



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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District 5

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

School Board Regular Meeting Proposed Agenda Tuesday, February 10, 2026

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_tv8uHMiQrOOiftng3lh4Q Call-in (301) 715-8592 ID 829 2833 0361

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@VBSPSboard.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 February 9, 2026.

1. **Administrative, Informal, and Workshop 4:00 p.m.**
 - A. School Board Administrative Matters and Reports
 - B. Mercer Update
 - C. Budget Workshop #4 **Updated 02/06/2026 Added slides - slide #13 and #14**
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**
 - A. Virginia AHPERD 2025 Health Educator of the Year – Bayside High School
 - B. School Board Clerk Appreciation – Special Presentation from Board and Superintendent
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. January 27, 2026 Regular School Board Meeting
11. **Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the February 10, 2026 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 February 10, 2026. 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. February 10, 2026. 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. 3-22/Tuition Fees
 - 2. 3-97/Naloxone Administration in Response to a Suspected Opioid Overdose in a School Setting
 - 3. 5-14/School Attendance Zones
 - 4. 5-40/Student-led Assemblies
 - 5. 5-54/Physical Restraint and Seclusion – students
- B. Textbook Adoption: Secondary Mathematics Textbooks – High School
 - 1. Algebra 1
 - 2. Algebra 2
 - 3. Geometry
 - 4. Algebra – Functions and Data Analysis
 - 5. Advanced Placement Calculus AB and BC
- C. Textbook Adoption: Secondary Mathematics Textbooks – Middle School
 - 1. Math 6
 - 2. Advanced Math 6
 - 3. Pre-Algebra
 - 4. Math 7
 - 5. Advanced Math 7
 - 6. Math 8
- D. Textbook Adoption: Advanced Placement Human Geography
- E. Textbook Adoption: Advanced Placement U.S. History
- F. Budget Transfers

13. Return to public comments if needed

14. Consent Agenda

- A. White Oaks Elementary School Window & Door Replacement
- B. Religious Exemption(s)
- C. Budget Transfers

15. Action

- A. Personnel Report / Administrative Appointments Updated 02/13/2026

16. Committee, Organization or Board Reports

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

18. Adjournment



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

Section: Workshop **Date:** February 10, 2026

Senior Staff: Crystal Pate, Chief Financial Officer

Prepared by: Crystal Pate, Chief Financial Officer

Presenter(s): Crystal Pate, Chief Financial Officer

Recommendation:

That the School Board receive updated information from Mercer.

Background Summary:

The School Board 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.

Virginia Beach City Public Schools Financial Update

Based on claims experience through November 30, 2025

School Board Meeting
February 10, 2026



Agenda

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1. Projections

- Maintain 2026 EE / ER Cost Share Ratio
- Alternate Cost Share Increases
 - 10% EE Increase
 - 15% EE Increase
 - 20% EE Increase
 - 25% EE Increase

2. Appendix

- Assumptions & Methodology

Projections

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2025 – 2027 Plan Year Projections

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Maintaining Current Employee/Employer Cost Share Ratio in 2027

Projected	Schools		
	2025	2026	2027
Health Plan Costs			
Gross Cost	\$118.7M	\$128.8M	\$140.2M
Employer Contributions	\$100.3M	\$103.5M	\$120.0M
Employee/Retiree Contributions	\$9.5M	\$17.5M	\$20.2M
<i>Total Contributions</i>	\$109.8M	\$121.0M	\$140.2M
Drawdown from Health Fund Reserves	\$8.9M	\$7.8M	\$0.0M
<i>Total Funding</i>	\$118.7M	\$128.8M	\$140.2M
Health Fund Impact			
Health Fund Balance (as of November 2025)	\$13.5M	\$11.5M	\$9.6M
Additional Funds	\$0.0M	\$5.8M**	\$0.0M
Drawdown from Health Fund Reserves remaining to year end*	-\$1.9M	-\$7.8M	\$0.0M
Projected Health Fund Balance at year end	\$11.5M	\$9.6M	\$9.6M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$19.7M	\$21.5M	\$23.4M
Variance from 2 Month Reserve	-\$8.2M	-\$11.9M	-\$13.8M

*Reduction from CY 2025 reflects 1 month of annual HF impact remains from 12/1/25 to 12/31/25

**\$5.8M added to Health Fund before July 2026 per direction from VBCPS

- Reflects projected plan costs for actives and retirees, using claims data thru November 2025.
- 2025 enrollment reflects average 2025 year-to-date enrollment as provided by Sentara, while 2026 reflects 2026 Open Enrollment census provided by Virginia Beach; 2027 enrollment is assumed to match 2026.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- 2025 Employer and Employee Contributions reflect final 2025 rates.
- 2026 Employer and Employee Contributions reflect final 2026 rates.
- 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 2027. 2027 EE contributions assume no plan migration.
- 2026 and 2027 gross claims costs have slightly decreased from the September 2025 Projection due to revised rebate assumption based on historic rebate experience and RFP projected impacts.
- Health fund balance provided by VBCPS as of November 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.

2027 Plan Year Projection

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Alternative Employee Contribution % Increases (10/15/20/25); Balance of Projected Cost Absorbed By Employer

Projected	Schools			
	2027 (10%)	2027 (15%)	2027 (20%)	2027 (25%)
Health Plan Costs				
Gross Cost	\$140.2M	\$140.2M	\$140.2M	\$140.2M
Employer Contributions	\$121.0M	\$120.1M	\$119.3M	\$118.4M
Employee/Retiree Contributions	\$19.2M	\$20.1M	\$21.0M	\$21.8M
<i>Total Contributions</i>	\$140.2M	\$140.2M	\$140.2M	\$140.2M
Drawdown from Health Fund Reserves	\$0.0M	\$0.0M	\$0.0M	\$0.0M
<i>Total Funding</i>	\$140.2M	\$140.2M	\$140.2M	\$140.2M
Health Fund Impact				
Health Fund Balance (as of November 2025)	\$9.6M	\$9.6M	\$9.6M	\$9.6M
Drawdown from Health Fund Reserves remaining to year end	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Projected Health Fund Balance at year end	\$9.6M	\$9.6M	\$9.6M	\$9.6M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$23.4M	\$23.4M	\$23.4M	\$23.4M
Variance from 2 Month Reserve	-\$13.8M	-\$13.8M	-\$13.8M	-\$13.8M

- Reflects projected plan costs for actives and retirees, using claims data thru November 2025.
- 2027 enrollment assumed to match 2026.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- 2027 total employee contributions combined are assumed to reflect multiple scenarios ranging from 10-25% increases from 2026. ER contributions reflect the remaining contribution revenue to match total projected costs. All scenarios assume no plan migration.
- 2026 and 2027 gross claims costs have slightly decreased from the September 2025 Projection due to revised rebate assumption based on historic rebate experience and RFP projected impacts.
- Health fund balance provided by VBCPS as of November 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.

2025 – 2027 Fiscal Year Projection

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Maintaining Current Employee/Employer Cost Share Ratio in 2027

Projected	Schools		
	FY 2025	FY 2026	FY 2027
Health Plan Costs			
Gross Cost	\$112.3M	\$124.0M	\$134.2M
Employer Contributions	\$95.5M	\$102.2M	\$113.4M
Employee/Retiree Contributions	\$9.4M	\$14.3M	\$19.2M
<i>Total Contributions</i>	\$104.9M	\$116.5M	\$132.6M
Drawdown from Health Fund Reserves	\$7.5M	\$7.5M	\$1.7M
<i>Total Funding</i>	\$112.3M	\$124.0M	\$134.2M
Health Fund Impact			
Health Fund Balance (as of November 2025)		\$13.5M	\$18.7M
Additional Funds		\$5.8M**	\$0.0M
Drawdown from Health Fund Reserves remaining to year end*		-\$0.6M	-\$1.7M
Projected Health Fund Balance at year end		\$18.7M	\$17.0M
Projected 2 Months Reserve (2/12 of Gross Cost)		\$20.7M	\$22.4M
Variance from 2 Month Reserve		-\$2.0M	-\$5.4M

*Reduction from FY 2026 reflects 7 months of annual HF drawdown from 12/1/25 to 6/30/26

**\$5.8M added to Health Fund before July 2026 per direction from VBCPSs

- Reflects projected plan costs for actives and retirees, using claims data thru November 2025.
- FY 2025 enrollment reflects actual average enrollment for FY 2025. FY 2026 and FY 2027 enrollment reflect a blend of assumed enrollment from the corresponding calendar years covering the respective fiscal period.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- FY 2025 Employer and Employee Contributions reflect a blend of 2024 and 2025 rates.
- FY 2026 Employer and Employee Contributions reflect a blend of 2025 and 2026 rates.
- FY 2027 Employer and Employee Contributions reflect a blend of 2026 and 2027 rates.
 - 2027 total plan year 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 2027. 2027 EE contributions assume no plan migration.
- 2026 and 2027 gross claims costs have slightly decreased from the September 2025 Projection due to revised rebate assumption based on historic rebate experience and RFP projected impacts.
- Health fund balance provided by VBCPS as of November 2025. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
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2027 Fiscal Year Projection

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Alternative Employee Contribution % Increases (10/15/20/25); Balance of Projected Cost Absorbed By Employer

Projected	Schools			
	FY 2027 (10%)	FY 2027 (15%)	FY 2027 (20%)	FY 2027 (25%)
Health Plan Costs				
Gross Cost	\$134.2M	\$134.2M	\$134.2M	\$134.2M
Employer Contributions	\$114.0M	\$113.5M	\$113.0M	\$112.5M
Employee/Retiree Contributions	\$18.5M	\$19.1M	\$19.6M	\$20.1M
<i>Total Contributions</i>	\$132.6M	\$132.6M	\$132.6M	\$132.6M
Drawdown from Health Fund Reserves	\$1.7M	\$1.7M	\$1.7M	\$1.7M
<i>Total Funding</i>	\$134.2M	\$134.2M	\$134.2M	\$134.2M
Health Fund Impact				
Health Fund Balance (as of November 2025)	\$18.7M	\$18.7M	\$18.7M	\$18.7M
Drawdown from Health Fund Reserves remaining to year end	-\$1.7M	-\$1.7M	-\$1.7M	-\$1.7M
Projected Health Fund Balance at year end	\$17.0M	\$17.0M	\$17.0M	\$17.0M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$22.4M	\$22.4M	\$22.4M	\$22.4M
Variance from 2 Month Reserve	-\$5.4M	-\$5.4M	-\$5.4M	-\$5.4M

- Reflects projected plan costs for actives and retirees, using claims data thru November 2025.
- FY 2027 enrollment reflects a blend of assumed enrollment from 2026 and 2027.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- FY 2027 Employer and Employee Contributions reflect a blend of 2026 and 2027 rates.
 - 2027 total CY employee contributions combined are assumed to reflect multiple scenarios ranging from 10-25% increases from CY 2026. ER contributions reflect the remaining contribution revenue to match total projected costs. All scenarios assume no plan migration.
- 2026 and 2027 gross claims costs have slightly decreased from the September 2025 Projection due to revised rebate assumption based on historic rebate experience and RFP projected impacts.
- Health fund balance provided by VBCPS as of November 2025. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
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Appendix

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Assumptions and Methodology

- 2025 - 2027 Projections are based on monthly claims data through November 2025 provided by Sentara and adjusted to normalize historical experience for plan and tier changes
- 2026 - 2027 projections reflect the results of the 2026 open enrollment as provided by Virginia Beach.
- 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
 - 2026-2027 Projections per direction of Virginia Beach: 8.0% medical, 12.5% pharmacy, 4.0% vision
- Projections include 2.0% claims margin for 2025 – 2027 for medical and pharmacy
- Claim adjustments were made for the following:
 - Contractual Rx discount improvements for PBM transition as provided by Sentara
 - Open enrollment migration
- Historical rebate payments as provided by Sentara were utilized in conjunction with updated contractual terms to determine future rebate assumption of 36% of claims.
- Assumes all retirees receive employer subsidy for medical coverage
- 2025 - 2027 projections do not include any explicit future impact for COVID-19
- 2025-2026 fees provided by Sentara. 2027 fees reflect assumed increase of 3%
- 2025 - 2027 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 updated the 2026 renewal agreement with Symetra. 2027 stop loss fee assumes a 25% increase
- HSA funding of \$750 / \$1,250 assumed for 2026-2027 and reflects HSA participation rate of 64.3% for Schools based on 2026 OE census election.

Appendix

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Assumptions and 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 2026 and 2027 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 2026 and 2027 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.

Appendix

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Important Notice with Respect to Projections

Mercer has prepared these projections exclusively for Virginia Beach. These estimates may not be used or relied upon by any other party or for any other purpose than for which they were issued by Mercer. Mercer is not responsible for the consequences of any unauthorized use.

All projections are based on the information and data available at a point in time and the projections are not a guarantee of results which might be achieved. The projections are subject to unforeseen and random events and so must be interpreted as having a potentially wide range of variability from the estimates.

Lastly Virginia Beach understands that Mercer is not engaged in the practice of law and this report, which may include commenting on legal issues or regulations, does not constitute and is not a substitute for legal advice. Accordingly, Mercer recommends that Virginia Beach secures the advice of competent legal counsel with respect to any legal matters related to this report or otherwise.

The information contained in this document and in any attachments is not intended by Mercer to be used, and it cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code or imposed by any legislative body on the taxpayer or plan sponsor.

We are leaders in risk, strategy and people. One company, with four global businesses, united by a shared purpose to build the confidence to thrive through the power of perspective.



Subject Budget Workshop #4 **Item Number:** 1C

Section: Workshop **Date:** February 10, 2026

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

Jack Freeman, Chief Operations Officer

Matthew D. Delaney, Chief Schools Officer

Presenter(s): Crystal M. Pate, Chief Financial Officer

Jack Freeman, Chief Operations Officer

Matthew D. Delaney, Chief Schools Officer

Recommendation:

That the School Board receive and review detailed information regarding the FY 2026–2027 School Operating Budget, including departmental budget requests and allocations developed in accordance with each department’s identified needs for the upcoming school year. Presenting: The Department of Teaching and Learning.

Background Summary:

N/A

Source:

N/A

Budget Impact:

There are no budgetary implications at this time.

Next Steps:

Workshops will be held weekly for budgetary needs to be discussed by the School Board. The discussion will focus on projected expenditures, required resources, and priority funding areas for the upcoming school year. The goal of these discussions is to ensure transparency, align funding with district priorities, and support student learning through responsible budgeting.



Budget Workshop #4

School Board Workshop

February 10, 2026

Office of Budget Development

Office of Facilities Services

Agenda

- Budget Award
- SB Questions
- General Assembly Update
- Preliminary Budget Balancing
- CIP Update
- Questions
- Department Budget Presentation

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GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

School Board of the City of Virginia Beach

For the Fiscal Year Beginning

July 01, 2025

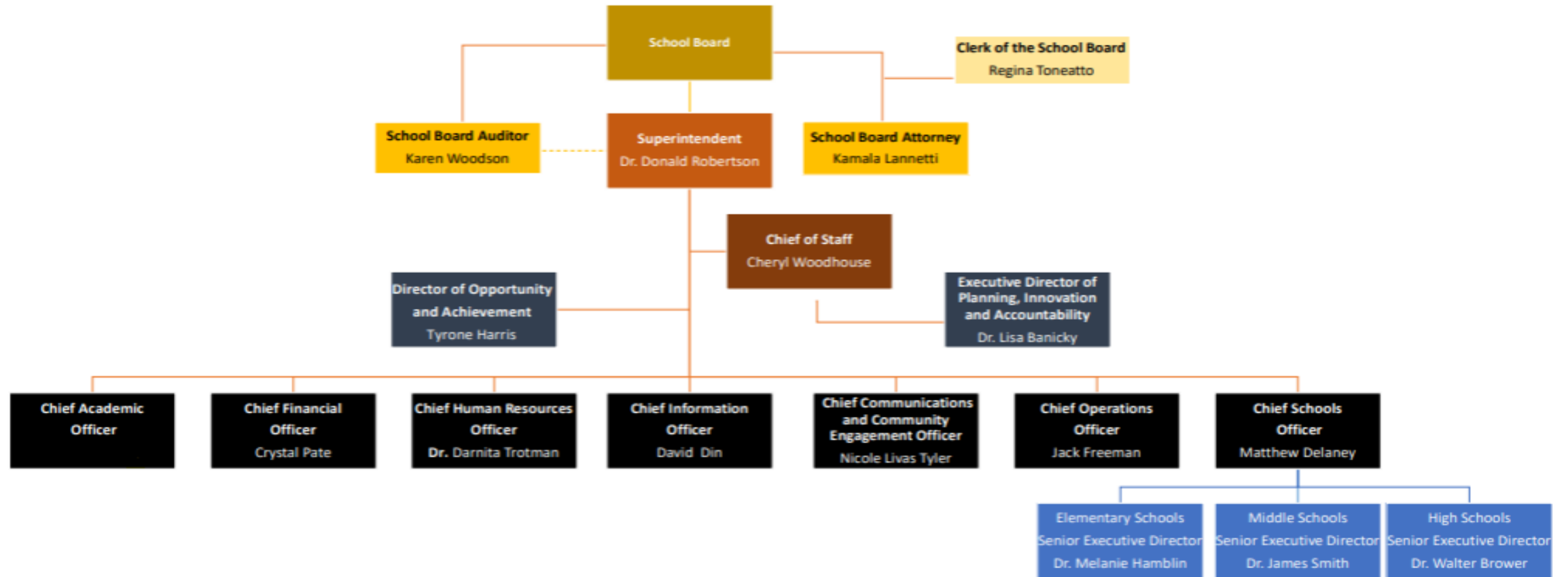
Christopher P. Morill

Executive Director

VBCPS Organizational Leadership Chart

➤ A file was placed in your School Board members' secured site.

VIRGINIA BEACH CITY PUBLIC SCHOOLS Organization Chart



School Bus Inventory and Age

Pupil Transportation	
Age	Total
0-5 Years	282
6-10 Years	297
11-20 Years	115
Total	694

Non-Pupil Transportation	
Age	Total
0-5 Years	53
6-10 Years	2
11-20 Years	13
Over 20 Years	4
Total	72

*Includes energy project bus, work study equipment, Reading Bus, and activity buses

➤ *A file was placed in your School Board members' secured site with a full list of the Inventory*

A List of the Deferred Maintenance Projects

- The total list is \$1.3M
- Projects range from the replacement of expansion control joints, speakers, damaged floors, windows, office units, etc.
- *A file was placed in your School Board members' secured site with a full list of the deferred maintenance project*



How Many Buildings Have Solar Panels?

- 8 completed
- 1 in design phase
- 2 being studied

What are the VRS Plans and the Cost to the Division?⁹

Contributions from the **employer only, per category:*

Professional Plan 1&2	Amount
Defined Benefit	14.21%
VRS Health Insurance Credit	1.21%
Group Life	1.18%
Total	16.60%

Non-Professional Plan 1&2	Amount
Defined Benefit	8.28%
VRS Health Insurance Credit	1.02%
Group Life	1.18%
Total	10.48%

Hybrid Professional	Amount
Defined Benefit	14.21%
Defined Contribution (Mandatory) (EE puts in 1%)	1%
Defined Contribution (Voluntary) (if EE puts in 2%)	1.50%
VLDP	0.45%
VRS Health Insurance Credit	1.21%
Group Life	1.18%
Total	19.55%

Hybrid Non-Professional	Amount
Defined Benefit	8.28%
Defined Contribution (Mandatory) (EE puts in 1%)	1%
Defined Contribution (Voluntary) (if EE puts in 2%)	1.50%
VLDP	0.74%
VRS Health Insurance Credit	1.02%
Group Life	1.18%
Total	13.72%

General Assembly Update

- General Assembly's Actions
- Federal Update



Revenue Growth

REVENUE SOURCE	FY 2025/26 ADOPTED	FY 2025/26 APPROVED AMENDED	FY 2026/27 SEON	VARIANCE FROM APPROVED AMENDED
Federal	\$14,744,107	\$14,744,107	\$15,494,107	\$750,000
State	\$387,488,845	\$401,073,914	\$419,820,040	\$18,746,126
State Sales Tax	\$94,290,730	\$94,290,730	\$95,257,382	\$966,652
Local Contribution (RSF)	\$493,933,340	\$491,953,917	\$503,940,192	\$11,986,275
Other Local	\$4,457,538	\$4,457,538	\$5,457,538	\$1,000,000
TOTAL	\$994,914,560	\$1,006,520,206	\$1,039,969,259**	\$33,449,053

*State numbers reflect the Governor's Proposed Budget presented on December 17, 2025.

**With the inclusion of Debt Service (\$50,071,611) and PAYGO (\$5M) total revenue equals \$1,095,040,870

Preliminary Budget Balancing

Revenue	FY 2025/26 Adopted	FY 2025/26 Approved Amended	FY 2026/27 Proposed	Variance from Approved Amended
Federal	\$14,744,107	14,744,107	\$15,494,107	\$750,000
State	\$387,488,845	401,073,914	\$419,820,040	\$18,746,126
State Sales Tax	\$94,290,730	94,290,730	\$95,257,382	\$966,652
Local Contribution (RSF)	\$493,933,340	491,953,917	\$503,940,192	\$11,986,275
Other Local	\$4,457,538	4,457,538	\$5,457,538	\$1,000,000
Total	994,914,560	1,006,520,206	\$1,039,969,259	\$33,449,053

Proposal	FTE	Amount	Balance
Additional revenue from all sources			\$33,449,053
Part I & II non-personnel cuts		\$3,207,330	\$36,656,383
Part I & II personnel cuts		\$2,040,208	\$38,696,591
VRS fringe benefit rate updates		\$18,129,194	\$56,825,785
Employer Health Insurance contribution increase		(\$9,228,824)	\$47,596,961
Additional Health Insurance contribution increase		(\$5,000,000)	\$42,596,961
Segal Teacher scenario A (2% entry level + 1.5% step)		(\$14,885,012)	\$27,711,949
Teacher scenario A plus \$1,000 to entry level (overall average increase 5.23%)		(\$7,700,078)	\$20,011,871
Segal Unified scenario A (2% entry level + 1% for steps 1-14; 1.5% for 15 and above)		(\$8,506,154)	\$11,505,717
Unified scenario A plus an additional 1% to the entry level (overall average increase of 4.17%)		(\$2,604,954)	\$8,900,763

2026-2027 Proposed Teacher Pay Scale Recommendation



Steps	25-26 Teacher Pay Scale	Proposed 26-27 Scenario A	Proposed 26/27 Scenario A Plus \$1,000 Adjustment to the Entry level Salary		
	2025-2026 Current Step Salary	Scenario A 2% Entry-Level Increase	+ \$1,000 to the Entry-Level	Impact to Current Employee	% Increase to EE if Eligible to Move a Step
0	\$55,687	\$56,801	\$57,801	\$2,114	3.80%
1	\$56,522	\$57,653	\$58,668	\$2,981	5.35%
2	\$57,370	\$58,518	\$59,548	\$3,026	5.35%
3	\$58,231	\$59,395	\$60,441	\$3,071	5.35%
4	\$59,104	\$60,286	\$61,348	\$3,117	5.35%
5	\$59,991	\$61,191	\$62,268	\$3,164	5.35%
6	\$60,891	\$62,108	\$63,202	\$3,211	5.35%
7	\$61,804	\$63,040	\$64,150	\$3,259	5.35%
8	\$62,731	\$63,986	\$65,112	\$3,308	5.35%
9	\$63,672	\$64,945	\$66,089	\$3,358	5.35%
10	\$64,627	\$65,920	\$67,080	\$3,408	5.35%
11	\$65,596	\$66,908	\$68,087	\$3,460	5.35%
12	\$66,580	\$67,912	\$69,108	\$3,512	5.35%
13	\$67,579	\$68,931	\$70,145	\$3,565	5.35%
14	\$68,593	\$69,965	\$71,197	\$3,618	5.35%
15	\$69,622	\$71,014	\$72,265	\$3,672	5.35%
16	\$70,666	\$72,079	\$73,349	\$3,727	5.35%
17	\$71,726	\$73,161	\$74,449	\$3,783	5.35%
18	\$72,802	\$74,258	\$75,566	\$3,840	5.35%
19	\$73,894	\$75,372	\$76,699	\$3,897	5.35%
20	\$75,002	\$76,502	\$77,850	\$3,956	5.35%
21	\$76,127	\$77,650	\$79,017	\$4,015	5.35%
22	\$77,269	\$78,815	\$80,203	\$4,076	5.35%
23	\$78,428	\$79,997	\$81,406	\$4,137	5.35%
24	\$79,605	\$81,197	\$82,627	\$4,199	5.35%
25	\$80,799	\$82,415	\$83,866	\$4,261	5.35%
26	\$82,011	\$83,651	\$85,124	\$4,325	5.35%
27	\$83,241	\$84,906	\$86,401	\$4,390	5.35%
28	\$84,490	\$86,179	\$87,697	\$4,456	5.35%
29	\$85,757	\$87,472	\$89,012	\$4,522	5.35%
30	\$87,043	\$88,784	\$90,348	\$4,591	5.35%

2026-2027 Unified Pay Scale Proposal

Example – Grade 7



25-26 Unified Pay Scale - Grade 7			Proposed 26-27 Scenario A		DRAFT COPY SUBJECT TO CHANGE Proposed 26/27 Scenario A Plus an Additional 1% to the Entry Level Rate	
Years	2025-2026 Current Step Rates	Current Step	2% Entry-Level Increase	+ 1% to the Entry-Level	Impact to the Employee	% Increase to EE if Eligible to Move a
0	\$15.76		\$16.07	\$16.23	\$0.47	3.00%
1	\$15.92	1.00%	\$16.23	\$16.39	\$0.63	4.02%
2	\$16.08	1.00%	\$16.40	\$16.56	\$0.64	4.00%
3	\$16.24	1.00%	\$16.56	\$16.72	\$0.64	4.00%
4	\$16.40	1.00%	\$16.73	\$16.89	\$0.65	4.00%
5	\$16.56	1.00%	\$16.89	\$17.06	\$0.66	4.02%
6	\$16.73	1.00%	\$17.06	\$17.23	\$0.67	4.04%
7	\$16.90	1.00%	\$17.23	\$17.40	\$0.67	4.01%
8	\$17.06	1.00%	\$17.41	\$17.58	\$0.68	4.00%
9	\$17.24	1.00%	\$17.58	\$17.75	\$0.69	4.05%
10	\$17.41	1.00%	\$17.76	\$17.93	\$0.69	4.00%
11	\$17.58	1.00%	\$17.93	\$18.11	\$0.70	4.01%
12	\$17.76	1.00%	\$18.11	\$18.29	\$0.71	4.03%
13	\$17.94	1.00%	\$18.29	\$18.47	\$0.71	4.01%
14	\$18.11	1.00%	\$18.48	\$18.66	\$0.72	4.00%
15	\$18.39	1.50%	\$18.75	\$18.94	\$0.83	4.56%
16	\$18.66	1.50%	\$19.04	\$19.22	\$0.83	4.52%
17	\$18.94	1.50%	\$19.32	\$19.51	\$0.85	4.55%
18	\$19.23	1.50%	\$19.61	\$19.80	\$0.86	4.55%
19	\$19.51	1.50%	\$19.90	\$20.10	\$0.87	4.52%
20	\$19.81	1.50%	\$20.20	\$20.40	\$0.89	4.56%
21	\$20.10	1.50%	\$20.51	\$20.71	\$0.90	4.52%
22	\$20.41	1.50%	\$20.81	\$21.02	\$0.92	4.56%
23	\$20.71	1.50%	\$21.13	\$21.33	\$0.92	4.52%
24	\$21.02	1.50%	\$21.44	\$21.65	\$0.94	4.55%
25	\$21.34	1.50%	\$21.76	\$21.98	\$0.96	4.55%
26	\$21.66	1.50%	\$22.09	\$22.31	\$0.97	4.53%
27	\$21.98	1.50%	\$22.42	\$22.64	\$0.98	4.53%
28	\$22.31	1.50%	\$22.76	\$22.98	\$1.00	4.55%
29	\$22.65	1.50%	\$23.10	\$23.33	\$1.02	4.55%
30	\$22.99	1.50%	\$23.45	\$23.68	\$1.03	4.53%

Preliminary Budget Balancing

Proposal	FTE	Amount	Balance
Additional revenue from all sources			\$33,449,053
Increase local match for VPI grant (8104)		(\$309,781)	\$8,590,982
Increase local match for Algebra Readiness Initiative grant (8145)		(\$24,087)	\$8,566,895
Decrease local match for Early Reading Intervention grant (8104)		\$5,841	\$8,572,736
Increase local match for Adult Basic Education grant (8124)		(\$2,216)	\$8,570,520
Additional funding for landscape services due to increased city compensation (8408)		(\$179,924)	\$8,390,596
Funding for unpaid student meal debt		(\$250,000)	\$8,140,596
McKinney 5 drivers / plus vehicles NEW	5	(\$500,000)	\$7,640,596
Interactive White Boards		(\$1,000,000)	\$6,640,596
Classroom and Planetarium Teacher (8106)	1	(\$116,318)	\$6,524,278
CTE Pathway expansion - Aviation Maintenance and Medical Assisting (8112)		(\$140,000)	\$6,384,278
Increase funding for Residential Governor's School programs (8114)		(\$15,000)	\$6,369,278
Increase funding for Summer Residential Governor's School programs (8114)		(\$25,000)	\$6,344,278
SchoolLinks (Academic & Career Planning Platform) (8135)		(\$199,700)	\$6,144,578
Increase cost for homeless education taxi expenses - McKinney Vento (8137)		(\$500,000)	\$5,644,578
Lexia (from All In grant) (8145)		(\$1,200,000)	\$4,444,578
Increase funding for Mastery Connect (Canvas - Learning Management System) (8190)		(\$119,684)	\$4,324,894
Increase funding for VB Digital Campus stipends (8190)		(\$32,295)	\$4,292,599
Restore early commitment incentive for student teachers (8208)		(\$107,650)	\$4,184,949

Preliminary Budget Balancing

Proposal	FTE	Amount	Balance
Additional revenue from all sources			\$33,449,053
AEDs/Epi-Pen tracking tool (8250)		(\$11,250)	\$4,173,699
Increase funding for CHKD Bridge Program services (8252)		(\$100,000)	\$4,073,699
Increase funding for An Achievable Dream Academy (AADA) zone expansion program (8304)		(\$110,000)	\$3,963,699
An Achievable Dream Academy (AADA) additional Bus Drivers (8304)	2	(\$146,444)	\$3,817,255
Increase funding for State Mandated Indoor Air Quality (IAQ) Assessment Cycle testing (8404)		(\$520,000)	\$3,297,255
Increase funding to support ADA building compliance (8404)		(\$410,000)	\$2,887,255
Increase funding for utilities (8404)		(\$500,000)	\$2,387,255
Increase to general maintenance line item (8404)		(\$1,000,000)	\$1,387,255
Moving Security Assistants from SRO/SSO Incentive Grant to local (8412)	15	(\$535,855)	\$851,400
Increase funding for Microsoft Division License (8435)		(\$160,512)	\$690,888
Increase funding for Google Workspace (8435)		(\$146,980)	\$543,908
EduPoint Multi-Tiered Systems of Support (MTSS) Subscription (8435)		(\$183,088)	\$360,820
Textbook fund		(\$360,820)	\$0



Questions/Comments/Discussion

Capital Improvement Program Update

Approved FY25-26 CIP - Funding Sources

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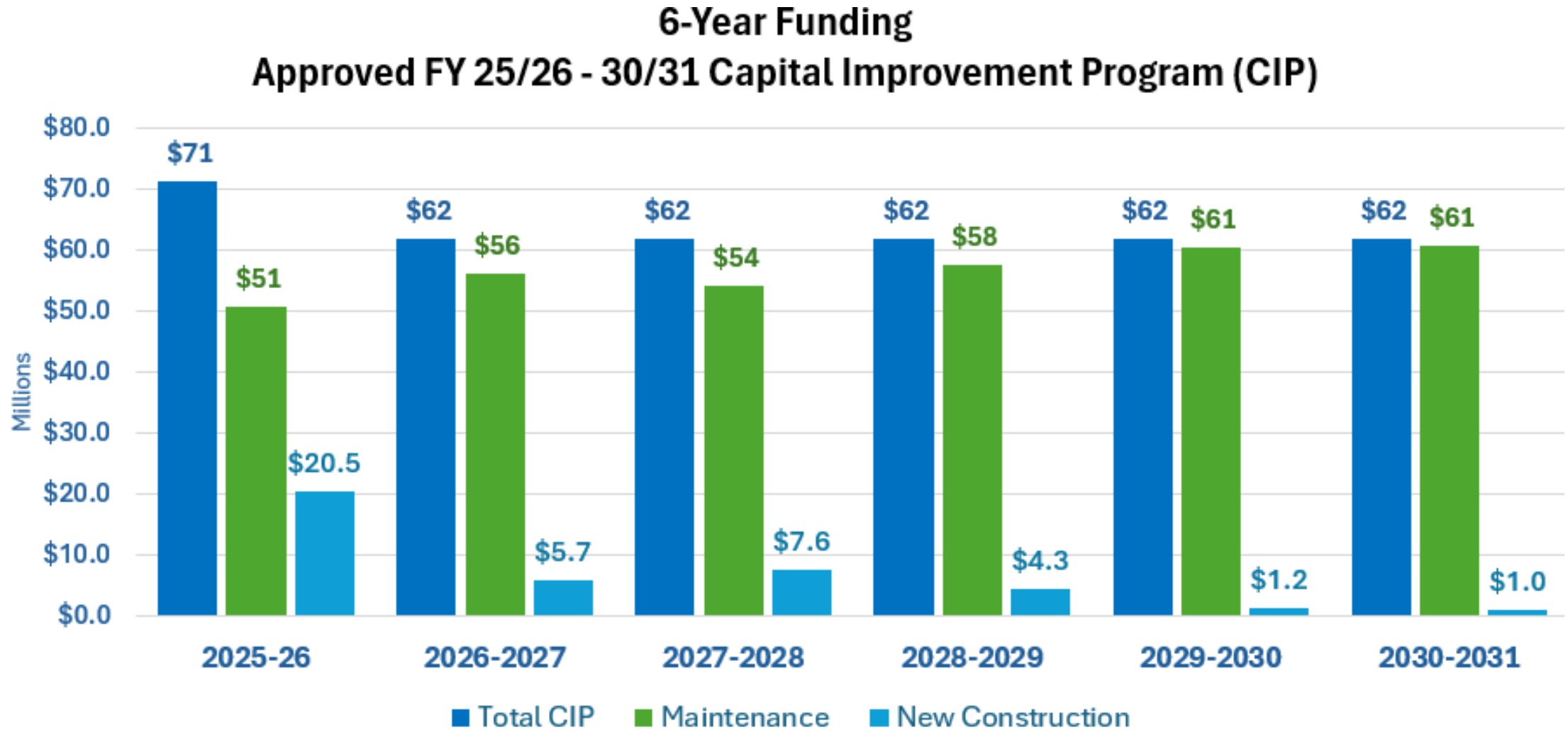
FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)
Amended - May 27, 2025

Debt Service	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
VBCPS Debt Service Plan: \$6 Million per Year Increase starting FY26/27	50,071,611	56,071,611	62,071,611	68,071,611	74,071,611	80,071,611

Funding Sources	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	7,045,259	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	8,954,741	5,000,000	6,000,000	7,000,000	7,500,000	8,000,000
Interest/Sale of Property*	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	20,500,000	10,000,000	9,500,000	8,500,000	8,000,000	7,500,000
Total	71,300,000	61,800,000	61,800,000	61,800,000	61,800,000	61,800,000

Approved FY25-26 CIP - Funding Sources

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Approved FY25-26 CIP - Funding Summary

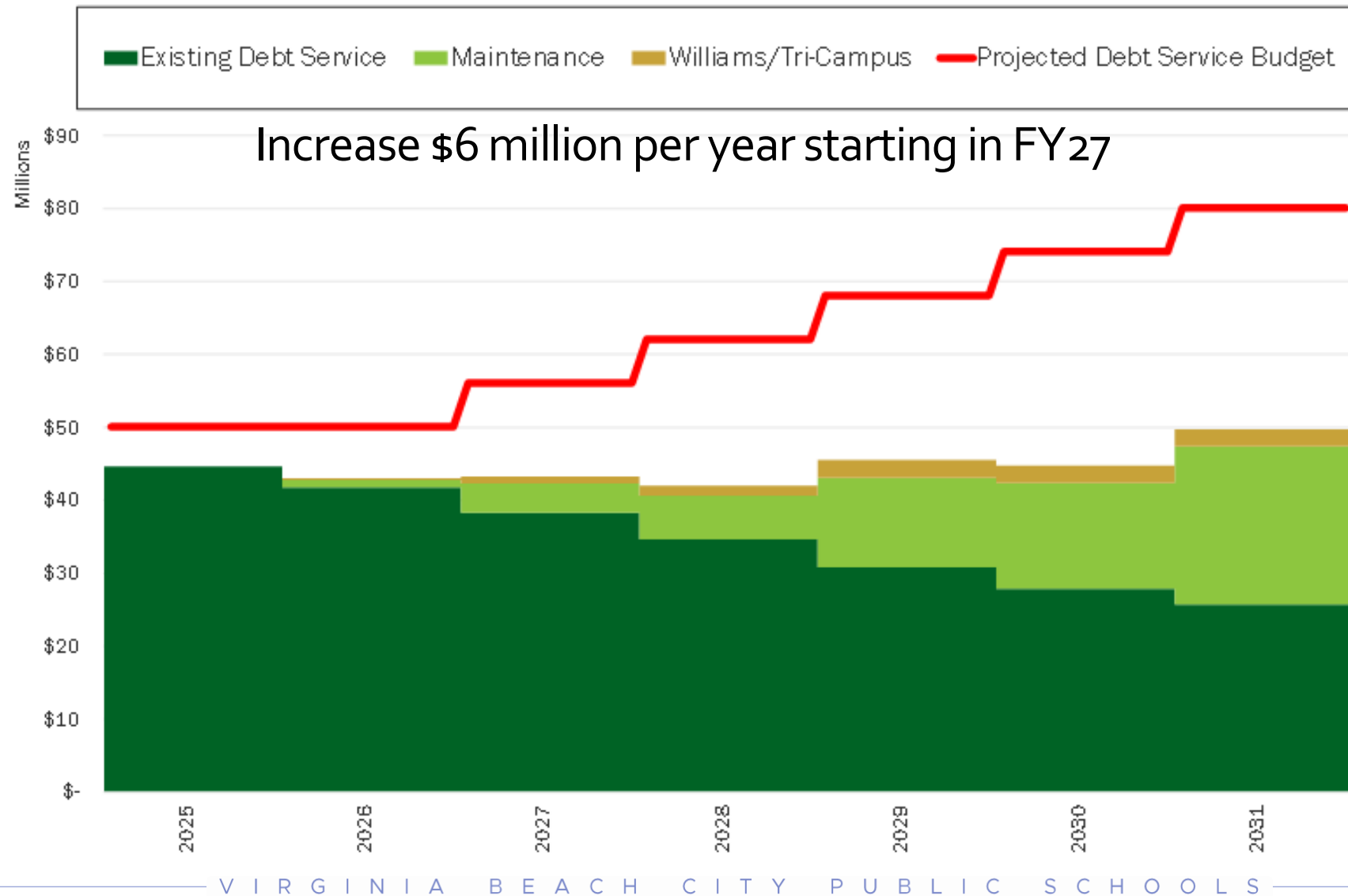
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FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)
Amended - May 27, 2025

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

Approved FY25-26 CIP – Debt Service Budget Maintenance & Tri-Campus

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Modernization / Replacement Program

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Modernization/Replacement Program Schedule - CIP FY 2025/26 - May 27, 2025

Projects in the CIP					
Proposed Construction Start	School (R) Replacement (M) Modernization	Original Opening Date	Proposed Construction Complete	Difference Opening Date vs. Construction Complete	Total Estimated Project Cost (Millions)
2026	Tri-Campus Additions	BF Williams ES 1961	2028	67	27.7
2037	Princess Anne HS (R)	1954	2041	87	499.8
2051	Bayside HS (R)	1964	2054	90	963.6
	Average/Total			81	1491.1

This Year's CIP

➤ **Princess Anne High School**

- Begin Solicitation Process for Progressive Design-Build delivery
- Request for Qualifications

➤ **Tri-Campus Additions**

- Design under way for Newtown and Diamond Springs ES
- Construction to begin Summer 2026

➤ **Maintenance Projects**

- HVAC, roofs, foundations, fire alarms
- Middle school athletic site ADA compliance, exterior windows and doors, turf fields

➤ **Continue planning for debt service limit**



Questions/Comments/Discussion



Proposed FY 2026/27 Operating Budget Department Presentations

School Board Workshop

February 10, 2026

Department of Teaching and Learning

Guiding Principles for Financial Stewardship

- Alignment to *Compass to 2030* Implementation
- Preserve functions and supports closest to students
- Protect legal, compliance, and safety requirements
- Maintain essential services to schools
- Pursue restructuring and realignment where possible

COMPASS to 2030
Learning Today, Leading Tomorrow

Department Organization

Total FTEs	Number of Offices	FY 2025/26
2,483.25	6	\$290,382,778

- 2,241.25 FTEs are allocated to the schools.
- 242 FTEs are allocated to the DTAL offices.

Department of Teaching and Learning	
Elementary Teaching and Learning	Dr. Lorena Kelly
Pre-K and Title I	Ms. Laura Silverman
Secondary Teaching and Learning	Mr. Thomas Quinn
Career and Technical Education	Dr. Sara Lockett
Programs for Exceptional Children	Dr. Roni Myers-Daub and Mrs. Tania Sotomayor
Student Support Services	Mr. Robert Jamison
K-12 and Gifted Services	Dr. Crystal Wilkerson
Instructional Technology	Dr. Katherine Goldberg

Responsibilities of the Department

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	Career & Technical Ed	Elementary & Secondary T & L	Student Support Services
Core Functions	• Career pathways • CTE curriculum • Industry credentials • Dual enrollment for CTE • Work-based learning and internships/externships • Grant writing • STEM Trifecta • CTE courses • Work-based learning partnerships • Workforce Council engagement • Professional learning	• Federal and state grant management and programs • Pre-K • CLASS observations • VALLSS • Curriculum and assessment • Reading and math specialists • Essential and optional professional learning • Student reading plan guidance and support • Instructional coaching • Legislative monitoring and compliance • Academies • Dual enrollment and AP coursework • Platform management • Contract and textbook adoptions	• AVID • BASE • Behavior intervention • Project HOPE and social work services • Psychological services • Section 504 • School counseling • Student record management • Harbor Hope Recovery School • Federal and state grant management and programs • Student response team • Mental health services • Section 504
	<i>Compass to 2030 Goals 1, 2, 3, 4</i>	<i>Compass to 2030 Goal 1, 2, 3, 4</i>	<i>Compass to 2030 Goals 1, 2, 3, 4</i>

Responsibilities of the Department

	OPEC	Instructional Technology	K-12 and Gifted Programs
Core Functions	- Compliance & Specially Designed Instruction - Early Childhood Special Education (ECSE) - Parent Support and Information Center - Speech, occupational and physical therapy - Interpreter Services - Audiological, Hearing Impairment/Deaf and Vision Impairment Services - Assistive technology - Adapted PE, Music, and Art - Medicaid - Professional learning and coaching - Case management of students served by SECEP & private day schools - VDOE Cyclical Reviews	- Digital Citizenship and Computer Science - Library Media Services - ClassLink and Canvas - Digital Campus - Instructional programs updates and rostering - ITS and LMS training - Instructional technology service tickets - Data analysis - Curriculum development - Grant management	- English as a Second Language (ESL) and Title III compliance - World and Dual Language - Gifted Programs - Health & P.E. - Visual arts - Performing arts - International Welcome Center - Grant management - Professional learning and coaching - Curriculum and assessment development - International Welcome Center
	Compass to 2030 Goals 1, 2, 3, 4	Compass to 2030 Goals 1, 2,3, 4	Compass to 2030 Goals 1, 2, 3, 4

Department Operating Budget Summary

FY 2025/26 Approved Amended	FY 2025/26 FTE	FY 2026/27 Proposed	FY 2026/27 FTE	Line Item & Staff Reduction (\$)	Change (%)
\$290,382,778	2,483.25	\$289,877,185	2,479.25	\$505,593	-0.17%



Future Considerations & Anticipated Adjustments

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- Federal and State Regulations and Required Services
 - McKinney-Vento Transportation
 - SECEP tuition
- Grant Funding Reductions and Adjustments
 - Title I, II, III, IV, VI, Perkins
 - All In Funding (e.g., summer learning programs, tutoring funds, Lexia costs)
- Legislation
- Textbook Costs
- Specialty Programs and 3Es Framework



Department of
Teaching & Learning



Subject: School Board Recognitions **Item Number:** 7A-B

Section: Student, Employee and Public Awards and Recognition **Date:** February 10, 2026

Senior Staff: Nicole Livas, Chief Communications and Community Engagement Officer

Prepared by: David Schleck, Public Relations Coordinator

Presenter(s): Carolyn D. Weems, Vice Chair

Recommendation:

That the School Board recognize the outstanding accomplishments of those receiving the February 10, 2026, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

- A. Virginia AHPERD 2025 Health Educator of the Year – Bayside High School
- B. School Board Clerk Appreciation – Special Presentation from Board and Superintendent

Background Summary:

That the School Board allow time during School Board meetings to recognize students and/or staff who have accomplished notable recognitions that fit within the parameters of the School Board recognition criteria.

Recognition Criteria:

1. Achievement of first or second place in national competitions/events.
2. Achievement of national recognition for outstanding achievements, i.e., National Merit Finalists.
3. Achievement of first place in regional (multi-state) competitions/events.
4. Achievement of first place in state competitions/events.
5. Achievements beyond the scope of regular academics/activities and/or job performance.

Source:

Utilizing data from submissions made to the Department of Communications and Community Engagement, which have been approved by school principals or department heads recognizing a notable achievement from a student or staff member fitting the Board recognition parameters.

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



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

Section: Approval of Meeting Minutes **Date:** February 10, 2026

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. January 27, 2026 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 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, January 27, 2026**

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

Chair Brown convened the meeting at 4:00 p.m. on the 27th day of January 2026 and announced the meeting would begin with a Closed Session. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. Note, Vice Chair Weems was not in attendance due to a medical issue.

Closed Session: At 4:01 p.m., School Board Member, Ms. Melnyk made the following motion, seconded by Dr. Green, that the School Board recess in Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 1, 7, 8, 12, and 29 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.
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.

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

Tuesday, January 27, 2026
Regular School Board Meeting
Page 2 of 11

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.
12. Information relating to the negotiation and award of a specific contract where competition or bargaining is involved and where the release of such information would adversely affect the bargaining position or negotiating strategy of the public body. Such information shall not be withheld after the public body has made a decision to award or not to award the contract.
29. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body.

Namely to discuss:

- A. Review of draft RFQ for CIP PAHS Replacement Project.
- B. Superintendent's mid-year goals and related matters.
- 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 ten (10) ayes in favor of the motion to recess into Closed Session: Chair Brown, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

The School Board recessed into Closed Session at 4:05 p.m.

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

- B. Superintendent's mid-year goals and related matters: School Board Members: Chair Brown, 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; and Regina M. Toneatto, school board clerk.
- C. Status of pending litigation or administrative cases; and
- D. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board Members: Chair Brown, 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; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 4:33 p.m.

Certification of Closed Session: School Board Member, Ms. Melnyk 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

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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.

Dr. Green made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

1. *Administrative, Informal, and Workshop:*

A. School Board Administrative Matters and Reports: Chair Brown mentioned the February sign-up sheets for one-to-one meetings with Superintendent Robertson and school visits with Superintendent Robertson. Chair Brown also mentioned the February 2 due date for their Statement of Economic Interest forms. Ms. Rogers mentioned commemorative celebrations for the month of January.

B. Striving for a Competitive Future: Prioritizing Staff Compensation While Balancing Budget Priorities: Darnita L. Trotman, Ed.D., chief human resources officer, and Judith R. Wood, coordinator, classification and compensation, provided the School Board information regarding the review of the current salary structure and recommendations for both the Instructional and Unified Experience-based Step Pay Scales for the 2026-2027 school year. Members from Segal, Paula Singer, Ph.D., vice president, and Andrew Koncinsky, associate consultant, attended the presentation via Zoom. Grounded in the Compass to 2030 Strategic Framework, the session emphasized the importance of competitive compensation in recruiting, retaining, and supporting a high-quality workforce across Virginia Beach City Public Schools. The approach emphasized transparency, predictable salary progression, and budget-aligned decision-making.

Segal, the division's compensation consultant, summarized several years of collaborative work that included market analyses, unified and teacher pay scale assessments, and costing scenarios. Historical data showed that employees had received substantial salary increases between 2022 and 2026, with teachers receiving a cumulative 26.6% increase and Unified Pay Scale employees receiving 23%. Market comparisons revealed that VBCPS's ranking had shifted over time as surrounding school divisions adjusted their own entry-level teacher salaries. Although Virginia Beach had once ranked first in the region, by 2025–2026 it ranked seventh for bachelor's level entry pay. However, mid-career and veteran teacher salaries remain competitive at various experience levels. To address these trends, Segal presented two scenarios for adjusting the teacher pay scale and two parallel scenarios for the Unified Pay Scale. The workshop concluded with a comparison of the scenarios, highlighting the tradeoffs between increased competitiveness and long-term financial sustainability.

After the presentation, a discussion followed with questions and comments regarding VRS (Virginia Retirement System); funding for budget; total compensation package; market assessment; historical pay scales; comparison salaries; competitive pay; cost implications of salary increases; pay scales; percentage of budget for staffing; financial resources, and compression of pay scales.

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- C. **Budget Workshop #3:** Due to time constraints, the budget presentation was presented after the Committee, Organization, and Board Reports. See Agenda Item #17.
2. **Closed Session:** There was no Closed Session at this time. There was a Closed Session prior to the Administrative, Informal, and Workshop session.
3. **School Board Recess:** Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:34 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 6:01 p.m., on the 27th day of January 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. Note, Vice Chair Weems was not in attendance due to a medical issue.
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. Virginia Society for Technology in Education (VSTE) Outstanding Coach of 2025 – Corporate Landing Elementary School: Chad Huff of Corporate Landing Elementary had been honored as the VSTE Outstanding Coach of 2025 for his collaborative leadership and innovative instructional technology work.
 - B. Virginia Association of School Librarians School Librarian of the Year – Kempsville Middle School: Mary Sutterluety of Kempsville Middle School had been celebrated as both the division and statewide School Librarian of the Year for transforming her library and fostering inclusive, creative learning experiences.
 - C. Citywide 2027 Teacher of the Year – Indian Lakes Elementary: Mary Nazareno of Indian Lakes Elementary had been named the 2027 Citywide Teacher of the Year for her hands-on instructional initiatives, including the creation of a science lab and real-world learning activities.
 - D. Outstanding Community Support – Malibu Elementary, Birdneck Elementary, An Achievable Dream Academy-Seatack Elementary, An Achievable Dream-Lynnhaven, Lynnhaven Middle, Office of Family and Community Engagement: The School Board recognized Malibu Elementary, Birdneck Elementary, Seatack An Achievable Dream Academy, An Achievable Dream at Lynnhaven, and the Office of Family and Community Engagement for their exceptional community support after several residential fires. These schools and partners had mobilized quickly to collect donations, provide essential items, and connect families with community organizations to ensure immediate assistance.
8. **Adoption of the Agenda:** Chair Brown mentioned the budget workshop presentations will be presented under Agenda Item #17. Chair Brown called for any modifications to the agenda as presented. Hearing none, Chair Brown called for a motion to approve the agenda as presented. Dr. Green 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 the agenda as presented: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, 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: The Superintendent reported that schools across the division celebrated Principals Appreciation Week with creative student and staff tributes, along with gift bags provided by community partners. The annual Coats for Kids event on January 10 successfully distributed coats and books to children and adults, supported by volunteers, donors, and school liaisons. Families had also been invited to a digital safety webinar with #WIN AT SOCIAL, with a follow-up session planned for March.

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The report concluded with a video featuring Renaissance Academy students delivering themed treats to New Castle Elementary third graders, highlighting meaningful collaboration between the two schools.

Administrative Recognitions: Superintendent Robertson introduced the following appointments, which were approved at the January 13, 2026, School Board Meeting: **Tara B. Yurik**, administrative assistant, Virginia Beach Middle School, as assistant principal of Corporate Landing Middle School; and **Brian J. Loehn**, coordinator, security and emergency management, Office of Security and Emergency Management, as Director of Transportation, Office of Transportation and Fleet Management Services.

10. Approval of Meeting Minutes

A. January 13, 2026 Organizational/Regular School Board Meeting: Chair Brown called for any modifications to the January 13, 2026 organizational/regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the January 13, 2026 minutes as presented. Mr. Cummings made the motion, seconded by Ms. Rogers. 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 January 13, 2026, minutes as presented: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, 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 five (5) in-person speakers. The topics included Antisemitism; immigration policy, ICE (Immigration and Customs Enforcement); student protests; staff safety; compensation; value staff; retention and recruitment; competitive pay; entry-level teacher salaries; health care premiums; and student safety.

The Public Comments concluded at 6:37 p.m.

12. Information

A. Interim Financial Statements – November and December 2025: Daniel Hopkins, director, Office of Business Services, provided the School Board with information on the interim financial statements. As of December 2025, the division's revenues and expenditures continued to track within acceptable ranges. The Governor's proposed FY26 budget included several state funding reductions—most notably decreases to Basic Aid, At-Risk funds, English Learner payments, and Sales Tax. These reductions were offset by a proposed \$5.3 million SOQ Bonus, resulting in a net budget decrease of \$360,000. Enrollment declined by 705 students.

Federal revenues remained steady, with \$9.8 million in Impact Aid received. Local revenues were on track, with 53.5% of City transfers collected. Other revenues were slightly below last year due to one-time prior year sources, although Stop Arm Enforcement revenue increased. Sales tax receipts were approximately \$2 million higher than the previous year through December. Overall, expenditures and encumbrances remained within acceptable fiscal trends.

After the presentation, there was a brief discussion regarding the sales tax decrease and student membership.

B. Annual Comprehensive Finance Report (ACFR): The School Board received highlights of the Annual Comprehensive Finance Report Audit (ACFR) for the fiscal year ending June 30, 2025. Laura Harden, CPA, audit director, Cherry Bekaert provided the following information. Auditors issued an unmodified opinion, confirming no noncompliance or material weaknesses in internal controls were identified. The Schools adopted GASB Statement 101, resulting in a \$72.5 million reduction to beginning net position. Other accounting policies remained consistent, and auditors found no inappropriate practices.

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Auditors reported no difficulties, disagreements, fraud, or going concern issues. Management provided all required representations, and no unusual matters arose.

After the presentation, a discussion followed with questions and comments regarding the report; audit results; audit process; auditing standards; and the report to be available on website.

Note: due to technical issues with the microphone system, the School Board recessed at 6:53 p.m., and reconvened at 7:00 p.m.

- C. College Coursework and Readiness Assessments: Robert Veigel, research specialist, Office of Planning, Innovation, and Accountability, provided the School Board information regarding the College Coursework and Readiness Assessments. In 2024–2025, participation in both AP and Dual Enrollment coursework increased across student groups. Thirty-five percent of high school students took at least one AP course, and 73% of those students completed at least one AP exam. Seventy-four percent of AP exam scores were 3 or higher, slightly below the state average. Dual Enrollment participation also rose, with at least 93% of students earning a C or better, and 88% of DE-participating graduates earning an Advanced or IB Diploma.

College readiness measures reflected similar gains. PSAT participation and performance improved, with 63% meeting the Evidence-Based Reading and Writing (ERW) benchmark and 35% meeting the math benchmark, though both remained below state levels. SAT participation continued to decline, but performance increased: 88% met the ERW benchmark and 60% met math, surpassing statewide results. Notably, Black students showed higher benchmark attainment than their peers statewide.

After the presentation, a discussion followed with questions and comments regarding the advantages between AP coursed and Dual Enrollment (DE) courses; course selection, career pathways; number of high school students; number of students taking AP or DE courses; Future-Ready Profile; math course sequence; number of students taking PSAT/SAT; colleges accepting AP scores, credit for DE courses; student course offerings; academic planning; weighted courses; and Policy 6-71.

13. **Return to public comments if needed:** As noted, under Agenda Item #11, the Public Comments concluded at 6:37 p.m.

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 December 8, 2025 meeting.
1. Policy 3-95/Public Charter Schools: The PRC recommends formatting changes, inclusion of statutory amendments and scrivener's changes.
 2. Policy 5-49/Interscholastic Competition: The PRC recommends amending Section B to clarify that the Superintendent or designee will make decisions on appeals regarding transfers or eligibility when the VHSL rules allow either the School Board or the Superintendent to be the appeal decider.
 3. Policy 6-26/Evaluation of New and Existing Programs: The PRC recommends formatting changes, removal of reference to the PPMC, and removal of the final sentence in Section E.
 4. Policy 6-44/School Counseling: The PRC recommends no changes.
 5. Policy 6-77/Literacy and Response to Intervention Screening and Services: The PRC recommends no changes.

After reading the items on the Consent Agenda, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Hearing none, Chair Brown called for a motion to approve the Consent Agenda as presented. Ms. Dwyer made the motion, seconded by Mr. Callan. Chair Brown called for a vote.

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The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Consent Agenda as presented: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, 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 January 27, 2026 personnel report and administrative appointment. 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 January 27, 2026 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 January 27, 2026 personnel report and administrative appointment: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

Superintendent Robertson mentioned the following appointment: **Kristen L. Shuman**, assistant principal, Indian Lakes Elementary School, as principal of Christopher Farms Elementary School.

16. Committee, Organization or Board Reports: Dr. Green mentioned the Access Foundation quarterly meeting, Access Coordinator at each school to help with FAFSA forms, fee waivers, etc. Ms. Rogers mentioned the African American Male Summit, and the Mental Health Task Force meeting. Mr. Cummings also mentioned the African American Male Summit and the host site Green Run High School, attending a student group meeting with Dr. Robertson, and the Teacher of the Year event. Chair Brown mentioned the Special Education Advisory Committee meeting, upcoming meeting March 9 at 9:30 a.m. at the Plaza Annex, and noted there are three vacancies in the committee.

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

Budget Workshop #3: The School Board received and reviewed detailed information regarding the FY 2026–2027 School Operating Budget, including departmental budget requests and allocations developed in accordance with each department’s identified needs for the upcoming school year. The department presentations included Human Resources, Department of School Leadership, and School Division Services.

Department of Budget and Finance: Crystal Pate, chief financial officer, provided the School Board updates on key fiscal topics, ongoing analyses, and anticipated considerations for the FY26–27 budget cycle. The presentation began with a review of School Board questions, followed by updates related to the General Assembly, budget status, and items requiring future Board decisions.

An update was provided on the Let’s Talk (now Onflo) contract. The division had successfully negotiated reduced pricing, lowering the FY26 platform cost to \$160,749 and further reducing the FY27 cost to \$156,731, yielding a savings of \$4,018. Following the platform relaunch in September 2025 and increased community awareness efforts, Onflo’s ticket volume more than doubled. Whereas the 2024–25 school year generated 2,447 total tickets, the current year’s volume had already reached 2,803 tickets.

The General Assembly update outlined actions taken by Governor Spanberger, the General Assembly, and relevant federal developments. The budget update showed revenue adjustments across several sources. Overall, total revenue for FY27—reflecting the Governor’s proposed budget—rose to just under \$1.04 billion. The division identified known savings totaling over \$23 million, including \$5.2 million in proposed reductions, and \$18.1 million in VRS fringe benefit savings. Remaining areas requiring decisions included compensation, the health fund plan, the Lexia “All In Grant,” and new budget requests.

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After the presentation, a discussion followed with questions and comments regarding City Council; funding for schools; VRS; compensation; sustainability; and the health fund balance.

Department of Human Resources: Darnita L. Trotman, Ed.D., chief human resources officer, presented the department's FY 2026/27 budget proposal, noting that its plan had aligned with Compass to 2030 priorities while sustaining essential student-focused, legal, and compliance functions. The department operated with 43 FTEs across two offices and managed a wide range of responsibilities, including recruitment, licensure, compensation, employee relations, training, and compliance reporting.

The presentation highlighted its extensive state and federal compliance obligations, such as the Americans with Disabilities Act, the Pregnancy Workers Fairness Act, state-mandated employment verification timelines, statutory teacher contract requirements, and the IPAL licensure data reporting required by the Virginia Department of Education.

For FY 2026/27, the department proposed an operating budget of \$6,426,301, reflecting a \$115,997 reduction (-1.77%) from the prior year, with no change in staffing. The presentation concluded with anticipated future needs, including continued investment in recruitment and retention incentives, marketing, and adjustments for contractual and inflationary cost increases.

After the presentation, a discussion followed with questions and comments regarding budget management; workforce; audits by VDOE, properly credential/licensed teachers; responsibilities of department; critical staff; and budget reductions.

Department of School Leadership: Matthew Delaney, chief schools officer, presented the department's FY 2026/27 budget proposal, outlining the department's organizational structure, guiding principles, budget position, and future considerations for financial planning. The budget was developed, in alignment with *Compass to 2030*, using guiding principles that prioritized student-focused services, compliance and safety requirements, essential school operations, and opportunities for restructuring.

The department oversaw 4,851.10 FTEs, with the vast majority allocated directly to schools. Its structure included five offices supporting elementary, middle, and high schools, professional growth, and student leadership. The proposed FY 2026/27 budget totaled \$487.1 million, a slight decrease of \$1.1 million (0.22%) from the prior year, along with a reduction of one FTE. These adjustments reflected targeted line items and staffing efficiencies while maintaining core departmental functions.

Finally, the department noted several future considerations that were expected to influence upcoming budget cycles. These included evolving federal and state regulations, legislative requirements, changes in student enrollment, short- and long-term budget trends, and potential program modifications.

After the presentation, a discussion followed with questions and comments regarding departmental organizational charts; mentoring of new principals and assistant principals; school allocations; and functions of various offices under the Department of School Leadership.

Department of School Division Services: Jack Freeman, chief operations officer, presented the department's FY 2026/27 proposed budget, outlining its commitment to the School Division's guiding principles of financial stewardship, which emphasized alignment with Compass to 2030, preservation of student focused functions, protection of legal and safety requirements, and the maintenance of essential services while pursuing restructuring where feasible.

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The Department reported managing 1,807 FTEs across seven offices with a total FY 2025/26 budget of approximately \$171.9 million, along with a major Internal Services Fund supporting Food Services. It highlighted key cost-saving accomplishments, including more than \$26.5 million in facilities-related grants, ongoing energy efficiency savings of \$10 million annually, and the disposal of 319 portable units since 1998. The presentation summarized major operational functions—facilities maintenance, custodial and distribution services, security and emergency management, transportation of over 40,000 students, and federally regulated child nutrition programs.

The proposed FY 2026/27 operating budget totaled approximately \$169.2 million, a 1.58% decrease, and included a reduction of 20 vacant positions. Budget adjustments included unfunded specialized bus replacements, reduced maintenance funding, and added transportation needs tied to AADA expansion. Looking ahead, the Department identified several future considerations, these included \$1.3 million in deferred maintenance, evaluation of shifting McKinney Vento program responsibilities to Transportation, and the continued need for operating funds supporting the Capital Improvement Program.

After the presentation, a discussion followed with questions and comments regarding flat revenues; custodial vacancies; McKinney Vento transportation; ways to be more efficient; utility savings; workload of custodians; HVAC setback; custodians assigned to schools; solar power; federal programs; and overtime compensation for custodial staff.

Closed Session: At 9:09 p.m., School Board Member, Ms. Melnyk 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 7, 8, 12, and 29 as amended, to deliberate on the following matters:

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.
12. Information relating to the negotiation and award of a specific contract where competition or bargaining is involved and where the release of such information would adversely affect the bargaining position or negotiating strategy of the public body. Such information shall not be withheld after the public body has made a decision to award or not to award the contract.
29. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body.

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Namely to discuss:

- A. Review of draft RFQ for CIP PAHS Replacement Project.
- B. Status of pending litigation or administrative cases.
- 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 eight (8) ayes in favor of the motion to recess into Closed Session: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, and Ms. Melnyk. The motion passed, 8-0-0.

Note: Dr. Green and Ms. Rogers were not present in the School Board Chamber at the time of the vote.

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

- B. Status of pending litigation or administrative cases; and
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board Members: Chair Brown, 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; Crystal Pate, chief financial officer; Jack Freeman, chief operations officer; Melisa A. Ingram, executive director, Office of Facilities Services; staff from the Office of Procurement Services: Alicia D. Smith, CPPB, director; Haley Maciejewski, procurement coordinator; Sharon Mellenkamp, CPPB, procurement specialist II; and Regina M. Toneatto, school board clerk.
- A. Review of draft RFQ for CIP PAHS Replacement Project: School Board Members: Chair Brown, 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; Crystal Pate, chief financial officer; Jack Freeman, chief operations officer; Melisa A. Ingram, executive director, Office of Facilities Services; staff from the Office of Procurement Services: Alicia D. Smith, CPPB, director; Haley Maciejewski, procurement coordinator; Sharon Mellenkamp, CPPB, procurement specialist II; and Regina M. Toneatto, school board clerk.

School Board Member, Mr. Bohenstiel left the Closed Session at 9:47 p.m. School Board Member, Ms. Melnyk left the Closed Session at 9:52 p.m. Superintendent, Donald E. Robertson, Ph.D., left the Closed Session at 10:07 p.m., and returned at 10:15 p.m. Senior School Board Attorney, Dannielle Hall-McIvor left the Closed Session at 10:08 p.m. School Board Member, Dr. Green left the Closed Session at 10:23 p.m., and returned at 10:25 p.m.

The School Board reconvened at 10:35 p.m.

Certification of Closed Session: Chair Brown 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



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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.

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 for Certification of Closed Session: Chair Brown, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 8-0-0.

- 18. Adjournment:** Chair Brown adjourned the meeting at 10:36 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 1-5

Section: Information **Date:** February 10, 2026

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 January 28, 2026 meeting.

Background Summary

1. **Policy 3-22/Tuition Fees** – the PRC recommends removing references to SECEP employees, as it provides a benefit to SECEP that is not extended to other School Board contractors. The PRC also recommends additional language regarding the process for the students of full-time employees who are no longer employed by or who are no longer full-time employees of VBCPS.
2. **Policy 3-97/Naloxone Administration in Response to a Suspected Opioid Overdose in a School Setting** – the PRC recommends removing reference to middle and high schools to align with the Virginia Code §22.1-272.1:1, which includes language regarding students enrolled in elementary and secondary schools.
3. **Policy 5-14/School Attendance Zones** – the PRC recommends removing the reference to SECEP to align with Policy 3-22.
4. **Policy 5-40/Student-led Assemblies/Demonstrations** – the PRC recommends amending Policy 5-40 to address the procedures for student-led demonstrations.
5. **Policy 5-54/Physical Restraint and Seclusion** – the PRC recommends adopting a new Policy 5-54 to replace Regulation 5-59.3. After review at the PRC's January 28, 2026 meeting, a new sentence was added which prohibits the use of dedicated seclusion rooms in VBCPS buildings and programs run by contractors using VBCPS buildings.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.
Policy Review Committee Meetings of January 28, 2026.

Budget Impact:

None.

Next Steps:

These policies will be on the Consent or Action agendas at the next School Board meeting.

BUSINESS AND NON-INSTRUCTIONAL OPERATIONS

Tuition Fees

The School Board will charge tuition fees for certain nonresident students allowed to enroll in the School Division.

A. Nonresident, Nonemployee's Student Tuition

The Superintendent shall recommend to the School Board the tuition fees to be charged **for** nonresident, nonemployees' students based on the per capita cost. The School Board shall then fix and determine the amount of tuition fees to be charged. No tuition charges fixed by the School Board shall exceed the total per capita cost of education, exclusive of capital outlay and debt service, for elementary or secondary pupils and the actual, additional costs of special education or gifted and talented program provided **to** the pupil.

B. Nonresident, Employees' Students

Non-resident full-time VBCPS employees, ~~to include SECEP employees~~, working in Virginia Beach City Public Schools, will be allowed to enroll their child(ren) tuition free. Enrollment will be contingent on meeting requirements outlined in Regulation 5-10.1 and Policy 5-14.

1. If a non-resident full-time VBCPS employee is no longer employed with VBCPS or is no longer a full-time employee for VBCPS, a non-resident student of such employee may be allowed to continue enrollment in VBCPS without tuition through the end of the current nine-week period.

2. At the school principal's sole discretion, the student may remain enrolled with VBCPS through the end of the school year. However, tuition must be paid for the remainder of the school year or any portion thereof that the student attends. Continued enrollment is conditioned on good behavior, regular good attendance, good academic progress, the provision of transportation by the student's family, and payment of tuition.

3. Students allowed to continue enrollment in VBCPS after their non-resident parent ceases employment will not be eligible to continue in VBCPS once their extension is concluded unless the student meets another category under Regulation 5-10.1.

C. Additional fees may be charged depending upon the services required.

Legal Reference

Code of Virginia § 22.1-5, as amended. Regulations concerning admission of certain persons to schools; tuition charges.

Code of Virginia § 22.1-101.1, as amended. Increase of funds when certain nonresident pupils attend schools; how increase computed and paid; billing of out-of-state placing agencies or persons.

Code of Virginia § 22.1-255, as amended. Nonresident children.

Related Links

School Board [Regulation 5-10.1](#)

School Board [Policy 5-14](#)

Adopted by School Board: February 16, 1993

Amended by School Board: April 4, 2000

Amended by School Board: February 4, 2014

Amended by School Board: May 22, 2018

Amended by School Board: January 11, 2022

Amended by School Board: August 23, 2022

Amended by School Board: 2026

APPROVED AS TO
LEGAL SUFFICIENCY

Randa H. Hammett
2/4/26

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Naloxone Administration in Response to a Suspected Opioid Overdose in a School Setting

A. Purpose

Opioid overdoses and deaths are an epidemic nationally and in the Commonwealth of Virginia. Recent changes in the law have made access to and administration of opioid reversing medications more practical for staff in school settings to obtain and administer. The purpose of this Policy is to establish procedures, training and access to supplies for providing emergency medical care to an individual experiencing symptom of, or reasonably believed to be suffering from, a possible opioid overdose, including the administration of opioid-reversal medications.

B. Definitions

1. *Opioids*- are substances that contain opium or opium derivatives that are legally prescribed for paid relief or treatment of an opioid use disorder. They may come in a variety of forms and may also be manufactured and sold illegally for non-prescription use.
2. *Opioid overdose*- means an occurrence when a toxic amount of an opioid, including when mixed with other substances, overwhelms the body's ability to process it. Opioid overdose can result in life-threatening symptoms, including respiratory depression.
3. *Opioid reversal medications (e.g., naloxone, or similar medication)*- work temporarily to counteract the toxic effects of opioid overdose. Naloxone is considered safe to administer even in symptoms are not due to an opioid overdose, or it an individual in unconscious. Naloxone is most often administered via a single-use intranasal spray but can also be administered via injectable routes. This Policy anticipates that other opioid reversal medications or treatments may developed and approved in the future and the term opioid reversal medication should be interpreted to include approved developments.
4. *School setting*- will include all ~~middle and high~~ school facilities, buildings and grounds, vehicles owned, leased, or operated by the School Board and the School Division while on middle and high school grounds, those locations when and where the School Board or the School Division are conducting school sponsored events. When school facilities, buildings, grounds or vehicles are rented or lent to outside groups or when school or business are not in session, this Policy is not in affect.

C. Authorization to stock and training to administer opioid reversing medications

All ~~middle and high~~ schools in the School Division are authorized to stock and maintain a minimum of four (4) doses of Naloxone or other opioid reversing medication. Only authorized school staff or contractors are authorized to have or administer Naloxone or other opioid reversing medication in the school setting. The Department of School Leadership, Office of Health Services will be responsible for developing the procedures and/or protocols to implement this Policy.

The school nurse and clinic assistant will be trained as well as building administrators (principals, assistant principals, or designees as determined by the principal or building administrator) on

1. obtaining, storage, and replacement of opioid reversing medications
2. identification of individuals who are experiencing actual or suspected opioid overdoses in the school setting
3. administering of opioid reversing medications and other aid to such individuals
4. procedures for obtaining emergency and/health services for such individual
5. the procedure for notifying the emergency contact for an adult student or the parent/legal guardian/emergency contact for a minor student who has been administered an opioid reversing medication
6. the procedure for notifying the emergency contact or other individual for a staff member or authorized contractor or volunteer
7. the identification of at least three staff members at each school site who are trained to administer opioid reversing medications and the scheduling of at least one of those individuals to provide coverage at the school setting during school, business or school sponsored event hours take place in the school setting
8. Other training and procedures determined necessary

D. Intent of provision of opioid reversing medication or assistance and conditions

The School Board does not condone the use of unauthorized opioids or the misuse of authorized opioids in the school setting. The authorization to stock and administer opioid reversing medication is solely provided for the purpose of addressing life threatening opioid overdose until such time as emergency and/or medical assistance can be obtained. Nothing in this Policy or its supporting procedures/protocols should be interpreted to guarantee that the administration of opioid reversing medication or assistance will be effective or will not cause further harm to the individual receiving the medication/assistance. Nothing in this Policy guarantees that the School Division

will have sufficient supplies and trained individuals to meet all incidents of opioid overdose in the school setting.

The following conditions will also apply:

1. No person who has been administered opioid reversing medication or assistance in the school setting will be allowed to return to the school setting until authorized to do so by the principal or designee.
2. Discipline may be imposed for violations of the Code of Student Conduct or related to the opioid overdose or suspected overdose.
3. Law enforcement may be contacted and provided with necessary information to address the health or safety concerns.
4. Costs related to the obtaining of emergency and/or medical treatment due to the overdose or the administration of opioid reversing medication/assistance will be the responsibility of the adult or the parent/legal guardian of the minor individual who received such services.
5. No person other than authorized school staff, authorized School Division contractors or law enforcement/emergency services personnel may possess or administer opioid medication in the school setting.
6. All opioid overdoses or suspected overdoses as well as the administration of opioid reversing medications/assistance in the school setting will be reported to principal/designee as soon as possible for the purposes of ensuring the health and safety of the school setting.
7. Authorized school staff or School Division contractors who administer opioid medication or assistance reasonably in accordance with this Policy and/or its supporting procedures/protocols will be defended by the School Board in accordance with its risk management programs and as required by law.

Legal Reference

Code of Virginia § 8.01-225, as amended. Professional use by practitioners.

Code of Virginia § 54.1-3408, as amended. Persons rendering emergency care, obstetrical services exempt from liability.

VBCPS Health Services Manual, as amended.

Virginia Department of Education School Health Guidelines: Best Practices on Naloxone Possession and Administration in Response to a Suspected Opioid Overdose in the School Setting, as amended.

Virginia Department of Education Naloxene Administrative Procedures, as amended.

Adopted by School Board: August 8, 2023

Amended by School Board: 2026

APPROVED AS TO
LEGAL SUFFICIENCY

[Signature]
2/4/26

STUDENTS

School Attendance Zones

A. Generally

Upon the recommendation of the Superintendent, the School Board shall designate school attendance zones.

The School Board recognizes that only through effective long-range planning for enrollment can the School Division be adequately prepared to meet the needs of its current and future student population. In order to assure such planning, the School Board establishes procedures which require annual review and recommendations from the Building Utilization Committee regarding enrollment trends and their impact on School Division facilities and which will assure adequate opportunity for community reaction prior to any redistricting decision by the School Board.

B. Projections

The School Division Demographer, under the supervision of the Superintendent, shall:

1. Produce by December 1 of each year, annual updates on the 5-year enrollment projections for the School Division which take into consideration the following:
 - a. School registration figures;
 - b. Review of forthcoming changes in planning and zoning;
 - c. Review of current and planned community land development and housing projects;
and
 - d. Latest available birth data.
2. Coordinate enrollment data, facilities planning, transportation impact and formation of recommendations for review by the Superintendent and the School Board.

C. Process - Building Utilization Committee Action

1. Building Utilization Committee

The Building Utilization Committee, (hereinafter "BUC"), as a standing committee of the School Board, shall consist of three representatives of the School Board. The Council of Civic Organizations and the PTA Council shall also be invited to name one member each to serve as members of the BUC. Appropriate staff members will be assigned by the Superintendent.

2. Review of Projections

Between December 1 and March 15 of each year, the BUC shall analyze the updated 5-year enrollment projections to determine the impact, if any, of changes in enrollment projections on optimal building utilization and report to the School Board any recommendations. The BUC shall consider a plan for redistricting when building utilization at any school building differs from the optimum building utilization level by exceeding the level by ten (10) percent or by falling below the level by ten (10) percent.

3. Formulation of Redistricting Recommendations

The BUC may receive, at the onset of its discussions, a proposed redistricting plan developed by the Superintendent or designee, which may include a recommendation for no action, to provide a basis from which to move forward in making recommendations. Any such plan that involves redrawing boundaries may be considered by the BUC in light of the factors set forth below. While each of the factors must be considered and discussed, it may be impractical to reconcile each factor in the recommendations which will ultimately be presented to the School Board.

- a. Optimal utilization of space;
- b. The desire to keep areas commonly known as subdivisions or neighborhoods together;
- c. The need to develop long term solutions that support limiting redistricting of individual students to one time at each level (i.e. once at elementary, once at middle and once at high school), except in cases of student change in residence;
- d. Construction considerations (documented new subdivision construction and scheduled school renovation/construction projects);
- e. The desire to reduce or eliminate the number of middle and high schools with divided feeder patterns if at all possible;
- f. Transportation considerations (non-transportation zones, hazards, redirection of the number of students riding a bus and reducing the length of bus rides);
- g. The costs associated with the various options considered;
- h. The impact of enrollment changes upon course offerings/subject offerings, equipment needs, building modifications, etc.; and
- i. The desire is to redistrict as few schools and students as possible.

4. Reporting

- a. No redistricting recommendations

The BUC shall prepare a final report each year. The report will be presented by the BUC Chair or designee to the School Board for information at a meeting no later than the second School Board meeting in March.

b. Redistricting recommendations

If the BUC recommends redistricting, the preliminary presentation to the School Board will take place no later than the first meeting in January.

5. Community Input

In years when redistricting adjustments are recommended, the proposed plan shall be presented to the community after a preliminary presentation to the School Board. Site locations for community meetings should include area(s) affected by the proposed plan (e.g. a possible single boundary change affecting three schools could be handled by one meeting). At such meetings, members of the community will have an opportunity to review the plan, to comment on its merit and make suggestions for its improvement.

The BUC shall consider public comment prior to presentation of the proposed redistricting plan to the School Board. The final report shall include the advantages and disadvantages of the plan.

D. Process - School Board Action

Prior to taking action on the BUC's proposed redistricting plan, the School Board must hold a public hearing not less than ten days after reasonable notice to the public in a newspaper of general circulation if the redistricting of school boundaries affects fifteen percent or more of the pupils in the average daily membership in the affected school.

Such public hearing may be held on the same day as the School Board meeting at which action on the plan is taken as long as the hearing is held before action is taken.

E. Definitions

1. Optimum Building Utilization: the division-wide building utilization, considering optimum capacity, for the average two-year historical growth or decline in membership from September 30 to March 31.
2. Building Utilization: the actual percentage use of optimum program capacity, factoring in the number of first seats by grade level.
3. Optimum Capacity: 90% of the program capacity of the school building reported, used for planning purposes due to fluctuations in class sizes throughout the school year.
4. Program Capacity: the maximum capacity of the school building for a particular school year and particular student population, taking into account the number of first seats in the building (without counting portables currently on site) updated annually.

- 5.e First seat: an instructional space within a school building in which students receive core and primary instruction. Self-contained special education classrooms are also considered to be first seats.

F. Attendance Zone Criteria

The Superintendent or designee shall ensure that students attend the schools that serve the attendance zone of their home residence as established by the School Board. The Superintendent or designee shall develop procedures to verify that students attend their assigned attendance zones. A student needing an exception to attendance zones in order to attend a school may request an out-of-zone transfer. Criteria for out-zone transfers may be found under School Board Regulation 5-14.1. Students meeting the following criteria will be allowed to attend out-of-zone.

1. An individual student may apply for an out-of-zone transfer in the instance where redistricting decisions affect an individual student more than one time at a school level (i.e. at the elementary school level at the middle school level or at the high school level;
2. Upon the establishment of new attendance zones by the School Board, rising fifth, eighth and twelfth graders shall be permitted to continue in their previously assigned schools if they provide their own transportation to that school, and such enrollment will be exempt from the school's Optimum Building Utilization requirement by ten (10) percent or more.
3. Children of school-based employees, **including SECEP Employees** working in VBCPS schools, but excluding those individuals who only receive a supplement, will be allowed to attend the school to which such parent or guardian reports or is their primary assignment, or is within the feeder pattern of such assignment, pending the approval of the School Principal and such enrollment will be exempt from the school's optimum building utilization by ten (10) percent or more requirement. Non-resident full-time employees, **to include SECEP employees** working in Virginia Beach City Public Schools, will be allowed to enroll their child(ren). Enrollment will be contingent on meeting requirements outlined in Regulation 5-10.1 and Policy 3-22.

Legal Reference

Code of Virginia, §22.1-79, as amended. Powers and Duties.

Code of Virginia, §22.1-3.3, as amended. Transfer of students under certain circumstances.

Related Links

School Board [Policy 3-22](#)

School Board [Regulation 5-10.1](#)

School Board [Regulation 5-14.1](#)

Adopted by School Board: October 21, 1969
Amended by School Board: October 15, 1974
Amended by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: June 15, 1993 (Effective August 14, 1993)
Amended by School Board: October 20, 1998
Amended by School Board: August 17, 1999
Amended by School Board: June 5, 2001
Amended by School Board: August 6, 2002
Amended by School Board: November 19, 2002
Amended by School Board: September 16, 2003
Amended by School Board: September 21, 2010
Scrivener's Amendments: November 7, 2012
Scrivener's Amendments: January 24, 2014
Amended by School Board: May 16, 2017
Amended by School Board: March 26, 2019
Amended by School Board: August 23, 2022
Amended by School Board: November 9, 2022

Amended by School Board: 2026

APPROVED AS TO
LEGAL SUFFICIENCY


2/4/26

STUDENTS

Student-led ~~Assemblies~~/Demonstrations

A. Policy Statement

The School Board is committed to constructive exercise of student rights related to speech and assembly permitted by the First Amendment to the United States Constitution and applicable law. This Policy establishes consistent expectations and procedures for student demonstrations in a manner that is fair, and supportive of civil discourse, while maintaining safe and orderly school operations.

B. Definitions

1. Student-led: Planned, organized and carried out only by students
2. Civil Discourse: Respectful exchange of ideas intended to promote understanding and constructive dialogue.
3. Demonstration: An organized assembly of students peacefully expressing a viewpoint or raising awareness of an issue such as vigils, rallies, marches, sit-ins, walk-ins, observances or similar collective action.
4. Disruptive Conduct: Conduct that materially interferes with school operations, endangers health or safety, infringes on the rights of others, or violates the Student Code of Conduct. Examples include interference with instruction, blocking access, threats or intimidation, and property damage.
5. Third Party: Any individual or organization not affiliated with Virginia Beach City Public Schools, parents or family members, employees, elected officials who are not assigned to the host school or who have not been assigned to assist with events at the host school or site of a demonstration.

C. Student Rights

Students have the right to:

1. Express opinions and beliefs respectfully.
2. Organize peaceful demonstrations with prior approval.
3. Engage in civil discourse and peaceful activism, as permitted under this Policy, the Code of Student Conduct, and applicable law, without retaliation.

D. Student Responsibilities

Students organizing or participating in demonstrations must:

1. Student demonstrations must be initiated and led by students.

2. Submit a request in advance.
3. Conduct themselves respectfully and peacefully.
4. Follow school rules and directions of staff.
5. Ensure participation is voluntary and non-coercive.
6. Avoid disrupting instruction or school operations.
7. Clean up any materials or items brought for the demonstration.

E. Request and Approval Process

1. Students must meet with the principal or designee to present:
 - a. Purpose and topic of demonstration
 - b. Date, time, and location
 - c. Anticipated number of participants
 - d. Staff sponsor, if applicable
 - e. Materials to be distributed (if any)
2. Meetings should be scheduled in advance, and demonstrations may not take place until administrative review is completed. This policy does not allow spontaneous demonstrations during instructional time.
3. Upon approval of a demonstration, the principal/designee will work collaboratively with student organizers to support student expression while ensuring:
 - a. Safety and supervision
 - b. Minimal disruption to instruction
 - c. Appropriate time and location
 - d. Communication with staff and students as needed
 - e. The principal/designee reserves the right not to approve demonstrations that if it determines are not consistent with School Division Policies and Regulations and/or which may be disruptive
4. The principal/designee will provide an explanation why the demonstration is denied.

F. School Responsibilities

School administrators will:

1. Provide reasonable guidance regarding time, place, and manners.
2. Apply this policy consistently.

3. Communicate expectations to staff and students in advance.
4. Support opportunities for constructive civic learning connected to the event when applicable.
5. No school resources or employees/agents will be used to promote student-led demonstrations.

G. Third-Party Involvement

Third parties may not be involved in or attend student-led demonstrations.

H. Prohibited Conduct

Demonstrations may not:

1. Disrupt instruction or school operations.
2. Block access to school facilities or transportation.
3. Threaten, harass, or intimidate others.
4. Damage property.
5. Compel participation by others.
6. Interfere with the safety, privacy, or rights of individuals.

I. Consequences

Students who violate this policy or engage in disruptive conduct may be subject to discipline consistent with the Student Code of Conduct. Students shall not be disciplined solely for expressing political or social viewpoints in a lawful, non-disruptive manner.

J. Non-endorsement

Approval of a demonstration does not constitute endorsement by the School Board, school administration, or staff of the content or viewpoints expressed.

A.—Generally

Along with guaranteeing citizens the right to freedom of speech, the First Amendment to the Constitution of the United States also guarantees the right to assemble peacefully, subject only to restrictions where the exercise of this right would substantially interfere with the rights and freedoms of other citizens. Time should be made available for orderly and peaceful student assemblies. The terms "orderly and peaceful" refer exclusively to mean that topics of a controversial nature should not be dealt with and argued during such assemblies.

B.—Definition

- 1.—Sometime both within and without regular school hours shall be made available for student assemblies to deal with relevant ideas and topics.

- 2.—In the secondary schools attendance at school-sponsored assemblies during school hours may be optional. The principal will decide if attendance is required. The decision will be based on criteria that the student body will benefit from the presentation or the necessity of imparting information to all students.

G.—Spontaneous Assemblies

- 1.—A spontaneous assembly of students on school property will be acceptable unless said assembly disrupts the education of others and the safety and physical wellbeing of students, staff, and/or unless said assembly prevents the school board from carrying out its statutory obligations. In accordance with School Board policy any student assembly must have a staff member in attendance for general supervision.
- 2.—A student attending a peaceful, spontaneous assembly - at a time when he/she has an obligation to be in class will suffer the school punishment or discipline that would come from missing a class. That discipline will be determined by the appropriate administrator.
- 3.—If the assembly is disruptive and/or laws are being broken, the administrator shall take appropriate action. Then, if it is necessary, he/she shall notify the proper authorities.
- 4.—Each building principal shall have written plan and dispersal statement for dealing with non-peaceful assemblies of students.

Adopted by School Board: June 16, 1981

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: February 12, 2019

Amended by School Board: August 13, 2024

Amended by School Board: 2026

APPROVED AS TO
LEGAL SUFFICIENCY

Hanarah [Signature]
2/14/26

School Board of the City of Virginia Beach
Policy 5-54

STUDENTS

Physical restraint and seclusion – students

A. Physical restraint and seclusion of students- when allowed

Dedicated seclusion rooms are not authorized in Virginia Beach City Public Schools buildings which also applies to contractors using Virginia Beach City Public Schools buildings. School Division personnel may implement physical restraint and seclusion of students only when an imminent risk of or an emergency arises and other interventions are, or would be, ineffective in the reasonable judgment of the School Division personnel implementing a physical restraint or seclusion, and only to:

1. Prevent a student from inflicting serious physical harm or injury to self or others.
2. Quell a disturbance.
3. Remove a student from the scene of a disturbance in which the student's behavior or damage to property threatens serious physical harm to injury to person. Unless the student's damage to property creates an imminent risk of serious physical harm or injury to the student or others, the damage of property itself does not indicate an imminent risk of serious physical harm or injury and shall not be the justification for the restraint or seclusion of a student.
4. Defend self or others from serious physical harm or injury to person.
5. Obtain possession of controlled substances or paraphernalia that are upon the person of the student or within the student's control.
6. Obtain possession of, weapons, or other dangerous objects that are upon the person of the student or within the student's control.

B. Discontinuance of physical restraint and seclusion

Physical restraint and seclusion shall be discontinued as soon as the imminent risk and/or the need presented by the emergency situation has dissipated.

C. Less restrictive intervention not required in emergency situations

Nothing in this Policy shall be construed to require School Division personnel to attempt to implement a less restrictive intervention before using physical restraint or seclusion, where, in the reasonable judgment of the School Division personnel, ~~where~~ there is an imminent risk of or an emergency situation, and a less restrictive intervention would be ineffective.

The School Board encourages the use of positive behavioral interventions and supports to reduce and prevent the need for the use of physical restraint and seclusion.

D. Procedures regarding the use of physical restraint and seclusion

The Superintendent or designee is responsible for developing procedures to address the requirements of the Virginia Board of Education regulations regarding physical restraint and seclusion in public schools. Such procedures shall include but not necessarily be limited to notification of parents of a student whom physical restraint or seclusion has been used, documentation of such use, and continuous monitoring of such use.

E. Annual review

This Policy will be reviewed annually and updated as needed.

Legal Reference:

Code of Virginia § 22.1-78, as amended. Bylaws and regulations

Code of Virginia § 22.1-279.1:1, as amended. The use of seclusion and restraint in public schools; Board of Education regulations.

Virginia Board of Education Regulations, 8VAC20-750-10, as amended. Regulations Governing the use of Seclusion and Restraint in Public Elementary and Secondary Schools in Virginia.

Adopted by School Board: 2026

APPROVED AS TO
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Handwritten signature
2/4/26



Subject: Secondary Mathematics Textbooks – High School Item Number: 12B 1-5

Section: Information Date: February 10, 2026

Senior Staff: Matthew D. Delaney, Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Dena R. McElligott, Secondary Mathematics Coordinator

Tina L. Mazzacane, Secondary Mathematics Coordinator

Presenter(s): Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Recommendation:

That the School Board approve the secondary mathematics textbooks (digital and physical class sets) for Algebra 1, Geometry, Algebra Functions and Data Analysis, Algebra 2 and Advanced Placement® Calculus AB and BC as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the Fall of 2026.

Course Title	Textbook	Publisher	Copyright
Algebra 1	Mathspace – Algebra 1, 2023 Virginia SOL Edition	Mathspace, Inc	2024
Geometry	Mathspace – Geometry, 2023 Virginia SOL Edition	Mathspace, Inc	2024
Algebra, Functions, and Data Analysis	Mathspace – Algebra, Functions, and Data Analysis 2023 Virginia SOL Edition	Mathspace, Inc	2025
Algebra 2	Mathspace – Algebra 2, 2023 Virginia SOL Edition	Mathspace, Inc	2024
Advanced Placement® Calculus AB and BC	Calculus for the AP® Course (4th Edition)	Bedford, Freeman, and Worth	2024

Background Summary:

The members of the Secondary Mathematics Textbook Adoption Committee reviewed textbooks submitted through a Request for Proposal (RFP) and were included on the state approved list for secondary mathematics. Please note that there is not a corresponding state approved list for Algebra Functions and Data Analysis and Advanced Placement® Calculus AB and BC. The committee evaluated the textbooks (both physical and digital versions) based on alignment to the Virginia Department of Education's Standards of Learning and Mathematics Process Goals. In addition, the committee evaluated the organization and structure of the textbooks (grade/age appropriateness, logical

sequence of mathematical ideas, integration of technology, and lessons structure to support students’ learning progression). Teachers, special educators, math coaches, parents, and college professors were invited to review the recommended textbooks. The recommended textbooks were also available for public comment and review at the School Administration Building and the Meyra E. Oberndorf Central Library. After all reviews, the Secondary Mathematics Textbook Adoption Committee recommends the following as their first choice for implementation in the Fall of 2026.

Math Courses	First Choice Recommendation
Algebra 1, Geometry, Algebra Functions and Data Analysis, Algebra 2	Mathspace – 2023 Virginia SOL Edition
Advanced Placement® Calculus AB and BC	Calculus for the AP® Course (4th Edition)

A negotiation team, including the executive director of secondary teaching and learning, the two coordinators for secondary mathematics, the secondary mathematics instructional specialist, and representatives from the Office of Procurement Services, communicated with the appropriate personnel from the publishing companies to discuss a preliminary contract for the Fall 2026 adoption cycle, pending School Board approval.

The proposed textbook will replace the current VBCPS curriculum resource.

Source:

N/A

Budget Impact:

Total estimated initial implementation costs:

High School Math	First Choice Recommendation	Second Choice Recommendation
Algebra 1, Geometry, Algebra Functions and Data Analysis, Algebra 2	Mathspace – 2023 Virginia SOL Edition	enVision Mathematics 2026 Virginia A-G-A (No book offered for Algebra, Functions, and Data Analysis)
Advanced Placement® Calculus AB and BC	Calculus for the AP® Course (4th Edition)	Calculus: AP® Edition (2nd Edition)

Breakdown of estimated initial implementation cost per course:

Course Title	Recommendations	Student Enrollment	Initial Implementation Cost (5 year)	Potential Additional Cost per Year (3%) (if needed)	Total Estimated Implementation Cost (5 year)
Algebra 1, Geometry, Algebra	First Choice: Mathspace 2023 Virginia SOL Edition	12,900	\$1,557,320.75	\$134,345.43	\$1,691,666.18

Functions and Data Analysis, Algebra 2	Second Choice: enVision Mathematics 2026 Virginia *No AFDA Book Available	12,300	\$1,800,669.75	\$176,989.50	\$1,977,659.25
Advanced Placement [®] Calculus AB and BC	First Choice: Calculus for the AP [®] Course (4 th Edition), 2024	850	\$159,045.25	\$17,877.96	\$176,923.21
	Second Choice: Calculus: AP [®] Edition (2 nd Edition), 2018	850	\$167,834.55	\$18,707.94	\$186,542.49

Next Steps:

Move forward with textbook adoption.



Subject: Secondary Mathematics Textbooks – Middle School **Item Number:** 12C 1-6

Section: Information **Date:** February 10, 2026

Senior Staff: Matthew D. Delaney, Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Dena R. McElligott, Secondary Mathematics Coordinator

Tina L. Mazzacane, Secondary Mathematics Coordinator

Presenter(s): Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Recommendation:

That the School Board approve the secondary mathematics textbook (digital and physical class sets) for grade six through eight as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the Fall of 2026. Use the following opening statement when your topic falls under one of these sections.

Course Title	Textbook	Publisher	Copyright
Math 6	Mathspace – Grade 6 – 2023 Virginia SOL	Mathspace, Inc	2024
Advanced Math 6	Mathspace – Advanced Math 6 – 2023 Virginia SOL (customized for VBCPS)	Mathspace, Inc	2026
Pre-Algebra	Mathspace – Pre-Algebra 6 – 2023 Virginia SOL (customized for VBCPS)	Mathspace, Inc	2026
Math 7	Mathspace – Grade 7 – 2023 Virginia SOL	Mathspace, Inc	2024
Advanced Math 7	Mathspace – Advanced Math 7 – 2023 Virginia SOL (customized for VBCPS)	Mathspace, Inc	2026
Math 8	Mathspace – Grade 8 – 2023 Virginia SOL	Mathspace, Inc	2024

Background Summary:

The members of the Secondary Mathematics Textbook Adoption Committee reviewed textbooks submitted through a Request for Proposal (RFP) and were included on the state approved list for secondary mathematics. The committee evaluated the textbooks (both physical and digital versions) based on alignment to the Virginia Department of Education's Standards of Learning and Mathematics Process Goals. In addition, the committee evaluated the organization and structure of the textbooks (grade/age appropriateness, logical sequence of mathematical ideas, integration of technology, and lessons structure to support students' learning progression). Teachers, special educators, math coaches, parents, and college professors were invited to review the recommended textbooks. The recommended textbooks were also available for public comment and review at

the School Administration Building and the Meyra E. Oberndorf Central Library. After all reviews, the Secondary Mathematics Textbook Adoption Committee recommends Mathspace 2023 Virginia SOL Edition as their first choice for implementation in the Fall of 2026.

A negotiation team, including the executive director of secondary teaching and learning, the two coordinators for secondary mathematics, the secondary mathematics instructional specialist, and representatives from the Office of Procurement Services, communicated with the appropriate personnel from the publishing companies to discuss a preliminary contract for the Fall 2026 adoption cycle, pending School Board approval.

The proposed textbook will replace the current VBCPS curriculum resource.

Source:

N/A.

Budget Impact:

Total estimated initial implementation costs:

Middle School Math	First Choice Recommendation	Second Choice Recommendation
Grades 6 - 8	Mathspace – Grades 6-8, 2023 Virginia SOL Edition	enVision Mathematics 2026 Virginia Grades 6-8

Breakdown of estimated initial implementation cost per course:

Courses	Recommendations	Student Enrollment	Initial Implementation Cost (5 year)	Potential Additional Cost per Year (3%) (if needed)	Total Estimated Implementation Cost (5 year)
Middle School Mathematics – Grades 6-8	First Choice: Mathspace 2023 Virginia SOL Edition	10,541	\$1,703,420.53	\$111,228.99	\$1,814,649.52
	Second Choice: enVision Mathematics 2026 Virginia	10,541	\$1,568,783.97	\$184,562.82	\$1,753,346.79

Next Steps:

- Move forward with textbook adoption.



Subject: Textbook Adoption – AP Human Geography **Item Number:** 12D

Section: Information **Date:** February 10, 2026

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Taylor D. Lovejoy, Coordinator of Secondary Social Studies

Kelli J. Bradshaw, Instructional Specialist Secondary Social Studies

Presenter(s): Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Recommendation:

That the School Board receives information regarding textbook adoption for AP Human Geography. The recommendation is for the School Board to review and approve the following high school AP Human Geography textbook and materials sent by publishers for implementation in the Fall of 2026.

Course Title	Textbook	Publisher	Copyright
AP Human Geography	Human Geography: A Spatial Perspective, 2nd Edition	Cengage Learning	2027

Background Summary:

The members of the AP Human Geography Textbook Adoption Committee reviewed textbooks and materials sent by the publisher. No suitable open education resource was found that could meet the requirements of the AP Course Audit. The committee evaluated the textbooks based on their alignment to the standards set forth by the College Board and the digital resources it provides for students and teachers. The textbooks were reviewed by teachers, professors, parents, and student representatives. The textbooks were available for public comment and review at the School Administrative Building and at the Central Library of Virginia Beach. After reviewing the textbooks, the Textbook Adoption Committee recommended the above textbook as their first-choice recommendation for implementation in the fall of 2026. This text is found on the AP Course Audit Textbook List.

A negotiation team including the Executive Director of Secondary Teaching and Learning, Director of Instructional Technology, Director of Procurement, Coordinator of Secondary Social Studies, and Instructional Specialist of Secondary Social Studies communicated with the appropriate personnel from the publishing company to discuss preliminary contract for the full adoption cycle pending approval by the school board.

The proposed textbook will replace the current textbook as follows:

Course Title	Textbook	Publisher	Copyright
AP Human Geography	The Cultural Landscape: An Introduction to Human Geography, 12 th Edition	Pearson Education	2017

Source:

Code of Va., § 22.1-238-22.1-239, § 22.1-251-22.1-252
 School Board of the City of Virginia Beach Policy 6-60

Budget Impact:

Total implementation costs:

Course	Recommendation	Student Enrollment	Initial Implementation Cost	Six Year Additional Cost Estimate (3%/yr)	Total Implementation Cost
AP Human Geography	First-choice: Human Geography: A Spatial Perspective	1800	\$342,890.00	\$16,489.80	\$359,379.80
	Second-choice: Human Geography for the AP Course	1800	\$335,896.44	\$27,762.87	\$363,659.32

The AP Human Geography Textbook Adoption Committee recommends the following textbook as its first choice for adoption by Virginia Beach City Public Schools: *Human Geography: A Spatial Perspective, 2nd Edition*, Cengage Learning, 2027.

The recommended textbook for AP US History displays the following strengths:

- Aligned to the College Board objectives and promotes the traits of the VBCPS Future Ready Profile.
- Includes recent data, updated maps, images, story maps, videos, and visuals that support student learning.
- Provides relevant and useful resources for teachers to build instructional capacity, including a writing handbook to build discipline-specific vocabulary and students' transferable writing skills.
- Provides extensive test preparation, including tips, topics, formative, and summative practice assessments.
- Integrates with Canvas, Classlink, and is available offline.
- Provides digital resources with interactive opportunities as well as an e-book app for student access.
- Instructional resources are available for download.

Instructor Representatives for AP Human Geography

- Stasia LaRoache, Ocean Lakes High School
- Kris Shows, Salem High School
- Chelsea Windley, Kempsville High School

Parent Representatives

- Liz Kress, Salem High School
- Amy Wood, Salem High School

Student Representatives

- Students from Salem High School

Professor Representative

- Dr. Jonathan Leib, Old Dominion University

Next Steps:

Implementation of approved textbook adoption.



Subject: Textbook Adoption – AP US History **Item Number:** 12E

Section: Information **Date:** February 10, 2026

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Taylor D. Lovejoy, Coordinator of Secondary Social Studies

Kelli J. Bradshaw, Instructional Specialist Secondary Social Studies

Presenter(s): Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Recommendation:

That the School Board receives information regarding textbook adoption for AP US History. The recommendation is for the School Board to review and approve the following high school AP US History textbook and materials sent by publishers for implementation in the Fall of 2026.

Course Title	Textbook	Publisher	Copyright
AP US History	Fabric of a Nation, 2 nd Edition	Bedford, Freeman, Worth	2024

Background Summary:

The members of the AP US History Textbook Adoption Committee reviewed textbooks and materials sent by the publisher. No suitable open education resource was found that could meet the requirements of the AP Course Audit. The committee evaluated the textbooks based on their alignment to the standards set forth by the College Board and the digital resources it provides for students and teachers. The textbooks were reviewed by teachers, professors, parents, and student representatives. The textbooks were available for public comment and review at the School Administrative Building and at the Central Library of Virginia Beach. After reviewing the textbooks, the Textbook Adoption Committee recommended the above textbook as their first-choice recommendation for implementation in the fall of 2026. This text is found on the AP Course Audit Textbook List.

A negotiation team including the Executive Director of Secondary Teaching and Learning, Director of Instructional Technology, Director of Procurement, Coordinator of Secondary Social Studies, and Instructional Specialist of Secondary Social Studies communicated with the appropriate personnel from the publishing company to discuss preliminary contract for the full adoption cycle pending approval by the school board.

The proposed textbook will replace the current textbook as follows:

Course Title	Textbook	Publisher	Copyright
AP US History	The American Pageant, 16 th Edition	Cengage Learning	2016

Source:

Code of Va., § 22.1-238-22.1-239, § 22.1-251-22.1-252
 School Board of the City of Virginia Beach Policy 6-60

Budget Impact:

Total implementation costs:

Course	Recommendation	Student Enrollment	Initial Implementation Cost	Six Year Additional Cost Estimate (3%/yr)	Total Implementation Cost
AP US History	First-choice: Fabric of a Nation, 2 nd Edition	1050	\$197,223.88	\$17,560.48	\$214,784.36
	Second-choice: America's History for the AP Course	1050	\$220,436.08	\$18,570.28	\$239,006.36

The AP US History Textbook Adoption Committee recommend the following textbook as its first choice for adoption by Virginia Beach City Public Schools: *Fabric of a Nation, 2nd Edition*, Bedford, Freeman, Worth, 2024

The recommended textbook for AP US History displays the following strengths:

- Aligned to the new College Board objectives and promotes traits in the VBCPS Future Ready Profile.
- Organized based on updates from the College Board.
- Provides relevant and valuable resources for teachers to build instructional capacity, including primary sources and activity recommendations.
- Provides practice exams and assessments that can be assigned and scored to monitor student progress and inform instruction.
- Highlights key terms and research analysis strategies aligned to the assessment.
- Integrates with Canvas and Classlink.
- Instructional resources are available for download.
- Students share the recommendation was easiest to read of the options.

Instructor Representatives for AP US History

- Sarah Culver, Tallwood High School
- Maria Faircloth, Cox High School
- Steve Leland, First Colonial High School

Parent Representatives

- Laura Bangor, First Colonial High School

Student Representatives

- Students from First Colonial and Cox High School

Professor Representative

- Dr. David Sedaca, Rothberg Institute of International Studies

Next Steps:

Implementation of approved textbook adoption.



Secondary Mathematics Textbooks

Middle School

Math 6, Advanced Math 6, Pre-Algebra, Math 7, Advanced Math 7, & Math 8

High School

Algebra 1, Geometry, Algebra - Functions & Data Analysis, Algebra 2, & Advanced Placement calculus AB & BC

School Board Information
Tuesday, February 10, 2026

The Department of Teaching and Learning
Office of Secondary Teaching and Learning

Textbook Adoption Process

June –
August 2025

Textbook
committee
reviewed all
textbooks
submitted
through the RFP
process

September –
November 2025

Top two choices
determined by
textbook committee

Top two choices
displayed, and public
comment collected for
30 days, Oct. 21-
Nov. 21, 2025.

December 2025

Public comment
reviewed and final
recommendation
prepared for School
Board

February 2026

Top choices
presented as
information to
School Board

Consent requested
from School Board

Grades 6-8 Mathematics Implementation Cost

Courses	Recommendations	Student Enrollment	Initial Implementation Cost	Estimated Four Year Additional Cost Estimate (3%/yr.)	Total Implementation Cost
Middle School Mathematics – Grades 6-8	First Choice: Mathspace 2023 Virginia SOL Edition Mathspace, Inc.	10,541	\$1,703,420.53	\$111,228.99	\$1,814,649.52
	Second Choice: enVision Mathematics 2026 Virginia Savvas Learning Company	10,541	\$1,568,783.97	\$184,562.82	\$1,753,346.79

Grades 6-8 Mathematics

Course/ <i>Text</i>	Rationale
Middle School Mathematics – Grades 6-8 <i>Mathspace – Grades 6-8, 2023</i> <i>Virginia SOL Edition</i> Mathspace, Inc.	• Aligned to the 2023 Virginia Mathematics Standards of Learning and approved by the Virginia Board of Education. • Includes interactive digital and print student and teacher textbooks with access to multiple grades levels. • Virginia Beach customized textbooks for Advanced Math 6, Advanced Math 7, and Pre-Algebra to support acceleration. • Provides step-by-step digital support for mathematics problem solving and includes hints, feedback and interactive tools. • Includes standards-based diagnostic assessments and adaptive practice items. • Incorporates rich mathematical tasks and performance tasks that encourage discussion, collaboration, and creative problem solving. • Offers video worked examples and interactive applets to provide opportunities to explore mathematical relationships. • Integrates with Classlink and is available offline.

Algebra 1, Geometry, AFDA, and Algebra 2 Implementation Cost

Course	First-Choice Recommendation	Student Enrollment	Initial Implementation Cost	Estimated Four Year Additional Cost Estimate (3%/yr.)	Total Implementation Cost
Algebra 1, Geometry, AFDA, and Algebra 2	First Choice: Mathspace, 2023 Virginia SOL Edition Mathspace, Inc.	12,900	\$1,557,320.75	\$134,345.43	\$1,691,666.18
	Second Choice: enVision Mathematics 2026 Virginia Savvas Learning Company *No AFDA Book Available	12,300	\$1,800,669.75	\$176,989.50	\$1,977,659.25

Algebra 1, Geometry, AFDA, and Algebra 2

Course/<i>Text</i>	Rationale
Algebra 1, Geometry, Algebra, Functions and Data Analysis (AFDA), and Algebra 2 <i>Mathspace – Algebra 1, Geometry, AFDA, and Algebra 2, 2023 Virginia SOL Edition</i> Mathspace, Inc.	• Aligned to the 2023 Virginia Mathematics Standards of Learning and approved by the Virginia Board of Education. • Includes interactive digital and print student and teacher textbooks with access to multiple grades levels. • Provides step-by-step digital support for mathematics problem solving and includes hints, feedback and interactive tools. • Includes standards-based preassessments, diagnostic assessments and adaptive practice items. • Incorporates rich mathematical tasks and performance tasks that encourage discussion, collaboration, and creative problem solving. • Offers video worked examples and interactive applets to provide opportunities to explore mathematical relationships. • Incorporates editable lesson plans, guided notes, and slides to support teacher planning. • Integrates with Classlink and is available offline.

AP[®] Calculus Implementation Cost

Course	Recommendation	Student Enrollment	Initial Implementation Cost	Four Year Additional Cost Estimate (3%/yr.)	Total Implementation Cost
AP [®] Calculus AB and AP [®] Calculus BC	<i>First Choice:</i> <i>Calculus for the AP[®] Course</i> (4th Edition), 2024 Bedford, Freeman, and Worth Publishers	850	\$159,045.25	\$17,877.96	\$176,923.21
	<i>Second Choice:</i> <i>Calculus: AP[®] Edition</i> (2nd Edition), 2018 Pearson Educators, Inc.	850	\$167,834.55	\$18,707.94	\$186,542.49

Course/ <i>Text</i>	Rationale
Advanced Placement Calculus <i>Calculus for the AP[®] Course</i> <i>(4th Edition)</i>, 2024 Bedford, Freeman, and Worth Publishers	• Aligned to the current College Board objectives and promotes the attributes of the VBCPS Future-Ready Profile. • Provides problem solving guides that walk students through concept building and practice problems step-by-step. • Engages students with projects that relate calculus to real-world contextual situations and allow students to make connections across mathematical concepts. • Provides teachers with suggestions to initiate and orchestrate student mathematical discourse. • Provides comprehensive digital resources that include short video clips, adaptive formative assessments, and remediation and enrichment opportunities. • Provides extensive test preparation, including tips, topics, and full practice AP[®] Calculus AB and AP[®] Calculus BC assessments. • Provides offline access to the text by downloading locally to each student's device.



Secondary Social Studies

AP US History
AP Human Geography

Textbook Adoption Process

June –
August 2025

Textbook
committee
reviewed all
textbooks
submitted
through the RFP
process

September –
November 2025

Top two choices
determined by textbook
committee

Top two choices
displayed and public
comment collected for
30 days from October 15
– November 15.

December 2025

Public comment
reviewed and final
recommendation
prepared for School
Board

February 2026

Top choices
presented as
information to
School Board

Consent requested
from School Board

AP[®] US History Implementation Cost:

Course	Recommendation	Student Enrollment	Initial Implementation Cost	Six Year Additional Cost Estimate (3%/yr.)	Total Implementation Cost
AP US History	First Choice: <i>Fabric of a Nation, 2nd Edition, BFW</i>	1050	\$197,223.88	\$17,560.48	\$214,784.36
	Second Choice: <i>America’s History for the AP Course, 11th Edition, BFW</i>	1050	\$220,436.08	\$18,570.28	\$239,006.36

AP[®] US History First-Choice Textbook

DRAFT COPY SUBJECT TO CHANGE

12

Course/ <i>Text</i>	Rationale
AP US History <i>Fabric of a Nation,</i> <i>2nd Edition</i> <i>Bedford, Freeman & Worth</i>	• Aligned to the new College Board objectives and promotes traits in the VBCPS Future Ready Profile. • Organized based on updates from College Board. • Provides relevant and valuable resources for teachers to build instructional capacity, including primary sources and activity recommendations. • Provides practice exams and assessments that can be assigned and scored to monitor student progress and inform instruction. • Highlights key terms and research analysis strategies aligned to the assessment. • Integrates with Canvas and Classlink. • Instructional resources are available for download. • Students share easiest to read of options.

AP[®] Human Geography Implementation Costs

Course	Recommendation	Student Enrollment	Initial Implementation Cost	Six Year Additional Cost Estimate (3%/yr.)	Total Implementation Cost
AP Human Geography	<i>First Choice: Human Geography: A Spatial Perspective, 2nd Edition, Cengage Learning</i>	1800	\$342,890.00	\$16,489.80	\$359,379.80
	<i>Second Choice: Human Geography for the AP Course, 2nd Edition, BFW</i>	1800	\$335,896.44	\$27,762.87	\$363,659.32

AP[®] Human Geography First-Choice Textbook

DRAFT COPY SUBJECT TO CHANGE

14

Course/ <i>Text</i>	Rationale
AP Human Geography <i>Human Geography: A Spatial Perspective, AP Edition,</i> <i>Cengage Learning</i>	• Aligned to the College Board objectives and promotes the traits of the VBCPS Future Ready Profile. • Includes recent data, updated maps, images, story maps, videos and visuals that support student learning. • Provides relevant and useful resources for teachers to build instructional capacity, including a writing handbook to build discipline-specific vocabulary and students' transferable writing skills. • Provides extensive test preparation, including tips, topics, formative, and summative practice assessments. • Integrates with Canvas, Classlink, and is available offline. • Provides digital resources with interactive opportunities as well as an e-book app for student access. • Instructional resources are available for download.



Questions

The Department of Teaching and Learning
Tuesday, February 10, 2026



Subject: Budget Transfers **Item Number:** 12F

Section: Information **Date:** February 10, 2026

Senior Staff: Crystal Pate, Chief Financial Officer

Prepared by: Crystal Pate, Chief Financial Officer

Presenter(s): Crystal Pate, Chief Financial Officer

Recommendation:

That the School Board receive information on budget transfers within the FY2025/26 Operating Budget.

Background Summary:

The School Board must approve budget transfers that exceed the Superintendent's dollar threshold of \$250,000.

Source:

Virginia Code Sections 22.1-115 and 22.1-89, Board Policy 3-10, and Board Regulation 3-10.1.

Budget Impact:

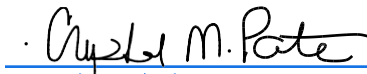
No further action needed.

DATE: February 10, 2026



This is to request the following budget transfers:

	Fund	Cost Center	Cost Center Name	Object Code Name	Amount From	Amount To
1	115	8120	Summer School	Teacher Middle School	\$ 100,000	
		8120	Summer School	Teacher High School	\$ 100,000	
		8120	Summer School	Social Security Taxes	\$ 15,397	
		8106	Middle Classroom	Teacher Middle School	\$ 627,828	
		8108	High Classroom	Teacher High School	\$ 256,775	
		8137	Social Workers	Other Purchased Services		\$ 1,100,000
2	115	8108	High Classroom	Teacher High School	\$ 270,000	
		8404	Facilities and Maintenance Services	Electrical Services		\$ 270,000
Total amount:					\$ 1,370,000	\$ 1,370,000



[Crystal Pate \(Feb 3, 2026 10:02:53 EST\)](#)

Crystal Pate, Chief Financial Officer

Feb 3, 2026

Date



[Donald E. Robertson, Jr. \(Feb 3, 2026 10:23:14 EST\)](#)

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

Feb 3, 2026

Date

Purpose of budget transfer requests: To cover an increase in McKinney-Vento transportation costs and to cover an increase in electrical services costs.



Subject: White Oaks Elementary School Window & Door Replacement **Item Number:** 14A

Section: Consent **Date:** February 10, 2026

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

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

Presenter(s): Melisa A. Ingram, Executive Director, Facilities Services

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with E.T. Gresham, Inc for the White Oaks Elementary School Window & Door Replacement in the amount of \$1,110,800.

Background Summary:

Project Architect:	Woolpert Architecture
Contractor:	E.T. Gresham Company, Inc.
Contract Amount:	\$1,110,800
Construction Budget:	\$1,271,829
Number of Responsive Bidders:	4
Average Bid Amount:	\$1,479,386.50
High Bid:	\$1,938,000

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-020 Renovations and Replacements- Various Phase III

Next Steps:

No further action needed



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

Section: Consent **Date:** February 10, 2026

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-26-11, RE-26-12, RE-26-13 and RE-26-14.

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: Budget Transfers **Item Number:** 14C

Section: Consent **Date:** February 10, 2026

Senior Staff: Crystal Pate, Chief Financial Officer

Prepared by: Crystal Pate, Chief Financial Officer

Presenter(s): Crystal Pate, Chief Financial Officer

Recommendation:

That the School Board approve the budget transfers within the FY2025/26 Operating Budget.

Background Summary:

The School Board must approve budget transfers that exceed the Superintendent's dollar threshold of \$250,000.

Source:

Virginia Code Sections 22.1-115 and 22.1-89, Board Policy 3-10, and Board Regulation 3-10.1.

Budget Impact:

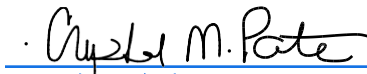
No further action needed.

DATE: February 10, 2026



This is to request the following budget transfers:

	Fund	Cost Center	Cost Center Name	Object Code Name	Amount From	Amount To
1	115	8120	Summer School	Teacher Middle School	\$ 100,000	
		8120	Summer School	Teacher High School	\$ 100,000	
		8120	Summer School	Social Security Taxes	\$ 15,397	
		8106	Middle Classroom	Teacher Middle School	\$ 627,828	
		8108	High Classroom	Teacher High School	\$ 256,775	
		8137	Social Workers	Other Purchased Services		\$ 1,100,000
2	115	8108	High Classroom	Teacher High School	\$ 270,000	
		8404	Facilities and Maintenance Services	Electrical Services		\$ 270,000
Total amount:					\$ 1,370,000	\$ 1,370,000



[Crystal Pate \(Feb 3, 2026 10:02:53 EST\)](#)

Crystal Pate, Chief Financial Officer

Feb 3, 2026

Date



[Donald E. Robertson, Jr. \(Feb 3, 2026 10:23:14 EST\)](#)

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

Feb 3, 2026

Date

Purpose of budget transfer requests: To cover an increase in McKinney-Vento transportation costs and to cover an increase in electrical services costs.



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

Section: Action **Date:** February 10, 2026

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 February 10, 2026, 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
February 10, 2026
2025-2026

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	1/14/2026	Genara F Gutierrez	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	2/9/2026	Sarah Delaney	Library/Media Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	1/21/2026	Magdalena R Hernandez Luna	Custodian II Head Night	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Brookwood	1/28/2026	Kerra L Green	Physical Education Assistant, .500	Purdue University West Lafayette, IN	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Cooke	1/21/2026	Ariane G Naim	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	1/27/2026	Maranda B Jones	Clinic Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	1/28/2026	Frederick F Estrella	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	2/2/2026	Christian Powell	Special Education Assistant	Fayetteville State University, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kingston	1/13/2026	Mika Cavanaugh	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	1/21/2026	Annamaria T Paul	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	1/21/2026	Kara E Quihuis	Special Education Assistant	Towson University, MD	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	1/28/2026	Hilkiah D Lawe	Physical Education Assistant	Norfolk State University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	1/20/2026	Lisa M Bombard	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	1/14/2026	Harrison L Hawkins	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	1/28/2026	Lanette Royal	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	1/21/2026	Hannah R Jones	Special Education Assistant	Averett University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	1/21/2026	Alexandrea Boatright	Special Education Assistant	Tidewater Community College, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	1/28/2026	Nadiyah N Royal	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	1/28/2026	Gerald P Clougher	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	1/28/2026	Kellie L Jordan	Security Assistant, .400	Longwood University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	Bayside	1/21/2026	Damon R Moore Jr	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	1/28/2026	Jeffrey N Hayes	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	1/16/2026	Anastasia E Bozeman	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	1/14/2026	Ariana E McDonald	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	1/14/2026	Staci Boudy	Human Resources Associate	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	1/14/2026	Jovanny C Alvarado	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	1/28/2026	Aceton Burke	Cafeteria Manager in Training	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	2/2/2026	Kristy R Godwin	Cafeteria Manager in Training	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of K-12 and Gifted Programs	1/14/2026	Samantha Dettbarn	Administrative Office Associate I	not applicable	Atlantic Automotive Corp, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Security and Emergency Management	1/20/2026	Edward L Hines	Security Officer	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/21/2026	Lori Davis	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/21/2026	Courtney L Lusk	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/21/2026	Cheri A Thompson	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/21/2026	Regina B Whitehurst	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	1/28/2026	Grady Smith	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	1/30/2026	Ashani J Neal	Cafeteria Assistant, 5.5 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	College Park	1/5/2026	Sara E Vick	Cafeteria Assistant, 5.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Creeds	1/22/2026	Kennedy Ligon	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Fairfield	1/22/2026	Shenita Rowley	Kindergarten Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Landstown	1/14/2026	Tiara C Burton	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Linkhorn Park	1/30/2026	Nikki L Cummings	General Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	1/21/2026	Brandy N Lyons	School Nurse (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	1/29/2026	Zariah Brown	Cafeteria Assistant, 6.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Rosemont Forest	1/22/2026	Yolanda E Small-Thomas	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Tallwood	1/30/2026	Zhanara A Handy	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	2/10/2026	Cecilia Ann T Tudela	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Brandon	2/11/2026	Lindsay R Hall	School Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	2/13/2026	Tina Fulco	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kellam	1/20/2026	Darrick Whitehurst	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	6/30/2026	Kevin C Trebes	School Counselor (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of School Division Services	3/31/2026	John D Freeman	Chief Operations Officer for Division Services (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Technology	1/23/2026	Jonathan J Brown	Systems Engineer Supervisor (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	1/16/2026	Sherwin M Dozier Jr	General Maintenance Craftsman II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	2/23/2026	Samantha M Banks	Administrative Office Associate II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	1/8/2026	Micheal Campbell	Bus Driver, 7.5 Hours (death)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	1/15/2026	Stephanie L Dickens	Bus Driver, 7.0 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	1/20/2026	Marsha R Griffin	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	1/20/2026	Lisa Stanley	Bus Driver - Special Ed, 6.5 Hours (personal reasons)	not applicable	not applicable

Personnel Report
Virginia Beach City Public Schools
February 10, 2026
2025-2026

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Retirements - Elementary School	Salem	2/28/2026	Michelle M Rodriguez	Cafeteria Manager I	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Adult Learning Center	2/27/2026	Elizabeth V Herlong	Coordinator Adult Academic Programs	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Green Run	6/30/2026	Marilyn A Spiker	Bookkeeper	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Renaissance Academy	2/27/2026	Elizabeth A Torian	School Improvement Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Human Resources	6/30/2026	John R Ogden	Human Resources Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Technology	4/30/2026	Lauren J Floyd	Programmer/Analyst - Senior	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of the Superintendent	3/31/2026	Terry C Skidmore	Executive Office Associate III	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	2/28/2026	Cathy L Johnson	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Julia B Delmar	Bus Driver, 7.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Salem	1/30/2026	Bennie G Gloria	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Middle School	Lynnhaven	5/15/2026	Gregory Colarusso	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Miscellaneous	Office of Custodial and Distribution Services	3/31/2026	Marlene Antrum	Custodian IV Head Day	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	2/11/2026	Karl F Dampf	Art Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	2/4/2026	Joshua Mobley	Physical Education Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	2/2/2026	Madison Flesher	Fifth Grade Teacher	Relay Graduate School of Education, NY	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	1/21/2026	Shawna A Alston	Seventh Grade Teacher	College of William and Mary, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	2/2/2026	Ricardo R Fuciarelli	Health & Physical Education Teacher	Cambridge College, MA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Cox	1/21/2026	Genesis M Robinson	Naval Science Instructor	University of Maryland Global Campus, MD	Military Services
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	1/21/2026	Tyler Payton	Special Education Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	1/26/2026	Gianella I Figueroa	English Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	1/26/2026	Irma P Maxino	Spanish Teacher	University of Phoenix, AZ	Williamsburg-James City County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	1/30/2026	Cailee R Nichols	English Teacher	College of William and Mary, VA	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Cooke	2/13/2026	Jessica A Grant	Special Education Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	1/20/2026	Temuchin Hodges	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Hermitage	1/27/2026	Abigail Isley	Fourth Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	1/30/2026	Kirsten A Lyck-McSwain	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	2/23/2026	Lindsey Thompson	Special Education Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	2/27/2026	Wesley D McSwain	Sixth Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2026	Michelle T Avondet	Sixth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	1/30/2026	Rosa Isern Fontanet	Spanish Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	2/6/2026	Samantha G Henry	Technology Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	1/26/2026	Mariah L Lutz	Mathematics Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	First Colonial	2/27/2026	Page M Larson	Mathematics Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Salem	6/30/2026	Linda A Newsome	Health & Physical Education Teacher	not applicable	not applicable
Administrative	Appointments - Miscellaneous	Office of Gifted Education & Academy Programs	TBD	Leah C Donohue	Coordinator World Languages	University of Granada, ES	VBCPS



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

Section: Closed Session **Date:** February 10, 2026

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 7, and 8 as amended, to deliberate on the following matters:

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. Settlement offers in two court matters.
- 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.