Minutes
School Board Meeting
Greene County Schools
County Meeting Room
February 4, 2026

Members Present: Ms. Kelly Greer, Chair; Ms. Cara Bickers, Vice-Chair; Ms. Cherish Alberts, Member; Mr. Dave Mastervich, Member; Ms. Rebecca Roach, Member; Mukund Marri, Student Member; Dr. Andrea Whitmarsh, Superintendent; Ms. Rhonda Houchens, Clerk.

Ms. Greer called the meeting to order at 5:30 p.m. in the School Board Office Conference Room.

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

Ms. Bickers moved to reconvene in open session in the County Meeting Room. Mr. Mastervich seconded. All Ayes, motion carried.

Ms. Greer called the meeting to order at 6:00 p.m. in the County Meeting Room.

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

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

Ms. Greer requested a motion to approve the agenda.

Ms. Bickers moved to approve the agenda as presented. Mr. Mastervich seconded. No discussion. All Ayes, motion carried.

Ms. Greer invited everyone to join in the Pledge of Allegiance.

Ms. Greer stated there were no closed meeting actions.

Ms. Greer requested a motion for the consent agenda:

11-1942 January 14, 2026 Meeting Minutes
11-1943 January 28, 2026 Budget Work Session Minutes
11-1944 January 9, 2026 Expenditures
11-1945 January 15, 2026 Expenditures
11-1946 January 22, 2026 Expenditures
11-1947 January 23, 2026 Expenditures
11-1948 January 30, 2026 Expenditures
11-1949 Monthly Finance Report
11-1950 Field Trip Requests
11-1951 Enrollment
11-1952 Staff to be Approved List

Ms. Alberts moved to approve the consent agenda items 11-1942 to 11-1952 as presented. Ms. Bickers seconded. No discussion. All Ayes, motion carried.

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

There were no public comments at this time, so Ms. Greer closed public comment.

Dr. Payne, Ms. Dojack, Mr. Midock and Ms. Alicea presented information/action item #11-1953, NGPS & NGES School Improvement Plans. Dr. Payne shared we are here tonight to review the multi-year improvement plan for NGES & NGPS and provide updates and reasons why we need to get this approved. Dr. Payne shared the school performance support framework and stated that NGES and NGPS are both identified. She shared TSI Identification and what it means and it does move the school from on track to off track. Ms. Dojack shared additional information on schools that were identified and explained the sub groups in detail. Mr. Midock and Ms. Alicea shared multi-year plan goals.

Ms. Roach asked if we knew testing scores were declining as of last year test results why are we just now putting this into place.

Mr. Midock responded a lot of this started from day one. Some of the additional modifications that maybe were not working throughout the first fall semester is why some of the additional changes are occurring now. He shared we did address all that information based off our data analysis in the summer time.

Ms. Alicia shared some additional information on benchmarks and SOL tests.

Dr. Whitmarsh asked Dr. Payne to remind everyone when we learned about our Federal designation from the State. Dr. Payne responded it was December 4th and she shared all this information that you are seeing in this plan was also in our school plan that they make every summer and every year when we are given the new requirements in January this plan format was different than everything we had had in the past. The format of the plan is a new requirement and what you are seeing in the plan is not new based on the DOE.

There was more board discussion.

Ms. Greer opened the floor for public comment for NG School Improvement Plans. There were none. Ms. Greer closed public comment.

Ms. Greer requested a motion for information/action item #11-1953 NGPS & NGES School Improvement Plans.

Ms. Bickers moved to approve the Multi-year School Support plan for Nathanael Greene Primary School and for Nathanael Greene Elementary School as presented. No discussion. Ms. Alberts seconded. All Ayes, motion carried.

Mr. Midock and Ms. Alicea presented information item #11-1954, NG Spotlight. Mr. Midock shared 2025-2026 School Goals & Priorities and the academic progress for 2024-2025. Ms. Alicea shared information on Culture of Excellence that included NG Vision & Mission Statements, year two of Benchmark Advance, UFLI and Megawords, VALLSS extending to 4th & 5th grades, Kiddom Math, student jobs and instructional coaches. Ms. Alicea also spoke about Exceptional Workforce that included staff retention, Crisis Prevention Institute training for all staff, robotics team, innovation grants, engage and elevate lessons with innovation, mid-year stay meeting and special education schedule and supports. Ms. Hirw shared Connections with Community that included Parent Square, PTO roles & events, Title I events, holiday assistance, Pre-K enrollment & supports, OSOB, TDT partnership with National Counseling Group, SCA supply drives, and YMCA swimming initiative. Ms. Hirw shared upcoming events. A video of students was shared on what makes Nathanael Greene Magical.

Dr. Whitmarsh presented information item #11-1955, FY2027 Budget Proposal. Dr. Whitmarsh stated she was going to share the Superintendent's Budget Proposal. She shared we had a budget workshop and we came up with some conclusions which those are included here and we still have time to go before there is a vote for the school board the first time then it moves into the counties process. Dr. Whitmarsh shared the Strategic Plan Empowering our Communities Children for Life-Long Success. Dr. Whitmarsh shared the division's vision and core values. She shared the board's priorities. Dr. Whitmarsh share our community is growing and we have more students in our schools. Our LCI has changed meaning our county can pay for education according to the state. Our student needs are continually evolving. The cost of living is increasing 2.8% for 2026. She shared our top priorities. Dr. Whitmarsh shared some charts regarding demographics, economically disadvantaged students, English Learners total by year, English Learners by building, students with disabilities, and categorical

breakdown of students with disabilities. Dr. Whitmarsh shared details on retention, recruitment and the state of the profession and a graph of demographics for a class of 20 students. She also shared top critical shortage teaching endorsement areas in Virginia, regional salary data – Bachelor's Degree, Regional Salary Data – Master's Degree. Dr. Whitmarsh gave an overview of FY2027 Influencing Factors – Enrollment – our current ADM is 2634.15 students and FY2027 budget planning was ADM of 2728. This is the first year of the new biennium and expected VRS rate 14.14%. The Local Composite Index - this is the first year of the biennium. Each localities index is adjusted to maintain an overall statewide local share of 45% and an over state share of 55%. In FY2027 our LCI will increase to .3703 from .3411. The Composite Index determines a school division's ability to pay education costs fundamental to the commonwealth's Standards of Quality. It is calculated using: true value of real property 50%, adjusted gross income 40% and taxable retail sales 10%. We are seeing a significant decrease in state money even though we have more kids we are going to see less money due to the LCI change.

Dr. Whitmarsh shared details on the state funding for the FY2026 Caboose Budget. We are expecting about 1.2 million dollars more for the 2026 budget. Also included is a 2% bonus payable in June. Things could change. The total cost would be $531,033 the state contribution $301,240 local contribution $229,793. Keep in mind this is based on Governor Younkin's Budget. The proposal is going to change.

Dr. Whitmarsh shared details on the state funding for the FY2027 budget based on ADM of 2728 is $27,790.012. It's an increase in student but a decrease in funding. A decrease in funding of $815,723. The Governor's Budget does include a 2% salary increase effective July 1, 2026.

Dr. Whitmarsh stated federal funding runs on a different fiscal year than the state government. We are expecting steady federal funding just over $3 million.

Dr. Whitmarsh shared the local funds are the balancing factor. She shared other funds are from sources as rent, regional programs and if we would take in any additional funds like miscellaneous revenue that goes into that number.

Dr. Whitmarsh shared a breakdown of the VRS rates for FY27. The rate is going down which is a savings of $93,511 for us. The FY26 budget for VRS is $3,801,254.

Dr. Whitmarsh shared details on the FY2027 Student Budget Survey.

Dr. Whitmarsh shared details on the FY2027 Community Budget Survey.

Dr. Whitmarsh shared a breakdown of the budget as far as payroll, health benefits, VRS, FICA that total 76% of the annual budget.

Dr. Whitmarsh shared several examples of salary increase and stretching teacher scale. She also shared information on four additional positions.

Dr. Whitmarsh shared the projected health insurance increase for FY27. I'm hoping to receive the renewal this week.

Dr. Whitmarsh shared a summary of Capital Debt and FY2027 Revenue Projections.

Dr. Whitmarsh shared FY2027 Total Personnel Increases Proposal and then the FY27 Budget Proposal. Local funding required to balance would be $2,758,941.

Dr. Whitmarsh shared the next steps and timeline.

The board members had budget discussion.

Ms. Greer stated it was time for public comment on the FY2027 Budget. Ms. Greer opened the floor for public comment. There were none so Ms. Greer closed public comment.

Ms. Greer stated it was time for public comment on information items. Ms. Greer opened the floor for public comment. There were none so Ms. Greer closed public comment.

Ms. Alberts made a motion to amend the agenda to add public comment on matters not listed. Ms. Bickers' seconded. No discussion. All Ayes, motion carried.

Ms. Greer welcomed Dominic Brown to public comment.

Dominic Brown stated he was a parent of two children in the Greene County Public School system. He shared his comment was about AI in schools and he was not able to attend the meeting back in November when it was discussed. Mr. Brown shared his many concerns of use of AI in schools.

Mukund Marri presented Student Board Member Spotlight. Mukund shared he did not have any additional information tonight. He shared we will be communicating budget information back to the student body.

Dr. Whitmarsh presented the Superintendent's Report item #11-1957, Superintendent's Update. Dr. Whitmarsh stated great job Nathanael Greene Team. She thanked the custodian and maintenance crews that work really hard to clean up our campus and sidewalks it was exceptionally challenging. She also thanked Katie for her leadership. She also thanked our drivers that had changes and to make sure our kids were able to make it to school safely. We did miss six days of school as such February 16th and March 13th which were previous professional days will now be student school days. Congratulations to the high school robotics team for qualifying for the Chesapeake District Championship this weekend in Doswell Virginia. Tomorrow night is Science night at Ruckersville Elementary School. February 6th will be the kindergarten Alphabet Parade at 8:30 at RES. The high school scholastic bowl team will participate in the Regional Scholastic Bowl Tournament on Wednesday, February 11th. Sixth grade transition night will take place at the middle school on February 12th at 6:00 pm. We may have another meeting before we have our budget adoption meeting on February 25th. Then we will go into our local process so it likely will not be our only budget adoption. Our next regular meeting is Wednesday, March 11th.

Ms. Greer welcomed board member comments.

Ms. Roach thanked those that gave the gifts they are much appreciated. Ms. Roach spoke about the School Improvement Plans and said they were informational and she appreciated the time spent on the presentation and she hopes she can see improvement in those schools. She shared she enjoyed the school spotlight. She thanked maintenance the bus driver and those in the decisions making to the public as soon as possible. She spoke about the budget and stated retention is a big passion of hers. She thanked everyone for coming.

Ms. Alberts thanked everyone for hanging in there. She thanked the student representatives for being at the budget workshop. She thanked everyone for being there.

Ms. Bickers thanked everyone for the gifts and books. She also said thank you for the book card and for allowing them to pick a book and let us write in it. She thanked Dr. Payne and the whole NG Team with being proactive with the issues at hand and new guidelines. She spoke about spotlight and how she enjoys it. Ms. Bickers spoke about the CPI Training and it's amazing it's offered to the entire staff. She thanked Katie and her team and anyone that did anything in the storm. She shared we all want all these things but we do need the support of the community. She encouraged people to come out and show support on March 3rd. Ms. Bickers said she was impressed with the engagement with the student board members. She is consistently impressed.

Mr. Mastervich thanked everyone for the gifts. He liked the multi-year plan and the fact they are working as a team. He stated the spotlight was wonderful and he enjoyed watching the video. Mr. Mastervich spoke about the budget and the cost of living is 2.8%. He said keep pushing for it. Teachers and nurses need to make more money. Mr. Mastervich stated we have to keep working on the back number. People leave after their 27th year to get their highest three years because that's a big number when you get into retirement. Mr. Mastervich wished the indoor track team good luck at the district meet on Saturday.

Ms. Alberts thanked everyone for the gifts.

Ms. Greer thanked the Nathanael Greene Team for the gifts and for the presentation. She loves the creativity and showing up for the students and involving parents and the community. She spoke about the CPI Training and how she loves the innovation grants. She also loved how we are partnering with outside community agencies National Counselling Group. It's an easy answer to helping support a select number of kids that qualify for those services and not take funds from our schools. Ms. Greer stated swimming lessons are great. She shared there was a Blue Ridge Virginia Governor's board meeting today and we approve a book for AP science and she is chair again.
Ms. Greer requested a motion to adjourn.

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

Meeting ended at 8:34 pm.

Kelly Green
Chair

Rhonda M. Houchens
Clerk