



## Friday, February 25, 2022 School Board Special Call Meeting

Pursuant to the Virginia Freedom of Information Act and Norfolk School Board Policy BDB, the School Board of the City of Norfolk will hold a Special Call meeting on Friday, February 25, 2022, beginning at 9:00 a.m. in the Superintendent's conference room (800 E. City Hall Avenue, 12th floor, Room 1200). Board members will discuss and potentially hold a public vote on the following three items. One, the elimination of the requirement that Norfolk Public Schools students wear masks when on school property. Two, the elimination of the requirement that Norfolk Public Schools employees be vaccinated against or weekly tested for COVID-19. Finally, three, what to do regarding disciplinary actions taken or to be taken against various Norfolk Public Schools employees in connection with the COVID-19 vaccination/testing requirements. There will be a closed session held at the start of the meeting upon a formal, written motion pursuant to the Virginia Freedom of Information Act provisions concerning closed sessions.

The public may attend in-person or view live stream at <https://norfolkpublicschools.swagit.com/live/>, YouTube at <https://www.youtube.com/user/NPSk12va/live>, or tune in to WNPS Ch. 47.

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**SCHOOL BOARD MEETINGS LIVE STREAMING:** <http://www.npsk12.com/live-streaming>

**SCHOOL BOARD MEETINGS ARCHIVES:** [https://www.youtube.com/playlist?](https://www.youtube.com/playlist?list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG_91)

[list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG\\_91](https://www.youtube.com/playlist?list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG_91)

For School Board Business Meetings prior to January 2016, please call WNPS Channel 47 at 757-628-3459 to purchase a DVD copy for a nominal fee.

### 1. Special Call Meeting -- 9:00 AM

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**Subject**                      **1.01 Call to Order**


Meeting                      Feb 25, 2022 - School Board Special Call Meeting

Category                      1. Special Call Meeting -- 9:00 AM

Type                              Information, Discussion

Streamed live at <https://norfolkpublicschools.swagit.com/live/>, <https://www.youtube.com/user/NPSk12va/live>, or tune in to WNPS Ch. 47.

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Please print the agenda using the *print icon*  at the top of the panel on the left side of the screen or print the agenda from the *Active Meetings* home page.

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#### 5-YEAR STRATEGIC PLAN STRATEGIES:

**We will promote NPS as the cornerstone of our community's well-being.**

\*Big ideas: Technology, Facilities, Competition, Alumni, Early Learning/Literacy

**We will empower and facilitate meaningful family and community partnerships.**

\*Big ideas: Family dynamics, Poverty, Wrap-around Services, Crisis Interventions, Support Systems, Neighborhood Hubs, Community/Family/Parent Engagement, Volunteer Pathways

**We will relentlessly pursue engaged learning through high-quality instruction.**

\*Big ideas: Highly qualified AND highly effective staff, Professional Learning, Closing the GAP, Funding/Grants; Accountability, College and Career Readiness, Human Resources

**We will host environments in which all individuals feel safe and secure.**

\*Big ideas: Cultural Proficiency, Safety, Climate, Relationships, External Influences, Eco-friendly buildings, Alternative Programs, Facilities

**We will nurture a culture of excellence, equity and justice through continuous improvement.**

\*Big ideas: Cultural Proficiency, Closing the GAP, Increasing Resources, Program Evaluation, Early Learning/Literacy, Zoning, School Choice/Open Enrollment, Accountability, Disproportionate populations, Technology, College and Career Readiness

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## Board and Division Priorities:

1. Increase the percentage of schools earning full accreditation (100% fully accredited by 2022)
2. Increase the percentage of VDOE Continuous Improvement Schools and NPS High Academic Performing Schools
3. Decrease all subgroup achievement gaps (5% or less by 2024)
4. Increase the On-Time graduation (85% by 2024)
5. Provide Educational Equity, Options, and Opportunities
6. Attract and retain highly qualified & effective staff (fully staffed at start of school)
7. Expand Educational Planning and create a Five Year Capital Improvement Plan for facilities and technology
8. Promote a culture of safety, high attendance rates, decreased dropout rate, positive organizational culture, and student behavior
9. Attract and retain community partnerships and strengthen family engagements
10. Strive to Improve Relationships and Increase Governance Capacity (School Board only)

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## NOTE:

- 100% IDENTIFICATION VERIFICATION IS IN FORCE...Please remember to bring proper identification (PICTURE ID) to enter the School Administration Building.
- The Central Administration Building and all Norfolk Public School facilities are NO SMOKING zones.

**Subject****1.02 Roll Call**

Meeting

Feb 25, 2022 - School Board Special Call Meeting

Category

1. Special Call Meeting -- 9:00 AM

Type

Information

**Subject****1.03 Motion to go into Closed Executive Session (vote required)**

Meeting

Feb 25, 2022 - School Board Special Call Meeting

Category

1. Special Call Meeting -- 9:00 AM

Type Action, Information

Recommended Action MOTION TO ENTER EXECUTIVE SESSION  
25 FEBRUARY 2022

Move that the members of the School Board go into a closed session for the purposes which are set out in subsection (A) of section 2.2-3711 of the Virginia Freedom of Information Act (Act), as amended for:

(a) Discussion, consideration, or interviews of prospective candidates for employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of the School Board of the City of Norfolk, pursuant to subsection 2.2-3711 (A) (1) of the Act. The subject of this portion of the session is the discussion of disciplinary actions taken or considered against specific employees for violating the Board's requirement that employees be vaccinated for or weekly tested for COVID-19.

(b) Consultation with legal counsel and briefing by staff members or consultants pertaining to actual or probable litigation where discussion in open session would adversely affect the School Board's negotiating or litigating posture, and consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by counsel pursuant to subsections 2.2-3711 (A) (7) and (8) of the Act. The subjects of this portion of the session are (i) issues concerning the matter set out above in subsection (a) of this motion; (ii) issues concerning the requirement that students wear masks on school property given the passage of Virginia Code Section 22.1- 2.1, effective March 1, 2022; and (iii) issues concerning the requirement that employees be vaccinated for or weekly tested for COVID-19.

#### MOTION TO ENTER EXECUTIVE SESSION

FEBRUARY 25, 2022

Move that the members of the School Board go into a closed session for the purposes which are set out in subsection (A) of section 2.2-3711 of the Virginia Freedom of Information Act (Act), as amended for:

(a) Discussion, consideration, or interviews of prospective candidates for employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of the School Board of the City of Norfolk, pursuant to subsection 2.2-3711 (A) (1) of the Act. The subject of this portion of the session is the discussion of disciplinary actions taken or considered against specific employees for violating the Board's requirement that employees be vaccinated for or weekly tested for COVID-19.

(b) Consultation with legal counsel and briefing by staff members or consultants pertaining to actual or probable litigation where discussion in open session would adversely affect the School Board's negotiating or litigating posture, and consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by counsel pursuant to subsections 2.2-3711 (A) (7) and (8) of the Act. The subjects of this portion of the session are (i) issues concerning the matter set out above in subsection (a) of this motion; (ii) issues concerning the requirement that students wear masks on school property given the passage of Virginia Code Section 22.1- 2.1, effective March 1, 2022; and (iii) issues concerning the requirement that employees be vaccinated for or weekly tested for COVID-19.

## 2. Closed Executive Session

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Subject	<b>2.01 COVID-19 vaccinations/weekly testing mandate and associated disciplinary actions</b>
Meeting	Feb 25, 2022 - School Board Special Call Meeting
Category	2. Closed Executive Session
Type	Information

<b>Subject</b>	<b>2.02 Resolution Certifying an Executive Closed Session (vote required)</b>
Meeting	Feb 25, 2022 - School Board Special Call Meeting
Category	2. Closed Executive Session
Type	Action (Consent), Information
Recommended Action	<p>A RESOLUTION CERTIFYING AN EXECUTIVE MEETING OF THE SCHOOL BOARD OF THE CITY OF NORFOLK IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT.</p> <p>WHEREAS, the School Board of the City of Norfolk has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and</p> <p>WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by the School Board of the City of Norfolk that such closed meeting was conducted in conformity with Virginia law;</p> <p>NOW, THEREFORE BE IT RESOLVED that the School Board of the City of Norfolk hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the executive meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed, or considered by the School Board of the City of Norfolk.</p>

A RESOLUTION CERTIFYING AN EXECUTIVE MEETING OF THE SCHOOL BOARD OF THE CITY OF NORFOLK IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT.

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

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by the School Board of the City of Norfolk that such closed meeting was conducted in conformity with Virginia law;

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

*Our adopted rules of Parliamentary Procedure, Robert's Rules of Order (newly revised 11th edition), provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the Consent Agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the Consent Agenda at the request of any board member.*

### 3. Open Session

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<b>Subject</b>	<b>3.01 COVID-19 vaccinations/weekly testing mandate and associated disciplinary actions</b>
Meeting	Feb 25, 2022 - School Board Special Call Meeting
Category	3. Open Session
Type	Information
<b>Subject</b>	<b>3.02 Resolution Eliminating Student Masking Requirement (vote required)</b>
Meeting	Feb 25, 2022 - School Board Special Call Meeting
Category	3. Open Session

Type                      Action (Consent)

*Our adopted rules of Parliamentary Procedure, Robert's Rules of Order (newly revised 11th edition), provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the Consent Agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the Consent Agenda at the request of any board member.*

## 4. Adjournment

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**Subject                      4.01 Special Call Meeting Adjourned**

Meeting                      Feb 25, 2022 - School Board Special Call Meeting

Category                      4. Adjournment

Type                          Information

School Board Work Session Adjourned