

POLICY REVIEW COMMITTEE MEETING MINUTES

King's Fork High School
351 King's Fork Road, Suffolk, VA 23434
Media Room, 2nd floor
January 22, 2026

Present:

Members

- ✓ Mrs. Kimberly Slingluff, **Committee Chair**
- ✓ Mr. Sean McGee, **School Board Chair**
- ✓ Mrs. Valerie Fields, **School Board Member**

Participants

- ✓ Dr. John B. Gordon III, **Superintendent**
- ✓ Wendell M. Waller, Esquire, **School Board Attorney**
- ✓ Renee Davenport, **Legal Administrative Assistant**

Attendees

- ✓ Mr. Tyron Riddick, School Board Member

➤ Call to Order.

- The meeting was called to order by Dr. Gordon @ 3:39 PM. with the first order of business being the election of a chair for the Policy Review Committee. Chair McGee nominated Board Member Slingluff and Board Member Fields seconded the nomination. The committee voted and approved Board Member Kimberly Slingluff to be the Committee Chair for the 2026 calendar year.
- The committee approved the minutes from the November 17, 2025 meeting.

➤ Unfinished Business

- None

➤ New Business

- **POLICY SECTION 2-2.6.1 – Aspirational Statements**
 - Attorney Waller informed the committee that it was recommended at one of the school board meetings that additional language be added to this policy indicating that any reports requested by board members requiring more than 60 minutes of preparation time from the school board attorney or the school board clerk would also require a vote by the full board for such a request. The committee agreed to add this additional language with the exception of requested legal opinions from the school board attorney and routine reports for the school board clerk. Attorney Waller will send the revisions out to the committee and if everyone agrees, the policy will be presented for first reading to the full board at the February 12th school board meeting.

- **POLICY SECTION 7-31.5 – Grounds for Suspension**

- Attorney Waller informed the committee that this additional language was requested at a recent board meeting. Under the Virginia Code, the superintendent or the superintendent’s designee receives notices of any arrest of school board employees. It also requires that the school board be notified. Language has been added that would require the superintendent to provide notice to the school board of any arrest of a school board employee within 48 hours of the superintendent receiving notification. The committee discussed different scenarios such as when notifications are received by the superintendent on weekends, school closings, etc. There was also some discussion regarding adding language to indicate “workdays”. Further discussions continued regarding Dr. Gordon always being “on call”, situations when the public is aware of arrests of school board employees but members of the school board have not been notified and are questioned by members of the public, and notifications of non-custodial versus custodial arrests. The superintendent is notified when there is a felony or a Class 1 Misdemeanor. Board Member Fields requested that the notifications should indicate a 48 hour “workday” and that the superintendent should not be required to make notifications when he is not working. Board Chair McGee’s asked about the nature of charges and requested some insight on the policy or procedures of when an employee is removed from a position/school pending charges and or the investigation. Dr. Gordon explained that while HR’s investigation is ongoing, employees are placed on administrative leave. When the investigation is finished, then the determination is made whether to return the employee to work. When making this determination, consideration is given to the comfort level of fellow employees. Further discussion ensued regarding what actions are taken when an employee is charged with a felony or sexual misconduct. Committee Chair Slingluff requested that policies that pertain to this discussion be submitted to the PRC. The committee agreed that the policy will be presented as a first reading at the February 12th, 2026 school board meeting.

- **POLICY SECTION 8-42.2 – Home School Declaration**

- This policy is a Virginia Code requirement and it allows parents to homeschool their children if they comply with the requirements of the code. The language “complied with” has been replaced with “has been satisfied” making it more in line with language found in the Virginia Code. Committee Chair Slingluff asked if this policy needed to go before the board since it is not a substantive change? After discussion with the committee, the policy will be presented for First Reading at the February 12th, 2026 meeting.

- **POLICY SECTION 8-42.5 – Immunization Required**

- Attorney Waller informed the committee that this policy is another home school policy complying with the Virginia Code and it requires that home schooled students follow the same immunization requirements as students attending the public schools. Board Member Fields commented that she did have an issue with requiring students that are being homeschooled to meet the same immunization requirements. Committee Chair Slingluff agreed because it is required by Virginia Code. The committee agreed that the policy will be presented as a first reading at the February 12th, 202 school board meeting.

- **POLICY SECTION 9-7.4 – Admission of Non-Public Students**

- Attorney Waller informed the committee that this policy is required by both Virginia Code and federal law. It allows home schooled children to participate in ROTC. Dr. Gordon added that this is another reason why we need those immunization requirements should a home-schooled student decide to participate JROTC. However, under this policy home school students can use either the religious or medical exemption and opt out of the immunization requirement. Chair McGee asked if homeschooled students are allowed to participate in school sports. Dr. Gordon stated that the VHSL (Virginia High School Leagues) says you have to be a student enrolled in school to participate in sports. Discussion proceeded regarding disciplinary actions of homeschooled students and Dr. Gordon informed the committee that these students are subject to the Code of Student Conduct of conduct. There were a few typographical errors to be corrected as well. The committee agreed that the policy will be presented as a first reading at the February 12th, 202 school board meeting.

➤ **Business by Committee Members**

- **Discussion regarding policy to set time to end board meetings.**

- Attorney Waller stated that discussion was brought up at the board meeting as well as during a subsequent conversation that he had with Board Chair McGee regarding drafting a policy regarding time limits at school board meetings. Board member Fields suggested that if we conduct our board meetings in a way that is concise and to the point, we can accomplish what we need to accomplish in a reasonable amount of time. She added that if we have something that needs additional time, we can make a motion to extend the meeting time but we should schedule our meetings within a certain time frame.
- Board Chair McGee shared that he thinks it would be a lot on the chair to have to monitor each person's time if time limits are set. At meetings of city council, it is determined beforehand who will offer the first and second on motions, which helps to expedite and move the meeting along. Board Chair McGee stated that he has no problem with a policy being drafted to discuss with the board.
- Board member Fields added that she agreed it should be a full board discussion.
- Committee Chair Slingluff expressed a concern regarding the level of authority vested in the school board chair to control the meeting. Committee Chair Slingluff mentioned that the school board chair should have recourse if his authority is not followed. Attorney Waller stated that the chair already has the authority to govern the meeting. It's just a matter of whether he wants to exercise it. He added that a topic for discussion could be added to the agenda to see if members would like to have a time limit placed on their meetings. If okayed, then the next step would be to refer it back to PRC to create a policy. A policy could also be created to present to the board for consideration. Slingluff also expressed that if the agenda is reviewed and time considered for each it, then the meeting should end at a reasonable time. She imagines chaos if time limits are set.
- This topic will be tabled until the next PRC meeting. Chair McGee will also reach out

to other board members to get some feedback before the next meeting.

- **Discussion regarding adding to Norms a violation for discussing matters outside the closed meetings that were properly part of closed meeting discussions.**
 - Attorney Waller informed the committee that this issue was raised and feels that it is unfortunate that this is we are. The law allows for closed meetings because it realizes that there are times when some issues need to be discussed privately. It is not illegal to discuss items presented for closed meeting discussions outside of the closed meeting, but it is unethical to do so.
 - Board member Fields noted that when we have closed meetings, we are asked to leave our devices outside of the meeting which allows the meeting to be a safe place for expression. When we can speak freely in there and then whatever we say is broadcast to the public, then that space is no longer a safe space.
 - Dr. Gordon agreed that it is a slippery slope to expose information that is discussed in a closed meeting. Even when he has meetings with his staff, these things are not discussed outside of the meeting. He mentioned that his text messages ended up in the newspaper, which were only discussed in the closed meeting.
 - Committee Chair Slingluff would not like to have anything else added to the Norms.
 - Discussion ensued regarding an ethics code. The ethics policy developed by the VSBA was not accepted by the body last year. A question was raised regarding how do you prove that something was shared from a closed meeting? Why is there a concern with having some kind of accountability for the board? There is a lot of concern with making sure that board members are silenced and there doesn't seem to be accountability for employees. Board members discussed the workings of the School Board. Chair McGee is of the opinion that it makes the board appear incompetent if we are always talking to the public about board mistakes and policing the board. Board member Fields stated that what she hears from the public is that the board is not cohesive and does not present a united front. Whether it's an ethics policy or norms policy, it does present to the public that the board takes things seriously and that's not the message that needs to be sent. The committee decided to present Chair McGee's ethics policy at the next meeting and include it with a discussion with the full board on what needs to be done.
 - Policy Section 8-37.1 regarding Standardized testing was presented to the committee. Dr. Gordon discussed the issue of students in the division using "Meta AI read" glasses during SOL testing. This policy will be presented as a first reading and adoption at the upcoming meeting. Regulations will be developed by Dr. Gordon following the policy approval.
 - The committee discussed having notification of policies in advance of the PRC that will be presented at an upcoming PRC meeting, so that the committee can be more prepared.
- Next meeting will be Monday, February 23rd, 2026 at 3:30 at King's Fork High School (Media Center).

➤ **Adjournment at 5:15 PM.**