

MINUTES

The Maggie L. Walker Governor's School for Government & International Studies
Regional School Board Regular Meeting
1000 N. Lombardy Street, Richmond, VA

Thursday, October 19, 2023

9:04 a.m.

Before the start of the meeting, the board was given a musical performance by MLWGS Artist Orchestra students in honor of its departing members.

I. Call to Order

Kenneth Pritchett, Chair of the Maggie L. Walker Governor's School Regional Board, called the meeting to order.

II. Moment of Silence

The Chair called for a moment of silence.

III. Pledge of Allegiance

The Regional School Board and visitors stood and recited the pledge of allegiance.

IV. Introductions

Each member is listed in alphabetical order by locality.

Present:

Ms. Martha Harris, *School Board*, Charles City Public Schools

Ms. Debbie Bailey, *School Board*, Chesterfield County Public Schools

Mr. Steven Neece, *School Board*, Colonial Heights Public Schools

Ms. Mary Benjamin, *School Board*, Dinwiddie Public Schools

Mr. John Wright, *School Board*, Goochland County Public Schools

Mr. Bob May, *School Board*, Hanover County Public Schools (late arrival)

Ms. Michelle 'Micky' Ogburn, *School Board*, Henrico County Public Schools (**VIRTUAL**)

Ms. Linda Hyslop, *School Board*, Hopewell Public Schools

Ms. Harwood Hall, *School Board*, King & Queen Public

Ms. Sarah Grier Barber, *School Board*, New Kent Public Schools

Mr. Kenneth Pritchett, *School Board*, Petersburg Public Schools

Ms. Valarie Ayers, *School Board*, Powhatan County Public Schools

Dr. Dalphine Joppy, **Superintendent**, Charles City Public Schools

Dr. George Fohl for Dr. Merv Daugherty, **Superintendent**, Chesterfield County Public Schools

Mr. Travis Ridley for Ms. Haidee Napier, **Superintendent**, Colonial Heights Public Schools

Dr. Kari Weston, **Superintendent**, Dinwiddie Public Schools

Dr. Michael Cromartie, **Superintendent**, Goochland County Public Schools
Dr. Michael Gill, **Superintendent**, Hanover County Public Schools
Dr. Amy Cashwell, **Superintendent**, Henrico County Public Schools (late arrival)
Dr. Jay McClain for Dr. Melody Hackney, **Superintendent**, Hopewell Public Schools
Dr. Brian Nichols, **Superintendent**, New Kent Public Schools
Mr. John Farley for Dr. Tamara Sterling, **Superintendent**, Petersburg Public Schools
Dr. Beth Teigen, **Superintendent**, Powhatan County Public Schools
Dr. Lisa Pennycuff, **Superintendent**, Prince George Public Schools
Ms. Lynn Plevich for Mr. Jason Kamras, **Superintendent**, Richmond Public Schools
Dr. Robert Lowerre, **Director**, Maggie L. Walker Governor's School
Ms. Barbara Marshall, **Clerk**, Maggie L. Walker Governor's School
Mr. Lucas Veale, **Deputy Clerk**, Maggie L. Walker Governor's School

Absent:

Mr. Cecil Smith, **School Board**, Prince George Public Schools
Ms. Mariah White, **School Board**, Richmond Public Schools

Dr. Carol Carter, **Superintendent**, King & Queen Public Schools

Also present:

Dr. Lisa Williams and Dr. Max Smith – MLWGS Administration
Wendy DeGroat, Christie Riles, Connie Hill, and Aparna Harger – MLWGS Staff
Ginger O'Neil – MLWGS Foundation

V.a Approval for Board Member(s) to Participate in this Meeting Remotely

I. Quorum Physically Assembled

- A. The Regional School Board may conduct any meeting wherein the public business is discussed or transacted through electronic communication means if 1) on or before the day of a meeting, a member of the Regional School Board notifies the chair that such member is unable to attend the meeting due to a temporary or permanent disability or other medical condition that prevents the member's physical attendance or that such member is unable to attend the meeting due to a personal matter and identifies with specificity the nature of the personal matter; and 2) **the Regional School Board approves the member's participation by a majority vote of the members present at the primary or central meeting location.**

Micky Ogburn, Henrico, requested remote participation from New York City for this meeting.

On a motion to approve this request by John Wright, seconded by Valarie Ayers, Ms. Ogburn was approved for remote participation in this meeting.

V.b Approval of Agenda

On a motion by Martha Harris, seconded by John Wright, the agenda for this meeting was unanimously approved on a voice vote.

VI. Approval of Minutes

On a motion by Valarie Ayers, seconded by Sarah Barber, the minutes of the executive meeting of September 21, 2023, were unanimously approved on a voice vote.

VII. Recognitions

- **Departing school board members** Debbie Bailey, Martha Harris, John Wright, Micky Ogburn, and Valarie Ayers were recognized for their service to this board and the MLWGS school community. Each member was presented with an appreciation plaque by Dr. Lisa Williams.

DEBBIE BAILEY-CHESTERFIELD 2020-2023

Debbie Bailey was a lifelong educator before winning a seat on the Chesterfield School Board. In that capacity, she was chosen to serve Maggie Walker Governor’s School as Chesterfield’s representative on the MLWGS board. Her accolades include being named the 2015 Chesterfield County Middle School Teacher of the Year and being awarded the prestigious R.E.B. Award for Teaching Excellence in 2014.

She has served as department chair, team leader, and on countless committees in Chesterfield, and she has presented at local, state, and national conferences on topics related to the education of children.

We thank Debbie Bailey for her service to this community and wish her all the best after stepping down from public office.

Ms. Bailey expressed her appreciation and is excited to be retiring for the second time to enjoy family travel and grandchildren.

MARTHA HARRIS-CHARLES CITY 2016-2019, and 2021-2023

Martha Harris was so impactful during her first term on the Maggie Walker Governor’s School board that she came back for a second one!

Ms. Harris has been an advocate for the children and employees of MLWGS. Her voice has helped guide us through several challenging matters, including the staffing of a full-time nurse for MLWGS. “I have all kid's interest at heart,” said Harris in an earlier campaign, and that is what she demonstrated during her tenure.

We thank Martha Harris for her faithful service to MLWGS and wish her all the best in her run for the county's Board of Supervisors.

“I have truly enjoyed working with you all and have learned a lot from other school divisions that have helped us,” said Ms. Harris.

JOHN WRIGHT-GOOCHLAND
2016-2023

John Wright was elected as Goochland's representative and joined the MLWGS board in 2016. He brought with him a wealth of experience in finance and operations, which has proven to be a valuable asset to Maggie Walker. John served as the regional board's vice-chair in 2020 and as chair in 2021 and 2022 during his tenure. He has also been a member of the Executive School Board since 2020 and served on the Policy Committee throughout his time on the board.

In June 2018, Peggy Feldman - a parent at MLWGS and the outgoing PTSA President – raised her concerns to the board about the expenses that parents at MLWGS pay, which are absorbed in other high schools stating, “The May 2018 executive board meeting, the one just last month, was by far the best meeting in my eight years at MLWGS. Actual discussions and dialog on how to move the school forward took place, and I hope these will continue with meaningful actions coming out of future sessions. That one meeting is why I am optimistic, and I want to thank all of you here, but especially Ms. Barber and Mr. Wright. With children at this school, it is not surprising you take a deep interest.”

On March 15, 2021, in-person hybrid instruction resumed under the leadership of Mr. Wright. Eventually, full in-person instruction was reinstated in September 2021, and in-person regional board meetings were resumed in August of the same year.

John is set to conclude his public service at the end of 2023 to pursue his thriving career. We are deeply appreciative of his exceptional service and guidance during his time on the board.

“This has been a true joy,” said Mr. Wright. “I have learned so much being here but probably just as much from the students, they are truly remarkable.”

MICKY OGBURN-HENRICO
2015-2023

Micky Ogburn joined the MLWGS board in 2015 to represent Henrico. She held the position of vice-chair for two years from 2018-2019, followed by serving as chair in 2020. Additionally, Micky has been a part of the Executive School Board since its founding in 2020.

During Micky's chair year, 2020, we faced a tough time due to the COVID-19 pandemic. This was especially challenging for school leaders who had to deal with the unknown virus and the national state of emergency it caused. The impact of the virus was felt by everyone in the school community, including the students, families, and staff. As a result, on March 16th, everyone was sent home and the school leadership came up with a plan to continue teaching and working remotely. Additionally, all school board meetings for the rest of the year were conducted virtually, due to the school closure.

COVID-19 was not the only challenge that arose in 2020. The strategic plan was developed, approved, and put into action in July, while a mid-year issue regarding school admissions surfaced. This resulted in many school alumni advocating for a revised process that would promote diversity in enrollment. Ms. Ogburn worked tirelessly to address their concerns,

highlighting the importance of providing equal opportunities and diversity for all applicants. Lastly, thanks to her leadership, the board approved admission for Colonial Heights and Dinwiddie to MLWGS for the upcoming academic year of 2021-22.

Ms. Ogburn will be leaving public service at the end of this year. She plans to travel extensively to visit her children and grandchildren who reside in different parts of the United States.

We express our gratitude for the invaluable service Micky provided to the MLWGS community for nine years.

“I am sorry to be on Zoom this morning,” said Ms. Ogburn, adding “I have cherished this relationship.” But with grandchildren in other parts of the country, I am not running for re-election to open up travel opportunities to be a part of their lives as much as possible. “Maggie Walker is a magical place and I have enjoyed every minute. I thank all of you for the work you have done to make it what it is.”

**VALARIE AYERS-POWHATAN
1996-2023**

We express our heartfelt gratitude to Valarie Ayers, a retiring school board member from Powhatan, for her outstanding service to both her local division and Maggie Walker Governor's School for the past 28 years, since 1996. Valarie holds the record for being the longest-serving board member in MWGS's history.

Ms. Ayers has a deep understanding of MWGS's history, which is rare. During her time at the school, she has played a pivotal role in relocating The Governor's School for Government and International Studies from Thomas Jefferson High School in Richmond to its current permanent location at 1000 N. Lombardy Street. She helped raise funds for the building's renovation, successfully oversaw the school's launch and rebranding in 2001, and renamed it Maggie Walker Governor's School. Ms. Ayers has dedicated countless hours to the school, whether through serving on the board, participating in committee assignments, or attending events. Her advocacy with legislators and within her division has been an invaluable asset to the school.

Ms. Ayers is an accomplished board member who has received The Award of Distinction, the highest honor presented by the Virginia School Board Association, for several years. Under her leadership, MLWGS has maintained its reputation for excellence and has continued to innovate and enhance its curriculum and programs.

Ms. Ayers looks forward to spending more time with her family and grandchildren as she starts the next chapter.

“This school, from the first meeting I attended in 1996 at the old Richmond Technical Center, there was transition throughout the years, but the one thing that has remained consistent is the quality of this school,” said Ms. Ayers. The students are amazing and can do everything. “It has been a truly blessed experience for me and I have loved every minute.”

- **Maggie L. Walker Governor’s School was recognized for student and school success in Advanced Placement with Platinum Distinction. The board recognized Dr. Rachel Loving for her coordinating efforts and work with the College Board.**

College Board announced that Maggie L. Walker Governor’s School has been named to the Advanced Placement® Program (AP®) School Honor Roll, earning PLATINUM distinction.

The AP® School Honor Roll recognizes schools whose AP programs are delivering results for students while broadening access. Schools can earn this recognition annually based on criteria that reflect a commitment to increasing college-going culture, providing opportunities for students to earn college credit, and maximizing college readiness.

Maggie L. Walker Governor’s School had 486 students who took at least one AP exam in 2023, with 456 students scoring a three or higher on at least one AP exam.

AP School Honor Roll Metrics	Bronze Criteria	Silver Criteria	Gold Criteria	Platinum Criteria	Your School	
					 PLATINUM Your school achieved all Platinum criteria!	
College Culture	40%	50%	65%	80%	100% <i>(179/179)</i>	Platinum
College Credit	25%	30%	35%	50%	99% <i>(177/179)</i>	Platinum
College Optimization	2%	5%	10%	15%	78% <i>(139/179)</i>	Platinum

VIII. Public Comments

The Public Information Period shall not exceed thirty (30) minutes. Each speaker will be allotted three (3) minutes to make his/her comments. Individuals representing groups will be allotted five (5) minutes.

Christie Riles, MLWGS Mathematics Department provided the following comments:

Good morning,
 My name is Christie Riles, I’m a math teacher here at Maggie Walker. I helped launch the Governor’s School in 1992. My undergraduate degree is in Mathematics and my master's degree is in Statistics. I started the first VCU dual enrollment course here - VCU STAT 210 and 314 and helped establish our relationship with VCU. I left the GS shortly after my Masters in Statistics for the banking industry working for Signet, Crestar, and Suntrust banks as a statistical analyst, portfolio manager, head of a statistical modeling group, and risk management. I came back to teach in 2006. I never imagined that in 2023 I’d be looking at graphs that place me at the absolute worst salary scenario (that lowest bend in the graph). This has been the case for several years. The low salaries over the years, as we all know, leads also to a more significant deficiency in retirement as well. The discrepancies in salaries across steps and overall low salaries has had a toll on faculty morale.

I live in Chesterfield and drive by Cosby HS every day. I could teach there – my neighbor reminds me very frequently and that I should be paid much higher. I love working at Maggie Walker and feel I have a lot to contribute, but we have to be valued in competitive salaries for any of this to continue. We all know this school is worth the investment, a unique school- but won't remain that way unless quick and sufficient changes are made. Much thought, energy, time, and effort has gone into the proposal for today. Please thoughtfully and actively be a part of the best possible solution for Maggie Walker's teachers. They deserve our best.

Thank you for your time.

IX. Consent Items

On a motion by John Wright to approve consent items as a slate, seconded by Sarah Barber, the following items were unanimously approved on a voice vote: current personnel actions, fiscal status reports for September 2023, and the donations report for September 2023.

X. Action Items

a. Policy and Regulation Updates – *Second Read*

The Policy Steering Committee offers the following policies and regulations for Regional School Board approval. All policies and regulations were presented to the board at their August meeting for the first read.

MLWGS Policy Update – October 2023 Approvals

Policy #	Name	New/Amended	Actions
Final	Foundations		
	School Board Governance		
1000	School Board Powers and Duties	Amended	Reflects amended Code: 1) specialized support positions, 2) back-to-school nights, 3) SNAP information and free and reduced meals application, changes the amount of notice required before public hearings (this bullet may not apply to MW-committee review). SNAP use forms must be updated annually. Also includes legal reference updates

1001		Conflict of Interests and Disclosure of Economic Interests	Amended	COIA training update Also speaks to provisions regarding gifts from foreign dignitaries.
1005		School Board Member In-Service Activities	NEW	Amended Code but highly edited to read that activity will occur in the home division
1012		School Board Committees	Amended	Superintendents, finance and planning committees are listed in the constitution so removing from this policy. Policy and cross-references updated.
1012.a		Advisory Committees to the School Board	Amended	Updates cross-references.
1012.b		Policy Steering Committee	Amended	Updated to align with new policy 1020.1
1012.c		Finance Committee	NEW	Created to complement new policy 1020.1
1012.d		Wellness Committee	NEW	Created to complement new policy 1020.1
1013		Notification of Meetings	Amended	Update cross-references.
1019		Minutes	Amended	Update cross-references.
1020		Electronic Participation in Regional School Board Meetings from Remote Locations	Amended	Policy title updated. Cross references updated.
1020.1		Electronic Participation in Committee Meetings from Remote Locations	NEW	The committee consensus was to apply this policy to SAC and Wellness only as an advisory. Other committees are stipulated in the school constitution.
1022		Regular Board Meetings	Amended	Update cross-references.
1025		Voting Method	Amended	Update cross-references
1030		Admission of Students	Reviewed – no change	Updates do not apply to MW. Policy reviewed but not changed.

1033		Admission of Homeless Students	Reviewed – no change	Does not apply to MLWGS, this section not added to policy. Va code was amended to expand the definition of homeless to include students impacted by domestic violence
		Administration		
2006		Appointment and Term of the Director	Amended	Legal references update. Do we consider the 3 paragraphs related to BOE appointing a director if the RSB cannot?
2007		Qualifications and Duties for the Director	Amended	Code of Va updated regarding critical shortage areas. Must designate a school safety official.
2018		Communicable Diseases	Amended	Updated Code. Cross and legal references are also updated.
2020		School Crisis, Emergency Management and Medical Emergency Response Plan	Amended	Updated code - the director must designate a school safety official and provide information to VCSCS. Cross-reference update.
2023		Threat Assessment Teams	Amended	Requires new threat assessment team members to get training. All members must get refresher training every three years. Cross-references updated.
2050		Distribution of Information/Materials	Amended	Policy and cross-references updated.
2050-R		Regulation for the Distribution of Information Materials to Students and Staff	Reviewed	Reviewed with no updates.
2065		Acceptable Computer System Use	Amended	Reflects enactment of new code. Restricts applications that can be accessed or

				downloaded to include TikTok and WeChat.
2065-R		Technology Use Guidelines	Amended	Includes new restrictions related to applications in Guidelines
		Instruction		
3003.1		The Virginia Assessment Program and Graduation Requirements	Amended	Enacted code of VA with special rules for students whose parents must move due to orders under Titles 22 or 50 of the US Code. Requires (if it applies to MW) waiving specific courses required for graduation.
3003.8		Off-Site Instruction and Virtual Courses	DELETE	This is a duplicate of Policy 3031
3009		Testing Programs	Amended	Amendment to VA Code. Parents, teachers and school leaders are provided with SOL assessment results as soon as practicable.
3016		Advanced Placement Classes	Reviewed	Reviewed by the VSBA but not revised. Requires regulation.
3016-R		Guidelines Pertaining to Honors or Advanced Placement Courses	NEW	Similar to CCPS #P7-08-005-R
3018		Acceleration	Reviewed	Reviewed by the VSBA but not revised. Requires regulation.
3018-R		Acceleration Grading	NEW	This is a blend of CCPS and Henrico Regulation
3030		Home Instruction	Amended	Updated code. Cross-reference added.
3031		Off-Site Instruction and Virtual Courses	Amended	Title change. Amended title and content for Virtual Course. Neither Henrico or CCPS have this policy. CCPS has Alternative Instructional Options #3050. Also looked at Goochland.

				This policy requires regulation. See 3031-R
3031-R		Regulation: Selection, Implementation and Evaluation of Instructional Methods	NEW	Developed from CCPS
3045		Acceptable Computer System Use	Amended	Reflects enactment of new code. Restricts applications that can be accessed or downloaded to include TikTok and WeChat.
3045-R		Technology Use Guidelines	Amended	Includes new restrictions related to applications in Guidelines
Student Services				
4009		Drugs in School	Amended	Policy revised to reflect content of legal references.
4020		Student Immunizations	Amended	Amended Code. Changes language from nurse practitioner to advanced practice registered nurse.
4075		Student Wellness	Amended	Personnel title changes in policy
4077		Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
4077-R		Regulation on Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
4095		Administering Medicines to Students	Amended	Amended Code of VA. Requires a regulation.
4095-P		Procedures for the Administration of Medicines to Students	Amended	Minor grammatical corrections
Human Resources				
5000.3		Staff Health	Amended	Amended Code. Changes wording of nurse practitioner to advanced practice registered nurse.
5004		Professional Staff	Amended	Amended Code. The director can request the BOE to extend a teacher's 3-year

				provisional license accompanied by satisfactory performance evaluations for each year that the teacher was employed.
5016		Supplemental Pay	Amended	This is identical to 7034 which was updated and approved in April 2023. VSBA reviewed but not revised.
5016.3		Gifted Endorsement Stipend Add-on	NEW	Codifying in policy from employment contracts
5030		Professional Staff Development	Amended	Updated Code. Addresses training on management of student conduct and secure test violations. Training must be from a list provided by DOE or an alternative. Teachers can't be required to get this training more than once every 5 years. Each school board must report to the BOE & Gen Assembly by Oct 1, 2023, on the frequency with which each teacher participates in required training.
5065-R1		Sick Leave	Amended/Not by VSBA	The committee should consider language to address what happens when one moves from f/t to p/t on sick leave. 2 categories of p/t= .5> and <.5. Under Item C - #11 doesn't apply anymore since front-loaded time. Under Item C-#1 pro-rated statement for those hired mid-year.

				C-#III-IV – delete. D – delete. Add a statement of accepting transferred sick leave for p/t? ALSO, discuss freezing sick-leave buy-out rate which is based on the sub rate.
5065-R10.2		Unpaid Leave for Living Organ Donors	NEW	SB 1086 Organ Donation leave. Requires all employers of more than 50 employees to give up to 60 days of unpaid leave for organ donation leave per calendar year
5074		Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect	Amended	Amended Code. List of offenses expanded to include sexual molestation physical or sexual abuse or rape of a child.
5091		Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
5091-R		Regulation on Tobacco Products and Nicotine Vapor Products	Amended	No changes made.
5100		Substitute Teachers	Amended	Title Change. Policy updated to reflect Acts 2023. Legal and cross-references updated.
		Community Relations		
6000.1		Rights and Responsibilities	Amended	FOIA requires that the information in this Exhibit is made available to the public on request and that a link to the information is posted on homepage of the School Board's website (Specifically on Home Page)
6009.1		Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.

6009.1-R		Regulation on Tobacco Products and Nicotine Vapor Products	Amended	No changes made.
		Finance & Operations		
7003		Annual Budget	Amended	Updated code, changes public notice from ten to seven days.
7006		Food Services	Amended	Amended Code but may not apply to MW. Speaks to online forms for the National School Lunch Program -does not apply to MLWGS. Cross references updated.
7006-R		MLWGS Meal Credit Program	Amended	Reviewed with only grammatical changes. A new application form is included.
7013		Commercial, Promotional and Corporate Sponsorships and Partnerships	Amended	Amended Code to include solicitation of listed offenses.
7014.1		Purchasing Procedures	Amended	Updated code. Cross references are also updated.
		Student Conduct		
8002		Student Conduct	Amended	Amended Code of VA regarding notification of bullying allegations and notification by the director when conduct is likely to result in suspension
8002.2		Standards of Student Conduct Violations and Consequences	Amended	Updates to match student handbook pgs 34-43
8003		Compulsory Attendance	Amended	Legal references updated. The director is required to create of list of children who are not enrolled or exempt from school attendance. After committee review, this section may be eliminated.
8090		Student Suspension/Expulsion	Amended	Amended Code of VA, minor language change.

8090-P		Procedure for Student Suspension/Expulsion	Amended	Minor grammatical changes.
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On a motion by Bob May, seconded by Sarah Barber, policy and regulation proposals were unanimously approved on a voice vote.

b. International Trip Proposal, London, 2024 – *Second Read*

Sponsor: Kerry Sheppard
April 2-9, 2024

This will be a trip arranged for the Senior Seminar course entitled “The Evolution of London” that will experience London and Windsor.

Students will examine the historical and contemporary manifestations of London’s culture; its political, religious, and ideological shifts as depicted in literature (fiction and non-fiction) and film. Students will navigate between historical representations and artistic depictions to create an assertion about cultural assimilation that is uniquely their own. Students will test their theories on the evolution of London through international travel experience.

A maximum number of students = 10.

The chaperones are Kerry Sheppard (English), and (TBD).

Estimate per Student Cost: \$2,000 (approximately) with GS Foundation support.

This trip is a repeat of the 2023 trip.

On a motion by John Wright, seconded by Valarie Ayers, the international trip proposal to London 2024 was unanimously approved on a voice vote.

c. International Trip Proposal, London/Paris/Madrid, Summer 2024 – *Second Read*

Sponsors: Nakita Lee and Joy Cobb
June/July 2024 – 10 Days (specific dates depend on the number of students participating)

Purpose: To enhance students’ understanding of, and engagement with, diversity, equity, inclusion, and belonging, all of which align with the goals of our school’s strategic plan. The various sites and cities coincide with both cycles of Global Studies and will provide students with experiential learning in addition to the depth of information learned in their classes. The trip is not limited to historic sites but will also include dialogue with tour guides and engagement with the community to gain deeper insight into the local culture and build a broader network.

A maximum number of students = 10-36

Additional chaperones: Dr. Lisa Williams and Robinette Cross

Estimate per Student Cost: \$5,629 (approximately) or \$562.90/month. Students will conduct multiple fundraisers to offset costs.

This trip is a repeat of the 2023 trip.

On a motion by Linda Hyslop, seconded by Debbie Bailey, the international trip proposal to London/Paris/Madrid in the summer of 2024 was unanimously approved on a voice vote.

d. International Trip Proposal, Costa Rica 2024 – *Second Read*

Sponsor: Ruth Bradner
March 29 – April 5, 2024 (8 days)

The immersion of students in the Spanish language and culture of Central America will enable them to become more proficient linguistically and understand the richness of diverse cultures. In addition, students will make meaningful connections based on knowledge from their science classes.

The eight-day educational trip will provide students the unique opportunity to explore and observe different ecosystems and conversation efforts in four provinces in Costa Rica. The areas to be visited are Guanacaste, Arenal, Sarapiquí, and San José. The tour includes participation in cultural activities (cuisine lessons, speaking with locals, interacting with students at a high school, making crafts, etc.) and visits to rainforests, sustainable farms, local markets, thermal springs, lakes, rivers, and a pineapple plantation.

Number of students = 6-18.

Additional chaperones TBD.

Estimate per Student Cost: \$3,889 (approximately)

On a motion by John Wright, seconded by Harwood Hall, the international trip proposal to Costa Rica in 2024 was unanimously approved on a voice vote.

e. International Trip Proposal, Ireland 2024 – *Second Read*

Sponsor: Dan Brown
March 28 – April 4, 2024 (8 days)

This will be a trip arranged for AP Comparative Government.

Purpose: A six-night trip to Dublin, Ireland, Galway, Ireland, and Belfast, Northern Ireland. The emphasis will be on key themes of AP Comparative Government including the functioning of Parliamentary Governments, Coordination between supranational organizations (European Union) with non-member Nations (United Kingdom), as well as the theme of Political Cleavages as represented in Northern Ireland's "Troubles". The trip will include not only visiting historic sites and government buildings but will enable students to engage in Q and A with politicians as well as participants in critical political events.
A maximum number of students = 14.

Additional chaperone: David Bortz

Estimate Per Student Cost: \$2,975 maximum (approximately). Funding support will also be requested from the MLWGS Foundation above student costs.

On a motion from Valarie Ayers, seconded by Linda Hyslop, the international trip proposal to Ireland in 2024 was unanimously approved on a voice vote.

XI. Director's Report

A. Verbal Updates

- **Congratulations to the (20) National Merit Scholarship Semi-Finalists from the MLWGS Class of 2024**

Officials of the National Merit Scholarship Corporation (NMSC) announced on September 13, the names of approximately 16,000 Semifinalists in the 69th annual National Merit Scholarship Program. These academically talented high school seniors have an opportunity to continue in the competition for some 7,140 National Merit Scholarships worth nearly \$28 million that will be offered next spring.

To be considered for a Merit Scholarship award, semifinalists must fulfill several requirements to advance to the finalist level of the competition. About 95 percent of the semifinalists are expected to attain finalist standing, and approximately half of the finalists will win a National Merit Scholarship, earning the Merit Scholar title.

National Merit Scholarship winners of 2024 will be announced in four nationwide news releases beginning in April and concluding in July. These scholarship recipients will join nearly 375,000 other distinguished young people who have earned the Merit Scholar title.

This year MLWGS has twenty National Merit Scholarship Semi-Finalists from the Class of 2024, fourteen from Henrico, two from Chesterfield, two from Goochland, and two from Richmond. Congratulations to our seniors:

Benjamin Ackerly, Richmond
Arjun Azhagappan, Chesterfield
Ethan Choe, Goochland
Jude Curran, Richmond
Rachel Dai, Henrico
Sadie Hall, Goochland
Qingyuan Hu, Henrico
Shreesh Kalagi, Henrico
Isabella Kenney, Henrico
Devesh Kumar, Henrico
Michael Lusk, Henrico
Shorya Malani, Henrico
Mason McKeague, Chesterfield
Alex Percey, Henrico

Timothy Porter, Henrico
Nihal Pothunoori, Henrico
Sandor Preda, Henrico
Imran Aly Rassiwalla, Henrico
Yash Saxena, Henrico
Sruthi Vegunta, Henrico

Appreciation and thanks go out to MLWGS Senior Counselors Dr. Rachel Loving and Ms. Kimberly Forquer for your steady guidance of our students through this program.

- **Congratulations to the (30) MLWGS Commended Students by National Merit Scholarship Corporation from the Class of 2024**

About 34,000 Commended Students throughout the nation are being recognized for their exceptional academic promise. Commended Students placed among the top 50,000 students who entered the 2024 competition by taking the 2022 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT). "Those being named Commended Students have demonstrated outstanding potential for academic success," commented a spokesperson for NMSC. "These students represent a valuable national resource; recognizing their accomplishments, as well as the key role their schools play in their academic development, is vital to the advancement of educational excellence in our nation.

This year MLWGS has thirty National Merit Scholarship Commended Students from the Class of 2024, ten from Henrico, ten from Chesterfield, one from Goochland, four from Richmond, and five from Hanover. Congratulations to our seniors:

Elliott Beazley, Chesterfield
Kristin Bishop, Chesterfield
Lauren Blake, Richmond
Pooshan Chaudhuri, Henrico
Yuna Chen, Henrico
Samuel Choi, Hanover
Jackson DeHaven, Hanover
Andrew Eaton, Chesterfield
Nitya Goyal, Henrico
Gabriel Harding, Richmond
Franklin Heyming, Richmond
Rehaan Jain, Chesterfield
Saxon Kelleher, Hanover
Keira Kim, Hanover
Briana Lawson, Goochland
Bernard McNamee, Chesterfield
Nayan Mehta, Henrico
Hareem Mubashar, Chesterfield
Rohini Mudinur, Henrico
Sowmya Narra, Henrico
Nicholas Pham, Chesterfield
Nithyasai Ravula, Henrico

Liam Reed, Chesterfield
Skylar Schuetze, Henrico
Aashika Shah, Henrico
Prisha Shah, Hanover
Nathaniel Stewart, Chesterfield
Aiden Vick, Richmond
Ryan Weickert, Chesterfield
Natalie Xie, Henrico

- **PSAT 2024 is October 11**

PSAT Day will take place on Wednesday, October 11th starting at 8:40. The PSATs will be **digital this year** to prepare students for digital SATs in Spring 2024. It is important for families to review the [MLWGS Digital PSAT Information](#) to prepare for test day.

You are allowed to use your personal device for testing. Personal devices can include a Mac or Windows device or an iPad. You are not allowed to use a personal Chromebook. Your device must also be able to connect to Wi-Fi and be charged enough to stay on for roughly 3 hours. We recommend you bring a power cord or portable charger, but we can't guarantee you'll have access to an outlet. You're permitted to bring an external mouse for your device and an external keyboard if your device is a tablet. You can't use detachable device privacy screens. All other applications and programs must be closed during the test.

- **Mark your Calendar: VIRTUAL FY25 Budget Development Town Hall**, December 12, 2023, at 6:00 p.m. We welcome engagement in discussion around our FY25 budget.
- **MLWGS Fine Arts Chair, Jeff Hall, finalist for the R.E.B. Award**



- **Working Toward a Safer School- AED'S installed on every floor**

AEDs are being installed on every floor and in the field house. These are static units that are being mounted in boxes in the middle of each floor. We also have 2 mobile units. It is important to note that the unit traditionally mounted near room 103 is being moved.

- Floor 1- Mobile unit at the Security Station & mounted unit in Cafeteria near RR
- Floor 2- Mounted unit in the Main Lobby
- Floor 3- Mounted unit near Forum
- Athletic Field- Mounted unit in field house & mobile unit w/ Christy Turnbow, Trainer

- **FUTURE Lombardy Street Bridge Replacement Construction Project**

Members of facilities, security, and administration have met with the Richmond Dept of Public Works to discuss the Lombardy St. bridge replacement. I have included 2 maps to illustrate my summary below.

- **The earliest the project could begin is the Fall of 2025**
- The project will take approximately 2 years to complete
- The staging area for equipment may come out as far as the entrance to the student parking lot but no further. No further, however. We will still have full use of our entrance and exit (see attached).
 - For many here, this will be a benefit as our lot's exit will become a right turn only
 - For some here, this will impose a detour of 2-3 miles (see attached). This detour will also impact several of our buses.
- RDPW and WRA (the firm handling the construction) are looking into the costs and feasibility of a pedestrian bridge to keep the two sides of Lombardy connected (MW & UU).

- **Recruitment:**

- In-Person Information Sessions at MLWGS, Saturday, October 28, 2023
- Recruitment Efforts: Planning Committee, recruitment material dissemination, etc, and
- Middle School Visits

- **Homecoming Dance, Saturday, October 14, 7-10 pm**

The Homecoming Dance was **Saturday, October 14th from 7:00 to 10:00 PM**. The theme for the event was "Light up the Night."

Each year, the Junior class hosts the MLWGS Homecoming Dance. The dance was open to all MLWGS students and their dates if they chose to bring one.

- **Fall Festival at MLWGS, Friday, October 20, 2-7 pm**

The MLWGS Fall Festival is coming up on Friday, October 20, 2023, from 2 p.m. to 7 p.m. The PTSA sponsors this event to celebrate our school's international focus, offering clubs and classes a lively and enjoyable venue for community building and fundraising. Our students and clubs are excitedly preparing to host their booths and provide unforgettable entertainment.

Tickets are Fall Festival currency used to purchase refreshments and activities from our student booths. **Tickets can be purchased online now through Wednesday, October 18, 2023**, at www.mlwgsdragonslair.com. Students will pick up the pre-purchased tickets at Fall Festival Will Call and avoid the lines. Tickets can also be bought on the day of the event for cash only.

- **STEM Day at MLWGS Sponsored by the Mech Tech Dragons (Robotics)**

STEM EVENT
Save the Date



TEAM 422 MECH TECH DRAGONS

is inviting YOU to join our seventh annual STEM Event! JOIN US for a day of in-depth exploration of the STEM field!

WORKSHOPS INCLUDE:


- Engineering
- Programming
- Robots
- Rockets
- Drones
- ...and more!

October 14th, 2023: 9 AM - 12:30 PM

**Maggie L. Walker Governor's School
1000 N Lombardy Street, Richmond VA, 23220**

- **College Board 2022-2023 Academic Year AP Testing Results for MLWGS** had 486 students take 1,354 exams with 99.83% scoring a 3 or higher.

Notes from Dr. Rachel Loving: "What I see here: the number of exams given increased by over 100. We still maintained about the same number of students that received a 3 or higher. Because more students are choosing to take AP courses and/or take the exam, that may have impacted the % of students above a three. The number of tests per student is also up. Overall, it is very positive that more students feel that AP courses are accessible."

 SCHOOL SUMMARY

	2019	2020	2021	2022	2023
Total AP Students	457	465	485	471	486
Number of Exams	1,116	1,254	1,289	1,233	1,354
AP Students with Scores 3+	450	447	466	457	456
% of Total AP Students with Scores 3+	98.47	96.13	96.08	97.03	93.83

B. Coming Events

October 19, 2023, through November 9, 2023

Thursday, October 19 th	Regional School Board Meeting, 9:00 am, MLWGS Campus
	Hopewell HS Fair at Carter Woodson MS, 5:00 pm
Friday, October 20 th	Red Cross Blood Drive at MLWGS, 9:00 am – 2 pm, Rooms 104 & 105
	Fall Festival at MLWGS, 2:00 pm – 7:00 pm
Saturday, October 21 st	Engineering Field Trip to NASA Langley
Thursday, October 26 th	Science National Honor Society Induction, 11:35 am, Auditorium
	Goochland HS Fair, 6:00 pm
Friday, October 27 th	Colonial Heights HS Fair, 9:00 am
Saturday, October 28 th	DATE CHANGE: Information Forum for Prospective Students at MLWGS, 9 am – 6 pm
	Mech Tech Dragons at Rumble in the Roads, Heritage HS, 8 am
Tuesday, October 31 st	Report Cards Available
Thursday, November 2 nd	Virtual Finance Committee Meeting, 8:30 am
Friday, November 3 rd	Community Service Fair at MLWGS, 10:50 am - Noon
Friday, November 3 rd – Sunday, November 5 th	MLWGS Model UN Club at W&M Model UN Conference, Williamsburg
Monday, November 6 th	Student Holiday – P/T Conferences, Noon- 3:00 pm, and 4:00 – 7:00 pm
	Hanover HS Fair at Patrick Henry, 5:30 pm
Tuesday, November 7 th	Holiday – School Closed
Thursday, November 9 th	Executive School Board Meeting, 9:00 am, MLWGS

C. 2024-2025 Division Slot Commitments

As MLWGS begins the planning process for the next school term as directed by Policy 1029 adopted May 18, 2000, amended December 18, 2014, December 17, 2015, and October 15, 2020, it annually seeks this slot commitment statement from participating divisions.

Letters were provided to participating school divisions for their 2024-2025 student enrollment commitment. Note that each letter should be executed by the division superintendent and school board member and returned to MLWGS by December 1, 2023.

Dr. Lowerre stated, “These commitments are the cornerstone of our budget build. Once we have an idea of how many students you will send to us we start to frame things up regarding staffing so it is very important we get these back.”

D. Anthem Medical Loss Ratio (MLR) Rebate 2022

Anthem rebated \$7,267.24 back to Maggie Walker Governor’s School for the year 2022. The rebate was received on September 26, 2023. When carrier costs are lower than the threshold set by the Affordable Care Act, the carrier will issue premium rebates. These are called medical loss ratio (MLR) rebates.

The MLR rule is calculated on a State-by-State basis. In Virginia, Healthkeepers, Inc. did not meet the 85/15 standard. In 2022, Healthkeepers spent only 84.20% of the total in premium dollars on healthcare and activities to improve healthcare quality. Since Anthem missed its target, it must rebate 0.80% of the total health insurance premiums paid by the employer and employees in the group plan.

Employers must follow certain rules for distributing the rebate to employees.

As MLWGS pays the largest portion of the premium (ranging from 63% to 100%), a formula provided by our agent calculated rebates as follows:

Amount distributed to employees =	\$1,068.31
Amount retained by MLWGS =	<u>\$6,198.93</u>
TOTAL	\$7,267.24

This item is offered for regional board information.

E. State Budget Directive – 2% Compensation supplement by January 1, 2024

2.0 Percent Salary Compensation Supplement Effective January 1, 2024

This budget allocation provides state funding for a 2.0 percent compensation supplement to school divisions for SOQ instructional and support positions, Academic Year Governor’s Schools, and regional alternative education programs effective January 1, 2024. This amendment provides \$54.6 million in state funding to school divisions and regional programs in fiscal year 2024.

School divisions and regional programs must:

- have previously certified a minimum average 2.5 percent local salary increase in fiscal years 2023 and 2024
- a school division/regional program must then commit to providing at least a 2.0 percent increase effective no later than January 1, 2024, to be eligible for the state funds.

School divisions or regional programs that provided an average local salary increase greater than 5.0 percent in either fiscal year 2023 or fiscal year 2024 may receive credit towards the 2.0 percent compensation supplement funding effective January 1, 2024; however, all local salary actions must result in additional 2.0 percent by January 1, 2024, to qualify for the state funds.

Note: Local matching funds are required to receive the state funds.

MLWGS offered its staff a 5% increase this year and as such was eligible to receive these new State funds. However, divisions that offered higher than 5% increases are not required to participate having already satisfied the State requirement. It is challenging for MLWGS because the associated payroll costs are not provided by the State [ex: FICA, VRS, etc] and we have to find funds from a budget that has already been passed that didn't allow for these expenses. But we think we have figured out how to do it and our staff and faculty certainly deserve this.

XII. Unfinished Business

A. Strategic Plan Implementation Report

The Strategic Plan implementation update is located at the end of these minutes.

The director stated this matrix was thoroughly updated for the last meeting and he is unaware there has been much that has changed this month. It is almost time to revisit and rewrite the next plan.

XIII. Materials for Board Review and/or Discussion

A. International Travel Proposal – France 2024 (*First Read*)

Sponsor: Madeline Paturel
France 2024. DATES TBD: Mid-June 2024

Students will travel to Nice, France for a unique learning opportunity. Students will stay with host families in pairs, attend language classes each morning customized to their levels, and engage in the cultural exploration of the area in the evenings.

Day 2 and 3 – Nice, France.
Day 4 – Monaco
Day 5 – Eze

Day 6 – Cannes
Day 7 – Antibes
Day 8 – Saint Paul De Vence
Day 9 – France, USA

Cost - \$3,577 per person with 14+ participants.

Additional chaperones: TBD

The France 2024 trip proposal will be presented for approval at the Board’s Executive Committee November 2023 meeting.

B. New Course Proposals AY25 (*First Read*)

- DEPARTMENT: ENGLISH

The title is changed from American and British Literature to Contemporary Voices I and II.

“Contemporary Voices”

Rationale:

1. As the AP Literature and Composition course evolves away from being only a British Literature course, it makes sense for the alternate senior English course to also provide different voices and different perspectives.
2. An American Literature course that contains a heavy emphasis on pre-20th century literature may be of less interest to students who are not motivated to push themselves to take a more challenging course like AP English Language and Composition.
3. Students who are not interested in taking an advanced course in English, like AP Literature or AP Language, can be understood to have less intrinsic motivation in English and would benefit from higher-interest texts – while still maintaining a level of academic rigor that is appropriate for Maggie Walker students. Studying contemporary literature could provide that high interest and greater engagement.
3. AP Language and Composition courses are drawing most juniors, while AP Literature and Composition classes pull most of the seniors, leaving small sections of American Literature and British Literature, respectively. Creating a mixed-level (juniors and seniors) course would consolidate students and free up additional sections for other English teachers, reducing class sizes in the department as a whole.

Course Description

Contemporary Voices I and II

The most innovative writers of our time may not yet have been included in current classes and anthologies. This two-year cycle, a literature course for eleventh and twelfth graders, explores major forms of writing such as poetry, drama, the novel, the short story, and nonfiction prose from a thematic perspective. Students examine both established contemporary authors and emerging poets and writers who rarely make it to school reading lists, but whose work is challenging, important, and beautiful. Some readings may deal with controversial material and mature themes. Students will analyze the techniques used

by the authors they study in formal literary analysis papers, formal and informal presentations, and seminar discussions. A sampling of prospective themes would include “A Found Generation: Age, Identity and the Post-Millennial Writer”; “From Margins to Center: Marginalized Authors and the Readers Who Love Them”; “Make It New: Experimental Narrative Techniques in Fiction”; and “War of the Words: Literature from Global Combat Zones.”

Note: Students may take the course either as a junior or senior or take both levels of the course, one in junior year and one in senior year.

Books - from 1st and 2nd floor book rooms that are underutilized.

“War of the Words”

Catch-22

The Catcher in the Rye

The Things They Carried

Slaughterhouse-Five

“From Margins to Center”

Fences

The Color Purple

The Bluest Eye

Wit

The Outlaw Bible of American Poetry

“Make It New”

The Handmaid’s Tale

Ficciones

Rosencrantz and Guildenstern Are Dead

Other:

The Color of Water

An American Childhood

The Writing Life

Need: a book of short stories

Kate Baer (contemporary poet: *What Kind of Woman*)

- DEPARTMENT: SCIENCE

COURSE TITLE: AP Physics 2

Prerequisite(s): AP Physics 1

Credit: 1 credit

Is this course: New Course

Rationale:

- a. Describe how the proposed course augments the school’s curriculum:

This course will provide an opportunity for more students to take a second course in physics.

b. What credits and/or requirements does the course fill?

Lab Science Elective

c. What is the target population of students?

The target population would be those students planning to pursue a biology or science-related major. This course will also help students in meeting pre-med requirements. Some medical programs accept AP Physics 2 with a high score on the test.

Course Description:

AP Physics 2 is an algebra-based, introductory college-level physics course. Students cultivate their understanding of physics through inquiry-based investigations as they explore these topics: mechanical waves and sound; thermodynamics; electric force, field, and potential; electric circuits; magnetism and electromagnetic induction; geometric and physical optics; and quantum, atomic, and nuclear physics.

The principles of scientific inquiry will be used to promote an engaging and rigorous experience for students. Twenty-five percent of instructional time will be devoted to hands-on laboratory work with an emphasis on inquiry-based investigations. Investigations will require students to ask questions, make observations and predictions, design experiments, analyze data, and construct arguments in a collaborative environment.

Estimated Cost: No additional costs for equipment/materials. Student lab fee will be the same as for AP Physics 1.

The new course proposals for AY25 will be presented for approval at the Board's Executive Committee November 2023 meeting.

XIV. Information Items

- Finance Committee Minutes, October 5, 2023
- National Honor Society Induction of 160 MLWGS Students on October 3, 2023
- AP Exam Ordering and Payment has started

XV. Superintendent's Steering Committee Report

Dr. Nichols reported much of what the committee reviewed today has already been covered on the agenda, but they also spent a lot of time discussing recruiting, seat allocations, the budget update, and continued conversation about the salary study.

This concluded Dr. Nichol's report.

XVI. New Business

Financial Projections for AY25 for Planning Purposes:

At the August Regional School Board meeting, the board was presented with an overview of the current salary scale for MLWGS teachers and how it compared to our partner districts (see attachment). In every case, the MLWGS scale was found to be below our partners' compensation plans, and in some cases, by a significant amount. The board members in attendance agreed that a plan needed to be created to try to remedy this situation. There was a clear understanding that the only way to address this was to increase the tuition rate for the partner districts' slots at MLWGS and to increase advocacy at the state level for additional direct aid.

After a very careful and deliberate review, the team at MLWGS has developed a plan that would better align us with the majority of partner districts over the next three years. The proposed salary adjustments are attached. It is important to note that this plan is based upon a few assumptions that may or may not prove to be correct. We are assuming an annual increase in teacher compensation of our partner districts to be at 5%. Based on the past few years, this may be an underestimate. Our plan also does not take into account any additional benefits that are being provided by some of our partners, such as extended maternity/paternity leave, signing or retention bonuses, increased healthcare subsidies, or alterations to the vacation/sick leave packages. It is likely that this path to alignment will need to be revisited on an annual basis to account for future financial realities.

To take the first step toward alignment, MLWGS is asking for a tuition increase of 9.25% over the current level. This would put the cost per slot at \$10,170. This would allow us to make progress on alignment and demonstrate to the highly dedicated MLWGS faculty that they are worthy of the level of compensation that their peers are receiving.

Regardless of all this, we can likely expect a 2% raise in December (non-retroactive), but this is not certain.

Capital improvement funding will be a separate request.

During the meeting, Dr. Lowerre brought up a presentation on salary compensation inequities that was shared with the board in August. He mentioned that they had a healthy discussion at that time and assigned us the task of coming up with a proposal to address the issue. We have completed our work and developed a proposal, which we are presenting to you now. The proposal includes a spreadsheet that provides information on the salary gap by degree level [bachelor's, master's, doctoral], where we currently stand in terms of standard teaching contracts, where we would like to be, and how we plan to get there. The proposal aims to reach the target goal today, recognizing that it is a moving target, and has been broken down into a three-year plan. The proposal does not propose a standard percentage increase for every teacher, as the percentage increase will vary depending on individual years of service and degree.

The director acknowledged the collaborative effort that went into developing our proposal. The proposal was developed with the help of Dr. Smith, several teachers including Christie Riles who spoke during public comments, and the leadership team. It was determined that this

proposal is the best path forward for operating the building and decompressing salaries. Furthermore, if the State increases funding to Governor's Schools, it would alleviate the burden on the divisions. It's important to note that tuition increases are not set in stone as our budget is approved in April. If the State creates a funding model based on SoQs, the amount of money requested from the districts could decrease as we respect the financial positions and commitments made by the districts to MLWGS.

Every year, we present a piece of legislation to the General Assembly. In the Roanoke Valley, we have advocates who push for an SoQ model that was designed years ago. This model could potentially solve many of the problems we face. However, every time we introduce it, it dies in committee and finance. Essentially, we believe that we can make progress and support our teachers by providing them with a 9.25% increase in tuition. This would show them that we value their work and are committed to paying them a salary that is comparable to that of their counterparts in other districts.

For the remainder of this presentation, Dr. Lowerre asked Dr. Smith to review the results on the spreadsheet provided.

Dr. Smith asked the board to refer back to his comprehensive presentation at their August meeting, a copy of which is still available in the board portal. On the spreadsheet presented today, he notes findings are pegged to one division's scale [neither the highest nor the lowest] that is similar to Walker's and uses years of experience to determine where a teacher is, as well as their degree, on a 200-day schedule.

Dr. Smith presented his findings which showed that the pay gap between our school and participating districts began in 2008. He noted that our teachers have been receiving less compensation and that this has been an ongoing issue for the past fifteen years. Unfortunately, resolving this issue in a short period of time is very challenging, so we have decided to stretch the solution over three years. We believe that taking this approach will make it more manageable for the districts that have been so supportive of MLWGS.

Estimating three years into the future can be challenging, especially when things are constantly changing. To establish a number to work with for FY27, the decision was made to assume a 5% raise each year for the target district's pay scale, based on past trends. While this assumption may be conservative, it is necessary to determine what the percentage would need to be and what the pay scale would need to be. A bell curve is involved in this process because two things are happening at once: raising compensation to a level that is comparable to teachers in our supporting divisions, and addressing decompression, which becomes most significant when looking at career mid-years from 10/12 years to 24/25 years. The difference is the least at the beginning and end of the scale but raises would need to be most significant in the middle. While a model where everyone gets the same percentage raise has been used in the past, it simply raises the bell curve each time. A more financially feasible solution for the districts would be to use a model that deals with both problems.

Ms. Bailey expressed her appreciation for Dr. Smith's work and suggested that he would excel in consulting if he ever left Maggie Walker. She further noted that Chesterfield County had paid a considerable amount of money to a consultant to carry out work similar to what Dr.

Smith has done in this review, thereby saving the Governor's School a substantial amount of money.

Ms. Bailey observed that Dr. Smith's results were very comparable to that of Chesterfield County, particularly in terms of the compressed age range of 15-24 years and the scale of the percentages that increased and then decreased. She was shocked to discover that the teachers at Maggie Walker were being paid less than teachers in the counties that participated at MLWGS.

Ms. Bailey concluded that the teachers at Maggie Walker deserved a raise, and added the work done by Dr. Smith was phenomenal and she supported the outcome.

Ms. Bailey also noted that Chesterfield phased their teacher increases in over a three-year iteration too.

Dr. Smith informed everyone that the proposal had undergone thorough scrutiny by some of our teachers. As they were accustomed to receiving a uniform raise, we wanted to make sure that introducing the concept of differential raises would be well-received. Fortunately, it was overwhelmingly supported.

Mr. Neece voiced concerns about the projections used for fiscal year 2027. He questioned if any other assumptions were considered apart from the ongoing catchup of divisions. Dr. Smith replied that it was a challenging task and the projections were based on the recent past, with many districts doing more than 5%. He acknowledged that this assumption would have to be reviewed annually, taking into consideration factors such as the state of the economy in Virginia and the national economy, as well as the state of the districts. He also noted that the projections were a starting point and would need to be revised annually to achieve the desired results. Dr. Lowerre added that the current increase estimate was to fund the bump for one year, and the focus was to show progress each year. If it takes more than three years based on downturns, we will deal with that.

Mr. Neece requested clarification, asking whether the 9.25% increase for this year would result in a similar increase for the next two years. Mr. Wright replied that in theory, yes, then increases should smooth out, but acknowledged that many factors could affect this projection. Dr. Lowerre also responded yes, stating that unless there is an increase in State funding or a collapse in the economy, we should expect a similar increase in the following two years. However, they emphasized that the budget should and will be considered yearly.

Dr. Pennycuff mentioned that her division also has a plan for pay increases, but unfortunately, they have only achieved half of what they would like to or need to do. Therefore, it would be difficult for her to support this without doing the same for their teachers. It's not that they don't want to support this, but it's challenging to say they can do this for others and not for their own. Some divisions have received more support from their board of supervisors than others, but they [Prince George] haven't been as fortunate. As a result, they have to find a balance and do the best for all of their students.

Mr. May mentioned that Hanover is facing a similar situation. He stated that when the media reports that the Governor has given a 7% increase, they do not understand that it only applies

to 50% of the positions in our division (speaking only for Hanover), which poses a significant challenge. The school district struggles to balance the needs of its teachers and staff with the limited resources available, which makes championing this cause very difficult while acknowledging our greatest asset is our teachers and staff. Each of us is discussing how to allocate between 4% and 10% more money which is a real challenge for everyone. Mr. May emphasized that it is essential to communicate to the media that when they report 7%, it is not necessarily 7%, and there is no magical money flowing to every district in the area. Mr. Wright agreed, adding that the composite index makes it even more difficult.

According to Mr. Wright, there has been a lot of discussion on the matter at hand. While he acknowledges the other points of view, he sees things a little differently. He believes that what he is doing in his home district is not comparable to what we are trying to do for Maggie Walker. He is doing the best he can in his district and knows that his actions on this board will affect the tuition amount. The tuition amount comes from local dollars and tax dollars. Therefore, he views the tuition amount, even if it goes up by 9.25% or any other amount, as something separate from his district. He doesn't try to equate the story between Maggie Walker and his schools in any way.

Dr. Pennycuff noted that their technical school aligned their pay scale with a specific division pay scale as a possible example to solve MW's problem. This would make it easier to explain why we voted to give a 9.25% increase to Maggie Walker. She further added that if Maggie Walker is on a specific division scale, such as the Chesterfield schedule, it may put us all more in line than doing something separate for a specific school. Using market value to analyze the scales is a lot of work, but we have some excellent options to choose from in the area.

Dr. Lowerre emphasized his need to address some of the issues raised and to humanize them. "We are not asking to be paid more than your teachers, we are asking for our teachers to be paid comparable to your teachers." When we presented our study back in August, there was a graph that showed that out of the fourteen participating districts, MW was consistently lower than thirteen of them. So again, we are asking to be treated similarly to your teachers. Along those same lines, it is important to remember we are a public school, our kids are your kids, your kids are our kids, the divisions get the ADM for the students that attend here, and the divisions get the test scores for the students that attend here. We are part of your division, and these are your teachers too.

It can be problematic tying pay scales to a specific district because some districts receive additional revenue that others do not, such as income from taxes on meals or fees for cell phone towers. If we tie pay scales to a single district and that district announces an 8% increase in salaries, we will struggle to find the necessary funds. This will also worsen the issue for districts that cannot afford such an increase. Furthermore, our teachers are starting to feel undervalued.

It's important to note that we develop the MW budget after the divisions have created theirs. However, we need to provide the divisions with a tuition number before they develop their budgets so that it can be included. During our fall meeting with superintendents, we will discuss projected raises, which are typically around 4% to 5%. I have never given a raise to our faculty and staff that exceeded that amount. However, in February or March, when there are news reports that a district has given an 8% raise or that another has decompressed and

given an 11% raise to some, I am not the only one who listens to these reports. Then our faculty asks how we can do this too. So, I took it back to the superintendents, and they responded that they had already passed their budget and had already given us what they could give us. This money came from something else. I understand that you have to go back to your boards, but I want you to understand that we are not asking for anything above what you already do for your own. Please see us as part of your district.

Dr. Teigen asked for clarification, is it 9.25% per year for three years, compounding to a 34% increase in our tuition rates? Dr. Lowerre responded, no it's a reset each year and will not necessarily compound to 34%.

Maybe we need to look at a different funding model for districts that don't have the same support as the bigger districts, said Dr. Lowerre. This may be something the board needs to discuss. Ms. Bailey mentioned a cautionary tale regarding what happened to CodeRVA when they proposed a tuition increase, there is always an option for the divisions to decrease slot numbers. Understand we are paying tuition, not teacher salaries. Chesterfield has 228 slots here, and she hopes we don't have to change that number, but it's always an option.

Mr. Neece added his biggest issue is the projected FY27 number but feels pretty good about the FY25 number as it brings us more in alignment with other districts. He feels all of the districts are really stretched to keep up with inflation but stated his district does not project anywhere near the FY27 projection number we provided. He is anxious about putting these numbers out and then we are unable to fulfill the plan and teachers will be unhappy. Dr. Lowerre stated we are not asking the board to vote on this today and we are not asking the board to approve the FY27 projected number, we are doing one budget at a time, just foretelling what it would take to get to where the other divisions are.

Dr. Gill provided his advice, stating this is a worthwhile exercise as we look to the future and plan for not only the next fiscal year but several more out looking to undo fifteen years of problems. But he doesn't know if we've spent enough time talking about what Dr. Lowerre brought up preferencing this discussion, which is the root of this issue is in Richmond, but not here at Maggie Walker. That root is down at the General Assembly and while we know public schools have been grossly underfunded for many years, Governor's Schools even more so disproportionately. And so, while he understands patrons in the Roanoke Valley have been bringing bills, if we just check the box and say we brought it again, we will get the same results as we have gotten the last several years. He humbly requests Dr. Lowerre put out advocacy points to all here so we can get with our respective delegates with a unified message. There is strength in numbers.

Dr. Lowerre concluded remarks with his gratitude for the conversation, it is one of the beauties of this school is the diversity of thought from fourteen different districts.

Dr. Smith's final comment on this issue is he is very passionate about it, but it is but a plan. To indicate how deep the bow is in our scale with decompression, the previous presentation provided showed we are under most, if not all, of our partnering divisions. This plan is a starting point only and would need to be revisited often. He too encouraged to board to look at this school as their school while reiterating Ms. Bailey's cautionary remarks, that if we are to

reduce spots, we will be in the same position as when we started. He is also gravely concerned that we may begin to lose some highly qualified teachers because of this inequity.

XVII. Closed Meeting

None.

XVIII. Certification of Closed Meeting

None.

XIX. Announcements/Additional Discussion

None.

XX. Adjournment of Regular Meeting

On a motion by John Wright, seconded by Valarie Ayers, the meeting was adjourned on a unanimous voice vote at 10:23 am.

Next Meeting

Executive Board on November 9, 2023, at 9:00 am. MLWGS, 1000 N. Lombardy St., Room 153, Richmond, VA 23220. 804-354-6800 x2190.

Kenneth Pritchett, Chair

Robert Lowerre, Ph.D., Director

Minutes Recorded by:
Barbara Marshall, Regional Board Clerk

MLWGS 2020-2025 STRATEGIC PLAN GOALS/OBJECTIVES/ACTION STEPS

DATE: October 19, 2023

Blue Text = Updates

Green = Completed

GOAL 1	MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL CREATE A WELCOMING AND RESPONSIVE ENVIRONMENT THAT CELEBRATES AND REFLECTS THE DIVERSITY OF THE SCHOOL DISTRICTS WE SERVE AND FOSTERS A SENSE OF BELONGING FOR ALL.	Responsible Party	Measurement	Year to begin Implementation	Cost to Budget
OBJ 1.1	MLWGS will engage and educate our school districts about the opportunities available to them in our learning environment.			2020	
1.1.2	Develop and enhance relationships with districts, schools, administrators, counselors, teachers, parents, and potential students.	Administration, Counseling, Faculty	We are establishing relationships with local administrators through outreach. A middle school counselor day took place in September of 2022. Dare to be a Dragon Day took place for 5 th grade students in April 2023. We have hired a Coordinator for Strategic Engagement who will assist in implementing strategies for increased community outreach.		
OBJ 1.2	MLWGS will create an environment that provides a sense of belonging and fosters student and family engagement.				
1.2.1	Examine and eliminate structural barriers that prevent students from availing themselves of all the opportunities at MLWGS.	Planning Committee, Administration, Foundation	Fall Festival begins before the end of the school day to eliminate the barrier of transportation. Also, SAC conducted a		

			student survey during Fall Festival to determine ways to eliminate barriers related to accessing and participating in activities		
1.2.2	Access to wraparound services (Identify and fill gaps in student mental health and wellness programs)	School Counseling	A Full-time School Social Worker has been hired. Professional Development efforts for 2023 will focus on wellness and mindfulness.		
1.2.3	Review and reform policies and procedures that impede inclusion (e.g. mental health intake, bathroom policies, club and extra-curricular policies)	Counseling, Administration, AD, School Board	Bathroom policies have been addressed.		
1.2.4	Enhance communications to make sure students have knowledge of and are able to seek resources	Counseling	The Counseling Department has sent out multiple messages regarding mental health resources as well as holding parent training sessions.		
1.2.5	Facilitate student input and feedback	Administration, Counseling	Surveys completed by SAC and VSCS. New Outreach Coordinator will facilitate new surveys.		
1.2.6	Analyze and strengthen the student onboarding process to prepare accepted students for the MLWGS experience	Counseling	Freshman Orientation is being studied as well as the process for registering for classes. Piloting Dragon Dialogues. The Walker Way Welcome Day was implemented in August 2022 and will happen again in 2023.		
1.2.7	Equip faculty with tools to foster an inclusive environment	Administration, External Trainers	Year one of Cultural Competency PD has been completed. Year		

			two has also been completed culminating in a full-day of PD on belonging led by a DEI expert. Year Three will include resources and activities on equity and inclusion.		
OBJ 1.3	MLWGS will codevelop a plan with its districts to increase enrollment of historically underserved populations.				
1.3.1	In compliance with FY 2021 Budget Item 145, C-27,I, the school will work with the partner districts to collect application and admission data to be used to support a plan to increase the percentage of historically underserved populations at MLWGS.	Dr. Lowerre	We have been working with districts to improve access for underserved minorities. Significant improvement has been made this year. RSB approved removal of Achievement Test as part of admissions process.		
OBJ. 1.4	MLWGS will develop a strategy to increase the demographic diversity of our faculty and staff.				
1.4.1	Examine barriers to hiring and retaining diverse faculty.	Dr. Lowerre, Dr. Williams,	Recruitment sub-committee has been created. A focused effort has been made to recruit minority faculty and staff candidates.		
1.4.2	Strengthen professional development resources for faculty.	Dr. Williams, Dr. Lowerre, Mr. Smith	Comprehensive PD has begun with positive feedback from staff.		
1.4.3	Develop hiring strategy.	Leadership Team	We have actively targeted HBCUs and other colleges with information about employment openings.		
1.4.4	Develop outreach program for recruiting teachers from multiple	Dr. Lowerre	We have actively targeted HBCUs and other		

	districts and education graduate schools.		colleges with information about employment openings.		
GOAL 2	MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL ENGAGE STUDENTS WITH INNOVATIVE CURRICULA AND RESPONSIVE INSTRUCTION THAT FOCUSES ON STUDENT-CENTERED EXPERIENTIAL LEARNING. INSTRUCTION WILL BE INTERDISCIPLINARY AND ENRICHED BY LOCAL AND GLOBAL CONNECTEDNESS.	Responsible Party	Measurement	Year to begin Implementation	Cost to Budget
				2020-2021	
OBJ 2.1	Students will engage in exciting distinctive courses that are designed to deepen students interest.				
2.1.1	Encourage a collaborative environment for ongoing innovation of all course offerings.	Admin, School Counseling	New classes have been offered and recommended for future years		
2.1.2	Expand dual enrollment course offerings and include courses through additional university partners.	Dr. Lowerre	Meetings with VCU are ongoing and we have established a strong dual enrollment program.		
2.1.3	Investigate offering courses with comparatively smaller student enrollment.	Admin and School counseling	We allowed classes to "make" this year with lower enrollments.		
2.1.4	Expand the menu of teacher-created courses that center on experiential learning, interdisciplinary and global awareness.	Admin and Department Chairs	New Seminar courses are being offered including ones that target undertaught areas. Several new courses have been added to the Course Catalog.		
2.1.5	Expand student enrollment in SGC's and teacher-developed courses.	Dr. Lowerre	New Courses have been taken to the Planning Committee and the RSB.		
2.1.6	Augment opportunities for student travel and beyond-the-classroom experiences.	Leadership Team	A partnership with a French school has been established. We have also entered into an exchange		

			program with a school in Germany.		
2.1.7	Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS	Dr. Lowerre and Culture Sub-Committee	A sub-committee has been formed to review FIRC and re-imagine the freshman experience.		
OBJ 2.2	Teachers will provide engaging, student-centered instruction.				
2.2.1	Encourage teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.	Leadership Team, Tech Integrators	Following the COVID pandemic, a renewed effort to assess and implement student-centered learning strategies has been taking place.		
2.2.2	Provide opportunities for teachers to participate in training and collegial discussions about enhancing student engagement, embedding community engagement, and integrating instructional technology within their curricula.	Admin	Departments have been reaching out to the community to bring in alumni and others to enhance instruction and learning.		
2.2.3	Incentivize teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.	Admin			
GOAL 3	MAGGIE L. WALER GOVERNOR'S SCHOOL WILL BE A SAFE SCHOOL WITH EFFECTIVE MANAGEMENT OF RESOURCES.	Responsible Party	Measure- Ment	Year to begin Implemen- tation	Cost to Budget
OBJ 3.1	Create and fund a ten-year capital improvement plan.			2023	
3.1.1	Conduct a needs assessment of future needs for the facility and technology.	Facilities and Technology	Project is underway		
3.1.2	Forecast ten-year costs.	Facilities and Technology			
OBJ 3.2	Create a better experience for students, teachers, and parents through available software solutions.			2021	
3.1.3	Implemental funding mechanism separate from the operating budget.	Mr. Smith			
3.2.1	Purchase of on-line teacher receipting program.	Ms. Hoover; Ms. Charity			
3.2.2	Implement field trip request and tracking software.	Mr. Smith	Working to automate forms		

3.2.3	Integrate field trip software with student information system.	Mr. Bortz			
3.2.4	Reduce student fees.	Leadership Team	We have reduced fees where we could, but many of the fees are simply pass-through accounts.		
3.2.5	Incentivize the use of current on-line payment systems.	Dr. Lowerre	Budgeted and Completed.		
OBJ 3.3	Enhance our safe school environment.			2020	
3.3.1	Implement an annual climate survey.	Dr. Lowerre	Participation in the Virginia School Climate Survey. Jan 2022		
3.3.2	Complete a full revision of the safety/crisis plan.	Mr. Smith	Completed Fall 2021		
3.3.3	Further develop relations with local fire, police, and EMS in order to incorporate best practices and facilitate external audits.	Mr. Jordan	Completed Fall 2021		
3.3.4	Train faculty on cyber security and teaching digital literacy.	Library and Technology	New training regarding AI and ChatGBT has been offered.		
OBJ 3.4	Transition the fiscal expectations of MLWGS to a new fiscal agent.			2022	
3.4.1	Research options for future fiscal processing.	Mr. Smith	Discussions have taken place with the superintendents.		
3.4.2	Secure board approval for a new fiscal agent.	Dr. Lowerre	Discussions have begun		
3.4.3	Create a transition plan.	Ms. Hoover			