UPDATED 06/13/2025

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Services

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 Proposed Agenda
Monday, June 9, 2025

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, broadcast on VBTV Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/webinar/register/WN_amz8fqc5QW2eKZ7ROqvqHw Call-in (301) 715-8592 ID 891 3410 9638

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@VBCPSboard.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 June 6, 2025.

1. ***Administrative, Informal, and Workshop*** *(School Administration Building #6 – School Board Room)*..... ***4:00 p.m.***
   A. School Board Administrative Matters and Reports
   B. Legislative Update
   C. Summer Programming
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 School Boards Association Art Award
   B. VBCPS Digital Citizenship Winners
   C. VBCPS podcast Winners
   D. Future Business Leaders of America Awards
   E. Area 5 Drill, Athletic and Academic Championship - Green Run High School NJROTC
   F. Outstanding Teacher of the Gifted, Region II
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. May 27, 2025 Regular School Board Meeting Added 06/08/2025

2512 George Mason Drive | P.O. Box 6038 | Virginia Beach, Virginia 23456-0038 www.vbschools.com

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

The School Board will hear public comments at the June 9, 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 June 9, 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. June 9, 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. Policy Review Committee (PRC) Recommendations:
   1. Policy 2-57/Staff Members as Consultants Outside the School Division
   2. Policy 3-67/Environmentally Sustainable Practices
   3. Policy 4-3/Grievances and Grievance Procedures: Teachers
   4. Policy 4-4/Equal Opportunity, Non-discrimination and anti-harassment and Compliance Officers
   5. Policy 4-15/Personnel Records
   6. Regulation 5-52.1/ Cellular Phones and Personal Electronic Communication Devices – Limitation on Use

B. School Board Committee Assignment Modifications for term ending June 30, 2026

C. Updated General Fees Schedule 2025-26

D. Virginia School Boards Association (VSBA) Renewal

13. Return to public comments if needed

14. Consent Agenda

15. Action

A. Personnel Report / Administrative Appointments Updated 06/13/2025

B. Citizens' Advisory Committee Appointments

16. Committee, Organization or Board Reports

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

18. Adjournment

2512 George Mason Drive | P.O. Box 6038 | Virginia Beach, Virginia 23456-0038

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Legislative Update **Item Number:** 1B

Section: Administrative, Informal, and Workshop **Date:** June 9, 2025

Senior Staff: N/A

Prepared by: Legislative Liaisons from Kemper Consulting

Presenter(s): Legislative Liaisons from Kemper Consulting

Recommendation:

That the School Board's legislative liaisons from Kemper Consulting will present a review of the 2025 General Assembly Session.

Background Summary:

N/A

Source:

N/A

Budget Impact:

N/A

Next Steps:

No further action needed.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Summer Programming **Item Number: 1C**

Section: Administrative, Informal, and Workshop **Date: June 9, 2025**

Senior Staff: Danielle E. Colucci, Ed.D., Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning
Lorena Kelly, Ph.D., Executive Director of Elementary Teaching and Learning
Robert Jamison, Executive Director of Student Support Services
Natalie Meiggs, Coordinator of Military Connect Services and Academic Support Programming

Presenter(s): Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Recommendation:

That the School Board receive information regarding updates to the 2025 implementation of summer learning experiences in elementary and secondary to support students with strong instructional support for an effective school opening.

Background Summary:

Virginia Beach City Public Schools will continue to offer several learning opportunities this summer. This presentation is an update of the learning opportunities that will be provided to strengthen student understanding and support an effective school opening.

Source:

N/A

Budget Impact:

Elementary funded through ALL In grant, Title I.

Next Steps:

No further action is needed.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Summer Programming

School Board Workshop

June 9, 2025

Department of Teaching and Learning

2025 Summer Learning Opportunities



Elementary Summer Learning Opportunities

Elementary	ESY Cluster Sites	Additional
July 7-30 **Summer Learning Camp** at select sites (28) **Tutoring funds** provided for schools who do not have Summer Learning Camp (site-based) (26) **Updated Summer Learning Boost Site** July-August (ALL)	**July 7-31** • Fairfield • Holland • Kingston • Malibu • New Castle • Ocean Lakes • Providence • Windsor Woods - FAF/SECEP	**July 7-30** STEM Adventure Camp for current fourth and fifth graders in Title I schools **July 7-30** United Way Enrichment Summer Camp at select Title I schools **August 11-14** “Ready, Set, Kindergarten!” Camp at select Title I schools

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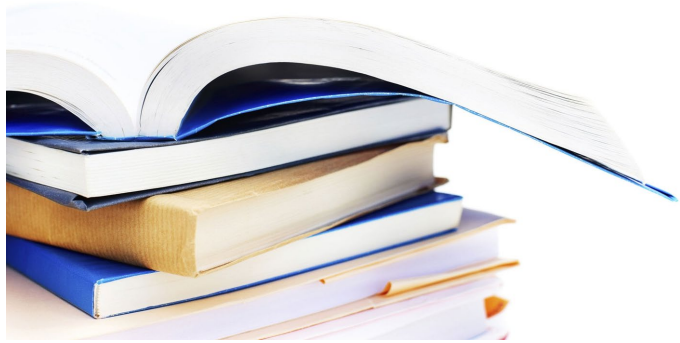
Secondary Summer Learning Opportunities

Repeat Course(s) July 7-July 30

- Larkspur & Lynnhaven MS
- Kellam HS & Kempsville HS
  - ESL support will be provided



SOL Fast Track Tutoring July 7-July 30

- English, Mathematics, Science, History/Social Science/Financial Literacy
- Held at High School Host Sites

First Time Courses June 18-August 5

- Virginia Beach Digital Campus only

Secondary Summer Learning Opportunities

"Step Up" Offerings

July 7-July 30

- MS English and Mathematics

"Boost" Opportunities

June 18-August 5

- Mathematics and Science



Secondary ESY Cluster Sites

July 7-July 31

- Princess Anne HS (middle and high school)
- Renaissance Academy (SECEP)

Summer Learning for Students with Disabilities

General Education Setting

- Many students with disabilities will have the opportunity to participate in the summer programs in the general education setting



Extended School Year (ESY) Services

- Special education and/or related services provided beyond the typical school year
- Part of the IEP process

Summer Support for All Families

Boost Your Child's Learning This Summer!



All PreK-5 students enrolled in VBCPS for the 2024-2025 school year can access **Summer Learning Boost** lessons—fun, engaging activities designed to keep young minds growing all summer long! 📚✨

Scan the QR code to watch a quick video with step-by-step directions on how to get started.

For more details about Summer Learning and Summer School options, visit:
👉 vbschools.com/academics/summerschool

Summer School

Elementary

Middle School

High School



The school division's 2025 Summer School programming will offer opportunities for elementary, middle and high school levels. Summer school opportunities are for students whose parents/guardians are residents of Virginia Beach. The summer school opportunities for Summer 2025 will be different based upon the level and/or option chosen. Please select a level below for information on the school division's 2025 Summer School opportunities.







Elementary School | Middle School | High School

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Closed Session **Item Number:** 2

Section: Closed session **Date:** June 9, 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 1,2, 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. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.
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. School Board Internal Auditor evaluation.
B. Status of student discrimination appeal.
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.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Student, Employee and Public Awards and Recognition **Date: June 9, 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 June 9, 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 School Board Association art award
B. VBCPS Digital Citizenship winners
C. VBCPS podcast winners
D. Future Business Leaders of America awards
E. Area 5 Drill, Athletic and Academic Championship - Green Run High School NJROTC
F. Outstanding Teacher of the Gifted, Region II

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.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Approval of Meeting Minutes **Date:** June 9, 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. May 27, 2025 Regular School Board Meeting*

***Note:** Supporting documentation will be provided to the School Board under separate cover prior to the meeting.

Background Summary:

N/A

Source:

Bylaw 1-40
Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

School Board Services

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Rose M. Dwyer
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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, May 27, 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 4:31 p.m. on the 27th day of May 2025. In addition to Superintendent Robertson, the following School Board Members 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, Ms. Felton, Dr. Green, and Ms. Rogers.

   The following School Board Member attended the meeting via Zoom: Ms. Melnyk (medical/illness).

   A. School Board Administrative Matters and Reports: Chair Brown mentioned the following items: 1) June sign-up sheet for one-to-one meetings with the Superintendent; 2) briefly reviewed the retreat agenda, mentioned an update to the title of one of the presentations to read "Jericho Road"; 3) committee assignment requests to Chair and Vice Chair by June 3, the topic will be on information at the June 9 meeting, and to be voted on at the June 24 meeting under action; 4) reminder of special School Board meeting on June 3 for the Superintendent's evaluation, the meeting will begin at 4:00 p.m.; and 5) adding topic to tonight's agenda regarding summer School Board meeting dates, the meeting dates need to be updated due to the changes approved in Bylaw 1-38.

   B. Strategic School Support Update: Finishing Strong: Matthew Delaney, chief schools officer, provided the School Board an overview of key components of the school support process, how we respond to student needs, considerations to the school support process for the current school year and finish with the action steps taken to close out the school year. Strategic support for schools included continuous improvement plans and collaborative problem-solving approaches. Virginia Beach City Public Schools (VBCPS) categorizes support into universal, targeted, and intensive levels for different schools. School performance and support framework focus on targeted support improvement, increasing AP and dual enrollment opportunities, and creating meaningful work-based learning experiences. The Virginia Literacy Act implementation included student reading plans and evidence-based literacy instruction modules, along with ongoing professional development. Curriculum support included Enhancing teacher clarity of new standards and supporting instruction delivery through coaching and professional development. Several key strategies for supporting schools include analyzing mid-year performance data, identifying targeted areas for enrichment and improvement, differentiating support strategies and resources, implementing remediation plans and expedited retesting, optimizing the impact of All In Tutoring, and deploying central office support staff and reassigning school-based coaches.

The presentation continued with questions and comments regarding literacy; screening; supporting students, SOL testing; middle school Thrive Time; supporting school administrators; classroom observations; military testing, the three Es – enroll, enlist, employ; professional development for teachers; ASVAB (Armed Services Vocational Aptitude Battery) and accreditation; utilization of ASVAB; and career paths for students.

2. ***Closed Session***: At 5:02 p.m., Vice Chair Weems made the following motion, seconded by Mr. Culpepper 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, 2, 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. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.

   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. Discussion of Superintendent's evaluation process.
      B. Complaint concerning student conduct.
      C. Status of pending litigation or administrative cases.
      D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

DRAFT

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0.
Note: Ms. Melnyk had logged off Zoom at 5:03 p.m. and did not participate in the vote.

The School Board recessed into Closed Session at 5:07 p.m.

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

C. Complaint concerning student conduct: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 5:32 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.

Mr. Culpepper made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0.

3. School Board Recess:
Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:33 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 27th day of May 2025. In addition to Superintendent Robertson, the following School Board Members 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, Ms. Felton, Dr. Green, and Ms. Rogers.

The following School Board Member attended the meeting via Zoom: Ms. Melnyk (medical/illness).

6. Moment of Silence followed by the Pledge of Allegiance: After the Pledge of Allegiance, the Old Donation School Chorus sang the National Anthem.

7. Student, Employee and Public Awards and Recognition

A. Virginia Music Educators Association – All-State Band, All-State Chorus, All State Orchestra, Senior Honors Choir; American Choral Directors Association National Honors Choir: The School Board recognized the students selected for prestigious music groups such as the All-State Band, Chorus, Orchestra, and the National Honor Choir. These students had to pass multiple auditions to qualify. Students were recognized by their respective schools, with principals and music directors present. Notable recognitions included students from Cox, Kellam, Landstown, Ocean Lakes, Princess Anne, Salem, and Tallwood high schools.

B. Program of Honor: Honor Band and Honor Orchestra awards: The School Board recognized the school music programs for receiving the Program of Honor Award. The Viriginia Honor Orchestra schools were Kempsville High School, Princess Anne High School, and Salem Middle School. The Virginia Honor Band schools were Cox, Kellam, Kempsville, Ocean Lakes, Princess Anne, Salem, and Tallwood high schools, Landstown Middle School, and Old Donation School.

C. Blue Ribbon Schools – Music: Schools were honored as Blue Ribbon Schools for exceptional commitment to music education, with staff members from various schools recognized for their contributions. The School Board recognized the following schools Brandon, Corporate Landing, Greak Neck, Landstown, Plaza, Princess Anne, and Salem middle schools and Old Donation School. The following high schools were recognized Cox, Green Run, Kempsville, Ocean Lakes, Princess Anne, and Salem.

D. Percussion Ensemble, Virginia Music Educators Association Conference Performance: The School Board recognized the students and staff from the Tallwood High School Percussion Ensemble for performing at the 2024 VMEA Conference Performance.

E. Participation in Pearl Harbor Memorial Parade and Ceremony: The School Board acknowledged the staff and students from the Salem High School VPAA vocal and instrumental programs for participating in the Pearl Harbor Memorial Parade and Ceremony.

F. Virginia Marching Band Cooperative Champions: The School Board recognized the Fabulous Marching Cavaliers, who won the Class 2A Virginia Marching Band Cooperative State Championship. This is the fifth state championship the band has won in the past six years.

G. Best Communities for Music Education – Virginia Beach City Public Schools (VBCPS): Virginia Beach City Public Schools has once again been named a "Best Community for Music Education - 2025" by the National Association of Music Merchants Foundation. This is the 16th year VBCPS has been awarded this designation.

8. Adoption of the Agenda: Chair Brown mentioned following modification – add the 2025-2026 Schedule of Meetings to the Action agenda, Item #15H. Chair Brown called for any other modifications to the agenda. Hearing none, Chair Brown called for a motion to approve the agenda as presented and modified. Vice Chair Weems made the motion, seconded by Ms. Dwyer. There was a discussion from School Board Members regarding not approving the agenda and their reasons for not approving the agenda. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were six (6) ayes in favor of motion to approve the agenda as presented and modified: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were five (5) nays opposed to the motion to approve the agenda as presented and modified: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 6-5-0.

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

Superintendent's Report: Superintendent Roberston shared the following information: 1) Naman Chowdhary, a senior from the International Baccalaureate program, became a semifinalist in the 2025 United States Presidential Scholars Program, being the only student from Hampton Roads to achieve this honor. He plans to study neuroscience and financial engineering at Princeton University.; 2) Bella Gonzalez, cafeteria manager at New Castle Elementary, received the "Tyson K-12 Hunger Heroes" award, recognized for her contributions to the school community, including starting a culinary club and celebrating student birthdays

with a special cart.; 3) The 16th annual STEM Trifecta Challenge on May 14 showcased student teams competing in various STEM-related challenges and included a career fair with over 25 industry representatives.; 4) The Office of Career and Technical Education held a Letter of Intent Signing Day on May 21 at the Advanced Technology Center. We honored about 50 students for their commitments to the workforce and enlistment in the military.; 5) The Department of Human Resources hosted successful hiring events this spring to support staffing efforts for the 2025-2026 school year. The Educator Hiring Expo was held at Landstown High School on March 29 and the School Support Hiring Expo took place on May 3 at Bayside High School.; and 6) More than 100 elementary school athletes with intellectual disabilities from across VBCPS participated in the Little Feet Meet on April 29 at Salem High School. In this Special Olympics event, students competed in various track and field events accompanied by hundreds of peer buddies, parents, staff and volunteers.

Administrative Recognitions: Superintendent Robertson introduced the following appointments, which were approved at the May 13, 2025, School Board Meeting: Dawn P. Vang, assistant principal, John B. Dey Elementary School, as principal of Pembroke Elementary School, and Julie L. Spencer, technical services support supervisor, Department of Technology, as coordinator, customer support and quality assurance, Department of Technology.

10. Approval of Meeting Minutes

A. May 6, 2025 Special School Board Meeting: Chair Brown called for any modifications to the May 6, 2025, special School Board Meeting minutes as presented. Hearing none, Chair Brown called for motion to approve the May 6, 2025, minutes as presented. Mr. Callan made the motion, seconded by Ms. Dwyer. 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 May 6, 2025, minutes as presented. The motion passed unanimously, 11-0-0.

B. May 13, 2025 Regular School Board Meeting: Chair Brown called for any modifications to the May 13, 2025, regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for motion to approve the May 13, 2025, minutes as presented. Ms. Dwyer 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 May 13, 2025, minutes as presented. The motion passed unanimously, 11-0-0.

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

There were eighteen (18) in-person speakers (including for (4) student speakers) and one (1) online speaker. The topics included DEI; support and resources for students; pathways for students; school a safe place for students; student rights; prioritize education; equity and equality; Recovery School; diversity; environmental studies students; April 8 Resolution; fairness and justice; parental rights; Policy 5-4; cellphone policy; strategic framework; every student is supported; Executive Order; loss of funding; rigorous coursework; Tri-Campus option 2; equity plan; and high quality education.

The Public Comments concluded at 7:73 p.m.

12. Information

A. Interim Financial Statements – March and April 2025: Daniel Hopkins, director, Office of Business Services, presented financial information to the School Board for the period ending April 30, 2025. The overall revenue trends are acceptable as of April 30th, with federal revenues showing a favorable trend, including approximately $14.0 million in Impact Aid payments year-to-date. The Governor approved the Direct Aid Budget, which includes $6.5 million for bonuses to be paid in June following Board approval. While other revenue sources are favorable, they are down by about $500,000 from last year, primarily

due to Stop Arm Enforcement Program. Sales tax receipts are approximately $500,000 higher than the same time last year, and expenditures remain acceptable at this point in the fiscal year.
There was brief discussion regarding the staff bonuses; if approved, the timeline for employees receiving the bonus.

B. Citizens' Advisory Committee Appointment Recommendations: Recommended that the School Board approves appointments to Citizens' Advisory Committees for a three-year term beginning July 1, 2025 and ending June 30, 2028 reflecting the outcome of School Board discussion of applications as personnel matters during a closed meeting on May 13, 2025, and the School Board will vote to approve citizen members during a June School Board meeting 2025. Chair Brown read the following recommendations:

CITIZEN ADVISORY COMMITTEE FOR GIFTED EDUCATION:
Frances Knight-Thompson - Landstown; Melinda Krakow – Cox; Ross Kremers – Cox; Hiral Patel - Bayside
SPECIAL EDUCATION ADVISORY COMMITTEE:
Marina Brakeman; Lesly Lancaster
GENERAL ADVISORY COUNCIL FOR TECHNICAL AND CAREER:
Joseph Frommelt; Hunt Gall; Brian McIntyre; Earline Rocks
SCHOOL HEALTH ADVISORY COMMITTEE:
Lesly Lancaster

A discussion followed regarding application received for other schools; suggested to open the application process again in September; plan to advertise more in order to receive more applications; recruiting for vacancies; and to notify the School Board when the application is open so they can help share the information with the community.

C. Salary Resolution Regarding FY 2025-26: Crystal Pate, chief financial officer, presented the School Board two Salary Resolutions for FY 2025-2026. The first option included a 2% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale, and a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase. The second option included a 3% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale, and a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase.

The presentation continued with questions and comments regarding the salary resolutions; suggested to decide which option to vote on during Action; funds available for salaries; clarification on the percentage of salary increases; and consensus for voting on the second option for the salary resolution.

13. ***Return to public comments if needed:*** As noted under Agenda Item #11, the Public Comments concluded at 7:37 p.m.

14. ***Consent Agenda:*** Chair Brown read the following items on the Consent Agenda:

A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board approve Policy Review Committee (PRC) recommendations regarding the amendment of certain policies as recommended by the PRC at its April 23, 2025 meeting.

1. Policy 3-8/Small, Women-owned, Service Disable Veterans and Minority-Owned Business Participation in School Division Procurements: The PRC recommends updating the Legal References.
2. Policy 3-32/Emergency/Small/ Sole Source Purchases: The PRC recommends updating the name of the department head to Director of Purchasing, changing "purchasing authority" to "requestor", and updating the Editor's Note.
3. Policy 5-10/Admissions Requirements: There are no recommended changes for this policy.
4. Policy 6-73/Testing and Assessment: There are no recommended changes for this policy.

B. College Park Elementary School RTU Repairs: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Comfort Systems of Virginia, Inc for the College Park Elementary School RTU Repairs in the amount of $4,265,885.

C. Bayside Middle School Foundation Repair, Phase II: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA, Inc for the Bayside Middle School Foundation Repair Phase II in the amount of $534,000.

D. Kempsville Middle School Foundation Repair, Phase I: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA, Inc for the Kempsville Middle School Foundation Repair, Phase I in the amount of $528,800.

E. Salem High School HVAC Replacement: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with E&P Electrical Contracting Co., Inc for the Salem High School HVAC Replacement in the amount of $510,490.

F. Division Literacy Plan: Recommended that the School Board approve the Division Literacy Plan as mandated by the Virginia Literacy Act (VLA).

G. Federal Grant Applications: Recommended that the School Board approve the administration intent to apply for the following federal grants for the 2025-2026 school year.

- Title I, Part A – Improving Basic Programs Operated by Local Educational Agencies (LEA)
- Title I, Part D – Prevention and Intervention Programs for Children and Youth Who Are Neglected, Delinquent, or At-Risk
- Title II, Part A – Preparing, Training, and Recruiting High Quality Teachers and Principals
- Title III, Part A – Language Instruction for English Learners and Immigrant Students
- Title IV, Part A – Student Support and Academic Enrichment Grants

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. Mr. Culpepper made the motion, seconded by Mr. Callan. Chair Brown called for the vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Consent Agenda as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) nay opposed to the motion to approve the Consent Agenda as presented: Ms. Melnyk. The motion passed, 10-1-0.

15. Action

A. Personnel Report / Administrative Appointments: Chair Brown called for a motion to approve the May 27, 2025, personnel report and administrative appointments. Ms. Dwyer made the motion, seconded by Mr. Bohenstiel, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on May 27, 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 May 27, 2025, personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

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Superintendent Robertson mentioned the following appointments: James E. Daub, assistant principal, Princess Anne Elementary School, as principal of Luxford Elementary School; Sara L. Mendez, assistant principal, College Park Elementary School, as principal of Shelton Park Elementary School; Leslie L. Ittner, Ph.D., principal, Plaza Middle School, as principal of Ocean Lakes High School; Leah M. G. Nelson, assistant principal, Frank W. Cox High School, as principal of Kellam High School; Tamika D. Singletary-Johnson, Ed.D., principal, Larkspur Middle School, as principal of Kempsville High School; Anthony Smith, assistant principal, Oscar Smith High School, Chesapeake Public Schools, as director, alternative education, Renaissance Academy; Tasha L. Wearren, coordinator, business and information technology, Department of Teaching and Learning, as director of Advanced Technology Center; and Alyson D. Szykuc, special education program specialist, Norfolk Public Schools, as coordinator, special education, Office of Programs for Exceptional Children.

B. Strategic Framework:

1. Changes to *Compass to 2025*: Chair Brown called for a motion to approve the changes to *Compass to 2025* as presented. Mr. Callan made the motion, seconded by Vice Chair Weems. A discussion followed regarding the motion; voting no to the motion; *Compass to 2025* expiring in a few weeks; strategic plan, Policy 5-4, how will affect students and families; *Compass to 2025 and 2030* in align with resolution and Executive Order; implementation of *Compass to 2030*; and number of goals in each.

   Mr. Culpepper made the following motion, to remove *Compass to 2025* and make *Compass to 2030* effective tomorrow (May 28, 2025). Ms. Dwyer seconded the motion. A discussion followed regarding the motion; how will it effect the teachers in the classroom; few weeks left of school; instruction based on current strategic plan; cannot support motion; impact on day-to-day operations; educational excellence; strategic framework; and key academic measures. After the discussion, Mr. Culpepper rescinded the motion and Ms. Dwyer concurred. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion from Mr. Culpepper to rescind. The motion passed unanimously, 11-0-0.

   A discussion continued regarding the original motion to approve the changes to *Compass to 2025* as presented; good work and guidance from *Compass to 2025*; educational excellence; and VBCPS as a high performing school district. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the motion to approve the changes to *Compass to 2025* as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were five (5) nays opposed to the motion to approve the changes to *Compass to 2025* as presented: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 6-5-0.

2. Changes to *Compass to 2030*: Chair Brown called for a motion to approve the changes to *Compass to 2030* as presented. Ms. Dwyer made the motion, seconded by Mr. Culpepper. A discussion followed regarding *Compass to 2030*; disappointed with changes; students' First Amendment rights; cannot support changes; language of "wide range" in document; diverse learning experiences for students; understanding of diversity; and quality education. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the motion to approve the changes to *Compass to 2030* as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were five (5) nays opposed to the motion to approve the changes to *Compass to 2030* as presented: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 6-5-0.

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C. Tri-Campus Planning: Chair Brown called for a motion to approve Option 1 – two (2) Pre-K through 5th grade schools for the reconfiguration of the Tri-Campus schools. Mr. Culpepper made the motion, seconded by Ms. Dwyer. A discussion followed regarding Option 1; community survey and input, did not want Option 1; community input versus agenda planning; support for the option which has the majority vote; comparison to the salary resolution; and motion made to open discussion on the floor. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) nays opposed to the motion to approve Option 1 – two (2) Pre-K through 5th grade schools for the reconfiguration of the Tri-Campus schools: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There was one (1) abstention: Mr. Bohenstiel. The motion failed, 0-10-1.

Chair Brown called for a motion to approve Option 2 – one (1) Pre-K through 1st grade school and one (1) 2nd through 5th grade school for the reconfiguration of the Tri-Campus schools. Ms. Rogers made the motion, seconded by Ms. Dwyer. A discussion followed regarding Option 2; support for the option; community input and listening to the community; thankful for the community input; unique needs of the district, Tri-Campus working well developmentally for students; Title I middle school; and an updated learning environment for B.F. Williams students. 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 Option 2 – one (1) Pre-K through 1st grade school and one (1) 2nd through 5th grade school for the reconfiguration of the Tri-Campus schools: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There was one (1) abstention: Mr. Bohenstiel. The motion passed, 10-0-1.

D. FY 2025-2026 Amended Budget Resolutions

1. Operating Budget FY 2025-2026 Resolution: Chair Brown called for a motion to approve the FY 2025-26 Operating Budget Resolution. Dr. Green made the motion, seconded by Vice Chair Weems. Vice Chair Weems read the following resolution:

Amended School Operating Budget for FY 2025/26

WHEREAS, the School Board of the City of Virginia Beach approved the FY 2025/26 School Board Proposed Operating Budget on March 11, 2025; and

WHEREAS, the budget amendments adopted by the 2025 General Assembly Conference Budget adopted its final changes for the 2024-2026 Biennium affecting Pre-K-12 Public Education; and

WHEREAS, Governor Youngkin signed the amended Virginia State Budget on May 2, 2025, providing additional state funds to the School Board of the City of Virginia Beach in the amount of $13,585,069; and

WHEREAS, the FY 2025/26 School Board Proposed Operating Budget was adopted by City Council on May 13, 2025; and

WHEREAS, the City of Virginia Beach has previously appropriated $13,865,458 for the School Board Proposed Operating Budget as part of the approved FY2025/26 budget, and an additional appropriation is necessary in the amount of $2,694,929 from the City of Virginia Beach for additional state money received for Special Ed Add-on; and

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WHEREAS, the School Board of the City of Virginia Beach has a need to complete the new phone system replacement at remaining locations to improve communication infrastructure and operational efficiency, and the Cell Tower has available fund balance that can be allocated to support this upgrade; and

WHEREAS, the School Board of the City of Virginia Beach anticipates an increase in Athletic Fund revenues as a result of recently approved ticket price increases for athletic events, and the appropriation will support an increased coaching supplement; and

WHEREAS, the Green Run Collegiate Charter School has reduced staffing through the elimination of a position, and an adjustment is necessary to decrease the appropriation to the Green Run Collegiate Charter School to align with the revised expenditure needs; and

WHEREAS, appropriations of funds must be approved by the City Council prior to the expenditure of funds by the School Board of the City of Virginia Beach, and

NOW, THEREFORE, BE IT

RESOLVED: that the School Board of the City of Virginia Beach requests an additional appropriation of $2,694,929 from the City Council of Virginia Beach for the School Board Operating Budget in addition to previously appropriated $13,865,458 on May 13, 2025; and be it

FURTHER RESOLVED: these funds will be used to provide additional special education support, a 1% increase above the 2% increase previously approved to the Instructional Experience-Based Step Pay Scale entry-level salary, and additional PAYGO funding; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests an additional appropriation of $1,953,127 from the available fund balance of the Cell Tower Fund in support of the new phone system replacement implementation at remaining locations; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests an additional appropriation of $162,100 from the anticipated increase in Athletic Fund revenues, resulting from approved ticket price increases for athletic events, with all additional funds designated to support coaching supplements; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests a decrease in the amount of $56,356 into the Green Run Collegiate Charter School Fund due to a position reduction; and be it

FURTHER RESOLVED: that the School Board of the City of Virginia Beach approves and affirms the necessary appropriation and recommended uses of these funds; and be it

FINALLY RESOLVED: That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 27th day of May 2025.

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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 FY 2025-26 Operating Budget Resolution. The motion passed unanimously, 11-0-0.

2. Capital Improvement Program FY 2025-26 through FY 2030-31 Resolution: Chair Brown called for a motion to approve the Capital Improvement Program FY 2025-26 through FY 2030-31 Resolution. Ms. Dwyer made the motion, seconded by Mr. Cummings. Vice Chair Weems read the following resolution:

Amended Capital Improvement Program for FY 2025/26 - FY 2030/31
Budget Resolution

WHEREAS, the mission of Virginia Beach City Public Schools, in partnership with the entire community, is to empower every student to become a life-long learner who is a responsible, productive, and engaged citizen within the global community; and

WHEREAS, the School Board of the City of Virginia Beach has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

WHEREAS, the primary funding sources for the Capital Improvement Program (CIP) are charter bonds, public facility revenue bonds, and reversion funding; and

WHEREAS, the City/School Revenue Sharing Policy provides 46.75% of certain general fund revenues to meet obligations of the School Board of the City of Virginia Beach; and

WHEREAS, the City/School Revenue Sharing Policy allocates funds first to Debt Service, while the balance is used for the Operating Budget and the CIP; and

WHEREAS, an additional $4,954,741 from the originally approved budget will be allocated in the form of Schools' Pay-As-You-Go (PAYGO) funding with a corresponding reduction in authorized but unissued Public Facility Revenue Bonds; and

WHEREAS, the School Board has comprehensively reviewed all sources of funding, projected various scenarios and prioritized the needs of the Operating and CIP budgets; and

WHEREAS, total project cost/new construction amounts are partly based on 2023 Educational Specifications, post 30% design, created with School Board input; and

WHEREAS, 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; and

WHEREAS, new construction projects will not go out for bid without School Board approval separate from this CIP; and

NOW, THEREFORE, BE IT

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RESOLVED: That the School Board of the City of Virginia Beach adopts a CIP program of $870,409,239 (as shown on the attached School Board Funding Summary and Project Summary dated May 27, 2025), and be it

FINALLY RESOLVED: That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 27th day of May 2025.

Chair Brown mentioned voting for the CIP; does not agree with certain aspects of the CIP; agrees with increasing PAYGO; and will support the resolution. 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 Capital Improvement Program FY 2025-26 through FY 2030-31 Resolution: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There was one (1) nay opposed to the motion to approve the Capital Improvement Program FY 2025-26 through FY 2030-31 Resolution: Vice Chair Weems. The motion passed, 10-1-0.

3. FY 2024-2025 Bonus Resolution: Chair Brown called for a motion to approve the FY 2024-2025 Bonus Resolution. Vice Chair Weems made the motion, seconded by Mr. Culpepper. Vice Chair Weems read the following resolution:

FY 2024/25 Bonus Resolution

WHEREAS, the FY 2024/25 Operating Budget was adopted by the City Council on May 14, 2024; and

WHEREAS, the City of Virginia Beach's adopted Budget Ordinance appropriated funds to the School Board of the City of Virginia Beach; and

WHEREAS, the Budget Amendments Adopted by the 2025 General Assembly Conference Budget for the 2024-2026 Biennium affecting Pre-K-12 Public Education includes a provision for one-time bonus payments to promote retention among instructional and support positions in public education across the Commonwealth; and

WHEREAS, Governor Youngkin signed the amended Virginia State Budget on May 2, 2025; providing additional state funds to the School Board of the City of Virginia Beach in the amount of $6,584,326; and

NOW, THEREFORE, BE IT

RESOLVED: these funds will be used to provide a one-time bonus of $650 to all full-time equivalent employees as of June 1, 2025 and be it

FURTHER RESOLVED: that the School Board of the City of Virginia Beach approves and affirms the necessary recommended uses of these funds; and be it

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FINALLY 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 27th day of May 2025.

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 FY 2024-2025 Bonus Resolution. The motion passed unanimously, 11-0-0.

E. Salary Resolution FY 2025-2026: Chair Brown called for a motion to approve the Salary Resolution for FY 2025-26 (Option 2). Ms. Dwyer made the motion, seconded by Mr. Culpepper. Vice Chair Weems read the following resolution:

SALARY RESOLUTION
May 27, 2025

WHEREAS, the mission of the Virginia Beach City Public Schools, in partnership with our entire community, is to ensure that each student is empowered with the knowledge and skills necessary to meet the challenges of the future; and

WHEREAS, the School Board has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

WHEREAS, the proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale; and

WHEREAS, the proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase; and

WHEREAS, the Alphabetical Listing of Instructional Positions, Instructional Experience-Based Step Pay Scale, Unified Experience-Based Step Pay Scale, Part-time Temporary Hourly Rates, Table of Allowances, High School Department Chairs, Non-Athletic Supplements, Athletic Supplements and Student Activity Rates titled below and as shown in the attachments are approved and will be effective as shown below; and

WHEREAS, the percentage of compensation increases, and the effective dates of the increases are shown below:

- Attachment A - Alphabetical Listing of Instructional Positions (7/1/25).
- Attachment B - Instructional Experience-Based Step Pay Scale (7/1/25).
- Attachment C - Unified Experience-Based Step Pay Scale (7/1/25).
- Attachment D - Part-time Temporary Hourly Rates (7/1/25).
- Attachment E - Table of Allowances (7/1/25).
- Attachment F - High School Department Chairs Supplements (7/1/25).
- Attachment G - Non-Athletic and Athletic Supplements (7/1/25).
- Attachment H - Student Activity Rates (7/1/25).

NOW, THEREFORE, LET IT BE

RESOLVED: That the School Board of the City of Virginia Beach adopts the Salary Scales, and the compensation increases as outlined in this resolution and attachments.

Adopted by the School Board of the City of Virginia Beach this 27th day of May 2025.

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 Salary Resolution for FY 2025-26 (Option 2). The motion passed unanimously, 11-0-0.

F. Budget Transfers: Chair Brown called for a motion to approve the budget transfers as presented. Ms. Dwyer 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 to approve the budget transfers as presented. The motion passed unanimously, 11-0-0.

G. Policy Review Committee (PRC) Recommendations:

1. Policy 5-4/Educational Equity: Chair Brown called for a motion to approve Policy 5-4, as presented. Mr. Culpepper made the motion, seconded by Ms. Dwyer. A discussion followed regarding the policy; Bylaw 1-32 and following procedures. Ms. Rogers made the following motion, to send Policy 5-4 back to the Policy Review Committee (PRC). Ms. Dwyer seconded the motion. A discussion followed regarding the April 8 resolution, providing direction, and complying with timeline; bylaws; recommendations to the School Board; Bylaw 1-32, Section A and Section C; and following bylaws. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were five (5) ayes in favor of the motion to send Policy 5-4 back to the PRC: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There were six (6) nays opposed to the motion to send Policy 5-4 back to the PRC: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. The motion failed, 5-6-0.

   A discussion continued regarding the original motion; cannot support changes to Policy 5-4; and following bylaws. Chair Brown stated an amendment to Policy 5-4, and made the following motion, to amend Policy 5-4, under Section A. Purpose, to add a first sentence to read, "*The School Board values the diversity in our students, families, staff, and volunteers."* Ms. Dwyer seconded the motion. A discussion followed regarding the motion; genuine work done to policy; collaborative partner in the process; and cannot support. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were five (5) ayes in favor of the motion to amend Policy 5-4, under Section A. Purpose: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were six (6) nays opposed to the motion to amend Policy 5-4, under Section A. Purpose: Mr. Bohenstiel, Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion failed, 5-6-0.

   A discussion continued regarding the original motion; importance of equity; work hard for all students; concerns change not thought through; don't know the effects of the policy change; how the school district will adapt; equity policy; suggestion for definitions in Policy 5-4; educational inequities; students need resources to thrive; measurable rubrics; and assessments.

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Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the motion to approve Policy 5-4, as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel; Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were five (5) nays opposed to the motion to approve Policy 5-4, as presented: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 6-5-0.

H. 2025-2026 Schedule of School Board Meetings: Note, item was added during the Adoption of the Agenda. See Agenda Item #8.
Chair Brown called for a motion to approve the 2025-2026 schedule of School Board Meetings. Ms. Dwyer made the motion, seconded by Vice Chair Weems. Without 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 2025-2026 schedule of School Board Meetings: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) nay opposed to the motion to approve the 2025-2026 schedule of School Board Meetings: Ms. Melnyk. The motion passed, 10-1-0.

16. ***Committee, Organization or Board Reports:*** Ms. Melnyk mentioned the last meeting for Governor's School for the Arts and SECEP are scheduled for May 28 and following up with the School Board. Chair Brown mentioned the sign-up list for June one-to-one meetings with the Superintendent.

17. ***Return to Administrative, Informal, Workshop or Closed Session matters:*** At 9:22 p.m., Vice Chair Weems made the following motion, seconded by Ms. Dwyer, that 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, 2, 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. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.

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. Discussion of Superintendent's evaluation process.
B. Complaint concerning student conduct.
C. Status of pending litigation or administrative cases.
D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Brown called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. Note: Ms. Melnyk was attending the meeting via Zoom and did not vote. Mr. Culpepper was not present in the School Board Chamber when the vote was taken.

The School Board recessed into Closed Session at 9:31 p.m.

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

Note: Ms. Rogers recused herself and was not present during the beginning of the Closed Session.

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

Ms. Rogers joined the Closed Session at 9:33 p.m.

A. Discussion of Superintendent's evaluation process: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 10:08 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. Dwyer made the motion, seconded by Mr. Bohenstiel. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green and Ms. Rogers.
Note: Mr. Culpepper was not present in the School Board Chamber during the vote.

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

Respectfully submitted:

_____
Regina M. Toneatto, Clerk of the School Board

Approved:

_____
Kathleen J. Brown, School Board Chair

DRAFT

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Policy Review Committee Recommendations **Item Number:** 12 A1-5

Section: Information **Date:** June 9, 2025

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Carolyn Weems, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board review Policy Review Committee (PRC) recommendations regarding the amendment of certain policies as recommended by the PRC at its May 21, 2025 meeting.

Background Summary

1. **Policy 2-57 Staff Members as Consultants Outside the School Division** – the PRC recommends specifying the type of leave that must be used when an employee takes time off to consult for another organization.

2. **Policy 3-67 – Environmentally Sustainable Practices** – the PRC recommends removing language that requires the School Division to design new construction to LEED standards and other minor formatting changes.

3. **Policy 4-3 Grievances and Grievance Procedures: Teachers** – the PRC recommends minor scrivener's changes.

4. **Policy 4-4 Equal Employment Opportunity, Non-discrimination and anti-harassment and Compliance Officers** – the PRC recommends including updating the language to align with the language in the Virginia Human Rights Act, updating address information throughout the policy.

5. **Policy 4-15 Personnel Records** – the PRC recommends updating the list of documents that are to be maintained in the official personnel file, rewording language for clarity, and minor scrivener's changes.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.
Policy Review Committee Meeting May 21, 2025

Budget Impact:

None.

Next Steps:

These policies will be on the June 24, 2025 School Board Consent Agenda for approval.

ADMINISTRATION

Staff Members as Consultants Outside the School Division

With the approval of the Superintendent, staff members may use ~~leave time~~annual leave to do private consulting. Private consulting work will not be done on School Division time or with the use of School Division facilities, equipment, computers systems or materials. Staff members are responsible for confirming that the consulting work is not a violation of the Virginia Conflict of Interests Act.

Legal Reference

Code of Virginia § 2.2-3100, *et seq*., as amended. Virginia State and Local Government Conflict of Interests Act.

Adopted by School Board: October 20, 1992
Amended by School Board: December 3, 2013
Amended by School Board: October 29, 2020

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti

Marneta Trotman 6/4/2025

Cheryl R. Woodhouse

6/5/2025

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Environmentally Sustainable Practices

A. Generally

The School Board recognizes the critical importance of environmental sustainability in today's changing world and is committed to fostering the principles of environmental, economic, and social stewardship by encouraging ~~through~~ the incorporation of sustainable practices throughout the School Division.

B. Purpose

The intent of this Policy is to provide a healthful learning/working environment which contributes to reducing emissions, protecting, conserving, and enhancing the nation's environmental resources while providing long-term savings to taxpayers through lower operating costs.

C. Sustainability Provisions

The School Board will encourage the following sustainability practices throughout the School Division:

~~1. Require that all School Division new construction projects and major modernization/renovation projects be designed and constructed to a minimum LEED (Leadership in Energy and Environmental Design) Certified or equal.~~

~~2.~~1. Minimize the amount of School Division waste sent to the landfill through the continuation of a division wide recycling program including but not limited to all school building, administration, and support facilities.

~~3.~~2. Heighten awareness about the importance of environmental sustainability throughout the School Division through the curriculum and the promotion of environmental programs and sustainability initiatives.

~~4.~~3. Promote the use of "Green Seal" certified, or equivalent, cleaning products in conjunction with sustainable cleaning practices throughout the School Division.

~~5.~~4. Reduce division wide emissions through the use of innovative energy management practices such as Performance Contracting and Solar Power Purchase Agreements, while developing programs that monitor and regulate energy consumption.

~~6.~~5. Purchase Energy Star rated appliances and electronics when possible.

~~7.~~6. Continue the no-idle policy for school buses while encouraging the purchase of low emission vehicles for all fleet transportation.

~~8.~~7. Continue the implementation of a Building Maintenance Plan that is committed to addressing indoor environmental quality in a proactive manner.

~~9.~~8. Specify, as a minimum, 30% recycled content paper in lieu of standard office paper for all purchases.

~~10.~~9. Incorporate methods to reduce paper consumption and save energy by: electronic filing, two-sided copying, web-based conferencing, and the transfer of data via online portals.

~~11.~~10. Continue to promote the use of low impact fertilizers and Pest Management Controls.

Adopted by the School Board: February 17, 2009
Amended by School Board: June 8, 2010
Scrivener's Amendments: September 11, 2014
Amended by School Board: February 8, 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti

06/02/2025

Jack Freeman, Chief Operations Officer Date

Cheryl R. Woodhouse 6/3/2025

Cheryl R. Woodhouse, Chief of Staff Date

PERSONNEL

Grievances and Grievance Procedures: Teachers

The School Board will provide an orderly and timely procedure for resolving disputes and recommendations for dismissal or other disciplinary action regarding teachers.

A. Grievability

1. Determination of Grievability

   Decisions regarding ~~whether or not~~whether a matter is grievable shall be made by the School Board at the request of the School Administration or the grievant and such decision shall be made within ten (10) business days of such request. The School Board shall reach its decision only after allowing the School Administration and the grievant the opportunity to present written or oral argument regarding grievability. The decision as to whether the arguments shall be written or oral shall be in the discretion of the School Board. Substantial compliance with the grievance procedures shall not be grievable and the Superintendent or designee is authorized to make the determination whether the grievant has substantially complied with the grievance procedures. If the grievant alleges that the School Administration has failed to substantially comply with the grievance procedures, the matter will be referred to legal counsel to determine whether the School Administration has substantially complied. Legal counsel will advise the School Board regarding the alleged failure to ~~comply~~comply, and the School Board will make a determination regarding whether the failure to comply entitles the grievant to proceed to the next grievance step.

B. Election of Hearing Before a Hearing Officer or School Board

Upon the appeal of a Part II grievance by any employee or the appeal of a Part III grievance by a teacher, the School Board elects that all such appeals shall be heard first by a hearing officer. At its sole discretion, the School Board may elect to hold a hearing for any such appeal without having a hearing officer first hear the appeal and make a written recommendation to the School Board.

Legal Reference

Code of Virginia § 22.1 306, as amended. Definitions.

Code of Virginia § 22.1 308, as amended. Grievance procedure.

Code of Virginia §22.1- 311, as amended. Hearing before school board or hearing officer.

Code of Virginia § 22.1 314, as amended. Decision of school board; issue of grievability; appeal.

Virginia Board of Education Regulations 8VAC20-90 *et seq.*, as amended. Procedure for Adjusting Grievances.

Adopted by School Board: July 19, 1973
Amended by School Board: February 19, 1974
Amended by School Board: August 23, 1974
Amended by School Board: September 16, 1975
Amended by School Board: November 16, 1976
Amended by School Board: August 21, 1979
Amended by School Board: October 18, 1983
Amended by School Board: June 18, 1985
Amended by School Board: May 17, 1988
Amended by School Board: November 15, 1988
Amended by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: July 13, 1993 (Effective August 14, 1993)
Amended by School Board: March 19, 2002
Amended by School Board: February 4, 2003
Amended by School Board: October 15, 2013
Amended by School Board: October 18, 2016
Amended by School Board: June 23, 2020

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti

Marnita Frotman

6/4/2025

Cheryl R. Oldhorse

6/5/2025

PERSONNEL

Equal Employment Opportunity, Non-discrimination and anti-harassment and Compliance Officers

A. Purpose

The School Board is committed to maintaining an environment that is free from discrimination and harassment based on race, color, religion, ethnic or national origin, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability, genetic information or veteran status. Employees are expected to conduct themselves in a manner built on mutual respect, to understand and appreciate differences, and to treat all persons fairly and with respect and courtesy. The School Board directs the Superintendent to take prompt and appropriate action to investigate and resolve all complaints made under this Policy and to publish and provide training regarding this Policy and any supporting regulations.

B. Equal Employment Opportunity

The School Board is an equal opportunity employer and is committed to hiring and retaining qualified individuals. Accordingly, all recruiting, hiring and promoting for all job classifications, rates of pay or other forms of compensation, all employment actions or conditions of employment are made without regard to race, color, religion, ethnic or national origin, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability, genetic information or veteran status or any other basis protected by applicable federal, state or local law or regulation except where such categories are bona fide occupational qualifications.

C. Employee Compliance

School Board employees will comply with this Policy and with any regulations promulgated by the Superintendent to ensure that this Policy of non-discrimination and non-harassment is implemented. The Superintendent is directed to take appropriate actions ~~with regard to~~regarding any employee who fails to comply with this Policy and supporting regulations including discipline up to and including dismissal from employment.

D. Compliance Officers

Any employee or applicant for employment who experiences or perceives discrimination and/or harassment under this Policy should report the complaint to the below listed designated contacts who handle compliance with this Policy.

1. **Title VI of the Civil Rights Act (race) and Title IX of the Education Amendments of 1972 (sex discrimination) regulations for personnel** employment policies and practices - Chief Human Resources Officer,

2512 George Mason Drive, Building 6 ~~Room 122~~, Municipal Center, Virginia Beach, Virginia 23456, telephone (757) 263-1133, facsimile (757) 263-1081.

2. **Title VI of the Civil Rights Act (race) and Title IX of the Education Amendments of 1972 (sex discrimination) regulations for student programs** - Director of the Office of Student Leadership, ~~Laskin Road Annex~~Plaza Annex, ~~1413 Laskin Road~~641 Carriage Hill Road, Virginia Beach, Virginia ~~23451~~23452, telephone (757) 263-2020, facsimile (757) 263-2022.

3. **Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1974-(disability discrimination) for personnel** - Chief Human Resources Officer, 2512 George Mason Drive, Building 6 ~~Room 122~~, Municipal Center, Virginia Beach, Virginia 23456, telephone (757) 263-1133, facsimile (757) 263-1081.

4. **Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act, and the Individuals with Disabilities Act (disability discrimination) for students** - Director of Student Support Services, Plaza Annex, 641 Carriage Hill Road, Virginia Beach, Virginia 23452, (757) 263-1980, facsimile (757) 493-5437 or Director of the Office of Programs for Exceptional Children, ~~Laskin Road~~Plaza Annex, ~~1413 Laskin Road~~641 Carriage Hill Road, Virginia Beach, Virginia ~~23451~~23452, telephone (757) 263-2400, facsimile (757) 263-2067.

Complaints may also be filed directly with the United States Department of Education Office for Civil Rights at the address below:

United States Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100

Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

Legal Reference

Americans with Disabilities Act of 1990, 42 U.S.C. §12101, *et seq*., as amended.

Title IX of the Education Amendments of 1972, 20 U.S.C. §§1681-88, as amended.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794, 34 C.F.R. Section 104.7 (a) and (b), as amended.

Code of Virginia, § 2.2-3900, as amended. Virginia Human Rights Act.

Pregnancy Discrimination Act of 1978, P.L. 95-555, 92 Stat: 2076, as amended.

Equal Pay Act of 1963, 29 U.S.C. §201, *et seq*., as amended.

Civil Rights Act of 1964 (Title VII), P.L. 88-352, as amended.

Age Discrimination in Employment Act of 1976, P.L. 90-202, U.S.C. §621, *et seq*., as amended.

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)
Amended by School Board: June 8, 2004
Amended by School Board: November 19, 2013
Amended by School Board: August 18, 2015
Amended by School Board: November 15, 2016
Amended by School Board: October 10, 2017
Amended by School Board: January 23, 2018
Amended by School Board: June 23, 2020
Amended by School Board: October 29, 2020

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti

Marneta Rotman 6/4/2025

Cheryl R. Oldhouse

6/5/2025

PERSONNEL

Personnel Records

A. Confidentiality of Files

The School Board will generally protect the confidentiality of personnel files, personnel references, academic credits and other similar documents, but reserves the right to release such information in accordance with law and written School Board policy or regulation.

~~In the event that~~If an employee or former employee engages in conduct which becomes the subject of public concern as reported in the news media, or such person otherwise discloses matters related to ~~his/her~~ employment to the news media, the School Board authorizes the Superintendent or designee to disclose accurate and relevant information regarding such person's actions and employment.

B. Definition of Personnel Files

"Personnel file" means, for the purposes of this Policy, ~~any and all~~all memoranda, entries or other documents included in the employee's file as maintained in the central school administration office or in any file on the employee maintained within a school in which the employee serves. The term "official personnel file" shall only pertain to that personnel file maintained by the Department of Human Resources.

C. Contents of Files

1. The official personnel file of an active employee should include the following:
    - Original application or resume resulting in employment;
    - Employment Agreements;
    - Evaluations, Observations, and Assessments including rebuttal information submitted by the employee;
    - Correspondence to include letters of expectation, written reprimands, conference ~~/commendation~~summaries, commendation letters, transfer/promotion requests, academic leave & military leave orders;
    - Performance Improvement Plans;
    - Contract information;
    - Change of name or address;
    - Certification/licensure information;
    - DMV transcripts;

- Salary supplement or stipend information;
- Handbook and policy acknowledgements;
- Sick leave bank membership

Except for the documents identified above, only material deemed relevant to the employment status shall be added to the official personnel file.

2. The following are not part of the official personnel file, but will be maintained in separate; confidential files:
    - Immigration (I-9) forms;
    - Documents in the grievance process;
    - Discrimination, EEOC, and employee relations investigation case files;
    - Records of arrests, convictions, background investigations, or security clearance information;
    - Recruitment and selection records;
    - Letters of recommendation for employment and/or references on applicants;
    - Medical records, including ADA accommodation requests and Short-term and Long-term disability claims;
    - Drug and Alcohol test results;
    - Information regarding Workers' Compensation claims and Accident Investigations;
    - Copies of state and federal withholding forms (housed in the Payroll Office);
    - Benefits enrollment forms (housed in the Consolidated Benefits Office);
    - Exit interviews;
    - Unemployment Compensation material.

D. Access to File

1. Access by the Employee

    a. **When or how to review**

    An employee may review the contents of ~~his/her~~their personnel file during regular office hours and at the convenience of the employee charged with the ~~safe-keeping~~safe keeping of the records or may review by mail if the employee makes a written request with proper identification that the School Division has reasonable assurance to be accurate.

b. **Charges**

A reasonable charge may be imposed if copies must be made and/or delivered to the requestor.

c. **Persons accompanying reviewer**

An employee reviewing the file in person may be accompanied by a person of choice. ~~An employees reviewing the files in person may be accompanied by a another person of his/her choosing.~~

d. **Challenging accuracy of records**

If the employee gives notice ~~that he/she wishes~~ to challenge, correct or explain information in his/her personnel records, the School Division will investigate the concern and document the current status of the information.

1) If the information is found to be incomplete, inaccurate, not pertinent, not timely, or not necessary to be retained, it will be corrected or purged from the records.
2) The School Division retains the authority to determine what information is necessary and pertinent to be included in personnel files subject to the employee's right to appeal that decision in accordance with this Policy.
3) The employee may not use this procedure to ~~appeal:~~appeal test scores; decisions to hire; promote; demote; non-renew; dismiss; or otherwise discipline an employee; evaluations or observations where discretion was fairly exercised by the person conducting such evaluations or observations; wages or benefits; work assignments; or other matters subject to grievance procedures.
4) The School Division reserves the right to maintain records removed from personnel files in confidential files for the purpose of demonstrating compliance with this Policy or applicable law or regulation. If material is removed from a personnel file, the School Division will furnish past recipients of information from these records with notification that the items has been purged or corrected. The School Division will make reasonable efforts to confirm that such notification was received.
5) If the School Division's investigation of the employee's complaint, does not resolve the dispute, the employee may file a statement of not more than 200 words setting forth ~~his/her~~a position. Such statement will be attached to the disputed record and will be provided to any past recipients of the disputed record. Review and challenge of personnel files will be done in accordance with applicable law or regulation, as amended.

2. Access by Other Persons

a. **Access with permission of the Employee**

Upon written permission by the employee, other persons shall be permitted to review the employee's personnel file. A new authorization shall be required for each review.

b. **Access without consent of the Employee**

The following persons may review an employee's personnel file without the consent of the employee:

1) Administrators and supervisors who have line responsibility over the employee.
2) School Board Members, when acting as a whole or through Committees and review is necessary for a pending matter.
3) A person with a court order, valid subpoena; or
4) Other persons authorized by federal or state law or regulation.

E. Disclosure of Employment-Related Information to Specific Current or Specific Prospective Employers

1. In response to an inquiry made by a specific current or a specific prospective employer, the Superintendent or his designee may provide accurate information concerning the professional conduct, job performance, and/or reasons for separation or discipline of a current or former employee. At the Superintendent's or ~~his~~ designee's discretion, the information will be released in accordance with regulations developed by the Superintendent and may be limited ~~to:~~to 1) whether the employee is eligible for rehire; 2) whether the employee was terminated, resigned, or retired; or 3) whether the employee left for personal reasons. A current or former employee's entire personnel record may be released to a specific current or specific prospective employer upon receipt from the employee of a signed Release of Information form.

2. School Board employees are prohibited from providing a recommendation of employment for any employee, contractor, or agent if it is known, or there is probable cause to believe, that such school employee, contractor, or agent engaged in sexual misconduct regarding a minor or adult student in violation of the law.

Editor's Note

For Disclosure of personal information upon resignation, see Policy 4-16.

Legal Reference

Code of Virginia § 2.2-3700 *et seq*., as amended. The Virginia Freedom of Information Act.

Code of Virginia § 2.2-3800 *et seq*., as amended. The Government Data Collection and Dissemination Practices Act.

Code of Virginia § 8.01-46.1 as amended. Disclosure of employment-related information; presumptions; causes of action; definitions.

Related Links

School Board **Policy 4-16**

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)
Amended by School Board: April 17, 2001
Amended by School Board: August 2, 2016
Amended by School Board: January 28, 2020

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti

Marneta Rotman 6/4/2025

Cheryl R. Oldhorse

6/5/2025

STUDENTS

Cellular Phones and Personal Electronic Communication Devices- Limitation on Use

The use of cellular phones (cell phones) and other personal electronic communication devices (hereinafter collectively referred to as personal electronic communication devices) by students during instructional time is determined to be disruptive to the educational environment, not conducive to productive learning experiences and often the source of disciplinary incidences. Accordingly, use of such devices by students is limited as set forth below and students will be disciplined according to the Code of Student Conduct for violation of this Regulation.

A. Definitions

1. *Cellular phone or cell phone*- means a personal device capable of making calls, transmitting pictures or video, or sending or receiving messages through electronic means. Cellular phone and cell phone are included in the definition of personal electronic communication device.

2. *Instructional time*- means any structured or unstructured learning experiences that occur from when the first bell rings at the start of the school day until the dismissal bell at the end of the school day. Lunch times for elementary and middle school students, bathroom breaks, travel time between locations during class periods, and time between class periods are included in the definition of instructional time.

3. *Personal electronic communication device*- means any personal device capable of connecting to a smart phone, the internet, a cellular or Wi-Fi network, or directly connecting to another similar device. Personal electronic communication devices may include some wearable devices such as smart watches, as well as personal headphone, laptops, tablets, and other future personal electronic communication devices with the abovementioned characteristics. Personal- means not provided by the School Division and in the possession of or used by a student.

B. Student use of personal electronic communication devices is prohibited during instructional time, defined as the time from the first bell to start the instructional day to the dismissal bell signaling the end of the instructional day.

1. Students may possess such devices on school grounds provided the devices are not on their person, are not visible, and are not activated.

2. Any such device must be stored in a personal backpack or similar personal bag or purse; in teacher designated areas within the instructional setting; in lockers or in a personal vehicle. Such device should not be kept on the student's person or in

the clothing of a student as doing so allows the student to access the device with ease.

3. Elementary school students may not use such devices within the school building or on school grounds.

4. When on a campus or at a school sponsored event, a student will comply with the personal electronic communication device restrictions for the level of the school (i.e., elementary, secondary).

5. Personal wired headphones that plug directly into the school issued device will be allowed for instructional purposes as assigned by a teacher when using the school issued device.

6. Students retain sole responsibility for such devices while attending school or school sponsored events. The Superintendent or designee will develop procedures for custody of such devices if it becomes necessary to remove the device from a student's possession.

C. Student use of personal electronic communication devices – non instructional time, high school lunch time, or special events

1. Middle and High School students may use such devices before or after instructional time.

2. High School students may use personal electronic communication devices during their designated lunch period.

3. All students may use such devices on school buses or other School Division authorized forms of transportation when traveling to and from home or an authorized out of school care provider.

4. The principal or designee will establish procedures for off-site events and activities including all school sponsored events, such as field trips, and other non-building specific instructional opportunities, and notify students and parents/legal guardians in advance.

D. Student use of personal electronic communication device during an emergency

1. All staff members have access to communication devices during instructional time and can contact the school office should emergency conditions arise. During an actual school emergency, students should follow the directions of staff who are trained in safety measures to protect students and themselves.

2. During a medical or safety emergency, students may access their stored personal communication devices to request assistance.

3. Emergencies are defined as: an immediate threat to the safety of students or staff or others at the school or school sponsored event; or a medical emergency in which an adult staff member is unable to call for assistance.

E. Discipline of students

1. Students who violate this Regulation will be subject to discipline ~~ranging from a warning to out-of-school suspension~~ as set forth in the Code of Student Conduct. Students may also be prohibited from having any personal electronic communication device or accessory on school property or at school events if the School Administration determines that the student has failed to demonstrate the ability to adhere to applicable rules, regulations and policy.
2. Any student who uses a personal cell phone, communication device or accessories in the violation of a local, state or federal crime will be referred to law enforcement and will be further disciplined for such action.
3. Parents/legal guardians of minor students may be required to meet with the school administrators to address their student's continued violation of this Regulation.

F. Teachers and staff members

1. Teachers and staff members will enforce the terms of this Regulation as well as other applicable regulations and policies in a consistent and fair manner.
2. Teachers will not be required to confiscate a personal electronic communication device from a student who is in violation of this Regulation. They must, however, follow the prescribed Disciplinary Guidelines.
3. Teachers and staff members will model appropriate cellphone or personal electronic communication device use and control by not activating such devices during instructional time.

G. Communication with home or family

1. Students must use school-based communication tools and channels to communicate with family or guardians.
2. Parents, legal guardians, family members or other persons with rights to communicate with a student should use school-based communication tools and channels to communicate emergencies and non-emergencies. Communication through the main office or through a principal designated contact at the school is the preferred method of communication during the school day.
3. Communication by educators and all co-curricular and extra-curricular sponsors must be done through non-social media-based apps for communication with

students regarding activity and athletic scheduling information during school hours.

H. Exemptions

Exemptions from this Regulation may be made to accommodate a student's identified needs under an Individualized Education Plan (IEP), Section 504 Plan, or individualized health care plan (as approved by the school nurse or designee). Viable alternatives to using such devices should be explored and incorporated as appropriate. Any exemption must be drafted into the IEP, Section 504 Plan or individualized health care plan.

I. Developmentally appropriate guidance

The School Division will provide students with developmentally appropriate guidance and support on the appropriate use of school issued-technology devices, educational apps and educational tools for academic (both classroom and homework assignments) and for educational research purposes.

Adopted by School Board: December 10, 2024

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: School Board Committee Assignment Modifications for term ending June 30, 2026 **Item Number:** 12B

Section: Information **Date:** June 9, 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 review the list of committee assignments for the term ending June 30, 2026.

Background Summary:

Pursuant to Bylaw 1-28, the School Board by majority vote will appoint School Board Committee Members by July 1st of each year. 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:

The School Board Committee assignments will be voted on under the Action Agenda at the June 24, 2025 School Board meeting.

			FY2026 Recommendations
C.	**BYLAW 1 28: SCHOOL BOARD MEMBER STANDING COMMITTEES ASSIGNMENTS** **The Committees listed below shall be considered Standing Committees of the School Board:**		
C1.	**Internal Audit:** 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 Policy 3-96 and the Internal Audit Charter *[Generally, will meet quarterly; subject to change]*		David Culpepper Carolyn Weems Matt Cummings Larry Davenport (citizen member)
C2.	**Policy Review (PRC):** 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. *[Generally, will meet Thursday following the 1st regular School Board meeting of the month; subject to change]*		Carolyn Weems Sharon Felton Mark Bohenstiel
C3.	**Legislative:** 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.		Dr. Alveta Green Rose Dwyer Melinda Rogers
C4.	**Building Utilization:** 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 Pol 5-14, Sec C)		Kimberly Melnyk Matt Cummings Michael Callan
C5.	**Student Discipline:** 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.	Committee I (2nd & 4th Mon) 3:00 PM	David Culpepper Alveta Green Kim Melnyk
		Committee II (1st & 3rd Tuesday) 3:00 PM	Mark Bohenstiel Michael Callan Melinda Rogers
		Committee III (1st & 3rd Wed) 3:00 PM	Matt Cummings Rose Dwyer Sharon Felton

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		FY2026 Recommendations
D.	**JOINT SCHOOL BOARD AND CITY COUNCIL COMMITTEES**	
D1.	**CIP/Modernization Review Committee:** 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 Sharon Felton Rose Dwyer (Alt.)
E.	**SCHOOL BOARD AD HOC COMMITTEES**	
E1.	**School Site Selection:** 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.	**Workforce Development:** 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.	Carolyn Weems Kathleen Brown
E3.	**Jericho Road:** 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 Carolyn Weems
F.	**SCHOOL DIVISION STANDING COMMITTEES WITH SCHOOL BOARD MEMBERS AND/OR LIAISONS** **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.**	
F1a	**Equity Council:** 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.	Kimberly Melnyk Rose Dwyer
F1b	**403b Plan Oversight Committee:** 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	**Mental Health Task Force:** No more than two School Board Members will be assigned as liaisons to the Mental Health Taskforce.	Melinda Rogers

	OUTSIDE ORGANIZATIONS	
G.	**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.**	
G1.	**Green Run Collegiate Charter Board**	Mark Bohenstiel Kimberly Melnyk (alt.)

G2.	**Governor's School for the Arts:** 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 Dr. Alveta Green (alt.)
G3.	**Mayor's Committee for Persons with Disabilities:** 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.	**Southeastern Cooperative Educational Programs (SECEP):** 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 Dr. Alveta Green (alt.)
G5.	**Virginia School Boards Association (VSBA) Voting Delegate at Annual Convention held in November in Williamsburg, VA:** NOTE: Any Board member who serves on the VSBA Board of Directors cannot be a voting delegate.	David Culpepper Kimberly Melnyk (alt.)
G6.	**Hampton Roads Educational Telecommunications Association (HRETA) WHRO Educational Advisory Committee (EAC):** The EAC is the decision-making body on matters related to the policy, planning and operation of WHRO public education related activities	Michael Callan David Culpepper (alt.)
G7.	**Sister Cities Association of Virginia Beach:** 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	Melinda Rogers Matt Cummings
G8.	**457 Deferred Compensation Board:** 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.	**Access College Foundation:** 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.	**Virginia Beach Human Rights Commission:** Assignment initiated Feb. 2016 by invitation from the VB Human Rights Commission for a School Board liaison to serve on the committee	Matt Cummings

POLICY 7-21 Citizens' Advisory Committees		**FY2026 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.	**Special Education Advisory Committee**	Kathleen Brown Sharon Felton, (alt.)
B2.	**General Advisory Council for Technical and Career Education**	Mark Bohenstiel Kimberly Melnyk (alt.)
B3.	**Community Advisory Committee for Gifted Education**	Carolyn Weems Sharon Felton, (alt.)
B4.	**Interagency Adult Basic Education Advisory Committee**	Michael Callan

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	POLICY 7-21 Citizens' Advisory Committees	FY2026 Recommendations
B5.	**School Health Advisory Committee**	Rose Dwyer Kathleen Brown (alt.)
B6.	**Strategic Plan Committee:** 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	
	Virginia Beach Education Foundation (VBEF): 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

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Updated General Fees Schedule 2025-26 **Item Number:** 12C

Section: Information **Date:** June 9, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

Presenter(s): Crystal M. Pate, Chief Financial Officer

Recommendation:

That the School Board approve information on the Revised FY 2025/26 General Fees Schedule, which includes revisions to the Adult Learning Center Adult Nursing Program rates highlighted in yellow.

Background Summary:

School divisions may charge student fees approved by their local school boards pursuant to the provisions of 8 VAC 20-720-80 *Student Fees and Charges*. The attached fee schedule lists the current and recommended rates for student fees that are subject to school board approval. Fee adjustments or new fees for the 2025/26 school year are shown in red.

Source:

- 8 VAC 20-720-80 *Student Fees and Charges*
- Code of Virginia § 22.1-5 *Regulations concerning admission of certain persons to schools; tuition charges*
- School Board Policy 3-22 *Tuition Fees*
- School Board Policy 5-69 *Fees/Materials/Deposits/Reimbursements*
- School Board Regulation 5-10.1 *Admission Requirements: General*
- School Board Regulation 5-10.3 *International Students*

Budget Impact:

Revenue from General Fees typically cover all costs.

Next Steps:

The Revised General Fees Schedule will be presented for Consent at the June 24, 2025 School Board Meeting.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

General Fees Schedule 2025/2026

School Board Information

June 9, 2025

Office of Budget Development

General Fees Schedule 2025-2026

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SUBJECT TO CHANGE

Fee/Assessment	Approved 2024-25 Rate(s)	Proposed 2025-26 Rate(s)
Student Meal Prices		
Paid Lunch – Elementary/Secondary	$2.95	$3.05
Reduced Lunch – Elementary/Secondary	$0.40	$0.40
Paid Breakfast – Elementary/Secondary	$1.50	$1.60
Reduced Breakfast – Elementary/Secondary	$0.30	$0.30
A la Carte Items - Student	As needed – will not exceed 4% on any items	As needed – will not exceed 4% on any items
Summer School Tuition Programs		
Level I – Summer School (full cost lunch)	Middle School = $140.00 High School, semester = $200.00 High School, year = $300.00	Middle School = $140.00 High School, semester = $200.00 High School, year = $300.00
Level II – Summer School (reduced cost lunch)	Middle School = $70.00 High School, semester = $100.00 High School, year = $150.00	Middle School = $70.00 High School, semester = $100.00 High School, year = $150.00
Level III – Summer School (free lunch)	Middle School = No charge High School, semester = $40.00 High School, year = $75.00	Middle School = No charge High School, semester = $40.00 High School, year = $75.00
Digital Campus Online Courses (Summer School)	$300.00 (full cost meals) $150.00 (reduced cost meals) $75.00 (free meals)	$300.00 (full cost meals) $150.00 (reduced cost meals) $75.00 (free meals)
Digital Campus Online HPE II with Virginia Driver Education Traffic Safety (Summer School)	$350.00 (full cost meals) $200.00 (reduced cost meals) $125.00 (free meals)	$360.00 (full cost meals) $210.00 (reduced cost meals) $135.00 (free meals)
HS/MS Band Summer Enrichment Program	$110.00	$110.00
HS/MS Strings Summer Enrichment Program	$110.00	$110.00
HS/MS Summer Vocal Music Camp Program	$110.00	$110.00
HS/MS Summer Theatre Camp Program	$110.00	$110.00
Algebra Prep Program (Summer School)	$140.00	$140.00
Getting to Know Pre-Algebra (Summer School)	No fee	No fee
Driver Education Program Fees		
Behind the Wheel (School Year)	$210.00	$250.00 (full cost meals) $210.00 (reduced cost meals) $210.00 (free meals)

General Fees Schedule 2025-2026

DRAFT COPY
SUBJECT TO CHANGE

Fee/Assessment	Approved 2024-25 Rate(s)	Proposed 2025-26 Rate(s)
Driver Education Program Fees cont.		
Behind the Wheel (Summer School)	$210.00	$250.00 (full cost meals) $210.00 (reduced cost meals) $210.00 (free meals)
Digital Campus Online HPE II with Virginia Driver Education Traffic Safety (School Year)	No fee	$60.00
Student Transcript Fees		
Current Students – Transcript Requests	$2.00 (if mailed)	$2.00 (if mailed)
Former Students – Transcript Requests	$5.00	$5.00
Student Parking Fees		
General Parking Fees	$45.00	$45.00
ATC and Vo-Tech Parking Fee ($10.00 discount at home school)	$10.00	$10.00
Parking Fines	$25.00	$25.00
Course Fees (Materials and Other Fees)		
Adult Learning Center – Adult Basic Education Courses		
Registration Fee – VB Residents	$30.00	$30.00
Tuition - Nonresidents	Day Class - $40.00 per month Evening Class - $30.00 per month	Day Class - $40.00 per month Evening Class - $30.00 per month
Placement Evaluation Fee	$0.00 per person	$0.00 per person
Adult Learning Center – Community Education Courses		
Tuition, Texts, and materials	$23.00 - $3,000.00	$23.00 - $3,000.00
Nonresident Surcharge	$12.00 per course	$12.00 per course
Processing fee (for transfers/withdrawals)	$15.00	$15.00
PN I – II Adult Student Licensed Practical Nursing Program	$2,750.00	$2,631.00
PN3 New Adult Licensed Practical Nursing (LPN) Program	$4,730.00	$4,855.00
PN3 Adult Student Licensed Practical Nursing (LPN) Program	$6,985.00	$7,085.00
Adult Learning Center – English Language Acquisition Program (ELA)		
Registration Fee – Virginia Beach Residents	$50.00	$50.00

General Fees Schedule 2025-2026

DRAFT COPY
SUBJECT TO CHANGE

Fee/Assessment	Approved 2024-25 Rate(s)	Proposed 2025-26 Rate(s)
Adult Learning Center – English Language Acquisition Program (ELA) – cont.		
Tuition – Non-Residents	$100.00	$100.00
ESL Textbooks	$50.00 - $120.00	$50.00 – $120.00
Advanced Technology Center Courses		
Engineering Technology	$15.00	$15.00
Digital Design	$20.00	$20.00
TCE Career Pathway Summer Enrichment Camps	$125.00	$125.00
Business and Information Technology Courses		
Computer Courses	$4.00 - $10	$4.00 – $10.00
Advanced Technology Center - Family and Consumer Science		
Intro to Culinary Arts (HS)	$15.00 - $25.00 Year Long	$15.00 - $25.00 Year Long
Intro to Hospitality and Catering (HS)	$15.00 – 25.00 Year Long	$15.00 - $25.00 Year Long
Independent Living (HS)	$10.00	$10.00
Parenting and Early Learning Careers (HS)	$6.00 - $10.00	$6.00 - $10.00
Introduction to Design I (HS)	$20.00	$20.00
Introduction to Design II (HS)	$20.00	$20.00
Teen Living 6, 7, 8 (MS)	$12.00 - $20.00	$12.00 - $20.00
Substance Abuse Intervention Program (SAIP)		
SAIP Drug Assessment Requirement	$35.00 - $65.00	$35.00 - $65.00
Technology Education Courses		
Photography & Communications Technology	$10.00 - $15.00	$10.00 - $15.00
Electronic Systems	$10.00 - $15.00	$10.00 - $15.00
Construction Production	$10.00 - $15.00	$10.00 - $15.00
Power and Transportation Technology	$10.00 - $15.00	$10.00 - $15.00
CAD Technical Drawing	$5.00	$5.00
Technology Education 6, 7, 8 (MS)	$5.00 - $15.00	$5.00 - $15.00
Technical & Career Education Center Courses		
Practical Nursing I and II (LPN HS)	$995.00	$986.00
Cosmetology (tool kits)	$300.00	$294.00
Electronics/Robotics I (lab pack fee)	$25.00	$30.00
Electronics/Robotics II (lab pack fee)	$30.00	$35.00
Pharmacy Technician	No fees required for SY 24-25	No fees required for SY 25-26
Post-grad Program Completer Fee	$250.00 per semester	$250.00 per semester

General Fees Schedule 2025-2026

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SUBJECT TO CHANGE

Fee/Assessment	Approved 2024-25 Rate(s)	Proposed 2025-26 Rate(s)
Middle and High School Summer Programs		
Summer Camps/Programs		
Beginning Summer Band & Orchestra (MS Guide Only)	$110.00	$110.00
Intermediate Summer Band & Orchestra (MS Guide Only)	$110.00	$110.00
Career Pathway Summer Enrichment Camps	$125.00	$125.00
Cyber Security Summer Camp (ATC)	$125.00	$125.00
Athletic Tickets		
Middle School		
Adult Ticket	$3.00	$6.00
Student Ticket	$2.00	$3.00
High School		
Adult Ticket	$7.00	$10.00
Student Ticket	$4.00	$5.00
Children (not of school age)	Free	Free
Athletic Pass (3 or less)	$65.00 each	$71.50 each
Athletic Pass (4 or more)	$54.50 each	$59.95 each
Nonresident Student Tuition		
VBCPS Full Time Employees – Elementary Level (ADM eligible, no transportation)	$0.00	$0.00
VBCPS Full Time Employees – Secondary Level (ADM eligible, no transportation)	$0.00	$0.00
Other – Elementary Level (ADM eligible, no transportation)	$5,800.00	$6,600.00
Other – Secondary Level (ADM eligible, no transportation)	$5,500.00	$6,200.00
F-1 Student Tuition (Unsubscribed, Not ADM eligible)	$15,400.00	$16,300.00

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Virginia School Boards Association (VSBA) Renewal Dues **Item Number:** 12D

Section: Information **Date:** June 9, 2025

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

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

Recommendation:

That the School Board discuss the Virginia School Board Association (VSBA) annual renewal dues.

Background Summary:

The Virginia School Board Association (VSBA) is a private, voluntary, organization of Virginia public schools boards. The VSBA provides training, publications, resources, access to some legal assistance, access to some services such as policies, superintendent searches, legislative services, conventions and networking and access to other school board associations nationwide.

The School Board has been a member of VSBA for over twenty years. The annual dues for VSBA are determined by a formula set by VSBA and member school boards can add additional services at certain costs. For FY25-26, the annual dues for The School Board of the City of Virginia Beach are $13,779.78, which include: $13,279.78 for dues and $500.00 for legal assistance fee. Member school boards pay separately for attending conferences, trainings, or other services.

Source:

Virginia School Board Association (VSBA)

Budget Impact:

Membership Invoice: $13,779.73

VSBA
Virginia School Boards Association
Leadership · Advocacy · Support

VSBA MEMBER BENEFITS

Since 1906, the Virginia School Boards Association has stood as a cornerstone of member-driven leadership, offering unwavering support and advocacy to school boards statewide. As a respected association deeply committed to member-led initiatives, VSBA has consistently provided guidance and resources essential for educational excellence. With over a century of history, we've remained a voluntary, membership-driven organization, continuously offering guidance and essential resources to foster educational excellence statewide. Listed below are some of the numerous benefits of membership in the VSBA.

BOARD LEADERSHIP DEVELOPMENT

Training and equipping governance teams to raise student achievement.

- Personalized Governance Team training
- Workshops on relevant topics
- In person and online conferences
- Board awards and recognition programs
- Free webinars on hot topics
- Monthly podcasts on board governance and relevant K-12 topics of interest
- Professional co-hort opportunities on governance topics

PROFESSIONAL SERVICES

First-class, members-only and/or discounted services, supporting the work of the governance team.

- Exclusive access to policy services
- Access to legal information
- Strategic planning facilitation
- Superintendent search services
- VSBA BoardDocs
- Individualized consultation

ADVOCACY AND COMMUNICATIONS

Sharing the good news and advocating for public education.

- Daily Virginia Education News
- Newsletter and Special Edition publications
- Access to a member-driven Delegate Assembly that establishes the legislative platform for the association
- Member guides
- Legislative bill tracking, research, reporting, and talking points
- Monitoring and reporting on State Board of Education meetings
- Legislative updates
- Comprehensive End of VA General Assembly Report

NETWORKING AND COLLABORATION

Providing opportunities to engage and learn with fellow members.

- Participation in multiple committees and task forces
- Access to new member mentoring program
- Statewide meetings and conferences
- Best practice sharing through publications and events
- Ongoing Regional networking opportunities

www.vsba.org | 434-295-8722 | 800-446-8722

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Action **Date:** June 9, 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 June 9, 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

Personnel Report
Virginia Beach City Public Schools
June 9, 2025
2025-2026

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	5/28/2025	Vickie T Baker	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	5/29/2025	Sandy S Coronel	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	5/21/2025	George M Smith	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Seatack	5/28/2025	Victoria Thurman	Custodian I	not applicable	Schooner Inn
Assigned to Unified Salary Scale	Appointments - Elementary School	Thoroughgood	5/21/2025	Kathryn Piersons	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	5/21/2025	Pauliana Pereira da Silva Ewald	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	5/28/2025	George K Gamel	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Cox	5/28/2025	Shana M Horne	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	5/14/2025	Claudia Y Rojas-Zambrana	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	6/4/2025	Chandler L LIm	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	6/4/2025	Michael V Cootes	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Adult Learning Center	6/16/2025	Anne B Bibee	Foundation Transition Planner, .800	College of William and Mary, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Communications & Community Engagement	6/16/2025	Kemani Montgomery	Administrative Associate I	James Madison University, VA	City of Virginia Beach, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	5/21/2025	Ronnie T Bell	Customer Support Technician I	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2025	Stephen King	Security Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2025	Dwayne L Ross	Physical Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2025	Timothy E Smith	Physical Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Fairfield	6/30/2025	Christina Hopkins	Physical Education Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville	6/30/2025	Riana N Conner	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2025	Tre Wright	Security Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Landstown	6/30/2025	Rebecca A Shamber	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	6/30/2025	Vanessa Anderson	School Nurse (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Princess Anne	6/9/2025	Isaiah S Cooper	Custodian II Head Night (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	6/30/2025	Carolyn E Zaborowski	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	6/30/2025	Rita Banks	School Office Associate II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	6/30/2025	LaDonna L Redman	School Nurse (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	6/18/2025	Bethany L Manley	Baker/Cook (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Salem	5/28/2025	Zymir J Price	Cafeteria Assistant, 5.0 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2025	Robin Y Cardona	Special Education Assistant (continuing education)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	5/22/2025	Stephanie Pedersen	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	6/6/2025	Christina J Minnick	Clinic Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	5/29/2025	Korey Hillman	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	6/30/2025	Shaun James	Security Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kellam	5/27/2025	Tarsha M Thorpe	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	7/10/2025	Joanna M Buonviri	School Counseling Department Chair (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2025	Gianna A Oldfather	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2025	Lisa Salas	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	6/6/2025	Rochelle Roman	Security Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Tallwood	6/10/2025	Aurora G Atienza	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Tallwood	6/30/2025	David C Brown	Assistant Principal (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Teaching and Learning	6/30/2025	Sharon L Shewbridge	Director Instructional Technology (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Custodial and Distribution Services	4/21/2025	Brittany N Munson	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Food Services	5/23/2025	Starr S Segarra	Baker/Cook (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Temple Crutchfield	Coordinator Special Education (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2025	Anna M Weatherly	Psychologist (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/5/2025	Bradley J Frauenfelder	Bus Driver - Special Ed, 7.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/19/2025	Laurie J Beasley	Bus Driver, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/20/2025	Claudia R Warren	Bus Driver, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Diamond Springs	7/31/2025	Walter L Dreuitt Jr	Custodian III Head Day	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2025	Tiziana A Siemieniak	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Human Resources	8/29/2025	Lauren C Cave	Human Resources Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Custodial and Distribution Services	5/30/2025	William M Turner	Custodian III	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	8/29/2025	Janise M Varney	Instructional Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	New Castle	5/20/2025	Tiffany Childs	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Miscellaneous	Office of Student Support Services	6/30/2025	Sarah M Carstens	Psychologist	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2025	Vanessa L Kelly	Fourth Grade Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Brookwood	6/30/2025	Madeline J Ebersole	First Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Creeds	6/30/2025	Kiara Walton	School Counselor (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	6/30/2025	Wanda L West	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2025	Nancy A Wolters	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2025	Courtney E Gard	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	6/30/2025	Stephanie Gomez	Fifth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont	6/30/2025	Erika M Metro	Third Grade Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Trantwood	6/30/2025	Kirby L Frank	Second Grade Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2025	Jessica L Earley	Gifted Resource Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2025	Alma Lopez-Mitchell	Seventh Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Great Neck	6/30/2025	Brianna Bennett	Special Education Teacher (relocation)	not applicable	not applicable

Personnel Report
Virginia Beach City Public Schools
June 9, 2025
2025-2026

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Resignations - Middle School	Great Neck	6/30/2025	Kylee M Swanson	Sixth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Independence	6/30/2025	Judith A Pritchard	Eighth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Kempsville	6/30/2025	Jessica N Baker	Music/Instrumental Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2025	Niles Howell	Health & Physical Education Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Old Donation School	6/30/2025	Alexa B Kittle	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Salem	6/30/2025	Jaz'min D Brown	Sixth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2025	Tay Bassett	Social Studies Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2025	Marina O Ferreira	English Second Language (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2025	Ashley M Williamson	Social Studies Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2025	Christine L George	Special Education Teacher (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2025	Andrew W Sytsma	English Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	6/30/2025	Cameron B Baker	Band Instructor (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Lynnhaven (AADA)	6/30/2025	Holly A Means	Social Studies Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	6/30/2025	Francina M Kahng	Naval Science Instructor (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Salem	6/30/2025	Rylee J Toler	English Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2025	Katlyn A Brashear	Special Education Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Parkway	6/30/2025	Sharon L McPherson	First Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	First Colonial	6/30/2025	Robert W McTyre	Social Studies Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Ocean Lakes	5/20/2025	Amy J O'Dell	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Parkway	5/22/2025	Jessica M Elliott	Fourth Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Kristi L Greenstein	Hearing Impairment Teacher	not applicable	not applicable

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Citizens' Advisory Committee Appointments **Item Number: 15B**

Section: Action **Date: June 9, 2025**

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Kathleen Brown, Chair

Recommendation:

That the School Board approves appointments to Citizens' Advisory Committees for a three-year term beginning July 1, 2025 and ending June 30, 2028 reflecting the outcome of School Board discussion of applications as personnel matters during a closed meeting on May 13, 2025, and the School Board will vote to approve citizen members during a June School Board meeting 2025.

Recommendations introduced June 9, 2025, as part of the Action agenda to fill voting member vacancies as follows:

CITIZEN ADVISORY COMMITTEE FOR GIFTED EDUCATION:
Frances Knight-Thompson- Landstown
Melinda Krakow- Cox
Ross Kremers- Cox
Hiral Patel- Bayside

SPECIAL EDUCATION ADVISORY COMMITTEE:
Marina Brakeman
Lesly Lancaster

GENERAL ADVISORY COUNCIL FOR TECHNICAL AND CAREER:
Joseph Frommelt
Hunt Gall
Brian McIntyre
Earline Rocks

SCHOOL HEALTH ADVISORY COMMITTEE:
Lesly Lancaster

Background Summary:

The Division issued a Call to Action on March 7, 2025 seeking applications to fill voting member vacancies across three Citizens Advisory Committees. Representatives from the three committees with vacancies were invited to review applications and provide input for consideration in the School Board's selection process. As a product of the School Board's discussion May 13, 2025 in a closed session allowable pursuant to Section 2.2-3711, Part A, Paragraph 1 of the *Code of Virginia,* 1950 as amended, for personnel matters.

Source:

School Board Policy 7-21 Citizens' Advisory Committees
Division Regulation 7-21.1 Citizens' Advisory Committees

Budget Impact:

N/A

Next Steps:

No further action needed.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Closed session **Date:** June 9, 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 1,2, 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. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.
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. School Board Internal Auditor evaluation.
B. Status of student discrimination appeal.
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.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

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** 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.