Minutes
School Board Meeting
Greene County Schools
County Meeting Room
May 14, 2025

Members Present: Mr. Brooks Taylor, Chair; Ms. Rebecca Roach, Vice-Chair; Ms. Kelly Greer, Member; Ms. Cherish Alberts, Member; Ms. Cara Bickers, Member; Olivia Shifflett, Student Board Member; Dr. Andrea Whitmarsh, Superintendent; Ms. Rhonda Houchens, Clerk.

Mr. Taylor called the meeting to order at 6:30 p.m. in the School Board Office Conference Room.

Ms. Roach made a motion to move into closed session in accordance with Virginia Code section 2.2-3711(A)(1) to consider and discuss assignment and appointment of specific officers, appointees, or employees of the Board. Ms. Bickers seconded. All Ayes, motion carried.

Ms. Roach made a motion to reconvene in open session in the County Meeting Room. Ms. Alberts seconded. All Ayes, motion carried.

Mr. Taylor called the meeting to order at 7:08 p.m. in the County Meeting Room.

Mr. Taylor stated: The Board will certify by roll call vote that to the best of each member's knowledge only public business matters lawfully exempted from open meeting requirements and identified in the motion to convene in the closed meeting were heard, discussed, or considered.

Ms. Greer – certified
Ms. Bickers - certified
Ms. Alberts – certified
Ms. Roach – certified
Mr. Taylor – certified

Mr. Taylor requested a motion to approve the agenda.

Ms. Roach made a motion to approve the agenda as presented. Ms. Bickers seconded. No discussion. All Ayes, motion carried.

Mr. Taylor invited everyone to join in the Pledge of Allegiance.

Mr. Taylor stated there were no closed meeting actions.

Mr. Taylor requested a motion for the consent agenda:

11-1797 April 2, 2025 Meeting Minutes
11-1798 April 3, 2025 Expenditures
11-1799 April 18, 2025 Expenditures
11-1800 April 25, 2025 Expenditures
11-1801 April 30, 2025 Expenditures
11-1802 Monthly Finance Report
11-1803 Field Trip Requests
11-1804 Enrollment
11-1805 Staff to be Approved List
11-1806 Reappointment of Professional Staff

Ms. Roach made a motion to approve the consent agenda items 11-1797 to 11-1806 as presented. Ms. Bickers seconded.

No discussion. All Ayes, motion carried.

Mr. Wimmer, Ms. Shipman, Dr. Anderson and Ms. Lamm presented information item #11-1807, William Monroe High School Spotlight. The presentation included Class 2025 overview, school goals for safe supportive and caring schools, student experiences and opportunities, school's goals for culture of excellence, the 3 E's enrolled, enlisted and employed, and why the 3 E's are impactful. Dr. Anderson shared a statement written by senior Makhi Gilmore and Levi McDaniel, Olivia Shifflett, Isabella Strickland and Kayla Shaffer spoke about their plans after high school, and how class and clubs at the high school have impacted their lives. Information was shared regarding senior class events.

The board members thanked the student speakers for sharing where they are and where they are going next, for taking the time to come out and speak at the board meeting, and sharing what they are learning.

Mr. Taylor stated it was time for first public comment on matters not listed below on agenda. Mr. Taylor opened the floor for public comment.

Mr. Taylor and Dr. Whitmarsh recognized Student School Board Members: Tyler Crenshaw and Olivia Shifflett.

There were no public comments at this time, so Mr. Taylor closed public comment.

Dr. Payne presented action item #11-1808, K-8, Algebra I, Algebra II and Geometry Textbook Adoption. Dr. Payne shared last month she presented options for our math textbook adoption. She offered to

answer any questions. She recommended the adoption of Mathspace for secondary Math grades 6, 7, 8 Algebra I, Algebra II and Geometry and Kiddom for grades K-5.

Ms. Alberts made a motion to adopt Mathspace Mathematics curriculum for grades Six through Eight, Algebra I, Algebra II, and Geometry and to adopt Kiddom Mathematics curriculum for grades kindergarten through fifth grade. Ms. Greer seconded. No discussion. All Ayes, motion carried.

Dr. Pursel presented action item #11-1809, Policy Updates. Dr. Pursel shared these policies were shared at the April board meeting. There have been no changes since the April board meeting. His recommendation was to approve the policies as presented.

Ms. Greer made a motion to approve action item #11-1809, Policy Updates as presented. Ms. Bickers seconded. No discussion. All Ayes, motion carried.

Dr. Whitmarsh presented information/action item #11-1810, Resolution for Retirees. Dr. Whitmarsh shared each year we recognize our retirees in a form of a resolution read into the minutes of the Greene County School Board Meeting. We will have a breakfast for retirees on the morning of May 28th. Dr. Whitmarsh shared the following:

WHEREAS, the Greene County Public School District has been fortunate to have a dedicated staff committed to the mission of the District, and;

WHEREAS, several members of that staff are now about to embark on new adventures in life away from Greene County Public Schools, and;

WHEREAS, we, as members of the Greene County School Board wish to extend our utmost appreciation for the work that these staff members have done to make education an exciting and joyous experience for the students of our district, and;

WHEREAS, the Board wishes to extend our sincere best wishes for every happiness in the future to those staff members who will retire at the end of this school year, 2024-2025,

NOW THEREFORE BE IT RESOLVED, that the Greene County School Board recognizes and appreciates the service of those employees departing the District, those employees being:

Sue Davies – RES Teacher – 5 years 8 months
Lisa Frazier – RES – School Nutrition – 14 years
Dale Herring – CO – Director of Technology – 26 years 4 months
Guy Laine – CO – Facilities Supervisor – 5 years 1 month
Suzanne Lawson – WMHS – Educational Support Staff – 20 years 9 months
Eric Nyrop – WMHS – Teacher – 26 years
Denise Shifflett – WMHS – Registrar – 35 years 9 months
Dorothy A. Shifflett – Transportation – Bus Driver – 17 years
Virginia Shifflett – NGES – School Nutrition – 11 years
Barbara Southard – WMMS – Educational Support Staff – 26 years

and wishes them well in all future endeavors, and, further, that this resolution of Appreciation and Support be duly recorded and spread across the minutes of the Greene County School Board on this 14th day of the month of May in the year 2025.

Mr. Taylor stated it was time to hear public comment on information/action item #11-1810, Resolution for Retirees.

There were no public comments, so Mr. Taylor closed public comment.

Ms. Greer made a motion to approve information/action item #11-1810 , Resolution for Retirees as presented. Ms. Bickers seconded. No discussion. All Ayes, motion carried.

Dr. Pursel presented information/action item #11-1811, Migrant Children Certification. Dr. Pursel stated that was an information/action item and it's our annual participation in the Albemarle Regional Migrant Program. Dr. Pursel shared the purpose of the certification, definition of a migrant student, use of funds, GCPS involvement in the migrant program. He shared it greatly benefits the school system to participate in this program because we rarely have students that qualify for this but if they do Albemarle will handle all the administrative and financial burden that comes with administrating the program. Currently 24 school division participate in the program and 12 of those divisions have students that fall in this category. It's a great thing for us to participate in and there is no cost associated with the program.

Mr. Taylor stated it was time to hear public comment on information/action item #11-1811, Migrant Children Certification.

There were no public comments, so Mr. Taylor closed public comment.

Ms. Greer made a motion to approve information/action item #11-1811 , Migrant Children Certification as presented. Ms. Bickers seconded. No discussion. All Ayes, motion carried.

Dr. Whitmarsh presented information/action item #11-1812 FY2025 Budget Update & Retention Bonus. Dr. Whitmarsh shared the next two agenda items are for information and action. Dr. Whitmarsh provided a budget update for FY25. The FY25 State Revenue is now $28,147,510 which is an increase of $312,668. Most of the increase is for SOQ position bonus. The majority of the increase that we saw was to provide a retention bonus to SOQ employees. We do employ more people in our school division than SOQ positions. The wording in the legislation says that school divisions have discretion to determine the amount of the bonus payment paid per instruction and support employee to maximize the use of these funds to promote retention of instructional and support positions. We will receive the payment by June 1st. Dr. Whitmarsh stated she would like to provide every employee that we have with a $1,000 bonus to be paid in June 2025. If every employee signed their contract and agreed to come back that would cost us additional $178,194. We have those funds from unfilled positions and positions that have been vacated early. If staff members return their signed contract by May 27th for professional staff and June 23rd for support staff they would receive a $1,000 bonus at the end of June. We separated that because tonight we reappointment professional staff and at the June meeting we will reappoint all the support staff. They will receive their work agreements after the June meeting. In addition the retirees who will be leaving at the end of the 2024-2025 school year will also receive the $1,000 bonus. Dr. Whitmarsh stated that was her proposal for how we utilize these funds so I ask for your support in doing so. Our

people are the most important part of our school division. We cannot do what we do for our communities' children without them.

Ms. Roach stated The following statement applies to all action items on the FY25 & FY26 Budget.

I have a personal interest in the School Board's budget and employee bonus by virtue of my husband's employment by the School Board and the salary scales included in the budget. However, as the spouse of a teacher at GCPS, I am a member of a large group of individuals in the community who are affected by the School Board's budget and I am able to participate in discussions and votes on the budget fairly, objectively, and in the public interest.

Mr. Taylor stated it was time to hear public comment on information/action item #11-1812, FY2025 Budget Update & Retention Bonus.

There were no public comments, so Mr. Taylor closed public comment.

Ms. Alberts made a motion to approve the $1,000 retention bonus for all staff who sign their contract to return for the 2025-2026 school year by the specified date and for those retiring as of the end of the 2024-2025 school year. Ms. Bickers seconded. No discussion.

Mr. Taylor stated this will be a roll call vote:

Ms. Greer – Aye
Ms. Bickers - Aye
Ms. Alberts – Aye
Ms. Roach – Aye
Mr. Taylor – Aye

Motion carried.

Dr. Whitmarsh presented information/action item #11-1813 FY2026 Budget. Dr. Whitmarsh shared the state finally approved the budget so we are ready to move forward and to adopt a final budget. She gave a review of what was in the initial budget proposal 3% raise, Education Support Staff will receive an additional $3,000 and 5 days and 20 minutes added to their contract, Secretaries will receive additional $3,000, absorbing the 8% increase for health insurance. Dr. Whitmarsh shared FY26 Updated Revenue Projections – state revenue $28,605.735. The Board of Supervisors adopted FY26 budget which provides level funding for schools in the amount of $19,526,802. Dr. Whitmarsh stated she would like to provide a 4% increase for all staff instead of a 3%. She shared a chart with the FY26 School Board Approved Budget and FY26 Revised Budget with additional State Revenue & 1% additional salary increase. Revised FY26 $51,155,546. Dr. Whitmarsh's proposal is to readopt a budget in that amount which includes a 4% salary increase for all staff.

Mr. Taylor stated it was time to hear public comment on information/action item #11-1813, FY2026 Budget.

There were no public comments, so Mr. Taylor closed public comment.

Ms. Greer made a motion to adopt the FY2026 budget in the amount of $51,155,546 which includes additional State Revenue and 1% additional salary increase. Ms. Bicker's seconded.

Ms. Alberts thanked Dr. Whitmarsh and her team for continuing to look out for our staff. There is absolutely no cap on what our people are worth. Wished we could pay everybody what they are truly worth.

Mr. Taylor seconded what Ms. Alberts said. A lot of people don't know what goes into a budget process. This year we have had hiccups, had roadblocks and Dr. Whitmarsh you and your team have found a way around that and we have made it to the finish line. He thanked everyone for that. He thanked Michael for stepping in and doing a great job with that.

Mr. Taylor stated this will be a roll call vote:

Ms. Greer – Aye
Ms. Bickers - Aye
Ms. Alberts – Aye
Ms. Roach – Aye
Mr. Taylor – Aye

Motion carried.

Ms. Bicker's stated it's an honor to sit on this board that to do so many things for the staff.

Ms. Albert's thanked Olivia and Tyler for sharing information on how wonderful the staff is.

Dr. Payne presented information item #11-1814 Federal Applications I, II, III, & IV. Dr. Payne gave an overview of the Federal Programs Purpose, results of budget survey, programmatic considerations and financial breakdown. Title II and IV funds for teacher support. Title I and III funds for academic achievement. We are currently using title IV for paying for the Cook Center costs and to expand some options for STEM at the middle school. Title I is for NGPS and NGES they our only Title I school. Title III supports our multilingual learners. Title II is increasing instructional leadership and teacher quality and Title IV can be used for technology, STEM, and well rounded education. Dr. Payne shared financial breakdown charts for each Title. Dr. Payne shared the online version includes the full application.

Mr. Taylor stated it was time for public comment on information items. Mr. Taylor opened the floor for public comment. There were no public comments.

Mr. Taylor closed public comment.

Olivia Shifflett presented Student Board Member comments. Olivia thanked the board for the opportunity to be on the School Board this year. Olivia stated she is grateful to be one of the first ones along with Tyler. It's been so fun. She shared she went into this with a goal of representing her classmates but also help herself grow as a speaker and I can see my improvement in that. Olivia shared that for next year relaying information back to students after a meeting would definitely help.

The board thanked Olivia for coming onto the board. Ms. Bicker's asked if there were pieces of advice that she would give to a future potential student board member. Olivia stated talking to students more to see what they want to see an improvement in and bringing that information back to the school board. Also being prepared for what you want to say.

The board members made some suggestions also.

Dr. Whitmarsh presented the Superintendent's Report item #11-1816, Superintendent's Update. Dr. Whitmarsh shared we have some exciting changes coming to central office. Michael Kozuch will be our Director of Finance. Wendy Mitchem will be our new Director of Human Resources and Jess Peregoy will be our new Director of Technology. We have updated our leave regulation GCBD-R our staff leave policy has been updated to modify sick leave for Hybrid Employees the maximum number of sick leave will be 90 days and for VRS plan I & 2 employees the maximum accumulation will be ½ of their contract days. Dr. Whitmarsh shared a Tech Center update. We are in the final stages, power has been turned on, drywall will be completed and they are working on cleaning it up. Soon we will be doing a grand opening.

Dr. Whitmarsh shared there is a list of upcoming events in your folder and invitations to capping and graduation and other graduations and promotions. The last day of school is next Friday, May 23rd. She stated she looked forward to seeing everyone at graduation on Saturday morning.

Dr. Whitmarsh shared as a reminder, GCPS has partnered with The Cook Center to provide families with free access to mental health resources through ParentGuidance.org. This online platform, led by licensed therapists, offers trusted courses, professional support, and a safe community for parents to learn how to support their children's mental health.

Dr. Whitmarsh shared our next school board meeting is June 11th.

Mr. Taylor welcomed board member comments.

Ms. Roach thanked everyone for coming out tonight. She spoke about graduation and that being the end goal. She looks forward to being there. She spoke about the 3 E's and setting students up for success. Ms. Roach thanked Olivia for participating this year and Tyler. She thanked everyone for coming.

Ms. Alberts thanked Ms. Bicker's for suggesting to speak while people are still here. She thanked everyone who has made this a great year. Ms. Alberts stated she got to go on some school tours and she really enjoyed them and will be doing a few more. Ms. Alberts spoke about balanced calendar and Hopewell City School's calendar. She talked about some concerns that people may have.

Ms. Bickers thanked everyone who came out. She stated the kids are her favorite part and she is honored to be a part of this board. When we get to see what they are doing and what they are accomplishing and where they are going and where they have been. It's the amazing part we get to experience. She congratulated all the graduates and those in other ceremonies and promotions. Ms. Bickers stated can't wait to see what we are doing next year. She thanked Olivia and Tyler for all they have done. She thanked everyone.

Ms. Greer thanked Dr. Payne, Dr. Pursel and Dr. Whitmarsh for the presentations. She thanked Dr. Whitmarsh and Michael for the budget spreadsheet. She congratulated the retirees, Olivia and Tyler. She congratulated all the graduate's high schools, 8th grade, 5th grade and kindergarten. She shared April 26th was the National History Day competition and she shared that we have a group performance, exhibit and paper that's advancing to the national competition in June. She thanked all those that helped the students in getting to go where they are. Ms. Greer shared she attended the Educator of the Year and Support Staff of the Year ceremony and it was amazing. It was wonderful. Ms. Greer shared that last week there was a BRVGS board meeting and the senior had their final projects and that seemed successful and she shared the AP Environmental class is replacing AP Bio. Ap Bio is a bit more challenging. This takes place 2026-2027. Ms. Greer gave a shout out to the girls' varsity soccer team. They are undefeated.

Dr. Whitmarsh stated that BRVGS is asking that this board confirm an alternate for when Ms. Greer can't attend a meeting. Next year at the annual organization meeting we will need to appoint someone as an alternate.

Ms. Alberts stated the new Director for Ivy Creek was appointed this morning.

Mr. Taylor congratulated the graduates. The presenters were amazing and the student speakers. Mr. Taylor shared he will not be seeking reelection next year. He shared his term ends December 31, 2025. He shared he is in the Mid-way District and he will still be around and mentoring children. He stated it's been an honor to be on the board. He shared he has three children in the school system and a fourth coming next year. It's been an honor.

Mr. Taylor requested a motion to adjourn.

Ms. Roach made a motion to adjourn. Ms. Bickers seconded. No discussion. All Ayes, motion carried.

Meeting ended at 8:24 pm.

Chair

Rhonda M. Houchens

Clerk