

**REGULAR MEETING OF THE
SUFFOLK CITY SCHOOL BOARD
Thursday, July 9, 2020 (5:00 PM)**

Due to the COVID-19 pandemic, this meeting was held at City Hall and electronically while practicing social distancing.

Upon roll being taken, the following persons were present:

Phyllis Byrum, *Chair*
Karen Jenkins
Lorita Mayo
Tyron Riddick
Sherri Story

Also Present: Dr. John B. Gordon III
 Tarshia L. Gardner, Clerk
 Wendell M. Waller, School Board Attorney

Attendance Via Electronic Device: (upon Board approval):¹
 David Mitnick

5:00 P.M. – OPENING OF PUBLIC MEETING

The School Board Meeting was called to order by Board Chair Byrum.

-Meeting Attendance Via Electronic Device (David Mitnick):¹

Vice Chair Brooks-Buck moved, and Member Riddick seconded the motion, to approve the attendance by means of electronic device for Member David Mitnick for medical reasons.

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

**There was a pause in the meeting to allow Member Mitnick to join the meeting.*

MOTION TO GO INTO A CLOSED MEETING

Attorney Waller read the following for going into a closed meeting:

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

1. The discussion and/or consideration of the Personnel Report regarding prospective candidates for employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers and employees of the school board, and more specifically as it relates to the following:

¹ According to Virginia Code Section 2.2-3708.2(A)(2) requires approval by the public body before a member can participate in a meeting through electronic communication means. The School Board voted to allow Board Member Mitnick to participate via electronic communication means due to a medical condition at the opening of the public meeting at 5:00 p.m. Mr. Mitnick participated in the closed meeting and public meeting remotely from the School Administrative Offices, 7th floor conference room.

- A. The resignations of individuals employed in the following positions: Teachers, School Counselor, Employee in the Technology Department, Teacher Assistants, Media Specialists, Administrative Assistant and Assistant Principal;
- B. The three (3) day suspension of a Math Teacher;
- C. The hiring of instructional personnel for the following subject areas: Social Studies, Career Technical Education, 5th Grade, Special Education, English 6, 1st Grade, Band, 5th Grade, Kindergarten, 4th Grade, Science 7, Gifted Resources, High School English, 3rd Grade, 2nd Grade, and Electricity I & II;
- D. The hiring of non-instructional personnel for the following positions: Supervisor of Food Service and Substitute Bus Driver;
- E. The hiring of administrative personnel for the following positions: Chief Academic Officer, Director of Curriculum and Instruction, Supervisor of Professional Learning, Supervisor of Science, and Assistant Principal for Lakeland High School.
- F. The appointment of six school employees, which include Teachers and Speech Pathologist, to participate in the Early Start Screening process and be paid \$26.40 per hour;
- G. The appointment of thirty-eight employees, which include Teachers and School Counselors, to provide service for the 2020 Virtual Elementary Learning and Enrichment for Academic Progress to be held from July 6, 2020 - August 6, 2020;
- H. The appointment of seven Teachers to serve on the History Summer Performance Based Assessment Development Committee and be paid \$426.40 per course or \$528 for each teacher upon completion of each course by June 30, 2020;
- I. The appointment of thirty-one school employees, which include Teachers and School Counselors, from Kilby Shores Elementary School to serve on Kilby Shores Elementary School Summer Planning Committees for Kilby Shores Elementary School and be paid \$26.40 an hour for 6 - 8 hours;
- J. The appointment of twenty-five school employees, which include Teachers and Reading Specialists, from Booker T. Washington Elementary School to serve on the Title 1 Summer Planning and Curriculum Committees for Booker T. Washington Elementary School and be paid \$26.40 per hour for anywhere from 6 to 12 hours;
- K. The appointment of twenty-three school employees, which include Teachers, Academic Coach, and School Counselor, from Creekside Elementary School to serve on the Title 1 Summer Planning Committee for Creekside Elementary School and be paid \$26.40 per hour;
- L. The appointment of thirty-four school employees, which include Teachers and School Counselor, from Elephant's Fork Elementary School to serve on the Title 1 Summer Planning Committee for Elephant's Fork Elementary School and be paid \$26.40 per hour;

- M. The appointment of twenty school employees, which include Teachers and School Counselor, from Hillpoint Elementary School to serve on the Title 1 Summer Planning Committee for Hillpoint Elementary School and be paid \$26.40 per hour;
- N. The appointment of twenty seven school employees, which include Teachers, from Kilby Shores Elementary School to serve on the Title 1 Summer Planning Committee for Kilby Shores Elementary School and be paid \$26.40 per hour;
- O. The appointment of fifty two school employees, which include Teachers and School Counselor, from Mack Benn, Jr. Elementary School to serve on the Title 1 Summer Planning Committee for Mack Benn Jr., Elementary School and be paid \$26.40 per hour;
- P. The appointment of thirty one school employees, which include Teachers and School Counselor, from Nansemond Parkway Elementary School to serve on the Title 1 Summer Planning Committee for Nansemond Parkway Elementary School and be paid \$26.40 per hour;
- Q. The appointment of fourteen school employees, which include Teachers and School Counselor and two alternates, from Oakland Elementary School to serve on the Title 1 Summer Planning Committee for Oakland Elementary School and be paid \$26.40 per hour;
- R. The appointment of nineteen school employees, which include Teachers and School Counselor, from Pioneer Elementary School to serve on the Title 1 Summer Planning Committee for Pioneer Elementary School and be paid \$26.40 per hour;
- S. The appointment of a File Clerk to work additional hours in the guidance office at Col. Fred Cherry Middle School;
- T. The approval for nineteen school employees to be paid a stipend of \$200 for managing the website for their school for the second semester of the 2019-2020 school year at Creekside, Driver, Elephant's Fork, Hillpoint, Kilby Shores, Mack Benn, Jr., Nansemond Parkway, Northern Shores, Oakland, Pioneer, Col. Fred Cherry, Forest Glen, John F. Kennedy, John Yeates, King's Fork Middle, King's Fork High, Nansemond River, Turlington Woods, and College and Career Academy at Pruden;
- U. The approval for four school employees to be paid a stipend of \$100 for managing the website for their school for the second semester of the 2019-2020 school year at Booker T. Washington and Lakeland;
- V. The approval for twenty-six school employees, which includes Teachers and School Counselor, to provide service for the 2020 Middle School Virtual Summer Program to be held July 6, 2020 through August 6, 2020;
- W. The approval for one Teacher to provide SOL After School Tutoring for the 2019-2020 school year at John F. Kennedy Middle Schools and be compensated at the rate of \$26.40 an hour;

- X. The approval for two Teachers to receive compensation for additional summer hours during the months of July 2020 and August 2020 to assist with summer school and be paid at the rate of \$31.50 an hour;
 - Y. The approval for fifty-two Teachers and School Counselor to provide service for the 2020 High School Virtual Summer School Program held from July 6, 2020 through August 6, 2020;
 - Z. The approval for a Teacher to provide virtual tutoring support in Math for students in the Success Academy during summer school for the month of July and August 2020;
 - AA. The approval for eighteen school employees, which include Teachers, Physical Therapist and Speech Pathologist, for the Extended School Year from July 6, 2020 through August 6, 2020;
 - BB. The approval of eighty school employees, which includes Special Education Teachers, Speech Pathologists, and General Education Teachers to participate in initial parent requested and transfer IEP meetings and parent requested re-evaluation meetings, develop initial IEP and transfer IEP drafts, facilitate IEP, parent requested IEP, and transfer IEP meetings, and participate in parent requested re-evaluation meetings to be paid \$26.40 per hour; and
 - CC. The discussion and consideration of names of citizens who have requested an interests in being appointed to serve on Citizen Advisory Committees for the Suffolk City School Board.
2. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual litigation, and more specifically, as it pertains to *Sherri D. Story v. Suffolk City School Board*, et. als. where such consultation and briefing in open meeting would adversely affect the negotiating or litigating posture of the School Board and the individual Defendants.
 3. The performance evaluation of the School Board Attorney and School Board Clerk.

All of which is authorized by Section 2.2-3711 A (1) and (7) of the Code of Virginia (1950), as amended.

Vice Chair Brooks-Buck moved, and Member Riddick seconded the motion to go into Closed Session to discuss the following topics as read by Attorney Waller.

Upon a roll call vote, the vote was: Aye: 6 Nay: 0 Absent: 0. The motion Carried. 6 to 0

***Due to technical difficulty, Member Mitnick's vote could not be heard however, he attended closed session meeting.**

7:00 P.M. – RE-OPENING OF PUBLIC MEETING

-The School Board Meeting was called to order by Board Chair Byrum.

-Member Story led all in the Pledge of Allegiance.

CERTIFICATION OF CLOSED MEETING

Attorney Waller read the following Certification of the Closed Meeting.

A RESOLUTION OF CERTIFICATION OF THE CLOSED MEETING OF JULY 9, 2020 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 Brooks-Buck moved, and Member Jenkins and Mitnick both seconded the motion, to approve the Resolution of Certification of the Closed Meeting.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0. The motion Carried. 7 to 0 to 0.

ACTION ON CLOSED MEETING ITEMS

-Personnel Report

Vice Chair Brooks-Buck moved, and Member Riddick seconded the motion, to accept the Personnel Report with one amendment relative to stipend paid to the Clerk of the School Board.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0. The motion passed.

Member Story then made the motion that we increase the stipend of the Clerk of the School Board by 1%.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0. The motion passed. 7 to 0 to 0.

At this time, Dr. Gordon recognized several new administrators:

- Kaitlyn Leitner Black – Supervisor of Science Instruction
- Dr. Chelsea Cupp – Supervisor of Professional Learning
- Dr. Maria Lawson-Davenport – Director of Curriculum Instruction
- Dr. Okema Branch – Chief Academic Officer

Chair Byrum stated she looked forward to all new administrators playing a vital part in Suffolk Public Schools.

APPROVAL OF AGENDA

Vice Chair Brooks-Buck moved, and Member Mitnick seconded the motion, to approve the Agenda as presented.

At that time, Dr. Brooks-Buck held up the vote to add to the agenda. She requested to change an action item to an information item (under New Business, change the SPS Fall Reopening Plan from an action item to an information item.)

Vice Chair Brooks-Buck moved to approve with that adjustment to the agenda for this evening. The motion was seconded by Member Jenkins.

Upon a roll call vote, the vote was: Aye: 6 Nay: 1 (Riddick) Abstain: 0. The motion passed. 6 to 1 to 0.

PUBLIC SPEAKERS ON AGENDA TOPICS

-Rules for public speakers were read by the Board Clerk.

Patricia Holloman – Fall Reopening Plan: Posed a series of questions

- Why is Suffolk considering a model that would only have students in school one day per week when the majority of school systems in VA are looking at a minimum of two day?
- If doing a one-day per week option, does that mean that students will be going to all of their odd and even day classes in one day? If so, I hope that doesn't mean you're considering anything that would scrap our fine arts programs. With children's mental health being pushed to the limits, fine arts might be their only outlet of expression.
- Continuity of Learning plan survey had less than 2,000 responses, do you think that's a valuable sample size for a survey?
- Do you think that utilizing Edgenuity again is the best path? Students are not learning anything from Edgenuity.
- What will be done for holding teachers accountable for helping students with virtual learning? Ms. Holloman's children emailed their teachers with questions and received no feedback.
- If parents are not comfortable sending children back to school after you have laid out your final plans, what accommodations will be made for them?
- If no accommodations, does this mean you're accepting liability for medical bills if our children contract the coronavirus?
- What do you intend to do to accommodate families with parents who are frontline workers, military personnel, or essential employees? Due to the strict guidelines from the military, have you given consideration to the danger you might be placing upon our service members?
- Do you plan to guarantee that all siblings are going to school on the same days?
- What happens to fire drills, shooter drills, weather drills, evacuation drills which require close proximity? Will covid precautions overrule active shooter precautions?
- Why are students being given the "option" to wear masks?
- Because masks protect the mask wearer, are you saying that our teachers don't need to be protected from the students?
- How do we make lunch safe?

- Are students required to eat in classrooms, will they be dismissed from the classroom after lunch for thorough cleaning and sanitization?
- Will parents be able to see a cleaning and sanitizing schedule?
- What will be the protocol for student who soil their masks?
- If students are required to stay in the classroom the entire day and not move from class to class, are we saying that elementary students will remain seated in desks for six plus hours per day despite what we know about learning and movement?
- What proof will we have that students returning from school are not living with someone who's positive and an asymptomatic carrier or are currently sick and are concealing it from the school system?
- If students pretend to cough or sneeze on a staff member or student, what will be the disciplinary consequences?
- If a teacher or family member gets covid after returning to work but had requested to work remotely and were denied, does that mean they can sue the board for liability?
- Would appreciate answers to these questions. Until you can answer these questions and many more, you are not ready for opening schools.

Gregory Kasmark – Fall Reopening Plan: (handout was distributed by Clerk)

- Lives in BTW zone with a 4 and 8-year-old who misses their friends (Mr. Kasmark became emotional at this time)
- Agreed with a lot with what Ms. Hollomon said, but if you go down 6th and 8th street, you'll see all the kids out there playing.
- Have had friends over and maintained cleanliness, hand-washing practices.
- Handout from Virginia Hospital and Health Care Association. There is a consistent decline in hospitalizations.
- Ventilators are going up; bed availability is going up. Everything has stayed steady.
- Wife works on the frontline as an R.N. and indicated there is no influx of hospitalizations.
- Cases are going up, but they are cases, not deaths, not hospitalizations.
- Commend teachers, some did a fantastic job.
- He and wife are full-time working parents, have not missed a single day of work since the pandemic.
- When doing remote learning, had to visit children in the conference room (one needing speech therapy). Trying to keep them focused on a remote meeting is tough.
- Ms. Dawn was fabulous every day, always sent paperwork. Even sent more interactive learning materials in July. She was the TOY at BTW.
- Teachers deserve another year of TOY because they were short-changed.
- Both Mr. Kasmark's parents are retired teachers.
- Please if you can really look at getting these school open so the kids can get back together, they need it for their mental health.
- We can make exceptions, using Plexiglas as they do in banks and grocery stores.
- Can we make accommodations for these teachers, kids are pretty much ok with Covid-19 thing? Some teachers may be more susceptible to getting Covid 19.
- Think covid is becoming manageable. The numbers are declining.
- Hard for everyone to get through this but thank you all for what you do.

- Really appreciate all for continuing to serve students lunches as Dr. Gordon mentioned at last meeting.
- Thank you for hanging in there and still showing up and doing everything you can to get our children to at least a couple or three days per week.
- Can another survey be sent since there was not a big response to this survey?
- Would really enjoy seeing his kids back in the school system and in the hallways.

Melissa Venable – Fall Reopening Plan (Letter read by Clerk)

- Out of town and could not attend meeting.
- Very concerned with students not being back in school in September or only going to school one day per week.
- How are working parents expected to thrive?
- How are we expected to teach our elementary age students while working?
- We are pushing the problem from the schools to a daycare system.
- Our children need to be in school.
- Long-term ramifications are devastating to our society and our children.
- We are being driven by fear of illness but not considering the fear of job loss, financial ruin, and long-term effects of our children from neglect or worse.
- Consider children being back in school at least two to three days per week.
- Rely on parents to do what is good and correct.
- Children can wear masks, parents and caregivers can know when to keep their child home due to illness.
- Parents can drive their child to school if they can.
- Parents can help if you allow them to do so.
- Do not cause us to find other education systems.
- Allow children to stay in public schools where they can learn to love, respect, and cherish each other.
- Hate to think of other issues caused when our children are not being educated by our great teachers that love and cherish them.

Paige Kluck – Proposed Fall Opening:

- Reside in the King’s Fork area.
- Mother of six children (four graduated from SPS), a senior and a freshman.
- Thanked the board and administration for being proactive and providing a means for students to finish out the school year with a systematic learning plan.
- Not sure if the lessons learned were the lessons intended.
- Children worked diligently to finish all work assigned by due date just to learn that 70% efforts hold the same value as 100%. If a contractor does 70% of work, will you give him 100% of pay? You have set a precedent that you will give in on your standards. How much work will children have to do in the fall to receive an “A”?
- Wish the committees formed would have considered the input of the surveys and making recommendations for the upcoming year, but this did not happen. If so, Edgenuity would not have been the suggested format for middle and high school students.
- If you’re truly here for the students, their opinion would matter the most.
- How did the 67 students that completed the survey know to do so? No email sent to her and her children.

- One child needed no help from parent, but the other did and sometimes she (parent) googled and looked up plenty of answers on Quizlet.
- When considering the final plan, put yourself in the position of a parent. Trying to help their child manage an educational program that they did not choose. In the mind of a student who has already said, Edgenuity is not the way they learn. Or in the minds of a special education child that needs repeated instruction and redirection and daily teacher support.
- Does the benefits of attending school one day per week outweigh the logistics of getting the students to school, taking their temperatures, getting them to a classroom, feeding them twice per day, letting them use restrooms several times per day, and also try to educate them?
- What kind of support will my children receive on the other three or four days?
- Does this mean that children will have two teachers for every subject?
- Will both teachers be assigning work?
- How will my special education child receive the appropriate amount of support he is supposed to receive? Will he have an in-person teacher and an online teacher?
- If students are allowed to attend school, you must make it mandatory that they wear a mask. Children could be carriers. Do not want my high school children exposed to other children that are unmasked.
- How do we assure that students are not coming to school sick and what happens if the teacher, student, and student's family member becomes infected?
- Will all exposed have to be quarantined? Who will then teach my child's class?
- Edgenuity seems like an easy fix, but it isn't. Have you ever sat through a class and teacher reading a script with little to no expression? Have you ever tried to complete a lesson in which Edgenuity says should take 20 minutes to then have 10 written response questions that you have to research the information to answer because the content was not in the 15 minutes video? Have you had to sit with a dyslexic child that has trouble reading, comprehending, and spelling and review content that you're not familiar with in order to keep him from giving up? Edgenuity is not the answer.
- Not sure of the answer, but as a parent, I would like for children to have daily contact with their teachers, to receive instruction from a teacher and not a program that's not aligned to our curriculum.
- Would like for them to continue to grow academically in a manner that will prepare them for college and the military.
- Welcome any to reach out and contact me if you need any other information.

REPORTS BY THE SUPERINTENDENT

Good News Reports: Ms. Ward presented information from the Good News Report

- #RememberWhen – This campaign was created to keep students and faculty engaged during the summer months. Staff and members from the community are encouraged to submit pictures and videos as a fun way to stay connected with Suffolk Public Schools.
 - Mrs. Zawodny – Ms. Frizzle
 - Shaleah Tolliver – Performed on stage at Chrysler Hall
- 2020 Senior Class Virtual Graduation/Drive-Thru Send Off –
 - Virtual Graduation was held June 20, 2020
 - Students heard from several speakers, including the Board Chair, Superintendent, Principals, Valedictorians and Salutatorians.

- A Drive-Thru Send-Off was held to honor the graduating class of 2020.
- Alana Tillery – KFHS Alumni Named Phillip Merrill Presidential Scholar
 - 2017 KFHS IB Alumni
 - Currently a rising Senior Bioengineering student at the University of Maryland, College Park.
 - Named the Phillip Merrill Presidential Scholar. This program honors the University’s most successful seniors and their designated university faculty and K-12 teachers for their mentorship – those who recognize and celebrate the importance of teaching and mentoring the next generation.
 - Ms. Tillery recognized her favorite teacher, William Ford, at KFHS and faculty member, Angela Jones, for their mentorship.
 - Spring 2020, Ms. Tillery was recognized with the Outstanding Junior Award and the Extraordinary Service Award for her outstanding leadership and volunteerism during the COVID-19 pandemic.
 - The Spanish she learned in high school helped her to better serve the Hispanic population in the community.
 - After graduation, Ms. Tillery will pursue a Doctor of Medicine in Clinical Neural Engineering.
- 2020 Board of Education Continuous Improvement Award –
 - Congratulations to LHS, KFHS, NRHS, KFMS, NPES, and EFES for receiving this award.
 - Principals were called forward to receive their award.
- Aubrey Freeman – MBJES Student
 - Article in Suffolk News Herald on June 20, 2020 titled *Young Citizen Inspires Us*.
 - Last year, Ms. Freeman held a lemonade stand to help her community.
 - This year, she held a food drive to help feed the homeless.
 - Collected more than 300 food items along with clothes and monetary donations she plans to deliver to the local homeless shelter.
 - Ms. Freeman was quoted, “I want to help the homeless as much as I can. I just don’t want them to have to go around begging for food and stuff.”
 - Ms. Freeman exemplify the love and kindness we have in our schools and our community and for sharing a lesson about care and compassion no matter the age or background we come from.
- KFHS – City of Palms Basketball Tournament
 - Has become recognized as a national high school basketball power.
 - Invited to participate in the City of Palms Classic on Palm Beach, Florida on December 8th through December 23rd, 2020.
 - Tournament had 16 state or national champions from across the country.
 - Tournament has produced 71 McDonald’s All-Americans in the past eight years, also included eight number one or two picks in the NBA Draft.
 - Great opportunity for students and experience.
- Special Education Advisory Committee (SEAC) Annual Report 2019-2020
 - Mandated that each school division in the Commonwealth have a Local Advisory for Special Education (SEAC).

- Membership consist of parents of students with disabilities, one teacher, and consultants (consists of Director and Supervisors of Special Education, Parent Resource Center Facilitator, and a School Board Liaison).
- 2019 goals focused on Disability Awareness, Transition, Data and Assessment, Transportation, Communication, Resources.
- Due to Covid-19, the Little Feet Meet event was cancelled.
- Transition service preparations begins before age 14.
- SEAC monitors testing and data assessments that impact students receiving special education services in SPS.
- They review graduation and assessment data and discuss accreditation issues within the district.
- The committee will continue to advocate for a bus aide on every special-needs bus due to safety concerns.
- Communication and resources goals are also a priority.
- The budget for our special needs community is always a concern to this committee.
- Usually, new members are introduced at this time, however due to new policy enacted by the Board, new members will be selected by the board which has not yet been done.
- Due to committee term limits, Leslie Schiefer will be cycling off the committee next week.
- She thanked the voting members of the committee, stating that it has been a challenging few months for everyone due to Covid.
- This year also brought some unwelcomed changes as to how committee membership will be selected from here on out.
- It is the committee's consensus that having the voting members hand-picked by the school board will weaken this committee significantly.
- Committee feels that requiring a letter of interest to become a member of SEAC will ultimately prove to be a detriment to the membership of the committee going forward.
- Ms. Schiefer announced that SEAC is losing a very valuable member of the committee in Vivian Everett. She has served on the committee for many years and in various capacities. Her knowledge of this committee and special education has been invaluable.

Chair Byrum thanked Ms. Schiefer for her service.

- SPS Response Plan Update – Dr. Gordon
 - Dr. Gordon explained the plans for the school division for the remainder of the summer and leading up to the start of the school year in September.
 - He explained that he is reporting from the podium because it is extremely important that all understand the importance of the information being disseminated.
 - Dr. Rice will report on our school plan, and Dr. Davenport will talk about our new learning management system.
 - The plan introducing tonight will not be the same plan used during the virtual SPS model that was used in the 4th nine-weeks of the 2019-2020 school year.
 - These are different circumstances and the division has had more time to prepare, time to address community concerns and has required additional professional learning from staff to improve their ability to become virtual instructors.
 - Parents will not be responsible for the instruction of our students; but will need to partner with students and schools in order for learning to be effective.

- We've been very diligent in thinking about childcare and how we can support our staff, our students, and our school community.
- The Plan is fluid. The fall learning plan is not 100% complete as we still have to discuss options with our students and finalize some logistics.
- Patents and students will have two options as Dr. Rice will discuss.
- Contrary to the misinformation that's out there, SPS was always going to give our parents and students a choice.
- We also wanted to give our families some time to prepare which is why this is a two-part process.
- Our goal is to present our train of thoughts tonight and have the Board take action on the final version at the August meeting.
- Regardless of the options discussed, we will make our decisions based on the students and staff safety first, then instructional needs.
- All Superintendents are receiving letters and emails attempting to apply political pressure to school divisions decisions. We are not going to put our school community at risk due to what is convenient. SPS will follow CDC guidelines.
- We have worked very closely with our health partners to come up with a plan that will keep our students and staff safe and to assist in being preventative in the spreading of Covid-19.
- We all want our students to be back in school every day, but we need to prepare ourselves for a different reality if need be.
- Although Governor Northam moved us to Phase 3, we are not back to normal just yet and it will take some time for SPS to adjust to new protocols including how students learn and interact with each other. This will require empathy, teamwork, and true communication.
- We will post on our website and other outlets our health plan, instruction plan, and overall return to school plan.
- Videos and other information will be provided to our parents and school community to become more familiar with our hybrid learning model, the expectation of the student and teacher, and the expectation of the parent.
- We are working on our plan to provide childcare for our families if our students are not in school every day.
- As we build the best SPS, we have already made significant changes in our instructional model with the SPS Connect Initiative (PreK-12), our Nike/BSN sports deal, and our new instructional innovation plans, and a brand new branding and marketing strategy that will be announced next month.
- SPS will become more innovative as we tap into student creativity a lot more and develop a teaching and learning plan that spirals instruction that may have been lost at the end of last school year into our pacing guides and curriculum maps for this school year, but we need your help.
- We need our school community to be positive and work with the school division. We've seen too many issues that relate to a lack of trust. We've hired staff that we trust will be outstanding educators for your students.
- The School Board hired me nine months ago to make SPS the best division in the world; we trust our parents and guardians will collaborate with the school division to better serve the students. We will team with our constituents to move all students forward, and not a select few.
- We're asking our teachers and staff to become Google certified, to actively participate in professional learning that is centered around culturally relevant instruction, equity, and social-emotional learning. This expectation is non-negotiable.

- Like other divisions, SPS has had the same challenges for years, so now we're going to do some things differently.
 - We have the ability in the largest city in the Commonwealth of VA to get it right. To put politics aside, to put socioeconomic status aside, and to acknowledge the mistakes of the past and to finally put kids first. Students will need our help and it is all of our responsibilities to help them.
 - Together we are going to build the next generation of shining stars for Suffolk Public Schools.
- Calendar of Special Events –
 - National Parks and Recreation Month
 - Independence Day – wanted to give our staff an elongated weekend. Even though the SAO is open for business 50% at a time and staff is teleworking 50% of the time, our schools have been open every day. They're literally working 12 to 14 hours. Seen communication from so many dedicated leaders and workers at SPS that when covid hit March 13th, they went into overdrive and been doing that ever since. So, we wanted to make sure they took some time to relax.
 - Suffolk City Council work session is July 15th at 4 p.m.
 - SPS next School Board Meeting is August 13th.

CONSENT AGENDA

Vice Chair Brooks-Buck asked a question about the field trip of the basketball team. Although extremely proud of student athletes, Florida is considered a covid hot-spot and she's concerned about our students traveling there or anywhere there is a hot-spot. According to the paperwork, the terms of withdrawing from this tournament could cost thousands of dollars, therefore, what are our plans if we feel that this is something that would be dangerous for our students and we decide that we are not sending our kids to this event?

Dr. Gordon asked Dr. Leigh to the podium. Dr. Leigh indicated that he and the principal of KFHS share those same concerns. They reached out to Mr. Donnie Wilkie, Vice-President of the tournament who sent an email to all schools participating in this event that if our school board deem it not safe to go or if Florida deem it not safe for kids to travel there, schools will not be charged \$5,000. Part of this is that the travel expenses and the meal expenses are being paid because this is an invitational. Share those concerns as well as this is a hefty fee, but we do have in writing from the chairman of that committee that if they cancel or our school board cancels due to the danger of travel, we would not be charged.

Vice Chair Brooks-Buck stated that she is hoping that things will change by December but that was her concern.

Member Riddick asked what is the deadline for the Board to make that determination?

Dr. Leigh shared that there is not a deadline according to the contract that was shared with the district. However, he will certainly ask if there is a deadline.

Member Riddick shared his reasons for asking — things could be going along well during September and October, but November brings a surge or significant spike in numbers.

At that point, would it be too late to withdraw from the event? He liked the idea of the exposure for the KFHS team but doesn't want to say yes and the deadline to pull out is August and something happens in November.

Dr. Leigh indicated that he will be in communication with the committee chair this week and will get clarification on this matter. He will get a hard deadline.

There being no further questions, the motion was stated.

Member Riddick moved, and Member Jenkins seconded, the motion to approve the Consent Agenda.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0. The motion Carried. 7 to 0 to 0

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

Item 1: SPS Fall Reopening Plan

This presentation will also partner with Virtual Virginia, and Canvas Learning Management System

- We would all like to be back to normal as soon as possible but we need to keep the safety of our students and staff at the foremost in our minds, that's how we're making these plans.
- Covid pandemic is fluid. She showed the headline in the paper showing that social distancing guidelines were changed to three feet apart one day and the next day, the headline read, spike in cases. Situation is fluid and changing almost daily.
- Monitoring what is happening with the CDC and the Virginia Department of Health daily.
- Reopening Goals: Ensure overall safety and health of all students and staff (number one priority); provide quality, meaningful instruction with equity; provide students and staff with social and emotional supports, transition smoothly from modified platform to one of "normal" operations. Hopefully, this presentation will answer many of those questions posed by parents.
- Results from the Continuity of Learning Survey, a little over 1900 participants. Participants satisfied vs. not satisfied in a lot of the cases were about 50/50 with a few differences. Google classroom seemed to be more satisfying for students. Edgenuity is not going to be the primary platform. All results have been looked at by the Teaching and Learning team and they're using that as we are putting together other plans for how the fall will look.
- Individual remarks were grouped positive and negative and we put them into the three most popular comments. One most positive were the thank you for the quick response to the new platforms at closure. The top two most popular negatives were about Edgenuity, models took too long to complete, and technical issues. Although not many responses, many appreciated that we were reaching out to them. Dr. Rice reiterated that Edgenuity will not be the primary platform in the fall.

- The fall planning process consist of the following: reviewing CDC guidelines; reviewing plans from other divisions and states (reviewed plans from California and Maryland as they put out plans early); determining transportation limitations (falls in line with equity piece, we have to make sure we are giving those students who are going to come to school for face to face instruction the opportunity to get there. We cannot rely on all parents to transport their children because some of them can't and we recognize that); calculating classroom capacity with spacing (had to work on matrices to configure set up inside classrooms as not all are the same size and shape.) We also followed Virginia's guidelines once they were issued; created Task Force Teams (Operations, Instruction, Social Emotional and Mental Health, Surveyed staff, Surveyed parents with opening options.)
- Reopening Priorities:
 CDC and VDH Guidelines
 Buses: 1 per seat, every other seat - that's 12 students per bus, per run. We run 64 and 77 passenger buses, and this is a drastic change in capacity. Moving to 12 at a time is difficult to get students to school.
 Classrooms: desks 6 ft. apart, all facing same direction.
 Face masks: mandatory for staff and visitors, highly encouraged for students. Caveat - face masks must be age appropriate and wearing masks all day long.
 Common areas: cafeterias, halls, gyms, and other large spaces will have limited use and directional arrows throughout the building.
 Cleaning/Disinfecting: all buildings thoroughly cleaned and sanitized throughout the day. Buses will be cleaned between bus runs.
 Evaluate plans October 2 or November 2nd and monitor VDOE guidance.
- Task Force Team 1 – Operations and Logistics:
 Adequate PPE, cleaning supplies purchased, addressing positive Covid-19 cases, isolation rooms (for positive cases, cannot use clinic, those are used for regular sickness not covid cases), hygiene procedures (signage all over building and will focus on the three "Ws", Wait or Walk 6 ft. apart, Wash hands frequently, and Wear face covering) and physical distancing. Cleaning schedules will be posted soon on our website and sent to VDOE. Plan will be very descriptive as to what gets cleaned, how it gets cleaned, and when it gets cleaned, etc. Food services, we will have to rethink this. Since March we've been delivering thousands of meals but now need our buses to transport our students. Therefore, meal delivery may look a little different. Childcare, staffing, communication, these areas are going to be critical with making sure our staff is in the building to receive/service students and making sure information is going out to parents and community so that everyone is educated and fully understands what we are doing every step of the way.
- Recommendations:
 Barriers for front office counters, limit daily transportation to 25% capacity, face coverings mandatory for staff and highly recommended for students, increase cleaning and sanitizing procedures, screening protocols.
- Task Force Team 2 – Instructional Team:
 Continuity of Learning feedback, plan instructional models/platforms/scheduling, provide professional learning for teachers, establish attendance and grading guidelines, assessment plans (diagnostic/formative/summative). Lost learning recovery and remediation plan, align and/or modify pacing, Special Education, Career and Technical Education, monitoring student progress and teacher performance.
- Recommendations:
 25% model M-Th, all classes meet daily vs Odd/Even schedule, establish grading expectations (not A/F), utilize Canvas Live Conferencing (1-1 small group/whole

group), elementary school should focus on literacy and numeracy, utilize skill based formative assessments and not benchmark tests, Special Education requires more face time.

- Special Education:
Students in district wide program classes (ID, MD, ASD, SECEP, and ECSE) will attend school daily, students ride special needs buses, all related services will push into the classrooms, student to teacher ratios are already small, increase hand washing and surface cleaning.
- CCAP:
Students will be scheduled two days each week, one day will be core classes, second day will be CCAP classes, students may drive or will be transported to CCAP after elementary runs.
- Task Force Team 3 – Social Emotional Mental Wellness:
Identify SEL curriculum and supports, schedule professional learning (SEL, RP, mental health), establish and communicate WT supports in the schools, provide additional behavior supports, communicate staff mental health supports available, review crisis response procedures, define the school counselor's role.
- Recommendations:
K-12 SEL curriculum, daily class meetings or circles, staff training for SEL, meetings, circles, WTCSB staff training on mental health, establish support for staff with WTCSB and EAP (Bon Secours).
- Transportation:
How many busses will it take to transport students using social distancing and guidelines. Elementary alone needs 160 which is impossible, we can't do it. Must recognize the equity of our students and provide transportation. The hardship would come with transportation. However, the good news is families riding the bus. This has yet to be calculated but will be better numbers.
- Option 1 - Hybrid 1: Face-to-face instruction one day per week.
Face-to-face days will be Monday, Tuesday, Wednesday, or Thursday, the other three days will be online learning with teacher support. No students will attend school on Fridays, that day will be teacher professional learning, and office hours for student support.
- Option 2: Hybrid 2: all students will be assigned to attend school one day each week to receive fact to face instruction Monday-Friday; the other four days of the week will be online learning withy teacher support (Ex. your child may be scheduled to attend school every Monday for direct instruction and Tues-Fri he/she will receive online instruction with teacher support.)
- Option 3: 100% Virtual at home. Students will receive all instruction online and not receive any face to face instruction in school. Students will use Canvas, a Learning Management System that collaborates with Google Classroom, i-Ready (for elementary students) and Edgenuity (for secondary students).
- Option 4: Normal schedule with some restrictions. Students attend school every day for face to face instruction, buses at normal capacity. ***This is not recommended by the CDC or VA Dept of Health and would impact physical distancing measures to mitigate transmission of Covid-19 on the buses and in the classrooms. All students would be required to wear face masks at a minimum.**
- Fall Learning Parent Survey Results: Hybrid 1 (Mond-Thurs) 41%; Hybrid 2 (Mond-Fri) 8%; 100% online 24%; Return to normal 26%
- Parent Survey Transportation Results: Hybrid 1 Bus 52% Own 48%; Hybrid 2 Bus 57% Own 43%; 100% online Bus N/A own N/A; Normal Bus 53% own

45%; Total bus 54% own 46%. If we only have to transport 50% of our students, we can surely get students in schools more days per week.

- Child Care: Goal - provide childcare during the day at several schools for our SPS employees' school-age children who are currently enrolled in SPS. If space allows, we'd open to our disenfranchised students and other SPS students. Designated schools will provide space (wing/hall/classes) for childcare. Childcare must follow safety guidelines; transportation will not be provided. Currently negotiating with AlphaBest and other providers.
- Can offer this free to our employees the first nine-weeks. There will be an application process based on number of days they will need and the number of children they have.
- Next Steps: Fall registration form (need all parents to complete so we will know what we're looking at), monitor reopening phases in VA, determine staffing (drivers and teachers), create bus routes and master schedules for each school; schedule teacher training; schedule student discussions with Core Task Force Teams, complete student device distribution, determine food distribution for virtual students, communicate plan to families, August Board presentation with updates.

Ms. Story asked if at the end of these PowerPoints if there could be one slide that says what the acronyms are?

Dr. Rice agreed.

Vice Chair Brooks-Buck asked, who will be taking temperatures at 6:30 a.m. when kids are there waiting for the bus? If someone has a fever, what do you do? What does the bus driver do? What do you do with the sick child standing there with a fever and the parents are gone to work? What are our plans for these kinds of things and how do we address those things? When a child gets to school, parents drop them off, (parent may not know child is sick), if child is ill, do all of the other children now have to stay home for the next 14 days? If someone is in a special needs class with covid, does the class shut down for the next 14 days? Are we or anyone at the state department taking these things into consideration?

Dr. Rice indicated that those are the weeds that people don't realize we have to get into, and it has so many moving parts. Regarding screening, cannot put the responsibilities of taking a thermometer reading by a bus driver on a bus in the morning. If child has a fever, what do we do, can't put on bus and not sure if anyone is home if sending child home. So, it was suggested that we do the passive type screening (a questionnaire) without the thermometer until one of those questions are answered positively. Have a flow chart to show us what to do in case someone has symptoms. That's part of the isolation room, report to dept of health, etc. Relying on Dept of Health to determine when to close a classroom or wing, etc. Working closely with VA Health Department. This is not an easy task.

Vice Chair Brooks-Buck asked if the Health Dept partnering with us?

Dr. Rice stated yes, the Western Tidewater Health Department in this regard.

Vice Chair Brooks-Buck said she is at a loss as to how this will work out.

There was back and forth discussion.

Dr. Rice said there is no perfect solution to this because we're going to be putting a lot of people together. We're going to do the best we can and we're going to follow the guidance given by the Health Department.

Dr. Gordon stepped in to assist in explaining the health plan that has to get approved from DOE and that everything must be listed and training to occur with screening students and staff. The flow chart has checkpoints...as soon as something happens, you must go over to this next step. It will be totally laid out and explained as to what to do. Dr. Gordon stated that we are really going to need the parents help because we really need them to check their child(ren) before they leave the home. That's the key.

Member Riddick expressed his discomfort with sending our kids back to school. He indicated that he was prepared to vote "NO" today and to vote to go 100% virtual with an exception for Special Education if we can come up with something. There are too many gray areas. Many bus drivers and staff can attest that parent send their kids to school, knowing that their children are sick. We want our children to return back to normal, but kids' lives, and family members lives are more important to me. He shared that his grandmother, 87 has coronavirus and it is stressful and hard to deal with. Been receiving countless emails from people saying open back up. Tried to look at it from both ends, just don't see any plan we have equivalent to the risk of a child losing his/her life, a grandparent or a person exposed to an asymptomatic child who came in contact at school or the risk of any potential liability that we would take. He wishes they could vote today, giving parents time to get affairs in order instead of coming back to vote in August. He wanted to go on record that he is 100% against sending our children back to schools, riding buses, exposing bus drivers, staff and students receiving face to face learning.

Ms. Story spoke about the parents and it's their choice, they don't see it as a high risk and are willing to go back. She appreciated the choices of face to face and 100% online instruction. Many parents are concerned about emotional and social learning and development. We cannot dictate to parents their child's educational choice; it is a parent's choice. We are not here to tell parents what to do. Did you get a good response from staff as to who's willing to come back and who's not?

Dr. Brown indicated they got about 1600 responses out of 2000. About 25% indicated they have a condition or concern. Over half of the people stated that they are comfortable with returning to work. About 150 stating they are uncomfortable returning to work. About 600 people stated they are comfortable coming back to work.

Those teachers with underlying health conditions are the ones we will first look at for online instruction. Then we will cross reference with Dr. Brown's work to see teacher's certifications to determine what teachers we will have for virtual support. If we don't have a virtual teacher already on staff, maybe we can contract out to bring in that extra support. Other staff members with underlying conditions, the question is, can they do telework, do we have the ability to switch up employees' hours allowing them to work (ex. custodian who would usually work during the day, can we change the hours to allow to work in the evening when others have gone.) Dr. Gordon stated, that's the stuff that this Task Force is looking at and finalizing. That's why, even though the Board is going to vote on whatever the plan may be in August, you'll begin to see new information come out from us each week in order to give our school community the opportunity to process the information and be ready to plan accordingly. He indicated that by the time we get to the August 13th's board meeting, about 90% of yours and the community's questions

should be answered. He will follow up with Facebook Live the day after the meeting. The new guidance is that kids have to wear masks. However, we've received lots of emails from parents stating that if their child has to wear a mask to come to school, they will not be attending. We're trying to gauge all of this information with the face masks and face shields, which is better for word formation, but the shield isn't as safe as the masks. Those are just some of the different things that the Task Force is working on. We want to make sure that from the liability side, and the health side that the information we're giving to parents is really clear because we do not want anyone to make a mistake based on confusion. Communication from Ms. Ward's team will be critical. He stated that the parents that are on the Task Force has thought of just about every question you all are asking. Also going to get the kids perspective. They will be the last group of people we talk to. They are the ones who will be affected more than anyone else, especially with what they already went through in the spring. We must make sure that we do what is best for Suffolk. Dr. Gordon stated, he does not care what the other divisions are doing, we are going to do what is best for Suffolk.

Member Riddick offered information sent to him by several constituents. They asked, if an elementary teacher test positive for covid and has to quarantine for 14 days does this mean the entire class was exposed, so the entire class has to quarantine for 14 days too? He continued to express several scenarios before expressing that these are the things that he really wants us to think about.

Dr. Rice explained that those things are part of the plan. It might be that some schools may have to be closed, or the entire division. Those are the reality of positive cases that might arise in the division, these are literally in writing. We have worked very closely with the Department of Health because we know that could happen and we have to be prepared...is it just cleaning, closing down a wing, the building, the district? Contact tracing which will determine how extensive is the response.

Dr. Gordon stated if we do that, that is where the virtual piece is going to be important. This is the reason for the hybrid piece.

Dr. Rice indicated that this is going to be our new normal for us because when those snow days/hurricane days come up and we have to close schools every child has a device and we can use the Canvas platform to continue with teaching and learning.

Member Riddick stated he wanted us to keep in mind the difference between "equality" and "equity." He stated that with the data given (referring to the staff survey), let's make sure that the information coming back isn't just from the northern end of the city that want to come back to work or just the teachers on the southern end. We have to make sure we have enough teacher's division-wide. He closed with "I am really not a fan of sending our kids back to school with all of these gray areas."

Member Jenkins asked if the form that's being sent out is only being sent electronically?

Dr. Rice answered, yes and that it will be on our website and if needed, paper copies can be available.

Member Jenkins indicated she want to be sure that all of our parents can get whatever forms and surveys are sent out because everyone does not have a Chromebook or computer. Secondly, lots of behaviors happen on the bus, how with the safety precautions,

how are we going to help the bus driver that's already struggling? Kids could be fighting, which isn't social distancing. We need to be sure to put these things in our minds so we can ask these questions. The safety and lives of our students, our administrators, and our teachers is priority. We want them to learn but I am not for playing Russian Roulette with their lives.

Member Mayo asked what are the liability issues and how does that play into this...is that going to be addressed?

Dr. Gordon indicated that was the entire focus of a webinar from the Virginia Association of School Superintendents meeting and why he stated that SPS is going to follow the CDC guidelines. The most challenging part for any victim is to prove where they got the disease/virus and unless they can actually specify that it was due to negligence on the staff, on the school division, that's the only way you will have an issue. This is why when Dr. Rice was speaking, she spoke about the directional hallways (similar to what you see in grocery stores), we spoke about the signage that will be going up in the schools in the next couple of weeks. We have to make sure that the videos coming out from the Community Engagement Office shows what those expectations are. For staff members who has someone at home with a higher probability of getting the virus, we're still looking at the policy and may have to make some adjustments on. The VASS legal team recommended that the staff member would take sick days, but they can only take up to 10 which is less than the 14 potential days of quarantine. We're still trying to make sure that whatever we do, we have our procedures laid out. If our procedures are laid out, our school division will have very little liability.

Member Mitnick asked, in the event there is coronavirus in the classroom and the teacher have to self-quarantine for 14 days, will those days be counted against their sick leave, or will there be some sort of special compensation made for them?

Dr. Gordon answered..."that is the million-dollar question." One of the things were looking at is to make sure it doesn't go against FMLA. The key is that the employee has to get the test. They just cannot stay out for 14 days. The proof is going to have to come back through the HR department on what the results are. We will basically have a guidebook for all students, staff, and everyone to follow. Those are the questions we're going to address. School divisions are being told right now "yes", but we need to see if that is the right thing for Suffolk Public Schools.

Vice-Chair Brooks-Buck stated, we're telling the teachers that you have to teach a class and a student in your class has coronavirus and you're being exposed to this virus and you have to stay home to self-quarantine and we're going to punish you by saying you have to take your sick leave to stay home to self-quarantine? That is not right. How can we do this?

Dr. Gordon stated policy need to be adjusted. One of the first suggestions we looked at was if a teacher is exposed from a student and that teacher has to self-quarantine, our first step is to make that teacher a virtual instructor. Then we will have to see when the teacher was tested. But we will ask the policy committee to review some things.

Member Mayo stated that it is not fair if teachers would have to use their sick leave. That would not be the right thing to do and we need to look into that.

Dr. Rice said she thinks Mr. Napier and others would have to bring some recommendations to the policy committee. She stated it is her personal opinion that we will have to be very lenient in these situations. Mr. Waller will also have to weigh in on this situation. We want to be as fair as we possibly can. By bringing recommendations, the Board would be able to help with this situation.

Dr. Brown offered clarification saying that it's best to put people out for precaution and for that, it can be listed as "admin leave with pay." Where the sick leave may come into play is if an employee has an underlying condition and teleworking may not be an option. Therefore, a custodian who may have to work at night and may be over 65, we may be able to accommodate. But if the employee is still scared to come to work, that individual may have to take leave because we are offering a safe place to work, and the employee is opting not to work. Usually with exposure, we take that precaution and if they can't work virtually, they can use the admin leave with pay.

Member Riddick asked, how long does coronavirus last on surfaces?

Mr. Napier stated two hours to 14 days.

Member Riddick said, that rules out a person 65 coming in on night shift where you have possible exposure every day. In addition to that, would staff be required to take a coronavirus test prior to reopening schools that yield a negative result?

Dr. Gordon indicated there are two things we need to look at, 1- would we be able to get all the staff in, 2-do we have the money to pay for it. To go back to your first question...hand sanitizer machines are the very first things to go into the classroom. This will be our first line of defense. It will take five minutes for the room to be sanitized. The areas that we are going to focus on are the high-touched areas (i.e., doorknobs, light switches, desk tabletops, etc.) That's going to be our huge focus. Because we couldn't get all the custodial staff we wanted, Mr. Napier's team is prioritizing. We're making sure that when we set up these zones, that having a reduced number in our schools is going to be key. Once the kid, class or a group leaves an area, we can go in and clean and send them to another clean area; then the next day, flip/flop. That's how we're going to be able to work it out. The training of the custodial crew is just starting because a lot of it is going to depend on the flow chart. That's what we are doing...starting next Monday through the end of August. He said, there is not a perfect solution to this and not everyone will be happy. That's why we're giving multiple options. The Task Force have been very diligent in thinking about and discussing the need to make a decision soon if we're going to buy masks for our kids, to make sure we get them as the costs of masks are starting to go back up. Part of the reason for reading the intro is because we wanted to give you incite. We have seven weeks...halfway into that seven weeks, we're going to give you the final version. After receiving that final version, we then have three weeks to make sure our entire school community knows what to do. That's how we're dividing this all up.

Member Riddick asked, since employees are not required to be tested prior to coming back to work, if they are asymptomatic, they wouldn't know?

Dr. Rice replied that testing is not in the plan at this point. She added that the machines that are going to be in the classroom that sanitizes in five minutes will be the same machines used on the busses. Already set up for the bus ramps and the folks that are trained will go on each bus as they deboard to get it right for the next run.

Member Mitnick asked will schools be closed to visitors and volunteers?

Dr. Rice said it will be very restricted. Probably will not utilize volunteers. Visitors will probably be limited to just the front office. There will be very strict limitations on how and who comes into buildings.

Chair Byrum said, it seems like we have a lot of questions. Ms. Holloman has a long list and I agree with a lot of the things mentioned. The public should realize that this is a fluid plan and that everyone's major concern is safety. We want to educate people, but safety comes first. We all want to go back to as much normalcy as possible. This is a difficult process and Dr. Rice, Dr. Gordon and all of the people on the Task Force should be commended for the work they're doing because its taking thousands of hours and you still may have only touched the surface. There are so many things we cannot imagine. Commend you on the work you have done and in going forward.

Dr. Rice indicated that this is her 36th year in education and she has never had to tackle such a monstrosity as this. It is a difficult task but want the community to walk away tonight and know that we understand that this is frustrating for everyone, there is no perfect plan, we do want to get everybody in the building as soon as possible but we can't unless we're certain that safety is ensured. Safety is first and were doing the best we can.

Item 2: Virtual Virginia & CANVAS Learning Management Systems

Dr. Gordon introduced Dr. Davenport for the Canvas presentation. He indicated that Canvas will be a game-changer for this division. This is going to be provided free by the VA Dept. of Ed. This will be a major budget item for us whenever VDOE no longer decides to pay for it. This will be the learning platform we will use. When students tap the app or go directly to the website, they'll be able to see attendance, assignments, and communication from teachers. It collaborates and works seamlessly with Google Classroom, Edgenuity, iReady, and teachers can also upload additional resources and information. A lot of our school community is familiar with this because it's being used at a majority of the colleges in the Commonwealth of Virginia.

Dr. Davenport indicated that the State has offered Virtual Virginia State Outreach Program which is a virtual learning program available free to Virginia public schools that allow local students to take online courses with state approved teachers throughout the school year and summer. Virtual Virginia this year created an Outreach Program that was developed to provide all Virginia public schools a platform that gives students and teachers online access to instructional content at no cost to the division. This access has been guaranteed for two years for free from the State.

What we're getting with this program between Virtual Virginia and Canvass: (just for clarity, Virtual Virginia is the State program and Canvas is a Learning Management System operated by a private corporation.) For the Outreach Program Expansion, Virtual Virginia will provide:

- A solution to provide scaled online content delivery to a school division by that division's teachers
- An LMS platform (Learning Management System. If you're familiar with Blackboard, it's very similar to that). We basically call it Google Classroom on steroids because it has a lot of extra features that Google Classroom does not have.
- Onboarding for school, teachers, and students (tier one assistance as far as the service that teachers will be able to get and the help that teachers will be able to get)
- K-12 online learning modules (what we're getting from Virtual Virginia is the content). They already have Virginia aligned standards and materials because our students have been in these classes. What they did during the 4th quarter of this year was starting to develop K-8 materials. Our high school students have been using Virtual Virginia for AP courses. For example, if we could not have an AP teacher because there was only one student who wanted to take a class, we had that student to go to Virtual Virginia to take that AP course.
- Tiered support for administrators, school counselors, educators, students, and parents/guardians.

By participating in this program, we receive the following benefits:

- K-12 online learning modules, which feature fully developed lessons and a selection of teacher-graded assignments (because they're creating this content for everyone to use, they're going to give us some of those assessments and quizzes and projects. Those will be available for our teachers as well.)
- Local teacher autonomy to use, modify, and develop modules for the provided learning resources to address missing content or provide new instruction. (ex. If we get the content...let's say for a full course in kindergarten and let's say they want to add a project that they have always done with their students in Google Classroom or Google Slides, they can easily delete the assignment from Virtual Virginia and add their own personalized assignment for their students.)
- Local schoolteachers are enrolled in a statewide Professional Learning Network (PLN) of Virginia educators and may participate in workshops and statewide training (they actually are grouped based on their content area. Quite a few teachers participated in this, they had a sample course available through Canvas recently and we put ourselves in the group. Dr. Davenport for example put herself in the "world language" group and there were other "world language" educators sharing projects, asking questions, and sharing resources). It allows teachers from across the state to come together and get that resource and feedback from each other on the best way to use the program.

Dr. Davenport at this time showed a brief video of the overview of Canvas, how it works.

Canvas Features include:

- Audio and video messages between teachers and students (students can record messages for their teachers).
- Chrome compatible.
- Integration with other platforms (i.e. eMediaVA, Khan Academy, GoOpenVA, Edgenuity). Students won't have to log into a different site, can just go into Canvas and the link will be in there. Working on "single sign-on" meaning that students log into Google Chrome and will be able to access all

the other platforms. They will not have to remember multiple passwords, only the one password to get into Google accounts.)

- Integrates with Google Suite (Google Docs, Sheets, Draw, etc.)
- Canvas mobile apps for IOS and Android (students can see the classes on their mobile device.)
- With embedded secured video conferencing, you don't have to worry about outside people jumping into your video calls. Only those students enrolled in your class can be in the video call. It will actually record the conference for 14 days and keep it there for livestreaming. If you missed a video call, a student could go back and watch the video lesson. It has a whiteboard feature so teachers can teach virtually using the whiteboard. They can put certain students into groups...so if you only wanted to invite half your class for a session because you want to do small group, you can do that. The whole class doesn't have to be involved.
- Collaborative workspaces. Google integrates seamlessly for students and teachers. When they open Google within Canvas it will look just like it does when they open Google on their Chromebooks. They won't see much difference with features, all those Google features will still be there.
- Integrates with Frontline Professional Development system for Professional Learning. This is big for our teachers because this will allow us to take courses that other districts have been provided or created, and will allow us to have our teachers sign up to do our Frontline program and will be put in courses. When finished courses, their points will go right into the Frontline system, so they won't have to worry about multiple platforms.
- Robust course notifications and parent features. Parents can see the entire course and all the materials. They don't have to wonder about what their student is learning; they will be able to see it. However, parents will not be able to change any information.
- Graphic analytics reporting engine. Part of this is the learning mastery platform. For example, you can give a quiz and instead of the quiz giving a grade it will say "this student has mastered" or this student is working toward mastering or progressing, or this student is not there yet, verses giving "A"s or "B"s. This will help teachers group students based on what their needs are.
- Customizable by district and teachers. There is a lot of content already available in Canvas but what we're focusing on is Virtual Virginia content because we know that it is Virginia aligned. We will be starting this with our teachers. The first course we received was a course called "Growing with Canvas" which is the teacher course to help them learn what the platform looks like. Teachers actually get a sample course called "Standbox". In that course they can play with adding quizzes and tests and pretend like they were creating their own course. We're hoping to have that ready for a select group of teacher leaders and our central office staff within the next week so that they can start working through that module. By August when our teachers return, we can put them all inside that platform. They can get their training well before the students come back in September and be ready to go.

At this time Dr. Davenport asked for questions.

Member Riddick asked, regarding testing and making sure we are measuring accurate information, are we going to look at utilizing lock down browsers for testing?

Dr. Davenport indicated that there's not a "lock-down" browser, that we will be using, but the system does have a time on it. That's one of the features that we're looking at. She mentioned that starting out the school year, we're not looking at doing any heavy assessments, we're looking at doing customized, short, skill-based assessments to see where the students are as they progress through those standards. We're not looking at giving a 30-question test that all the students can just record answers and share with their friends. There is also time you can add meaning that students must complete assessment within this window. If for example you need to do the test on Monday at 10, the teacher can say your test needs to be completed by X amount of time. Those options are available.

There were no other questions.

Item 3: Citizen Advisory Committees Applicants

The Clerk indicated that the following applicants were selected by Board Members to serve on the various committees and council as indicated:

1. CTE Advisory Committee:
Bob Holcomb, Rev. Dr. Carl Sweat Jr., Shalarrria Skinner, Ivana Wallace, Fran Duman, Joan Turner, Hosea Cartagena
2. The Local Advisory Committee for Special Education (formally SEAC):
Kristen O'Neill, Angela Bickerton, Regina Hall, Anitra Simmons, Pamela Charles, Saul Godinez, Katie Morse
3. School Health Advisory Board:
Regina Tindell, Janice Copeland, Karen Bazemore, Sharon Eaton, Devon Blair, Lorrie Triplett
4. Safety Audit Advisory Committee:
Emil Reynolds, Carlton Williams, E.C. Harris, Brandon Rondlemon, Thomas Turner, Jeannie Swain
5. Gifted Education Advisory Committee:
Deanna Alston, Diane Gee, Sylvia Bond, Sharon Eaton, Troy Merryfield Carly Bosco
6. The Parent Advisory Council (formally Title I):
Paula Dozier, Carlisa Joyner, Chenita Worrell, Cathleen Coin

Member Story stated, we need to mention they are just the appointees and that more people will be added.

Chair Byrum agreed that those are the appointees from the Board. Each Member was allowed one appointment for each committee.

Vice-Chair Brooks-Buck indicated that doesn't mean that those are the only people who can be on the committee. Those were just the individual people from each of the boroughs that board members appointed.

Member Story stated that her understanding was that they will be meeting again and looking at all the other applicants and will be putting those on as well.

Chair Byrum said right.

Member Riddick moved, and Member Jenkins seconded, the motion to approve the Citizen Advisory Committee Appointees as presented.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0 The motion passed. 7 to 0 to 0

Item 4: Superintendent's Revised Evaluation Tools:

Vice Chair Brooks-Buck stated that the revised evaluation tool was used because this year, there was no testing done this year. In the original evaluation tool, there were seven standards and the seventh standard was based on assessment. This board chose to use the assessment scores gleaned from SOL tests as a measure of the Superintendent's appointment. As we developed this tool in 2014 this board chose to use the seventh standard and in that seventh standard our assessment was based on the performance of the school system on those tests. We did not have the tests this year (nationally, there were no tests) because of COVID-19 so we modified that instrument this year based on the fact there were no assessments to use therefore we had six standards instead of seven.

Vice Chair Brooks-Buck moved, and Member Riddick seconded, the motion to approve using the instrument as we modified it with the six (6) standards.

Member Story stated an un-readiness to vote on the motion. Member Story stated that teachers had all seven standards and they had a lot of tests besides SOLs. She indicated that she shared with the board that only about 15 to 20% was based on SOLs. Under Standard 7 there is A through G or something and there is still a lot of test data that could be used for that evaluation. She indicated that for her, it is more to give a baseline start as a comparison to look for next year. Maybe we won't have SOLs next year, so we're never going to use any baseline for any student achievement, that she doesn't understand. She again indicated that there were a lot of scores that could be used and thinks we should go ahead and use it and modify it just as it was done for teachers. Teachers had to use something different than SOLs as well and they were asked to do Standard 7 and of course the percent were modified because it wasn't a big test. We still have a lot of data that we could use, and I think were called upon that as a Board to use, to have data and to look at how students progressed from September through March. Teachers worked really hard and they had student scores, and to just ignore that, I don't think it's healthy for morale either. Teachers felt that if you used Standard 7 for me, then why isn't Standard 7 being used for him. I think it's a real downer in terms of teacher morale. We need to be consistent, if we used Standard 7 for teachers than we should use Standard 7 across the board. I'm not in favor of this tool because it really will affect teacher morale and its not consistent. We could put in AP scores coming in, IB scores just came in...there is a lot of data that we can use, and I think it would be to Dr. Gordon's benefit. I have no doubt that he's going to improve scores, but we have to have a baseline to start with. I'm definitely an advocate for being consistent, and what is good for teachers has to be good for administrators and we use the same tool. These tools are not appropriate to use right now, we need to keep morale at the highest we can, we need to really be doing everything we can to keep a very positive environment and if were not consistent, then I think that that's a problem. And besides, I think there is a lot of data we can use. So, I'd rather see us postpone this, get a good tool, be consistent, and do it in August. I don't think it would hurt anything.

Member Riddick stated that Dr. Gordon hasn't been here that long, so it's not fair to, in my opinion, to give him a full year of evaluations when truth be told from September to

mid-October, Dr. Harrison was at the reigns. From mid-October to February we were in normal school operations. Abruptly in the month of March, everything changed as we know it...that's not consistent enough in my opinion. Our teachers, most of them have been here since September. Dr. Gordon didn't have the same luxury, so that's why I support striking Standard 7.

Vice Chair Brooks-Buck said when we developed the instrument, it was not based on Dr. Gordon, it's a Superintendent's instrument that is used across the state. When we develop an instrument like this, we have to have consistent data that you use for this type of instrument. Teachers have about a 40% impact on student performance, principals have about a 20% impact on student performance, according to the research, and superintendents actually have less than that (this is direct impact). You have to have a consistent benchmark, you just can't use any kind of test like AP test, SAT tests, or any other kind of test and say we have some tests so we can use it. You cannot do that and have consistency. What we have done for the last six years is use our end of year test data to evaluate our superintendent. For item seven, because we did not have that, we did not use that. In an effort to be consistent, that's what we've done. I would hope that our teachers would not have been penalized for that since we didn't have test scores this year. I recall in February, we had problems with giving the SOL test because there was some kind of breakdown in the state testing system to start with, so I cannot imagine that teachers were penalized for it. After that, the State testing was dropped, then the national testing was dropped so I don't believe that anybody was penalized.

Member Riddick then called for the question. (Vice Chair Brooks-Buck moved, and Member Riddick seconded, the motion to approve using the instrument as we modified it with the six (6) standards.)

Upon a roll call vote, the vote was: Aye: 6 Nay: 1 (Story) Abstain: 0. The motion Carried. 6 to 1 to 0.

PUBLIC SPEAKERS ON NON-AGENDA TOPICS

The Clerk read the instructions for public speakers

Paige Kluck – Educational Concerns of Parents (Especially Those with Special Needs);
4th Nine-Weeks:

- 6th Grade Math Teacher of 67 wonderful students at KFMS
- On the evaluation, teachers were held to Standard 7, alternate data was used. Not the data we're used to, and many teachers' evaluation did suffer because of Standard 7. As much as Dr. Gordon talks about equity, I would think that you would want to be held equally accountable for our students as we are. I'm sad that you're not fighting for that yourself, so you know how much improvement you do for your children.
- Once you're my student, you're always my child and are forever in my heart and I teach every child the way I want my child to be taught.
- Here tonight on behalf of my students, the parents that I had this last school year.
- Been collecting comments and concerns from the parents since March 15th.
- Sent out an email this week to tell parents I was coming to speak and that their voices would be heard.

- Some of the comments from the parents (although some of these things have been said) but out of respect to my parents, I do want them to know I am speaking on their behalf and I do have their permission to share this.
 - ◆ The Edgenuity lessons were too lengthy and too many things were assigned.
 - ◆ They know you're in a tough position but please consider the health and safety of students and staff when making these tough decisions.
 - ◆ Parent said she wasn't comfortable sending her child when he has a high probability of contracting the virus and his health, safety and education are a priority.
 - ◆ Students with learning disabilities had a really hard time with virtual learning and just being focused at home (this parent works, she wasn't there to help her child).
 - ◆ One parent said they'd hate to see children have to wear masks.
 - ◆ Another parent likes the virtual classroom idea but wants children to have a virtual class every day, they have their laptop and they can see their teacher and can communicate with their teacher through the laptops.
 - ◆ There were quite a few questions: How will the students get to and from school safely? Will objects be sanitized, or will they even be used? How will you ensure your bathrooms are cleaned properly? Will classrooms be sanitized before students enter block or will they stay in one room all day? Will students' temperatures be taken? If a student is exposed to the virus and has to be quarantined, will that affect their attendance? If staff members are exposed, will they have to use their leave and who will teacher their children? Has the board taken into account the disproportionate effect that the virus has on the communities that we serve? What safeguards are being put in place to ensure that students receive inclusive services and the appropriate amount of support and equally important for receiving accommodations? How am I supposed to support my children's education needs when they're completing assignments and I'm at work? Will a Special Ed. teacher be in the room with the general education teacher for inclusion classrooms? If online school continues, how will you provide a proper level of work and support for children with IEPs? If face-to-face is how we go, how will you serve children with asthma and other medical conditions? How many students will you have in your resource classes like PE and others like Art and Music? Did special education teachers and parents serve on the committee that help come up with the plan? Will all accommodations be the same for the schools? Will teachers have their temperatures taken daily? If we return to the buildings, will we abide by the 3ft or 6ft rule separation? Will students and staff have to sign waivers to come back to school stating they will not hold the school system liable if they contract covid? Since supplies can't be shared, what extra supplies will parents have to provide? Will the school system provide face masks, disinfectant supplies to teachers or do they become part of the supply list? Will weather, fire, active shooter drills be conducted? How will you ensure my child gets to lunch, moves through the lunch line, and eats safely?

I take pride in keeping an open line of communication with parents. They are concerned, and we all want what's best for our children. I hope you keep those in mind as you all make this decision.

Scott Agee – Return to School This Fall (was on the agenda to speak but could not appear tonight.)

MOTION TO GO INTO A SECOND CLOSED MEETING

Attorney Waller read the following for a second closed meeting.

A motion is needed to go into a second closed meeting to evaluate the performance of the school superintendent pursuant to Virginia Code Section 2.2-3711(A)(1) of the Code of Virginia, 1950, as amended.

Vice Chair Brooks-Buck moved, and Member Riddick seconded, the motion to go into a Second Closed Meeting to discuss the topic read by Attorney Waller.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0 The motion Passed. 7 to 0 to 0.

At that time, the Board Chair adjourned the meeting to go into Closed Meeting.

CERTIFICATION OF SECOND CLOSED MEETING

Attorney Waller read the following Certification of Second Closed Meeting.

A RESOLUTION OF CERTIFICATION OF THE SECOND CLOSED MEETING OF JULY 9, 2020 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 Brooks-Buck moved, and Member Jenkins seconded, the motion for the Certification of Second Closed Meeting.

As the roll call vote was taking place, (Members Jenkins-Yes, Mitnick-Yes, Mayo-Yes, Member Story-No)

At this time, there was back and forth conversation that ensued and is recorded below:

Story: The reason why I'm voting no, which I have the right to do, is because the last 10 minutes turned into an evaluation of ME from the Superintendent.

Riddick: Point of Order.

Story: and that was not... no, there is no Point of Order.

Riddick: Yes, there is, there's a vote...

Story: I can, so therefore, it was not on the agenda to evaluate MY performance as a school Board member and this was YOUR evaluation.

Riddick: Point of Order. Madam Chair.

Story: So, I am voting no because that was not on the certification of the meeting, so it wasn't in the (inaudible).

Riddick: Point of Order. Madam Chair I'm asking that we move forward with the vote. Per Robert's Rules of Order, after a motion has been made and properly seconded and the roll is called all discussion, other than a yes or no vote, has to cease and I'm asking that we abide by policy, not only when it's convenient for us as board members, but systematically.

Story: That's not true in FOIA.

Riddick: If we're going to tell the whole story.

Story: It's just not true.

Riddick: Point of Order.

Story: It's just not true.

Member Story then engaged Mr. Waller by stating, anyone for a FOIA vote for closed may say why they are voting "NO".

Mr. Waller stated, whenever there is a "NO" vote on a FOIA closed meeting certification, the person who votes "NO" must state their opposition to the certification and it must be included in the minutes of the meeting.

Member Riddick stated, so that's what we're moving back to because from my understanding we're moving according to Robert's Rule of Parliamentary procedures, but that's good if we're going by that change. However, if we're going to put out one side of the story, then the whole story needs to be told because our Superintendent was just greatly disrespected. For Board Member Story to jump up...

Member Story interrupted stating, so now we do have a Point of Order because this doesn't have anything to do with your vote and you've already voted. And by the way, our Superintendent got a fabulous evaluation. Very high and he was evaluated very well by everybody. But that did happen in the closed meeting and I did have the right to say that. Now let's move on, I voted "NO".

Member Riddick stated, I vote "YES". I didn't vote. I want to stand corrected. I DID NOT VOTE.

The Board Clerk continued with the vote at this point.

Upon a roll call vote, the vote was: Aye: 6 Nay: 1 (Story) Abstain: 0 The motion Carried. 6 to 1 to 0

ACTION ON SECOND CLOSED MEETING ITEM(S)

Vice Chair Brooks-Buck moved, and Member Riddick seconded, the motion to approve the Contract Addendums for the 1% cost of living addendums that we made for the Board Attorney and for the Superintendent. They're already included in the budget, but we did do the addendums in the meeting, so I move to approve those. (Board Clerk verified who seconded as two seconds were stated at the same time.)

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0 The motion Carried. 7 to 0 to 0

Board Chair Byrum indicated that a motion was needed on the Performance Evaluation of the Superintendent

Vice Chair Brooks-Buck moved, and Member Mayo seconded, the motion to approve the Performance Evaluation of the School Superintendent.

Upon a roll call vote, the vote was: Aye: 7 Nay: 0 Abstain: 0. The motion Carried. 7 to 0 to 0.

BUSINESS BY BOARD MEMBERS

Member Jenkins:

- ❖ Thanked Dr. Gordon and his executive staff for all they are doing now and what's ahead.
- ❖ Welcome new family members to Suffolk Public Schools.
- ❖ Hope that parents, students, and staff, understand that Dr. Gordon, staff, and School Board are putting your health and your life first. We cannot play Russian roulette with your life. She has experienced death in her family from Covid-19, had classmates pass away from Covid-19 and had a friend who's like a sister who was on a ventilator for 30+ days from Covid-19. This friend works in a facility with kids and miraculously is now covid free but learning how to talk and walk again. One of the things the friend said is to make sure people know that Covid-19 is real and nothing to play with.
- ❖ Hope you all know that this is not a quick fix, nothing that the school system is taking lightly.
- ❖ We are thinking about the life of our kids and our staff because all you need is one person in that classroom or on that bus , in the cafeteria, in the bathroom to have it and give it to someone else, then here we go.
- ❖ We're thinking about the whole picture, the lives of people.
- ❖ We want kids to be able to go out and play in the grass and not be under the grass, 6ft under. That's what we're thinking about.
- ❖ Appreciate all your calls, and emails, but we are thinking about the safety and the life of our students, your children, and the lives of our staff. God Bless.

Member Mitnick: (indicated that he could not see what's going on in Chamber)

- ❖ Thanked everyone who provided comments on the Fall Opening Plan.
- ❖ I'm sure with what we've seen this evening from Dr. Gordon, Dr. Rice, and Dr. Lawson-Davenport that we will be able to move ahead and we will be presented a plan next month that has thought of everything and has everything in place and we will be able to live with in Suffolk Public Schools. Will it make everyone happy, no; but that's not those folks' job to make everyone happy, but to provide a learning experience for the children of Suffolk Public Schools
- ❖ Thanked all of the teachers. You guys are great, and you've worked so hard and I hope you're doing some restful stuff this summer, preparing, and you'll be ready for whatever comes September 8th.
- ❖ Thanked Dr. Gordon's staff for the long hours you all are putting in and the work that you're doing to get us ready for the opening of school September 8th.

Member Mayo:

- ❖ Special thanks to Dr. Gordon, the SAO staff, administrators, teachers, and support staff for your continued dedication and commitment to Suffolk Public Schools.
- ❖ Dr. Gordon mentioned in earlier remarks that empathy, teamwork, and true communication are needed as we move forward to educating our children and decide on a plan for reopening.
- ❖ Please know as we continue to look at what is best for our students and staff, their health and safety is first and foremost.

Member Riddick:

- ❖ Thank you to the Suffolkians for electing me to serve you and I look forward to continuing to serve you as I have been doing so; as what's in the best interest for all of Suffolk as it relates to the Suffolk borough and our city as a whole.
- ❖ Thanked Dr. Gordon for coming to our division and working with us. Thank you for enduring some things that I really wish you wouldn't have to endure right now, and I realize how you are a blessing to our school division. When we went to the conference in Williamsburg, we had a lot of other divisions that told me directly, "If we don't take care of you, they will." I apologize for the conditions that you have to work under, and I wish you didn't have to work under these estranged conditions.
- ❖ Have two questions for the Superintendent to look into and get back to the Board at the next meeting: first, the replacement of John F. Kennedy Middle School at its present location (not moving it, keeping it on East Washington Street). What is the likelihood of us replacing that school (built in 1964) and giving those children and residents in that particular area a place to go to in the event of a natural disaster? Right now, sitting ducks. We normally utilize the high schools, but we don't have a school of size to contain Member Jenkins, Riddick's, and an extension of Ms. Byrum's borough. Second, look into the renaming of Pioneer Elementary School and naming it Southwestern Elementary School. This was the original name that was submitted by the naming committee because Pioneer currently was a replacement school – the old Southwestern. Southwestern has over 91 years of history and heritage for the residents in that area and I feel that it was a disservice for that to take place. That's one of our past wrongs that I would like to see us possibly make right.
- ❖ Have had some constituents to continue to call regarding my remarks made at June 11th meeting. Some of them have been asked to call other people...regarding my character because evidently my character is being scrutinized on Facebook. So, I'm going to address it head on, as I don't run from controversy. On June 17th Board Member Story posted on her Facebook the following:

Concerning Mr. Riddick's memory of a comment I supposedly made in the hallway of 12 to 13 years ago, is not a term that I ever used nor do I have memory of saying such a thing and I'm sure that his group of young men would have reported it at that time and I was never questioned about it by any administrator. However, in the original post, Board Member Story stated: I now find myself in an impossible position of defending myself against these heart-breaking allegations with no way to disprove gossip, unfounded opinions, false memories, or comments taken completely out of context.

My solution to this matter and to stay in line with my desire to be 100% transparent, my request is that you Board Member Story, open your personnel folder. If I'm lying, you won't see it there but because I know I'm telling the truth and I know the accounts of the other students, and the student who wrote the letter and the staff, and the students who rode my bus and was complaining about having to stand up and state what African country they were from, I'm pretty sure somebody reported it. For me, I was comfortable with just getting disrespectful in the hallway, but I've learned better that that's not the way to do it. However, I have no reason to lie and I'm not trying to use my platform to attack anyone, it's just that I

don't do Facebook to explain things. If it's regarding my school board business, I try to use this school board platform to explain my conduct as a school board member. In closing, the level of disrespect, hostile work environment we're all working under is absurd. I know there is a petition circulating and I really ask that the residents consider who you recommend to serve you, myself included. Consider who you recommend to serve you because racism, bigotry, and bullying of any kind, no one should have to be expected to come to work every day and experience that from their boss or coworkers. And what I just witnessed less than 10 minutes ago from the acts of Board Member Story jumping in our Superintendent's face, is beyond me. I'm tired of it. So now I'm speaking on behalf of Tyron D. Riddick, resident of the City of Suffolk and I'm asking Suffolk's taxpayers...I need your help. We can't focus on moving our division forward 100% when we have to keep, day in and day after day, dealing with this, what's next? What you saw tonight, a couple of minutes ago, that's not even the tip of the iceberg of what we're going through behind closed doors. I'm going to stop there because there is pending litigation that we expect to be resolved Monday.

Member Story:

- ❖ Really, very impressed with the presentation. They did an excellent job.
- ❖ Really glad to hear the fluidity of what's going to happen, that was great.
- ❖ Loved that they're still considering two options and that can change depending on spikes and so on, but I think that's really, really great.
- ❖ So many people are thinking of so many parts and I think we're going to come up with a plan that will please a lot of people, not everybody.
- ❖ Think that Dr. Rice, her presentation, I think they're really trying to balance the safety, and with education and mental health issues of kids...just thought it was an excellent presentation. Glad they're taking into account new things and new conditions as they come up. Just very impressed.
- ❖ Think every school system is working very hard. No one is going to come up with a perfect solution, but I think our school system is really on a good track to be able to make those adjustments. Really impressed with that Dr. Gordon. Think its good leadership that you're able to bring this presentation and they are able to give us just really thorough and really good answers for a lot of the questions.
- ❖ Hope that the parents, those who didn't tune it, will find that place in the video and listen to the presentation.
- ❖ Think that our administrative staff is trying to do the best it can in an almost impossible situation.
- ❖ Think that everyone is adapting, so very impressed with that, with that part of it.
- ❖ Very proud of some of our graduates. Wanted to mention Alana Tillery, she was an IB student. She was great. That was a really excellent class. We have a lot of students from that IB class. I'm sure that there are ones two from our specialty programs that go on to do some pretty special things. I think Alana is a good representative of some really great work that starts in our specialty programs, then moves on and really can impact the world. So, I think that's really very admirable.
- ❖ We didn't mention those programs in terms of what that looks like for covid but I'm sure you're taking that under consideration along with those things like Art and Music...they are tough ones. That's a really, really tough road there.
- ❖ Know that IB is pretty much online so I'm confident that they'll (inaudible). The other special programs are really hands-on, and I know that that's going to be a tough one to negotiate. I wanted to say that about those groups because I think that those kids did a really good job.
- ❖ I think that's all, I wish everyone to stay very safe and very healthy.

Vice-Chair Brooks Buck:

- ❖ Thank you to all of the staff that worked on the program.
- ❖ Thank you, Dr. Gordon, for your leadership and for the staff who worked on getting ready to go back to school.
- ❖ Still have questions that have to be answered before I can support any decision.
- ❖ Health and safety of children, I know it's a concern for you but it's an extreme concern for me.
- ❖ It has to be first in anything we do, from the time we pick them up on the bus to the time we get them to school, to the time we get them back home to parents.
- ❖ Wasn't sure as to how the daycare is going to work, I'm not familiar with that company, the ages of the children. I'll ask those questions as we move along with this and how we plan to have that all worked out in the end.
- ❖ Thank you to all of those who hung in there with us to almost 12 o'clock. Thank you for what you've done.
- ❖ Congratulations on a job well done, you and the Attorney and the Clerk. Thank you for all of the work that you do and continue to do.

Chair Byrum:

- ❖ It's been mentioned many times that this is a fluid plan we're looking into. We don't know what's going to happen from day to day. Our world is steady changing.
- ❖ There are so many things out here we don't even know. Six months, eight months, ago we would have never dreamed we would be where we are right now.
- ❖ We cannot predict what will happen in September, October, November but I do know that we have a gentleman, who is our Superintendent, who has things under control.
- ❖ We are looking at all the options. We saw tonight many questions from parents and interested people we've all been receiving emails with many of these concerns. I have a lot of concerns, like Dr. Buck.
- ❖ The people who have presented tonight, I will look through all of the information again and I'm sure we're going to hear from even more people in the next few days as we move closer.
- ❖ Safety is our big concern; education is utmost and we're going to blend those.
- ❖ We will come up with an effective plan that will move our children forward. I'm optimistic.
- ❖ Kudos to those schools who won "continuous improvement". That's a thing to really be commended for and I hope the newspapers cover that. They've worked very hard for that the, students, staff, and administrators.
- ❖ We need a couple of things on this board. I've been around for a little while and we need God and prayer. We really need to think before we open our mouths. Sometimes it's better to be silent. Sometimes we can say too much.
- ❖ We need to think about our fellow man. We're all in this together, we're trying to work basically for the same goal and some of us are getting sidetracked. There comes a point where that becomes an obstacle to our progress and it's frustrating to many people.
- ❖ Will end on a little note of happiness, today is my 32nd wedding anniversary and I am spending it at the school board, as usual. For all 11 years I've been on the school board, we always have meeting on my anniversary so I'm saying to my husband, my dearest friend whose calling me right now (it's coming through my hearing aid), and strongest supporter, I love you dearly.
- ❖ Remember your family and friends, they're the most important things you have, and our health is our most important thing.
- ❖ Everybody be safe and hope your loved ones are safe as well.

INFORMATION ITEMS

1. FYE 2020, C.A.R.E.S. Act, ESSER Set Aside, & GEER Funds Request To The City To Appropriate In FY2021
2. Financial Report: Capital Projects
3. 2021 Health and Dental Benefits Rates
4. Accident Report: June 2020

There were no questions about the information items.

ADJOURNMENT

There being no further business, the Board Chair adjourned the July 9, 2020 School Board Meeting at 11:35 p.m.

Phyllis C. Byrum, *Board Chair*

Tarshia L. Gardner, *Clerk*