REGULAR MEETING OF THE SUFFOLK CITY SCHOOL BOARD

Thursday, July 15, 2021 ~ 5:00 P.M.

Col. Fred Cherry Middle School, 7401 Burbage Drive, Suffolk, VA 23435

Due to the COVID-19 pandemic, this meeting was held while practicing social distancing.

Board Members Present:

Dr. Judith Brooks-Buck, *Chair*Phyllis Byrum, *Vice Chair*Linda Johnson
Lorita Mayo
Tyron Riddick
Sherri Story

Board Member Absent:

Karen Jenkins

Administrative Staff Present:

Dr. John B. Gordon III, Superintendent Wendell M. Waller, School Board Attorney Tarshia L. Gardner, Clerk Keesha L. Hicks, Deputy Clerk

OPENING OF PUBLIC MEETING/WORK SESSION

The School Board Meeting/Work Session was called to order by Chair, Dr. Brooks-Buck. Dr. Buck welcomed everyone to the meeting and invited Dr. Gordon to the podium to present the 2021 Climate and Culture Survey Results.

2021 Climate and Culture Survey Results: Dr. Gordon highlighted the following results:

- Division-Wide Employee Perception
 - Received 1475 total responses
 - ➤ Between 78% and 93% expressed favorable agreement regarding respect for backgrounds and differences, adequate professional learning and opportunities for leadership, involvement in decision making
 - ➤ 100% of School Based Administrators felt the school division has high expectations for staff
- Division-Wide Instructional Staff Perception
 - > 1,132 participants
 - Most agreed that teachers communicated with parents, they were accountable for student learning, schools are safe and orderly, and students are aware of staff expectations.
 - ➤ 73% agreed that morale is high at the division level.
- Parent Perception
 - > 3,294 parents participated
 - ➤ Parents felt students were expected to work hard, the schools' utilization of technology and school facilities supported student learning.
 - Parents also felt that transportation and school cafeterias have improved.

- Student Perception
 - > 2,995 students (in grades 5,6,8,9, & 12 participated)
 - ➤ Many students felt that proper behavior and hard work/doing their best was expected of them.
 - > Students also felt they are provided with resources needed for learning, and students treated teachers with respect.
- Feedback and Growth for 2021-2022
 - Instructional staff being involved in decisions that impact their work
 - > Professional learning/training for division-based departmental support staff
 - ➤ Value the opinions of and respect transportation staff
 - > Recognition of student achievement and improve student perceptions that at least one adult knows them well.

Dr. Gordon emphasized that the results (even during a pandemic) show that the climate and culture in SPS is headed in the right direction. He said instructional technology is a staple in SPS. It is not a replacement but, is used as a supplement which helps with collaboration. He also emphasized that student recognition is important and if we recognize our students, other students will recognize them as well and will mimic those actions to get the same recognition.

Members thanked Dr. Gordon and his team for these results and were impressed with the number of staff and constituents who participated in the survey and gave their honest opinions. They felt that SPS is headed in the right directions. At this point, members asked several questions that were answered by Dr. Gordon before moving forward in the agenda.

At this time, Dr. Buck asked those in attendance who have not been vaccinated to wear their masks in the building and in the room. She emphasized for mask wearing, especially if children come into the room, for the health and safety of all in attendance.

MOTION TO GO INTO A CLOSED MEETING

Motion to Relinquish Recording Devices in Closed Meeting: Attorney Waller read the following:

A MOTION IS NEEDED TO REQUIRE ALL SCHOOL BOARD MEMBERS PARTICIPATING IN TONIGHT'S CLOSED MEETING OF THE SCHOOL BOARD TO RELINQUISH AND HAVE STORED IN A SECURE LOCATION DESIGNATED BY THE SCHOOL BOARD ALL RECORDING DEVICES TO INCLUDE CAMERAS, COMPUTER STORAGE DEVICES, DIGITAL VIDEO RECORDERS, SOUND RECORDING TECHNOLOGY OR TAPE-RECORDING DEVICES.

Vice Chair Byrum moved, and Member Johnson seconded the motion "so moved."

Upon a roll call vote, the vote was: Aye: 5 / Nay: 1 (Story) / Abstain: 0. The motion Passed. 5 to 1.

Motion to go Into a Closed Meeting:

Attorney Waller read the following motion:

A motion is needed to go into a Closed Meeting to discuss the following item and subjects pursuant to Section 2.2-3711 of the Code of Virginia (1950) as amended:

- 1. The discussion and/or consideration of the performance evaluation of the school superintendent and discussions regarding the superintendent's contract of employment.
- 2. The discussion and/or consideration of applications submitted by citizens to serve on citizen advisory committees that include CTE, Gifted Education, The Local Advisory Committee for Special Education, Parent Advisory Council, Safety Audit, and School Health Advisory Board.

Which is authorized by Section 2.2-3711 A.1 of the Code of Virginia (1950), as amended.

Vice Chair Byrum moved, and Member Johnson seconded the motion "so moved."

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

The Board reconvened in the Public Meeting.

The meeting was called to order by Chair Dr. Brooks-Buck. She then asked all in attendance to wear a mask in the presence of children.

CERTIFICATION OF CLOSED MEETING

Attorney Waller read the Certification of the Closed Meeting.

A RESOLUTION OF CERTIFICATION OF THE CLOSED MEET-ING OF JULY 15, 2021, PURSUANT TO SECTION 2.2-3712 OF THE CODE OF VIRGINIA (1950), AS AMENDED

WHEREAS, the School Board of the City of Suffolk 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 of the Code of Virginia (1950), as amended, requires a certification by the 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 Suffolk hereby certifies that, to the best of each member's knowledge, (i) only business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this resolution of certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the School Board of the City of Suffolk.

Vice-Chair Byrum moved, and Member Johnson seconded the motion "so moved."

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

ACTION ON CLOSED MEETING ITEM

Superintendent's Performance Evaluation

Vice-Chair Byrum moved, and Member Riddick seconded the motion that we accept the performance evaluation of the Superintendent.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

Board Chair Dr. Brooks-Buck informed all that there will be a Second Closed Session for Item #2 (Contract Discussion of the Superintendent).

RE-OPENING OF PUBIC MEETING:

The meeting was opened by Board Chair, Dr. Brooks-Buck and Member Mayo lead all in the Pledge of Allegiance.

APPROVAL OF AGENDA

Vice-Chair Byrum moved, and Member Mayo seconded the motion that we approve the Agenda as presented.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0 to 0.

PUBLIC SPEAKERS ON AGENDA TOPICS

The Clerk read the opening regarding decorum for those wanting to address the School Board. Dr. Deborah Wahlstrom was called to the podium to address, "Purchasing Cards/School Safety Audit Committee."

Dr. Wahlstrom began her comments by giving a "follow-up" to the conflict of interest opinion received by Mr. Riddick that was discussed at last month's meeting. Board Chair, Dr. Brooks-Buck interrupted Dr. Wahlstrom reminding her that her comments were to reflect the topics she requested to address, purchasing cards and safety audit. Dr. Wahlstrom shared the following: lack of monitoring finances, the cover-up of about \$6 million dollars per year, the Board picking and choosing what is reported to the public, the Board playing games that are detrimental to citizens, Mrs. Story is a resource as to how the committee should operate, there is no direction or clarity as to what the Citizen Advisory Committees are supposed to do, mixed messages are being given by the Board, and trust for the Board continues to dwindle with repeated lies.

REPORTS BY THE SUPERINTENDENT

Good News Reports: Dr. Gordon introduced Ms. Ward who presented the following information:

- a. Student Recognitions (Evie Bales, Ayanna Johnson, Alexandra Leman, all the students who participated in the All-Virginia Music Concert)
- b. GED Graduates (Amos Boykins, Kaprajuia Elliott, Ny'Kyle Gatling, Demarz Jackson, Antpinasia Owens, Monica Saenz, Phillip Sandoval, Vernon Shearrin, Kagan Thomas, Eric Wilson)
- c. Project Lead The Way (PLTW) Distinguished Schools: LHS (Biomedical Science), NRHS (Engineering); SPS named "Distinguished District"
- d. Grants and Awards (Northam Grumman Grant, Growing The Best SPS Grant)
- e. SPS Teacher Spotlight June (Sandra Darden, Jenny Owens, Steven Nowak, Justin Workman, David Morales, Christy Whitner, Jenny Owens, Ronnie Gay, Katia Grillo)

Dr. Gordon highlighted events from the Calendar of Special Events

CONSENT AGENDA

Vice Chair Byrum moved, and Member Mayo seconded, the motion to accept the Consent Agenda.

Member Story requested the removal of the School Board Meeting Minutes.

Vice Chair Byrum moved, and Member Mayo seconded, the motion to accept the Consent Agenda, Items 1-5 and remove number 6.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

Adjustment to School Board Meeting Dates

- November 11, 2021 move to November 4, 2021 (due to Veteran's Day on Nov. 11th)
- April 14, 2022 move to April 7, 2022 (due to School Board Meeting being held during Spring Break)

Vice Chair Byrum moved, and Member Mayo seconded, the motion that we accept November the 4th and April 7th, 2022 as our meeting dates.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

Recommendations to Citizen Advisory Committees

The Clerk read the names of the appointees to the Citizen Advisory Committees.

Vice Chair Byrum moved, and Member Mayo seconded, the motion to accept the Citizen Advisory Committee members as appointed.

Upon a roll call vote, the vote was: Aye: 5 / Nay: 1 (Story) / Abstain: 0. The motion Passed. 5 to 1.

Collective Bargaining Overview (Information Item)

Dr. Gordon indicated that Collective Bargaining has become a part of the Code of VA and the Dr. Brown and Mr. Waller have had preliminary meetings with the Employee Association of Suffolk (EAS)-Suffolk Representative-Ethel Williams and Dr. Tony McNair-Uniserve Director. Dr. Brown presented an overview of Collective Bargaining to the Board highlighting the following:

- Legislative Changes: State Code §40.1-57.2 Allows Public Employers to participate in collective bargaining, effective May 1, 2021
- o School Board Options: Option 1-Take No Action; Option 2-Pass a Resolution
- o Collective Bargaining Models: Meet and Confer; Traditional Collective Bargaining
- Recommendations: Allow SPS to plan on allowing more time to educate themselves in this process. SPS would like to utilize this year as a planning year that will hopefully make Collective Bargaining more impactful.

Board Members asked questions which were answered by Dr. Brown and Attorney Waller. Board Chair Dr. Brook-Buck suggested a work session on Collective Bargaining for members at a later time to learn more and ask additional questions.

> School Board Meeting Minutes (June 10, 2021 Monthly School Board Meeting Minutes)

Member Story asked for the minutes to be removed from the Consent Agenda because they were not as detailed as they have been in the past relative to direct quotes from members versus generalizations. Dr. Gordon informed Mrs. Story that the Clerk attended VSBA training and it was made clear that verbatim minutes are not necessary. Therefore, general overviews, themes, and viewpoints should be given for public review to give an idea of what was said. The Clerk agreed with the Superintendent and emphasized that minutes should be a summary of the meeting and not recorded verbatim which would constitute a transcript.

Board Chair Dr. Brooks-Buck stated that board comments are not a necessary item for a Board Meeting and that it continues to be on the agenda as it is tradition in Suffolk.

Member Story again expressed concern asking why some members were summarized while others were quoted word for word. The Clerk responded stating if only one member made a comment that's relevant to the meeting and not mentioned by all members, then that comment would be recorded in the minutes. The Clerk gave an example to support her comment and asked if information was missing from the minutes that the Member would like included? Member Story did not have any information to be added and thanked the Clerk for her clarification and explanation.

Vice Chair Byrum moved, and Member Johnson seconded, the motion to approve the minutes.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

Board Chair Dr. Brooks-Buck informed the Board that the ordinances listed are "first reading" except for the Wellness Policy which required a vote as the July 1st deadline had passed for this policy to be enacted.

Ordinance 21/22-20: An Ordinance Deleting Chapter 9, Article 25, in its entirety, entitled "Wellness Policy" and Adopting a New Chapter 9, Article 25, Entitled "Wellness Policy" of the Policies of the Suffolk City School Board – First Reading and Adoption

Vice Chair Byrum moved, and Member Riddick seconded, the motion that we accept Ordinance 21/22-20.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

Board Chair Dr. Brooks-Buck then directed everyone's attention to **Ordinances 21/22-1 through 21/22-19** to allow Board Members the opportunity to ask questions as these were presented for a first reading. Members asked questions regarding the ordinances and there were several exchanges of conversation regarding the wording of ordinances, specifically with the variance of "Suffolk Public Schools" versus "School Boards." It was suggested that the policy be written as stated by the law. To prevent additional back and forth conversations, Board Chair, Dr. Brooks-Buck suggested a motion for the policies to go back to the Policy Committee for edits.

Member Story moved that it just go back to the Policy Committee and they look at the law and compare how it's written and make the adjustments so that we're just congruent with how the legislature said it.

There was no second to the motion therefore, the motion failed.

Resolution 21/22-1: A Resolution of the School Board for the City of Suffolk, Virginia Requesting that the Suffolk City Council Transfer With All Deliberate Speed to the Suffolk City School Board Ownership of Property Located at 440 Market Street, Suffolk, Virginia (Formerly Known as the Human Resources Building) and Appropriate Sufficient Funding for Building Renovations so that the Administrative Offices for Suffolk Public Schools can Relocate to this Location

Dr. Gordon provided information from the CIP regarding this location and he explained the need for SAO to be moved from its current location. He also highlighted concerns/repairs needed to the property at 440 Market Street. He stated that the current lease will expire in December 2023 and the preference would be to move to a new location during the months of July and August, before the start of school. He explained that the money that has been allotted for repairs/design, \$4.5 million, is an amount in "yester-years dollars" as this has been on ongoing project and the cost to move is estimated to be much higher today and higher with each passing year.

Member Johnson agreed that the City and School Board had discussed this plan before and that it was in their CIP and was a matter of timing. She also explained that it was always the plan to keep school administration downtown as it would lend to the city and local businesses. She stated that this plan was not something new and had been the plan for a while.

Members expressed their concerns which included moving a growing division into a space that they may grow out of and the use of taxpayer's money regarding payment of the lease. It was suggested to seek additional options to accommodate future growth of the division.

The Clerk read Resolution 21/22-1.

Vice Chair Byrum moved, and Member Johnson seconded, the motion that we accept Resolution 21/22-1.

Upon a roll call vote, the vote was: Aye: 5 / Nay: 1 (Story) / Abstain: 0. The motion Passed. 5 to 1.

PUBLIC SPEAKERS ON NON-AGENDA TOPICS

The Clerk read the statement for all speakers.

- Cindy Chafian No Show
- O Jade Rodriquez-Everett & Cory Williams Redo the 2020 Graduation for All Schools. They circulated a petition requesting an official 2020 graduation for SPS' three high schools at the Ted Constant Center or at their home school as they were unable to have a normal graduation due to Covid-19. They stated that the seniors felt let down and that they have 371 signatures on the petition.
- Margaret Rankin Perceived Lack of Transparency on Behalf of the Board. She reminded the Board of their obligation to represent values, views, desires of the community while providing children with the best education with transparency. She highlighted SPS' goal #3 and #5. Mrs. Rankin did not agree with the name change of PES to SES and felt that it was a waste of taxpayer's money. She would like line-item budges to be available per school at the beginning of each school year. She stated various areas of concern as being a waste of time.
- Renada Pittman SPS Accepting Online Courses from Schools Outside of Those Listed on the Approved List/Timeframe. Mrs. Pittman explained that the timeframe and course offerings should be extended beyond August 5th. She also stated that course offerings and deadlines should be expanded and communicated throughout the school year. She expressed that the Board should trust the administrators placed in these position to make good decisions.
- Rick Cecconi School Board Policy Development. Mr. Cecconi stated that the Policy Committee is subjective. He stated the questions/concerns he had with some of the policies of SPS, highlighting some of the following: the Wellness Policy, Social Emotional Learning, disadvantaged minority students, reading and math skills, education equity, and several other policies. Mr. Cecconi suggested that gender identification be taught and to push back against State suggestions. He was concerned about the direction of the country, the state, the economy, and education. He also expressed that the Board should want to hear from its constituents.

BUSINESS BY BOARD MEMBERS

In the interest of time, members were brief in their remarks. They thanked constituents for attending the meeting and expressed excitement about the future of our graduates and congratulated the GED graduates. Members stated they looked forward to working with constituents, serving on the Board, and encouraged all citizens to attend meetings and sign up to speak as money spent comes from taxpayers. Members stated that they looked forward to the School Board Retreat and encouraged the public to come, listen and watch. They thanked the staff for their hard work on the summer programs. They also expressed their excitement with PLTW and SPS being recognized as Distinguished District and Schools.

Board Chair Dr. Brooks-Buck provided clarification to misleading information given to the public regarding the celebration of the Juneteenth and 4th of July holidays. Both holidays were recognized and celebrated by SPS. She indicated that it was misleading to say that the 4th of July was not celebrated when SPS was closed in observance of the holiday on July 1st. Dr. Brooks-Buck indicated that SPS would never disregard Independence Day.

MOTION TO GO INTO A SECOND CLOSED MEETING

➤ Motion to Relinquish Recording Devices in a Closed Meeting: Attorney Waller read the following:

A MOTION IS NEEDED TO REQUIRE ALL SCHOOL BOARD MEMBERS PARTICIPATING IN TONIGHT'S SECOND CLOSED MEETING OF THE SCHOOL BOARD TO RELINQUISH AND HAVE STORED IN A SECURE LOCATION DESIGNATED BY THE SCHOOL BOARD ALL RECORDING DEVICES TO INCLUDE CAMERAS, COMPUTER STORAGE DEVICES, DIGITAL VIDEO RECORDERS, SOUND RECORDING TECHNOLOGY OR TAPERECORDING DEVICES.

Vice Chair Byrum moved, and Member Johnson seconded the motion "so moved." Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

Motion to go Into a Second Closed Meeting: Attorney Waller read the following motion:

A motion is needed to go into a Second Closed Meeting to discuss the following item and subject pursuant to Section 2.2-3711 of the Code of Virginia (1950) as amended:

The discussion and/or consideration regarding the superintendent's contract of employment.

Which is authorized by Section 2.2-3711 A.1 of the Code of Virginia (1950), as amended.

Vice Chair Byrum moved, and Member Johnson seconded the motion "so moved." Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

CERTIFICATION OF A SECOND CLOSED MEETING

Attorney Waller read the following certification:

A RESOLUTION OF CERTIFICATION OF THE SECOND CLOSED MEETING OF JULY 15, 2021, PURSUANT TO SECTION 2.2-3712 OF THE CODE OF VIRGINIA (1950), AS AMENDED

WHEREAS, the School Board of the City of Suffolk 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 of the Code of Virginia (1950), as amended, requires a certification by the 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 Suffolk hereby certifies that, to the best of each member's knowledge, (i) only business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this resolution of certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the School Board of the City of Suffolk.

Vice-Chair Byrum moved, and Member Johnson seconded the motion "so moved."

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0.

ACTION ON CLOSED MEETING ITEM

Contract Discussion – Resolution 21/22-2: A RESOLUTION TERMINATING BY MUTUAL CONSENT OF THE SCHOOL BOARD FOR THE CITY OF SUFFOLK AND DR. JOHN B. GORDON, III, A CONTRACT OF EMPLOYMENT ENTEREDT INTO ON SEPTEMBER 12, 2019 WITH AN EXPIRATION DATE OF JUNE 30, 2022.

Attorney Waller read the following:

A RESOLUTION TERMINATING BY MUTUAL CONSENT OF THE SCHOOL BOARD FOR THE CITY OF SUFFOLK AND DR. JOHN B. GORDON, III, A CONTRACT OF EMPLOYMENT ENTERED INTO ON SEPTEMBER 12, 2019 WITH AN EXPIRATION DATE OF JUNE 30, 2022

WHEREAS, the School Board for the City of Suffolk, Virginia ("School Board") entered into an employment contract with Dr. John B. Gordon, III, to employ him as school superintendent for Suffolk Public Schools ("the Contract"); and

WHEREAS, the Contract was dated September 12, 2019; and

WHEREAS, the Contract is set to expire June 30, 2022; and

WHEREAS, by mutual consent the School Board and Dr. John B. Gordon, III, have agreed to terminate the Contract with the adoption of this resolution.

NOW, THEREFORE, be it resolved that the Contract, entered into on September 12, 2019 with an expiration date of June 30, 2022, between the School Board and Dr. John B. Gordon, III is hereby terminated.

Vice-Chair Byrum moved, and Member Riddick seconded the motion to nullify the Superintendent's current contract.

Upon a roll call vote, the vote was: Aye: 6 / Nay: 0 / Abstain: 0. The motion Passed. 6 to 0

Contract Discussion – Resolution 21/22-3: A RESOLTUION APPROVING THE TERMS AND CONDITIONS OF AN EMPLOYMENT CONTRACT BETWEEN THE SUFFOLK CITY SCHOOL BOARD AND DR. JOHN B. GORDON III. Attorney Waller read the following:

A RESOLUTION APPROVING THE TERMS AND CONDITIONS OF AN EMPLOYMENT CONTRACT BETWEEN THE SUFFOLK CITY SCHOOL BOARD AND DR. JOHN B. GORDON, III

BE IT RESOLVED by the Suffolk City School Board as follows:

Section 1: That all terms and conditions of a Contract between the Suffolk City School Board and Dr. John B. Gordon, III, with an effective date of July 1, 2021 and with an expiration date of June 30, 2025 be, and the same are hereby approved.

Section 2: That the Chairman of the School Board is hereby authorized and directed to execute the said Contract on behalf of the Suffolk City School Board, and the Clerk of the School Board is directed to affix the corporate seal of the School Board thereto and duly attest the same.

Vice-Chair Byrum moved, and Member Riddick seconded the motion "so moved." Upon a roll call vote, the vote was: Aye: 5 / Nay: 1 (Story) / Abstain: 0. The motion Passed. 5 to 1.

INFORMATION ITEMS

The following items were provided as informational items only and Board Members asked no questions.

- Financial Report: Capital Projects
- Financial Report June 2021
- 2022 Calendar Health Benefit Rates

ADJOURNMENT

There being no further business or questions, Board Chair Dr. Brooks-Buck adjourned the July 12, 2021 School Board Meeting at 10:29 p.m.

| Dr. Judith Brooks-Buck, Board Chair | Tarshia L. Gardner, Board Clerk |
|-------------------------------------|---------------------------------|