



## VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

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### **School Board Regular Meeting Proposed Agenda** **Tuesday, February 11, 2025**

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#### **School Administration Building #6, Municipal Center**

2512 George Mason Drive  
P.O. Box 6038  
Virginia Beach, VA 23456  
(757) 263-1000

Public seating will be made available on a first-come, first-served basis. Members of the public will also be able to observe the School Board Meeting through livestreaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: <https://us02web.zoom.us/join/9tJ6tG9Uofkat20A> Call-in (301) 715-8592 ID 894 8841 0261

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at [SchoolBoard@VBSPSboard.com](mailto:SchoolBoard@VBSPSboard.com) or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on February 10, 2025.

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1. **Administrative, Informal, and Workshop (School Administration Building #6 – School Board Room) .. 4:00 p.m.**
  - A. School Board Administrative Matters and Reports
  - B. PreK and Early Childhood Update
  - C. Instructional Technology/Update on AI
2. **Closed Session (as needed)**
3. **School Board Recess..... 5:30 p.m.**
4. **Formal Meeting (School Administration Building #6 – School Board Room) ..... 6:00 p.m.**
5. **Call to Order and Roll Call**
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
  - A. Virginia Agriculture in the Classroom Teacher of the Year – Salem Elementary School
  - B. Virginia Interscholastic Athletic Administrators Association Lifetime Award of Merit - Bayside High School
  - C. School Board Clerk Appreciation – Special Presentation from Board and Superintendent
  - D. Code of Ethical and Professional Conduct for Members of the School Board of the City of Virginia Beach signing
8. **Adoption of the Agenda**
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**
10. **Approval of Meeting Minutes**
  - A. January 28, 2025 Regular School Board Meeting



**11. Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the February 11, 2025 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on February 11, 2025. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the School Administration Building #6, 2512 George Mason Drive, Virginia Beach, Virginia 23456 by 5:45 p.m. February 11, 2025. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.

**12. Information**

- A. Virginia Beach Schools Early Childhood Care Assistance Pilot
- B. Superintendent's Estimate of Needs for FY 2025-26 and Capital Improvement Program FY 2025-26 - FY 2030-31

**13. Return to public comments if needed**

**14. Consent Agenda**

- A. Textbook: Licensed Practical Nursing
- B. Bayside High School HVAC and Scratch Cooking Improvements
- C. Cox High School Tennis Court Replacement
- D. Linkhorn Park Elementary School Roof Replacement

**15. Action**

- A. Personnel Report / Administrative Appointments Updated 02/13/2025
- B. Middle School Master Schedule
- C. School Board Committee Assignments for term ending June 30, 2025

**16. Committee, Organization or Board Reports**

**17. Return to Administrative, Informal, Workshop or Closed Session matters**

**18. Adjournment**



**Subject:** PreK and Early Childhood Update **Item Number:** 1B

**Section:** Administrative, Informal, and Workshop **Date:** February 11, 2025

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Roni Myers-Daub Ed.D., Executive Director of Office of Programs for Exceptional Children  
Laura Silverman, Director of Title I Programs

**Presenter(s):** Roni Myers-Daub Ed.D., Executive Director of Office of Programs for Exceptional Children  
Laura Silverman, Director of Title I Programs

**Recommendation:**

That the School Board receive an update on early childhood programs in Virginia Beach City Public Schools (VBCPS).

**Background Summary:**

The Department of Teaching and Learning will provide an update on early childhood programs to include the Preschool Assessment Center, Early Childhood Special Education (ECSE) and Pre-kindergarten (PreK) program.

**Source:**

N/A.

**Budget Impact:**

Multiple funding sources support the implementation of early childhood programs in VBCPS.

**Next Steps:**

No further action needed.



# PreK and Early Childhood Update

## School Board Workshop

### February 11, 2025

## Department of Teaching and Learning

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## EDUCATIONAL EXCELLENCE

**Challenge and support all students to excel academically by demonstrating the foundational literacies, core knowledge, and transferable life skills outlined in the VBCPS Graduate Profile.**

### EQUITY EMPHASIS

Identify and address inequities in achievement outcomes by investigating and implementing best practices and seeking innovative solutions.

### STRATEGIES

**1. Pursue opportunities to expand early childhood education offerings.**

# Preschool Assessment Center (PAC)

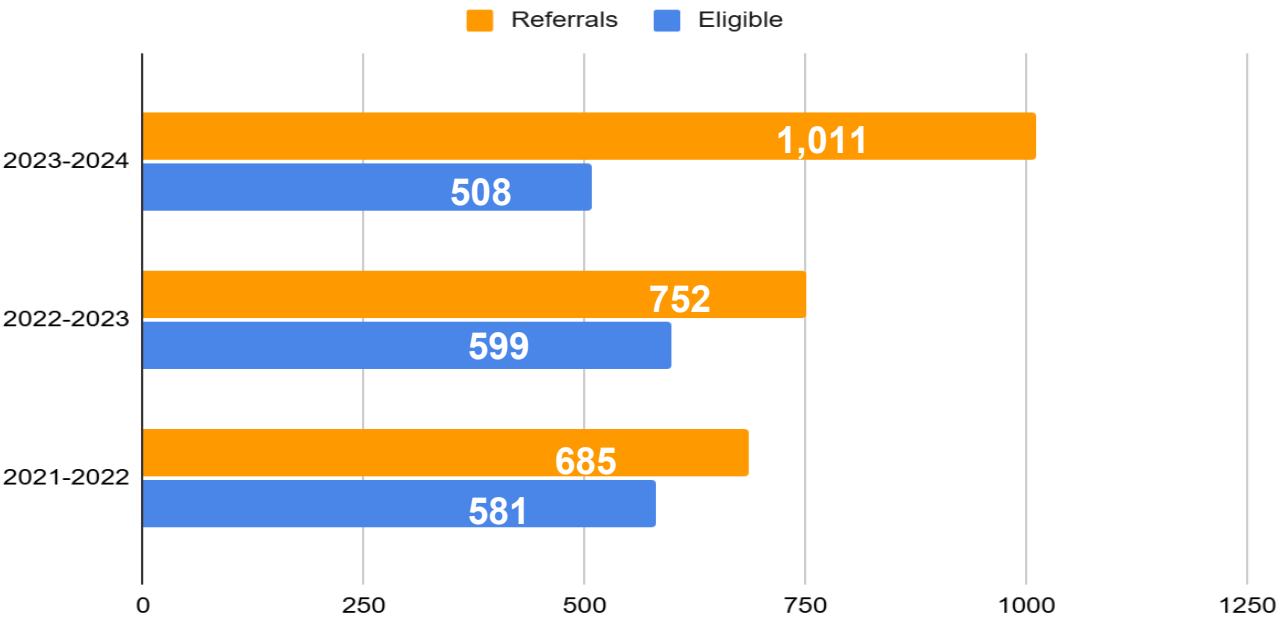
- Preschool-aged children (2-5) suspected of having a disability are referred to the Preschool Assessment Center
- Referral sources include Infant & Toddler Connection (IDEA Part C), parents and caregivers
- Most assessments are conducted through an arena assessment process or through authentic assessments in the diagnostic classrooms at FACE



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# Preschool Assessment Center (PAC) Referral Data

Children Ages 2-5



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# Early Childhood Special Education (ECSE)

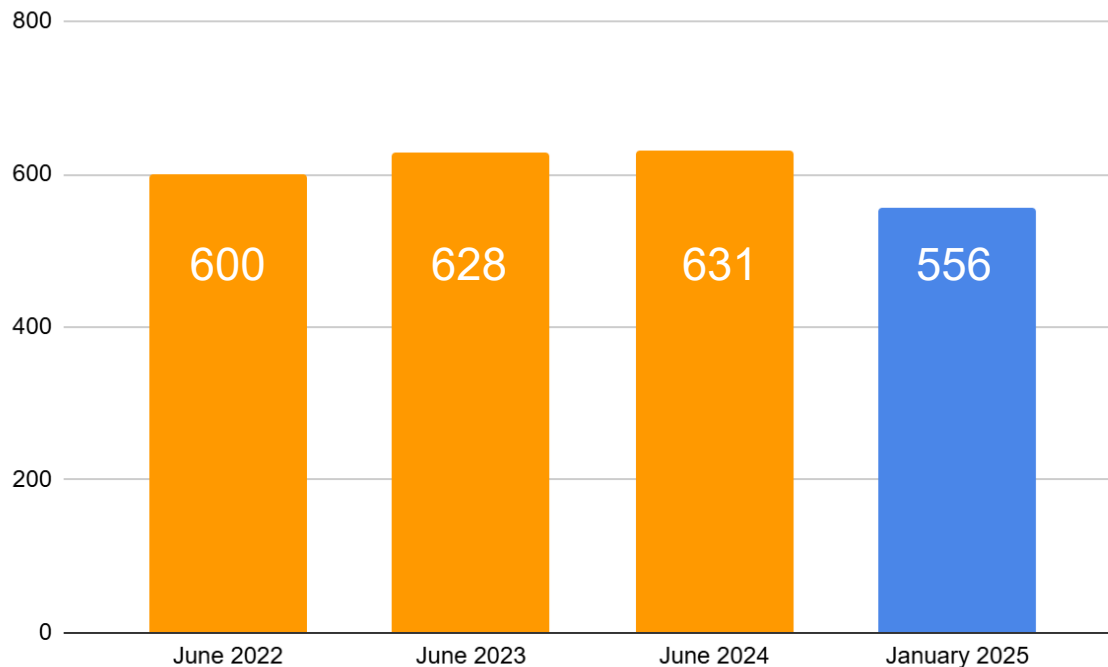
## Services & Environments



- Home-based with in-home itinerant services
- Community-based with itinerant services
- School-based:
  - Pre-K with itinerant or inclusion services
  - ECSE self-contained classroom with all services in this setting

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# Children Served in ECSE Special Education Setting



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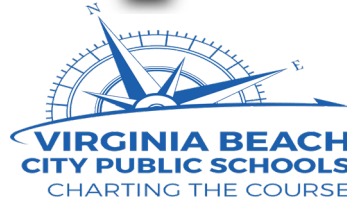
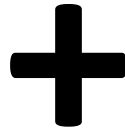
# VBCPS Pre-K Program

- Selection is based on factors determined by the VDOE
- Full day program
- Children must be 4 years old on or before Sept. 30
- The child's primary residence must be in Virginia Beach, VA
- Purpose: Create strong foundations for our youngest learners to be prepared for kindergarten and beyond



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# VBCPS Pre-K Funding Sources



*Title I*



*The Ripple Effect*



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# Pre-K Enrollment

| School Year                  | Pre-K Schools | Pre-K Classrooms | Total Students |
|------------------------------|---------------|------------------|----------------|
| 2016-2017                    | 20            | 40               | 704            |
| 2017-2018                    | 24            | 46               | 817            |
| 2018-2019                    | 26            | 48               | 853            |
| 2019-2020                    | 26            | 48               | 853            |
| 2020-2021                    | 27            | 48               | 853            |
| 2021-2022                    | 27            | 50               | 900            |
| 2022-2023                    | 27            | 51               | 918            |
| 2023-2024                    | 27            | 52               | 936            |
| 2024-2025                    | 30            | 53               | 954            |
| 2025-2026<br><i>Proposed</i> | 35            | 56               | 1008           |

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# Phases of the Pre-K Application Process

**1 Apply**

**2 Verify**

**3 Notify**



**[vbschools.com/academics/pre-kindergarten](https://vbschools.com/academics/pre-kindergarten)**

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# Pre-K Instruction and Assessments

- Virginia's Early Learning and Development Standards (ELDS)
- Virginia Kindergarten Readiness Program (VKRP)
- Classroom Assessment Scoring System (CLASS)



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# Pre-K Family Engagement and Partnerships

- Family Focus
- Discovery Nights
- Classrooms-In-Action
- Reading Bus



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# Transitioning to Kindergarten

## Current:

- Kindergarten registration begins in April
- IEP meetings for students with disabilities
- Head Start school visits
- Pre-K summer reading packs
- Pre-K Summer Learning Camp
- Kindergarten book packs for all Title I schools
- Kindergarten preparation videos
- Pilot for Ready, Set, Kindergarten

## Summer of 2025:

- Expansion of Ready, Set, Kindergarten



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# Questions?

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**Subject:** Instructional Technology/Update on AI **Item Number:** 1C

**Section:** Administrative, Informal, and Workshop **Date:** February 11, 2025

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Dr. Sharon L. Shewbridge, Director of Instructional Technology

**Presenter(s):** Danielle E. Colucci, Chief Academic Officer

Dr. Sharon L. Shewbridge, Director of Instructional Technology

**Recommendation:**

That the School Board receive an update related to Instructional Technology with a focus on screen time.

**Background Summary:**

We will provide an update regarding instructional technology starting with a brief background of computers in school followed by screen time, sharing VDOE expectations regarding computer science and digital citizenship standard implementation, and ending with the division's work regarding artificial intelligence.

**Source:**

N/A.

**Budget Impact:**

No budgetary implications.

**Next Steps:**

No further action needed.



# Instructional Technology and AI Update

School Board Workshop  
February 11, 2025  
Office of Instructional Technology  
Department of Teaching and Learning

# Key Takeaways

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1. Instructional technology in VBCPS has evolved over time to meet changing demands and expectations.
2. Balance is a critical consideration with respect to the use of instructional technology in schools.
3. Digital literacy is a core competency for ensuring students are future ready.
4. Artificial intelligence (AI) is a growing component of digital literacy.

# Evolution of Instructional Technology in VBCPS

|                          | Late 1980's<br>Early 1990's                                                                                     | 1995                                                 | 1998                                                                                  | Late 1990s                                               | 1996-2002                                                                                                          |
|--------------------------|-----------------------------------------------------------------------------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>VDOE<br/>Actions</b>  | <p>Partnered with federal initiatives</p> <p>Worked to bring computers into schools</p> <p>Virtual Virginia</p> | SOLs adopted to include technology related standards | Required teachers to pass the Technology Standards for Instructional Personnel (TSIP) | VDOE adopted an email system                             | The VDOEs Plan outlined a comprehensive strategy to integrate technology into the state's public education system. |
| <b>VBCPS<br/>Actions</b> | Equipped schools with computer labs                                                                             | Computer Resource Teacher (CRT) position             | Implemented and ensured compliance with the standards                                 | Email system for staff and central office administration | Developed a technology plan to align to VDOEs comprehensive plan                                                   |

# Evolution of Instructional Technology in VBCPS

|                         | 2003 - 2009                                                                                                                    | 2009 - 2015                                                                                                                                               | 2015 - 2020                                                                                                                                                                       |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Virginia Actions</b> | Funding for Technology Teachers                                                                                                | Virginia e Learning Backpack initiative<br>SOLs shifted to online tests                                                                                   | Personalized and blended learning<br>Cybersecurity and digital citizenship<br>1:1 device initiatives                                                                              |
| <b>VBCPS Actions</b>    | Purchased computer carts<br>Created VB Digital Campus                                                                          | Whiteboards in classrooms<br>BYOD Initiative                                                                                                              | Digital Anchor Initiative<br>1:1 Devices<br>Learning Management System                                                                                                            |
| <b>Strategic Plans</b>  | Integrated technology into the curriculum<br> | Integrated supportive technologies into the delivery of instruction<br> | Leveraged technology including a Learning Management System to increase flexible learning<br> |

# Balance is a Critical Consideration with IT Use

## Compass to 2025



### COMPASS TO 2025 STRATEGIC FRAMEWORK STUDENT-CENTERED FOR STUDENT SUCCESS

#### GOAL 1

##### EDUCATIONAL EXCELLENCE

Challenge and support all students to excel academically by demonstrating the foundational literacies, core knowledge, and transferrable life skills outlined in the VBCPS Graduate Profile.

##### EQUITY EMPHASIS

Identify and address inequities in achievement outcomes by investigating and implementing best practices and seeking innovative solutions.

##### STRATEGIES

1. Pursue opportunities to expand early childhood education offerings.
2. Implement evidence-based literacy instruction and interventions in all elementary classrooms.
3. Further integrate reading and writing across the curriculum and implement a plan for monitoring and improving achievement in these areas.
4. Develop, implement, and monitor a K-12 plan for improving mathematics achievement and enrollment.
5. Incorporate multicultural resources and materials into the curriculum at all levels.\*
6. Develop and embed protocols in curriculum that help facilitate effective classroom discussions from multiple perspectives.\*
7. Implement and share inclusive teaching practices that foster deeper learning and engagement and are adaptable

#### GOAL 2

##### STUDENT WELL-BEING

Create an inclusive learning environment that supports the physical and mental health of all students and strengthens the social-emotional skills they need to become balanced, resilient learners who are personally and socially responsible.

##### EQUITY EMPHASIS

Engage in culturally responsive practices divisionwide. Identify and address inequities in discipline practices by investigating and implementing best practices and seeking innovative solutions.

##### STRATEGIES

1. Provide a safe, welcoming, and inclusive learning environment that is conducive to student learning.
2. More deeply integrate social-emotional learning (SEL) into the curriculum.
3. Engage in culturally responsive practices at the classroom, school, and division level.
4. Increase student participation in school and community activities.\*
5. Use responsive practices such as morning meetings and student advisories to support SEL.
6. Develop students' digital wellness by helping students learn to make responsible decisions in their use of technology.
7. Address physical health through nutrition and fitness programs.
8. Implement procedures to systematically address identified

#### GOAL 3

##### STUDENT OWNERSHIP OF LEARNING

Engage all students in rigorous, authentic, and student-centered learning to help them identify their passions, take ownership of their learning, and create a plan for pursuing their postsecondary goals.

##### EQUITY EMPHASIS

Identify and address inequities in learning opportunities for students by investigating and implementing best practices and seeking innovative solutions.

##### STRATEGIES

1. Further promote and expand equitable access to services and programs that support students' future aspirations.\* +
2. Increase awareness around entry points and support for students interested in enrolling in advanced coursework and programs.\* +
3. Offer supplementary and extended learning experiences at the secondary level to address disparities in advanced coursework participation.\* +
4. Partner with students to create inquiry-based and experiential learning opportunities with an emphasis on global, cross-curricular, and real-world connections.
5. Enable student ownership of learning through goal setting and reflection with opportunities to make decisions in the learning process.
6. Refine capacity for transformational learning by providing students with authentic, student-centered learning

4. Balance the effective and efficient use of technology to meet students' individual needs and allow them to demonstrate their learning.

\* High leverage equity strategies from the division's Equity Plan

+ High leverage inclusive strategies

# Balance is a Critical Consideration with IT Use

- Not all screen time is created equally
  - Social
    - Facebook
    - Facetime
    - Texting
  - Passive
    - Video Games
    - Scrolling through apps like Instagram or TikTok



# Balance is a Critical Consideration with IT Use

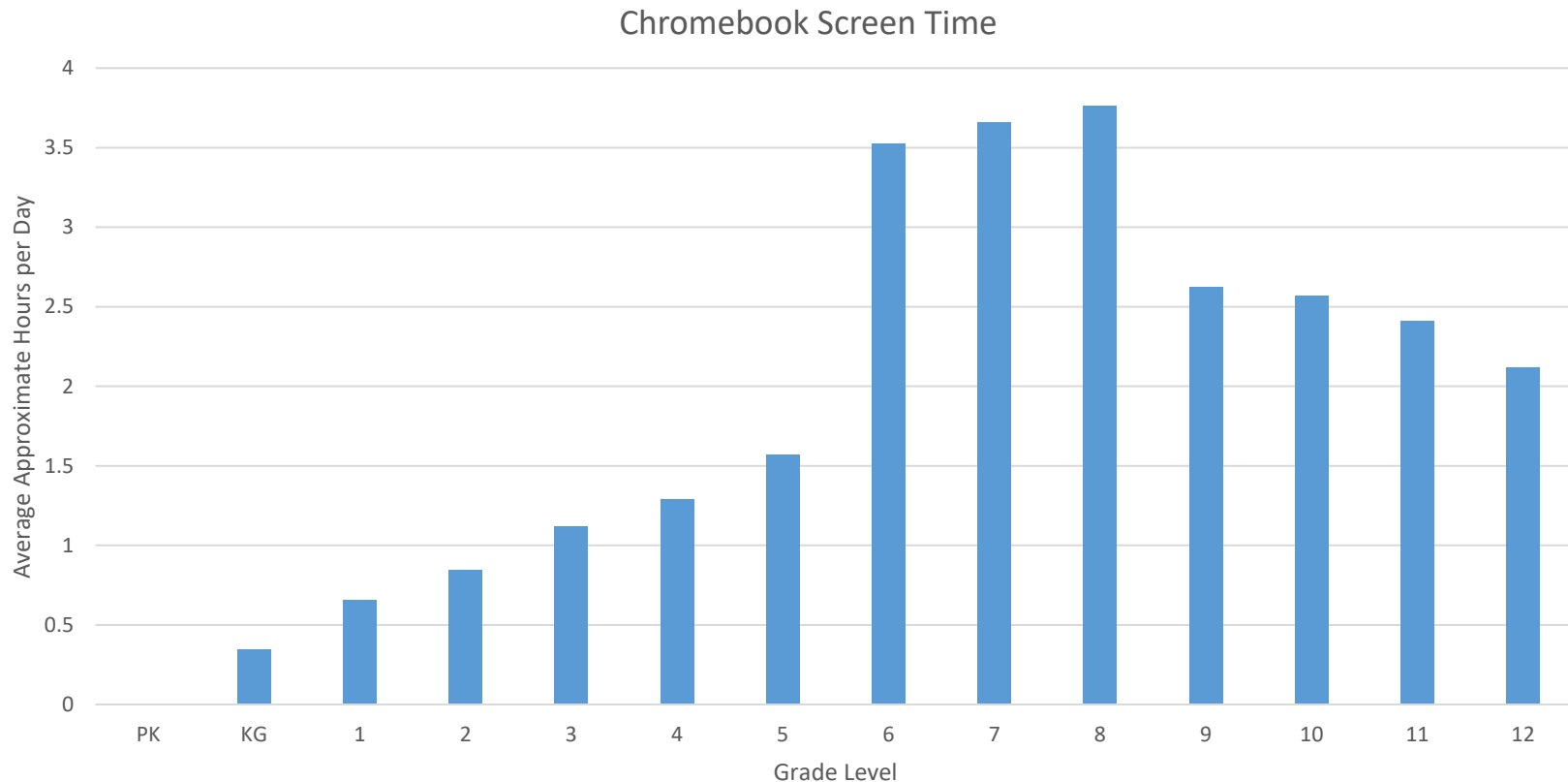
- Not all screen time is created equally

- Educational

- Accessing online textbooks for coursework
    - Completing assessments
    - Using differentiated math and reading programs
    - Engaging in personalized learning projects
    - Tutoring and homework
    - Creating presentations
    - Coding and programming
    - Earning CISCO certification
    - Composing music



# Balance is a Critical Consideration with IT Use



# Balance is a Critical Consideration with IT Use



# Balance is a Critical Consideration with IT Use

## Instructional Activities Without a Computer

Grrreat day with these creative and collaborative problem solvers at the STEM playground today as part of the @vbschools STEM Trifecta!

#vbbits  
#vbblms @vbblms



@vbschools Kicking off the STEM Trifecta! Shout out to coaches, teachers, volunteer who work so hard to set up this future ready learning. Let's go teams! Need to cool down come visit us at the stem playground !

STEM trifecta was so fun! 🥳 I got see my favorite ❤️ #vbbits people and ITCs. I saw some past students who now compete at the middle school level and watched 🤖 🚂 🚁 robots, trains, drones, and lots of building! Love being with @MonicaRoach15 @vbschools @CPES4LIFE



10:30 AM · May 15, 2024 · 377 Views

4:57 PM · May 15, 2024 · 470 Views

# Balance is a Critical Consideration with IT Use

## Library Learning Centers: MakerSpaces



# Digital Literacy is a Core Competency

*Compass to  
2030*

## GOALS

### 1 Challenge and Support Each Student to Excel and be Future Ready

Challenge and support each student to excel academically and gain the skills and attributes outlined in the VBCPS Future-Ready Profile to successfully navigate future pathways.

**1.3** Implement comprehensive curriculums that equip students with the critical financial, digital, and media literacy skills needed to make informed decisions and engage responsibly with the world around them.

## STRATEGIES

- 1.1** Implement evidence-based, differentiated instruction in all classrooms.
- 1.2** Inform students, families, and staff of the range of programs and services offered in the division (e.g., K-12 Continuum of Advanced Academics, career and technical education courses, fine arts, etc.) through targeted outreach and education efforts.
- 1.3** Implement comprehensive curriculums that equip students with the critical financial, digital, and media literacy skills needed to make informed decisions and engage responsibly with the world around them.

# Digital Literacy is a Core Competency

## Digital Literacy

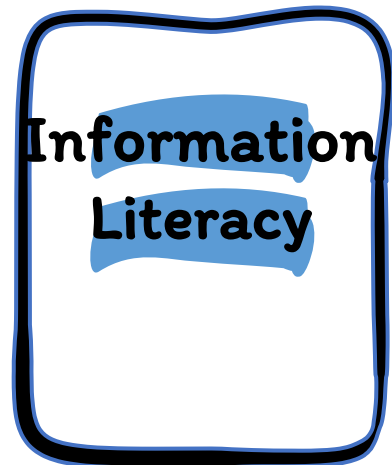
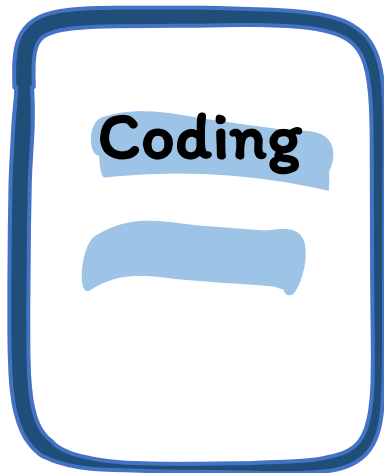
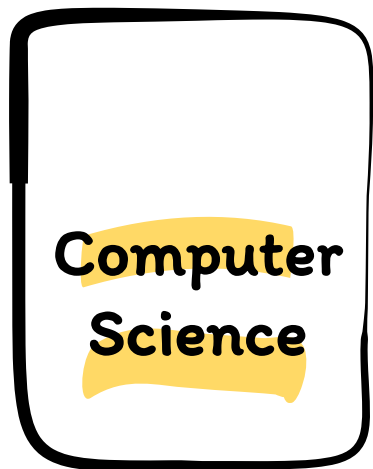
### Code of Virginia [§ 22.1-24.1](#)



The State Superintendent shall establish and appoint members to the Internet Safety Advisory Council (the Council) for the purpose of advancing the goal of safe use of media and technology by students and teachers in public elementary and secondary schools in the Commonwealth.

# Digital Literacy is a Core Competency

## Digital Literacy Focus Areas



# Digital Literacy is a Core Competency

## Computer Science

- The Virginia Board of Education approved the [2024 Computer Science Standards of Learning](#) at the June 21, 2024, business meeting. The 2024 Computer Science *Standards of Learning* must be fully implemented by the 2025-2026 school year.
- VBCPS has been awarded two **Advancing Computer Science Education grants for the 2024–2025 school year.**
  - Virginia Beach City Public Schools – *Advancing Computational Thinking through Works of Application*
    - Focused on math instruction at all levels
  - Virginia Beach City Public Schools – *Works of Application*
    - Focused on science and social studies instruction grades K-8

# Digital Literacy is a Core Competency

## Our Goal for VBCPS Digital Citizenship Instruction



*The goal of digital citizenship instruction  
is to develop students who are  
empowered, educated, safe, and future-ready.*

# Digital Literacy is a Core Competency

## Digital Citizenship Instruction

- Provide a curriculum that is...
  - Age appropriate and scaffolded for students K-12
  - Proactive and positive
  - Comprehensive and systematic (instruction that reaches all students and occurs throughout the year)
  - Turnkey for faculty to implement
  - Vetted for authenticity and relevance
  - Monitored via division data collection



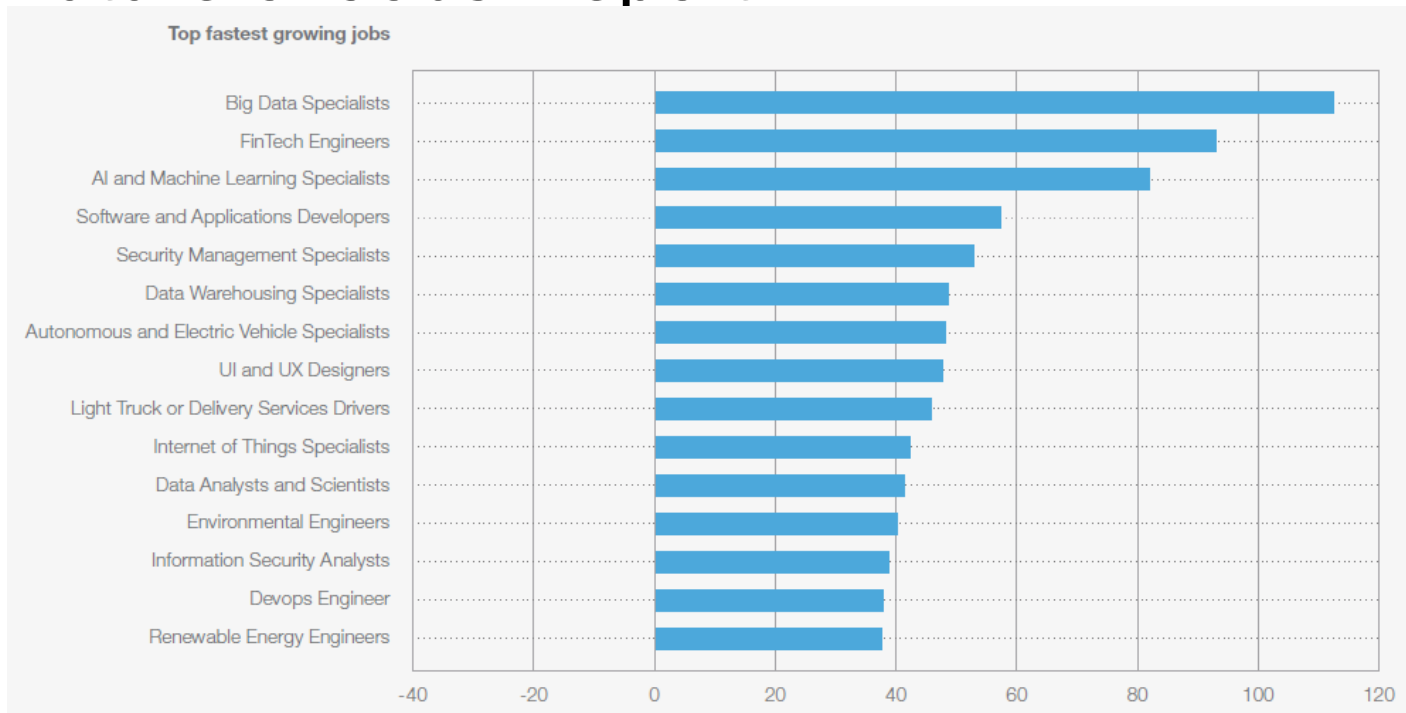
# AI is a Growing Component of Digital Literacy

"Given the fast-paced evolution of AI, **digital literacy** is not a static skill set but a continuous learning process. It involves staying updated with the latest technologies, **understanding new applications of AI**, and adapting to changes in digital environments. Lifelong learning is essential for individuals to remain competent and competitive in a world increasingly driven by AI."

Neil Sahota  
IBM Master Inventor  
United Nations AI Advisor

# AI is a Growing Component of Digital Literacy

## 2025 Future of Jobs Report



[https://reports.weforum.org/docs/WEF\\_Future\\_of\\_Jobs\\_Report\\_2025.pdf](https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf)

# AI is a Growing Component of Digital Literacy

## 2023/2025 Future of Jobs Report Comparison

| Description                                                                                              | 2023 Stats                                       | 2025 Stats                                                                                          |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Predicted growth in demand for AI and Machine Learning Specialists                                       | 40% growth, 1 million jobs by 2027               | 35% growth, 900,000 jobs by 2030                                                                    |
| Current percentage of tasks automated by LLMs                                                            | 15%                                              | 22%                                                                                                 |
| Projected percentage of tasks automated by LLMs by 2027 (with improvements)                              | 50%                                              | 60% (adjusted based on trends for 2030)                                                             |
| Ranking of AI and Big Data as a core skill for mass employment vs company training priorities until 2027 | 15th as a core skill; 3rd in training strategies | Still outside the top 10 as a core skill; 1st in company training priorities (in 70% of strategies) |

[https://reports.weforum.org/docs/WEF\\_Future\\_of\\_Jobs\\_Report\\_2025.pdf](https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf)

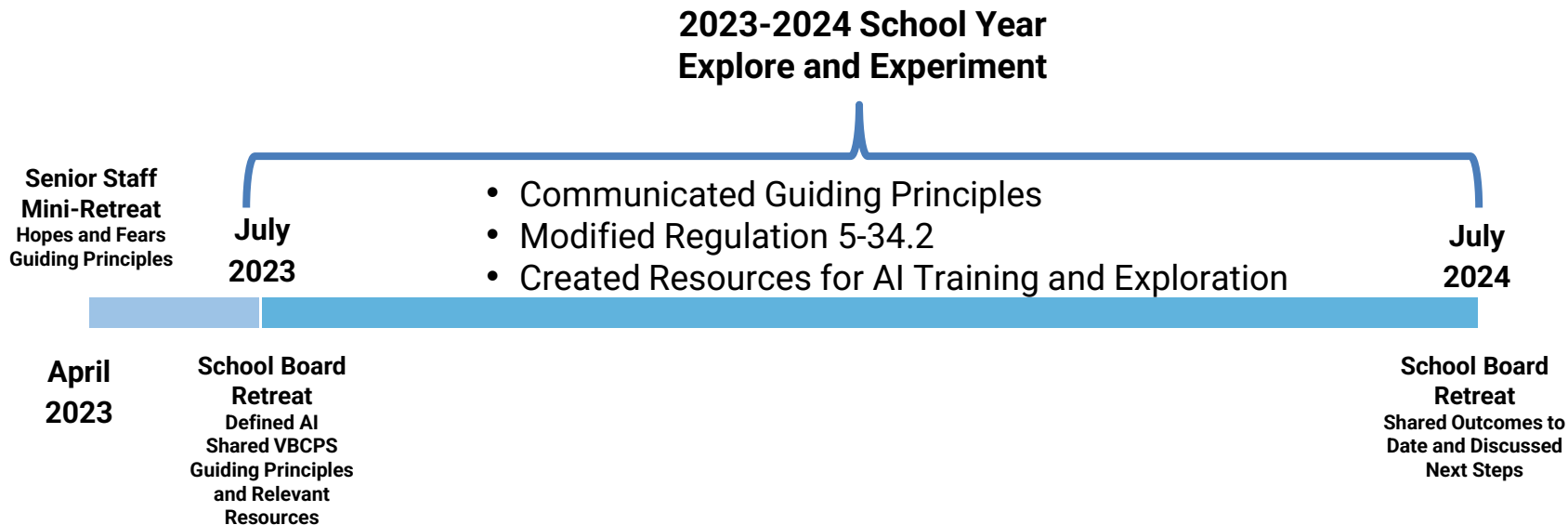
# AI is a Growing Component of Digital Literacy

"You're not going to lose your job to AI. You're going to lose your job to somebody who **uses** AI."

Jensen Huang  
CEO  
NVidia

# AI is a Growing Component of Digital Literacy

**The division has taken a slow and deliberate approach to introducing Artificial Intelligence.**



# AI is a Growing Component of Digital Literacy

**The state sponsored professional learning and networking by region.**

## 2024-2025 School Year Virginia Gen AI Year of Learning

- Sponsored by VASS in collaboration with VDOE
- Four all-day in-person training sessions by region
- Key topics each meeting: Advancements, Ethical Considerations, Implications

**July  
2024**

Meeting 1  
October

Meeting 2  
November

Meeting 3  
December

Meeting 4  
January

Meeting 5  
February

**July  
2025**

**School Board  
Retreat**  
Shared Outcomes to  
Date and Discussed  
Next Steps

**Intended Outcome**  
Division-specific AI implementation plan including  
frameworks and guidelines

# Next Steps

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- Integrate computer science standards in math classes (K-12) and in science and social studies in grades K-8
- Implement rigorous digital citizenship curriculum at the high school level
- Monitor and document legal considerations and case law related to AI use in K-12 education
- Finalize a plan for teacher professional learning focused on AI based on teacher feedback
- Continue to investigate appropriate access to AI tools for high school students

# Questions?

## Instructional Technology and AI Update

School Board Workshop

February 11, 2025

Office of Instructional Technology  
Department of Teaching and Learning



**Subject:** School Board Recognitions **Item Number:** 7A-C

**Section:** Student, Employee and Public Awards and Recognitions **Date:** February 11, 2025

**Senior Staff:** Nicole Livas, Chief Communications and Community Engagement Officer

**Prepared by:** David Schleck, Public Relations Coordinator

**Presenter(s):** Carolyn D. Weems, Vice Chair

**Recommendation:**

That the School Board recognize the outstanding accomplishments of those receiving the Feb. 11, 2025, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

- A. Virginia Agriculture in the Classroom Teacher of the Year, Salem Elementary School
- B. Virginia Interscholastic Athletic Administrators Association Lifetime Award of Merit, Bayside High School
- C. School Board Clerk Appreciation – Special Presentation from Board and Superintendent

**Background Summary:**

That the School Board allow time during School Board meetings to recognize students and/or staff who have accomplished notable recognitions that fit within the parameters of the School Board recognition criteria.

**Recognition Criteria:**

1. Achievement of first or second place in national competitions/events.
2. Achievement of national recognition for outstanding achievements, i.e., National Merit Finalists.
3. Achievement of first place in regional (multi-state) competitions/events.
4. Achievement of first place in state competitions/events.
5. Achievements beyond the scope of regular academics/activities and/or job performance.

**Source:**

Utilizing data from submissions made to the Department of Communications and Community Engagement, which have been approved by school principals or department heads recognizing a notable achievement from a student or staff member fitting the Board recognition parameters.

**Budget Impact:**

No budgetary implications.

**Next Steps:**

- No further action needed.



**Code of Ethical and Professional Conduct for Members of the**

**Subject:** School Board of the City of Virginia Beach signing **Item Number:** 7D

**Section:** Student, Employee and Public Awards and Recognitions **Date:** February 11, 2025

**Senior Staff:** N/A

**Prepared by:** Kamala H. Lannetti, School Board Attorney

**Presenter(s):** Kathleen J. Brown, School Board Chair

**Recommendation:**

That the School Board members sign their Code of Ethical and Professional Conduct for Members of the School Board of the City of Virginia Beach as attached.

Individual School Board members will step down in the order in which they are seated to the front of the dais for a public signing. The original will be framed for display in the School Board Chambers.

**Background Summary:**

The School Board adopted The Code of Ethical & Professional Conduct in 2018.

**Source:**

N/A

**Budget Impact:**

N/A

**Next Steps:**

No further action needed.

**Code of Ethical & Professional Conduct  
for Members of the School Board of the City of Virginia Beach**

While serving as a Member of the School Board of the City of Virginia Beach, I will aspire to be an ethical and professional public servant responsible for our School Division. To that end, I will strive to:

1. **Serve** with integrity and fairness while adhering to School Board bylaws and policies and local, state, and national law in all matters concerning the provision of high-quality teaching and learning experiences for all students attending Virginia Beach City Public Schools.
2. **Recognize** that, as an individual School Board Member, I can only communicate or act for myself and not on behalf of the School Board unless otherwise authorized to publicly present positions adopted by the School Board.
3. **Actively participate** in School Board related business by attending all meetings where I am expected; being informed on topics being discussed; asking meaningful questions; providing constructive feedback; and respectfully listening to the input, including differing opinions and ideas, of all other participants while maintaining personal professional decorum.
4. **Collaborate** with all Members of the School Board and the Superintendent to make effective and responsible policy, budget, or other necessary decisions for the welfare of all stakeholders based on available data, staff recommendations, public input, and my own informed and independent judgement.
5. **Encourage** productive dialogue by being respectful in *all* forms of public communication regarding the work of the School Board, the School Division, my colleagues, School Division employees, and community members without disparagement, and will resolve personal disagreements or misunderstandings with individuals directly.
6. **Communicate** the work of the School Division to all stakeholders as appropriate while advocating for the success of our schools and communicating public feedback to my colleagues on the School Board and the Superintendent.
7. **Protect** confidential and privileged information and not publicly disclose or share with anyone not authorized to have such information.
8. **Seek** desired improvement of the School Division while respecting the decisions of the majority of the School Board and supporting the implementation of those decisions.
9. **Respect** that the Superintendent and staff are skilled and qualified professionals, delegate to them authority for the administration of our School Division, refrain from interfering with that authority, and provide oversight through a system of regular substantive evaluations of the Superintendent based on established goals and outcomes.
10. **Improve** my ability to serve as a School Board Member by studying educational issues and participating in appropriate professional development.
11. **Abstain** from using my position on the School Board for personal gain and avoid conflicts of interest or impropriety that could be reasonably believed to influence my service on the School Board or exert undue influence on employees of our School Division.

Whenever a Member believes that another has acted inconsistently with the Code of Ethical and Professional Conduct, it is incumbent on him or her to first privately bring the issue to that Member in an attempt to resolve. If unresolved and the Chairperson is not involved, the concern will be brought to the attention of the Chairperson who will seek resolution of the concern. If the Chairperson is involved, the Vice Chairperson will seek resolution. If the concern is not resolved, it will be brought to the full School Board in a special meeting.

**Signed by the School Board of the City of Virginia Beach this 11<sup>th</sup> day of February 2025**

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Kathleen J. Brown, Chair  
District 10

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Carolyn D. Weems, Vice Chair  
District 9

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Mark Bohenstiel  
District 3

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Michael Callan  
District 6

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David Culpepper  
District 8

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Matt W. Cummings  
District 7

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Rose M. Dwyer  
District 1

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Sharon R. Felton  
At-Large

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Dr. Alveta J. Green  
District 4

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Kimberly A. Melnyk  
District 2

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Melinda J. Rogers  
District 5



**Subject:** Approval of Minutes **Item Number:** 10A

**Section:** Approval of Meeting Minutes **Date:** February 11, 2025

**Senior Staff:** N/A

**Prepared by:** Regina M. Toneatto, School Board Clerk

**Presenter(s):** Regina M. Toneatto, School Board Clerk

**Recommendation:**

That the School Board adopt the following set of minutes as presented:

- A. January 28, 2025 Regular School Board Meeting

**Background Summary:**

N/A

**Source:**

Bylaw 1-40

Bylaw 1-43

**Budget Impact:**

No budgetary implications.

**Next Steps:**

No further action needed.



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

School Board Service

**Kathleen J. Brown, Chair**  
District 10

**Carolyn D. Weems, Vice Chair**  
District 9

**Mark Bohensiel**  
District 3

**Michael Callan**  
District 6

**David Culpepper**  
District 8

**Matt W. Cummings**  
District 7

**Rose M. Dwyer**  
District 1

**Sharon R. Felton**  
At-Large

**Dr. Alveta J. Green**  
District 4

**Kimberly A. Melnyk**  
District 2

**Melinda J. Rogers**  
District 5

**Donald E. Robertson Jr., Ph.D., Superintendent**

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**School Board Regular Meeting MINUTES**  
**Tuesday, January 28, 2025**

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**School Administration Building #6, Municipal Center**  
2512 George Mason Drive  
P.O. Box 6038  
Virginia Beach, VA 23456  
(757) 263-1000

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- 1. Administrative, Informal, and Workshop:** Chair Brown convened the Administrative, Informal, and Workshop session at 4:01 p.m. on the 28th day of January 2025.

In addition to Superintendent Robertson, the following School Board Member were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer (arrived at 4:10 p.m.), Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.

- A. **School Board Administrative Matters and Reports:** Chair Brown mentioned the following items: February sign-up sheets for 1-to-1 meetings with Superintendent Robertson and school visits with Superintendent Robertson, Statement of Economic Interests forms are due to the School Board Clerk by Monday, February 3, 2025, no later than 5:00 p.m., space available for School Board Members beginning January 29, the School Board Conference Room is available Wednesday to Friday from 10:00 a.m. to 4:00 p.m. on a first-come, first-served basis, contact the School Board Clerk to reserve the room.
- B. **Focusing on a Competitive Future: 2025 Compensation and Salary Structure Market Review:** Darnita Trotman, Ed.D., chief human resources officer, Judith Wood, coordinator, classification and compensation, Paula Singer, Ph.D., vice president, Segal and Andrew Konkinsky, associate consultant, Segal, provided the School Board information regarding the review of the current pay scale salary structures and recommendations for both the Instructional and Unified Experience-based Step Pay Scales for the 2025-2026 school year. Dr. Trotman provided a brief introduction, and Ms. Wood continued the presentation. Ms. Wood reviewed the compensation philosophy, and defined classification and compensation (direct, indirect, and non-financial). Ms. Wood introduced the members from Segal. Dr. Singer continued the presentation.

Dr. Singer reviewed the following presentation topics: recap of the collaborative work with Virginia Beach City Public Schools, project goals, unified pay scale assessment, and teacher pay scale assessment. The following points were reviewed from the compensation philosophy: attract and retain a highly qualified and diverse workforce, ensure fair and consistent pay practices, comply with applicable laws and regulations, and operate within the constraints of fiscal resources while balancing and achieving educational goals.

Mr. Konkinsky continued the presentation and reviewed the unified pay scale assessment and teacher pay scale assessment. The cost implications for the unified pay scale were shared as follows: Option A – increase the entry-level pay by 1.5%, increase the salary structure step increments from 1% to 1.5% for years 0-14, maintain

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step increments at 1.5% for steps 15 and above, and the cost, approximately \$20.7 million; and Option B – increase the entry-level pay by 3%, maintain steps 0-14 at 1%, maintain step increments at 1.5% for steps 15 and above, and the cost, approximately \$10.7 million. Teacher scale data was shared regarding historical market assessment findings and current state market assessment findings. The cost implications for the teacher pay scale were shared as follows: Option A – adjust the entry-level pay by 5%, provides a step for all eligible employees, and the cost, approximately \$26.7 million; Option B – adjusts the entry-level pay by 4%, provides a step for all eligible employees, and the cost, approximately \$22.5 million; and Option C – adjusts the entry-level pay by 3%, provides a step for all eligible employees, and the cost, approximately \$18.4 million.

The presentation continued with questions and comments regarding salary comparison with surrounding school districts; compensation philosophy; VBCPS rankings; challenges – cost of living, commuting, gas prices, housing prices, etc.; not choosing teaching as a career; retention and sustainability; criteria for eligible employee; teacher shortage; recruitment; and future teachers. Ms. Wood provided the School Board with additional information regarding current instructional vacancies (58), bus assistants, cafeteria assistants and custodians minimum rates and educational allowances.

- C. **Preliminary Operating Budget Presentation:** Crystal Pate, chief financial officer and Jack Freeman, chief operations officer, provided the School Board information regarding the FY 2025-26 Operating Budget and the Capital Improvement Plan FY 2025-26 – 2030-31. Ms. Pate began the presentation and reviewed questions from the School Board regarding which positions exceed the SOQ (Standard of Quality), provided rationale for staffing above SOQ, and mentioned 2025 unfunded mandates. An overview of the budget reductions implemented last year was reviewed as well as revenue comparisons and budget priorities. Ms. Pate mentioned the next steps, which included gathering School Board input on or before Sunday, February 2, 2025; February 4, 2025 deadline to draft SEON (Superintendent’s Estimate of Needs) for the February 11, 2025 presentation; and three upcoming February/March budget workshops in advance of budget approval on March 11, 2025.

Due to time constraints, Chair Brown mentioned adding the Capital Improvement Plan part of the presentation to the Information section of the agenda. The presentation continued with questions and comments regarding budget priorities; revenue and resources; educational allowances; unfunded mandates; and student academic outcomes.

2. **Closed Session:** There was no Closed Session during the Administrative, Informal, and Workshop session.
3. **School Board Recess:** Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:26 p.m.
4. **Formal Meeting (School Administration Building #6 – School Board Room) ..... 6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Brown convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m. on the 28th day of January 2025.

In addition to Superintendent Robertson, the following School Board Members were present in the School Board Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.

6. **Moment of Silence followed by the Pledge of Allegiance:** After the Pledge of Allegiance, the Green Run Elementary School 5<sup>th</sup> Grade Chorus sang the National Anthem.
7. **Student, Employee and Public Awards and Recognition**
  - A. **VBCPS Citywide Teacher of the Year – Brandon Middle School:** The School Board recognized Lalisha Fitchett, English teacher at Brandon Middle School as the Citywide Teacher of the Year. Ms. Fitchett mentors new teachers and is also a member of Brandon’s Grief Sensitive Initiative. She is a Virginia High School League cheerleading official, a life member of Alpha Kappa Alpha Sorority and a member of the Delta Kappa Gamma Women Educators Society. She emphasizes respect, consistency and positive behavior to help students feel secure, motivated and understood.

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- B. National Record, 500 Meters – Bayside High School: The School Board recognized Andrew Salvodon, a senior at Bayside High School, as the new national record holder in the 500-meter dash. Andrew broke the national high school record for the 500-meter dash with an astonishing time of 1 minute and 49 hundredths of a second. He will attend the University of South Carolina on a full athletic scholarship next school year.

8. **Adoption of the Agenda**: Chair Brown mentioned the following modification to the agenda, addition of Information Item #12G – Preliminary Operating Budget Presentation. Note: due to time constraints, the presentation could not be fully delivered during the Workshop. Chair Brown called for any other modifications to the agenda as presented. Hearing none, Chair Brown called for a motion to approve the agenda as modified. Vice Chair Weems made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as modified. The motion passed unanimously, 11-0-0.

9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**:

Superintendent's Report: Superintendent Robertson shared the following information: 1) Our Environmental Studies Program students are working with City of Virginia Beach on the Pleasure House Point Wetlands Restoration Project. They are surveying thousands of trees in the 12-acre project site this month, documenting important information on the trees' species, size and condition.; 2) Parkway Elementary School recently hosted a family engagement event called "Pancakes with P.O.P.S." in collaboration with our Office of Family and Community Engagement, or FACE. Parkway's principal, Dr. Katie Catania, is encouraging more male engagement at her school by way of a volunteer group called Parkway P.O.P.S., which stands for "Partners of Panther Students." Fathers, uncles and grandfathers sat with their students and enjoyed fresh, hot pancakes prepared by administrators.; 3) Gov. Glenn Youngkin declared Jan. 12 through 18, "Virginia School Principals Appreciation Week," and the Virginia Beach community really made a point of celebrating the talented women and men who lead our schools. Thanks to our valuable community partners, the FACE team was able to distribute \$25,000 in gifts to our valuable principals at league meetings earlier this month.; and 4) Our Office for Diversity, Equity and Inclusion recently hosted a successful "Power of We" workshop at the Virginia Beach Higher Education Center. The event helped students build capacity to be collaborative communicators by clearly expressing ideas, actively listening, considering different viewpoints and collaborating effectively to achieve common goals. A video was shared about the event.

10. **Approval of Meeting Minutes**

- A. January 6, 2025 Special School Board Meeting: Chair Brown called for any modifications to the January 6, 2025 Special School Board minutes as presented. Hearing none, Chair Brown called for a motion to approve the January 6, 2025, minutes as presented. Vice Chair Weems made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion to approve the January 6, 2025, meeting minutes as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There were three (3) abstentions to the motion to approve the January 6, 2025, meeting minutes as presented: Mr. Callan, Mr. Culpepper, and Ms. Melnyk. The motion passed, 8-0-3.
- B. January 14, 2025 Organizational/Regular School Board Meeting: Chair Brown called for any modification to the January 14, 2025 Organizational/Regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the January 14, 2025, minutes as presented. Mr. Callan made the motion, seconded by Ms. Melnyk. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the January 14, 2025, minutes as presented. The motion passed unanimously, 11-0-0.

11. **Public Comments (until 8:00 p.m.)**

There were twelve (12) in-person speakers (including one (1) student speaker) and two (2) online speakers. The topics included snow days/school closures; marking period extension; Recovery School; Career and Technical Education Month resolution; academics and recovery, chance for students dealing with addiction, resources to help students; substance abuse, opioids; supporting teachers; parents supporting teachers; discipline in the

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classroom; mental health; new School Board; votes for Chair and Vice Chair; unity of all School Board Members; ICE agents and protocols; undocumented versus illegal; 5<sup>th</sup> Amendment; Renaissance Academy; iconic bond story/presentation; respect and collaboration; and the impact and importance of the Recovery School.

The Public Comments concluded at 6:56 p.m.

## **12. Information**

- A. Interim Financial Statements – November and December 2024: Daneil Hopkins, director of Business Services, presented financial information to the School Board for the period ending December 31, 2024. The overall revenue trend remained acceptable at this point in the fiscal year. The Governor's proposed amendments to the FY 24 Direct Aid Budget were received on January 7. It was noted the General Assembly can amend the proposal and any updates would be shared with the School Board. Federal revenues showed an acceptable trend at the end of December, and we have received Impact Aid payments of approximately \$9.8 million. Other sources of revenue are acceptable at this point in the fiscal year. Sales tax receipts are at an acceptable level and are approximately \$700,000 higher than the same time last year. The expenditures and encumbrances trend continued to remain acceptable at this point in the fiscal year.

After the presentation, there was a brief discussion regarding federal grants; funding; impact aid; and Title I funds.

- B. Annual Comprehensive Finance Report (ACFR): The School Board received highlights of the Annual Comprehensive Finance Report Audit (ACFR) for the fiscal year ending June 30, 2024. Laura Harden, CPA, audit director from Cherry Bekaert provided an overview of the result of the audit. They identified no instances of noncompliance required to be reported under GAS (Government Auditing Standards) or the APA Specifications (Commonwealth of Virginia's Auditor of Public Accounts). They noted no inappropriate accounting policies or practices. There were no issues with any other required communications. After the presentation, there was a question regarding material weakness/deficiency. It was noted there were no deficiencies to report.
- C. Middle School Master Schedule: James J. Smith, Ed.D., senior executive director of middle schools, provided the School Board information regarding potential changes to the middle school master schedule for the 2025-2026 school year. Note, the material was presented to the School Board at the January 14, 2025, meeting during the Administration, Informal, and Workshop session. The presentation covered the following items: guiding questions, recommended changes, potential Thrive Time opportunities, provided sample student and teacher schedules, considerations for teacher schedules, and shared next steps. The next steps included for School Board Members to email questions to chief of staff, and topic to be presented for action at the February 11, 2025, School Board meeting.

The presentation continued with questions and comments regarding zero bell; maximizing electives; student schedules and teacher schedules; Thrive Time; amount of time for core classes and elective classes; advanced courses; student supports; gifted students; opportunities for students to explore various subjects/electives; impact on academic achievement and assessments; planning time for teachers; advanced classes at the middle school; assessment data and student performance; and benefits of new schedule.

- D. New School Performance and Support Framework: Martin Barritt, testing specialist, Office of Planning, Innovation, and Accountability, provided the School Board information regarding the *New School Performance and Support Framework* developed by the Virginia Department of Education. The presentation provided an update on the Virginia Department of Education's new School Performance and Support Framework. It outlined how elementary, middle, and high schools will be evaluated based on mastery, growth, and readiness indicators, including measures such as test performance, chronic absenteeism, and graduation. The presentation also introduced new metrics for student growth, advanced coursework, a performance task focused on the 5Cs (i.e., critical thinking, creative thinking, collaboration, communication, and citizenship) as

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well as the Ready for Life 3E Framework focused on outcomes related to enrollment, employment, and enlistment. The timeline for upcoming dates was reviewed and included: end of January 2025 – business rules will be available to school divisions, February/March 2025 - defining work-based learning opportunities and incorporating that work into the employment section of the Ready for Life Framework, Fall 2025 - report school performance and support outcomes under new framework, and Spring 2026 - completion of work on new cut scores for the 2026 administration of math and reading SOL assessments.

The presentation continued with questions and comments regarding bills in House and Senate about new standards; excessive absenteeism and student illness; opting out of SOL testing; chronic absenteeism and number of days absent; coursework; school scores; and continuing to update the School Board.

- E. Textbook: Licensed Practical Nursing: Recommendation that the School Board receive information regarding the recommended textbook for the Practical Nursing program at the Virginia Beach Technical and Career Education Center. This textbook is recommended by the Practical Nursing Program Textbook Adoption Committee for implementation in the fall of 2025.

| Course Titles                                                                                      | Textbook                                                         | Publisher | Copyright |
|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-----------|-----------|
| Practical Nursing I & II<br>• Nursing Fundamentals<br>• Introduction to Food, Nutrition and Health | <i>Fundamental Concepts and Skills for Nursing</i> , 6th Edition | Elsevier  | 2023      |

Sara Lockett, Ed.D., director of technical and career education, presented the School Board information on the about textbook adoption. The rationale for the textbook and the implementation costs was reviewed. The total implementation cost (over five years) is approximately \$3,800 dollars.

- F. School Board Committee Assignment Modifications for term ending June 30, 2025: Chair Brown and Vice Chair Weems presented the School Board Members the list of committee assignments for the term ending June 30, 2025. The School Board Committee assignments will be voted on under the Action Agenda at the February 11, 2025 School Board meeting.
- G. Preliminary Operating Budget Presentation (Capital Improvement Program): Note, item was added during the Adoption of the Agenda. See Agenda Item #8.  
Jack Freeman, chief operations officer, provided the School Board information regarding the Capital Improvement Program. He shared comparisons between a household budget and CIP maintenance projects/new construction. The following challenges were reviewed inflation, appropriations, and debt services. Data was shared on historic and projected inflation rates and loss of buying power since 2009. The approved FY 24-25 CIP funding sources was reviewed along with funding summary for maintenance strategy. The School Board direction timeline was reviewed from January 2024 – October 2024 regarding PPEA process, new construction projects, CIP maintenance projects, and new construction guidance and direction. Data was shared regarding debt service analysis for Princess Anne High School and Tri-Campus. Mr. Freeman provided an overview of this year's CIP included plan to build debt service limit, plan appropriations to account for inflation, maintenance projects, and Tri-Campus evaluation.

The presentation continued with questions and comments regarding budget priorities; challenges with CIP; Tri-Campus model; funding for new construction (Princess Anne High School); compensation, competitive salary for staff; upcoming Jericho Road Ad Hoc Committee meeting on February 5 and outcome from that meeting.

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- 13. Return to public comments if needed:** As noted under Agenda Item #11, the Public Comments concluded at 6:56 p.m.
- 14. Consent Agenda:** Chair Brown read the following items on the Consent Agenda:
- A. Resolutions:
1. African American History Month: Recommended that the School Board approve a resolution recognizing February 2025 as Black History Month. African Americans have made considerable contributions to our country. Their commitments and achievements embody the American spirit and pursuit of excellence. It is imperative that we acknowledge the contributions made by African Americans despite struggles for freedom and equality.
  2. Career and Technical Education Month: Recommended that the School Board approve a resolution recognizing February 2025 as Career and Technical Education Month.
  3. National School Counseling Week: Recommended that the School Board approve a resolution in observance of February 3-7, 2025, as National School Counseling Week.
  4. School Crossing Guard Appreciation Day: Recommended that the School Board approve a resolution recognizing February 12, 2025, as School Crossing Guard Appreciation Day.
- B. 403(b) Oversight Committee Revised Charter: Recommended that the School Board approve the updated language in the 403(b) Oversight Committee Revised Charter.

After reading the items on the Consent Agenda, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Hearing none, Chair Brown called for a motion to approve the Consent Agenda as presented. Dr. Green made the motion, seconded by Ms. Dwyer. Chair Brown asked for the resolutions to be read. Ms. Melnyk read the following resolution:

**RESOLUTION**  
**Black History Month**  
**February 2025**

**WHEREAS**, African American History is recognized across the United States and Canada in February every year; and highlights the accomplishments and contributions of African, African American, Pan-African people; and

**WHEREAS**, many African Americans lived, toiled, and died in obscurity, never achieving the recognition those individuals deserved, and yet paved the way for future generations to succeed; and

**WHEREAS**, in the face of injustices, people of good will and of all races in the United States have distinguished themselves with a commitment to the noble ideals on which the United States was founded and have fought courageously for the rights and freedom of African Americans and others; and

**WHEREAS**, African Americans continue to serve the United States at the highest levels of education, healthcare, business, government, and the military; and

**WHEREAS**, it is imperative for the good of our nation that schools continue to build awareness and understanding of African American role models whose commitments and achievements embody the American spirit and pursuit of excellence; and acknowledge the contributions made by African Americans despite struggles for freedom and equality; and

**WHEREAS**, Virginia Beach City Public Schools, through implementation of the strategic framework and educational equity plan, strives to provide barrier-free access to authentic learning experiences for all students; and

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**WHEREAS**, the School Board of the City of Virginia Beach, through its core values, emphasizes the importance of valuing differences within our school division;

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach officially recognizes the month of February 2025 as Black History Month; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach encourages all citizens to support and participate in the various school and community activities that highlight Black History not only during February, but throughout the entire year, and be it

**FURTHER RESOLVED:** That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 28th day of January, 2025

Mr. Culpepper read the following resolution:

**RESOLUTION**  
**Career and Technical Education Month**  
**February 2025**

**WHEREAS**, every student in Virginia Beach should graduate from high school prepared for success in life; and

**WHEREAS**, career and technical education allows students to explore multiple pathways to postsecondary readiness through high-quality work-based learning experiences, workforce training, college preparation, and earning industry-recognized credentials; and

**WHEREAS**, career and technical education is the foundation of a strong, well-educated workforce, which fosters productivity in industry and contributes to Virginia's leadership in the international marketplace; and

**WHEREAS**, career and technical education offers lifelong learning opportunities that provide individuals with more career choices, expanded earning potential, and greater job satisfaction; and

**WHEREAS**, the cooperative and ever-increasing efforts between career and technical educators, administrators, and representatives of business and industry stimulate the growth of our local, regional, state, and national economies by preparing students for careers in high-demand, high-skill, and high-wage fields; and

**WHEREAS**, the national theme of Career and Technical Education Month — "Celebrate Today, Own Tomorrow!" — demonstrates the crucial role that career and technical education plays in readying Virginia Beach students for successful careers;

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach officially recognizes the month of February 2025 as Career and Technical Education Month in Virginia Beach City Public Schools; and be it

**FURTHER RESOLVED:** That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 28th day of January, 2025

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Dr. Green read the following resolution:

**RESOLUTION**  
**National School Counseling Week**  
**February 3 – 7, 2025**

**WHEREAS**, the week of February 3-7, 2025, is set aside to honor the contributions school counselors have made to help students reach their full potential; and

**WHEREAS**, Virginia Beach City Public Schools school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

**WHEREAS**, school counselors help families focus on ways to further the educational, personal, and social growth of their children; and

**WHEREAS**, school counselors work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

**WHEREAS**, school counselors seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

**WHEREAS**, comprehensive developmental school counseling programs are considered an integral part of the educational process that enables all students to achieve success in school and life;

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach recognize the first full week of February 2025 as National School Counseling Week in Virginia Beach City Public Schools; and be it

**FURTHER RESOLVED:** That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 28th day of January, 2025

Ms. Felton read the following resolution:

**RESOLUTION**  
**School Crossing Guard Appreciation Day**  
**February 12, 2025**

**WHEREAS**, school crossing guards play a vital role in keeping children safe on their way to and from school, and must have a deep sense of responsibility, a great deal of character and an excellent relationship with children; and

**WHEREAS**, school crossing guards support the City of Virginia Beach Police Department with community safety and are the guardians of the crosswalk; and

**WHEREAS**, school crossing guards' presence makes drivers more aware of the increased pedestrian traffic in the area and guides children in learning the best practices for walking and bicycling near roadways; and

**WHEREAS**, school crossing guards are dedicated individuals who are on duty each school day, rain or shine, greeting students, parents and staff; and

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**WHEREAS**, Virginia Beach City Public Schools (VBCPS) is proud of the district's school crossing guards and commends them highly for their commitment to the safety and well-being of our children; and

**WHEREAS**, the safety and security of our young people is a top priority to VBCPS, and the hardworking school crossing guards of our division deserve our heartfelt gratitude for their service to our community;

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach officially recognizes February 12, 2025, as School Crossing Guard Appreciation Day; and be it

**FURTHER RESOLVED:** That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 28th day of January, 2025

After the resolution were read, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the Consent Agenda as presented. The motion passed unanimously, 11-0-0.

**15. Action**

- A. Personnel Report / Administrative Appointments: Chair Brown called for a motion to approve the January 28, 2025 personnel report. Ms. Rogers made the motion, seconded by Ms. Melnyk, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on the January 28, 2025, personnel report along with the administrative appointment as recommended by the Superintendent. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the January 28, 2025 personnel report. The motion passed unanimously, 11-0-0.  
There were no administrative appointments.
- B. Regional Recovery School Proposal: Chair Brown called for a motion to approve the program proposal for a regional recovery school in accordance with Policy 6-24 and the related Regulation 6-24.2 and authorize the Superintendent to complete the arrangements for entering into the regional agreement to implement the regional recovery school. Vice Chair Weems made the motion, seconded by Ms. Melnyk. A discussion followed regarding the need to move forward with the recover school; a thank you to all the speakers tonight in support of the recovery school and hope the School Board will support.

Ms. Rogers made the following amendment to the motion – that the School Board approve the program proposal for a regional recovery school in accordance with Policy 6-24 and the related Regulation 6-24.2 and authorize the Superintendent to complete actions to enter into the regional agreement to implement the regional recovery school with the following conditions:

1. That the Agreement between the Region 2 Recovery School parties will be provided to the School Board for review prior to finalization.
2. That the Agreement between the Region 2 Recovery School parties provide a termination clause that allows the School Board to terminate participation in the Region 2 Recovery School.

Mr. Cummings seconded the amended to the motion. A discussion followed regarding the amendment; the amendment prolonging the process; funds available for recovery school; other school districts involved; Chesterfield model; support for students both academically and with recovery; public comments shared tonight; concerns about school, unanswered questions, sustainability; opioid epidemic; need to be proactive and preventative; partnership with other school districts; continued funding for school, grants; costs for first and second year; joint board/governing board for school with members from the other school districts involved;

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transportation; number of seats available; application review for program; hiring of staff; commitment for the program; and information shared with School Board.

Without further discussion, Chair Brown asked Ms. Rogers to read the amended motion again. After the amended motion was read, Chair Brown called for a vote. The School Board Clerk announced there were three (3) ayes in favor of the amended motion as presented by Ms. Rogers: Mr. Cummings, Ms. Felton, and Ms. Rogers. There were eight (8) nays opposed to the amended motion as presented by Ms. Rogers: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Ms. Dwyer, Dr. Green, and Ms. Melnyk. The motion did not pass, 3-8-0.

Chair Brown read the original motion again for the regional recover school. There was a brief comment regarding the recovery school; not against the recovery school but need to understand the full implications. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the program proposal for a regional recovery school in accordance with Policy 6-24 and the related Regulation 6-24.2 and authorize the Superintendent to complete the arrangements for entering into the regional agreement to implement the regional recovery school: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Melnyk. There was one (1) nay opposed to the motion to approve the program proposal for a regional recovery school in accordance with Policy 6-24 and the related Regulation 6-24.2 and authorize the Superintendent to complete the arrangements for entering into the regional agreement to implement the regional recovery school: Ms. Rogers. The motion passed, 10-1-0.

C. Renaissance Academy Alternative Education Program: Year-Two Implementation Evaluation

Recommendations: Chair Brown called for a motion to approve the administration's recommendations that were proposed in response to the Renaissance Academy Alternative Education Program: Year-Two Implementation Evaluation. Ms. Rogers made the motion, seconded by Ms. Melnyk. A discussion followed regarding the Renaissance Academy; concerns with school and a chance to visit school; and new School Board members and the disciplinary committee.

Mr. Bohensiel made the following substitute motion – I move to defer the vote on Renaissance Academy Alternative Education Program: Year-Two Implementation Evaluation Recommendations until the February 25, 2025, School Board meeting. Mr. Culpepper seconded the substitute motion. A discussion followed regarding the substitute motion; staff and leadership at Renaissance Academy; need to move forward with recommendations from administration; need for Renaissance Academy; graduation event at Renaissance Academy; cannot support deferring the vote; any impact on services; great program at Renaissance Academy; and graduation rates.

Mr. Bohensiel requested to withdraw motion, which was seconded Mr. Culpepper. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the withdrawal of the substitute motion. The motion passed unanimously, 11-0-0.

Chair Brown called for a vote on the original motion to approve the administration's recommendations that were proposed in response to the Renaissance Academy Alternative Education Program: Year-Two Implementation Evaluation. There was a brief discussion regarding the motion; support the Renaissance Academy; data on discipline and academics; and discuss further after new data is provided. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the administration's recommendations that were proposed in response to the Renaissance Academy Alternative Education Program: Year-Two Implementation Evaluation: Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green,

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Ms. Melnyk, and Ms. Rogers. There was one (1) nay opposed to the motion to approve the administration's recommendations that were proposed in response to the Renaissance Academy Alternative Education Program: Year-Two Implementation Evaluation: Chair Brown. The motion passed, 10-1-0.

**16. Committee, Organization or Board Reports:** Mr. Culpepper mentioned the Audit Committee met today; received the 2024 Audit Report and approved the 2025 audit plan. Dr. Green mentioned attending the Renaissance Academy graduation and the African American Male Summit event at Green Run High School. Ms. Melnyk mentioned the Governor's School for the Arts regional meeting tomorrow and the SECEP meeting.

**17. Return to Administrative, Informal, Workshop or Closed Session matters:** At 9:55 p.m., Vice Chair Weems made the following motion, seconded by Ms. Rogers that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 1, 7, and 8 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

- A. Superintendent's mid-year evaluation and related matters.
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Brown called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, and Ms. Rogers. The motion passed 8-0-0. Note, the following School Board Members were not present in the School Board Chamber at the time of the vote: Ms. Felton, Dr. Green, and Ms. Melnyk.

The School Board recessed into Closed Session at 10:02 p.m.

Individuals present for discussion in the order in which matters were discussed:

- B. Status of pending litigation or administrative cases; and
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Jr., Ph.D., superintendent; and Regina M. Toneatto, school board clerk.

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- A. Superintendent's mid-year evaluation and related matters: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Jr., Ph.D., superintendent; and Regina M. Toneatto, school board clerk.  
The School Board reconvened at 10:34 p.m.

Certification of Closed Session: Vice Chair Weems read the Certification of Closed Session:

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

**WHEREAS**, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

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

Ms. Melnyk made the motion, seconded by Mr. Bohenstiel. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session. The motion passed unanimously, 11-0-0.

Ms. Felton mentioned an invitation that was sent to the School Board Members. Chair Brown mentioned an omission in the committee assignments. The recommendations for the Building Utilization Committee are Mr. Cummings, Ms. Melnyk, and Mr. Callan. Mr. Callan name was accidentally omitted.

- 18. Adjournment:** Chair Brown adjourned the meeting at 10:37 p.m.

Respectfully submitted:

\_\_\_\_\_  
Regina M. Toneatto, Clerk of the School Board

Approved:

\_\_\_\_\_  
Kathleen J. Brown, School Board Chair



**Subject:** Virginia Beach Schools Early Childhood Care Assistance Pilot **Item Number:** 12A

**Section:** Information **Date:** February 11, 2025

**Senior Staff:** Donald E. Robertson Jr., Ph.D., Superintendent

**Prepared by:** Donald E. Robertson Jr., Ph.D., Superintendent

**Presenter(s):** Donald E. Robertson Jr., Ph.D., Superintendent; Cheryl R. Woodhouse, Chief of Staff

**Recommendation:**

That the School Board receive information regarding Item 125.10 #2h 18 *Committee Approved Amendments to House Bill 1600, as Introduced.*

**Background Summary:**

J. Virginia Beach Schools Early Childhood Care Assistance Pilot

"One-time funds are provided to Virginia Beach Public Schools to establish a pilot program to provide childcare assistance for school division employees working in Title I schools. The maximum state contribution shall not exceed 33 percent of the cost of the slot. The minimum employer contribution per childcare slot shall be at least the state contribution per slot. Eligibility for state supported slots is limited to employees of Virginia Beach Public Schools working in Title I schools. Any balances appropriated for the purposes specified in this paragraph that are unexpended on June 30, 2026, shall not revert to the general fund but shall be reappropriated for expenditure for the same purpose."

**Source:**

House Appropriations Subcommittee on Elementary and Secondary Education

**Budget Impact:**

This amendment provides \$500,000 the second year from the general fund to establish a childcare assistance pilot program as an incentive to work in Title I Virginia Beach Public Schools. The Commonwealth will support 1/3 of the cost of these childcare slots, the school division will support at least 1/3 of the cost, and employees will cover the remainder. These funds support the establishment of an estimated 94 early childhood education slots.

**Next Steps:**

Add Virginia Beach Schools Early Childhood Care Assistance Pilot under Action at the February 25, 2025, School Board meeting.



# **House Budget Amendments – HB 1600**

## **Education: Elementary and Secondary**

Information

Presented to the School Board on February 11, 2025

**Cheryl Woodhouse, Chief of Staff**

## Item 125.10 #2h

### *Virginia Beach Schools Early Childhood Care Assistance Pilot*

One-time funds are provided to Virginia Beach Public Schools to establish a pilot program to provide child care assistance for school division employees working in Title I schools. The maximum state contribution shall not exceed 33 percent of the cost of the slot. The minimum employer contribution per child care slot shall be at least the state contribution per slot. Eligibility for state supported slots is limited to employees of Virginia Beach Public Schools working in Title I schools. Any balances appropriated for the purposes specified in this paragraph that are unexpended on June 30, 2026, shall not revert to the general fund but shall be reappropriated for expenditure for the same purpose.

(This amendment provides \$500,000 the second year from the general fund to establish a child care assistance pilot program as an incentive to work in Title I Virginia Beach Public Schools.)

# Questions??



**Superintendent's Estimate of Needs for FY 2025/26 and the**

**Subject: Capital Improvement Program FY 2025/26 - FY 2030/31**

**Item Number: 12B**

**Section: Information**

**Date: February 11, 2025**

**Senior Staff: Crystal M. Pate, Chief Financial Officer**

**Prepared by: Crystal M. Pate, Chief Financial Officer**

**Presenter(s) Donald E. Robertson, Jr. Ph.D., Superintendent**

**Crystal M. Pate, Chief Financial Officer**

**Jack Freeman, Chief Operating Officer**

**Recommendation:**

The School Operating Budget for FY 2025/26 and Capital Improvement Program (CIP) for FY 2025/26 - FY 2030/31 are being presented for information. After the School Board completes its process of workshops and review over the next few weeks, administration recommends School Board approval by March 11, 2025.

**Background Summary:**

- Pursuant to Sections 22.1-88, 22.1-89, 22.1-91, 22.1-92, 22.1-93, and 22.1-94 of the Code of Virginia, and School Board Policy 3-6, the Superintendent has prepared the SEON for FY 2025/26 and is submitting it for consideration.
- The Operating Budget for 2025/2026 is to be determined.
- The Superintendent's Estimate of Needs for FY 2025/26 is a balanced budget.
- The Capital Improvement Program for FY 2025/26-FY 2030/31 includes the projected revenues available over the next six years and adjusted project timelines to reflect this spending plan.

**Source:**

Code of Virginia, Sections 22.1-88, 22.1-89, 22.1-91, 22.1-93, and 22.1-94

**Budget Impact:**

To be determined.

**Next Steps:**

The School Operating Budget for FY 2025/26 and the Capital Improvement Program (CIP) for FY 2025/26 – FY 2030/31 be adopted at the March 11, 2025 School Board meeting.

# **FY 2025/26 Superintendents Estimate of Needs (SEON) and 2025/26-2030/31 Capital Improvement Program**

**School Board Information**

**February 11, 2025**

**Office of the Superintendent  
Office of Budget Development  
Office of Facilities Services**

# Agenda

- Introduction to SEON
- Operating Budget
- Capital Improvement Program
- Key Budget Dates
- Questions

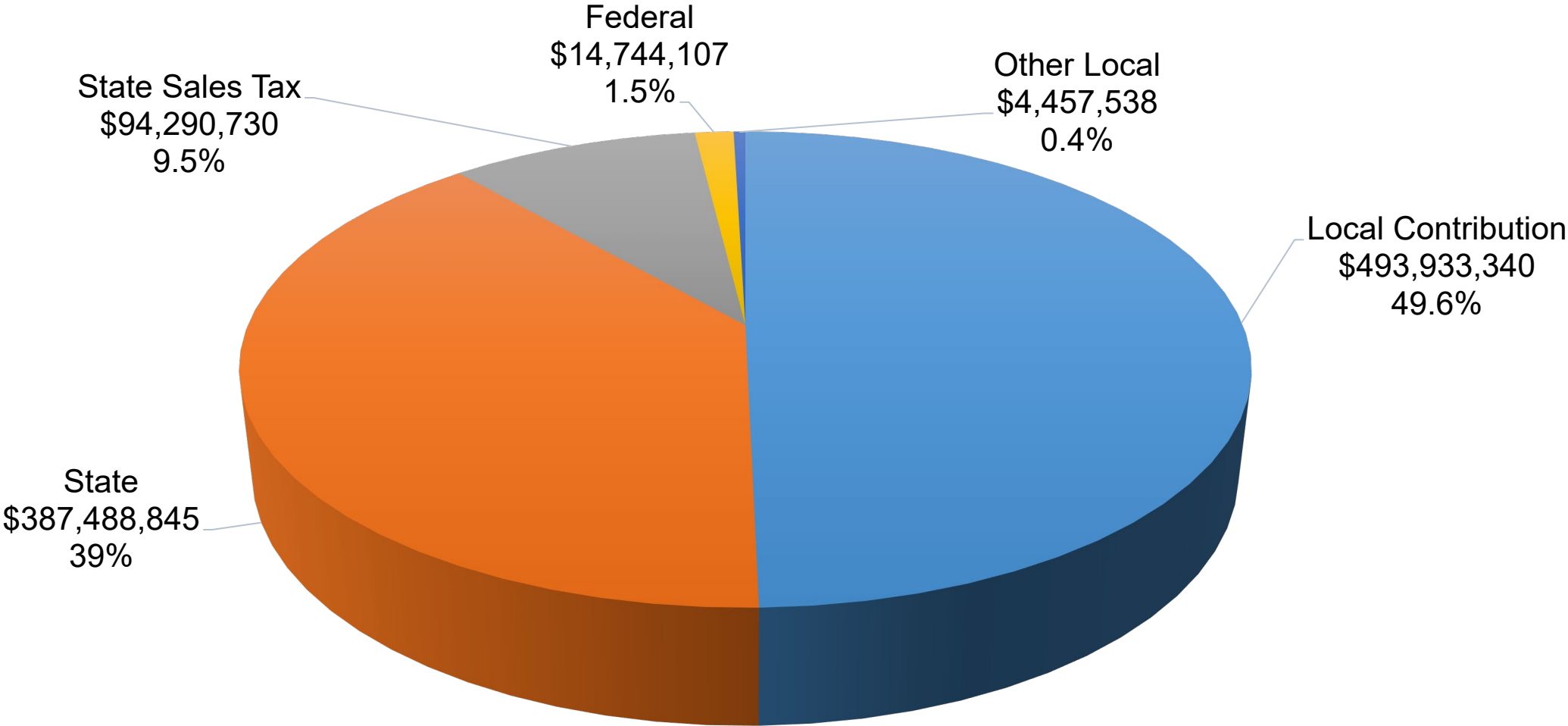
# Introduction to SEON



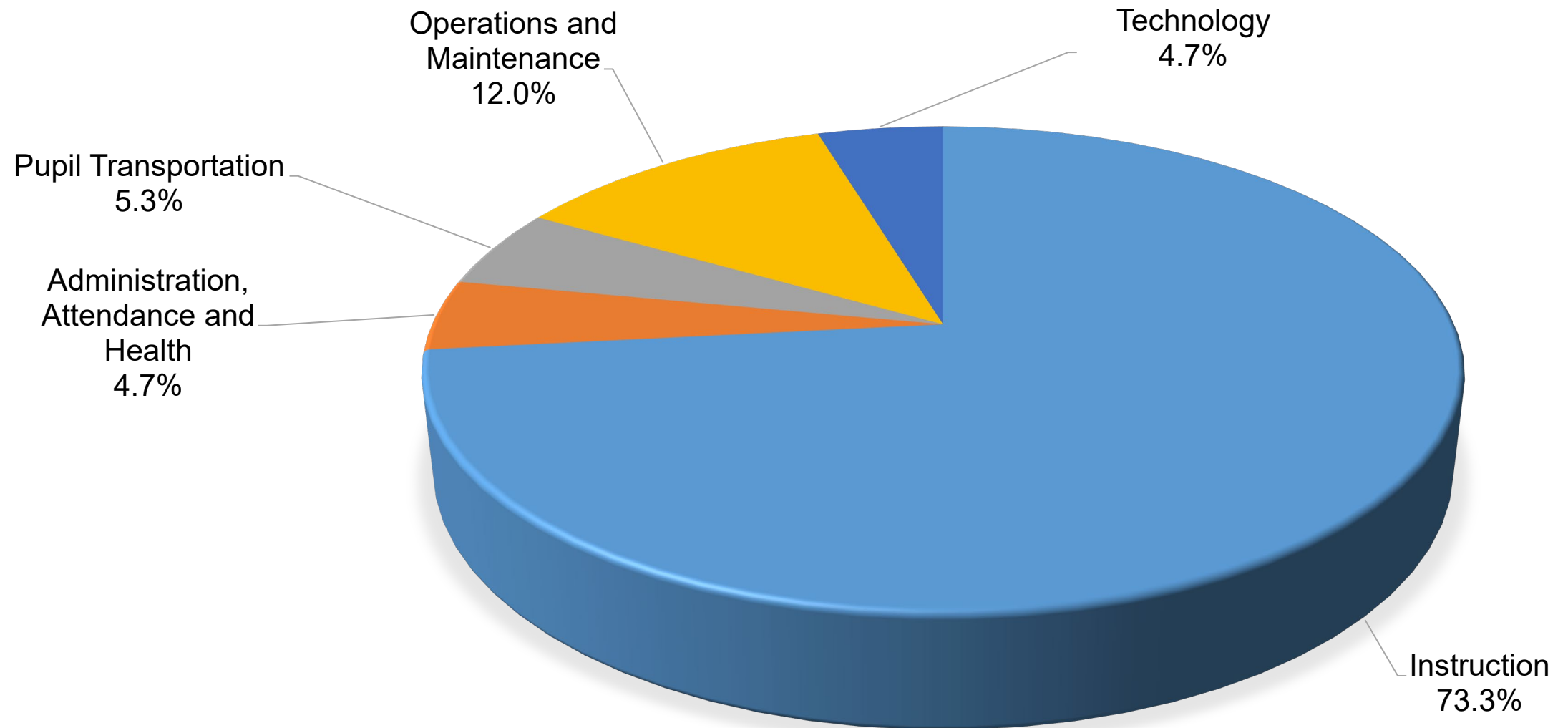


## Operating Budget

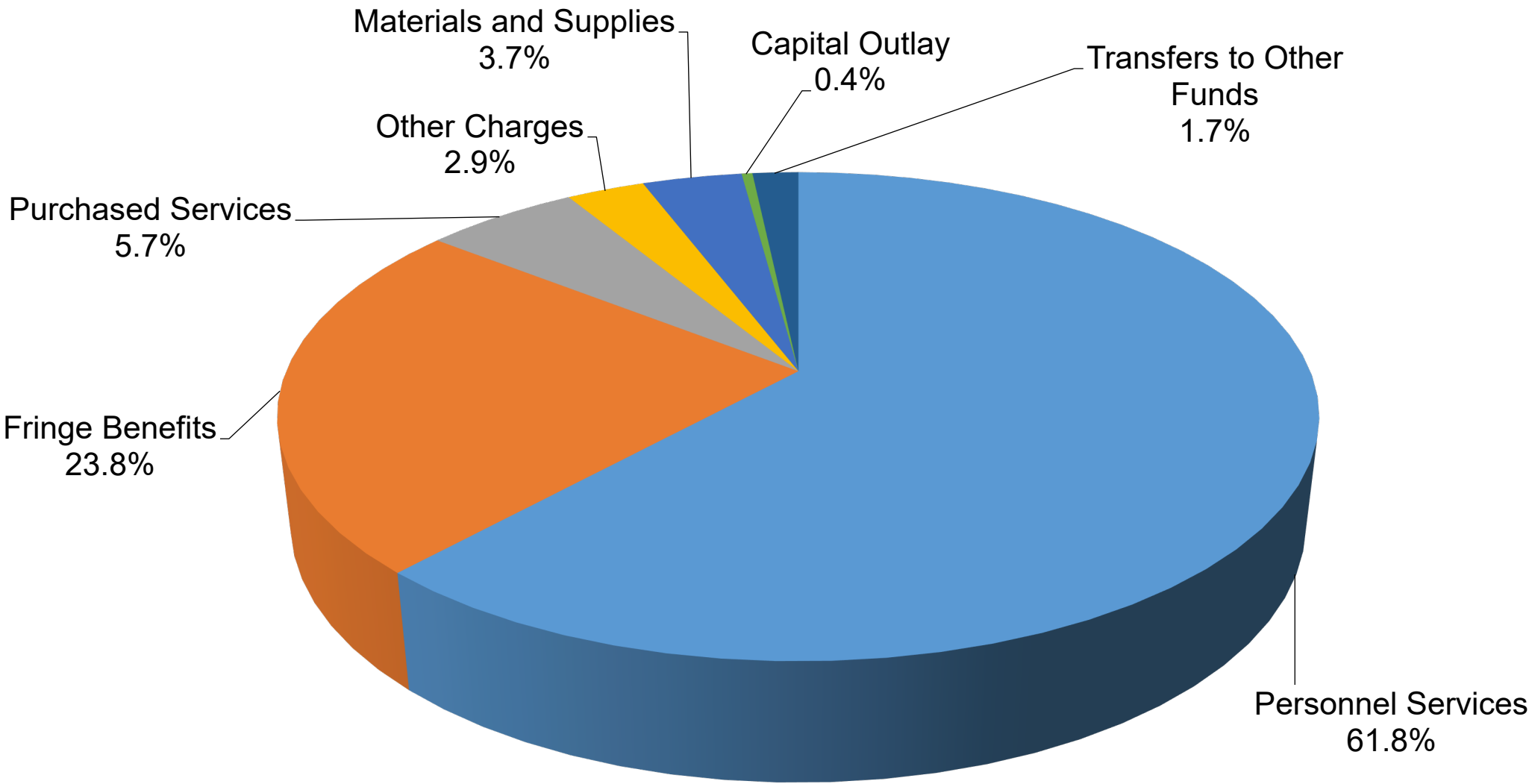
# School Operating Fund Revenue Sources



# School Operating Fund State Category



# School Operating Fund Expenditures by Type





## Budget Balancing

| Revenue                  | FY 2024/25<br>Adopted | FY 2024/25<br>Amended | FY 2025/26<br>Proposed | Variance from<br>Amended |
|--------------------------|-----------------------|-----------------------|------------------------|--------------------------|
| Federal                  | 14,744,107            | 14,744,107            | \$14,744,107           | \$0                      |
| State                    | 364,283,405           | 383,220,849           | \$387,488,845          | \$4,267,996              |
| State Sales Tax          | 91,663,766            | 88,878,833            | \$94,290,730           | \$5,411,897              |
| Local Contribution (RSF) | 473,709,904           | 473,491,696           | \$493,933,340          | \$20,441,644             |
| Other Local              | 4,457,538             | 4,457,538             | \$4,457,538            | \$0                      |
| <b>Total</b>             | <b>948,858,720</b>    | <b>964,793,023</b>    | <b>\$994,914,560</b>   | <b>\$30,121,537</b>      |

| Proposal                                                                             | FTE   | Amount         | Balance             |
|--------------------------------------------------------------------------------------|-------|----------------|---------------------|
| <b>Additional revenue from all sources</b>                                           |       |                | <b>\$30,121,537</b> |
| Employer Health Insurance contribution increase                                      |       | (\$8,000,000)  | \$22,121,537        |
| Replacement school buses                                                             |       | (\$750,000)    | \$21,371,537        |
| Instructional compensation (option 7)                                                |       | (\$15,203,993) | \$6,167,544         |
| Unified compensation (option 7)                                                      |       | (\$10,746,079) | (\$4,578,535)       |
| Increase transfer to Athletics fund to cover increase in police pay contract         |       | (\$129,000)    | (\$4,707,535)       |
| Increase local match for VPI grant (8104)                                            |       | (\$80,000)     | (\$4,787,535)       |
| Special Ed Teacher Assistants (8110)                                                 | 12.00 | (\$529,702)    | (\$5,317,237)       |
| Welding lab expansion at Renaissance Academy (teacher) (8112)                        | 1.00  | (\$107,793)    | (\$5,425,030)       |
| CTE pathways expansion - Aviation Maintenance & Medical Assisting (8112)             |       | (\$140,000)    | (\$5,565,030)       |
| CTE pathways expansion - TCC student fees for CTE Career Studies Certificates (8112) |       | (\$33,000)     | (\$5,598,030)       |

| Proposal                                                                        | FTE   | Amount        | Balance       |
|---------------------------------------------------------------------------------|-------|---------------|---------------|
| Increase cost for Governors School for the Arts (8114)                          |       | (\$39,243)    | (\$5,637,273) |
| Add an additional Gifted Resource Teacher (8114)                                | 1.00  | (\$101,075)   | (\$5,738,348) |
| Data Processing Specialist at ALC (8124)                                        | 1.00  | (\$78,991)    | (\$5,817,339) |
| Increase professional development for Behavior Intervention support team (8252) |       | (\$34,100)    | (\$5,851,439) |
| Increase cost for homeless education taxi expenses -McKinney Vento (8137)       |       | (\$400,000)   | (\$6,251,439) |
| Increased cost for All-city Sandler Center rental (8145)                        |       | (\$12,000)    | (\$6,263,439) |
| Increased cost for instrument repairs (8145)                                    |       | (\$32,000)    | (\$6,295,439) |
| Additional English as a Second Language teachers (ESL) (8104)                   | 19.80 | (\$1,925,384) | (\$8,220,823) |
| NWEA Map math testing (8145)                                                    |       | (\$38,214)    | (\$8,259,037) |
| NextRequest FOIA software (8202)                                                |       | (\$10,528)    | (\$8,269,565) |
| Multimedia Communications Technician (8206)                                     | 1.00  | (\$117,478)   | (\$8,387,043) |
| Increased cost for Back to School Care Fair rental (8206)                       |       | (\$20,000)    | (\$8,407,043) |
| Compensation consultation services (8208)                                       |       | (\$81,346)    | (\$8,488,389) |
| Early Commitment Incentive for Student Teachers (8208)                          |       | (\$107,650)   | (\$8,596,039) |
| Additional Clinic Assistant for Landstown High (8250)                           | 0.50  | (\$21,626)    | (\$8,617,665) |
| Additional Clinic Assistant for New Castle Elementary (8250)                    | 0.50  | (\$21,626)    | (\$8,639,291) |

| Proposal                                                                              | FTE   | Amount        | Balance        |
|---------------------------------------------------------------------------------------|-------|---------------|----------------|
| Additional Behavior Intervention Specialist (8252)                                    | 1.00  | (\$91,699)    | (\$8,730,990)  |
| Psychological services assessments (8252)                                             |       | (\$36,797)    | (\$8,767,787)  |
| Additional costs for vehicle parts / tires (8304 & 8306)                              |       | (\$40,000)    | (\$8,807,787)  |
| Recovery School transportation driver (8304)                                          | 0.66  | (\$39,326)    | (\$8,847,113)  |
| Transportation cost for Welding lab expansion and new CTE courses (8304)              |       | (\$156,435)   | (\$9,003,548)  |
| Increase to technology contracted services (8404)                                     |       | (\$229,500)   | (\$9,233,048)  |
| Increase to general maintenance line item (8404)                                      |       | (\$1,000,000) | (\$10,233,048) |
| Increased costs for custodial supplies (8406)                                         |       | (\$300,000)   | (\$10,533,048) |
| Increased cost for waste/refuse removal and recycling contract (8406)                 |       | (\$82,000)    | (\$10,615,048) |
| Additional funding for landscape services due to increased city compensation (8408)   |       | (\$198,634)   | (\$10,813,682) |
| RAVE mobility panic button software (8412)                                            |       | (\$138,212)   | (\$10,951,894) |
| Additional elementary Security Assistants (year 4) (8412)                             | 15.00 | (\$683,760)   | (\$11,635,654) |
| Increased costs for Off Duty Management contract (8412)                               |       | (\$53,701)    | (\$11,689,355) |
| Allocation of vacancy funds due to unfilled instructional and unified staff positions |       | \$11,689,355  | \$0            |



# Capital Improvement Program

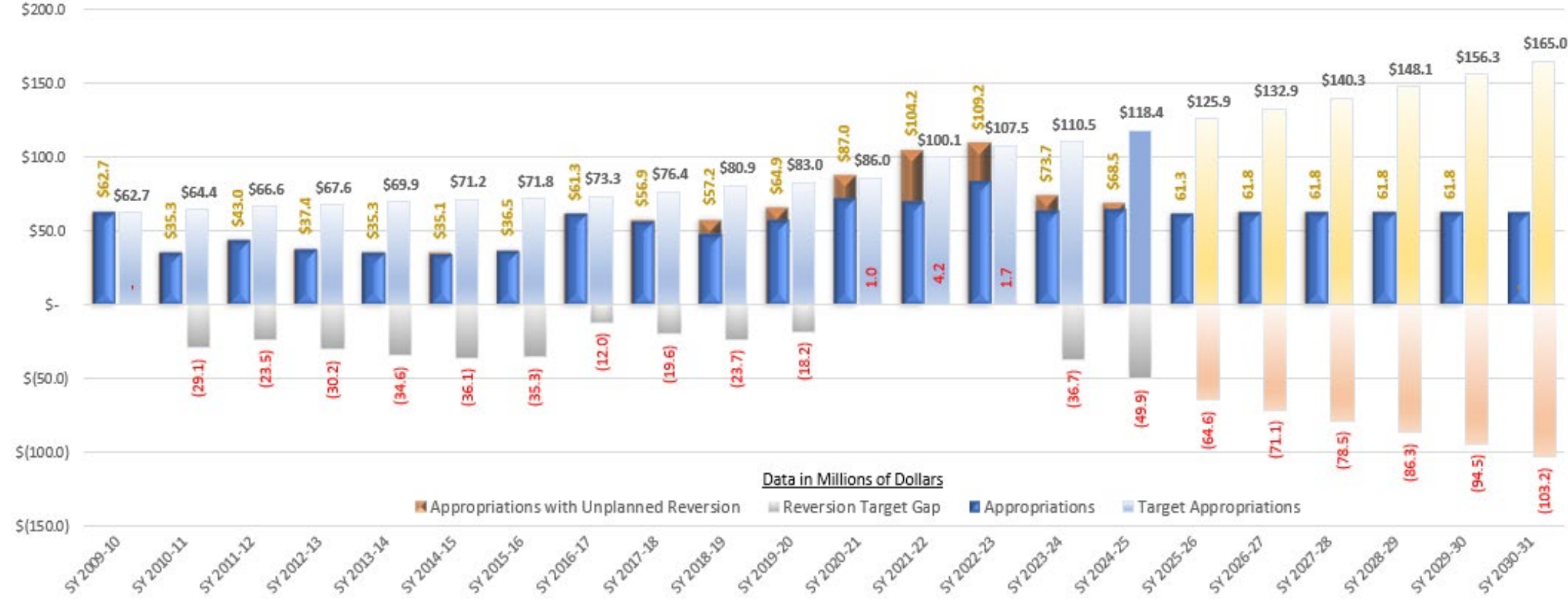
# Assumptions for Proposed FY 25-26 Capital Improvement Program (CIP)

- Appropriations over the 6-Year CIP addresses inflation
- Plan to increase Debt Service
- Address Maintenance Projects
  - HVAC, roofs, foundations, fire alarms
  - Middle school athletic site ADA compliance, exterior windows and doors, turf
- Address New Construction Projects
  - Princess Anne High School
  - Tri-campus evaluation
  - Bayside High School

# Loss of Buying Power Since 2009

DRAFT COPY SUBJECT TO CHANGE

Historical and Projected CIP Budget Appropriations **with Unplanned Reversion Applied**  
with Historical Producer Price Index (PPI) Annual Inflation Rate Target Gap  
and Projected Construction Inflation



Considering Unplanned Reversion  
FY 09/10-FY30/31 Estimated Cumulative Buying Power Loss: **\$840.1 Million**  
FY 24/25 Estimated Target Gap: **\$49.9 Million**

# Approved FY24-25 CIP - Funding Sources

DRAFT COPY SUBJECT TO CHANGE

## FY 2024/25 - FY 2029/30 Capital Improvement Program (CIP) Superintendent's Proposed - March 12, 2024

| Funding Sources                               | 2024/25    | 2025/26    | 2026/27    | 2027/28    | 2028/29    | 2029/30    |
|-----------------------------------------------|------------|------------|------------|------------|------------|------------|
| Charter Bonds                                 | 32,300,000 | 32,300,000 | 32,300,000 | 32,300,000 | 32,300,000 | 32,300,000 |
| Public Facility Revenue Bonds                 | 15,000,000 | 12,000,000 | 12,000,000 | 12,000,000 | 12,000,000 | 12,000,000 |
| PayGo                                         | 3,000,000  | 4,000,000  | 5,000,000  | 6,000,000  | 7,000,000  | 7,500,000  |
| Interest/Sale of Property                     | 0          | 0          | 0          | 0          | 0          | 0          |
| Energy Performance Contracts Funding          | 2,500,000  | 2,500,000  | 2,500,000  | 2,000,000  | 2,000,000  | 2,000,000  |
| State Construction Grants                     | 0          | 0          | 0          | 0          | 0          | 0          |
| School Special Reserve Fund Balance/Reversion | 11,000,000 | 10,500,000 | 10,000,000 | 9,500,000  | 8,500,000  | 8,000,000  |
| Total                                         | 63,800,000 | 61,300,000 | 61,800,000 | 61,800,000 | 61,800,000 | 61,800,000 |

Note: This Funding Source includes reversion funds approved by City Council on Nov. 21, 2023.

# Proposed FY25-26 CIP - Funding Sources

FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)  
Superintendent's Proposed - February 11, 2025

| Debt Service                                                                  | 2025/26    | 2026/27    | 2027/28    | 2028/29    | 2029/30    | 2030/31    |
|-------------------------------------------------------------------------------|------------|------------|------------|------------|------------|------------|
| VBCPS Debt Service Plan:<br>\$6 Million per Year Increase starting<br>FY26/27 | 50,071,611 | 56,071,611 | 62,071,611 | 68,071,611 | 74,071,611 | 80,071,611 |

| Funding Sources                                  | 2025/26    | 2026/27    | 2027/28    | 2028/29    | 2029/30    | 2030/31    |
|--------------------------------------------------|------------|------------|------------|------------|------------|------------|
| Charter Bonds                                    | 32,300,000 | 32,300,000 | 32,300,000 | 32,300,000 | 32,300,000 | 32,300,000 |
| Public Facility Revenue Bonds                    | 15,300,000 | 27,630,000 | 26,940,000 | 31,480,000 | 35,870,000 | 37,630,000 |
| PayGo                                            | 4,000,000  | 5,000,000  | 6,000,000  | 7,000,000  | 7,500,000  | 8,000,000  |
| Interest/Sale of Property*                       | 0          | 0          | 0          | 0          | 0          | 0          |
| Energy Performance Contracts<br>Funding          | 2,660,000  | 2,810,000  | 2,970,000  | 3,130,000  | 3,310,000  | 3,490,000  |
| State Construction Grants                        | 0          | 0          | 0          | 0          | 0          | 0          |
| School Special Reserve Fund<br>Balance/Reversion | 20,500,000 | 10,000,000 | 9,500,000  | 8,500,000  | 8,000,000  | 7,500,000  |
| Total                                            | 74,760,000 | 77,740,000 | 77,710,000 | 82,410,000 | 86,980,000 | 88,920,000 |

Note: \$20,500,000 reversion line item for FY 25/26 reflects reversion from Dec. 10, 2024 City Council approval.

\*Bayside 6th Grade Campus students will be relocated to Bayside MS for SY 25/26. VBCPS is working with an AdHoc Committee for this site on Jericho Rd, which will be vacant in September 2025. Regarding CIP 1-028 Williams Elementary Replacement project, VBCPS is currently evaluating the Tri-Campus model.

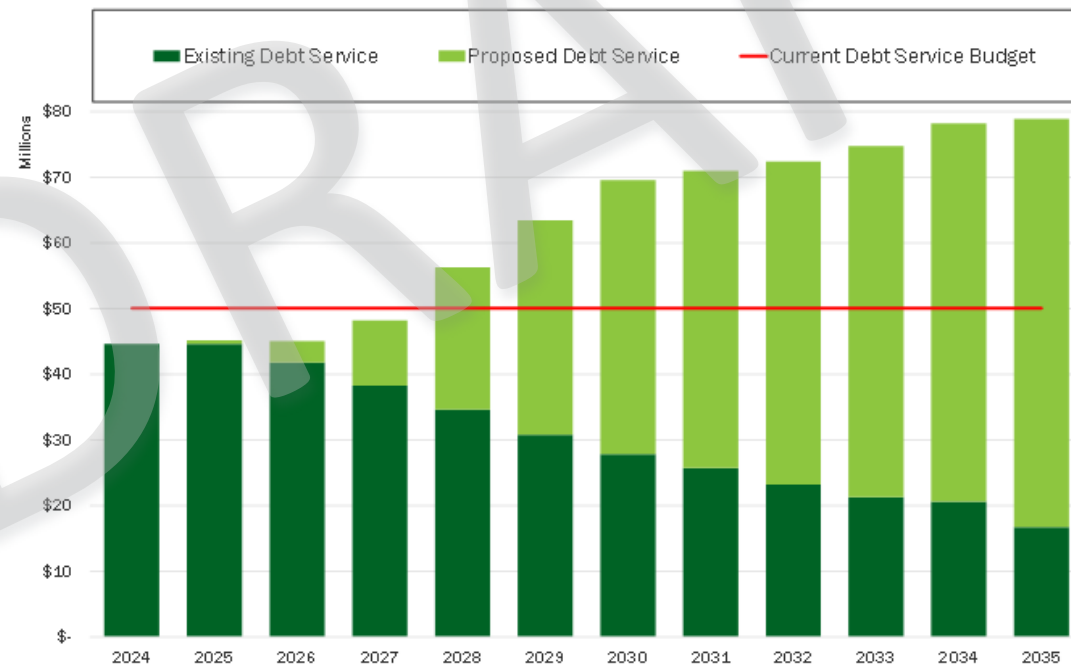
# Princess Anne HS & Tri-Campus Additions

## Preliminary Debt Service Analysis

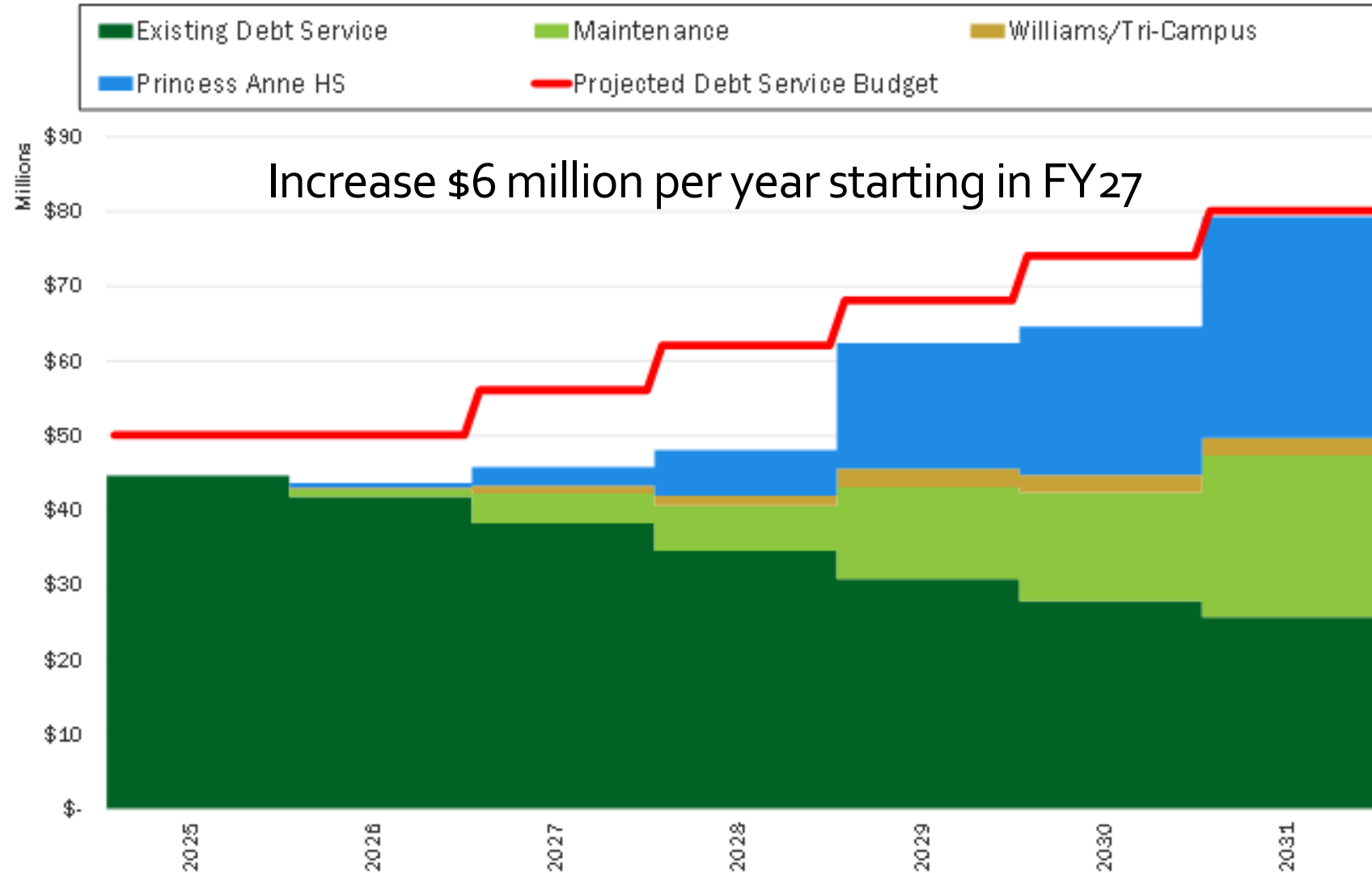
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**Princess Anne HS Replacement: \$288M (2026 Bid - Projected Project Cost)**  
**with 22 Classroom Tri-Campus Addition : \$25M (2026 Bid - Projected Project Cost) \$313M Total**

- Maximum estimated debt service is projected to reach roughly \$78 million in FY 2034. This is approximately \$28 million above the Current Debt Service Budget.
- Requires an average annual incremental increase in the debt service budget for seven consecutive years beginning in FY 2028 of approximately \$4.1 million (or roughly 0.4% of the FY 2024 School Operating Budget annually).



# Proposed FY25-26 CIP – Debt Service Budget



# New Construction Needs

## Approved FY24-25 CIP - School Modernization / Replacement Program

| Projects in the CIP         |                                                |                       |                                |                                                   |                                         |
|-----------------------------|------------------------------------------------|-----------------------|--------------------------------|---------------------------------------------------|-----------------------------------------|
| Proposed Construction Start | School<br>(R) Replacement<br>(M) Modernization | Original Opening Date | Proposed Construction Complete | Difference Opening Date vs. Construction Complete | Total Estimated Project Cost (Millions) |
| 2043                        | Princess Anne HS (R)                           | 1954                  | 2047                           | 93                                                | 727.8                                   |
| 2026                        | BF Williams ES/Bayside 6th (R)                 | 1961/1957             | 2029                           | 72                                                | 118.3                                   |
| 2056                        | Bayside HS (R)                                 | 1964                  | 2059                           | 95                                                | 1499.0                                  |
|                             | Average/Total                                  |                       |                                | 87                                                | 2345.1                                  |
| Projects Not Fully Funded   |                                                |                       |                                |                                                   |                                         |
| Proposed Construction Start | School<br>(R) Replacement<br>(M) Modernization | Original Opening Date | Proposed Construction Complete | Difference Opening Date vs. Construction Complete | Total Project Cost (Millions)           |
| 2065                        | Princess Anne ES                               | 1954                  | 2067                           | 113                                               | TBD                                     |
| 2069                        | Holland ES                                     | 1968                  | 2071                           | 103                                               | TBD                                     |
| 2077                        | First Colonial HS                              | 1966                  | 2080                           | 114                                               | TBD                                     |
| 2091                        | Kempsville HS                                  | 1966                  | 2094                           | 128                                               | TBD                                     |
| 2095                        | Kempsville MS                                  | 1969                  | 2098                           | 129                                               | TBD                                     |
| 2105                        | Bayside MS                                     | 1969                  | 2108                           | 139                                               | TBD                                     |
| 2110                        | Independence MS                                | 1974                  | 2113                           | 139                                               | TBD                                     |
| 2120                        | Lynnhaven MS                                   | 1974                  | 2123                           | 149                                               | TBD                                     |
| 2125                        | North Landing ES                               | 1975                  | 2127                           | 152                                               | TBD                                     |
| 2127                        | Green Run ES                                   | 1976                  | 2129                           | 153                                               | TBD                                     |
| 2132                        | Fairfield ES                                   | 1976                  | 2134                           | 158                                               | TBD                                     |
| 2135                        | White Oaks ES                                  | 1978                  | 2137                           | 159                                               | TBD                                     |
| *                           | Average/Total                                  |                       |                                | 136                                               |                                         |

\* These dates estimated based on current levels of funding inflated 6.21% annually starting FY31

# New Construction Needs

## Proposed FY25-26 CIP - School Modernization / Replacement Program

| Projects in the CIP         |                                          |                       |                                |                                                   |                                         |
|-----------------------------|------------------------------------------|-----------------------|--------------------------------|---------------------------------------------------|-----------------------------------------|
| Proposed Construction Start | School (R) Replacement (M) Modernization | Original Opening Date | Proposed Construction Complete | Difference Opening Date vs. Construction Complete | Total Estimated Project Cost (Millions) |
| 2026                        | Tri-Campus Additions                     | BF Williams ES 1961   | 2028                           | 67                                                | 27.7                                    |
| 2027                        | Princess Anne HS (R)                     | 1954                  | 2031                           | 77                                                | 306.3                                   |
| 2041                        | Bayside HS (R)                           | 1964                  | 2044                           | 80                                                | 561.4                                   |
|                             | Average/Total                            |                       |                                | 75                                                | 895.4                                   |
| Projects Not Fully Funded   |                                          |                       |                                |                                                   |                                         |
| Proposed Construction Start | School (R) Replacement (M) Modernization | Original Opening Date | Proposed Construction Complete | Difference Opening Date vs. Construction Complete | Total Project Cost (Millions)           |
| 2065                        | Princess Anne ES                         | 1954                  | 2067                           | 113                                               | TBD                                     |
| 2070                        | Holland ES                               | 1968                  | 2072                           | 104                                               | TBD                                     |
| 2079                        | First Colonial HS                        | 1966                  | 2082                           | 116                                               | TBD                                     |
| 2094                        | Kempsville HS                            | 1966                  | 2097                           | 131                                               | TBD                                     |
| 2099                        | Kempsville MS                            | 1969                  | 2102                           | 133                                               | TBD                                     |
| 2110                        | Bayside MS                               | 1969                  | 2113                           | 144                                               | TBD                                     |
| 2116                        | Independence MS                          | 1974                  | 2119                           | 145                                               | TBD                                     |
| 2127                        | Lynnhaven MS                             | 1974                  | 2130                           | 156                                               | TBD                                     |
| 2133                        | North Landing ES                         | 1975                  | 2135                           | 160                                               | TBD                                     |
| 2136                        | Green Run ES                             | 1976                  | 2138                           | 162                                               | TBD                                     |
| 2142                        | Fairfield ES                             | 1976                  | 2144                           | 168                                               | TBD                                     |
| 2146                        | White Oaks ES                            | 1978                  | 2148                           | 170                                               | TBD                                     |
| *                           | Average/Total                            |                       |                                | 142                                               |                                         |

\* These dates estimated based on current levels of funding and debt service adjusted for inflation.

# Approved FY24-25 CIP - Funding Summary DRAFT COPY SUBJECT TO CHANGE

## FY 2024/25 - FY 2029/30 Capital Improvement Program (CIP) Superintendent's Proposed - March 12, 2024

| CP #                       | Project Category                                                | Total Project Cost | Six Year Appropriations | Appropriations to Date | Year1 2024-2025 | Year 2 2025-2026 | Year3 2026-2027 | Year 4 2027-2028 | Year5 2028-2029 | Year 6 2029-2030 |
|----------------------------|-----------------------------------------------------------------|--------------------|-------------------------|------------------------|-----------------|------------------|-----------------|------------------|-----------------|------------------|
| 1-001                      | Renovations and Replacements - Energy Management/Sustainability | 32,865,000         | 32,865,000              | 15,325,000             | 2,500,000       | 2,660,000        | 2,820,000       | 3,000,000        | 3,180,000       | 3,380,000        |
| 1-002                      | Tennis Court Renovations - Phase II                             | 3,400,000          | 3,400,000               | 2,000,000              | 200,000         | 210,000          | 225,000         | 240,000          | 255,000         | 270,000          |
| 1-015                      | Princess Anne High School Replacement *                         | 727,789,000        | 125,535,717             | 113,640,717            | 1,500,000       | 1,400,000        | 1,300,000       | 1,300,000        | 4,975,000       | 1,420,000        |
| 1-016                      | Energy Performance Contracts - Phase II                         | 52,540,000         | 52,540,000              | 35,000,000             | 2,500,000       | 2,660,000        | 2,820,000       | 3,000,000        | 3,180,000       | 3,380,000        |
| 1-017                      | Renovations and Replacements - Grounds - Phase III              | 32,387,886         | 32,387,886              | 18,337,886             | 2,000,000       | 2,130,000        | 2,260,000       | 2,400,000        | 2,550,000       | 2,710,000        |
| 1-018                      | Renovations and Replacements - HVAC - Phase III                 | 246,422,146        | 246,422,146             | 67,392,146             | 25,500,000      | 27,100,000       | 28,800,000      | 30,600,000       | 32,500,000      | 34,530,000       |
| 1-019                      | Renovations and Replacements - Reroofing - Phase III            | 98,124,260         | 98,124,260              | 36,324,260             | 8,800,000       | 9,360,000        | 9,940,000       | 10,560,000       | 11,220,000      | 11,920,000       |
| 1-020                      | Renovations and Replacements - Various - Phase III              | 45,435,854         | 45,435,854              | 26,835,854             | 2,650,000       | 2,820,000        | 2,990,000       | 3,180,000        | 3,370,000       | 3,590,000        |
| 1-022                      | Elementary School Playground Equipment Replacement              | 4,574,737          | 4,574,737               | 2,834,737              | 250,000         | 260,000          | 280,000         | 300,000          | 320,000         | 330,000          |
| 1-027                      | Renovations and Replacements - Safe School Improvements         | 2,190,000          | 2,190,000               | 800,000                | 200,000         | 210,000          | 220,000         | 240,000          | 250,000         | 270,000          |
| 1-028                      | B.F. Williams/Bayside 6th (Grades 4-6) Replacement *            | 118,331,000        | 118,331,000             | 71,816,000             | 17,500,000      | 11,890,000       | 10,145,000      | 6,980,000        | 0               | 0                |
| 1-029                      | Bayside High School Replacement *                               | 1,499,018,000      | 5,936,507               | 5,936,507              | 0               | 0                | 0               | 0                | 0               | 0                |
| 1-033                      | Comprehensive Long Range Facilities Master Planning Update      | 800,000            | 800,000                 | 0                      | 200,000         | 600,000          | 0               | 0                | 0               | 0                |
| 1-030                      | Payroll System Replacement                                      | 10,382,407         | 10,382,407              | 10,382,407             | 0               | 0                | 0               | 0                | 0               | 0                |
| 1-031                      | School Bus & White Fleet Replacement                            | 7,713,000          | 7,713,000               | 7,713,000              | 0               | 0                | 0               | 0                | 0               | 0                |
| 1-032                      | Telephone System Replacement                                    | 7,266,223          | 7,266,223               | 7,266,223              | 0               | 0                | 0               | 0                | 0               | 0                |
| GRAND TOTAL (all projects) |                                                                 | 2,889,239,513      | 793,904,737             | 421,604,737            | 63,800,000      | 61,300,000       | 61,800,000      | 61,800,000       | 61,800,000      | 61,800,000       |
| TARGETS                    |                                                                 |                    |                         |                        | 63,800,000      | 61,300,000       | 61,800,000      | 61,800,000       | 61,800,000      | 61,800,000       |
| DIFFERENCE                 |                                                                 |                    |                         |                        | 0               | 0                | 0               | 0                | 0               | 0                |

Note: 'Appropriations To Date' includes reversion funds approved by City Council on Nov. 21, 2023, excluding \$11,000,000 which are included in 'Year 1 2024-2025'.

Note: \*Total Project Cost for Princess Anne HS Replacement considers a bid in 2043. Additional funding would be needed to accomplish this.

Note: \*Total Project Cost for Bayside HS Replacement considers a bid in 2056. Additional funding would be needed to accomplish this.

\*Total Project Cost / new construction amount is partly based on 2023 Educational Specifications. Educational Specifications and the associated designs will be reviewed under a separate process with the School Board which may result in a change in square footage and cost. New construction projects will not go out for bid without School Board approval separate from this CIP.

# Proposed FY25-26 CIP - Funding Summary DRAFT COPY SUBJECT TO CHANGE

FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)  
Superintendent's Proposed - February 11, 2025

| CIP #                             | Project Category                                                | Total Project Cost   | Six Year Appropriations | Appropriations to Date | Year 1 2025-2026  | Year 2 2026-2027  | Year 3 2027-2028  | Year 4 2028-2029  | Year 5 2029-2030  | Year 6 2030-2031  |
|-----------------------------------|-----------------------------------------------------------------|----------------------|-------------------------|------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 1-001                             | Renovations and Replacements - Energy Management/Sustainability | 36,195,000           | 36,195,000              | 17,825,000             | 2,660,000         | 2,810,000         | 2,970,000         | 3,130,000         | 3,310,000         | 3,490,000         |
| 1-002                             | Tennis Court Renovations - Phase II                             | 3,700,000            | 3,700,000               | 2,200,000              | 220,000           | 230,000           | 240,000           | 260,000           | 270,000           | 280,000           |
| 1-015                             | Princess Anne High School Replacement *                         | 306,300,000          | 306,300,000             | 176,806,632            | 20,500,000        | 21,330,000        | 22,520,000        | 23,770,000        | 25,090,000        | 16,283,368        |
| 1-016                             | Energy Performance Contracts - Phase II                         | 55,870,000           | 55,870,000              | 37,500,000             | 2,660,000         | 2,810,000         | 2,970,000         | 3,130,000         | 3,310,000         | 3,490,000         |
| 1-017                             | Renovations and Replacements - Grounds - Phase III              | 45,187,886           | 45,187,886              | 20,337,886             | 5,430,000         | 5,750,000         | 2,870,000         | 3,410,000         | 3,600,000         | 3,790,000         |
| 1-018                             | Renovations and Replacements - HVAC - Phase III                 | 279,972,146          | 279,972,146             | 92,892,146             | 27,120,000        | 28,630,000        | 30,220,000        | 31,900,000        | 33,670,000        | 35,540,000        |
| 1-019                             | Renovations and Replacements - Reroofing - Phase III            | 109,694,260          | 109,694,260             | 45,124,260             | 9,360,000         | 9,880,000         | 10,430,000        | 11,010,000        | 11,620,000        | 12,270,000        |
| 1-020                             | Renovations and Replacements - Various - Phase III              | 63,755,854           | 63,755,854              | 30,985,854             | 5,520,000         | 5,780,000         | 4,950,000         | 5,220,000         | 5,500,000         | 5,800,000         |
| 1-022                             | Elementary School Playground Equipment Replacement              | 4,954,737            | 4,954,737               | 3,084,737              | 270,000           | 290,000           | 300,000           | 320,000           | 340,000           | 350,000           |
| 1-027                             | Renovations and Replacements - Safe School Improvements         | 2,500,000            | 2,500,000               | 1,000,000              | 220,000           | 230,000           | 240,000           | 260,000           | 270,000           | 280,000           |
| 1-028                             | Tri-Campus Additions*                                           | 27,650,085           | 27,650,085              | 27,650,085             | 0                 | 0                 | 0                 | 0                 | 0                 | 0                 |
| 1-029                             | Bayside High School Replacement *                               | 561,400,000          | 13,283,139              | 5,936,507              | 0                 | 0                 | 0                 | 0                 | 0                 | 7,346,632         |
| 1-033                             | Comprehensive Long Range Facilities Master Planning Update      | 1,000,000            | 1,000,000               | 200,000                | 800,000           | 0                 | 0                 | 0                 | 0                 | 0                 |
| 1-030                             | Payroll System Replacement                                      | 13,586,909           | 13,586,909              | 13,586,909             | 0                 | 0                 | 0                 | 0                 | 0                 | 0                 |
| 1-031                             | School Bus & White Fleet Replacement                            | 7,713,000            | 7,713,000               | 7,713,000              | 0                 | 0                 | 0                 | 0                 | 0                 | 0                 |
| 1-032                             | Telephone System Replacement                                    | 7,266,223            | 7,266,223               | 7,266,223              | 0                 | 0                 | 0                 | 0                 | 0                 | 0                 |
| <b>GRAND TOTAL (all projects)</b> |                                                                 | <b>1,526,746,100</b> | <b>978,629,239</b>      | <b>490,109,239</b>     | <b>74,760,000</b> | <b>77,740,000</b> | <b>77,710,000</b> | <b>82,410,000</b> | <b>86,980,000</b> | <b>88,920,000</b> |
| <b>TARGETS</b>                    |                                                                 |                      |                         |                        | <b>74,760,000</b> | <b>77,740,000</b> | <b>77,710,000</b> | <b>82,410,000</b> | <b>86,980,000</b> | <b>88,920,000</b> |
| <b>DIFFERENCE</b>                 |                                                                 |                      |                         |                        | <b>0</b>          | <b>0</b>          | <b>0</b>          | <b>0</b>          | <b>0</b>          | <b>0</b>          |

Note: 'Appropriations To Date' includes reversion funds approved by City Council on Dec. 10, 2024, excluding \$20,500,000 which are included in 'Year 1 2025-2026' appropriations.

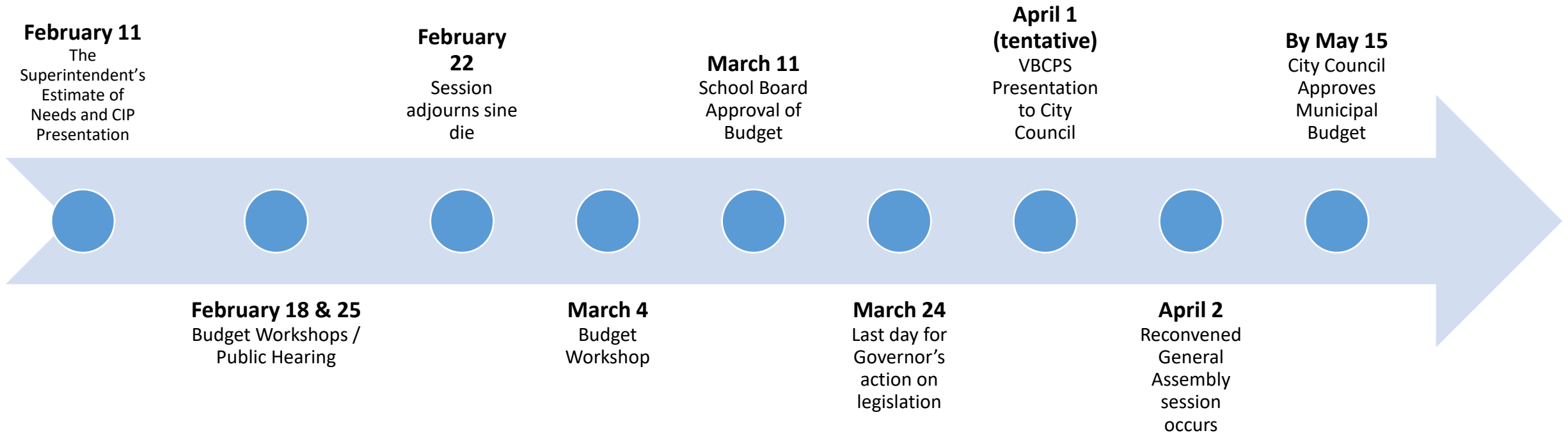
Note: \*Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2027.

Note: \*CIP 1-028 Tri-Campus Additions will address space needs at Bettie F. Williams Elementary School, originally built in 1961 that can no longer adequately accommodate the required instructional programs. As a result, this facility space is in need of replacement and will be replaced with additions on nearby schools in the Tri-Campus area, such as Newtown ES and Diamond Springs ES. Total Project Cost considers a bid in 2026 to 2027.

Note: \*Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2041. Additional funding would be needed to accomplish this.

\*Total Project Cost/new construction amount is partly based on 2023 Educational Specifications, post 30% design, created with School Board input. New construction projects will not go out for bid without School Board approval separate from this CIP.

# Key Budget Dates



# Questions

*Additional Questions?*



Email questions to Dr.  
Robertson, Crystal Pate,  
Jack Freeman and all  
School Board members

Submit questions by Friday  
each week to provide  
answers before the next  
Tuesday





**Subject:** Textbook: Licensed Practical Nursing **Item Number:** 14A

**Section:** Consent Agenda **Date:** February 11, 2025

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Sara L. Lockett, Ed.D., Director of Technical and Career Education

Kathleen M. Vuono, Family and Consumer Sciences Coordinator

**Presenter(s):** Sara L. Lockett, Ed.D., Director of Technical and Career Education

### **Recommendation:**

That the School Board approve the recommended textbook for the Licensed Practical Nursing program at the Virginia Beach Technical and Career Education Center. This textbook is recommended by the Practical Nursing Program Textbook Adoption Committee for implementation in the fall of 2025.

| Course Titles                                                                                                                                    | Textbook                                                            | Publisher | Copyright |
|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-----------|-----------|
| Practical Nursing I & II <ul style="list-style-type: none"><li>Nursing Fundamentals</li><li>Introduction to Food, Nutrition and Health</li></ul> | <i>Fundamental Concepts and Skills for Nursing</i> ,<br>6th Edition | Elsevier  | 2023      |

### **Background Summary:**

The members of the Practical Nursing Program Textbook Adoption Committee reviewed publishers' websites and identified textbooks for consideration. The committee analyzed the textbooks for correlation to the Standards of the National League for Nursing and the Virginia Department of Education's Health and Medical Sciences competencies for Practical Nursing. Correlation to the Virginia Standards of Learning and the Virginia Beach City Public Schools' curriculum objectives were also examined. The textbooks were reviewed by teachers, parents, student representatives, and an industry representative, before being placed in the public libraries, as well as the main entrance of the School Administration Building, for public review and comment. After reviewing available textbooks, the Practical Nursing Program Textbook Adoption Committee recommends the above textbook as its first-choice recommendation for implementation in the fall of 2025.

A negotiation team composed of the Director of the Office of Technical and Career Education, the Coordinator for Family and Consumer Sciences, and the Executive Director of Secondary Teaching and Learning communicated with the appropriate personnel from the publishing companies to discuss a preliminary contract for the full adoption cycle pending approval by the School Board.

The proposed textbook will replace the current textbook as follows:

| Course Titles                                                                                                                                       | Textbook                                                                  | Copyright | Years in use<br>(including this year) |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------|---------------------------------------|
| Practical Nursing I & II <ul style="list-style-type: none"> <li>Nursing Fundamentals</li> <li>Introduction to Food, Nutrition and Health</li> </ul> | <i>de Wit's Fundamental Concepts and Skills for Nursing</i> , 5th Edition | 2018      | 5                                     |

**Source:**

Code of Va., § 22.1-238-22.1-239, § 22.1-251-22.1-252  
 School Board of the City of Virginia Beach Policy 6-60

**Budget Impact:**

Total initial implementation costs:

| Course Titles                                                                                                                                       | First-choice Recommendation Totals | Second-choice Recommendation Totals |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-------------------------------------|
| Practical Nursing I & II <ul style="list-style-type: none"> <li>Nursing Fundamentals</li> <li>Introduction to Food, Nutrition and Health</li> </ul> | \$3,292.38                         | \$5,207.58                          |

**Family and Consumer Sciences  
 Textbook Adoption  
 Implementation for Fall 2025**

| Course(s)                                                                                                                                           | Recommendations                                                                       | Student Enrollment | Initial Implementation Cost | Five Year Additional Costs (3%) | Total Implementation Cost |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------|-----------------------------|---------------------------------|---------------------------|
| Practical Nursing I & II <ul style="list-style-type: none"> <li>Nursing Fundamentals</li> <li>Introduction to Food, Nutrition and Health</li> </ul> | <b>First Choice:</b> <i>Fundamental Concepts and Skills for Nursing</i> , 6th Edition | 40                 | \$3,292.38                  | \$493.85                        | \$3,786.23                |
|                                                                                                                                                     | <b>Second Choice:</b> <i>Fundamentals of Nursing</i> , 11th Edition                   | 40                 | \$5,207.58                  | \$781.15                        | \$5,988.73                |

**Next Steps:**

No further action needed.

# **TEXTBOOK ADOPTION RECOMMENDATION**

## **PRACTICAL NURSING I/II: NURSING FUNDAMENTALS AND INTRODUCTION TO FOOD, NUTRITION AND HEALTH**

**February 11, 2025**

*Department of Teaching and Learning  
Office of Technical and Career Education*

## **PRACTICAL NURSING I/II TEXTBOOK ADOPTION TIMELINE**

|                   |                                                                                                                                                                                                                                                                                                                           |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Feb. 2024         | Textbook publishers were contacted and requested to supply textbook samples for review.                                                                                                                                                                                                                                   |
| Apr. 2024         | PN I/II students were encouraged to submit interest to serve on the Textbook Adoption Committee.                                                                                                                                                                                                                          |
| Apr. - June 2024  | <p>Teachers on the committee were given textbook samples. In addition, parents, students, and professional representatives were recruited and provided sample textbooks.</p> <p>The Textbook Adoption Committee members met to review the objectives and to begin review of the chosen textbooks.</p>                     |
| Sept. 2024        | The Textbook Adoption Committee members met to discuss the selected textbooks and to select a first- and second-choice textbook. Each committee member completed an evaluation form for each textbook reviewed. Committee members reviewed comments and recommended first- and second-choice textbooks for each adoption. |
| Sept. – Oct. 2024 | The recommended textbooks were placed in the public library and the Holland Road Annex for public review. The administrative coordinator was notified of the placement so that notification could be posted on the Internet. No public comments were received.                                                            |
| Sept. 2024        | Negotiations were conducted with appropriate representatives of the publisher, the director of Technical and Career Education and the Family and Consumer Sciences coordinator.                                                                                                                                           |
| Oct. 2024         | The Family and Consumer Sciences coordinator used the recommendations from the committee to prepare the report for the School Board.                                                                                                                                                                                      |

**PRACTICAL NURSING  
TEXTBOOK ADOPTION COMMITTEE**

**Practical Nursing Teacher Representatives**

Regina Jacobs, MSN, RN  
Diane Mills, MSN, RN  
Carmen, Wroton, BSN, RN

**Director of Nursing**

Rosa Abbott, MSN, RN

**Parent Representative**

Rasheena Varisco

**Industry Representative**

Kelli Rodgers, MSN, RN  
Pediatric Nurse and Nurse Educator

**Student Representative**

One PN I/II student

**PRACTICAL NURSING I/II  
GRADE 12**

**FIRST-CHOICE RECOMMENDATION**

The Practical Nursing Program Textbook Adoption Committee recommends the following textbook as its first choice for adoption by Virginia Beach City Public Schools:

*Fundamental Concepts and Skills for Nursing*, 6<sup>th</sup> Edition. Williams. Elsevier, 2023.

The recommended textbook displays the following strengths:

- Organization and readability: Well-organized, concise, and easy to follow, with a compact size and lighter weight, making it ideal for high school students.
- Engaging exercises and critical thinking activities: Includes engaging exercises and critical thinking activities that cover basic nursing concepts and provide multiple study methods and review opportunities.
- Clear and concise content: Presents clear and concise content with visually appealing font, colors, and graphics, including real people demonstrating nursing skills.
- Review questions: Contains review questions at the end of each chapter to evaluate knowledge, prepare for state exams, and reinforce key concepts.
- Additional resources: Accompanied by a study guide and comprehensive online resources, including video clips, pre/post tests, and interactive NCLEX review.
- Thorough explanations: Provides thorough explanations of nursing care plans, procedural steps, and phases of client care (admission, transfer, discharge).
- Relevant content: Includes chapters on medical administration, calculations, and nutrition, applicable across multiple courses.
- Alignment with standards: Aligns with National League for Nursing Core Competencies, Virginia Department of Education Practical Nursing competencies, and QSEN standards.
- Incorporates Healthy People 2020 objectives: Incorporates Healthy People 2020 objectives and supports critical thinking with concept maps and graphs.
- NCLEX-style questions: Offers NCLEX-style questions to help students prepare for licensure exams, focusing on patient-centered care, safety, and evidence-based practice.

**FIRST-CHOICE RECOMMENDATION  
IMPLEMENTATION COSTS FOR  
LICENSED PRACTICAL NURSING**

| Textbook                         | Allocation | Cost     | Number Needed | Initial Implementation | Five-Year Projected Costs (3%) | Total Implementation |
|----------------------------------|------------|----------|---------------|------------------------|--------------------------------|----------------------|
| Student Edition                  | 40         | 3,135.60 | 40            | \$3,135.60             | $94.07 \times 5 = \$470.35$    | \$3,605.95           |
| Teacher Edition                  | 2          | 156.78   | 2             | \$156.78               | $4.70 \times 5 = \$23.50$      | \$180.28             |
| <b>Total Implementation Cost</b> |            |          |               | <b>\$3,292.38</b>      | <b>\$493.85</b>                | <b>\$3,786.23</b>    |

**PRACTICAL NURSE I/II  
GRADE 12**

**SECOND-CHOICE RECOMMENDATION**

The Practical Nursing Program Textbook Adoption Committee recommends the following textbook as its first choice for adoption by Virginia Beach City Public Schools:

*Fundamentals of Nursing*, 11<sup>th</sup> Edition. Potter. Elsevier, 2022.

The recommended textbook displays the following strengths:

- Alignment with standards: Aligns well with VDOE and VBON competencies, ensuring students receive necessary education to meet nursing standards.
- Case studies and clinical judgment: Provides case studies to help students apply concepts to real-world nursing practice and develop clinical judgment.
- Clear instructions: Offers clear, step-by-step instructions for nursing skills, supported by real-life pictures and rationales.
- Comprehensive content: Includes comprehensive content on clinical judgment, evidence-based practice, patient teaching, and QSEN information, supporting critical thinking and decision-making.
- Lifespan considerations: Provides lifespan considerations, with specific care guidelines for pediatric to older adult patients, including specialized boxes for age-specific care.
- Key points, review questions, and math reviews: Includes key points, review questions, and math reviews in each chapter, covering essential topics such as dosage calculations and medication administration.
- Real-world case studies and scenarios: Provides real-world case studies and scenarios to help students practice critical thinking and apply theoretical knowledge to clinical situations.
- Detailed health and physical assessment illustrations: Includes detailed health and physical assessment illustrations to enhance understanding of patient evaluations.
- Streamlined study binder: The study binder is streamlined and easy to follow, avoiding extraneous content and supporting student comprehension.

The recommended textbook displays the following limitations:

- Physical limitations: The textbook is large, heavy, and bulky, making it difficult for students to carry.
- Readability: The chapters are long, repetitive, and overly wordy, which may deter students from reading the material thoroughly. The font is very small, making it difficult to read, and some graphs and tables appear cramped, affecting readability and comprehension.
- Missing essential topic: Lacks a chapter on crucial nursing topics like medication administration and dosage calculations, which are essential for student learning.
- Extraneous content in skills modules: Skills modules contain extraneous content, which could be streamlined for better clarity and focus.
- Overwhelming amount of information: The textbook feels overwhelming with too much information, some of which may not be necessary for the Nursing Fundamentals course.
- Absence of a study guide: The absence of a study guide limits students' opportunities for structured review and practice.
- Reflective learning sections: Reflective learning sections may not be particularly engaging or useful for students.

**SECOND-CHOICE RECOMMENDATION  
IMPLEMENTATION COSTS FOR  
LICENSED PRACTICAL NURSING**

| <b>Textbook</b>                  | <b>Allocation</b> | <b>Cost</b> | <b>Number<br/>Needed</b> | <b>Initial<br/>Implementation</b> | <b>Five-Year<br/>Projected Costs<br/>(3% per year)</b> | <b>Total<br/>Implementation</b> |
|----------------------------------|-------------------|-------------|--------------------------|-----------------------------------|--------------------------------------------------------|---------------------------------|
| Student Edition                  | 40                | 4,959.60    | 40                       | \$4,959.60                        | 148.79 X 5 =<br>\$743.95                               | \$5,703.55                      |
| Teacher Edition                  | 2                 | 247.98      | 2                        | \$247.98                          | 7.44 X 5 =<br>\$37.20                                  | \$285.18                        |
| <b>Total Implementation Cost</b> |                   |             |                          | <b>\$5,207.58</b>                 | <b>\$781.15</b>                                        | <b>\$5,988.73</b>               |



**Subject:** Bayside High School HVAC & Scratch Cooking Improvements **Item Number:** 14B

**Section:** Consent Agenda **Date:** February 11, 2025

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingram, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve a motion authorizing the Superintendent to execute a contract with Spacemakers, Inc for the Bayside High School HVAC & Scratch Cooking Improvements in the amount of \$2,009,575.

**Background Summary:**

|                               |                  |
|-------------------------------|------------------|
| Project Architect:            | Dills Architects |
| Contractor:                   | Spacemakers, Inc |
| Contract Amount:              | \$2,009,575      |
| Construction Budget:          | \$2,864,428      |
| Number of Responsive Bidders: | 4                |
| Average Bid Amount:           | \$2,509,718.75   |
| High Bid:                     | \$3,327,000      |

**Source:**

School Board Policy 3-90

**Budget Impact:**

CIP 1-018 Renovations and Replacements- Phase III

Cafeteria Fund Equipment Installs

**Next Steps:**

No further action needed.



**Subject:** Cox High School Tennis Court Replacement **Item Number:** 14C

**Section:** Consent Agenda **Date:** February 11, 2025

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingram, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve a motion authorizing the Superintendent to execute a contract with Finley Asphalt & Sealing LLC for the Cox High School Tennis Court Replacement in the amount of \$826,774.

**Background Summary:**

|                               |                              |
|-------------------------------|------------------------------|
| Project Architect:            | Woolpert, Inc.               |
| Contractor:                   | Finley Asphalt & Sealing LLC |
| Contract Amount:              | \$826,774*                   |
| Construction Budget:          | \$767,741*                   |
| Number of Responsive Bidders: | 2                            |
| Average Bid Amount:           | \$847,442                    |
| High Bid:                     | \$868,110                    |

\*There will be enough funds in CIP 1-002 to cover the \$59,033 overage of contract amount.

**Source:**

School Board Policy 3-90

**Budget Impact:**

CIP 1-002 Tennis Court Renovations- Phase II

**Next Steps:**

No further action needed.



**Subject:** Linkhorn Park Elementary Schools Roof Replacement **Item Number:** 14D

**Section:** Consent Agenda **Date:** February 11, 2025

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingram, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve a motion authorizing the Superintendent to execute a contract with Roof Service, a Tecta America Company, LLC for the Linkhorn Park Elementary School Roof Replacement in the amount of \$2,643,890.

**Background Summary:**

|                               |                                             |
|-------------------------------|---------------------------------------------|
| Project Architect:            | HBA Architecture & Interior Design          |
| Contractor:                   | Roof Services, a Tecta America Company, LLC |
| Contract Amount:              | \$2,643,890                                 |
| Construction Budget:          | \$3,642,000                                 |
| Number of Responsive Bidders: | 3                                           |
| Average Bid Amount:           | \$3,120,901                                 |
| High Bid:                     | \$3,724,097                                 |

**Source:**

School Board Policy 3-90

**Budget Impact:**

CIP 1-019 Renovations and Replacements- Reroofing III

**Next Steps:**

No further action needed.



**Subject:** Personnel Report **Item Number:** 15A

**Section:** Action **Date:** February 11, 2025

**Senior Staff:** Darnita L. Trotman, Ed.D., Chief Human Resources Officer

**Prepared by:** Darnita L. Trotman, Ed.D., Chief Human Resources Officer

**Presenter(s):** Donald R. Robertson Jr., Ph.D., Superintendent

**Recommendation:**

That the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the February 11, 2025, Personnel Report.

**Background Summary:**

List of appointments, resignations, and retirements for all personnel.

**Source:**

School Board Policy #4-11, Appointment

School Board Policy #4-16, Resignation and Job Abandonment

**Budget Impact:**

Appropriate funding and allocations

**Next Steps:**

No further action needed.

Personnel Report  
Virginia Beach City Public Schools  
February 11, 2025  
2024-2025

| Scale                                  | Class                                        | Location                                               | Effective | Employee Name          | Position/Reason                                              | College                                | Previous Employer             |
|----------------------------------------|----------------------------------------------|--------------------------------------------------------|-----------|------------------------|--------------------------------------------------------------|----------------------------------------|-------------------------------|
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Arrowhead                                              | 1/22/2025 | Ryan W Gibson          | Security Assistant                                           | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Birdneck                                               | 1/22/2025 | Judith L Rice          | Kindergarten Assistant                                       | not applicable                         | Chesapeake Public Schools, VA |
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Indian Lakes                                           | 2/3/2025  | Renee B Godoy          | Pre-Kindergarten Teacher Assistant                           | not applicable                         | Hope Academy, VA              |
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Lynnhaven                                              | 2/3/2025  | Jennifer R Jordan      | Kindergarten Assistant                                       | College of William and Mary, VA        | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Malibu                                                 | 1/29/2025 | Ulpiana L Samuell      | School Office Associate II                                   | University of Puerto Rico, PR          | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Thalia                                                 | 1/22/2025 | Katie D Landers        | Special Education Assistant                                  | not applicable                         | VBCPS                         |
| Assigned to Unified Salary Scale       | Appointments - Elementary School             | Woodstock                                              | 1/29/2025 | Elesha G Wiley         | Custodian II Head Night                                      | not applicable                         | Didlake Inc, VA               |
| Assigned to Unified Salary Scale       | Appointments - Middle School                 | Larkspur                                               | 1/27/2025 | Roderick Marcelo       | School Security Officer II                                   | not applicable                         | VBDP                          |
| Assigned to Unified Salary Scale       | Appointments - High School                   | Kellam                                                 | 1/29/2025 | Kashara Hoskins        | Custodian I                                                  | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - High School                   | Kempsville                                             | 2/5/2025  | Temuchin Hodges        | ISS Coordinator                                              | Virginia Tech, VA                      | VBCPS                         |
| Assigned to Unified Salary Scale       | Appointments - High School                   | Landstown                                              | 1/27/2025 | Justin L Harris        | Security Assistant                                           | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Food Services                                | 1/22/2025 | Fentrell Stieff        | Baker/Cook                                                   | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Student Leadership                           | 2/3/2025  | Tyree Reed             | Administrative Office Associate I                            | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Transportation and Fleet Management Services | 1/21/2025 | Maliyah Patterson      | Bus Driver, 6.5 Hours                                        | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Transportation and Fleet Management Services | 1/21/2025 | Nicole M Robinson      | Bus Driver, 6.5 Hours                                        | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Transportation and Fleet Management Services | 1/21/2025 | Frank White            | Bus Driver, 6.5 Hours                                        | not applicable                         | MTA New York City Transit, NY |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Transportation and Fleet Management Services | 1/28/2025 | Isaia I Ahmad          | Bus Driver, 6.5 Hours                                        | not applicable                         | Prime Inc, MO                 |
| Assigned to Unified Salary Scale       | Appointments - Miscellaneous                 | Office of Transportation and Fleet Management Services | 1/28/2025 | Carrie M Smith         | Bus Driver, 6.5 Hours                                        | not applicable                         | VBCPS                         |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Bayside                                                | 1/22/2025 | Katie J Sargent        | Physical Education Assistant (family)                        | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Cooke                                                  | 5/16/2025 | Wendy E Riddle-Moran   | School Office Associate II (relocation)                      | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Fairfield                                              | 1/31/2025 | Kassandra Emery        | Special Education Assistant (career enhancement opportunity) | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Green Run                                              | 1/30/2025 | Ambra N Pollard        | Special Education Assistant (personal reasons)               | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Hermitage                                              | 1/14/2025 | Sandra A Long          | Physical Education Assistant (death)                         | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | King's Grant                                           | 2/14/2025 | Angela M Garrow        | Kindergarten Assistant (career enhancement opportunity)      | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Pembroke                                               | 1/22/2025 | Dymend P Woodley       | Special Education Assistant (personal reasons)               | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Pembroke Meadows                                       | 2/12/2025 | Elizabeth F Miranda    | School Office Associate II (career enhancement opportunity)  | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Point O'View                                           | 2/7/2025  | Heidi L Lagemann       | Special Education Assistant (career enhancement opportunity) | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Shelton Park                                           | 1/24/2025 | Iyana M Betts          | Cafeteria Assistant, 5.0 Hours (personal reasons)            | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Elementary School             | Tallwood                                               | 1/31/2025 | Merin Snapp            | Special Education Assistant (career enhancement opportunity) | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Middle School                 | Independence                                           | 1/31/2025 | Bonnie Griffin         | Cafeteria Assistant, 5.5 Hours (personal reasons)            | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Middle School                 | Kempsville                                             | 1/30/2025 | Christina L Cohen      | Special Education Assistant (personal reasons)               | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Middle School                 | Old Donation School                                    | 1/30/2025 | D'Angelo L Irby        | Custodian II (personal reasons)                              | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Middle School                 | Plaza                                                  | 1/31/2025 | Brendo C Ongtawco      | Custodian I (personal reasons)                               | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - High School                   | Ocean Lakes                                            | 2/20/2025 | Elmira M Dizon         | Custodian I (personal reasons)                               | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - High School                   | Renaissance Academy                                    | 1/31/2025 | James C Parrish        | ISS Coordinator (career enhancement opportunity)             | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Miscellaneous                 | Office of Food Services                                | 1/24/2025 | Thelma McDuffie-Wynn   | Baker/Cook (personal reasons)                                | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Miscellaneous                 | Office of Student Support Services                     | 2/7/2025  | Starr S Asrouch        | Psychologist (transfer of spouse)                            | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Miscellaneous                 | Office of Transportation and Fleet Management Services | 1/27/2025 | Alayna D Hawkins       | Bus Driver - Special Ed, 6.5 Hours (personal reasons)        | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Resignations - Miscellaneous                 | Office of Transportation and Fleet Management Services | 2/7/2025  | Deirdra M Powell       | Bus Driver, 6.5 Hours (personal reasons)                     | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Elementary School              | Alanton                                                | 6/30/2025 | Milicent A Cantu       | Special Education Assistant                                  | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Elementary School              | Bayside                                                | 6/30/2025 | Jeanne M Clemens       | School Nurse                                                 | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Elementary School              | Bettie F. Williams                                     | 6/30/2025 | Holly J Delbaugh       | Library/Media Assistant                                      | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Elementary School              | Providence                                             | 6/30/2025 | Elizabeth S Brown      | Physical Education Assistant                                 | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Elementary School              | Thalia                                                 | 6/30/2025 | Diane L Beetham        | School Nurse                                                 | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Elementary School              | Thoroughgood                                           | 6/30/2025 | Theresa M Emborski     | Kindergarten Assistant                                       | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - High School                    | Princess Anne                                          | 6/30/2025 | Wayne A Varney         | Coordinator Special Education                                | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - High School                    | Renaissance Academy                                    | 6/30/2025 | Carol L Hawkins        | School Nurse                                                 | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - High School                    | Tallwood                                               | 1/30/2025 | Wesley D Smith         | Security Assistant                                           | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Miscellaneous                  | Department of Teaching and Learning                    | 6/30/2025 | Cari A Hall            | Coordinator Language Arts                                    | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Miscellaneous                  | Office of Programs for Exceptional Children            | 6/30/2025 | Susan R Burke          | Coordinator Special Education                                | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Retirements - Miscellaneous                  | Office of Programs for Exceptional Children            | 6/30/2025 | Monica L Cullen        | Audiologist                                                  | not applicable                         | not applicable                |
| Assigned to Unified Salary Scale       | Other Employment Actions - Elementary School | Windsor Oaks                                           | 2/28/2025 | Karon D Orr            | Technology Support Technician                                | not applicable                         | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - Elementary School             | Birdneck                                               | 1/29/2025 | Rebecca Bentley        | Library Media Specialist                                     | University of Montana, MT              | Charleston County Schools, SC |
| Assigned to Instructional Salary Scale | Appointments - Elementary School             | Brookwood                                              | 2/3/2025  | Rebecca W Young        | Second Grade Teacher                                         | Regent University, VA                  | VBCPS                         |
| Assigned to Instructional Salary Scale | Appointments - Elementary School             | Lynnhaven                                              | 2/3/2025  | Rachael A Kerr         | First Grade Teacher                                          | Old Dominion University, VA            | VBCPS                         |
| Assigned to Instructional Salary Scale | Appointments - Elementary School             | Newtown                                                | 1/29/2025 | Kathleen H Bruinsma    | Title I Resource Teacher                                     | College of William and Mary, VA        | VBCPS                         |
| Assigned to Instructional Salary Scale | Appointments - Elementary School             | Red Mill                                               | 1/30/2025 | Ellen Apotheker        | Special Education Teacher                                    | Curry College, MA                      | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - Middle School                 | Kempsville                                             | 1/29/2025 | Alex T Garcia-Cummins  | Seventh Grade Teacher                                        | Oral Roberts University, OK            | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - Middle School                 | Landstown                                              | 1/22/2025 | Rene A Fiore           | Seventh Grade Teacher                                        | Old Dominion University, VA            | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - Middle School                 | Lynnhaven                                              | 1/29/2025 | Christina E Parker     | Sixth Grade Teacher                                          | Towson University, MD                  | VBCPS                         |
| Assigned to Instructional Salary Scale | Appointments - Middle School                 | Princess Anne                                          | 1/22/2025 | Sara D Lemm            | Eighth Grade Teacher                                         | Longwood University, VA                | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - Middle School                 | Princess Anne                                          | 2/5/2025  | Shelby L Overton-Smith | Sixth Grade Teacher                                          | Texas A & M College Station, TX        | Sam Houston Elementary, TX    |
| Assigned to Instructional Salary Scale | Appointments - High School                   | Green Run                                              | 2/5/2025  | Tammy A O'Rourke       | Special Education Teacher                                    | Old Dominion University, VA            | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - High School                   | Kempsville                                             | 1/29/2025 | Spencer I Somberg      | Science Teacher                                              | North Carolina State University, NC    | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - High School                   | Kempsville                                             | 2/3/2025  | Emma G Janney          | German Teacher                                               | Virginia Wesleyan University, VA       | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - High School                   | Princess Anne                                          | 1/21/2025 | Eliana A Zuluaga       | Spanish Teacher                                              | University of San Martin de Porres, PE | VBCPS                         |
| Assigned to Instructional Salary Scale | Appointments - High School                   | Renaissance Academy                                    | 1/24/2025 | Christopher Alix       | Health & Physical Education Teacher                          | Regent University, VA                  | not applicable                |
| Assigned to Instructional Salary Scale | Appointments - High School                   | Tallwood                                               | 1/28/2025 | Samantha Pitz          | Social Studies Teacher                                       | Old Dominion University, VA            | not applicable                |

Personnel Report  
Virginia Beach City Public Schools  
February 11, 2025  
2024-2025

| Scale                                  | Class                            | Location                                    | Effective | Employee Name          | Position/Reason                              | College                            | Previous Employer |
|----------------------------------------|----------------------------------|---------------------------------------------|-----------|------------------------|----------------------------------------------|------------------------------------|-------------------|
| Assigned to Instructional Salary Scale | Resignations - Elementary School | Arrowhead                                   | 6/30/2025 | Marissa E Brokate      | Second Grade Teacher (family)                | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Resignations - Middle School     | Kempsville                                  | 6/30/2025 | Kevin M Basquitt       | Technology Education Teacher (relocation)    | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Resignations - Middle School     | Larkspur                                    | 2/14/2025 | Samantha R Gelle       | Special Education Teacher (relocation)       | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Resignations - Middle School     | Virginia Beach                              | 3/14/2025 | Raymond L Stiles Jr    | Special Education Teacher (personal reasons) | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Alanton                                     | 6/30/2025 | Jeffrey S Schoenfisch  | First Grade Teacher                          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Arrowhead                                   | 6/30/2025 | Laurie E Quint         | Special Education Teacher                    | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Bettie F. Williams                          | 6/30/2025 | Susan L George         | Library Media Specialist                     | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Cooke                                       | 6/30/2025 | Mary Carol B Lynch     | Art Teacher                                  | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | John B. Dey                                 | 6/30/2025 | Amanda F Ansell        | Music/Vocal Teacher                          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | John B. Dey                                 | 6/30/2025 | Karen C Reidelbach     | Gifted Resource Teacher                      | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Luxford                                     | 6/30/2025 | Wendy J Phelps         | Special Education Teacher                    | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Parkway                                     | 6/30/2025 | Christina L Hutchins   | Special Education Teacher                    | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Rosemont                                    | 6/30/2025 | Jane M Harvey          | Instructional Technology Specialist          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | Thalia                                      | 6/30/2025 | Christine B Sadowski   | Kindergarten Teacher                         | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Elementary School  | White Oaks                                  | 6/30/2025 | Donna Quick            | Special Education Teacher                    | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Landstown                                   | 6/30/2025 | Amy M Jackson          | Sixth Grade Teacher                          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Landstown                                   | 6/30/2025 | Margaret Olsen         | Sixth Grade Teacher                          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Old Donation School                         | 6/30/2025 | Russell J Torrisi      | Sixth Grade Teacher                          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Plaza                                       | 6/30/2025 | Elizabeth C Witt       | Sixth Grade Teacher                          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Princess Anne                               | 6/30/2025 | Maurice A Cullen       | Seventh Grade Teacher                        | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Princess Anne                               | 6/30/2025 | Janet M Marx           | Seventh Grade Teacher                        | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Middle School      | Salem                                       | 6/30/2025 | Charleen A Paxton      | Eighth Grade Teacher                         | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - High School        | Cox                                         | 2/28/2025 | Kerstin R Devlin       | Literacy Coach                               | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - High School        | Kellam                                      | 1/31/2025 | Ana M Badolato         | Social Studies Teacher                       | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - High School        | Landstown                                   | 6/30/2025 | Kasi L Daniel          | Science Teacher                              | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - High School        | Landstown                                   | 6/30/2025 | Erik Moore             | Instructional Technology Specialist          | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - High School        | Tallwood                                    | 6/30/2025 | Cynthia Chadwick       | Family & Consumer Science Teacher            | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - High School        | Technical And Career Education Center       | 6/30/2025 | Charles McDaniel       | Trade & Industrial Teacher                   | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Miscellaneous      | Office of Programs for Exceptional Children | 6/30/2025 | Lori M Clarke          | Speech/Language Pathologist                  | not applicable                     | not applicable    |
| Assigned to Instructional Salary Scale | Retirements - Miscellaneous      | Office of Programs for Exceptional Children | 6/30/2025 | Trenton C Gabriel      | Special Education Teacher                    | not applicable                     | not applicable    |
| Administrative                         | Appointments - High School       | Renaissance Academy                         | 2/13/2025 | Latashia C Bates       | Assistant Principal                          | Regent University, VA              | VBCPS             |
| Administrative                         | Appointments - Miscellaneous     | Department of Budget & Finance              | 2/24/2025 | Lori A Taylor          | Grants Manager                               | University of North Florida, FL    | VBCPS             |
| Administrative                         | Appointments - Miscellaneous     | Department of Teaching and Learning         | 2/13/2025 | Rikki J Betancourt     | Coordinator English                          | Hunter College, NY                 | VBCPS             |
| Administrative                         | Appointments - Miscellaneous     | Department of Teaching and Learning         | 2/13/2025 | Gloria Ashlee Williams | Coordinator Academic Support Programs K-12   | Old Dominion University, VA        | VBCPS             |
| Administrative                         | Appointments - Miscellaneous     | Office of Food Services                     | 2/12/2025 | Christopher Harriman   | Assistant Director Food Services             | New England Culinary Institute, VT | VBCPS             |



**Subject:** Middle School Master Schedule **Item Number:** 15B

**Section:** Action **Date:** February 11, 2025

**Senior Staff:** Matthew D. Delaney, Chief Schools Officer

James J. Smith, Ed.D., Senior Executive Director of Middle Schools

**Prepared by:** James J. Smith, Ed.D., Senior Executive Director of Middle Schools

**Presenter(s):** James J. Smith, Ed.D., Senior Executive Director of Middle Schools

**Recommendation:**

That the School Board approve changes to the middle school master schedule for the 2025-26 school year.

**Background Summary:**

In response to the Virginia Department of Education School Performance and Support Framework and to provide greater flexibility and maximize student opportunities, the middle school master schedule was reviewed. The proposed changes aim to:

1. Enhance Academic Opportunities: Expand access to advanced coursework and provide students the opportunity to earn high school credits in core and elective classes.
2. Improve Support Structures: Integrate dedicated time through a newly created Thrive Time to ensure all student have the necessary support to succeed.
3. Preserve Elective Access: Provide students with access to a full elective schedule while also providing instructional support to meet the individual needs of our students.
4. Uniformity: Create uniformity in master schedules across division middle schools and consistency for students and teachers.

The adjustments are designed to better align with the district's mission of preparing students for high school and beyond while supporting their individual academic needs and aspirations.

**Source:**

School Board of the City of Virginia Beach Policy 6-51: Scheduling for Instruction

**Budget Impact:**

None

**Next Steps:**

If approved, middle school principals and school-based teams will begin creating their master schedules.



**Subject:** School Board Committee Assignment Modifications for term ending June 30, 2025 **Item Number:** 15C

**Section:** Action **Date:** February 11, 2025

**Senior Staff:** N/A

**Prepared by:** Regina M. Toneatto, School Board Clerk

**Presenter(s):** Kathleen J. Brown, School Board Chair and Carolyn D. Weems, School Board Vice Chair

**Recommendation:**

That the School Board approve the list of committee assignments for the term ending June 30, 2025.

**Background Summary:**

Pursuant to Bylaw 1-28, Assignments may be reviewed in January of each year or when otherwise necessary. Assignments to a Committee are effective until June 30th of each year or until such time as the School Board appoints new Committee Members, whichever is later.

**Source:**

Bylaw 1-28 Committees, Organizations and Boards – School Board Member Assignments

**Budget Impact:**

No budgetary implications.

**Next Steps:**

No further action needed.

|                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>FY2025<br/>Recommendations</b>                                                                      |
|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| <b>C. BYLAW 1-28: SCHOOL BOARD MEMBER STANDING COMMITTEES ASSIGNMENTS</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                        |
| C1.                                                                       | <p><b>Internal Audit:</b> The Internal Audit Committee consists of three to four Members, including two or three Members of the School Board and one or more citizens of the City of Virginia Beach to serve as the third and/or fourth Member. The Internal Audit Committee assists the full School Board in considering internal and external audit matters, including the timely reporting to the School Board of material actions or inactions of school employees that could lead to charges of malfeasance in office by School Board Members or School Division employees or agents. The School Board has established the Department of Internal Audit, which reports directly to the Internal Audit Committee, and through the Internal Audit Committee, to the full School Board, as more particularly set forth in <a href="#">Policy 3-96</a> and the Internal Audit Charter</p> <p><i>[Generally, will meet quarterly; subject to change]</i></p> | <p>David Culpepper<br/>Matt Cummings<br/>Carolyn Weems</p> <p>Larry Davenport<br/>(citizen member)</p> |
| C2.                                                                       | <p><b>Policy Review (PRC):</b> The School Board Policy Review Committee (PRC) will consist of three School Board Members. The School Board, at its discretion, may appoint a citizen to serve as a voting member. The School Board Attorney, the Chief of Staff and other staff members appointed by the Superintendent will serve as liaisons to the PRC but will not be voting members. The responsibilities of the PRC will be to consider input from the public, students, staff, the school administration, or other stakeholders and advise the School Board and the Superintendent concerning the need to amend, adopt, repeal, and/or merge by-laws, policies and applicable regulations.</p> <p><i>[Generally, will meet Thursday following the 1<sup>st</sup> regular School Board meeting of the month; subject to change]</i></p>                                                                                                                | <p>Mark Bohenstiel<br/>Sharon Felton<br/>Carolyn Weems</p>                                             |
| C3.                                                                       | <p><b>Legislative:</b> The Legislative Committee will consist of three School Board Members, School Board Attorney, the School Board's Legislative Consultant and those staff members appointed by the Superintendent who will serve as liaisons to the Committee but will not be voting members. The Legislative Committee is responsible for the development of the School Board's proposed annual legislative package. The legislative package, priorities and positions shall be based upon input from the School Board and the Superintendent. The Legislative Committee is also responsible for developing the School Board's regional legislative position and for acting as the School Board's liaison to the Virginia General Assembly as well as other publicly elected bodies.</p>                                                                                                                                                                | <p>Rose Dwyer<br/>Dr. Alveta Green<br/>Melinda Rogers</p>                                              |
| C4.                                                                       | <p><b>Building Utilization:</b> The Building Utilization Committee (BUC) will consist of three School Board Members. The Superintendent may assign appropriate staff members to assist the BUC in its review but such staff members will not be voting members. The BUC will annually review enrollment projections and impact on optimal building utilization. At its discretion, the BUC may invite input from PTAs or other community groups directly impacted by any recommendation from the BUC. (ref. SB <a href="#">Pol 5-14</a>, Sec C)</p>                                                                                                                                                                                                                                                                                                                                                                                                          | <p>Michael Callan<br/>Matt Cummings<br/>Kim Melnyk</p>                                                 |
| C5.                                                                       | <p><b>Student Discipline:</b> The Chairman shall recommend and the School Board shall approve three Committees of the School Board to hear student discipline cases as needed. Each Committee shall consist of three (3) voting School Board Members and one (1) nonvoting school counselor. Each Member of a Committee, excluding the school counselor, has authority to make motions and vote on that Committee. Each Committee shall meet to determine cases dealing with expulsions and long-term suspensions as set forth in School Board policy or regulation. A unanimous decision of a Committee consisting of three School Board Members regarding long-term suspensions and expulsions is final. If a Committee's decision is not unanimous, or if the decision is made by a Committee of less than three (3) School Board Members, the decision of the Committee may be appealed to the full School Board.</p>                                    | <p>David Culpepper<br/>Alveta Green<br/>Kim Melnyk</p>                                                 |
|                                                                           | <p>Committee I<br/>(2<sup>nd</sup> &amp; 4<sup>th</sup> Mon) 3:00 PM</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>Mark Bohenstiel<br/>Michael Callan<br/>Melinda Rogers</p>                                           |
|                                                                           | <p>Committee II<br/>(1<sup>st</sup> &amp; 3<sup>rd</sup> Tuesday) 3:00 PM</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Matt Cummings<br/>Rose Dwyer<br/>Sharon Felton</p>                                                  |
|                                                                           | <p>Committee III<br/>(1<sup>st</sup> &amp; 3<sup>rd</sup> Wed) 3:00 PM</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                        |

|                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>FY2025<br/>Recommendations</b>                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| <b>D. JOINT SCHOOL BOARD AND CITY COUNCIL COMMITTEES</b>                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                        |
| D1.                                                                                                                                                                                                                                                                                                        | <b>CIP/Modernization Review Committee:</b> Joint City Council/School Board Committee which meets annually to review status of ongoing school modernization program. The School Board Chair will recommend and the School Board will approve two School Board members and one alternate to serve on the Committee. The School Board Chair will appoint the Committee Chair.                                                                                                                                                                                                                                                                                                                                                                                                                                                           | David Culpepper<br>Sharon Felton<br>Rose Dwyer (alt.)  |
| <b>E. SCHOOL BOARD AD HOC COMMITTEES</b>                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                        |
| E1.                                                                                                                                                                                                                                                                                                        | <b>School Site Selection:</b> The School Site Selection Committee is an Ad Hoc School Board Committee that is appointed as needed to assist the School Board in considering proposals for new school sites.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | As needed                                              |
| E2.                                                                                                                                                                                                                                                                                                        | <b>Workforce Development:</b> The purpose of the Ad Hoc Workforce Development Committee is to prepare a report to the School Board and the City Council regarding the needs of the City of Virginia Beach for current and future workforce development.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Kathleen Brown<br>Carolyn Weems                        |
| E3.                                                                                                                                                                                                                                                                                                        | <b>Jericho Road:</b> The Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road as approved at the June 27, 2023 School Board meeting.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Dr. Alveta Green<br>Carolyn Weems                      |
| <b>F. SCHOOL DIVISION STANDING COMMITTEES WITH SCHOOL BOARD MEMBERS AND/OR LIAISONS</b>                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                        |
| <b>If requested by the Superintendent or as set forth by Policy, the School Board may assign School Board Members to serve as Members of School Division Standing Committees. Voting rights of School Board Members serving as liaisons are determined by the Committee.</b>                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                        |
| F1a                                                                                                                                                                                                                                                                                                        | <b>Equity Council:</b> The Equity Council addresses issues related to diverse populations and how the organizational climate contributes to fostering: greater student achievement; effective communication across all levels and with the greater community; honoring and listening to all voices; providing focused opportunities discussion, feedback, input and support to the implementation of Compass to 2025 and future School Board goals; reporting on all aspects of diversity and equity with a special focus on students of color; resources and support to further the work educational equity within the School Division. The Superintendent will designate a staff member to serve as the Chair of the Equity Council. No more than two (2) School Board Members will be assigned as liaisons to the Equity Council. | Rose Dwyer<br>Kimberly Melnyk<br>Kathleen Brown (Alt.) |
| F1b                                                                                                                                                                                                                                                                                                        | <b>403b Plan Oversight Committee:</b> Established by Charter approved by the School Board February 25, 2020 to delegate to a 403(b) Plan Oversight Committee (consisting of at least 3 but no more than 9 voting members to include one School Board member with the CFO serving as the Chair of the committee), general responsibility and discretionary authority for the administration, interpretation and operation, and investment of plan assets of the School Board of the City of Virginia Beach Section 403(b) Retirement Savings Plan.                                                                                                                                                                                                                                                                                    | Michael Callan                                         |
| F1c                                                                                                                                                                                                                                                                                                        | <b>Mental Health Task Force:</b> No more than two School Board Members will be assigned as liaisons to the Mental Health Taskforce.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Melinda Rogers<br>Carolyn Weems                        |
| <b>G. OUTSIDE ORGANIZATIONS</b>                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                        |
| <b>The School Board Chair will recommend, and the School Board will approve School Board Members to represent the School Board on Outside Committees. In those instances, School Board Members have authority to bind the School Board for the limited purpose for which the Outside Committee exists.</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                        |
| G1.                                                                                                                                                                                                                                                                                                        | <b>Green Run Collegiate Charter Board</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Mark Bohenstiel<br>Kimberly Melnyk (Alt.)              |

|      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                            |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
|      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                            |
| G2.  | <b>Governor's School for the Arts:</b> Programs in dance, vocal and instrumental music, performing arts, theatre, and visual arts for talented and motivated students who want to develop their potential in the arts to a high degree [Same mbr assignment as SECEP since committees meet back to back at same location]                                                                                                                                                                                                                           | Kimberly Melnyk<br>Dr. Alveta Green (Alt.) |
| G3.  | <b>Mayor's Committee for Persons with Disabilities:</b> On behalf of all people with disabilities, and in an advisory capacity to the Mayor, our mission is to raise the awareness of the Mayor, City Council, City Administration and the community at-large of the needs of persons with disabilities. We assist in formulating solutions to meet those needs and provide advice on issues involving compliance with state and national legislation addressing their needs.                                                                       |                                            |
| G4.  | <b>Southeastern Cooperative Educational Programs (SECEP):</b> Provides a formal structure through which eight local school systems can plan and operate programs for alternative education and children with special needs [Same mbr assignment as GSA since committees meet back to back at same location]                                                                                                                                                                                                                                         | Kimberly Melnyk<br>Dr. Alveta Green (Alt.) |
| G5.  | <b>Virginia School Boards Association (VSBA) Voting Delegate at Annual Convention held in November in Williamsburg, VA:</b> NOTE: Any Board member who serves on the VSBA Board of Directors cannot be a voting delegate.                                                                                                                                                                                                                                                                                                                           | David Culpepper<br>Kimberly Melnyk (Alt.)  |
| G6.  | <b>Hampton Roads Educational Telecommunications Association (HRETA) WHRO Educational Advisory Committee (EAC):</b> The EAC is the decision-making body on matters related to the policy, planning and operation of WHRO public education related activities                                                                                                                                                                                                                                                                                         | Michael Callan<br>David Culpepper (Alt.)   |
| G7.  | <b>Sister Cities Association of Virginia Beach:</b> The mission of the Virginia Beach City Association (VBSCA) is to foster international understanding, friendship, and cooperation by promoting people-to-people exchanges and continuing relationships between our city and citizens                                                                                                                                                                                                                                                             | Matt Cummings<br>Melinda Rogers            |
| G8.  | <b>457 Deferred Compensation Board:</b><br>The city council has authorized the adoption of the Commonwealth of Virginia 457 Deferred Compensation Plan (COV457). The City's/Schools 457 Deferred Compensation Plan (COV457) is managed by the Virginia Retirement System (VRS) which administers the investment policy and prudent fiduciary standards. The 457 Deferred Compensation Plan is subject to the periodic oversight and input to (VRS) of the local 457 deferred compensation board. The appointee also requires City Council approval. | Michael Callan                             |
| G9.  | <b>Access College Foundation:</b> ACCESS College Foundation was founded in 1988 to eliminate barriers to postsecondary education and increase college attainment for underrepresented and low-income students. Access College Foundation mission - provide educational pathways leading to certification or college degree attainment and career opportunities for students, particularly those who may not otherwise have access.                                                                                                                  | Dr. Alveta Green                           |
| G10. | <b>Virginia Beach Human Rights Commission:</b> Assignment initiated Feb. 2016 by invitation from the VB Human Rights Commission for a School Board liaison to serve on the committee                                                                                                                                                                                                                                                                                                                                                                | Kimberly Melnyk                            |

**POLICY 7-21 Citizens' Advisory Committees**

**FY2025 Members  
Recommendations**

**SCHOOL BOARD LIAISONS TO CITIZENS' ADVISORY COMMITTEES**

With the exception of the Strategic Plan Committee, the School Board may designate one School Board Member and one School Board Member alternate to serve as the School Board Liaison to a Citizens' Advisory Committee. Such liaison will not have voting rights on the committee and will not have the authority to bind the School Board regarding any matter related to the committee.

|     |                                                                    |                                          |
|-----|--------------------------------------------------------------------|------------------------------------------|
| B1. | <b>Special Education Advisory Committee</b>                        | Mark Bohienstiel<br>Sharon Felton (Alt.) |
| B2. | <b>General Advisory Council for Technical and Career Education</b> | Carolyn Weems<br>Kathleen Brown (Alt.)   |
| B3. | <b>Community Advisory Committee for Gifted Education</b>           | Michael Callan<br>Sharon Felton (Alt.)   |

| POLICY 7-21 Citizens' Advisory Committees |                                                                                                                                                                                                                                                                   | FY2025 Members Recommendations          |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| B4.                                       | <b>Interagency Adult Basic Education Advisory Committee</b>                                                                                                                                                                                                       | Michael Callan<br>Kathleen Brown (Alt.) |
| B5.                                       | <b>School Health Advisory Committee</b>                                                                                                                                                                                                                           | Rose Dwyer<br>Kathleen Brown (Alt.)     |
| B6.                                       | <b>Strategic Plan Committee:</b> Citizen members shall be appointed by the School Board upon recommendation of the Superintendent. In addition, the School Board Chair will recommend and the School Board will approve two (2) School Board Members to serve.    | Every five years                        |
| OTHER                                     |                                                                                                                                                                                                                                                                   |                                         |
|                                           | <b>Virginia Beach Education Foundation (VBEF):</b> The mission of the Education Foundation is to raise private sector support to fund innovative learning programs and other teacher initiatives that support the students of Virginia Beach City Public Schools. | School Board Chair                      |



**Subject:** Closed Session **Item Number:** 17

**Section:** Closed session **Date:** February 11, 2025

**Senior Staff:** N/A

**Prepared by:** Kamala H. Lannetti, School Board Attorney

**Presenter(s):** Kamala H. Lannetti, School Board Attorney

**Recommendation:**

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 2, 7, and 8 as amended, to deliberate on the following matters:

2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

- A. Pending student matter investigations.
- B. Status of VEC COVID claims review.
- C. Status of pending litigation or administrative cases.
- D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

**Background Summary:**

N/A

**Source:**

Code of Virginia §2.2-3711, as amended

**Budget Impact:**

No budgetary implications.

**Next Steps:**

No further action needed.

## **Decorum and Order-School Board Meetings 1-48**

School Board of the City of Virginia Beach  
Bylaw 1-48

### **SCHOOL BOARD BYLAWS**

#### **Decorum and Order-School Board Meetings**

##### **A. Purpose of decorum and order during meetings**

The School Board determines that decorum and order are necessary during School Board Meetings. The purposes for maintaining decorum and order are:

1. to ensure that the affairs of the School Board and School Board Committees may be conducted in an open, safe and orderly manner during meetings;
2. that all persons signed up to address the School Board during public comment sections of meetings have the opportunity to do so in an orderly and respectful manner and without being interrupted;
3. that persons in attendance may observe and hear the proceedings of the School Board without distraction and interruption;
4. that students and other young audience members who attend or watch such meetings are not subject to inappropriate language or conduct;
5. that School Board Members and School Division employees or other agents can transact the business of the School Board and the School Division with minimal disruption.

##### **B. Limitations on addressing the School Board**

Persons addressing the School Board during public comment sections of the meeting shall:

1. Limit their comments to matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division.
2. Refrain from obscenity, vulgarity, profanity, and comments or actions with the intent to incite violence or other breach of peace.
3. Comply with the time limits and other rules for public comment set forth in the agenda or Bylaws.
4. During special meetings or public hearings, the School Board may set different rules or time limits for public comments.

##### **C. Other expressive activities during meetings**

1. Public comments during meetings limited to matters relevant to public education and the business of the School Board

At regular School Board Meetings, the School Board accepts public comment during designated sections of the Meeting Agenda. The public comment sections of School Board Meetings are limited public forums for the sole purpose of accepting comments from members of the public relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. The

School Board does not accept other forms of public comment during Meetings or at those times immediately preceding or following a Meeting.

2. Expressive activities during meetings

To maintain decorum and order and conduct the business of the School Board and the School Division during meetings, expressive activities by members of the public in meetings will be limited or prohibited. On any day that a meeting is scheduled to take place, the School Board prohibits certain expressive activity, including but not limited to the following, expressive activities:

- Petitioning, demonstrating, picketing, pamphlet distribution, conducting polls, or solicitation in the Building where the Meeting is taking place
- Displaying or using signs, posters or other items brought into the meeting room that block the view of persons in or observing the meeting or create a safety concern. Possession of such items while in the meeting location will not be prohibited.
- Use of noise making devices
- Use of excessive cheering, booing, clapping, or similar activity that disrupts the meeting, as determined by the Chair or designee.
- Calling out or making comments when not called to address the School Board
- Intimidation, harassment or threats to persons in the meeting or who are entering or departing the meeting or the location of the meeting
- Instigating or attempting to instigate confrontations or other conduct for the purpose of disrupting the meeting
- Other conduct that violates decorum and order as determined by the Chair or designee

3. School Administration Building or other locations for meetings are not open public forums for public expression

The School Administration Building (or another building or location where a meeting is scheduled to take place) its grounds and reserved parking spaces are not open for expressive activities unless a facility use request or application has been approved by the Superintendent or designees. The Superintendent or designees are authorized to designate areas of the School Administration Building (or other building or location for a meeting), the grounds and parking lots that may be considered for facility use request or application. The Superintendent or designee are authorized to develop and implement regulations and/or procedures related to such facility use requests or applications.

**D. Other methods of communicating with the School Board**

The School Board encourages citizens and other interested parties to communicate with the School Board regarding matters related to public education. Due to the limited time scheduled to conduct business and the need to follow approved agenda items, School Board meetings may not be conducive for all forms of communication to the School Board. Persons seeking to communicate with the School Board may contact School Board Members through other methods of communication, including [SchoolBoard@VBCPSBoard.com](mailto:SchoolBoard@VBCPSBoard.com) or email individual School Board Members in addition to those provided at School Board meetings.

This Bylaw does not preclude persons addressing the School Board from delivering the School Board or its Clerk written materials including reports, statements, exhibits, letters, or signed petitions prior to or after a Meeting. While public speakers are addressing the School Board, they may not approach the School Board to hand out

items but will instead be directed to leave items with the Clerk or designee for the School Board to consider after the Meeting.

This Bylaw does not preclude persons called to address the School Board during public comment sections from using a chart, graph or other item during their public comments so long as that item does not interfere with the School Board and other persons observing the Meeting from hearing or seeing the speaker and the item does not create a safety issue or otherwise violate the decorum and order rules. Furthermore, nothing herein shall be interpreted to prohibit members of the public from communicating with the School Board or the School Administration on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division at times other than meetings.

- E.** The Chair with the assistance of the Superintendent or their designees shall preserve decorum and order in the room where the Meeting is taking place and shall decide all questions of decorum and order during the Meeting. School Board Members may vote to overrule the Chair's or designee's decision at the time that the Chair or designee makes the decision. The Chair or designee is authorized to work with the Superintendent, designees, law enforcement and authorized agents to maintain order and decorum prior to the start of, during and immediately after any Meeting.
- F.** The School Administration, law enforcement and authorized agents will have responsibility for maintaining decorum and order outside of the Meeting room and outside of a building where a meeting will be or is taking place.
- G.** No person attending a meeting of the School Board, in any capacity, shall use, or allow to sound, any device in a manner that disrupts the conduct of business within the room in which the School Board or a Committee thereof is meeting. Notice of this restriction shall be posted outside of School Board Meeting Room and on the agenda for any School Board meeting.
- H.** At the request of the Chair or Superintendent or their designees, a city police officer or other law enforcement officer shall act as sergeant-at-arms at all School Board meetings.