



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 MINUTES **Tuesday, August 12, 2025**

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

Closed Session: Chair Brown convened the meeting at 3:33 p.m. on the 12th day of August 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. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The following School Board Members were not in attendance: Mr. Culpepper, and Ms. Melnyk.

At 3:34 p.m., Vice Chair Weems made the following motion, seconded by Mr. Callan, 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, Paragraph 1, 2, 3, 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.
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.
3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.
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.

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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. Amendment of the Superintendent's Contract.
- B. Deliberation on student discrimination complaint appeal.
- C. Deliberation on requests to reimburse employees for legal fees.
- D. Status of pending litigation or administrative cases.
- E. Consultation with legal counsel regarding probable litigation and pending litigation matters.
- F. Discussion with legal counsel regarding Jericho Road properties.

Without discussion, 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. The motion passed, 9-0-0.

The School Board recessed into Closed Session at 3:36 p.m. Note, Mr. Bohenstiel recused himself from the Closed Session at 3:38 p.m.

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

- B. Deliberation on student discrimination complaint appeal: School Board Members: Chair Brown, Vice Chair Weems, Mr. Callan, 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.

At 3:39 p.m., Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; and Cheryl R. Woodhouse, chief of staff, left the Closed Session. At 3:42 p.m., School Board Member,

Mr. Bohenstiel, Kamala H. Lannetti, school board attorney; and Donald E. Robertson, Ph.D., superintendent, returned to the Closed Session.

- C. Deliberation on requests to reimburse employees for legal fees: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Stephanie Enzmann, director, Office of Employee Relations, and Regina M. Toneatto, school board clerk.

At 3:45 p.m., Donald E. Robertson, Ph.D., superintendent, and Stephanie Enzmann, director, Office of Employee Relations, left the Closed Session.

- A. Amendment of the Superintendent's Contract: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; and Regina M. Toneatto, school board clerk.

At 4:02 p.m., Donald E. Robertson, Ph.D., superintendent, returned to the Closed Session.

- D. Status of pending litigation or administrative cases; and

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- E. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Dannielle Hall-McIvor, senior school board attorney; and Regina M. Toneatto, school board clerk.

At 4:20 p.m., Simone S. Boothe, associate school board attorney, joined the Closed Session.

- F. Discussion with legal counsel regarding Jericho Road properties:
School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate school board attorney; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 4:25 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. Callan. 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. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 9-0-0.

It was noted that School Board Member, Mr. Culpepper joined the School Board Meeting via Zoom (personal reasons/out of state).

Ms. Dwyer read the following resolution:

RESOLUTION
STUDENT DISCRIMINATION APPEAL 08/12/2025

WHEREAS, on March 13, 2025, the parents of a Plaza Middle School student filed a complaint alleging discrimination, harassment, and retaliation regarding a student discipline investigation conducted by a staff member on October 25, 2024; and

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WHEREAS, on April 8, 2025, the School Administration issued an Investigation Report regarding the parents' complaint and concluded there was not sufficient evidence to support a finding of discrimination, harassment, or retaliation; and

WHEREAS, on June 4, 2025, a hearing officer conducted an appeal hearing regarding the Investigation Report and the parents' objections to the Investigation Report; and

WHEREAS, on June 26, 2025, the hearing officer issued Conclusions and Recommendations; and

WHEREAS, on August 12, 2025, the School Board deliberated on the June 26, 2025, hearing officer's Conclusions and Recommendations, the transcript, and the exhibits from the June 4, 2025, hearing.

NOW, THEREFORE, IT IS DETERMINED

1. That the June 26, 2025, hearing officer's report of Conclusions and Recommendations determination is upheld.
2. That the School Administration is ordered to notify the parents and student of this decision and to place a copy of this decision, the supporting documentation, and any recording of the hearing in the student's official files.

Adopted by the School Board of the City of Virginia Beach, Virginia this 12th day of August 2025.

Chair Brown called for a motion. Ms. Dwyer made the motion, seconded by Vice Chair Weems. Without discussion, Chair Brown called for a vote to approve the resolution read by Ms. Dwyer. The School Board Clerk announced there were nine (9) ayes in favor of the resolution read by Ms. Dwyer: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Mr. Culpepper. The motion passed, 9-0-1.

Mr. Bohenstiel read the following resolution:

**RESOLUTION
REGARDING PAYMENT OF EMPLOYEE LEGAL FEES**

WHEREAS, on December 18, 2023, a VBCPS site assigned substitute was charged with assault and battery of a minor student related to an incident at school; and

WHEREAS, that the site assigned substitute was found not guilty by the Virginia Beach Juvenile and Domestic Relations District Court on June 3, 2024, and the charge was later expunged from the site assigned substitute's criminal record by the Virginia Beach Circuit Court on March 20, 2025; and

WHEREAS, the site assigned substitute and her attorney are seeking payment of legal fees in accordance with Policy 2-59 in the amount of \$4,012.00 in fees and costs incurred in defending this charge and having her criminal record expunged; and

WHEREAS, the Superintendent recommends that the School Board payment of the legal fees; and

WHEREAS, School Board Policy 2-59 allows the School Board to pay an employee's legal fees incurred as a result of a lawsuit filed against the employee in their official capacity and provided that the lawsuit is later dismissed against the employee.

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NOW THEREFORE, be it:

RESOLVED: That the School Board authorizes payment of the employee's legal fees and costs in the amount of \$4,012.00, with one \$2,000.00 payment directly to the employee as reimbursement for payment made and a second payment in the amount of \$2,012.00 to her attorney for legal fees not yet paid; and

FURTHER RESOLVED: That the Clerk is directed to send a copy of this Resolution to the site assigned substitute, the site assigned substitute's attorney, the School Board Attorney, the Chief Financial Officer, the Director of Business Services, and the Chief Human Resources Officer who is directed to place a copy of this Resolution in the employee's personnel file.

Adopted by the School Board of the City of Virginia Beach, Virginia, this 12th day of August 2025.

Chair Brown called for a motion. Mr. Bohenstiel made the motion, seconded by Vice Chair Weems. Without discussion, Chair Brown called for a vote to approve the resolution read by Mr. Bohenstiel. The School Board Clerk announced there were nine (9) ayes in favor of the resolution read by Mr. Bohenstiel: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Mr. Culpepper. The motion passed, 9-0-1.

Mr. Cummings read the following resolution:

**RESOLUTION
REGARDING PAYMENT OF EMPLOYEE LEGAL FEES**

WHEREAS, October 16, 2024, a VBCPS principal was charged with assault and battery of a minor student related to an incident at school; and

WHEREAS, the charge against the principal was dismissed by the Virginia Beach Juvenile and Domestic Relations District Court on February 13, 2025, and the charge was later expunged from the principal's criminal record by the Virginia Beach Circuit Court on April 16, 2025; and

WHEREAS, the principal and her attorney are seeking payment of legal fees in accordance with Policy 2-59 in the amount of \$1,512.00 in fees and costs incurred in defending this charge and having her criminal record expunged; and

WHEREAS, the Superintendent recommends payment of the legal fees; and

WHEREAS, School Board Policy 2-59 allows the School Board to pay an employee's legal fees incurred as a result of a lawsuit filed against the employee in their official capacity and provided that the lawsuit is later dismissed against the employee.

NOW THEREFORE, be it:

RESOLVED: That the School Board authorizes payment of the employee's legal fees and costs in the amount of \$1,512.00; and

FURTHER RESOLVED: That the Clerk is directed to send a copy of this Resolution to the principal, the principal's attorney, the School Board Attorney, the Chief Financial Officer, the Director of Business Services, and the Chief Human Resources Officer who is directed to place a copy of this Resolution in the employee's personnel file.

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Adopted by the School Board of the City of Virginia Beach, Virginia, this 12th day of August 2025.

Chair Brown called for a motion. Mr. Cummings made the motion, seconded by Vice Chair Weems. Without discussion, Chair Brown called for a vote to approve the resolution read by Mr. Cummings. The School Board Clerk announced there were nine (9) ayes in favor of the resolution read by Mr. Cummings: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Mr. Culpepper. The motion passed, 9-0-1.

Mr. Callan made the following motion, I move that the School Board accept the Amendment #2 to the Superintendent's contract as presented to the School Board on August 12, 2025. Vice Chair Weems seconded the motion. A discussion followed regarding the contract amendment; doing a good job but cannot support the amendment; not a reflection on leadership; raises; benefits; optics; and confirmation that the details of the amendment were the same as briefed to the School Board. 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 accept the Amendment #2 to the Superintendent's contract: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were four (4) nays opposed to the motion to accept the Amendment #2 to the Superintendent's contract: Mr. Cummings, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 6-4-0.

1. *Administrative, Informal, and Workshop*

- A. School Board Administrative Matters and Reports: Chair Brown mentioned the School Adoption List for the upcoming school year. A discussion followed regarding how to proceed with the adoptions, either by choosing schools (as in the past) or by districts. The School Board will adopt/visit schools by districts. It was noted that School Board Members could visit any school. Superintendent Robertson mentioned his draft 2025-2026 goals. Chair Brown mentioned adding the health insurance topic to the information portion of the agenda. Ms. Rogers mentioned commemorative celebrations for the months of July and August.
- B. Summer Programming Review: Thomas W. Quinn, executive director, secondary teaching and learning, provided the School Board updates on the 2025 implementation of summer learning experiences in elementary and secondary schools. The presentation provided an overview of the summer learning programs for 2025, which included various initiatives for both elementary and secondary students. Elementary programs featured the Summer Learning Camp, STEM Camps, "Ready, Set, Kindergarten!" sessions, and tutoring opportunities. Secondary programs included Extended School Year (ESY) services, repeat courses, SOL Fast Track tutoring, and new courses offered through the Virginia Beach Digital Campus.

The presentation highlighted the participation rates and success of these programs, noting that over 6,000 students took part in the summer learning opportunities. The repeat course pass rates were notable, with overall enrollment showing high success rates across different subjects. Additionally, the presentation mentioned the estimated 80 graduates from the summer graduation. The presentation continued with brief comments regarding the summer programs; supports for students; and the kindergarten program.

- C. Summer Staffing Update: Amy Church, director, employment services, James Avila, Ed.D., coordinator, recruitment and retention, and Kelly Knight, marketing specialist provided the School Board information regarding the current state of staffing for the 2025-2026 school year in Virginia Beach City Public Schools. The presentation provided an in-depth analysis of the critical shortage in the teaching workforce. It highlighted the significant gap between the number of openings and the availability of qualified

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candidates, emphasizing the impact of educator turnover on classroom staffing and student success. The presentation also detailed the enrollment and completion rates of Virginia Teacher Preparation Programs, showing a disparity between the number of admitted candidates and those who completed the requirements.

Salary comparisons across various school divisions were presented, with Portsmouth offering the highest entry-level salaries. The presentation identified key issues impacting teacher retention, such as salary and benefits, professional demands, and staff recognition.

The top ten critical shortage teaching endorsement areas in Virginia were listed, with special education and elementary education being the most affected 5. Current instructional and non-instructional vacancies were outlined, revealing significant gaps in staffing across different levels and positions.

Recruitment and retention initiatives were discussed, including marketing strategies, recent campaign highlights, job fairs, community engagement efforts and the importance of branding. The presentation concluded with a call to action, an overview of the division's social media reach, encouraging stakeholders to stay connected and support the recruitment efforts of Virginia Beach City Public Schools.

The presentation continued with questions and comments regarding advertising; partnerships with local colleges; VBCPS future teachers program (VTFT), reaching the students in college; investing in current teacher assistants, pathways to licensure; food services, cafeteria assistants; college teaching programs; impact of social media on recruitment; number of new hires; exit surveys; branding; and social media.

2. **Closed Session:** The Closed Session occurred before the start of the Administrative, Informal, and Workshop Session.
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 12th day of August 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. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers.
The following School Board Member attended via Zoom: Mr. Culpepper (personal reasons/out of state).
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition:** There were no awards presented at the meeting.
8. **Adoption of the Agenda:** Chair Brown mentioned adding Agenda Item #12F – Health Insurance Discussion. Without further modifications to the agenda, Chair Brown called for a motion to approve the agenda as presented and modified. 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 agenda as presented and modified: 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.
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**

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Administrative Recognitions: Superintendent Robertson introduced the following appointments:

Alicia A. N. Broadwater, instructional specialist, Department of Teaching and Learning, as assistant principal of Kempsville Meadows Elementary School; **Megan D. Davis**, teacher, Woodstock Elementary, as assistant principal of Bettie F. Williams Elementary School; **Jonathan M. Duggan**, administrative assistant, Providence Elementary School, as assistant principal of Alanton Elementary School; **Brittany M. Ferguson**, instructional technology specialist, Red Mill Elementary School, as assistant principal of Birdneck Elementary School; **Erin M. Lucas**, administrative assistant, Woodstock Elementary School, as assistant principal of Parkway Elementary School; **Melinda C. Pezzella**, specialist professional learning, Office of Professional Growth and Innovation, as assistant principal of Windsor Woods Elementary School; **Leticia W. Swift-Newsome**, assistant principal, Parkway Elementary School, as principal of Centerville Elementary School; **Parker W. Thoroughgood**, administrative assistant, W.T. Cooke and Luxford Elementary Schools, as assistant principal of Princess Anne Elementary School; **Brian D. Bevan, Jr.**, administrative assistant, Frank W. Cox High School, as assistant principal of Landstown Middle School; **Jennifer C. Warren**, administrative assistant, Bayside Middle School, as dean of students at Bayside Middle School; **Janay C. Washington, Ph.D.**, administrative assistant, Larkspur Middle School, as assistant principal of Landstown Middle School; **Sammi L. Bethan**, administrative assistant, First Colonial High School, as assistant principal of Landstown High School; **Ebony S. Cherry**, assistant principal, Independence Middle School, as assistant principal of Bayside High School; **Jeremy L. Cox**, assistant principal, Salem Middle School, as assistant principal of Renaissance Academy; **Sergio A. Guillen**, administrative assistant, Landstown High School, as assistant principal of Kellam High School; **Dennis O. Kelly, Jr.**, dean of students, Bayside Middle School, as assistant principal of Renaissance Academy; **Meredith L. Brookman**, instructional specialist, Office of K-12 and Gifted Programs, as coordinator, Fine Arts, Office of K-12 and Gifted Programs; **Andrea N. Caretta**, financial management specialist, as coordinator, budget development, Department of Budget and Finance; **Rebecca L. Carter**, instructional specialist, as coordinator, Title I, Department of Teaching and Learning; **Bruce H. Clarke**, assistant principal, Windsor Woods Elementary School, as coordinator, Regional Recovery School at Harbor Hope Center; **Katherine R. Goldberg, Ph. D.**, principal, Point O'View Elementary School, as director, Instructional Technology, Department of Teaching and Learning; **Tiffany L. Mack**, innovation and curriculum coordinator, Carlucci American International School of Lisbon, as coordinator, language arts, Department of Teaching and Learning; **Thomas C. Shattuck**, coordinator, Security and Safe Schools, as director, Safe Schools, Office of Security and Emergency Management; **Caitlin B. Strom**, assistant principal, Bettie F. Williams Elementary School, as employee relations specialist, Department of Human Resources; and **Christie M. Verebely**, principal, Southeastern Cooperative Educational Programs, as coordinator, Special Education, Office of Programs for Exceptional Children.

10. *Approval of Meeting Minutes*

July 8-9, 2025 School Board Retreat / Abridged School Board Meeting: Chair Brown called for any modifications to the July 8-9, 2025, School Board Retreat/Abridged School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the July 8-9, 2025 minutes. Ms. Dwyer made the motion, seconded by Mr. Cummings. 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 July 8-9, 2025, minutes as presented: 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.

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

There were thirteen (13) in person speakers. The topic included diversity; National Chaplain Program; closed session; Policy 5-7; Regulation 5-65.1; violation of rights; transgender students; teacher pay; health insurance increases; health premiums; teacher retention; Jericho Road property; Chromebook, accessing websites; and support for community park.

The Public Comments concluded at 6:53 p.m.

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12. Information

- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board review recommendations regarding the amendment of certain bylaws and policies as recommended by the Policy Review Committee at its June 25, 2025 and July 23, 2025 meetings. Kamala Lannetti, school board attorney, reviewed the following:
1. Bylaw 1-36/Open Meetings, Closed Meetings, Electronic Meetings and Remote Location Participation in Meetings: The PRC recommends changing the title to better reflect the contents of the bylaw and reminds the School Board of the requirement under the Virginia Code to adopt the bylaw each year after reviewing the remote participation clause. The PRC is requesting that the School Board move this matter to the Action Agenda at the 8/12/25 meeting to ensure that the Bylaw is updated in a timely manner.
 2. Policy 2-57/Staff Members as Consultants Outside the School Division: The PRC recommends clarifying the types of leave that can be used when staff members are on leave working as a consultant.
 3. Policy 3-12/Capital Improvement Program (CIP): The PRC recommends updating the related links and legal references. There was a brief discussion regarding the long range master plan and any updates.
 4. Policy 3-14/School Board Funds: The PRC recommends updating the legal references.
 5. Policy 3-16/Local Funds: Virginia Beach Education Foundation, Inc.: The PRC recommends removing the editor's note to align with recent changes to the formatting of policies and updating the legal references.
 6. Policy 3-17/State Funds: The PRC recommends updating the legal references.
 7. Policy 3-18/Federal Funds: There are no recommended changes to this policy, it is being reviewed to conform to the 5-year review requirement.
 8. Policy 4-57/Licensed Personnel: Contracts: The PRC recommends changing the dates in the notes to bring the policy current. There was a brief discussion regarding the frequency of having long-term substitutes in the classroom; qualifications; and long-term substitutes with degrees.
 9. Policy 4-91/Observation Students, Practicum Students, Student Teachers, and Interns: The PRC recommends adding Section B to reflect what is currently in practice, minor scrivener's changes, and the addition of legal references and related links. There was a brief discussion regarding students in the VTFT (Virginia Teachers for Tomorrow) Program.
 10. Policy 5-18/Attendance Records: The PRC recommends minor scrivener's changes.
 11. Policy 5-43/Threats: The PRC recommends updating the legal references.
 12. Policy 5-44/Sexual Harassment, sexual violence, and inappropriate sexual conduct prohibited – students: There are no recommended changes to this policy. It is being reviewed to meet the 5-year requirement.
 13. Policy 5-62/Student Athletes – Sudden Cardiac Arrest Prevention Awareness, Cardiac Emergency Response Plans and Extreme Heat Safety and Protection: The PRC recommends updating the title and add language from recently adopted legislation requiring school divisions to develop cardiac emergency response plans and guidelines regarding extreme heat safety. The PRC is requesting that the School Board move this matter to the Action Agenda at the 8/12/25 meeting to ensure that the policy is in effect for the fall sports season. There was a brief discussion regarding students involved in other activities (dance, cheerleading, etc.).
 14. Policy 5-66/Student Directory Information: The PRC recommends updating the legal references.
 15. Policy 5-76/Homeless Children and Youth: There are no recommended changes to this policy. It is being reviewed to meet the 5-year requirement.
 16. Policy 6-10/Guest Speakers: The PRC recommends generalizing the language in the policy and creating a more detailed regulation that provides details on the process for inviting guests to speak at

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schools and school sponsored events. There was a brief discussion regarding need for further understanding; regulation; and request to move to Action at next School Board meeting.

17. Policy 6-39/Mathematics: The PRC recommends adding language that reflects recent changes to the Code of Virginia requiring automatic enrollment of certain students in advanced mathematics courses. There was a brief discussion regarding parent choice and opt-out for students.
18. Policy 6-41/Digital Literacy and Internet Safety Policy: The PRC recommends that the policy be amended to reflect changes in the law required by the Virginia General Assembly. There was a brief discussion regarding resources for parents; AI regulations; guardrails in place; and doing too much, too quickly with AI.

- B. Program Evaluation Schedule for 2025-2026: Heidi L. Janicki, Ph.D., director, Office of Research and Evaluation, provided the School Board information regarding the Pre-Kindergarten Program: Evaluation Readiness Report, including the program's goals and objectives and recommended evaluation plan. The presentation reviewed evaluations conducted in the 2024-2025 period, including the Pre-Kindergarten Program, Scratch Cooking Initiative, Behavioral and Mental Health Supports for Students, Renaissance Academy Alternative Education Program, and An Achievable Dream Academy.

The presentation also outlined Policy 6-26, regarding the evaluation of new and existing educational programs for two years and during the year of full implementation. The Program Evaluation Committee identified programs for the schedule based on criteria in the policy, and the proposed evaluation schedule was presented to the Superintendent and Senior Staff for approval.

The 2025-2026 program evaluation schedule included evaluations for the Recovery School (Year 1 Implementation Evaluation), Gifted Resource-Cluster Program (Evaluation Update), Scratch Cooking Initiative (Comprehensive Evaluation), and Pre-Kindergarten Program (Year 1 Implementation Evaluation). It was noted that additional evaluations or updates may be recommended based on 2024-2025 evaluation results presented this fall or winter.

- C. Pre-Kindergarten Program: Evaluation Readiness Report: Allison M. Bock, Ph.D., program evaluation specialist, Office of Planning, Innovation, and Accountability provided the School Board information regarding the Pre-Kindergarten Program: Evaluation Readiness Report, including the program's goals and objectives and recommended evaluation plan. The presentation provided an overview of the Virginia Beach City Public Schools (VBCPS) Pre-Kindergarten program, which began in the 2016-2017 school year. Supported by a grant from the Virginia Preschool Initiative (VPI), the program aimed to serve at-risk four-year-old children not covered by Head Start. During the 2024-2025 school year, the program operated 53 classrooms across 30 elementary school sites, with a capacity of 954 seats. The plan for 2025-2026 included expanding to 36 sites with a capacity of 1,008 seats.

The presentation outlined the purpose of the evaluation readiness process, which was to refine goals and objectives and make recommendations for future evaluations. The process involved reviewing historical and current documentation and literature on pre-kindergarten programs, setting measurable goals, and developing an evaluation plan. The implementation goal was to provide a developmentally-appropriate, student-centered classroom environment with engaging, hands-on curriculum and positive interactions. The program aimed to establish a positive classroom climate, feature well-designed learning centers, and implement effective curriculum to promote cognitive and language development.

Student outcome goals included demonstrating growth in academic performance, self-regulation, and social skills, and preparing students for a successful transition to kindergarten. The program aimed for students to score in the growing or strong bands for literacy, language, numeracy, and self-regulation.

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Baseline survey data indicated a 33% response rate from pre-kindergarten teachers and assistants, with 100% agreement on classroom-related items.

The evaluation recommendation and plan proposed a two-year evaluation, focusing on implementation processes and baseline student outcome data in the first year, and program effectiveness and goal attainment in the second year. The evaluation would also consider any changes resulting from the program's expansion.

The presentation continued with questions and comments regarding parent component; family engagement; parent survey; response rate of 33%; support for the Pre-K Program; transition into Kindergarten; special education services; supporting Pre-K teachers; working collaboratively with OPEC and Pre-K; professional training; and layers of support.

- D. Scratch Cooking Initiative: Evaluation Readiness Report: Noel G. Williams, Ph.D., program evaluation specialist, Office of Planning, Innovation, and Accountability, provided the School Board information regarding the Scratch Cooking Initiative: Evaluation Readiness Report, including the initiative's goals and objectives and recommended evaluation plan. The presentation provided an overview of the initiative's background, goals, and evaluation readiness process. The initiative aimed to enhance school meal programs by shifting from ready-made food to scratch cooking using minimally processed ingredients. It was piloted in Virginia Beach City Public Schools (VBCPS) at Old Donation School in 2016-2017 and later expanded to all comprehensive schools.

The presentation outlined the three-pronged approach of the initiative, which included increasing scratch and speed scratch items, implementing school gardens, and modernizing kitchen equipment. The goals were to modernize kitchen equipment, fully staff the initiative with trained professionals, and increase the number of scratch and speed scratch menu items along with locally sourced food.

Student outcome goals included increasing student participation in school meals and teaching healthy eating habits, as well as involving students in extracurricular activities and school gardens related to the initiative. Baseline data from 2024-2025 showed varying levels of awareness and implementation across schools. The presentation concluded with a recommendation to conduct a comprehensive evaluation of the initiative during 2025-2026, focusing on program implementation, outcomes, and effectiveness.

The presentation continued with questions and comments regarding the number of meals served and consumption; student participation in elementary and middle school (student clubs, garden); and experience learning and developing practical skills with scratch cooking.

- E. Video Services: David Din, chief information officer, provided the School Board information regarding video services transitioned from VBTv and streaming. The presentation provided an overview of the transition plan for video services within the Department of Technology. In Phase 1, which spanned from July 2024 to June 30, 2025, VBCPS hired two new staff members to assume video services responsibilities. During this phase, the City trained VBCPS staff and updated all VBCPS broadcast equipment. Phase 2, from July 1, 2025, to June 30, 2026, involved VBCPS assuming full responsibility for video services, broadcast equipment, and programming, with the City providing support if needed. Phase 3, starting July 1, 2026, entailed VBCPS receiving 50% of revenues from public broadcast fees.

The presentation also highlighted new broadcast capabilities, including AI-generated meeting summaries, streaming capabilities, and smarter, agenda-connected recordings. VBCPS managed broadcast content and scheduling. The next steps included confirming streaming needs by various committees such as the Policy

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Review Committee, Building Utilization Committee, Audit Committee, and Legislative Committee capabilities for committee meetings.

The presentation continued with questions and comments regarding new capabilities; revenues from broadcasting fees; great features, better transparency; and streaming on YouTube.

- F. Health Insurance Discussion: Note, this item was added during the Adoption of the Agenda. See Agenda Item #8.

Crystal Pate, chief financial officer, and Linda Matkins, director, Office of Consolidated Benefits provided the School Board information on Health Insurance. On August 8, 2025, employees and retirees were notified of a decision to revert health plan premiums to 2022 levels due to escalating healthcare costs. This adjustment aligns with rates paid by City of Virginia Beach employees and aims to preserve the long-term sustainability of the health fund.

Despite \$19M in employer contributions over two years, trends have not stabilized. Mercer, the division's actuarial consultant, advised assuming 9% cost increases for 2025 and 2026. Reverting to 2022 rates projects a \$200K deficit by end of CY2026 but a \$9.7M surplus by end of FY2026, still below the recommended \$21.5M reserve.

The division remains committed to cost-saving strategies and preventive health programs. The Consumer Driven Health Plan (CDHP) remains a low-cost option with HSA contributions of \$750 (single) and \$1,250 (dependent tiers). Thirty percent of members are enrolled in CDHP.

Linda Matkins, Director of Consolidated Benefits, provided further analysis and emphasized ongoing efforts to maintain quality and affordability.

The discussion continued regarding funding; revenue sources and possibility of additional resources; flat funding; difficult decisions; comparison of health care, offerings in other divisions; self-insured; high claim costs and prescription costs; data trends; retention and recruitment issues; low income earners; use of reversion funds; salary and health insurance; understand the challenges; and upcoming presentations to the School Board.

- 13. Return to public comments if needed:** As noted under Agenda Item #11, the Public Comments concluded at 6:53 p.m.

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

- A. Policy Review Recommendations:
1. Policy 5-62/Student Athletes – Sudden Cardiac Arrest Prevention Awareness, Cardiac Emergency Response Plans and Extreme Heat Safety and Protection
- B. Textbook Adoption: AP Latin: Recommended that the School Board approve the following high school textbooks as recommended by the Latin Textbook Adoption Committee for implementation in the fall of 2025.

Course Title	Textbook	Publisher	Copyright
AP Latin	<i>College Pliny and Vergil (1st Ed.)</i>	Geoffrey Steadman	2023

- C. Pembroke Elementary School HVAC Replacement: Recommended that the School Board approve a motion correcting its June 24, 2025 consent item 14D authorizing the Superintendent to execute a contract with Comfort Systems of Virginia for the Pembroke Elementary School HVAC Replacement in the

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amount of \$1,139,000 to amend the agenda coversheet Background Summary to read Contractor: Comfort Systems of Virginia.

- D. Cox High School Cell Tower Agreement: Recommended that the School Board approve a motion authorizing the Superintendent to execute a First Amendment to Communication Tower Lease Agreement with New Cingular Wireless PCS, LLC to the existing cell tower at Cox High School.

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. Ms. Dwyer made the motion, seconded by Mr. Callan. Chair Brown called for a 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. The motion passed, 10-0-0.

15. Action

- A. Personnel Report / Administrative Appointments:

Chair Brown called for a motion to approve the August 12, 2024, personnel report and administrative appointments. Mr. Cummings made the motion, seconded by Ms. Dwyer, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on the August 12, 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 ten (10) ayes in favor of the motion to approve the August 12, 2025, personnel report and administrative appointments: 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.

Superintendent Robertson mentioned the following appointments: **Denise R. Ficco**, administrative assistant, White Oaks Elementary School, as assistant principal of Diamond Springs Elementary School; **Schylar M. Harrison**, school counselor, Strawbridge Elementary School, as assistant principal of Red Mill Elementary School; **Kathryn E. Johnson**, principal, Center Cass School District, IL, as assistant principal of Strawbridge Elementary School; **Caitlin H. Bucholz**, administrative assistant, Kempsville Middle School, as assistant principal of Independence Middle School; **Diane M. Rockhill**, administrative assistant, Green Run High School, as assistant principal of Kempsville Middle School; **Tori H. Beck**, assistant principal, Kempsville Middle School, as assistant principal of Landstown High School; **Derek R. Braxton**, teacher, Greenbrier Middle School, Chesapeake Public Schools, as assistant principal of Salem High School; and **Sarah A. Routsis**, teacher, Kempsville High School, as coordinator, business information technology, Office of Technical and Career Education.

- B. Jericho Road: Chair Brown called for a motion to approve the resolution on Jericho Road. Vice Chair Weems made the motion, seconded by Ms. Dwyer. Vice Chair Weems read the following resolution:

RESOLUTION

NEGOTIATION FOR DISPOSITION OF CERTAIN JERICO ROAD PROPERTIES

WHEREAS, the School Board owns three properties on Jericho Road; and

WHEREAS, on June 23, 2023, the School Board appointed an Ad Hoc Committee to Study Open Space Uses for School Board Property on Jericho Road ("Ad Hoc Committee") and charged the Ad Hoc Committee to study and bring back recommendations regarding open space uses for any unneeded school property that is located on Jericho Road; and

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WHEREAS, the Ad Hoc Committee included School Board Members, City Council Members, knowledgeable School Division and City staff members and representatives of the Aragona and Pembroke Manor Civic Leagues whose neighborhoods have long advocated for repurposing of any unneeded school property on Jericho Road to address the need for services and facilities in these neighborhoods; and

WHEREAS, on March 19, 2025, the Ad Hoc Committee submitted its *Report and Recommendations of the Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road*; and

WHEREAS, on July 8, 2025, the School Board considered the recommendations of the Ad Hoc Committee; the consensus of the School Board is to accept the Ad Hoc Committee's recommendation that the School Board transfer an approximately 13.71 acre portion of the School Board's property, which is a portion of the former site of the Bayside 6 campus, to the City of Virginia Beach for park and passive recreation purposes on terms and conditions which are acceptable to both the School Board and the City, including identification of funding for necessary demolition of existing improvements, resubdivision work necessary to create a separate parcel, parks and recreation uses for the property which are compatible with the surrounding neighborhoods and the existing school which will remain, and other terms and conditions.

NOW, THEREFORE, BE IT RESOLVED

1. That the School Board authorizes the Superintendent or designees and legal counsel for the School Board to work with City representatives to negotiate mutually agreeable terms and conditions for the transfer to the City of the portion of the Jericho Road's property which is no longer needed for school purposes.
2. That the proposed terms and conditions for the transfer of such property to the City be presented to the School Board at a later date for School Board consideration, any necessary public hearing and decision.
3. That a copy of this Resolution and the March 19, 2025 *Report and Recommendation of the Ad Hoc Committee to Study Open Space Uses for School Property on Jericho Road* be transmitted to the City Council, the City Clerk and the City Manager.

Adopted by the School Board of the City of Virginia Beach, Virginia, this 12th day of August 2025.

There were comments shared regarding the resolution; thanks for emails, members of the City Council, community members; support to use land as a park for community; thanks for speakers talking about Jericho Road; thanks to the Ad Hoc Committee; and thanks John Aragona and family. Without further comments, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the resolution on Jericho Road: 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.

C. Policy Review Recommendations:

1. Bylaw 1-36/Open Meetings, Closed Meetings, Electronic Meetings and Remote Location Participation in Meetings: Chair Brown called for a motion to approve Bylaw 1-36 as presented. Ms. Dwyer made the motion, seconded by Mr. Cummings. 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 Bylaw 1-36 as presented: 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.

- D. Video Services: Chair Brown called for a motion to approve the streaming of committee meetings (Policy Review, Building Utilization, Internal Audit, and Legislative). Mr. Bohenstiel made the motion, seconded by Vice Chair Weems. Without discussion, Chair Brown called for a vote. The School Board Clerk announced

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there were ten (10) ayes in favor of the motion to approve the streaming of committee meetings: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0.

- 16. *Committee, Organization or Board Reports:*** Dr. Green mentioned back to school and the opening of Jump Start program, an annual event for students. Ms. Rogers mentioned getting information on the book policy. Mr. Bohensiel mentioned the start of school and visiting schools. Chair Brown mentioned the Back-to-School Care Fair on August 16 from 12:00 p.m. to 4:00 p.m. at the Virginia Beach Convention Center. Mr. Callan shared a compliment to Mr. Bohensiel about visiting all the schools in the district last year. Ms. Felton mentioned the Summer School Graduation on August 14 and the Leadership Conference.
- 17. *Return to Administrative, Informal, Workshop or Closed Session matters:*** None.
- 18. *Adjournment:*** Chair Brown adjourned the meeting at 8:59 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair