



## Gloucester County School Board Monthly Meeting

**Tuesday, December 12, 2023**

**6:00 p.m. Open Meeting in the T.C. Walker Education Center Auditorium**

*The open meeting will be preceded by a reception for outgoing School Board Members at 4:00 p.m. (TCWEC Café)  
and followed by a Closed Meeting (TCWEC Auditorium).  
6099 T.C. Walker Road, Gloucester, VA 23061*

- I. **Call to Order and Roll Call** – Mr. Troy M. Andersen (chairperson) called the meeting to order at 5:30 p.m. Carol Dehoux, clerk called roll with the following members recorded as present: Troy M. Andersen, George R. (Randy) Burak, Carlton L. Drew, Karen L. Espinoza, S. Nicole McPherson, Darren P. Post and Robin M. Rice.
- II. **Moment of Silence and Pledge of Allegiance** – Mr. Andersen led the board and members in a moment of silence followed by Mr. Drew introducing Aubrey Hudgins (Abingdon E.S.) who led in the Pledge of Allegiance to the flag of the United States of America.
- III. **House Resolution No. 283** – Delegate Keith Hodges presented retired superintendent, Dr. Walter R. Clemons with a resolution introduced in the Virginia General Assembly recognizing his hard work and efforts during his tenure as superintendent of Gloucester County Public Schools.
- IV. **Recognitions and Awards** – *Dr. Anthony Vladu, Superintendent*
  - A. Seniors of the Month – Mrs. Rice recognized Samantha Wooldridge as a December Senior of the Month and Mr. Andersen recognized Kameron McDonough as a December Senior of the Month.
  - B. Community Volunteer of the Month – Randy Burak recognized Shelley Kinser as the volunteer of the month for the time she and her therapy dogs spend at Abingdon E.S.
  - C. Accent on Academics – Several GHS clubs and organizations including the Renaissance Club, Student Advisory Committee, SCA and NJROTC provided a presentation and noted how these groups boost the school climate, community engagement, philanthropy, friendships and cooperation.

**BRIEF RECESS FOR STUDENTS/PARENTS/BOARD MEMBERS MEET & GREET 6:48 – 7:02 PM**

- V. **Additions/Changes/Adoption of Agenda** – Dr. Vladu had no changes or additions. Mrs. Rice asked to amend items included under “VIII” by switching “A” and “B” to allow the sheriff’s presentation to go first and to remove the second item under closed (*to review the results of a third-party investigation in personnel case numbers 2023-SBC-01, 2023-SBC-02 and 2023-SBC-03 for purposes of discussing the performance of employees and a public officer of the school board, as authorized by Section 2.2-3711(A)(1), and which may involve the discussion of personal matters requiring the protection of the privacy of those individuals, as authorized by Section 2.2-3711(A)(4)*) and add it under School Board member items on the regular agenda. Mr. Post made a motion to amend the agenda and include his version of the 22-23 educational resolution. Mr. Drew seconded the motion which failed in a 3-4 roll call vote.

Mr. Burak	Nay	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Nay
Mr. Post	Nay	Ms. Rice	Nay	Mr. Andersen	Nay		

Mrs. Rice proposed approval of the amended agenda with the elimination of the item proposed by Mr. Post regarding the educational resolution. Mr. Burak seconded the motion which passed in a 4-3 roll call vote.

Mr. Burak	Aye	Mr. Drew	Nay	Ms. Espinoza	Aye	Ms. McPherson	Nay
Mr. Post	Nay	Ms. Rice	Aye	Mr. Andersen	Aye		

VI. **Approval of Items Contained in the Consent Agenda** – Mr. Burak made a motion to approve the consent agenda. Ms. Rice seconded the motion which was approved 7/0 in a roll call vote.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

- A. Informational Central Food Service Financial Report as of October 31, 2023
- B. Approval of Draft Minutes of August 21, 2023 School Board Special Closed Meeting
- C. Approval of Draft Minutes of August 30, 2023 School Board Special Meeting
- D. Approval of Draft Minutes of September 15, 2023 School Board Special Called Meeting
- E. Approval of Draft Minutes of October 17, 2023 Joint School Board/Board of Supervisors Meeting
- F. Informational Membership Report as of November 30, 2023
- G. Informational Visiting Teachers Report for November 2023
- H. Informational Discipline Report for November 2023
- I. Approval of Disposal of Equipment Valued in Excess of \$500
- J. Approval of 2024 Pay Dates
- K. Informational Operational Department Monthly Report
- L. Informational Budget and Finance Department Monthly Report
- M. Informational Human Resource Department Monthly Report

VII. **Student Advisory Committee (SAC) Items** – Clara Dodier-Fernandez (SAC Representative) shared that students are excited about the newly renovated part of the building reopening and are getting in the holiday spirit. Ms. Dodier-Fernandez also indicated discussion has been held regarding a new Independent Living CTE course to build life skills.

VIII. **Student/Staff Presentations & Recognitions** – Mr. Andersen

- A. Presentation of ASK Kits to the Gloucester County Sheriff's Department – Tiffany Busch, Bethel E.S. Principal, Paula Dawson, Special Education Specialist and Brittany Lutz Bethel E.S. Special Education Teacher presented Sheriff Darrell Warren with Autism Safety Kits for deputies to have that will help them to engage with and comfort students with autism they may be assisting.
- B. Resolution of Appreciation for outgoing School Board Members – Mr. Andersen read the resolution of appreciation for outgoing school board members and presented each with a plaque of recognition.

The following resolutions of appreciation were approved as recorded:

George R. (Randy) Burak – In a motion made by Mrs. Rice and seconded by Ms. Espinoza. All in favor except Mr. Burak who abstained as recorded below.

Mr. Burak	Abstain	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

Robin M. Rice – In a motion made by Mr. Burak and seconded by Ms. Espinoza. All in favor except Ms. Rice who abstained as recorded below.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Abstain	Mr. Andersen	Aye		

Darren P. Post – In a motion made by Mrs. Rice and seconded by Ms. Espinoza. All in favor as recorded below.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

S. Nicole McPherson – In a motion made by Mr. Post and seconded by Ms. Rice. All in favor as

recorded below.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

**Recess: 7:45 – 7:55 p.m.**

- IX. **Citizens' Comment Period** – Speakers are asked to state their name, the district in which they reside and limit their remarks to 3 - 5 minutes per citizen (non-deferrable), to be determined by the Chairperson. – *Mr. Andersen*

Diane Jones (Ware) - Presented Mr. Post with a resolution on behalf of "We The People" of Gloucester County, hopes the "house system" at Petsworth is used in all schools and that Mr. Drew continues his focus on discipline.

Catherine Carter (Abingdon) – Thanked Mr. Post for his service, the public needs to be informed of what occurs in our schools.

Shannon Hansen (York) – Thanked Mr. Post thanked for his service and Dr. Vlad for taking on the challenges in our schools.

Name inaudible (Gloucester Pt.) – Need to stand up to the far left.

Jonathan Hargis (Gloucester Pt.) – Appreciates the service of all four members going off the board, noting ideology is not what is desired by citizens. Need to address the small percentage of students causing the discipline issues and reevaluate the 4 x 4 schedule at GHS.

Mike Rice (Ware) – Spoke proudly of the term his wife Robin just spent as a board member; trust being earned; strength; integrity and the new members who chose to serve at a contentious time.

- X. **Superintendent's Items** – *Dr. Vladu*

- A. Principal for a Day – All School Board and Board of Supervisor members will be invited to serve as a "Principal for a Day" alongside building principals on either February 5<sup>th</sup> or 6<sup>th</sup>. A small reception will follow on February 6<sup>th</sup> at TCWEC. February 26 & 27 will serve as makeup days if needed.

- XI. **Operations Department** – *Mr. Bryan Hartley, Director of Operations*

- A. CIP Update – *Charles Records, Construction Manager* indicated the final three water source heat pumps at Peasley M.S. are now expected to be finished over the summer. Phase 1 of the GHS renovations is nearing completion with punch list items and cleaning occurring. The administrative and guidance offices will begin moving over winter break and the counseling modular will be moved. The anticipated final completion date is still September 2025. The budget for GHS renovations was shown and discussion held.

Policy Manual Updates/Revisions/Deletions/Adoptions (1st Reading or 1st/2nd Reading) – Mr. Hartley presented three policy deletions. Ms. Rice made a motion, seconded by Mr. Post to approve the policy deletions as 1st & 2nd readings. The motion passed in a unanimous vote.

Policy Deletions

FA	Facilities Development
FEC	Environmentally Sustainable Practices
III	Independent Study

- XII. **Budget and Finance Items** – *Ms. Heather Lucas, Chief Financial Officer*

- A. Financial Report for October 2023 – Ms. Heather Lucas, Chief Financial Officer presented the

October 2023 Financial Report which is available in the packet.

- B. Acceptance of Donations – Ms. Lucas read the donations for the month of November totaling \$3,991.00 in monetary donations. Mrs. Rice made a motion to approve the donations as presented. Mr. Post seconded the motion which passed in a unanimous 7/0 roll call vote.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

- C. Approval of Purchases over \$50k – Ms. Lucas presented a request for approval to purchase access points for the technology department in the amount of \$225,000. Because they are E-rate eligible which reduces the cost by 60%, the division would pay \$90,000 which is already in the budget. Mrs. Rice made a motion to approve which was seconded by Mr. Post and approved in a unanimous 7/0 roll call vote.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

XIII. **School Board Members’ Items – Mr. Andersen**

- A. VSBA New Chair/Vice-Chair/Member and Superintendent Orientation – Mr. Andersen informed members of the new chair/vice chair, member and superintendent orientation on January 24, 2024 and to please contact Ms. Dehoux by January 9, 2024 to be registered.

- B. Committees/Boards/Commissions Updates from Board Members – Mrs. Rice shared that Congressman Rob Wittman toured GHS and the Transportation department on November 20 and on Nov. 27 Delegate Keith Hodges toured Botetourt and GHS. Mrs. Rice and Mr. Burak provided remarks as their terms end and stated it has been a privilege to serve. Mrs. McPherson spoke favorably of the “all in tutoring” program and the careful planning put into the program. She also expressed appreciation for being appointed to the board for this short time and spoke against those who discredit our schools without basis. Mr. Post thanked the citizens of Ware and all who supported him and encouraged incoming members to make GCPS the best regardless of political parties and that it’s been an honor and a privilege to serve. Mr. Drew shared the positive experience he recently had with the transportation staff. Ms. Espinoza recognized and thanked outgoing members.

- C. Additional Steps for 3rd Party Investigation Reports – Mr. Andersen informed members that discussion on this topic needs to be limited to next steps only. Mrs. Rice moved that the chair be able to issue decision letters on behalf of the School Board that are consistent with the investigator’s findings in 2023-SBC01/ 2023-SBC02 /2023-SBC03. Mr. Burak seconded the motion which following brief discussion members approved in a 6/1 roll call vote.

Mr. Burak	Nay	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

XIV. **Public Announcements** – Mr. Andersen read the following public announcements:

- A. Wednesday December 20, 2023 – Monday, January 1, 2024 Winter Break – Division Closed
- B. Tuesday, January 2, 2024 – Students/Staff Return(GHS Students – Asynchronous Day)
- C. Tuesday, January 9, 2024 – School Board Annual Organizational/Monthly Meeting at TCWEC Aud. @ 6:00 p.m.

XV. **Call for Closed Meeting** - At 9:15 p.m. a motion was made by Mr. Post and seconded by Mrs. Rice that the School Board go into closed meeting to consider the Human Resources Director’s

recommendations for employment of administrators, teachers, principals, and associated support staff as authorized by Section 2.2- 3711(A)(1) of the Code of Virginia for purposes of discussion and consideration of prospective candidates for employment (appointments and resignations); Section 2.2- 3711(A)(2) for the discussion of student personnel matters for purposes of discussion and consideration of one (1) religious exemption request; to review the results of a third-party investigation in personnel case numbers 2023-SBC-01, 2023-SBC-02 and 2023-SBC-03 for purposes of discussing the performance of employees and a public officer of the school board, as authorized by Section 2.2-3711(A)(1), and which may involve the discussion of personal matters requiring the protection of the privacy of those individuals, as authorized by Section 2.2-3711(A)(4) and to consult with legal counsel regarding the applicability and waiver of Part II of the Procedures for Adjusting Grievances to a specific case (#230001), as permitted by Va. Code § 2.2-3711(A)(8).

- XVI. **Return to Open Meeting/Certification of Closed Meeting** – At 10:33 p.m. Mrs. Rice made a motion seconded by Mr. Burak to reconvene into open session and certify that the Gloucester County School Board, while in closed session, discussed only public matters lawfully exempted from open meeting requirements provided in Subsection (A) of Section 2.2-3711; and that only public business matters that were identified in the motion convening the closed session were heard, discussed or considered. The motion passed in a 7/0 roll call vote.

Mr. Burak	Aye	Mr. Drew	Aye	Ms. Espinoza	Aye	Ms. McPherson	Aye
Mr. Post	Aye	Ms. Rice	Aye	Mr. Andersen	Aye		

- XVII. **Personnel/Student Personnel Items** – Mr. Burak made a motion to approve the monthly personnel and student personnel agenda items. The motion was seconded by Ms. Espinoza and approved in a unanimous 7/0 vote.

**Grievance Case #230001** – Mr. Burak moved that the school board waive the procedural requirements in personnel grievance matter #230001, consistent with 8 VAC 20-90-50, and authorize the Chair to issue a letter directing the superintendent to submit his recommended personnel action and any other evidence to be considered by the board and directing the employee to submit his rebuttal to the superintendent’s recommendation for the school board to consider and render a decision on the record. Mrs. Rice seconded the motion which passed in a 7/0 vote.

- XVIII. **Call for Adjournment** – At 10:36 p.m., there being no further business, a motion was made by Mr. Post and seconded by Mrs. Rice to adjourn the Regular Monthly Meeting of December 12, 2023, until the Annual Organizational/Regular Monthly School Board Meeting on January 9, 2024 at 6:00 p.m. at the Thomas Calhoun Walker Education Center auditorium.

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Troy Andersen, Chairperson

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Carol Dehoux, Clerk

Attachments (2):  
1)Bound Agenda for December 12, 2023 Monthly Meeting  
2)Approved Monthly Personnel Agenda