



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 Bohenstiel
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

School Board Regular Meeting MINUTES
Tuesday, January 28, 2025

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

- 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. Bohenstiel, 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 Koncinsky, 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. Koncinsky 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

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 2 of 12

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 5th 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.

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 3 of 12

- 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

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 4 of 12

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; 5th 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

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 5 of 12

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 • Nursing Fundamentals • 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.

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 6 of 12

- 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

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 7 of 12

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

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 8 of 12

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

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 9 of 12

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;

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 10 of 12

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 recovery 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,

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 11 of 12

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.

School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
2512 George Mason Drive
Virginia Beach, VA 23456

Tuesday, January 28, 2025
School Board Regular Meeting
Page 12 of 12

- 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