

BUENA VISTA CITY PUBLIC SCHOOL BOARD
BUENA VISTA, VIRGINIA
REGULAR MEETING
6:00 P.M.
July 22, 2021
W. P. RAMSEY EDUCATIONAL CENTER

ATTENDANCE: School Board Members present: Teresa Ellison, Wayne Flint, John Rice, Mac Felts, and John Roberts. Absent: Lisa Kerr and Roy Mohler. Also in attendance: Tony Francis, Robin Williams and Sandra Mohler.

Meeting was called to order at 6:00 pm. Pledge of Allegiance and a Moment of Silence was observed.

Motion was made by Wayne Flint to approve the Agenda. It was seconded by Mac Felts and passed by a 5-0 vote.

Presentation:

2021-2022 School Opening – The DOE is not going to issue mandates on this, they are going to let the School Boards make the decisions based on their community needs. DOE and CDC is letting has issued guidance. BVCPS will continue with the decision tree protocol & other protocols set up last year. Protocols will be updated when changes occur. Vaccinations are only available for students 12 years and older. Indoors: mask use is required for people who are not fully vaccinated including students, teachers and staff. Outdoors: do not need to wear masks. However, in crowd outdoor settings non vaccinated people are recommended to wear a mask. Masks will be provided for students and staff who need them. PK-6 students/staff will wear a mask. Students/staff in grades 7-12 are required to wear a mask if not fully vaccinated. During school transportation everyone must wear a mask regardless of vaccination status. This is a Federal mandate. CDC recommends school maintain at least 3 feet of physical distance between students. Cafeterias will be open with social distancing mandate of 3 feet. Cafeteria and eating areas will be disinfected between lunch periods. Limit non-essential visitors. Stay at home if you are sick! Ventilation: all elementary & middle school classrooms have room air filtration systems as does the Ramsey Center, lunchrooms, gyms and field house. The high school has a ventilation system in their HVAC system. All students will receive instruction about proper hygiene practices and reinforced throughout the year. All schools have signage to show proper handwashing & hygiene practices. Tissues and hand sanitizer are placed throughout the buildings. School supplies will not be shared. The school nurse will work closely with the CDC and local health departments to ID and contact those individuals who came in contact with an infected person. Recess & Physical education: will follow recommendations of the CDC and VDH. PE will be conducted outside and all equipment will be cleaned before/after use. All activities will be designed & implemented to maintain social distancing guidelines. Transportation: Everyone must wear a mask, use hand sanitizer before entering the bus. Two students to a seat. Windows will be down 3 inches to support air ventilation. Attendance policies: stay home if you are sick. All attendance awards or incentives are currently suspended. Additional considerations: Open houses, parent-teacher conferences will be face-to-face. Clubs, concerts, school plays will be reinstated. CDC/VDH guidelines will be followed at these events.

Nurse's office will be open for health needs. Do not send PE students with sprains, twists, etc. to the trainer. All accidents during the school day should be directed to the school nurse. Instruction: first 9 weeks will be used to assess students' knowledge and determine gaps. Instruction will be all-day, every-day, face-to-face. Academic Success Coaches will be available to assist with students needing additional academic support. Teachers will work with Success Coaches to provide additional learning opportunities for students. Communication and Feedback: Parent meetings/open house, school messenger, website, questions and comments regarding this presentation can be submitted to backtoschool@bvcps.net. I want to post this presentation on the website ASAP so parent will know procedures for coming back to school. We cannot ask staff or students if they have been vaccinated. We are using the honor system. The Board has the authority to change this plan.

Teresa Ellison - We are going to meet on August 5th, can you give us an update then? Board members went back and forth regarding mask protocols.

Welcome of Visitors, Parents and Community Leaders and Public Comment – no comments.

Consent Agenda

Minutes for Regular Meeting – June 24, 2021

Payment of bills – vendor payments \$101,299.84 and payroll payments-\$1,435,962.74

Wayne Flint made the motion to approve the Consent Agenda. It was seconded by John Rice and passed by a vote of 5-0.

Action Items

Approval of policy updates presented in the June meeting. Mac Felts made the motion to approve the policies update presented at the June meeting. It was seconded by Wayne Flint and passed by a vote of 5-0.

Informational Reports

Policy Committee Report- Committee met on Jul 19th to discuss 14 policies from the May 2021 VSBA updates. The Final draft of the BVCPS Local Wellness policy was also included. Updates are as follows:

AC-nondiscrimination – the words “disability” and “Status as a veteran” were removed and “Military status” was added.

AD educational Philosophy – The word “maximum” was removed and the words “decisions in his/her life” were changed to “decisions.” There were also semi-colons removed within the latter part of the policy.

AE school division goals & objectives – There were no word changes in this policy. Only the code was updated.

CBA qualifications & duties for the Superintendent – If we had adopted collective bargaining as a school division, we would need to define the superintendent's role related to collective bargaining in this policy. However, our school division has not adopted the practice of collective bargaining.

GAB/IIBEA acceptable computer system use – this policy capitalizes the term School Board & states that the Technology use guidelines will be established by the superintendent at least every two years.

GAB-R/IIBEA-R Technology use guidelines – this regulation is being deleted as the Technology use guidelines are no longer provided by the VSBA, but instead created by the superintendent and the school division.

GB equal employment opportunity/nondiscrimination – this policy removed the words “status as a veteran” and replaced it with “military status” like policy AC that we reviewed earlier. Information regarding facilities & disabilities was removed from the policy. This policy also advised the school division to create a generic email address which will automatically be forwarded to the employee designated as the compliance officer. This email address must be posted on the division’s website at all times and can be used by anyone who needs to report discrimination. This policy also directs the school division to name an Alternate Compliance Officer who is not the same gender as the Compliance Officer and will receive reports of discrimination via email as well. Two email addresses have been established – compliancea@bvcps.net and complianceb@bvcps.net

GCL professional staff development – This policy was in the May updates, but was updated in July as well. The July update states that every teacher employed on a full-time basis is required to complete a mental health awareness training or similar program. The policy committee also had to determine other relevant personnel to complete the training and they selected administrators and school counselors. Another addition to this policy is that every employee holding a license issued by the Board of Education is required to complete cultural competency training every two years beginning in 2022-2023.

IGAI character education – There are no changes to the policy, just the code change was updated in the legal reference.

JB Equal educational opportunities/nondiscrimination – the first paragraph of this policy was updated to active voice and some bullet points were removed. This policy also requires that we add the generic email addresses for the compliance officers as referenced in policy GB.

JFC student conduct – There are no changes to the policy, just the code change in the legal references that removes the technology use guidelines as this regulation was deleted.

JFHA/GBA prohibition against harassment and retaliation – this policy advises the school division to create a generic email address which will automatically be forwarded to the Title IX coordinator. That email address is titleix@bvcps.net

JOA student transcripts – there are no changes to the policy, just an update in the legal references with the change in the Code of Virginia.

JHCF student wellness/BVCPS local wellness policy – this policy was introduced to the Policy Committee and Board in June, however it had to be updated by the BVCPS Nutrition staff with their goals and implementation plan for the upcoming school year. This is the final version of the policy that will be posted on the BVCPS website once it’s approved by the board at the August School Board meeting.

Finance Committee Report - met Tuesday, approved bills. The 2020-2021 school year budget ended the year with a surplus of \$146,318.40. We are hopeful that we will be able to keep this to go into the building emergency reserve account.

Additional School Board Reports – John Roberts – I would like to say Welcome to Dr. Francis. Pleasure to have you here leading our division.

Superintendent’s Report – Model Policy Legislation and BVCPS Policies/Procedures power point. Transgender policy. Guidance has been provided by VSBA and VDOE. Reference is VA Code 22.1-23.3 Treatment of transgender students; policies. Each school board shall adopt policies that are consistent with but may be more comprehensive than the model policies developed by the DoE pursuant to subsection A. For VDOE guidance see Superintendent’s Memo #085-21 and VDOE gender diversity webpage.

Will talk about current BVCPS policy and how they address all of the requirements needed for the transgender policy.

- 1) Compliance with applicable nondiscrimination laws: BVCPS Policy AC: Nondiscrimination – The School Board is committed to nondiscrimination with regard to gender identity. Policy JB – Equal Educational Opportunities/Nondiscrimination. Policy states that equal educational opportunities are available for all students, without regard to gender identity. Educational programs are designed to meet the varying needs of all students. Policy JFHA/GA; Prohibition against Harassment and Retaliation – The SB is committed to maintain an educational environment that is free from harassment. The Board prohibits harassment on basis of gender identity. It is a violation of this policy for any student or personnel to harass a student or for school personnel to tolerate harassment.
- 2) Maintenance of a safe and supportive learning environment free from discrimination and harassment for all students. BVCPS policy AD educational Philosophy – the School Board is committed to providing equal opportunity for every student. Treat all members of the school community equitably and with respect. BVCPS policy AE goals and Objectives - The School division is committed to the equality of educational opportunity and the recognition of each student’s individuality. Programs allow an individual approach to each student’s educational needs. Policy CH: Policy Implementation – The School Board authorizes the superintendent to create and update regulations necessary to carry out the policies adopted by the Board. Policy IGBC: Parent and Family Engagement – The School Board recognizes that the education of each student is a responsibility shared by the school and the student’s family. Policy JFC: Student Conduct – Prohibits bullying, harassment, intentional injury and making threats. Also Policy AC, JB and JFHA/GBA.
- 3) Prevention of and response to bullying and harassment. Policy GCL: Professional Staff Development – The School Board provides professional development designed to educate School Board employees about bullying and the need to create a bully-free environment. Policy IGAI: Character Education – The division’s character education program addresses the inappropriateness of bullying. Policy JFC: Student Conduct – Prohibits bullying, harassment, hazing, intentional injury, threats, etc.
- 4) Maintenance of Student Records – Policy JO Student Records – The School Board maintains accurate and complete student records in accordance with federal and state laws. Policy JOA: Student Transcripts – Transcripts contain information specified by the BDOE.
- 5) Identification of Students – DOE model policies “all school employees shall treat all students with respect and dignity.” Policy AD – Educational Philosophy – the School Board treats all members of the school community equitably and with respect. Also Policy AC, AD, AE and CH.

- 6) Protection of student privacy and confidentiality of sensitive information. Policy AC and AD School divisions should develop solutions to support a transgender student's wishes for privacy. For example: schools could consider maintaining the student's legal name and sex assigned at birth as sensitive information in their student information system that requires additional privilege to access (VDOE, 2021).
- 7) Enforcement of sex-based dress codes. - Dress and grooming codes shall be written relating to the attire or articles of attire without limits on gender expectations. Students have a right to dress in a manner consistent with their gender identity or gender expression. Schools shall administer and enforce dress and grooming codes consistently across the student body, regardless of actual or perceived gender identity or gender expression. Requirements for attire for school-related programs, activities, and events shall be gender-neutral. BVCPS current policies AD, AE, JB, JFHA/GBA and CH address the above requirements.
- 8) Student Participation in sex-specific activities and events and use of school facilities. – Policy IA: Instruction goals and objectives – The School Board develops and implements a program of instruction that meets or exceeds DOE requirements. Policy IICA: Field Trips – Field trips are off-campus instructional activities. Trips are approved by the superintendent or superintendent's designee pursuant to regulations. Policy IGDA: Student Organizations – Student organizations follow the law and school division policy. Policy JFCB: Sportsmanship, ethics and integrity – The School Board recognized the value of extracurricular activities. Participants and responsible adults are expected to demonstrate the same level of responsibility and behavior at practice and competitions as is expected in the classroom. Also Policies AC, AD, AE, CH and JB. R

Restrooms & Locker Rooms – Grimm V. Gloucester County – Transgender students must have access to bathrooms that correspond to their gender identify. “The law is clear that transgender students must be allowed to use the restrooms and locker rooms for the gender with which they identify. Students may be given other options, such as the use of private restrooms. However, if transgender students choose to use the restrooms or locker room designated for use by the gender with which they identify, the law requires them to be permitted to do so.” Elizabeth Ewing, VSBA.

Restrooms at PMHS & PMMS – All students permitted to use single occupant restrooms or one student occupying the restroom at a time with a restroom monitor.

Enderly Heights & Kling Elementary – Continue current procedure. One occupant at a time in the restrooms that are shared by connected classrooms.

Locker rooms – Goal: Remain sensitive to the rights of all students so all students feel welcome, respected and protected. For any student who does not want to share locker rooms or restrooms with other students, all locker rooms have restroom stalls available for individual use. For changing clothes and showering, the division will purchase portable privacy curtains to be used in these areas. It will be optional for students to “dress out” for PE; however, they will be required to participate with appropriate clothing and footwear. No boots, high heels, sandals, flip-flops, etc.

VHSL transgender policy – Students who wish to participate in a VHSL gender-specific sports team that is different from the gender identity listed on the student's official birth certificate or school records are advised to address the gender identification issue with the local school district well in advance of the deadline for athletic eligibility determinations for a current sports season. Students should not be permitted to participate in practices or to try out for gender-

specific sports teams that are different from their publicly identifies gender identity at the time or to try out simultaneously for VHSL sports teams of both genders. When a school identifies a transgender student who seeks to participate in VHSL sports and or activities, the school principal should submit a letter requesting an appeal to the district chairman and the VHSL executive director. For information on the process here is the link to the handbook: https://drive.google.com/file/d/1bApszol6ylz_zfzvtbyegicbh0zxga/view .The information is on pages 81-83. Recommend that a similar process be followed for the middle school athletics.

We meet all of the guidelines with existing policies so we don't need to have a vote on this, since there are no new policies. If you have any questions, I will be happy to meet with you.

In September, we will need to address some calendar issues. One is the graduation date and venue. Ms. Cobb is going to get input from the seniors. Memorial date was wrong. Will be an Action item for September's meeting.

Instructional Report – History Curriculum Update. Critical Race Theory – Critical race theorists hold that the law and legal institutions in the US are inherently racist insofar as they function to create and maintain social, economic, and political inequalities between whites and nonwhites, especially African Americans. THIS IS NOT TAUGHT AS PART OF THE CURRICULUM IN BVCPS!

Culturally responsive teaching – is a research-based approach to teaching. It connects students' cultures, languages, and life experiences with what they learn in school. These connections help students access rigorous curriculum and develop higher-level academic skills.

Cultural competency – March 2021 – new legislation added Cultural Competency as a standard to the teacher evaluation system in 2022-2023. The teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and academic achievement for all students. Training for teachers is required.

Curriculum changes/updates-updates for all grade levels that provide more inclusive standards. Professional development for teachers on new culturally diverse information in standards.

Professional development on being more culturally responsive.

Addition of important Americans from diverse backgrounds.

Corrections to misinformation about slavery, the civil rights movement, and reconstruction, etc. throughout the k-12 curriculum.

Special Education/Nurse Report – Hard Copy of the SPED report are in the School Board Member's folder. Mrs. Gibson would be happy to answer any questions the Board might have. SPED students account for 15%. Very busy this summer.

Backpacks, supplies and a book will be given out August 13th & 20th 8-12 at the Ramsey Center.

Transportation/Maintenance Report – supply of masks and hand sanitizer are available. Preparing classroom buckets and cleaning supplies. Maintenance – roof at Enderly has been taken care of. All of

the repairs are done. Dominion came today and set the poles for the lights on the Baseball and Softball fields. Waiting for the lights to come in.

August 5th will be our School Board Retreat at 6:00 pm. Convocation will be held on August 16th. School Board Members are invited.

Wayne Flint made the motion to go into Closed Session for the consideration and discussion of personnel matters as it relates to performance, appointments, resignations, retirements according to {State Law § 2.2-3711 (A) (1)}. It was seconded by Mac Felts and passed by a 5-0 vote.

Motion was made by Wane Flint to adjourn Closed Session. It was seconded by Mac Felts and passed by a 5-0 vote.

Certification was read and the Board was polled.

Mr. Felts – yes

Mr. Roberts – yes

Mr. Flint - yes

Mr. Rice - yes

Ms. Ellison – yes

Motion was made by Mac Felts to approve the hiring of Gennifer Miller as Assistant Superintendent effective 8-2-2021 pending a satisfactory background check. It was seconded by John Rice and passed by a vote of 5-0.

Motion was made by Mac Felts to approve the hiring of Tanya Burns as elementary teacher effective 2021-2022 school year pending a satisfactory background check. It was seconded by Wane Flint and passed by a 5-0 vote.

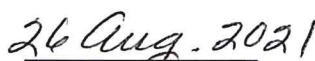
Motion was made by John Roberts that we hire Hannah Marcum and Janet Stevenson as Paraprofessional for the Buena Vista School System effective 2021-2022 school year pending satisfactory background check. It was seconded by Mac Felts and passed by a 5-0 vote.

Motion was made by John Roberts that we hire Logan Clark as a Nutrition worker for Buena Vista School system effective 2021-2022 school year pending a satisfactory background check. It was seconded by Wayne Flint and passed by a 5-0 vote

Motion was made by Mac Felts to adjourn the meeting. It was seconded by Wayne Flint and passed by a 5-0 vote.

Meeting is adjourned.


Teresa Ellison, Chair


Date

Sandra Mohler
Sandra Mohler, Clerk

8/26/25
Date