



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

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District 5

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

School Board Regular Meeting Proposed Agenda **Tuesday, October 14, 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 VBT Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/webinar/register/WN_Ffxqlv6ZSm6wO_VfyITU3g Call-in (301) 715-8592 ID 810 0205 4021

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 October 13, 2025.

1. **Administrative, Informal, and Workshop** (School Administration Building #6 – School Board Room)..... **3:30 p.m.**
 - A. School Board Administrative Matters and Reports
 - B. Mercer Update
 - C. Middle School Dual Language Immersion (DLI) Considerations
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**
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. September 23, 2025 Regular School Board Meeting
11. **Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the October 14, 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 October 14, 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. October 14, 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 3-27/Borrowing
 - 2. Policy 6-28/Driver Education
 - 3. Policy 7-2/Notification of School Board Meetings
 - 4. Policy 7-13/Appeals of School Board Decisions
 - 5. Policy 7-21/Citizens' Advisory Committees
 - 6. Policy 7-58/Relations with Governmental Agencies
- B. FY 2024-25 Reversion and Revenue Sharing Formula Reconciliation
- C. CIP Update
- D. Gifted Citizen's Advisory Committee Appointment Recommendations

13. Return to public comments if needed

14. Consent Agenda

- A. Religious Exemption(s)

15. Action

- A. Personnel Report / Administrative Appointments Updated 10/15/2025

16. Committee, Organization or Board Reports

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

18. Adjournment



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

Section: Workshop **Date:** October 14, 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

Linda Matkins, Director Consolidated Benefits

Recommendation:

That the School Board receive updated information from Mercer.

Background Summary:

Health care premiums for Virginia Beach City Public Schools (VBCPS) have been stable since 2019, with rates significantly reduced in 2023. However, due to rising medical and pharmacy costs, the district, which is a self-insured employer, is no longer able to absorb these increases alone. To ensure the long-term stability of the health care plan, premiums will be adjusted to a level similar to 2022 rates. This adjustment is necessary to preserve a positive health fund balance and align costs more closely with the actual price of coverage.

Source:

N/A

Budget Impact:

N/A

Next Steps:

Quarterly reports will be given to the School Board in the future.



Employer Funding Increases

Virginia Beach City Public Schools

October 14, 2025

David Keogh
Principal, Richmond

Monica Wasik, ASA, MAAA
Senior Associate, Richmond

Jerry Kikwebati
Associate, Richmond

welcome to brighter

Agenda

1. Plan Year Projections 2025-2027
2. Plan Year Projections 2025-2027 (\$5M & \$10M Increase to Employer Funding)
3. Appendix
 - Assumptions
 - Methodology

Plan Year Projections

2025 - 2027

1

Medical/Rx Plan Year Projection

2025–2027 Outlook

DRAFT COPY SUBJECT TO CHANGE

Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$122.0M	\$133.7M	\$147.5M
Employer Contributions	\$100.2M	\$105.7M	\$125.7M
Employee/Retiree Contributions	\$9.4M	\$18.4M	\$22.0M
<i>Total Contributions</i>	\$109.6M	\$124.1M	\$147.7M
Drawdown from Health Fund Reserves	\$12.4M	\$9.6M	\$0.0M
<i>Total Funding</i>	\$122.0M	\$133.7M	\$147.7M
Health Fund Impact			
Health Fund Balance (as of June 2025)	\$16.9M	\$10.7M	\$1.0M
Drawdown from Health Fund Reserves remaining to year end*	-\$6.2M	-\$9.6M	\$0.0M
Projected Health Fund Balance at year end	\$10.7M	\$1.0M	\$1.1M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$20.3M	\$22.3M	\$24.6M
Variance from 2 Month Reserve	-\$9.6M	-\$21.3M	-\$23.6M

*Reduction from CY 2025 assumes 6 months of annual HF impact remains from 7/1/25 to 12/31/25

- Reflects projected plan costs for actives and retirees, using claims data thru June 2025. Enrollment reflects average 2025 year to date enrollment as provided by Sentara.
- Per VBCS direction, assumes annual combined medical and pharmacy trend of 9%.
- 2025, and 2026 figures reflect final 2025, and 2026 ER budget decisions assuming EE contribution increase of 97% annually for Schools.
 - 2027 total employee and employer contributions combined are assumed to match total projected costs. ER budget and EE contributions are assumed to match 2026 cost share while not relying on the health fund given health fund balance is projected to be below 2 months reserve in 2026.
- 2025 and 2026 aggregate rebate projection provided by Sentara for Schools. Rebate estimates factor in impact of AMP Cap Rebate settlement.
- Health fund balance provided by CVABPS as of June 2025. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
- Please note some figures will not add exactly due to rounding.

Medical/Rx Fiscal Year Projection

2025–2027 Outlook

DRAFT COPY SUBJECT TO CHANGE

Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$111.7M	\$127.6M	\$140.5M
Employer Contributions	\$95.4M	\$103.5M	\$117.7M
Employee/Retiree Contributions	\$9.4M	\$14.8M	\$20.6M
<i>Total Contributions</i>	\$104.8M	\$118.3M	\$138.3M
Drawdown from Health Fund Reserves	\$7.0M	\$9.3M	\$2.3M
<i>Total Funding</i>	\$111.7M	\$127.6M	\$140.5M
Health Fund Impact			
Health Fund Balance (as of June 2025)		\$16.9M	\$7.6M
Drawdown from Health Fund Reserves remaining to year end	-\$7.0M	-\$9.3M	-\$2.3M
Projected Health Fund Balance at year end		\$7.6M	\$5.3M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$18.6M	\$21.3M	\$23.4M
Variance from 2 Month Reserve		-\$13.7M	-\$18.1M

- Reflects projected plan costs for actives and retirees, using claims data thru June 2025. Enrollment reflects average 2025 year to date enrollment as provided by Sentara.
- ER and EE budget are assumed to be 40% of prior Calendar Year (July-December), and 60% of current Calendar Year (January-June).
- 2025, and 2026 figures reflect final 2025, and 2026 ER budget decisions assuming EE contribution increase of 97% annually for Schools.
- CY 2027 ER budget and EE contributions are assumed to match CY 2026 cost share while not relying on the health fund starting in January 2027 given health fund balance is projected to be below 2 months reserve in 2026.
- 2025 and 2026 aggregate rebate projection provided by Sentara for Schools. Rebate estimates factor in impact of AMP Cap Rebate settlement.
- Health fund balance provided by CVABPS as of June 2025. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
- Please note some figures will not add exactly due to rounding.

Plan Year Projections (\$5M and \$10M ER Increase)

2025 - 2027



Medical/Rx Plan Year Projection

2025–2027 Outlook: \$5M Increase

DRAFT COPY SUBJECT TO CHANGE

Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$122.0M	\$133.7M	\$147.5M
Employer Contributions	\$100.2M	\$110.7M	\$125.7M
Employee/Retiree Contributions	\$9.4M	\$18.4M	\$22.0M
<i>Total Contributions</i>	\$109.6M	\$129.1M	\$147.7M
Drawdown from Health Fund Reserves	\$12.4M	\$4.6M	\$0.0M
<i>Total Funding</i>	\$122.0M	\$133.7M	\$147.7M
Health Fund Impact			
Health Fund Balance (as of June 2025)	\$16.9M	\$10.7M	\$6.0M
Drawdown from Health Fund Reserves remaining to year end*	-\$6.2M	-\$4.6M	+\$0.2M
Projected Health Fund Balance at year end	\$10.7 M	\$6.0M	\$6.2M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$20.3M	\$22.3M	\$24.6M
Variance from 2 Month Reserve	-\$9.7M	-\$16.3M	-\$18.4M

*Reduction from CY 2025 assumes 6 months of annual HF impact remains from 7/1/25 to 12/31/25

- Reflects projected plan costs for actives and retirees, using claims data thru June 2025. Enrollment reflects average 2025 year to date enrollment as provided by Sentara.
- 2025, and 2026 figures reflect final 2025, and 2026 ER budget decisions assuming EE contribution increase of 97% annually for Schools.
 - 2027 total employee and employer contributions combined are assumed to match total projected costs. ER budget and EE contributions are assumed to match original 2026 cost share on Slide 2 while not relying on the health fund given health fund balance is projected to be below 2 months reserve in 2026.
- 2025 and 2026 aggregate rebate projection provided by Sentara for Schools. Rebate estimates factor in impact of AMP Cap Rebate settlement.
- Health fund balance provided by CVABPS as of June 2025. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
- Please note some figures will not add exactly due to rounding.

Medical/Rx Fiscal Year Projection

2025–2027 Outlook: \$5M Increase

DRAFT COPY SUBJECT TO CHANGE

Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$111.7M	\$127.6M	\$140.5M
Employer Contributions	\$95.4M	\$106.5M	\$119.7M
Employee/Retiree Contributions	\$9.4M	\$14.8M	\$20.6M
<i>Total Contributions</i>	\$104.8M	\$121.3M	\$140.3M
Drawdown from Health Fund Reserves	\$7.0M	\$6.3M	\$0.3M
<i>Total Funding</i>	\$111.7M	\$127.6M	\$140.5M
Health Fund Impact			
Health Fund Balance (as of June 2025)		\$16.9M	\$10.6M
Drawdown from Health Fund Reserves remaining to year end	-\$7.0M	-\$6.3M	-\$0.3M
Projected Health Fund Balance at year end		\$10.6M	\$10.3M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$18.6M	\$21.3M	\$23.4M
Variance from 2 Month Reserve		-\$10.7M	-\$13.1M

- Reflects projected plan costs for actives and retirees, using claims data thru June 2025. Enrollment reflects average 2025 year to date enrollment as provided by Sentara.
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Medical/Rx Plan Year Projection

2025–2027 Outlook: \$10M Increase

DRAFT COPY SUBJECT TO CHANGE

Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$122.0M	\$133.7M	\$147.5M
Employer Contributions	\$100.2M	\$115.7M	\$125.7M
Employee/Retiree Contributions	\$9.4M	\$18.4M	\$22.0M
<i>Total Contributions</i>	\$109.6M	\$134.1M	\$147.7M
Drawdown from Health Fund Reserves	\$12.4M	\$0.0M	\$0.0M
<i>Total Funding</i>	\$122.0M	\$134.1M	\$147.7M
Health Fund Impact			
Health Fund Balance (as of June 2025)	\$16.9M	\$10.7M	\$11.0M
Drawdown from Health Fund Reserves remaining to year end*	-\$6.2M	\$0.4M	\$0.2M
Projected Health Fund Balance at year end	\$10.7 M	\$11.0M	\$11.2M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$20.3M	\$22.3M	\$24.6M
Variance from 2 Month Reserve	-\$9.7M	-\$11.3M	-\$13.4M

*Reduction from CY 2025 assumes 6 months of annual HF impact remains from 7/1/25 to 12/31/25

- Reflects projected plan costs for actives and retirees, using claims data thru June 2025. Enrollment reflects average 2025 year to date enrollment as provided by Sentara.
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 - 2027 total employee and employer contributions combined are assumed to match total projected costs. ER budget and EE contributions are assumed to match original 2026 cost share on Slide 2 while not relying on the health fund given health fund balance is projected to be below 2 months reserve in 2026.
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Medical/Rx Fiscal Year Projection

2025–2027 Outlook: \$10M Increase

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Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$111.7M	\$127.6M	\$140.5M
Employer Contributions	\$95.4M	\$109.5M	\$121.7M
Employee/Retiree Contributions	\$9.4M	\$14.8M	\$20.6M
<i>Total Contributions</i>	\$104.8M	\$124.3M	\$142.3M
Drawdown from Health Fund Reserves	\$7.0M	\$3.3M	\$0.0M
<i>Total Funding</i>	\$111.7M	\$127.6M	\$142.3M
Health Fund Impact			
Health Fund Balance (as of June 2025)		\$16.9M	\$13.6M
Drawdown from Health Fund Reserves remaining to year end	-\$7.0M	-\$3.3M	\$1.7M
Projected Health Fund Balance at year end		\$13.6M	\$15.3M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$18.6M	\$21.3M	\$23.4M
Variance from 2 Month Reserve		-\$7.7M	-\$8.1M

- Reflects projected plan costs for actives and retirees, using claims data thru June 2025. Enrollment reflects average 2025 year to date enrollment as provided by Sentara.
- ER and EE budget are assumed to be 40% of prior Calendar Year (July-December), and 60% of current Calendar Year (January-June).
- 2025, and 2026 figures reflect final 2025, and 2026 ER budget decisions assuming EE contribution increase of 97% annually for Schools.
- CY 2027 ER budget and EE contributions are assumed to match CY 2026 cost share while not relying on the health fund starting in January 2027 given health fund balance is projected to be below 2 months reserve in 2026.
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- Health fund balance provided by CVABPS as of June 2025. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
- Please note some figures will not add exactly due to rounding

Appendix

3

2025-2027 Plan Year Projections

Assumptions

- 2025 - 2026 Projections are based on monthly claims data through June 2025 provided by Sentara and adjusted to normalize historical experience for plan and tier changes
- 2025-2026 projections reflect average 2025 enrollment year to date as provided by Sentara.
- Recent 24 months of claims experience utilized with 66.7% weight on the most recent 12 months and 33.3% weight on the prior 12 months
- Assumed healthcare trend, per annum
 - 2025-2026 Projections per direction of Virginia Beach: 8% medical, 12.5% pharmacy, 4% vision
- Projections include 2.0% claims margin for 2025 – 2026 for medical, and pharmacy
- Claim adjustments were made for the following:
 - Contractual Rx discount improvements for PBM transition as provided by Sentara
- 2025 and 2026 rebate projections were provided by Sentara and include adjustments for the AMP Cap Settlement
- Assumes all retirees receive employer subsidy for medical coverage
- 2025 - 2026 projections do not include any explicit future impact for COVID-19
- 2025-2026 fees provided by Sentara.
- 2025 - 2026 internal administration expense:
 - Administrative costs include salaries and benefits, consulting (health care, GASB, claims audit), outside legal counsel, wellness incentives, health screenings, wellness and enrollment platform
- Stop loss premium reflects final renewals for 2025 as provided by Symetra. 2026 stop loss fee assumes 25% increase
- HSA funding of \$750 / \$1,250 assumed for 2025-2026 and reflects HSA participation rate of 57.6% for Schools based on 2025 OE census election.

2025-2027 Plan Year Projections

Methodology

- Mercer uses underwriting techniques, based on actuarial guidelines, to project the future plans costs for the self-funded plans.
- The key factor in projecting future results is the prior experience of a group, especially when the group consists of a large population. The process of forecasting past claims experience into the future takes into account plan designs, member demographics, trends and group credibility. These processes are widely accepted within the insurance market as the standard to establishing budget and premium levels that are appropriate to cover future risks.
- As a starting point to developing the 2024 and 2025 period funding rates, Mercer collected monthly claims and enrollment for Virginia Beach Public School's medical and pharmacy self-funded plans from the respective vendors (as stated in the Assumptions section).
- Mercer has utilized the information provided by Virginia Beach and its vendors to develop the enclosed budget projections. As such, Mercer has not independently verified this information for accuracy.
- The average cost per enrolled employee was then calculated by dividing the total incurred claims by the average number of enrolled employees in each plan. Incurred claims were estimated using the typical actuarial lag claims triangles and development methodology
- Once the average claims costs per employee were calculated, claims costs were projected to the 2025 and 2026 period by application of trend factors. The trend factors used in the projections are within the acceptable trend ranges published by Mercer's Actuarial and Financial Group.
- After application of trend, margin was added as stated in the Assumptions section.
- The last step is the addition of the administrative fees and funding to the projected costs. These fees include medical and pharmacy administrative costs, and the addition of stop loss premiums. The funding includes estimated HSA funding based on expected enrollment in the CDHP
- The combination of the fees, funding and trended claims costs allows us to establish funding levels that are appropriate to cover future risks. It is important to remember that these projections are only estimates. As with all estimates, they are based upon the information available at the point in time and are subject to unforeseen and random events. They must be interpreted as having a likely range of variability from the point estimate.

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Resources for Managing Healthcare Costs

Know Before You Go: <i>Right Place of Service</i>	
Member Action: You can save on out-of-pocket healthcare costs by knowing where to go for services at the lowest cost. Virtual visits through MDLive or Sentara Virtual Care are the lowest cost options followed by appointments with your Primary Care Provider (PCP), Walk in Clinics, Specialists, Urgent Care Facilities, and in life threatening situations, the Emergency Department. Sentara's 24/7 Nurse Line is another great resource to speak with a nurse who can assess your medical situation, advise you where to seek care, or suggest self-care options when appropriate. The number for the 24/7 Nurse Line can be found on the back of your medical ID card.	Member/Health Plan Impact: Choosing the right level of care for your medical needs helps avoid unnecessary expenses for both employees and the health plan. A virtual visit or primary care appointment typically costs a fraction of an emergency room visit—often saving hundreds or even thousands of dollars per episode of care. When members use virtual visits or urgent care for non-emergency situations like minor illnesses, injuries, or follow-ups, it reduces overall plan spending, keeps premiums stable, and lowers employee out-of-pocket costs. It's one of the simplest and most effective ways to stretch every healthcare dollar.
Know Before You Go: <i>Comparing Costs for Healthcare Providers and Pharmacies</i>	
Member Action: The cost of services is different among providers, facilities, and pharmacies. The Sentara Health Plans website provides tools to estimate the cost of services and prescriptions. Log in to your account at www.sentarahealthplans.com or the Sentara Health Plans mobile app and select “Payments, Billing and Claims” drop down and select “Pharmacy Claims” and/or “Estimate Treatment Costs” to research costs.	Member/Health Plan Impact: Healthcare prices can vary widely between providers and pharmacies, even for the same service or medication. By comparing costs before scheduling care or filling prescriptions, employees can choose high-quality, lower-cost options that fit their needs. Using Sentara's cost estimator tools helps members avoid surprise bills, stay within budget, and reduce out-of-pocket expenses. When more members choose cost-effective providers and pharmacies, it lowers total claim costs for the health plan, helping keep premiums and deductibles more affordable for everyone.
Know Before You Go: <i>Preferred Healthcare Providers</i>	
Member Action: Sentara Quality Care Network (SQCN) is a network of clinicians that participates in an accountable care organization bringing together healthcare providers to coordinate care and improve quality. You pay lower copays/coinsurance for services received from a SQCN participating provider. Find the SQCN symbol on the provider directory at www.sentarahealthplans.com or ask your provider if they participate in the SQCN network. 	Member/Health Plan Impact: Choosing providers in the preferred Sentara Quality Care Network (SQCN) and means paying lower copays and coinsurance while also helping the plan control costs. These providers have agreed to discounted rates and coordinated care models that focus on quality outcomes and reduced duplication of services.

Know Before You Go: Preferred Retail Pharmacies**DRAFT COPY SUBJECT TO CHANGE**

Member Action: You pay lower copays/coinsurance for prescriptions filled at a preferred pharmacy (Walgreens, Walmart, Sam's Club, Cardinal-LeaderNet, Wegmans, Epic, Ahold, Publix, Costco, Albertsons, Safeway, SHA in VA, Aetna or Sentara Pharmacies).

Member/Health Plan Impact: Choosing pharmacies in the preferred networks means paying lower copays and coinsurance while also ensuring access to negotiated pricing on prescriptions, helping employees save money each month and minimizing overall prescription claim costs for the health plan.

Don't Miss Out on Free Money: Health Savings Account (HSA)

Member Action: Employees/Retirees enrolled in the Consumer Driven Health Plan (and not enrolled in other health coverage such as Medicare, Tricare or spouse's coverage) and who elect the HSA plan will receive an employer contribution of \$750 annually for self-only coverage or \$1,250 for all other tiers with child(ren), spouse or family.

Member/Health Plan Impact: Health Savings Accounts (HSAs) not only help employees save for medical expenses but also create cost efficiencies for the employer. Because HSA-qualified plans are typically paired with higher deductibles and lower monthly premiums, the overall cost of the health plan is reduced. In addition, both the employer and employee contributions to the HSA are exempt from payroll taxes (FICA), providing direct tax savings to the employer. The more employees contribute to their HSAs through payroll deductions, the greater the employer's FICA tax savings. These plans also encourage employees to be more cost-conscious healthcare consumers, helping reduce unnecessary utilization and long-term claim costs for the plan.

Earn \$500: BEWell (Beach Employee Wellness)

Member Action: Participating in the BEWell program is an effective way to support your health and well-being while earning up to **\$500 annually in rewards**. Engage in wellness activities, health and lifestyle support programs, condition management, preventive activities, cancer screenings, physical activity and sleep tracking, wellness support tools, resources, and more. Visit <https://www.benefitsatthebeach.com/s/wellness> to start your wellness journey!

Member/Health Plan Impact: Participating in BEWell helps employees take a proactive approach to their health, which reduces preventable medical claims and supports long-term cost control for the Schools' health plan. When members complete preventive screenings, manage chronic conditions early, and engage in physical activity and stress management programs, they are less likely to need costly emergency or specialty care later. In addition to improving health outcomes, the \$500 incentive encourages early action, helping reduce claims tied to unmanaged conditions, ER visits, and hospitalizations. Every dollar spent on prevention can save multiple dollars in treatment costs over time.



Subject: Middle School Dual Language Immersion (DLI) Considerations **Item Number:** 1C

Section: Workshop **Date:** October 14, 2025

Senior Staff: Danielle E. Colucci, Chief Academic Officer

Prepared by: Crystal Lewis-Wilkerson, Ed. D., Director K-12 & Gifted Program

Presenter(s): Crystal Lewis-Wilkerson, Ed. D., Director K-12 & Gifted Program

Recommendation:

That the School Board receive the information on the Middle School Dual Language Immersion (DLI) Considerations.

Background Summary:

The Department of Teaching and Learning is presenting the School Board with information about the Middle School Dual Language Immersion (DLI) Program, including benefits and challenges with the current program and proposed solutions.

Source:

N/A

Budget Impact:

Transportation and staffing costs vary by recommendation.

Next Steps:

Item will be on the information agenda on October 28, 2025.



Middle School Dual Language Immersion (DLI) Considerations

School Board Workshop

October 14, 2025

Department of Teaching and Learning

Purpose

- Review Dual Language Immersion (DLI) proposed options and considerations
- Share family survey results
- Highlight FAQs



Challenges with the Current Middle School DLI Model

- Staffing
- Program Fidelity

Current DLI Feeder Patterns

Elementary School	Middle School
Christopher Farms ES (2002)	Landstown MS (2006)
Alanton ES (2015) Trantwood ES (2016)	Great Neck MS (2020)
Bayside ES (2021)*	Bayside MS (Anticipated 2027)
Cooke ES (2021)*	Virginia Beach MS (Anticipated 2027)
*Grades K-4 implemented at Bayside and Cooke ES with grade 5 planned for 26-27. Expansion to Bayside ES, Cooke ES, Bayside MS, Virginia Beach MS approved by the School Board in 2019-2020.	

Middle School DLI: Proposed Solutions

Implementation SY 27-28

Option One

- Consolidate MS DLI programs into a single site at Virginia Beach MS
- Continue to offer Immersion Spanish and at least one core class in Spanish

Option Two

- Phase out the MS DLI program
- Make high school credit Immersion Spanish available in grades 6-8 at feeder MS

MS DLI Implementation by Grade Level

Under Option 1, students currently in the DLI program who wish to continue and are currently enrolled in ...

Kindergarten through Grade 4	Grade 5	Grade 6 or Grade 7
Will remain at their elementary school DLI program and all will continue the program at Virginia Beach Middle School for grades 6-8	Currently at Alanton and Trantwood will continue the program at Great Neck Middle School for grades 6 - 8 Currently at Christopher Farms will continue the program at Landstown Middle School for grades 6 - 8	Will continue the program at the middle school they currently attend until they finish middle school or leave the DLI program

MS DLI Implementation by Grade Level

Under Option 2, students currently in the DLI program who wish to continue and are who are currently enrolled in ...

Kindergarten through Grade 4	Grade 5	Grade 6 or Grade 7
Will remain at their elementary school DLI program and then attend their zoned middle school for grades 6-8	Currently at Alanton and Trantwood will continue the program at Great Neck Middle School for grades 6 - 8 Currently at Christopher Farms will continue the program at Landstown Middle School for grades 6 - 8	Will continue the program at the middle school they currently attend until they finish middle school or leave the DLI program

Timeline for Phasing Out DLI Programs at GNMS/LMS

DLI Students currently in grades 5-8 who choose to remain in the DLI program will continue to attend Great Neck/Landstown MS as follows:

School Year	DLI Grade Levels at GNMS/LMS
26/27	Grades 6-8
27/28	Grades 7-8
28/29	Grade 8
29/30	GNMS/LMS programs phased out

Option One: Benefits of a Single MS DLI Site at VBMS

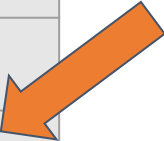
Challenge 1: Staffing	✓ Easier to staff a single site ✓ Increases teacher retention through coaching support and teacher collaboration
Challenge 2: Program Fidelity	✓ More consistent with elementary DLI model ✓ Provides greater opportunities for content-based language learning

Option Two: Benefits of Returning to Zoned MS with Immersion Spanish

Challenge 1: Staffing	✓ Eliminates the need for bilingual core content teachers
Challenge 2: Program Fidelity	✓ Maintains opportunity to continue Spanish language immersion instruction in middle school

Estimated Costs of MS DLI Program Options at Full Implementation

Current Program	Estimated Total Cost
Current MS DLI program	\$426,500
MS DLI program if implemented as projected with the two additional MS	\$646,500



Program Options	Estimated Total Cost
Option 1: Consolidation of MS DLI program at Virginia Beach MS	\$582,700
Option 2: Phase out MS DLI program and offer Immersion Spanish	\$328,600



Other Considerations with Middle School DLI

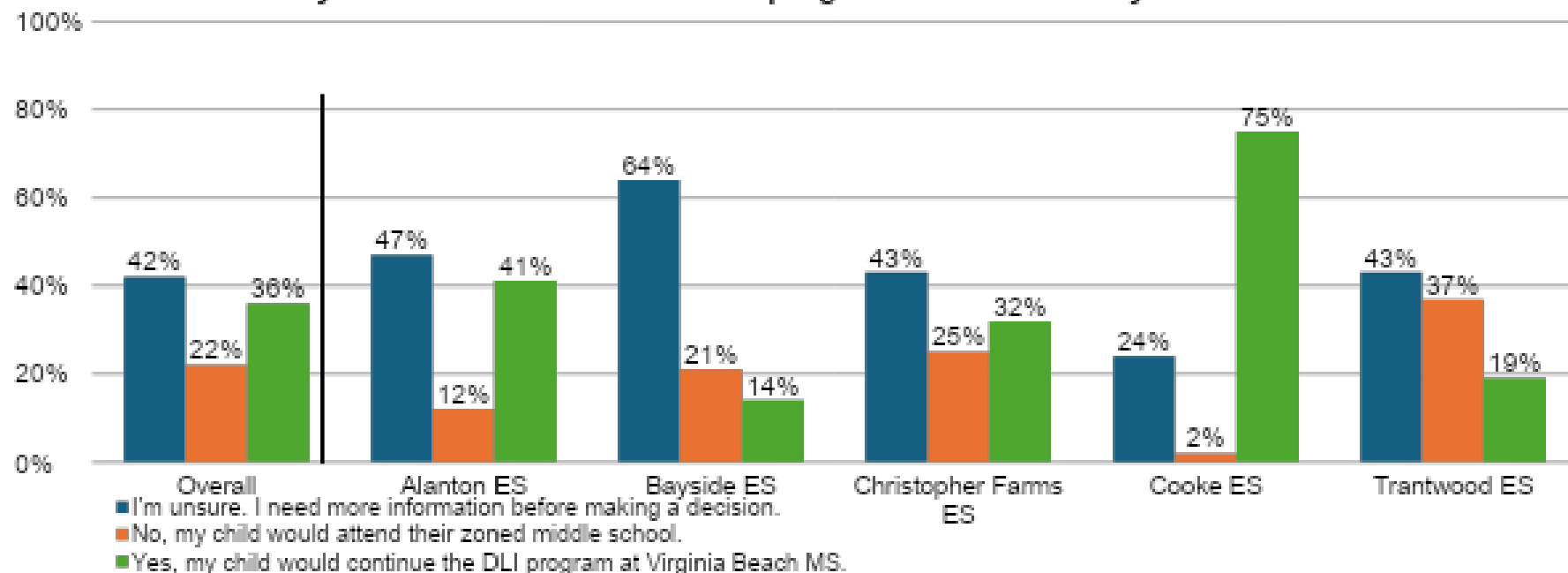
- Transportation
 - Routes are the same as academies
 - Extended school day
- Families continuing with the DLI program

Survey Overview

- Online survey administered Sept. 16 through Sept. 22
 - 1,175 parents representing 819 students were provided a link
 - 412 parents responded to the survey for a response rate of 35%
 - 523 students (64%) were represented based on the responses received
 - 247 survey respondents (60%) provided comments

Plan for Middle School Program

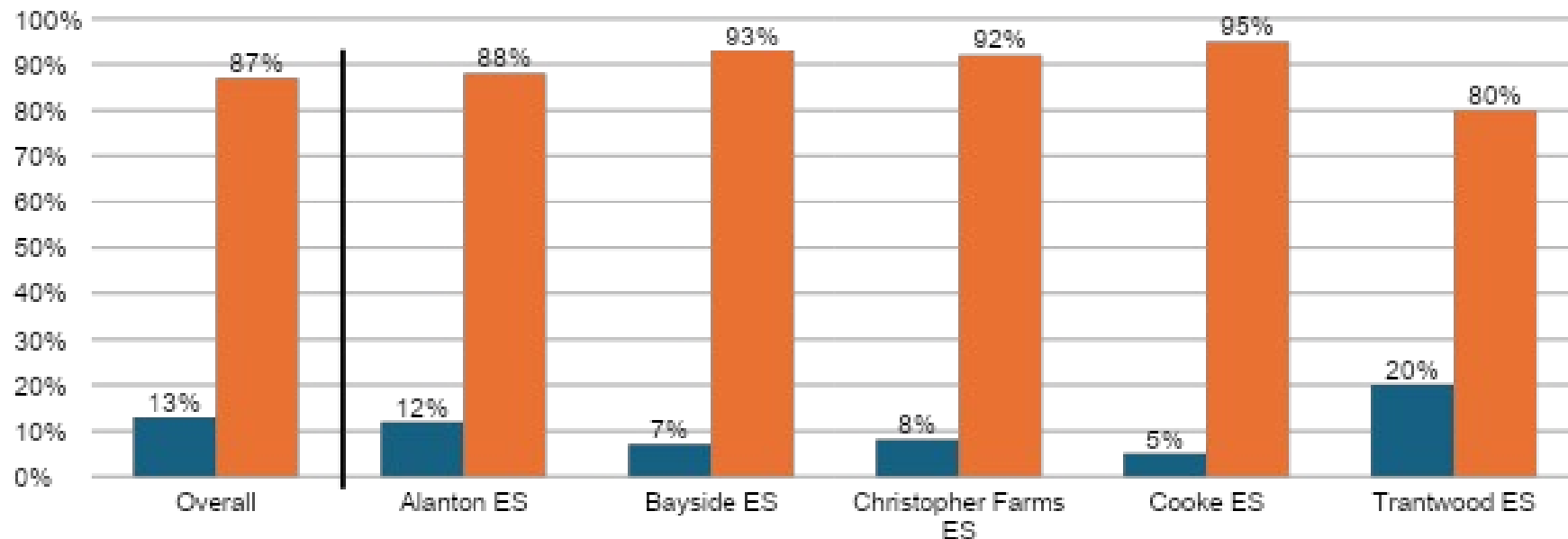
If the MS DLI program is shifted to a single-site model at Virginia Beach MS, would your child continue in the DLI program after elementary school?



Note: Percentages may not add to 100 due to rounding.

Plan for Elementary School Program

If the middle school DLI program were to change in any way, would your student continue to be in the elementary DLI program at their current elementary school?



■ No, my child would not continue with the DLI program at their elementary school if the MS DLI program were to change in any way.

■ Yes, my child would continue with the DLI program at their elementary school regardless of how the MS DLI program operates.

Questions from School Board Members

Questions from School Board Members

Q: My child is currently a student attending 6th grade at Great Neck Middle School. Will my child have to change schools?

A: This change will only impact DLI students currently in grades K-4. Current 5th graders will continue with the program pathway; current 6th-8th graders will remain at Great Neck or Landstown MS.

Questions from School Board Members

Q: How many DLI educators are teaching in our division who are here on a visa?

A: One; however, this is the final year of her visa eligibility. After this year, we will have no DLI educators teaching in our division on a visa.

Questions from School Board Members

Q: With Visa sponsorship funding cut, are there alternative plans to recruit international or bilingual teachers?

A: VDOE offers the iteach Alternate Route to Licensure Program focused on offering aspiring potential educators an accessible and affordable opportunity to earn their teaching certification in Virginia. This has given us the opportunity to obtain qualified candidates for our DLI program.

Questions from School Board Members

Q: How would these changes affect families' access to after-school programs and extracurricular activities — especially those who may be assigned to schools farther from home?

A: If the DLI program moves to a single site, they will participate in programs as students of VBMS. Transportation will continue to be provided for afterschool activities, but longer ride times can be expected for after school activity bus runs.

Middle School DLI: Proposed Solutions

Implementation SY 27-28

<u>Option One</u>	<u>Option Two</u>
● Consolidate MS DLI programs into a single site at Virginia Beach MS ● Continue to offer Immersion Spanish and at least one core class in Spanish	● Phase out the MS DLI program ● Make high school credit Immersion Spanish available in grades 6-8 at feeder MS



Questions?



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

Section: Approval of Meeting Minutes **Date:** October 14, 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. September 23, 2025 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohensiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
District 7

Rose M. Dwyer
District 1

Sharon R. Felton
At-Large

Dr. Alveta J. Green
District 4

Kimberly A. Melnyk
District 2

Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES **Tuesday, September 23, 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 3:30 p.m. on the 23rd day of September 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. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. Mr. Culpepper was not in attendance.
 - A. **School Board Administrative Matters and Reports:** Chair Brown mentioned the October sign-up sheets for the annual VSBA Convention, one-to-one meetings with Superintendent Robertson and school visits with Ms. Rogers mentioned transportation challenges and the Zum Bus App. Dr. Green mentioned school safety plans; safety and security for School Board Meetings. Ms. Weems mentioned the Region 2 Recovery School Governing Board meeting last week. There will be upcoming visits scheduled for the Harbor Hope Center; Ms. Weems shared a sign-up sheet with the School Board Members. Ms. Felton mention the Air Show and STEM events; thanked all members and staff who helped at the event.
 - B. **Tri-Campus Additions Update:** Melisa Ingram, executive director, Office of Facilities Services, presented the School Board an update on CIP 1-028 Tri-Campus Additions, regarding the additions at Diamond Springs and Newtown Elementary Schools, for the reconfiguration of the Tri-Campus schools from three schools to two schools. The presentation outlined that Diamond Springs ES received a 7,400 square foot addition, bringing its total size to 105,200 square feet and accommodating 550 students (projected) in grades PK-1. The preliminary estimated cost for this addition was between \$6 million and \$7 million. Newtown ES received a larger addition of 22,300 square feet, resulting in a total size of 112,900 square feet and a projected enrollment of 740 students in grades 2-5, with an estimated cost ranging from \$16 million to \$18 million.

The estimated project timeline included planning and design from July to November 2025, followed by finalization of construction drawings through February 2026. The construction bidding process was scheduled for March 2026, with actual construction planned from June 2026 to December 2027. The move-in date for the new additions was projected for August 2028, aligning with the start of the 2028/29 school year, though earlier occupancy during winter break (December 2027-Janauary 2028) or spring break (April 2028) was considered possible.

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After the presentation, a discussion followed with questions and comments regarding space at Newtown ES, bathroom space; rendered images of schools, additional classrooms, support spaces, restrooms; cost of projects; playground equipment; portables; keeping the B.F. Williams name in some capacity, and a suggestion of community input regarding retaining the name.

- C. Active Student Meal Debt: Rachel Amato, director, Office of Food Services, presented the School Board information regarding the challenges with unpaid student meal debt and the proposed action plans. The presentation outlined the district's commitment to protecting students' educational experiences, emphasizing that no student was denied a hot meal regardless of debt status. School board employees were prohibited from taking away meals, requiring students to perform chores, or identifying students with meal debt. All communications regarding meal debt were directed to parents, and students were not excluded from extracurricular activities due to unpaid meal balances, in accordance with Code of Virginia § 22.1-79.7. The total active student meal debt for the 2025/2026 school year amounted to \$258,041.24.

It was reported that over 21,600 students attended 38 Community Eligibility Provision (CEP) schools, where all received no-cost meals. Additionally, 13,600 students at non-CEP sites qualified for free and reduced-price meals, with the state waiving reduced-price meal charges for the year. As a result, more than half of the student population received no-cost meals.

Less than half of the student population was eligible to accrue meal debt, primarily consisting of families who either did not qualify for free or reduced meals or had not applied for benefits. Unpaid meal balances remained on student accounts and followed students as they transferred between schools. The Office of Food Services offered payment plans to families with excessive balances and accepted payments via debit/credit, cash, or check.

The district adhered to strict USDA regulations regarding unpaid meal charges and did not use food service funds to pay off student meal debt. Donations were accepted to help address negative balances, which could be sent to the city for collections if accounts became inactive due to graduation or transfers. The presentation also highlighted efforts to strengthen connections with families and the community through multi-layered communications and engagement initiatives. Families were reminded that meal benefit applications were confidential and required annually, with carryover eligibility expiring on October 8, 2025.

After the presentation, a discussion followed with questions and comments regarding completing forms for reduced and free food; communication with families regarding outstanding balances; collections by the City; process for making payments to students account; SchoolCafe application; student confidentiality; federal guidelines; donations for outstanding student balances; amount of total outstanding meal debt; CEP schools; food insecurity; and the Beach Bags program.

- D. Gifted Education in VBCPS: Crystal Wilkerson, Ed.D., director, Office of K-12 & Gifted Programs, provided the School Board information about Gifted Education in VBCPS. The presentation began by outlining the purpose, which was to review the gifted identification process, examine division-wide general intellectual aptitude (GIA) data, explain instructional approaches, highlight increased communication efforts, and discuss next steps for program enhancement.

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The presentation referenced Virginia Code 8VAC20-40-60A.1, emphasizing that gifted student identification required annual screening, referrals from multiple sources, use of at least three different measures, review by a qualified team, notification of decisions, and provision of differentiated instruction by trained staff. VBCPS conducted universal screening for giftedness in grades 2 and 5. The application process incorporated quantitative and qualitative components, including teacher and Gifted Resource Teacher (GRT) information, student interviews (grades 6–12), academic performance, and standardized test scores.

Gifted services in VBCPS included talent development for grades K–2, and general intellectual aptitude and advanced learning opportunities for grades 3–12. Resource cluster models were implemented at elementary, middle, and high school levels. The presentation described the resource cluster models for elementary, middle, and high schools, noting that enrichment, extension, and advanced courses were provided. Gifted dance and visual arts programs were available for grades 3–8.

A review of data for grades 3–12 included demographic breakdowns and percentages of gifted students in various programs, such as home schools, Old Donation School, and the Plaza MYP Program. It was noted that, of the 347 students attending MYP, 88% were identified as GIA. The presentation outlined next steps, which included professional learning for all staff, in-depth training for gifted cluster teachers, and collaborative learning walks involving GRTs, cluster teachers, and Old Donation School staff.

After the presentation, a discussion followed with questions and comments regarding students taking a language in sixth grade; exploratory courses; gifted choices in high school; AP classes, weighted courses, and grade point average; transportation costs for programs; applications to the art program; differentiate instruction; funding for gifted programs; services for all gifted students; application components; cluster model; academies; dance and visual arts; percentages of gifted students; and teachers with gifted endorsements.

- E. Forecast of Regular School Board Meeting Agenda Topics: Second Quarter 2025-26 (October, November, December): Superintendent Robertson presented the School Board with the forecast of agenda topics to be presented at School Board meetings during the second quarter (October, November and December) of the 2025-2026 school year. The forecast is a planning tool for the School Board and is subject to change. It was noted that the following presentation needed to be added – Middle School Dual Language Immersion Recommendation (October 28 and November 10). A suggestion was made to receive information/feedback on the streaming of committee meetings and expand to other platforms.

- 2. **Closed Session:** There was no Closed Session during the Administrative, Informal, and Workshop session.
- 3. **School Board Recess:**
Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:22 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 23rd day of September 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, Ms. Melnyk, and Ms. Rogers.
Mr. Culpepper was not in attendance.
- 6. **Moment of Silence followed by the Pledge of Allegiance:** After the Pledge of Allegiance, the Salem High School, Visual and Performing Arts Academy Vox Harmonia Ensemble.
- 7. **Student, Employee and Public Awards and Recognition**

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- A. School Resource Officer recognition – Kellam High School and Ocean Lakes High School: The Board recognized School Resource Officers Christopher Crescenzi (Kellam High School) and Cameron Kolmer (Ocean Lakes High School) for their swift actions in assisting a student in crisis, resulting in life-saving intervention and support. The Board commended the officers and supporting police units for their dedication and compassion in ensuring student safety.
8. **Adoption of the Agenda**: Chair Brown called for any modifications to the agenda as presented. Vice Chair Weems made the following modification – to move for the Consent Agenda, Item #14C – Budget Calendar to Action, Item #15B, to discuss in more detail. Without further modifications, Chair Brown called for a motion to approve the agenda as presented and modified. Mr. Cummings 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 to approve the agenda as presented and modified: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.
9. **Superintendent's Report** (second monthly meeting) **and recognitions** (first and second monthly meetings):
Superintendent's Report: Superintendent Robertson shared the following information: 1) The district welcomed about 400 new educators at orientation, highlighting their enthusiasm for joining Virginia Beach City Public Schools; 2) Over 7,000 attended the Back-to-School Care Fair, with significant community and partner support; thousands of backpacks, hundreds of vision screenings, vaccinations, and haircuts were provided. BayPort Credit Union was acknowledged as the platinum sponsor, and the event was hosted by the Office of Family and Community Engagement and the Virginia Beach Education Foundation; 3) The first day of school was energetic, with board members actively participating and school leaders setting expectations. New students at Bayside Middle School received an orientation and building tour; and 4) The annual PTA Leadership Training Institute and Volunteer Kickoff was held September 10, offering training and networking for PTA leaders and volunteers. The Superintendent thanked Citywide PTA President Tara Campbell and the Office of Family and Community Engagement for their support of parents and volunteers.
10. **Approval of Meeting Minutes**
A. August 27, 2025 Special School Board Meeting: Chair Brown called for any modifications to the August 27, 2025 special School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the August 27, 2025 minutes 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 the August 27, 2025 minutes as presented: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.
B. September 9, 2025 Regular School Board Meeting: Chair Brown called for any modifications to the September 9, 2025, regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the September 9, 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 ten (10) ayes in favor of the motion to approve the September 9, 2025, minutes as presented: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.
11. **Public Comments (until 8:00 p.m.)**
There were eight (8) in-person speakers (including two (2) student speakers). The topics included Dual Language Immersion Program; gifted classes and gifted education; DEI; ODS; gifted education for all students; school safety and safety training; healthcare; Open Enrollment; increased cost of premiums; budget; costs of a new school; partnerships; and CIP wants and needs.
The Public Comments concluded at 6:40 p.m.

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12. Information

- A. Interim Financial Statements – June (unaudited); July and August 2025: Daniel Hopkins, director, Office of Business Services provided the School Board information on the interim financial statements. The interim presentation reviewed key aspects of the June financial statements. Revenues over budget were noted as positive, while expenditures were kept under budget. State revenue, comprising 47% of total funds, was received in scheduled installments, with some allocations starting later in the year. Sales tax collections affected State Basic Aid based on the Composite Index. Federal revenue timing remained unpredictable, and local revenue was transferred monthly by the City Treasurer. Other revenue sources were minor and variable. Most expenditures were payroll and benefits, distributed evenly, with year-end closing completed by August 15 to allow for accruals.

For the fiscal year ending June 30, 2025, actual revenues exceeded the budget by approximately \$10.7 million, driven by favorable results from state, federal, and other sources. Expenditures were favorable across all categories, leaving an unspent balance of \$27.8 million. After accounting for all adjustments and reversions, approximately \$38.1 million reversion back to the City. The school division's share of the revenue sharing surplus was about \$7.5 million. Budget staff began evaluating future uses for these funds, to be discussed at the October 14th School Board meeting. All figures are unaudited and subject to change. Interim statements for July and August were presented as required.

After the presentation, a discussion followed with questions and comments regarding challenges in budget planning; timeline for budget; budget amendments; and funds for compensation.

- B. Staffing Up for Success: 2025-2026 Opening of School Update: James S. Avila, Ed.D., coordinator of recruitment and retention, provided the School Board information on current first day of school vacancy totals compared to prior years, Human Resources' ongoing hiring efforts, and employee participation in the Tuition-Free Program, highlighting both improved staffing readiness and areas needing continued attention. The presentation reviewed instructional vacancies, noting that the total number had decreased over the past three years, with 14 vacancies reported for 2025-2026 compared to 25 in 2024-2025 and 36 in 2023-2024. These vacancies were distributed across elementary, middle, and high schools.

Special education vacancies were also addressed, with 13 positions open for 2025-2026, primarily at the elementary level[1](L3). The report covered non-instructional vacancies, indicating 35 full-time positions remained unfilled for 2025-2026, slightly down from the previous year. These included roles in elementary, middle, and high schools.

The presentation highlighted operational support roles, such as Custodian I, Cafeteria Assistant, and Transportation staff. Custodian I vacancies remained steady at 29, while Cafeteria Assistant vacancies dropped significantly from 55 in 2024-2025 to 21 in 2025-2026. Transportation roles showed a reduction in bus driver vacancies from 25 to 7, with bus assistant and trainee positions also reported. Additionally, the tuition-free program was summarized, showing growth in both employee and student participation over three years, with 116 employees and 159 students involved in 2025-2026.

After the presentation, a discussion followed with questions and comments regarding instructional and non-instructional vacancies; Special Education teachers; Tuition-Free Program; recruiting efforts; bus assistants; marketing campaign; background checks for bus drivers; and provisionally licensed teachers.

- 13. Return to public comments if needed:** As noted under Agenda Item #11, the Public Comments concluded at 6:40 p.m.

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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 recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its August 27, 2025 meeting.
 - 1. Policy 3-23 Sale/Exchange/Lease/Disposal of Property: The PRC recommends minor formatting changes and adding language to align with other recent changes made to other policies, as well as to clarify the procedures outlined in this policy.
 - 2. Policy 3-25 Trust Funds: There are no recommended changes to this policy; it is being reviewed to conform to the 5-year review requirement.
 - 2. Policy 3-26 Investments: The PRC recommends updating the legal references.
 - 3. Policy 3-42 Financial Record Keeping of Individual School Funds: The PRC recommends updating the legal references.
 - 4. Policy 7-44 Awards to Students: The PRC recommends removing the Editor's Note to align with changes made to other policies.
- B. 403(b) Oversight Committee Membership: Recommended that the School Board approve the recommendation to add a Retiree Representative to the 403(b) Oversight Committee. The recommended retiree representative is Mr. Scott Zellner.
- C. Budget Calendar:
Note, item was moved to Action during the Adoption of the Agenda. See Agenda Item #8.

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 Vice Chair Weems. 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. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, 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 September 23, 2025 personnel report and administrative appointments. Ms. Dwyer made the motion, seconded by Ms. Rogers, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on the September 23, 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 September 23, 2025 personnel report and administrative appointments: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

Superintendent Robertson mentioned the following appointments: **Aaron F. Arnold**, work-based learning specialist, as coordinator, work-based learning in the Office of Technical and Career Education; and **Frederick E. Franks**, division chief, Naval Criminal Investigative Service (NCIS), as coordinator, security and safe schools, in the Office of Security and Emergency Management.

- B. Budget Calendar: Note, item was moved from Consent during the Adoption of the Agenda. See Agenda Item #8. Chair Brown called for a motion to accept the budget calendar as presented. Mr. Cummings made the motion, seconded by Ms. Dwyer. Vice Chair Weems made a substitute motion to remove the budget workshop #3 on January 20 and budget workshop #9 on March 17. Ms. Melnyk seconded the

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substitute motion. A discussion followed regarding the substitute motion; number of budget meetings; engagement with the School Board to work on the budget; communicating with the School Board and public on the budget; challenging decisions to make; suggestion of a budget retreat; budget development; need time to make decisions on the budget; operational efficiency; and extra workshops planned into the budget calendar.

Vice Chair Weems amended the substitute motion to leave the dates of January 20 and March 17 on the budget calendar to be used tentatively as needed. The amendment to the substitute motion was seconded by Ms. Melnyk. There was a brief discussion regarding the budget meetings and the amount of information presented.

Without further discussion, Chair Brown called for a vote on the amended substitute motion to keep January 20 and March 17 on the calendar as special meetings to be determined or as needed. The School Board Clerk announced there were ten (10) ayes in favor of the amended substitute motion: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

- 16. *Committee, Organization or Board Reports:*** Ms. Rogers mentioned the Mental Health Task Force had their first meeting and discussed working on goals. Mr. Bohenstiel mentioned cafeteria meals and discipline, and spending time at B. F. Williams. Ms. Melnyk mentioned the upcoming Governor's School for the Arts and SECEP meetings, and a reminder that if the School Board wanted to attend an event at the Governor's School to contact Ms. Melnyk. Dr. Green mentioned the meeting of the Access Foundation Board and shared the great resources Access provides, including Access Coordinators at the schools. Vice Chair Weems mentioned the PRC meeting scheduled for Wednesday, September 24 at 4:00 p.m. and the Audit committee meeting scheduled for Monday, September 29 at 4:00 p.m.
- 17. *Return to Administrative, Informal, Workshop or Closed Session matters:*** None.
- 18. *Adjournment:*** Chair Brown adjourned the meeting at 7:52 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



Subject: Policy Review Committee Recommendations **Item Number:** 12A 1-6

Section: Information **Date:** October 14, 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 recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its September 24, 2025 meeting.

Background Summary

1. **Policy 3-27 Borrowing** - there are no recommended changes to this policy; it is being reviewed in accordance with the 5-year review requirement.
2. **Policy 6-28 Driver Education** –the PRC recommends adding language directly from the Virginia Code to clarify the intent of the policy and to update the legal references.
3. **Policy 7-2 Notification of School Board Meetings** – the PRC recommends adding language to align with the Virginia Code and to update the legal reference.
4. **Policy 7-13 Appeals of School Board Decisions** - there are no recommended changes to this policy; it is being reviewed in accordance with the 5-year review requirement.
5. **Policy 7-21 Citizens' Advisory Committees** – the PRC recommends minor scrivener's changes.
6. **Policy 7-58 Relations with Governmental Agencies** – the PRC recommends minor scrivener's changes.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.
Policy Review Committee Meetings of August 27, 2025

Budget Impact:

None.

Next Steps:

These policies will be on the Consent agenda at the next School Board meeting.

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Borrowing

The School Board may borrow funds as described in the legal reference to this Policy.

Legal Reference

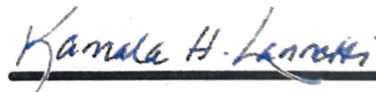
Code of Virginia § 22.1-110, as amended. Temporary loans to school boards.

Adopted by School Board: February 16, 1993

Amended by School Board: January 14, 2020

Reviewed by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY



INSTRUCTION

Driver Education

Classroom ~~D~~river education will be made available to all eligible students according to the Code of Virginia and Virginia Board of Education regulations.

Behind-the-wheel instruction will be offered to eligible students during and after school hours as instructors and vehicles are available.

Students under age eighteen (18) will not receive a driver's license unless they meet the conditions set forth in applicable law and regulation.

The School Board may establish fees for the behind-the-wheel phase of the instructional program.

Legal Reference

Code of Virginia § 22.1-205, as amended. Driver education programs.

Code of Virginia § 46.2-334, as amended. Conditions and requirements for licensure of persons under 18.

Code of Virginia § 46.2-335, as amended. Learner's permits; fees; certification required.

Virginia Board of Education Regulations 8 VAC 20-340, *et seq.*, as amended. Regulations Governing Driver Education

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

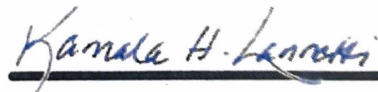
Amended by School Board: June 6, 2006

Scrivener's Amendments: February 16, 2011

Amended by School Board: May 16, 2017

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY



COMMUNITY RELATIONS

Notification of School Board Meetings

A. Generally

The School Board, through the Clerk, shall give notice of the date, time, ~~and location, and~~ remote location, if required, of its meetings by placing the notice in a prominent public location at which notices are regularly posted, in the office of the Clerk of the School Board, and on the School Division's website. ~~website or other electronic mediums~~. Notice, reasonable under the circumstance, of special or emergency meetings shall be given contemporaneously with the notice provided to the School Board Members and in accordance with applicable law. The Clerk shall also publish an annual notice of all regularly scheduled School Board meetings.

B. Notification of School Board Meetings on a Continual Basis

Any person may annually file with the Clerk a written request for notification of School Board meetings with the Clerk. The request shall include the requestor's name, address, zip code, daytime telephone number, electronic mail address, if available, and organization, if any. ~~with the appropriate identifying information, and the Clerk will plan to have a~~ Notice of all School Board meetings will be made directly to the requestor. Without objection by the requestor, notice may be provided by electronic means. ~~, including by electronic notice if agreed to by the requestor.~~

C. Public Attendance

Members of the public ~~are~~ is encouraged to attend all open meetings of the School Board. Any person wishing to address the School Board should abide by the procedures as outlined in the School Board Bylaw 1-47, Public Participation. Members of the public requiring accommodation to attend, listen to or observe an open School Board Meeting should contact the Clerk of the School Board in advance of the meeting.

Legal Reference

Code of Virginia §2.2-37007, ~~et seq.~~, as amended. Meetings to be public; notice of meetings; recordings; minutes. ~~Virginia Freedom of Information Act.~~

Related Links

School Board [Bylaw 1-47](#)

Adopted by School Board: February 15, 1977

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: October 20, 1992

Amended by School Board: August 19, 2014

Amended by School Board: April 30, 2019

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lenetti

COMMUNITY RELATIONS

Appeals of School Board Decisions

Parents/legal guardians of minor students or adult students may appeal decisions of the School Board taken at a meeting of the School Board to the Circuit Court as set forth in the law. The action of the School Board shall be sustained unless the School Board exceeded its authority, acted arbitrarily or capriciously, or abused its discretion.

Legal Reference

Code of Virginia, § 22.1-87, as amended. Judicial review.

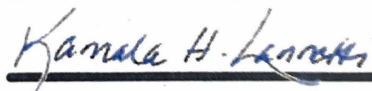
Adopted by School Board: October 20, 1992

Amended by School Board: August 19, 2014

Amended by School Board: August 25, 2020

Reviewed by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY



COMMUNITY RELATIONS

Citizens' Advisory Committees

A. Generally

Citizens' Advisory Committees will be organized by the School Board when mandated by federal or state law or regulations of the Virginia Board of Education or whenever the School Board determines that such groups may be helpful in advising the School Board.

B. Citizens' Advisory Committees authorized by School Board

The following Citizens' Advisory Committees are authorized by the School Board:

1. Special Education Advisory Committee - established in accordance with 8VAC20-81-230(D), as amended, Virginia Board of Education Regulations~~§.2~~
2. General Advisory Council for Technical and Career Education - established in accordance with 8VAC20-120-50, as amended, Virginia Department of Education Regulations~~§.2~~
3. Community Advisory Committee for Gifted Education - established in accordance with 8VAC20-40-60, as amended, Virginia Department of Education Regulations~~§.2~~
4. Interagency Adult Basic Education Advisory Committee - established in accordance with Virginia Code §22.1-224 and the Workforce Investment Act of 1998, Title II Adult Education and Family Literacy Act (AEFLA)~~§.2~~
5. School Health Advisory Committee - established in accordance with Virginia Code §22.1-275.1, as amended~~§.2~~
6. Strategic Plan Committee (activated no less than one year before the end of the current strategic plan ends) - Citizen members shall be appointed by the School Board upon recommendation of the Superintendent~~§.2~~
7. Such other committees as the School Board determines are needed.

C. Service of the Citizens' Advisory Committees

Citizens' Advisory Committee activities and discussion shall be confined to the compilation of data, the analysis of problems, the summary of opinions, the drawing of

conclusions and recommendations regarding the purposes for the Citizens' Advisory Committee. Such Committees will not expand the duties and purposes for the creation of the Committee without prior approval of the School Board or amendment to any law or regulation authorizing such expansion. Each Citizens' Advisory Committee will submit an annual report to the School Board regarding the work of the Committee. Committees and their chairpersons shall have no legal authority to act on behalf of the School Board nor shall the committees have authority to direct the activities of School Division staff or students.

D. Support Staff and staff or student committee members

The Superintendent shall appoint staff members to provide administrative support to Citizens' Advisory Committees. The Superintendent or designee will have authority to appoint staff and student committee members and to remove such persons from appointed positions at the Superintendent's or designee's discretion.

E. Citizens' Advisory Committee Tenure

Citizen members appointed to Citizens' Advisory Committees will serve the terms of their appointments unless removed by the School Board or resignation by the citizen member. Committee members shall have no legal rights to their appointed positions and may be removed from membership for failure to perform duties, failure to maintain requirements for appointment to the committee and other good and just cause as determined by the School Board. Membership and responsibilities will be in compliance with School Board policies and regulations, and applicable state and federal law and regulations. With the exception of the Strategic Plan, Committee, all terms of appointment to Citizens' Advisory Committees will begin on July 1st of the first year of appointment and end on June 30th of the final year of appointment. Citizens' Advisory Committee members who have been appointed prior to July 1, 2018 and have a term of service that will end on a date other than June 30th of the final year of appointment are hereby appointed to a term that will be extended until the June 30th following the original final date of appointment.

F. 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. The School Board Chair will appoint and the School Board will approve two (2) School Board Members to serve on the Strategic Plan Committee. As required by law, all the Citizens' Advisory Committees will report to the School Board through the Superintendent.

G. Changes to Regulation 7-21.1

The Superintendent is required to provide notice of intended changes to Regulation 7-21.1 at least thirty (30) calendar days prior to such change taking affect.

Legal Reference

Code of Virginia §22.1-18.1, as amended. Annual report on gifted education required; local advisory committee on gifted education.

Code of Virginia §22.1-224, as amended. Duties of State Board.

Code of Virginia §22.1-275.1, as amended. School Health Advisory Board.

Virginia Department of Education Regulations 8VAC20-40-60, as amended. Local plan, local advisory committee, and annual report.

Virginia Department of Education Regulations 8VAC20-120-50, as amended. Career and Technical Education Advisory Committee.

Virginia Department of Education Regulations 8VAC20-81-230, as amended. Local educational agency administration and governance.

Workforce Investment Act of 1998, Title II Adult Education and Family Literacy Act, as amended.

Related Links

School Board [Regulation 7-21.1](#)

Adopted by School Board: July 16, 1991

Amended by School Board: October 20, 1992

Amended by School Board: August 19, 2014

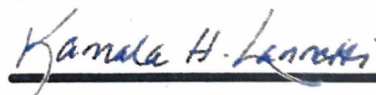
Amended by School Board: February 27, 2018

Amended by School Board: November 27, 2018

Amended by School Board: February 12, 2019

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY



COMMUNITY RELATIONS

Relations with Governmental Agencies

The School Division is encouraged to cooperate with governmental agencies in promoting the general public interest and educational welfare of the pupils ~~including, but~~including but not limited to: social services; recreation; health; safety; fire; civil defense; and law enforcement.

Legal Reference

Code of Virginia § 22.1-253.13:7, as amended. Standard 7. School board policies.

Adopted by School Board: October 20, 1992

Amended by School Board: August 19, 2014

Amended by School Board: August 25, 2020

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lenoir



Subject: FY 2024/25 Reversion and Revenue Sharing Formula Reconciliation **Item Number:** 12B

Section: Information **Date:** October 14, 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 receive information on FY 2024/25 Reversion and Revenue Sharing Formula Reconciliation.

Background Summary:

The net estimated funding available for the reappropriation is \$45,559.193. The presentation will provide specific detailed recommendations for the use of the funds.

Source:

Unaudited Financial Statements for FY 2024/25 and communication for the city staff.

Budget Impact:

Once approved by the School Board and the City Council, \$45,559,193 will be re-appropriated to various funds as indicated in the presentation.

Next Steps:

On October 28 the FY 2024/25 Reversion and Revenue Sharing Formula Reconciliation will be presented to the School Board for action. It will be presented to the City Council on November 18 and voted on November 25 by the City Council.



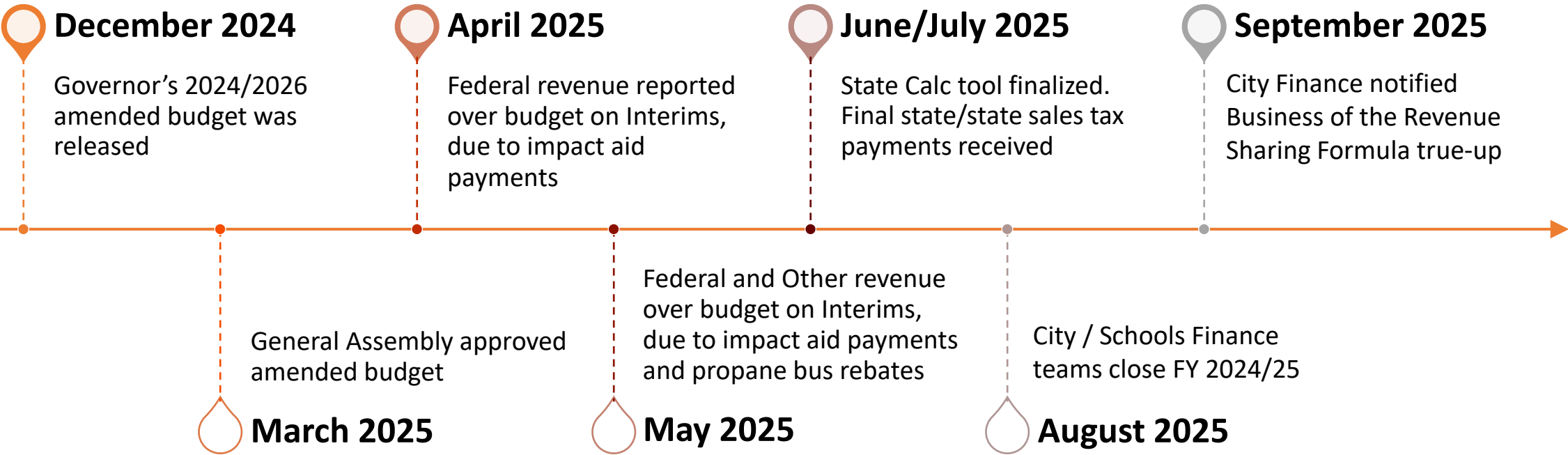
FY 2024/25 Reversion and Revenue Sharing Formula Reconciliation

School Board Information
October 14, 2025
Office of Budget Development

Agenda

- Timeline of Revenue Awareness
- Breakdown of FY 2024/25 Reversion Funds
- Revenue Sharing Formula Reconciliation
- Net Available for Reappropriation
- Proposed Spending Plan Options
- Next Steps

Timeline of Revenue Awareness: From forecast to over performance



Breakdown of FY 2024/25 Reversion Funds

2.18% of
the School
Operating
budget

Description	Amount	
School Operating fund reversion*	\$21,077,524	August 2025
Unexpended debt service	\$5,628,593	
Federal revenue over budget	\$2,757,339	April 2025
State revenue over budget	\$4,716,886	
Sales tax over budget	\$2,764,652	June/July 2025
Other revenues over budget	\$414,945	May 2025
Athletics fund reversion	\$390,779	
Green Run Collegiate fund reversion	\$343,862	August 2025
Total FY 2024/25 Reversion Funds	\$38,094,580	

* Excludes debt service and revenues over/under budget

Revenue Sharing Formula Reconciliation

- Per the Revenue Sharing Formula, if actual local tax revenues exceed the budgeted local tax revenues, the School Board may request that such funds be appropriated at the same time as the appropriation of reversion funds
- FY 2024/25 city revenues outperformed the budget
- The Revenue Sharing Formula true-up is **\$7,464,613**

Net Available for Reappropriation

Description	Amount
Total FY 2024/25 Reversion Funds	\$38,094,580
FY 2024/25 City Revenue Sharing Formula True-up	\$7,464,613
Net Available for Reappropriation	\$45,559,193

Proposed Spending Plan – 1

Description	Amount	Balance
Amount available for reappropriation		\$45,559,193
Capital Improvement Program	\$38,559,193	\$7,000,000
PAYGO funding for project 1-015 Princess Anne High School Replacement (\$23,628,593)		
PAYGO funding for project 1-030 Payroll System Replacement (\$4,430,600)		
School Reserve fund for use in the FY2026/27 CIP (\$10,500,000)		
Jericho Road Demolition	\$1,200,000	\$5,800,000
Health Insurance Fund	\$5,800,000	\$0

Proposed Spending Plan – 2

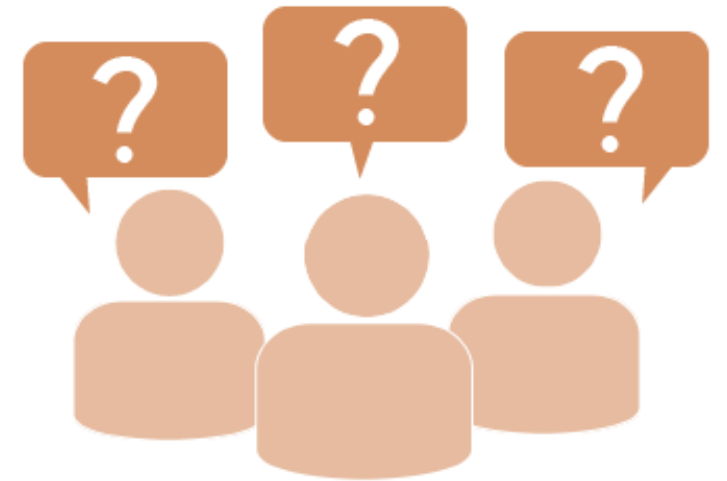
Description	Amount	Balance
Amount available for reappropriation		\$45,559,193
Capital Improvement Program	\$44,359,193	\$1,200,000
PAYGO funding for project 1-015 Princess Anne High School Replacement (\$28,328,593)		
PAYGO funding for project 1-030 Payroll System Replacement (\$5,530,600)		
School Reserve fund for use in the FY2026/27 CIP (\$10,500,000)		
Jericho Road Demolition	\$1,200,000	\$0

Next Steps

- October 28 - School Board Action
- November 18 - Present to the City Council
- November 18 - City Council Public Hearing
- November 25 - City Council Action



Questions/Comments/Discussion





Subject: CIP Update **Item Number:** 12C

Section: Information **Date:** October 14, 2025

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

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

Jack Freeman, Chief Operations Officer, Department of School Division Services

Presenter(s): Jack Freeman, Chief Operations Officer, Department of School Division Services

Recommendation:

That the School Board receive information regarding the Capital Improvement Program (CIP).

Background Summary:

This presentation is a follow up to the CIP Committee Update on September 9, 2025, School Board Meeting. A CIP Committee was formed and has met five times to address funding challenges and the rising costs of facility maintenance and new construction. City staff and school staff have also met to discuss the CIP topics and procurement methods for construction projects.

Source:

School Board Policy 3-12

Budget Impact:

TBD

Next Steps:

TBD



CIP Update

School Board Information

October 14, 2025

Department of School Division Services

Office of Facilities Services

Agenda

- Update on actions taken since the Sept. 9 Workshop presentation
- Advertising for Construction Projects
- Possible Timeline for Princess Anne HS (PAHS)
- Additional Considerations
- Next Steps

Actions taken since Sept. 9 SB Workshop

- Participated in a joint meeting on Sept. 26 with City staff to discuss the PAHS construction project and impact on the Capital Improvement Program (CIP)
- Items discussed:
 - Current funding in PAHS project (appropriation)
 - Procurement options
 - Addressing debt service
 - Determining policy implications, involvement of School Board (SB) liaisons in the process
 - Identifying uncertainties
- Participated in a joint modernization meeting on Oct. 14 with City staff
- Items discussed:
 - The work of the CIP Committee
 - Student enrollment trends and building utilization
 - Reviewed the Sept. 26 meeting
 - Next steps

Advertising for Construction Projects

Design-Build

RFQ (Request for Qualifications)

A formal process used to solicit and evaluate firms based on their experience, expertise, and capacity to perform professional services (such as architecture, engineering, or construction management), eliminating offerors without qualifications.

RFP (Request for Proposal)

A formal process used to solicit and evaluate contractors to submit proposals for a specific project, outlining their approach, pricing, and qualifications.

- **Design-Build RFP**
- **CM@Risk RFP**
- **PPEA RFP**

RFI (Request for Information)

Used to gather general information from developers to understand **options** for reuse of property before moving forward with an RFQ & RFP.

Possible Timeline for PAHS



Additional Considerations - Appropriations

School Board Funding Summary
Virginia Beach City Public Schools
FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)
Amended - May 27, 2025

CIP #	Project Category	Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2025-2026	Year 2 2026-2027	Year 3 2027-2028	Year 4 2028-2029	Year 5 2029-2030	Year 6 2030-2031
1-001	Renovations and Replacements - Energy Management/Sustainability	34,855,000	34,855,000	17,825,000	1,500,000	2,810,000	2,970,000	3,130,000	3,310,000	3,310,000
1-002	Tennis Court Renovations - Phase II	3,680,000	3,680,000	2,200,000	210,000	230,000	240,000	260,000	270,000	270,000
1-015	Princess Anne High School Replacement *	499,847,192	217,096,632	176,806,632	20,500,000	5,700,000	7,580,000	4,290,000	1,220,000	1,000,000
1-016	Energy Performance Contracts - Phase II	50,500,000	50,500,000	37,500,000	2,500,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000
1-017	Renovations and Replacements - Grounds - Phase III	43,567,886	43,567,886	20,337,886	4,000,000	5,750,000	2,870,000	3,410,000	3,600,000	3,600,000
1-018	Renovations and Replacements - HVAC - Phase III	278,322,146	278,322,146	92,892,146	27,920,000	27,830,000	30,220,000	31,900,000	33,670,000	33,890,000
1-019	Renovations and Replacements - Reroofing - Phase III	108,644,260	108,644,260	45,124,260	8,960,000	9,880,000	10,430,000	11,010,000	11,620,000	11,620,000
1-020	Renovations and Replacements - Various - Phase III	63,175,854	63,175,854	30,985,854	5,240,000	5,780,000	4,950,000	5,220,000	5,500,000	5,500,000
1-022	Elementary School Playground Equipment Replacement	4,934,737	4,934,737	3,084,737	260,000	290,000	300,000	320,000	340,000	340,000
1-027	Renovations and Replacements - Safe School Improvements	2,480,000	2,480,000	1,000,000	210,000	230,000	240,000	260,000	270,000	270,000
1-028	Tri-Campus Additions*	27,650,085	27,650,085	27,650,085	0	0	0	0	0	0
1-029	Bayside High School Replacement *	963,601,067	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	1,000,000	1,000,000	200,000	0	800,000	0	0	0	0
1-030	Payroll System Replacement	13,586,909	13,586,909	13,586,909	0	0	0	0	0	0
1-031	School Bus & White Fleet Replacement	7,713,000	7,713,000	7,713,000	0	0	0	0	0	0
1-032	Telephone System Replacement	7,266,223	7,266,223	7,266,223	0	0	0	0	0	0
GRAND TOTAL (all projects)		2,110,824,359	870,409,239	490,109,239	71,300,000	61,800,000	61,800,000	61,800,000	61,800,000	61,800,000
TARGETS					71,300,000	61,800,000	61,800,000	61,800,000	61,800,000	61,800,000
DIFFERENCE					0	0	0	0	0	0

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

Note: *Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2037. Additional funding would be needed to accomplish this.

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

Note: *Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2051. Additional funding would be needed to accomplish this.

Additional Considerations - Appropriations

- Maury HS Bid in 2025 for \$220 million
 - Maury 1,750 students 309,000 SF +/-176 SF/student
 - PAHS 1,800 students 296,500 SF +/-165 SF/student
- Princess Anne HS Additional Program Needs (+ \$50 - \$60 million^{+/-})
 - District-Wide Special Education Center (150 students 36,800 SF)
 - Swing Space
 - Athletic Fields, Restrooms, and Concessions (13,000 SF)
- Inflation Considerations for future bid timeline (2027 or 2028)
 - 2027: + \$30 - \$40 million^{+/-}
 - 2028: + \$45 - \$55 million^{+/-}

Next Steps

- Create RFQ to build PAHS
 - Identify RFQ development team
 - Establish RFQ timeline
 - Identify RFQ content and specifications
- Request the Building Utilization Committee meet to review student enrollment trends and building capacity
- Advertise the RFQ to build PAHS

Questions



Subject: Appointments to Citizens' Advisory Committee for Gifted Education **Item Number:** 12D

Section: Information **Date:** October 14, 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 one-year term.

Recommendations introduced, as part of the Information agenda to fill voting member vacancies as follows:

CITIZEN ADVISORY COMMITTEE FOR GIFTED EDUCATION:

Judonne Baxter – Salem

Fouad Moussa – Ocean Lakes

Background Summary:

The Division issued a Call to Action on seeking applications to fill voting member vacancies for GCAC openings at Salem and Ocean Lakes. Representatives from the gifted committee 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 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



Subject: Religious Exemptions **Item Number:** 14A

Section: Consent **Date:** October 14, 2025

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Jennifer L. Knight, Coordinator of Student Conduct/Services

Presenter(s): Leeane Turnbull, Director of Student Leadership

Recommendation:

That the School Board approve RE-26-08 and RE-26-09.

Background Summary:

Administration finds documentation meets the threshold requirements stipulated in Virginia Code.

Virginia Code §22.1-254.B.1 states the following:

“B. A school board shall excuse from attendance at school:

1. Any pupil who, together with his parents, by reason of bona fide religious training or belief is conscientiously opposed to attendance at school. For purposes of this subdivision, “bona fide religious training or belief” does not include essentially political, sociological or philosophical views or a merely personal moral code”

Virginia Code § 22.1-254.D.1 states the following:

“D. A school board may excuse from attendance at school:

1. On recommendation of the principal and the division superintendent and with the written consent of the parent or guardian, any pupil who the school board determines, in accordance with regulations of the Board of Education, cannot benefit from education at such school”

Source:

Virginia Code §22.1-254.B.1 and §22.1-254.D.1
School Board Policy 5-12, Legal Withdrawal

Budget Impact:

None

Next Steps:

The School Board approves the religious exemptions.



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

Section: Action **Date:** October 14, 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 E. 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 October 14, 2025, Personnel Report.

Background Summary:

List of appointments, resignations, and retirements for all personnel

Source:

School Board Policy #4-11, Appointment
School Board Policy #4-16, Resignation and Job Abandonment

Budget Impact:

Appropriate funding and allocations

Next Steps:

No further action required

Personnel Report
Virginia Beach City Public Schools
October 14, 2025
2025-2026 SY

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	10/1/2025	Doris J Stacy	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	9/17/2025	Adriana L Jimenez Cifuentes	General Assistant	Greensboro College, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	9/24/2025	Galleth Show	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	10/1/2025	Kamerin Hull	Special Education Assistant	University North Carolina Greensboro, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	9/22/2025	Raymond Quinlish	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	10/1/2025	Kaori Southall	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	10/1/2025	Michael F Southall	Physical Education Assistant	University of Arkansas Grantham, AR	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	9/24/2025	Samantha A Johnson	Cafeteria Assistant, 6.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	10/1/2025	Savannah L Taylor	Special Education Assistant	Tidewater Community College, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	10/1/2025	Addison Merrell	Pre-Kindergarten Teacher Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	9/17/2025	Michelle Miller	Cafeteria Assistant, 6.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	9/24/2025	James A Watson	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	9/30/2025	Amberly Erickson	Cafeteria Assistant, 6.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kingston	10/1/2025	Karen L Monteagudo	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	10/14/2025	Katheryn R Lowe	School Office Associate II	Liberty University, VA	VBPCS
Assigned to Unified Salary Scale	Appointments - Elementary School	Luxford	9/22/2025	Ny'Isa Whitehead	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Lynnhaven	10/1/2025	Ashley B Jenkins	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	10/1/2025	Carolyn M Cristian	Physical Education Assistant	not applicable	Chesterfield County Public Schools, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	10/6/2025	Vicki S Bessette	Special Education Assistant	Tidewater Community College, VA	VBPCS
Assigned to Unified Salary Scale	Appointments - Elementary School	Princess Anne	9/15/2025	Fisi Hone Qauqau	Custodian II Head Night	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	9/24/2025	Michael Martorell	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Trantwood	10/1/2025	Keo O Phonesouk	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	9/30/2025	Charlene A Fisher	Clinic Assistant, .500	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	10/1/2025	Logan J Button	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	10/1/2025	Cecilia Ann T Tudela	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	10/6/2025	Allan R Rutledge	Custodian II Head Night	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	9/17/2025	Teheran A Selby	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	9/19/2025	Erica M Flores	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	9/24/2025	Courtney S Smith	School Office Associate II	Elon College, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	9/24/2025	Gabriella Via	Special Education Assistant	Stanford University, CA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	9/17/2025	Stephanie M Phillips	ISS Coordinator	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	10/1/2025	Julia J Garcia	School Nurse	Averett University, VA	Duval County Public Schools, FL
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	10/6/2025	Terri L Park	Cafeteria Manager II	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	10/1/2025	Altania A Cantrell	School Nurse	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	10/1/2025	Ami C Hilton	Cafeteria Manager II	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Middle School	Larkspur	10/1/2025	Robert V Young	Special Education Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	9/24/2025	Christina Whittington	School Nurse	North Central State College, OH	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	9/17/2025	Criselda Santos	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	9/24/2025	Nicole Nickelberry	Special Education Assistant	St Leo College, FL	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	9/17/2025	Siham Baikat	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	10/1/2025	Ashley Kicks	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	10/1/2025	Ezana Simon	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Kempsville	9/29/2025	Kenneth R Brown	School Security Officer II, .400	St Leo College, FL	Virginia Beach Sheriff's Office, VA
Assigned to Unified Salary Scale	Appointments - High School	Landstown	9/24/2025	Megan A Ijames	Clinic Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	9/17/2025	Brian A Battin	Security Assistant	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	9/17/2025	Anthony Jablonski	Special Education Assistant	not applicable	Mercer County Special Services School District, NJ
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	9/24/2025	Gabrielle Doersam	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	9/17/2025	Lee Panek	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	9/30/2025	Christine F Hartlove	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Teaching and Learning	10/6/2025	Deanna Siegrist	Administrative Office Associate II	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	9/15/2025	Ryan W Hoppe	Systems Administrator	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	9/29/2025	Katie E O'Neil	Student Information Systems Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	9/17/2025	Christopher Jankowski	Assistant Cafeteria Manager	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	10/6/2025	JonniAnn Rickman	Cafeteria Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	9/10/2025	Justin Inge	General Maintenance Craftsman I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	9/18/2025	Clinton E Sutton	Electronics Craftsman II	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	9/24/2025	Dustan Rahn	HVAC Craftsman II	not applicable	Classic Air One Hour Heating & AC, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	9/29/2025	Theodore Baker	Refrigeration Craftsman II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	10/13/2025	Holden Velazquez	HVAC Craftsman I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	9/24/2025	Brooke Lewis	Interpreter	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	9/24/2025	Laura Vollmer	Psychologist	University of Wisconsin Madison, WI	Schenectady City School District, NY
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/16/2025	Sebastian Escudero	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/16/2025	Cathleen J Krewson	Bus Assistant, 6.5 Hours	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/16/2025	Krystal L Ritter	Bus Driver - Special Ed, 6.5 Hours	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/16/2025	Kristian White	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/23/2025	Kathleen C Irrer	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/23/2025	Gloria Manson	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/23/2025	Jesarae Neal	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	9/30/2025	Cameron Z Claiborne	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	10/1/2025	John P Esposito	Fleet Technician II	not applicable	VBPCS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	10/6/2025	Gabyrel L Jennings	Fleet Technician I	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bettie F. Williams	9/12/2025	Brianna G Barchard	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Christopher Farms	10/31/2025	Valentina Hurtado	General Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Creeds	9/26/2025	Joshua L Blankenship	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Diamond Springs	10/2/2025	Alexis M Vaughan	Kindergarten Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Indian Lakes	9/19/2025	Lisa C Hill	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville Meadows	9/26/2025	Sydney Odango	Kindergarten Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kingston	10/28/2025	Matthew Lockett	Security Assistant (career enhancement opportunity)	not applicable	not applicable

Personnel Report
Virginia Beach City Public Schools
October 14, 2025
2025-2026 SY

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	9/26/2025	Kieshawna Green	School Nurse (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	New Castle	10/16/2025	Alexander E Brown	Physical Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Parkway	10/17/2025	Allan Abel C Tolero	Custodian I (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Providence	9/15/2025	Darrell H Stroud	Security Assistant (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	9/12/2025	Anita Dailey	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	10/7/2025	Christian J Marsh	Custodian I (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Independence	10/10/2025	David A Brown	School Security Officer II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	9/22/2025	Ana L Altobarr Steward	School Nurse (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	9/30/2025	Rick I Kirkland	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	9/24/2025	Walida A Smith	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	9/17/2025	Patrizia Rosete	Cafeteria Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	10/17/2025	Karen M Armstrong	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	9/30/2025	Tyler Payton	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kellam	8/25/2025	Allison Taylor	Clinic Assistant (job abandonment)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	10/1/2025	Kendric Donaldson	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	10/10/2025	James W Warren	Security Assistant, ,400 (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Technology	10/7/2025	Brendan R Roberson	Technology Support Technician (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	9/15/2025	Isaia I Ahmad	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	9/16/2025	Dylan I Slayton	Bus Assistant, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	10/10/2025	George J Boyce	Bus Driver, 6.5 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	10/24/2025	Amanda Hardy	Bus Driver, 6.5 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	10/24/2025	Thomas Hardy	Bus Driver, 6.5 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	New Castle	12/5/2025	Teresa A Geis	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Thalia	9/30/2025	Shelley A York	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Communications & Community Engagement	11/30/2025	Elizabeth L Scales	Administrative Office Associate I	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Human Resources	11/30/2025	Tina L Olds	Human Resources Associate	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Human Resources	1/30/2026	David B Judge	Human Resources Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Teaching and Learning	9/30/2025	Kari M Anderson	Library Cataloger	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Technology	12/31/2025	Deborah Streeter	Technical Contract Manager	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Food Services	10/31/2025	Richard D White	Procurement Specialist I	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	9/17/2025	Alison C LeFebvre	Physical Therapist, ,600	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	9/25/2025	Brenda M Whicker	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	12/19/2025	Retha F Gtirley	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	12/31/2025	Sean Barnes	Director Transportation	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	10/1/2025	Tiffany G Rouse	First Grade Teacher	Regent University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	10/1/2025	Jennifer C Thornton	Music/Vocal Teacher, ,400	James Madison University, VA	VBPCS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	9/29/2025	Bonnie B Dewey	Special Education Teacher	Regent University, VA	Military Services
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	9/25/2025	Meghann E Cook	Third Grade Teacher	American International College, MA	North Thurston Public Schools, WA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Woodstock	9/29/2025	Vanessa A Hamilton	Special Education Teacher	Monmouth University, NJ	VBPCS
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	9/24/2025	Denes P Okerlund	Eighth Grade Teacher, ,500	Old Dominion University, VA	Military Services
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	9/24/2025	Melissa T Holzhauser	Special Education Teacher	Neumann University, PA	Chester Community Charter School, PA
Assigned to Instructional Salary Scale	Appointments - High School	Cox	9/26/2025	Michelle L Harris	Social Studies Teacher	University of Virginia, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	9/29/2025	Kayla M Gau	Art Teacher	James Madison University, VA	Charleston County School District, SC
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	9/24/2025	Jaime L Kurowski	Art Teacher	West Virginia University, WV	VBPCS
Assigned to Instructional Salary Scale	Appointments - High School	Salem	9/24/2025	Kevin T Rafferty	Marketing Education Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	9/24/2025	Jada A Bluford	Speech/Language Pathologist	Hampton University, VA	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	10/14/2025	Kelly M Kriss	Special Education Teacher (continuing education)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Holland	10/31/2025	Lindsey E Gardner	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	10/10/2025	Ericka D Santana-Correa	Music/Vocal Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	10/3/2025	Jessica M Byrd	Special Education Teacher (continuing education)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Three Oaks	9/29/2025	Kenneth E Dieter	Third Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Virginia Beach	10/31/2025	Danielle C Kreassig	Reading Specialist (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	12/19/2025	Alyson P Toler	Special Education Teacher (transfer of spouse)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	11/25/2025	Holly Carlton	Speech/Language Pathologist (transfer of spouse)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Green Run	10/31/2025	Sally C Daughtrey	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Hermitage	12/31/2025	Deidre W Abernathy	Fourth Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Kempsville	12/31/2025	Wendy Malone-Fulton	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Landstown	10/1/2025	Daniel Dait	Health & Physical Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	12/31/2025	Debra A Kline Edwards	Speech/Language Pathologist	not applicable	not applicable
Administrative	Appointments - Elementary School	Landstown	TBD	Jaclyn A Kenney	Assistant Principal	Old Dominion University, VA	VBPCS
Administrative	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	TBD	Casey Morrison	Coordinator Transportation	not applicable	VBPCS



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

Section: Closed Session **Date:** October 14, 2025

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

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

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

Namely to discuss:

- A. Personnel matters- reimbursement of attorney's fees for an employee
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Background Summary:

N/A

Source:

Code of Virginia §2.2-3711, as amended

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

Decorum and Order-School Board Meetings 1-48

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

SCHOOL BOARD BYLAWS

Decorum and Order-School Board Meetings

A. Purpose of decorum and order during meetings

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

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

B. Limitations on addressing the School Board

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

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

C. Other expressive activities during meetings

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

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

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

2. Expressive activities during meetings

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

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

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

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

D. Other methods of communicating with the School Board

The School Board encourages citizens and other interested parties to communicate with the School Board regarding matters related to public education. Due to the limited time scheduled to conduct business and the need to follow approved agenda items, School Board meetings may not be conducive for all forms of communication to the School Board. Persons seeking to communicate with the School Board may contact School Board Members through other methods of communication, including SchoolBoard@VBCPSBoard.com 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.