



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohenstiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
District 7

Rose M. Dwyer
District 1

Sharon R. Felton
At-Large

Dr. Alveta J. Green
District 4

Kimberly A. Melnyk
District 2

Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES

Tuesday, October 14, 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 14th day of October 2025. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer (arrived at 3:46 p.m.), Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.

- A. **School Board Administrative Matters and Reports:** Ms. Rogers mentioned commemorative celebrations for the month of October.
- B. **Mercer Update:** Crystal Pate, chief financial officer, Linda Matkins, director, Office of Consolidated Benefits, and David Keough, Mercer Representative, provided the School Board updated information from Mercer. The presentation outlined plan year and fiscal year projections for 2025–2027, focusing on projected medical and pharmacy costs for active employees and retirees. The analysis used recent claims and enrollment data, assumed a 9% annual trend for medical and pharmacy, and reflected significant increases in employer and employee contributions with health fund reserves projected to fall below recommended levels.

Mercer emphasized that all projections were estimates based on available data and subject to variability. The presentation reviewed detailed tables summarizing projected costs, contributions, health fund impacts, and reserve variances for each scenario, including \$5M and \$10M increases to employer funding. At the conclusion of the presentation, resources were shared for managing healthcare costs, such as right place of service, comparing costs for providers and pharmacies, preferred healthcare providers and retail pharmacies, Health Savings Account (HSA), and BEWell (Beach Employee Wellness).

After the presentation, a discussion followed with questions and comments regarding employer and employee contribution amounts; increases of 5 million and 10 million from the operating budget to the health care fund; impact to the healthcare fund; costs for health care compared to the City; use of the health fund reserve; current challenges with the health care fund; administrative fees; and overall health fund.

- C. **Middle School Dual Language Immersion (DLI) Considerations:** Crystal Lewis-Wilkerson, Ed.D., director, Office of K-12 and Gifted Programs, provided the School Board information on the Middle School Dual

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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 2 of 8

Language Immersion (DLI) considerations. The presentation reviewed proposed options and considerations for the Middle School Spanish Dual Language Immersion (DLI) program and reviewed challenges with the existing middle school DLI model, notably staffing difficulties and maintaining program fidelity.

Two main options for the future of the middle school DLI program were proposed. Option One consolidated middle school DLI programs into a single site at Virginia Beach Middle School, continuing immersion Spanish and at least one core class in Spanish. Option Two phased out the middle school DLI program, instead offering high school credit Immersion Spanish at feeder middle schools.

The presentation summarized feeder patterns, implementation details, and a timeline for phasing out existing programs. Benefits and costs of each option were compared, and additional considerations such as transportation and staffing were discussed. Parent survey results and answers to frequently asked questions from board members were also shared.

After the presentation, a discussion followed with questions and comments regarding feeder schools; extracurricular activities and transportation; qualified teachers for program; two options presented; staffing challenges; current costs and cost of program options; visit to DLI classrooms; parental concerns; survey results; student engagement, global studies; availability of DLI program; and upcoming recommendation for School Board consideration and vote.

2. **Closed Session:** At 5:17 p.m., Vice Chair Weems made the following motion, seconded by Ms. Dwyer, 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, 8, and 19, 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.
 9. Discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § 2.2-3705.2, where discussion in an open



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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 3 of 8

meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system, or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.

Namely to discuss:

- A. Personnel matter – reimbursement of attorney’s fees for an employee.
- B. Discussion regarding security matter at certain administrative buildings.
- C. Status of pending litigation or administrative cases.
- D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to recess into Closed Session. The motion passed unanimously, 11-0-0.

The School Board recessed into Closed Session at 5:20 p.m.

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

- A. Personnel matters - reimbursement of attorney’s fees for an employee: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate school board attorney; Jack Freeman, chief operations officer; Thomas Shattuck, director, Office of Security and Emergency Management; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 5:27 p.m.

Certification of Closed Session: Vice Chair Weems read the Certification of Closed Session:

WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

NOW, THEREFORE, BE IT RESOLVED that the School Board of the City of Virginia Beach hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

Ms. Dwyer made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session. The motion passed unanimously, 11-0-0.

Vice Chair Weems read the following resolution:

**RESOLUTION
REGARDING PAYMENT OF EMPLOYEE LEGAL FEES**



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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 4 of 8

WHEREAS, on January 21, 2025, a VBCPS teacher was charged with assault and battery of a student; and

WHEREAS, the charge against the teacher was dismissed by the Virginia Beach General District Court on April 15, 2025, and the teacher has chosen not to have the charge expunged from his record; and

WHEREAS, the teacher is seeking payment of legal fees in accordance with Policy 2-59 in the amount of \$3,400.00 in fees and costs incurred in defending this charge; and

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

NOW THEREFORE, be it:

RESOLVED: That the School Board authorizes payment of the employee's legal fees and costs in the amount of \$3,400.00; and

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

Adopted by the School Board of the City of Virginia Beach, Virginia, this 14th day of October 2025.

Mr. Culpepper made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the resolution read by Vice Chair Weems. The motion passed unanimously, 11-0-0.

3. **School Board Recess:** Chair Brown adjourned the Administrative, Informal, and Workshop session at 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:** 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 14th day of October 2025. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer (arrived at 3:46 p.m.), Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition:** There were no awards presented at the meeting.
8. **Adoption of the Agenda:** Chair Brown called for a motion to approve the agenda as presented. Ms. Dwyer made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as presented. The motion passed unanimously, 11-0-0.
9. **Superintendent's Report** (second monthly meeting) **and recognitions** (first and second monthly meetings)
Administrative Recognition: Superintended Robertson introduced the following appointment, which was approved at the September 23, 2025 School Board Meeting: **Aaron F. Arnold**, work-based learning specialist, as coordinator, work-based learning in the Office of Technical and Career Education.



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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 5 of 8

10. *Approval of Meeting Minutes*

- A. September 23, 2025 Regular School Board Meeting: Chair Brown called for any modifications to the September 23, 2025, regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the September 23, 2025, minutes as presented. Ms. Dwyer made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the September 23, 2025 minutes as presented. The motion passed unanimously, 11-0-0.

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

There were four (4) in-person speakers. The topics included DEI policies; DLI (Dual Language Immersion) program, parent input, staffing; DLI survey; insurance premiums; cost of living; and distance learning.

The Public Comments concluded at 6:16 p.m.

12. *Information*

- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board review recommendations regarding the amendment of certain policies by the Policy Review Committee at its September 24, 2025 meeting. Kamala Lannetti, school board attorney, reviewed the following:
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.
- B. FY 2024-25 Reversion and Revenue Sharing Formula Reconciliation: Crystal Pate, chief financial officer, provided the School Board a review of the fiscal year 2024-25 reversion funds and the reconciliation of the revenue sharing formula. The City and Schools finance teams closed the fiscal year with total reversion funds of approximately \$38.1 million, sourced from operating, debt service, and over-budget revenues. The revenue sharing formula true-up added approximately \$7.5 million, resulting in approximately \$45.5 million available for reappropriation.

Two proposed spending plans were presented: both prioritized capital improvement projects, including PAYGO funding for the Princess Anne High School and payroll system replacements, as well as allocations for the school reserve fund, Jericho Road demolition, and the health insurance fund. The plans differed in the distribution of funds among these priorities.

The presentation concluded with a timeline for next steps, including School Board action on October 28, followed by presentations and public hearings with the City Council in November, leading up to final City Council action on November 25.

After the presentation, a discussion followed with questions and comments regarding proposed plans; funding to the Health Fund; date of the Five-Year Forecast presentation (November 18); uses for reversion

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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 6 of 8

funds; recommendations for the School Board; Jericho Road; concerns regarding the health fund balance; revenue sharing policy; and amount of reserves for the health fund.

- C. CIP Update: Jack Freeman, chief operations officer, provided the School Board information regarding the Capital Improvement Program (CIP). The presentation reviewed actions taken since the September 9 workshop, including joint meetings with City staff to discuss the Princess Anne High School (PAHS) construction project and its impact on CIP. These meetings addressed current funding, procurement options, debt service, policy implications, and identified uncertainties.

The presentation outlined formal processes for advertising construction projects, provided estimated timelines for PAHS, and compared costs and space needs with Maury High School. The next steps included developing and advertising an RFQ (Request for Qualifications) for PAHS and reviewing student enrollment and building capacity.

After the presentation, a discussion followed with questions and comments regarding comparison to other high school; site work done at Princess Anne High School; swing space (Holland Road Annex), preparing the swing space; appropriations, inflation; RFQ; and input on specifications.

- D. Gifted Citizen's Advisory Committee Appointment Recommendations: 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. The following recommendations were shared with the School Board: Judonne Baxter – Salem and Fouad Moussa – Ocean Lakes. The School Board is scheduled to vote on the recommendations at the October 28, 2025 School Board meeting.

- 13. *Return to public comments if needed:*** As noted under Agenda Item #11, the Public Comments concluded at 6:16 p.m.

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

- A. Religious Exemption(s): Recommended that the School Board approve RE-26-08 and RE-26.09.

After reading the items on the Consent Agenda, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Hearing none, Chair Brown called for a motion to approve the Consent Agenda as presented. Mr. Cummings made the motion, seconded by Ms. Dwyer. Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the Consent Agenda as presented. The motion passed unanimously, 11-0-0.

- 15. *Action***

- A. Personnel Report / Administrative Appointments: Chair Brown called for a motion to approve the October 14, 2025 personnel report and administrative appointments. Ms. Rogers made the motion, seconded by Mr. Cummings, 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 along with the administrative appointment as recommended by the Superintendent. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the October 14, 2025, personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

Superintendent Robertson mentioned the following appointments: **Jaclyn A. Kenney**, administrative assistant, Corporate Landing and Kempsville Elementary Schools, as assistant principal of Landstown

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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 7 of 8

Elementary School; and **Casey R. Morrison**, transportation area supervisor, as coordinator, transportation, Office of Transportation and Fleet Management Services.

- 16. Committee, Organization or Board Reports:** Mr. Cummings mentioned as part of the Human Rights Commission taking Commissioners Ron Taylor and Mark Stevens to the Renaissance Academy for a tour. He also mentioned a non-profit in his district, student pledge against gun violence. Dr. Green mentioned a change in the Legislative Committee meeting schedule. The committee will be meeting on October 31 at 9:30 a.m. instead of meeting in November. Vice Chair Weems mentioned attending the Gifted Advisory Committee Meeting, discussing school visits and voting on the two member recommendations that were presented to the School Board. Mr. Callan visited the Harbor Hope Center on October 1 and attended the STEM Fest on October 4 at the Joint Use Library. Dr. Green also mentioned visiting the Harbor Hope Center.
- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** At 7:28 p.m., Vice Chair Weems made the following motion, seconded by Ms. Dwyer, 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, 8, and 19, 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.
 9. Discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § 2.2-3705.2, where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system, or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.
- Namely to discuss:
- A. Discussion regarding security matters at certain administrative buildings.
 - B. Status of pending litigation or administrative cases.

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

Tuesday, October 14, 2025
Regular School Board Meeting
Page 8 of 8

C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to recess into Closed Session. The motion passed unanimously, 11-0-0. The School Board recessed into Closed Session at 7:32 p.m.

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

- A. Discussion regarding security matters at certain administrative buildings: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate school board attorney; Jack Freeman, chief operations officer; Thomas Shattuck, director, Office of Security and Emergency Management; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 8:05 p.m.

Certification of Closed Session: Vice Chair Weems read the Certification of Closed Session:

WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by this School Board that such closed meeting was conducted in conformity with Virginia law.

NOW, THEREFORE, BE IT RESOLVED that the School Board of the City of Virginia Beach hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

Ms. Melnyk made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session. The motion passed unanimously, 11-0-0.

18. Adjournment: Chair Brown adjourned the meeting at 8:06 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair