



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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District 3

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District 8

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District 1

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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 **Monday, November 10, 2025**

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

1. ***Administrative, Informal, and Workshop:*** Chair Brown convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 10th day of November 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 (arrived at 4:10 p.m.), Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The following School Board Member was not present: Mr. Culpepper.
 - A. ***School Board Administrative Matters and Reports:*** Chair Brown mentioned the Joint Five-Year Forecast meeting on November 18, time to be determined and the Special School Board meeting on November 18 beginning at 4:00 p.m. Chair Brown asked for a volunteer to attend the VSBA Delegate Meeting and Ms. Rogers volunteered. Ms. Rogers mentioned commemorative celebrations for the month of November. Dr. Green mentioned the Legislative Breakfast on December 4 at 8:30 a.m. The breakfast will be held at Bayside High School.
 - B. ***Mercer Update:*** Crystal Pate, chief financial officer, Linda Matkins, director, Office of Consolidated Benefits, and David Keough, Mercer Representative, provided the School Board with updated information from Mercer. Mercer conducted an analysis, reviewing enrollment, claims utilization, and healthcare costs. The review showed that plan costs and claims trends continued to rise, with notable increases in both medical and pharmacy expenses. High-cost claimants and specialty drug spending contributed significantly to overall costs. Projections for 2025–2027 indicated that, without additional funding, the health fund balance would fall below recommended reserve levels. The School Board was presented with funding scenarios, highlighting the need for increased contributions to maintain financial stability.

After the presentation, a discussion followed with questions and comments regarding number of employees on plan; pharmacy trends; number of employees switching plans; increase in prescriptions; cost saving ideas for prescriptions; weight loss prescriptions; additional funding to the health fund, no changes to the employee contributions with additional funding; and a future update from Mercer.

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- C. **Facilities Update:** Melisa Ingram, executive director, Office of Facilities Services, provided the School Board with an update about facilities. The presentation highlighted the completion of maintenance projects, including reroofing and HVAC replacements at multiple schools, as well as fire alarm replacements and foundation repairs. Several renovation and replacement projects remained in various stages of design, bidding, or planning, with many facilities still assessed as unsatisfactory. The district also completed turf field installations and made progress on ADA compliance for athletic fields. Construction projects, such as additions at Diamond Springs and Newtown Elementary Schools were outlined with student enrollment and preliminary estimates of probable costs. The replacement of Princess Anne High School was also discussed. The update concluded with a review of funding sources for the approved capital improvement plan for fiscal years 2025–2026.

After the presentation, a discussion followed with questions and comments regarding student enrollment at Tri-Campus, number of classrooms needed; projects on hold for Holland Road Annex (HRA); foundation and roofing projects, monitoring buildings; cost of various projects; use of HRA as a swing space; cost of HVAC and roof maintenance; conditions of equipment; and conditions of various systems (fair, unsatisfactory).

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 5:12 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 10th day of November 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. The following School Board Member was not present: Mr. Culpepper.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition:** The School Board recognized the following:
 - A. **First place, Brand FCCLA at Home Competition - Salem High School:** Jasmine Gonzalez from Salem High School was honored for winning first place in the Brand FCCLA at Home Competition by creating a recycled-material artwork representing Virginia.
 - B. **IMPACT Leadership Awards – Bayside, Landstown and Salem high schools:** The inaugural IMPACT Leadership Awards were presented to Lily Schweitzer (Bayside), Riccardo Girardi (Landstown), and Isabella Schulze (Salem) for exceptional peer leadership and service to military-connected students.
 - C. **New Purple Star designation – Point O’View Elementary School:** Point O’View Elementary, led by Mrs. Terry Ritzel, received its first Purple Star designation for supporting military-connected students, joining 66 division schools with this honor.
8. **Adoption of the Agenda:** Chair Brown mentioned the following amendments to the agenda: Action Item #15C - Appointing Ms. Rogers as the substitute for the VSBA Delegate Assembly. Request to have two Consent Items moved: 14C – Behavioral and Mental Health Supports for Students: Year 2 Outcome Evaluation Recommendations moved to Action Item #15D; and #14E – VSBA Delegate Assembly Proposal – Legislative Proposal Number 3 (1.7 Assessment Reform and Accountability Reform) moved to Action Item #15E. Chair Brown called for any other modifications to the agenda as presented.
Mr. Cummings shared the following resolution with the School Board:

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Resolution Acknowledging the Advisory Referendum Results in Support of Adopting the 10-1 District Voting System for the School Board of the City of Virginia Beach

WHEREAS, the City Council proposed a referendum to the community which directed the community to decide whether to change the city charter from a modified 7-3-1 system to a 10-1 system as the method of city council and school board elections;

WHEREAS, the referendum question was conducted in accordance with applicable laws, rules, and regulations governing elections in the Jurisdiction;

WHEREAS, the canvass of votes has been completed, and election officials have determined the preliminary results, indicating that the majority of the voters supported the adoption of the 10-1 system over the modified 7-3-1 alternative;

WHEREAS, the School Board recognizes that this outcome reflects the expressed will of the voters in this advisory measure;

WHEREAS, the Board is aware that the formal codification of this voting system into the City Charter requires subsequent action by the Virginia General Assembly; and

WHEREAS, the School Board of the City of Virginia Beach wishes to formally acknowledge and record these preliminary results as a directive from the community;

NOW, THEREFORE, BE IT RESOLVED by the School Board of the City of Virginia Beach:

1. The School Board of the City of Virginia Beach hereby accepts the preliminary results of the referendum question held on November 4, 2025 for the referendum to change the city charter to a 10-1 system, as submitted by the election board/officials.
2. That the School Board records this outcome as an endorsement of the 10-1 structure for City and School Board elections and anticipates and encourages the necessary legislative steps to permanently amend the City Charter accordingly;
3. That the School Board extends its sincere gratitude to all election officials, poll workers, volunteers, and voters for their participation in this important civic exercise;
4. That this resolution be entered into the official minutes and records of the School Board of the City of Virginia Beach and remain on public record for review as required by law.

Mr. Cummings made a motion to amend the agenda to include the Resolution Acknowledging the Advisory Referendum Results in Support of Adopting the 10-1 District Voting System for the School Board of the City of Virginia Beach as Item #15F under Action. Ms. Melnyk seconded the motion by Mr. Cummings. A discussion followed regarding the motion, reasons for motion, support of resolution; certification of votes on the referendum not complete; clarification on vote; legal sufficiency of resolution; School Board has no authority over the process; example for students; respect the results of the referendum; and City Council to move forward with process. Without further discussion, Chair Brown called for a vote on Mr. Cummings' motion. The School Board Clerk announced there were five (5) ayes in favor of the motion: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.

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There were five (5) nays opposed to the motion: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, and Ms. Dwyer. The vote was 5 – 5. Ms. Lannetti, school board attorney, mentioned that due to the tie vote, the item will pass to the next School Board meeting for a vote.

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

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

Administrative Recognitions: Superintendent Robertson introduced the following appointments, which were approved at the October 28, 2025, School Board Meeting: **Julie D. Hawkes**, assistant principal, Newtown Road Elementary School, as employee relations specialist, Department of Human Resources, and **Emily A. Hitzemann**, assistant principal, Corporate Landing Middle School, as human resources specialist, Department of Human Resources.

10. Approval of Meeting Minutes

A. October 28, 2025 Regular School Board Meeting: Chair Brown called for any modifications to the October 28, 2025, regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the October 28, 2025, minutes as presented. Ms. Dwyer made the motion, seconded by Dr. Green. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the October 28, 2025 minutes as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one abstention: Ms. Melnyk. The motion passed, 9-0-1.

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

There were twenty-one (21) in-person speakers (including six (6) student speakers). The topics included Dual Language Immersion (DLI); learning new language and culture; enrollment in the DLI program; suggestion for a creation of an Ad Hoc Committee for DLI; parental involvement; Chaplain Program; staffing crisis; collective bargaining; employees having a voice; support for the DLI program; and an issue at school.

The Public Comments concluded at 7:04 p.m.

12. Information

- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board review recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its October 29, 2025 meeting. Kamala Lannetti, school board attorney, reviewed the following:
1. Policy 3-23/Sale/Exchange/Lease/Disposal of Property: The PRC recommends increasing the threshold in Section B from \$5000 to \$10,000.
 2. Policy 5-31/Scholastic Records: The PRC recommends adding language directly from the Virginia Code to allow for the use of "Other" as an ethnicity designation when authorized and to update the legal references. There was a brief discussion regarding ethnicity, gender, and designating "Other;" Code of Virginia 22.1.4-2 and state statute only addresses race and ethnicity.
 3. Policy 7-59/Relations with Employment/Career Agencies: Employment Counseling and Placement Services: There are no recommended changes to this policy; it is being reviewed in accordance with the 5-year review requirement.

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- B. Textbook Adoption: Elementary Math: Lorena L. Kelly, Ph.D., executive director, Office of Elementary Teaching and Learning, provided the School Board information regarding the elementary mathematics textbook for grades, kindergarten through fifth as recommended by the Elementary Mathematics Textbook Adoption Committee for implementation in the fall of 2026.

Course Title	Textbook	Publisher	Copyright
Elementary Mathematics K-5	Kiddom Virginia Math	Kiddom	2024

The textbook committee reviewed all state-approved K-5 math textbooks and gathered public feedback. After evaluating options, the committee recommended Kiddom VA Math for adoption due to its alignment with Virginia standards, positive teacher feedback, and lower implementation cost compared to HMH Into Math. The School Board was presented with the final recommendation, supported by stakeholder input and cost analysis.

After the presentation, a discussion followed with questions and comments regarding resources available with the recommended textbook; differentiated options; alignment to SOLs; digital and print options; cost based on enrollment; enrollment numbers; and use of AI.

- C. Legislative Agenda: Joel Andrus, legislative consultant, Kemper Consulting, provided the School Board information on the 2026 Legislative Agenda as proposed by the School Board Legislative Committee. The 2026 Legislative Agenda outlined priorities for a 60-day session marked by new state leadership and a new biennial budget. Key focuses included fully funding rebenchmarking, increasing teacher pay, supporting mental health and special education, and securing capital improvement funds. The agenda also addressed school bus driver shortages, unfunded mandates, and continued reforms in assessment and recovery school authorization.

After the presentation, a discussion followed with questions and comments regarding process of the Legislative Committee; collective bargaining, employees having a voice, other districts with collective bargaining, topic for a future presentation to the School Board, costs; funding for recovery school; workforce development; and voting on the legislative agenda.

Middle School Dual Language Immersion (DLI) Recommendation: Chair Brown read the following recommendation: Based on available staffing and student interest to fully implement the Spanish Immersion program at each grade level with fidelity, administration recommends continuing the DLI middle school program in one location at Virginia Beach Middle School, effective for the 2027–2028 school year. Current 5-7th grade DLI students will not experience a change in programming or location. Chair Brown called for a motion on the recommendation. Mr. Callan made the motion, seconded by Ms. Dwyer.

Crystal Wilkerson, Ed.D., director, Office of K-12 and Gifted Programs presented the School Board the Middle School Dual Language Immersion (DLI) recommendation. It was recommended that the Middle School Spanish Dual Language Immersion (DLI) program be consolidated at Virginia Beach Middle School beginning in the 2027–28 school year, due to staffing challenges and the need for program fidelity. The School Board considered two options: consolidating the program or phasing it out. Administration supported consolidation, ensuring current students would not be affected and that the final cohort at Great Neck and Landstown Middle Schools would enter in 2025–26. The plan for future cohorts was to be determined based on staffing, funding, and student interest. The presentation also addressed staffing levels, teacher vacancies, and reviewed School Board questions and responses.

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A discussion followed regarding the options for the Dual Language Immersion (DLI) program; earning high school credit; staffing and enrollment; update on program during the summer retreat; and clarification on the recommendation. Ms. Rogers made the following substitute motion; we should be going forward with 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). Mr. Cummings seconded the motion.

A discussion followed on the substitute motion on the floor regarding Option One; clarity on the motion to be voted upon; and removing the words, “based on available staffing” from the administration recommendation. Ms. Rogers amended her substitute motion to read, based on student interest to fully implement the Spanish Immersion program at each grade level with fidelity, administration recommends continuing the DLI middle school program in one location at Virginia Beach Middle School, effective for the 2027–2028 school year. Current 5-7th grade DLI students will not experience a change in programming or location. Mr. Cummings agreed to the amendment of the substitute motion.

A discussion followed on the amended substitute motion regarding staffing of program; consolidation of program to ease the staffing challenges; level of committee from parents to program; programs are subject to staffing; clarification on amended substitute motion; current vacancies in the program; parental input for program; support for either option; support for the administration recommendation; parent advisory committee suggestion/consideration; lack of communication and trust; number of students enrolled in the program; scheduling; and appreciation for students and parents speaking tonight.

Without further discussion, Chair Brown asked Ms. Rogers to read the amended substitute motion again. Chair Brown called for a vote on Ms. Rogers motion. The School Board Clerk announced there were nine (9) ayes in favor of the amended substitute motion by Ms. Rogers: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There was one (1) nay opposed to the amended substitute motion by Ms. Rogers: Ms. Dwyer. The motion passed, 9-1-0.

- 13. Return to public comments if needed:** As noted under Agenda Item #11, the Public Comments concluded at 7:04 p.m.
- 14. Consent Agenda:** Chair Brown read the following items on the Consent Agenda (14A, 14B, 14D, and 14E - Number 6 and Number 8)
- A. Division Literacy Plan (DLP)
 - B. Modified Course Proposal: Algebra 2 Honors
 - C. Behavioral and Mental Health Supports for Students: Year 2 Outcome Evaluation Recommendations:
Note: Item moved to Action Item #15D during the Adoption of the Agenda. See Agenda Item #8.
 - D. Point O’View Elementary School MUAU Replacement & Scratch Cooking Improvements
 - E. VSBA Delegate Assembly Proposal - Legislative Proposal Number 3 (1.7 Assessment Reform and Accountability Reform): Note: Item moved to Action Item #15E during the Adoption of the Agenda. See Agenda Item #8. The remaining Proposals (Legislative Proposal #6 – NEW Chronic Absenteeism and Legislative Proposal #8 – 3.3 Enrollment Cap for Virtual Virginia were voted upon during the Consent Agenda.

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 nine (9) ayes in favor of the motion to approve the Consent Agenda as presented: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There was one (1) nay opposed to the motion to approve the Consent Agenda as presented: Mr. Callan. The motion passed, 9-1-0.

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15. Action

- A. Personnel Report / Administrative Appointments: Chair Brown called for a motion to approve the November 10, 2025, personnel report and administrative appointments. Ms. Dwyer made the motion, seconded by Ms. Melnyk, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on the November 10, 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 November 10, 2025 personnel report and administrative appointments: 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.
Note: there were no administrative appointments this evening.
- B. Middle School Dual Language Immersion (DLI) Considerations: See page 5 & 6 for discussion and vote.
- C. Appointment of Melinda Rogers to the VSBA Delegate Assembly: Note: Item was added during the Adoption of the Agenda. See Agenda Item #8.
Chair Brown called for a motion to approve Ms. Rogers as the substitute for the VSBA Delegate Assembly. Mr. Cummings made the motion, seconded by Ms. Melnyk. 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 Ms. Rogers as the substitute for the VSBA Delegate Assembly: 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.
- D. Behavioral and Mental Health Supports for Students: Year 2 Outcome Evaluation Recommendations: Note: Item moved from Consent Agenda #14C to Action #15D during the Adoption of the Agenda. See Agenda Item #8.
Chair Brown called for a motion to approve the Behavioral and Mental Health Supports for Students: Year-Two Outcome Evaluation recommendations as presented. Dr. Green made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion to approve the Behavioral and Mental Health Supports for Students: Year-Two Outcome Evaluation recommendations as presented: Chair Brown, Vice Chair Weems, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There were two (2) nays opposed to the motion to approve the Behavioral and Mental Health Supports for Students: Year-Two Outcome Evaluation recommendations as presented: Mr. Bohensiel, and Mr. Callan.
The motion passed, 8-2-0.
- E. VSBA Delegate Assembly Proposal: Note: Item moved from Consent Agenda #14E to Action #15E during the Adoption of the Agenda. See Agenda Item #8.
VSBA Delegate Assembly Proposal – Legislative Proposal Number 3 (1.7 Assessment Reform and Accountability Reform). Chair Brown called for a motion to approve Legislative Proposal Number 3. Chair Brown read the following portion of the proposal:
Virginia's public schools are committed to delivering high-quality instruction and ensuring student success. Therefore, VSBA supports legislation to provide school divisions with a minimum of one full academic year to prepare for and implement any major policy changes that affect curriculum, instruction, assessment, or accountability systems.



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Ms. Dwyer made the motion, seconded by Ms. Rogers. There was a brief discussion for clarity on the motion to be voted upon. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the motion to approve Legislative Proposal Number 3: Vice Chair Weems, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There were two (2) nays opposed to the motion to approve Legislative Proposal Number 3: Chair Brown, and Mr. Callan. There was one (1) abstention: Mr. Bohenstiel. The motion passed, 7-2-1.

16. **Committee, Organization or Board Reports:** Ms. Rogers mentioned the Mental Health Task Force, and starting small groups to help with supporting students and staff with mental health and getting more information out to the community regarding services. Mr. Bohenstiel mentioned the upcoming football playoffs starting Friday.
17. **Return to Administrative, Informal, Workshop or Closed Session matters:** None.
18. **Adjournment:** Chair Brown adjourned the meeting at 8:48 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair