borough School, NJ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/16/2024	Briana Cottman	First Grade Teacher	Salisbury State University, MD	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/16/2024	Allison B Gaynor	Third Grade Teacher	George Washington University, DC	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/16/2024	Brooklynnne M James	Kindergarten Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Providence	8/16/2024	Ava B Anderson	Music/Vocal Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/16/2024	Jennifer L Kempf	First Grade Teacher	Regent University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Seatack	8/16/2024	Bethany U Lassiter	Fifth Grade Teacher	Norfolk State University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/16/2024	Delanie L Peacott	First Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	8/16/2024	Haifa Ahourani	First Grade Teacher	Old Dominion University, VA	Virtual Virginia, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	8/16/2024	Kayla N Weekley	Kindergarten Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/16/2024	Jennifer P Pawlenko	Second Grade Teacher	California State University, CA	Alexandria City Public Schools
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/16/2024	Emily G Plumlee	Fourth Grade Teacher	University of Virginia, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/16/2024	Christine D Preece	Third Grade Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/16/2024	Leslie Mahrer	Fourth Grade Teacher	Texas A&M University, TX	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/16/2024	Kelly L Matlock	Special Education Teacher	Arizona State University, AZ	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/16/2024	Michael T Murphy	Special Education Teacher	Cal State Univ Bakersfield, CA	Antelope Valley Union HS, CA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/16/2024	Kimberly R Brown	Fourth Grade Teacher	Norfolk State University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/16/2024	Kimberly A Jones	Art Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/16/2024	Patricia A Nardone	Kindergarten Teacher	Old Dominion University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/16/2024	Alexa K Russell	First Grade Teacher	Longwood University, VA	Richmond Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	8/16/2024	Maryjane M Erestrain	Fifth Grade Teacher	Old Dominion University, VA	Virtual Virginia, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/16/2024	Geoffrey E Brosch	Eighth Grade Teacher	Virginia Tech, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/16/2024	Michael Haverly	Eighth Grade Teacher	Virginia Wesleyan University, VA	Henrico County Public Schools
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/16/2024	Alma Lopez-Mitchell	Seventh Grade Teacher	Howard University, DC	Montgomery County PS, MD
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/16/2024	Maci I Oakes	Health & Physical Education Teacher	Calif Lutheran Univ, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/1/2024	Maria A Brewer	English Second Language	College of William and Mary, VA	Stevenson Middle School, HI
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/16/2024	Byron Mitchell	Special Education Teacher	Shenandoah University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	8/16/2024	Jamie L Patterson	Sixth Grade Teacher	Old Dominion University, VA	Hampton Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/16/2024	Kevin R Bie	Sixth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/16/2024	Richard M Kight	Seventh Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/16/2024	Katelyn A Leech	Eighth Grade Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/16/2024	Karen Joyce F Knels	Sixth Grade Teacher	University of Philippines, PH	New Town Public Schools, ND
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/1/2024	Andrea D Beam	English Second Language	National University, CA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/6/2024	Melissa M Hadaway	School Counselor	Canisius College, NY	Bayonet Middle School, FL
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/16/2024	Nichole B Goltry	Teen Living Teacher	George Mason University, VA	Fauquier County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/16/2024	Jessica L Kuhn	Sixth Grade Teacher	Grand Canyon University, AZ	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/16/2024	Anissa J Lewis	Special Education Teacher	University of San Diego, CA	San Diego Unified School District, CA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/16/2024	William R Wood	Eighth Grade Teacher	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/16/2024	Cristy S Binder	Sixth Grade Teacher	East Carolina University, NC	Pender County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/16/2024	Kimberly P Shakallis	Eighth Grade Teacher	Southern New Hampshire Univ, NH	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/16/2024	Kimberly N Young	Sixth Grade Teacher	California State, Fullerton, CA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/16/2024	Alison A Furrer	Sixth Grade Teacher	Averett University, VA	Glenwood Leadership Academy, IN
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/16/2024	Leslie L Pierce	Latin Teacher	Liberty University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/16/2024	Ellie G Ingram	Sixth Grade Teacher	James Madison University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/16/2024	Theodore N Young	Band Instructor	James Madison University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/16/2024	Brianna P Pilkington-King	Sixth Grade Teacher	Longwood University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/16/2024	Todd Buttermore	Health & Physical Education Teacher	Friends University, KS	Topeka Public Schools, MO
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/16/2024	Jennifer N Lee	Special Education Teacher	Old Dominion University, VA	SECEP, VA
Assigned to Instructional Salary Scale	Appointments - High School	Cox	8/16/2024	Joseph P Ripa Jr	Special Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/16/2024	Alexander Benson	Technology Education Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/16/2024	Raymond A Gunter Jr	Social Studies Teacher	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/16/2024	Elizabeth C Farabaugh	Spanish Teacher	College of William and Mary, VA	Fairfax Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/16/2024	Kerry D Kisa	English Teacher	Old Dominion University, VA	Cape Henry Collegiate, VA
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/16/2024	Blaine Ballard	Special Education Teacher	Southern Wesleyan University, SC	VBPCS
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/16/2024	Breanna R Jarmon	Science Teacher	Stevenson University, MD	Synergy Academies, CA
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/16/2024	Sarah E Panek	Seventh Grade Teacher	West Virginia University, WV	Accel Schools, WV
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/1/2024	Gregory M Randall	English Second Language	Univ North Carolina Chap Hill, NC	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/16/2024	Mason L Goldman	English Teacher	University of Mary Washington, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/16/2024	Andrew K Oechsner	Social Studies Teacher	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/16/2024	Fetulaiina A Iosefa	Health & Physical Education Teacher	Norfolk State University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/16/2024	Catherine R Malsch	Speech/Language Pathologist	Old Dominion University, VA	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/16/2024	Nicole L Smith	Hearing Impairment Teacher	Radford University, VA	Portsmouth Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/16/2024	Morgan K Young	Speech/Language Pathologist	Radford University, VA	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Alanton	6/30/2024	Deldrie E Vasta	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2024	Melissa L Rivera	Library Media Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2024	Emily R Tilley	First Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	College Park	6/30/2024	Christopher E Moss	Second Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Cooke	6/30/2024	Alexa E Kinzel	Second Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Holland	6/30/2024	Jacob S Davis	Kindergarten Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2024	Sydni N Wanamaker	Second Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	King's Grant	6/30/2024	MaCall S Underwood	Administrative Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	6/30/2024	Kevin Ber	Administrative Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	New Castle	8/20/2024	Sarah L Clark	School Counselor (health)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	6/30/2024	Hailey M McGinness	Third Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Independence	6/30/2024	Jennifer Y Fernandez	School Counselor (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Independence	6/30/2024	Amanda K Skiff	Health & Physical Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2024	Kaitlin E Haddock	Seventh Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2024	Erona Pina	German Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2024	Christina S Tripodis	Social Studies Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	8/16/2024	Allison M Dobson	School Counselor (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2024	Le Ellyn C Nyberg	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2024	Ping Makarsky	Chinese Teacher, ,600 (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Independence	6/30/2024	Corey L Harris	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Diamond Springs	6/30/2024	Darlene M Green	Kindergarten Teacher (employee changed from resignation to retirement)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Middle School	Old Donation School	7/16/2024	Tammy Mooney	Seventh Grade Teacher (employee declined position)	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Pembroke		TBD Curstin A Williams	Assistant Principal	Regent University, VA	VBPCS
Administrative	Appointments - Middle School	Great Neck	8/14/2024	Meghan R Siemieniak	Assistant Principal	Averett University, VA	VBPCS
Administrative	Appointments - Middle School	Lynnhaven		TBD Joi N Boone	Coordinator Achievable Dream Academy	George Washington University, DC	VBPCS
Administrative	Appointments - Middle School	Princess Anne	8/14/2024	Maureen N Allison	Assistant Principal	Old Dominion University, VA	VBPCS



Subject: Policy Review Committee Recommendations Item Number: 15B1-2

Section: Action Date: August 13, 2024

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Jessica Owens, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding the amendment of certain bylaws as recommended by the PRC at its July 15, 2024 meeting.

Background Summary

1. **Bylaw 1-15/ Vacancies** – the PRC recommends updating the Bylaw to align with recently passed legislation that requires public release of the resume and supporting documents of each applicant for a vacant School Board position.
2. **Bylaw 1-36/ Open Meetings and Closed Meetings** – the PRC recommends updating the Bylaw to align with recently passed legislation providing guidance on remote participation of a School Board Member for the care of a disabled family member and how that participation effects the quorum.

Source:

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.
Policy Review Committee Meeting of July 15, 2024

SCHOOL BOARD BYLAWS

Vacancies

- A. Within fifteen (15) days of a vacancy caused by a School Board Member leaving office before the end of the term or a Member-elect who fails to take office, the School Board will petition the Circuit Court to issue a writ of election in accordance with applicable law.

Within forty-five (45) days of the vacancy, the School Board may appoint a qualified voter of the election district in which the vacancy occurred to fill the position until a School Board Member is elected to and qualifies for the office. The School Board will vote on whether to fill the vacancy and on the procedures to be followed for such appointment.

- B. At least seven (7) days prior to an appointment, the School Board shall hold one or more public hearings to receive views of the citizens within the school division on the appointment, and the School Board shall give public notice of the hearing by newspaper publication at least ten (10) days in advance of the hearing. No person whose name is not considered at a public hearing shall be appointed. All applicants' names shall be considered at the public hearing by the School Board Members once they are read for the record during the actual hearing by the Chair or the Clerk of the School Board. Each applicant's resume and other materials required by the School Board for consideration as part of the application process will be made available for inspection by the public at least seven days before the hearing.
- C. Any sitting School Board Member may request to be appointed to a vacancy by providing written notice to the School Board and the Clerk of the School Board. If the School Board determines that such an appointment will be considered, the School Board may then develop appointment procedures to fill both the current vacancy and any resulting vacancy should the School Board Member be appointed to the vacancy. Procedures developed to fill the vacancy will be consistent with applicable law regarding elections and appointment and the Virginia State and Local Government Conflict of Interests Act.

If a majority of the seats on the School Board are vacant, the remaining School Board Members shall not make interim appointments and the vacancies shall be filled as provided for in Virginia Code §24.2-227, as amended.

Legal Reference

Charter of the City of Virginia Beach § 16.05, as amended. Filling vacancies on school board.

Virginia State and Local Government Conflict of Interests Act, Code of Virginia, §2.2-3100, *et seq.*, as amended.

Code of Virginia § 22.1-57.3, as amended. Election of School Board Members; election of tie breaker.

Code of Virginia § 22.1-29.1, as amended. Public hearing before appointment of school board members.

Code of Virginia § 24.2-226, as amended. Election to fill vacancy.

Code of Virginia § 24.2-228, as amended. Interim appointment to local government body or elected school board; elected mayor.

Code of Virginia §24.2-682, as amended. Times for special election.

Adopted by School Board: July 21, 1992

Amended by School Board: July 18, 1995

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: December 2, 2008

Amended by School Board: June 8, 2010

Amended by School Board: August 2, 2016

Amended by School Board: November 9, 2022

Amended by School Board: 2024

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lencioni

SCHOOL BOARD BYLAWS

Open Meetings and Closed Meetings

A. Open Meetings

Meetings of the School Board shall be open to the public except those meetings when the School Board adjourns to a closed meeting as allowed by the Virginia Freedom of Information Act. When health, safety or emergency conditions exist that are not conducive to accommodating in person observation of School Board meetings, the Chair and the Superintendent or designees are authorized determine other means by which the public may observe the meeting.

B. Closed Meetings

1. Authority/Attendees

The Code of Virginia permits closed meetings to discuss specific topics in private. Closed meetings must be convened by affirmative vote in open session of the majority of the School Board Members in attendance at the meeting. No vote may be taken in Closed Meetings. School Board Members may poll each other regarding the intent of the School Board to act but no action that requires a vote of the School Board may take place in closed session unless otherwise authorized by law. In open session immediately following any closed meeting, the School Board Members must certify by an affirmative vote that no matter was discussed in closed meeting that was not encompassed in the topics authorized in the motion to convene in closed meeting. Any School Board Member who believes that there was a departure from the requirements for closed session set forth in Virginia Code § 2.2-3712, as amended, shall so state prior to the vote, indicating the substance of the departure that, in the School Board Member's judgment, has taken place. The statement shall be recorded in the minutes of the School Board.

Closed meetings are attended by School Board Members. The School Board may invite persons to attend closed meetings to provide necessary information.

2. Minutes

The School Board Clerk or designee shall attend closed meetings (unless expressly excused) for the purpose of taking brief minutes. These minutes which shall be part of the School Board's official minutes shall include:

- a. Date, time and place of meeting.
- b. Record of all persons in attendance.
- c. Motion for Closed Meetings.
- d. Certification of Closed Meetings; and
- e. Any action taken.

Closed meetings shall not be recorded with the exception of student discipline hearings, employee discipline or license revocation hearings or other matters authorized by law.

3. Confidentiality of Closed Meeting items

School Board Members who access or discuss information or materials in preparation for or during closed meetings will maintain all such information in a confidential manner. School Board Members will not record or copy such confidential information. Unauthorized persons may not be provided access to confidential information. Personal notes taken while preparing for or attending closed meeting should be destroyed as soon as the closed session matters are concluded or should be turned over to the School Board Clerk or School Board Legal Counsel to maintain in a confidential manner and in accordance with applicable record keeping requirements. Failure to protect the confidentiality of closed session material or information may constitute sufficient reason to restrict that School Board Member from participating in future closed sessions or serving on School Board Committees that handle confidential items.

C. Electronic communication meetings during declared states of emergency

The School Board may meet by electronic communication means without a quorum of the School Board physically assembled at one location when the Governor or the City of Virginia Beach has declared a state of emergency and the following conditions are met:

1. the catastrophic nature of the declared state of emergency makes it impracticable or unsafe to assemble a quorum in a single location,
2. the purpose of the meeting is to address the continuity of operations of the School Board and School Division or the discharge of the School Board's lawful purposes, duties, and responsibilities,
3. under other conditions allowed by the Governor or the Virginia General Assembly and adopted by the School Board,
4. The School Board must give public notice using the best available method given the nature of the emergency, which notice shall be given contemporaneously with the notice provided to School Board Members,
5. Agenda packets and all nonexempt materials should be available electronically or at all locations where public access will be provided and at the same time as the meeting,
6. Arrangements must be made for the public to access the meeting through electronic means. When the School Board determines, or the Chair or designee determine (when there is insufficient time for the School Board to act) that in person observation is unreasonable or unsafe under the circumstances, the Superintendent or designee will arrange for electronic or, telephonic access for the public if reasonably possible or the meeting will be recorded and made available to review when such means are not available. Provide the public with the opportunity to comment at those meetings when public comment is customarily received.

7. The meeting minutes must state the nature of the emergency, the fact that the meeting was held by electronic communication means, and the type of electronic communication means by which the meeting was held.
8. Votes taken during any such meeting shall be recorded by the name in the roll-call fashion and included in the minutes.
9. School Board Committees may follow the same procedures for electronic meetings.
10. The Clerk of the School Board or designee will make a written report of such meeting as required by the Virginia Freedom of Information Act.

D. Remote location participation in meetings

School Board Members may participate in School Board Meetings or School Board Committee Meetings through electronic communication means from a remote location that is not open to the public under conditions set forth in this Bylaw.

1. Temporary or permanent disability or other medical condition that prevents physical attendance

a. On or before the day of a meeting, a School Board Member must notify the School Board Chair for School Board Meetings or the School Board Committee Chair for Committee Meetings that the School Board Member is unable to attend the meeting due to: i) a temporary or permanent disability or other medical condition that prevents the School Board Member's physical attendance; or ii) a medical condition of a member of the School Board Member's family requires the School Board Member to provide care that prevents the School Board Member's physical attendance.

1) A member of a School Board's family will follow the definition of a family member set forth in Regulation 4-55.1, as amended, or the Family Medical Leave Act, as amended.

a. 2) Caregiver means an adult who provides care for a person with a disability as defined in Code of Virginia § 51.5-40.1, as amended. A caregiver shall be either related by blood, marriage, or adoption to or be the legally appointed guardian of the person with a disability for whom the caregiver is caring.

- b. The Chair or designee will note during the meeting that the School Board Member is remotely participating due to a temporary or permanent disability or other medical condition that prevents the School Board Member's physical attendance. The general location from which the School Board Member participates will be included in the meeting minutes, but the exact nature of the disability or medical condition does not need to be announced publicly or be included in the meeting minutes. For the purposes of determining whether a quorum is physically assembled, an individual member of the School Board, who is a person with a disability as defined in Code of Virginia § 51.5-40.1, as

amended, and uses remote participation counts toward the quorum as if the School Board Member is physically present.

- c. A School Board Member's ability to remotely participate due to a temporary or permanent disability or other medical condition of the School Board Member or a family member will not be limited in number as long as such remote participation: i) does not create an unreasonable hardship for the School Board or the Committee to administer; ii) does not unreasonably interfere with the School Board's or the Committee's ability to conduct its business; and/or iii) the School Board Member can clearly be heard and/or seen through the method of remote participation throughout each meeting. Before limiting continued remote participation pursuant to this subsection, the School Board or the Committee members must vote to discontinue the remote participation.

2. Personal matter prevents physical attendance

- a. On or before the day of a meeting, a School Board Member must notify the School Board Chair for School Board Meetings or the School Board Committee Chair for Committee meetings that the School Board Member is unable to attend the meeting due to a personal matter and must identify with specificity the nature of the personal matter.
- b. The Chair will note during the meeting the specific nature of the personal matter and the remote location from which the School Board Member is participating.
- c. During a calendar year (January 1 – December 31), a School Board Member will be limited to remote participation for personal reasons to three meetings for School Board Meetings and three meetings each for every School Board Committee that the School Board Member is assigned to serve on.
- d. Once a School Board Member has participated remotely three times that calendar year under this subsection, the Chair or designee will inform a School Board Member that no further remote participation will be allowed during the calendar year for personal reasons.
- e. Committee Members should be consulted prior to rescheduling a meeting so that Committee Members have the opportunity to participate and do not have to use limited remote participation opportunities.

3. A School Board Member's remote location participation shall be counted separately for School Board Meetings and each School Board Committee meeting when considering limitations on use of remote location participation.

4. In any meeting at which one or more School Board Members participates from a remote location: 1) a quorum of the School Board or the School Board Committee must physically assemble at the primary or central meeting location; and 2) the Chair or designee must make arrangements for the voice of the remote participant(s) to be heard by all persons at the primary or central meeting location. No more than two School

Board Members can be in the same remote location during a meeting unless that remote location is open to the public to physically access it.

5. The Chair or designee will determine the appropriate method, if reasonably available, for the School Board Member to remotely participate in a meeting.
6. School Board Members may not participate from a remote location in any closed session meeting.
7. Conditions regarding remote location participation may be suspended or modified in accordance with applicable School Board action or resolution, Governor's action, or Virginia General Assembly action.
8. The electronic communications mean used for a meeting will allow the public to hear all members of the public body participating in all virtual public meetings. A phone number or other live contact information is provided to alert the public if the audio or video transmission of the meeting fails, such contact number is monitored during the meeting, and the School Board or School Board Committee takes a recess until public access is restored if transmission fails for the public.

Legal Reference

Code of Virginia § 2.2-3700, *et seq.*, as amended. Virginia Freedom of Information Act.

Code of Virginia § 2.2-3708.2, as amended. Meetings held through electronic communications means during declared states of emergency.

Code of Virginia § 2.2-3708.3, as amended. Meetings held through electronic communications means; situations other than states of emergency.

Code of Virginia § 2.2-3712, as amended. Closed meeting procedures; certification of proceedings.

Related Links

School Board [Bylaw 1-28](#)

School Board Regulation 4-55.1

Adopted by School Board: July 21, 1992

Amended by School Board: September 5, 1995

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: May 14, 2002

Amended by School Board: December 2, 2008

Amended by School Board: September 1, 2015

Amended by School Board: August 2, 2016

Amended by School Board: August 25, 2020

Amended by School Board: January 12, 2021

Amended by School Board: February 23, 2021

Amended by School Board: September 28, 2021
Amended by School Board: December 13, 2022
Amended by School Board: November 29, 2023

Amended by School Board: 2024

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lantieri



Subject: 2024-25 Calendar Revisions **Item Number:** 15C

Section: Action **Date:** August 13, 2024

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Matthew D. Delaney, Chief Schools Officer

Presenter(s): Matthew D. Delaney, Chief Schools Officer;

Recommendation:

That the School Board approve the recommendation for the inclusion of four adjusted dismissal days to the existing 2024-25 school calendar.

Background Summary:

At the School Board retreat on July 9, 2024, a request was made for the Department of School Leadership to provide a recommendation for the addition of four adjusted dismissal dates during the 2024-25 school year. The addition of four adjusted dismissal days will provide teachers with the opportunity to finalize mandatory VDOE trainings. On July 23, 2024, the School Board was provided information of the revised school calendar.

Source:

N/A

Budget Impact:

N/A



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Closed Session **Item Number:** 17

Section: Closed Session **Date:** August 13, 2024

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph, 1, 2, 7, 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.
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. Superintendent's Goals FY25.
- B. Appointment of hearing officer for student discrimination appeal hearing.
- C. Discussion of complaint concerning student conduct allegedly on school property.
- D. Discussion regarding settlement with Kroger in vaping litigation.
- E. Status of pending litigation or administrative cases.
- F. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Background Summary:

N/A

Source:

Code of Virginia §2.2-3711, as amended

Budget Impact:

N/A

Decorum and Order-School Board Meetings 1-48

School Board of the City of Virginia Beach
Bylaw 1-48

SCHOOL BOARD BYLAWS

Decorum and Order-School Board Meetings

A. Purpose of decorum and order during meetings

The School Board determines that decorum and order are necessary during School Board Meetings. The purposes for maintaining decorum and order are:

1. to ensure that the affairs of the School Board and School Board Committees may be conducted in an open, safe and orderly manner during meetings;
2. that all persons signed up to address the School Board during public comment sections of meetings have the opportunity to do so in an orderly and respectful manner and without being interrupted;
3. that persons in attendance may observe and hear the proceedings of the School Board without distraction and interruption;
4. that students and other young audience members who attend or watch such meetings are not subject to inappropriate language or conduct;
5. that School Board Members and School Division employees or other agents can transact the business of the School Board and the School Division with minimal disruption.

B. Limitations on addressing the School Board

Persons addressing the School Board during public comment sections of the meeting shall:

1. Limit their comments to matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division.
2. Refrain from obscenity, vulgarity, profanity, and comments or actions with the intent to incite violence or other breach of peace.
3. Comply with the time limits and other rules for public comment set forth in the agenda or Bylaws.
4. During special meetings or public hearings, the School Board may set different rules or time limits for public comments.

C. Other expressive activities during meetings

1. Public comments during meetings limited to matters relevant to public education and the business of the School Board

At regular School Board Meetings, the School Board accepts public comment during designated sections of the Meeting Agenda. The public comment sections of School Board Meetings are limited public forums for the sole purpose of accepting comments from members of the public relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. The

School Board does not accept other forms of public comment during Meetings or at those times immediately preceding or following a Meeting.

2. Expressive activities during meetings

To maintain decorum and order and conduct the business of the School Board and the School Division during meetings, expressive activities by members of the public in meetings will be limited or prohibited. On any day that a meeting is scheduled to take place, the School Board prohibits certain expressive activity, including but not limited to the following, expressive activities:

- Petitioning, demonstrating, picketing, pamphlet distribution, conducting polls, or solicitation in the Building where the Meeting is taking place
- Displaying or using signs, posters or other items brought into the meeting room that block the view of persons in or observing the meeting or create a safety concern. Possession of such items while in the meeting location will not be prohibited.
- Use of noise making devices
- Use of excessive cheering, booing, clapping, or similar activity that disrupts the meeting, as determined by the Chair or designee.
- Calling out or making comments when not called to address the School Board
- Intimidation, harassment or threats to persons in the meeting or who are entering or departing the meeting or the location of the meeting
- Instigating or attempting to instigate confrontations or other conduct for the purpose of disrupting the meeting
- Other conduct that violates decorum and order as determined by the Chair or designee

3. School Administration Building or other locations for meetings are not open public forums for public expression

The School Administration Building (or another building or location where a meeting is scheduled to take place) its grounds and reserved parking spaces are not open for expressive activities unless a facility use request or application has been approved by the Superintendent or designees. The Superintendent or designees are authorized to designate areas of the School Administration Building (or other building or location for a meeting), the grounds and parking lots that may be considered for facility use request or application. The Superintendent or designee are authorized to develop and implement regulations and/or procedures related to such facility use requests or applications.

D. Other methods of communicating with the School Board

The School Board encourages citizens and other interested parties to communicate with the School Board regarding matters related to public education. Due to the limited time scheduled to conduct business and the need to follow approved agenda items, School Board meetings may not be conducive for all forms of communication to the School Board. Persons seeking to communicate with the School Board may contact School Board Members through other methods of communication, including SchoolBoard@VBCPSBoard.com or email individual School Board Members in addition to those provided at School Board meetings.

This Bylaw does not preclude persons addressing the School Board from delivering the School Board or its Clerk written materials including reports, statements, exhibits, letters, or signed petitions prior to or after a Meeting. While public speakers are addressing the School Board, they may not approach the School Board to hand out

items but will instead be directed to leave items with the Clerk or designee for the School Board to consider after the Meeting.

This Bylaw does not preclude persons called to address the School Board during public comment sections from using a chart, graph or other item during their public comments so long as that item does not interfere with the School Board and other persons observing the Meeting from hearing or seeing the speaker and the item does not create a safety issue or otherwise violate the decorum and order rules. Furthermore, nothing herein shall be interpreted to prohibit members of the public from communicating with the School Board or the School Administration on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division at times other than meetings.

- E.** The Chair with the assistance of the Superintendent or their designees shall preserve decorum and order in the room where the Meeting is taking place and shall decide all questions of decorum and order during the Meeting. School Board Members may vote to overrule the Chair's or designee's decision at the time that the Chair or designee makes the decision. The Chair or designee is authorized to work with the Superintendent, designees, law enforcement and authorized agents to maintain order and decorum prior to the start of, during and immediately after any Meeting.
- F.** The School Administration, law enforcement and authorized agents will have responsibility for maintaining decorum and order outside of the Meeting room and outside of a building where a meeting will be or is taking place.
- G.** No person attending a meeting of the School Board, in any capacity, shall use, or allow to sound, any device in a manner that disrupts the conduct of business within the room in which the School Board or a Committee thereof is meeting. Notice of this restriction shall be posted outside of School Board Meeting Room and on the agenda for any School Board meeting.
- H.** At the request of the Chair or Superintendent or their designees, a city police officer or other law enforcement officer shall act as sergeant-at-arms at all School Board meetings.