



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

School Board Services

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District 9

Mark Bohenstiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
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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 Proposed Agenda **Tuesday, March 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 VBTV Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/join/wn_xjw5MEysSmGPJvaUQKCzrg Call-in (301) 715-8592 ID 830 0526 4223

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBCPSboard.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on March 9, 2026.

1. **Administrative, Informal, and Workshop 4:00 p.m.**
 - A. School Board Administrative Matters and Reports
 - B. Budget Workshop #7 **Updated 03/13/2026; 03/10/2026 presentation added**
 - C. Recruitment and Retention: Funding Considerations to Enhance Compensation and Educational Benefits
2. **Closed Session (as needed)**
3. **School Board Recess..... 5:30 p.m.**
4. **Formal Meeting (School Administration Building #6 – School Board Room) 6:00 p.m.**
5. **Call to Order and Roll Call**
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
8. **Adoption of the Agenda**
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**
10. **Approval of Meeting Minutes**
 - A. February 17, 2026 Special School Board Meeting
 - B. February 24, 2026 Regular School Board Meeting
11. **Public Hearing on FY2026/27 School Operating Budget and FY2026/27 through FY2031/32 Capital Improvement Program**
12. **Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the March 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 March 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. March 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.



13. Information

- A. Policy Review Committee (PRC) Recommendations:
 - 1. Bylaw 1-36/Open Meetings and Closed Meetings
 - 2. Bylaw 1-37/Annual Organizational Meeting
 - 3. Appendix C/School Board Standing Committee Procedures
 - 4. Policy 2-59/Outside Legal Counsel
- B. Local Special Education Annual Plan – Application and Report for VDOE
- C. Special Elections
- D. Update on City Curfew

14. Return to public comments if needed

15. Consent Agenda

- A. Religious Exemption(s)

16. Action

- A. Personnel Report / Administrative Appointments Updated 03/13/2026

17. Committee, Organization or Board Reports

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

19. Adjournment



Subject Budget Workshop #7 **Item Number:** 1B

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

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board receive 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.

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.



Recruitment and Retention: Funding Considerations to

Subject: Enhance Compensation and Educational Benefits **Item Number:** 1C

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

Senior Staff: Darnita L. Trotman, Ed.D., Chief Human Resources Officer

Prepared by: The Department of Human Resources

Presenter(s): Darnita L. Trotman Ed.D., Chief Human Resources Officer

Recommendation:

That the School Board receive the information provided in the presentation regarding Recruitment and Retention: Funding Considerations to Enhance Compensation and Educational Benefits.

Background Summary:

In today's competitive labor market, workforce shortages and changing compensation trends have increased the need for strong recruitment and retention strategies. This presentation reviews current compensation data, addresses the differences between steps on the unified pay scale, and identifies additional funding considerations for enhancing compensation in several key areas: educational allowances, tuition reimbursements, part-time pay rates, and additional duty allowances. Together, these strategies support the School Board's discussions on workforce sustainability and strategic investment in staff.

Source:

N/A

Budget Impact:

TBD – Salaries and benefits represent the division's largest combined expenditures of the School Board's annual budget.

Next Steps:

Review the information for the school board's consideration.



Recruitment and Retention: Funding Considerations to Enhance Compensation and Educational Benefits

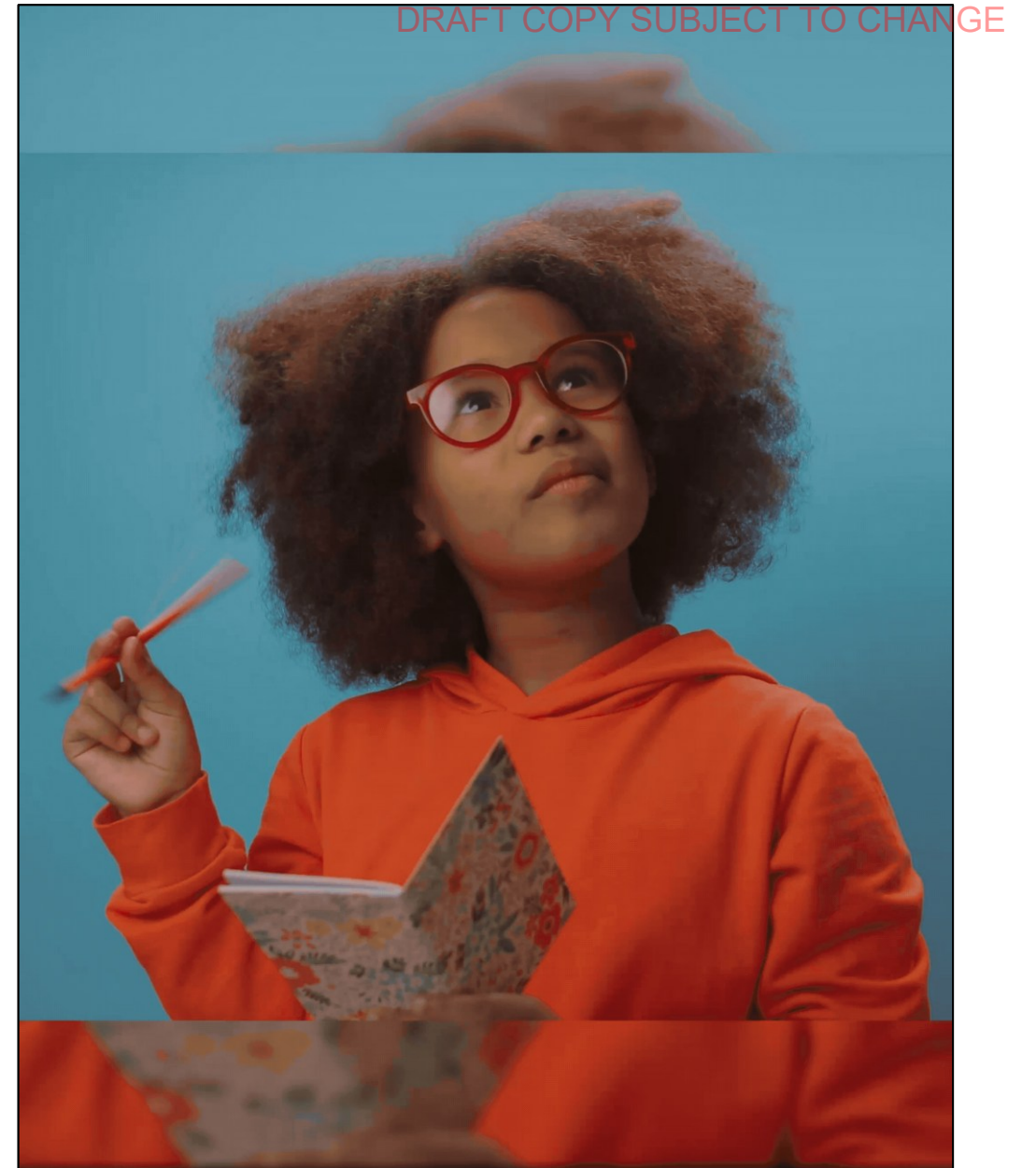
School Board Workshop

March 10, 2026

Department of Human Resources

WISH LIST AGENDA

- Unified Pay Scale
- Part-time Rates
- Educational Allowances
- Employee Professional Development Reimbursement
- Additional Duty Supplements



Unified Pay Scale Funding Considerations

Consideration #1

- Entry-level rates remain unchanged
- Increase the difference between steps 1-14 to 1.50%
- Maintain step increments at 1.50% for steps 15 and above

0% to 8.77% Raise

***Operating Cost = \$16,989,427**

Cost Difference = \$5,878,319

Consideration #2

- Increase the entry-level pay by 2.25%
- Increase the difference between steps 1-14 to 1.25%
- Maintain step increments at 1.50% for steps 15 and above

2.25% to 7.44% Raise

***Operating Cost = \$16,127,667**

Cost Difference = \$5,016,579

Consideration #3

- Entry-level rates remain unchanged
- Increase the difference between steps 1-14 to 1.25%
- Maintain step increments at 1.50% for steps 15 and above

0% to 5.08% Raise

***Operating Cost = \$9,987,102**

Cost Savings = **(\$1,124,006)**

***Operating Cost:** *Includes the cost of vacancies and benefits.*

Part-time Employees

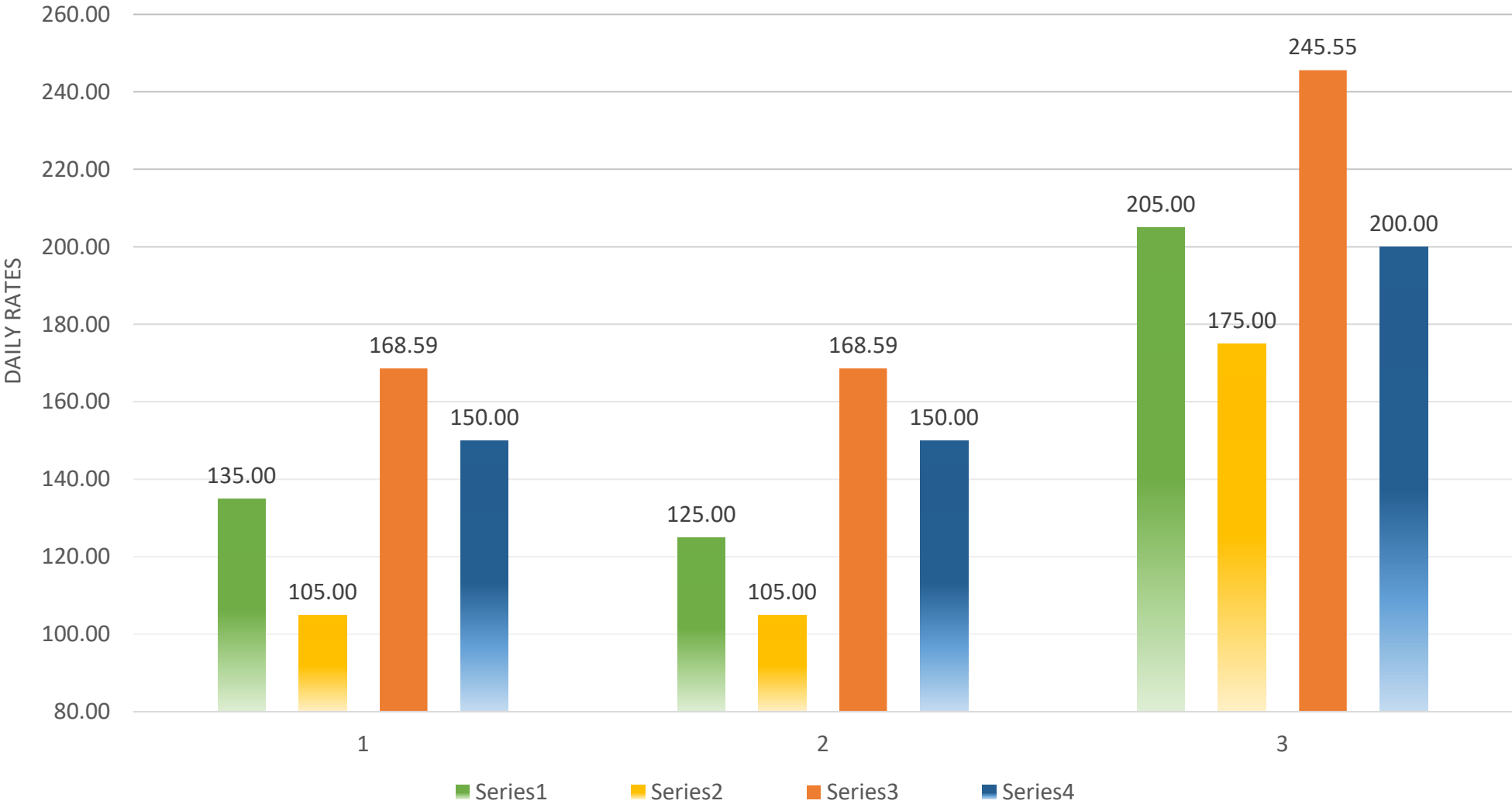
- Provide student and classroom support
- Assist with daily operations
- Provide staffing flexibility
- Strengthen the division's workforce

Part-time Rates

- Part-time rates have remained unchanged for three years
- Current rates align with 2021-2022 entry-level pay rates
- Current rates limit our ability to attract qualified candidates
- Approximate Cost: **\$3,304,354**



Comparison of Local Substitute Teacher Rates



Data Source: Department of Human Resources for all School Divisions, 2025-2026

Educational Allowances Advanced Degrees

Master's Degree

- Instructional
- Professional

Master's +30/Advanced Certificate

Doctorate

- Administrative
- Instructional



Educational Allowances: Advanced Degrees

2025 - 2026 Educational Allowances	Portsmouth	Norfolk	Chesapeake	VBCPS Current	VBCPS Target	Approximate Cost
Doctorate – Administrative	5,000	7,800	7,000	6,920	7,900	65,660
Doctorate – Instructional	6,000	7,800	7,000	6,620	7,900	124,160
Master’s +30/Advanced Certificate	5,000	5,400	5,100	4,825	5,600	380,525
Master’s – Instructional	2,500	3,500	3,500	3,265	3,600	895,790
Master’s – Professional	2,500	3,500	3,500	2,900	3,600	21,000
Subtotal						1,487,135
Benefits						375,799
Total						1,862,934

Employee Professional Development Reimbursement

Historical Perspective of Available Funds



Additional Duty Supplements

- Grade Level/Department Chairs
- Non-Athletic Supplements
- Athletic Supplements

Approximate Cost
\$595,945



Funding Considerations Summary

Description	Approximate Costs
Unified Pay Scale – Align Steps 1-14 to 1.25% Between Steps	9,987,102
Unified Pay Scale – Align Steps 1-14 to 1.25% Between Steps and Adjust Entry-level by 2.25%	16,127,667
Unified Pay Scale – Align Steps 1-14 to 1.5% Between Steps	16,989,427
Increase Part-time Rates	3,304,354
Increase Educational Allowances for Advanced Degrees	1,862,934
Increase Employee Professional Development Reimbursement Value	214,000
Increase Additional Duty Supplements	595,945

All values are inclusive of FICA and Benefits, if applicable.





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

Section: Approval of Meeting Minutes **Date:** March 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. February 17, 2026 Special School Board Meeting
- B. February 24, 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.



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

School Board Special Meeting MINUTES
Tuesday, February 17, 2026

School Administration Building #6, Municipal Center
2512 George Mason Drive
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NOTICE OF SPECIAL MEETING OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH

1. **Call to Order and Verbal Roll Call:** Chair Brown convened the special meeting of the School Board at the School Administration Building #6, School Board Chamber at 4:00 p.m. on the 17th day of February 2026 and announced In accordance with the Schedule of School Board Meetings approved by the School Board at their January 13, 2026, Organizational/Regular Meeting, and pursuant to Bylaw 1-46, and *Virginia Code* § 2.2-3707, the School Board will hold a special meeting on Tuesday, February 17, 2026.

The purpose of this special meeting is for:

1. Presentations on:
 - A. Budget Workshop #5
2. FY 2026-27 School Board Proposed Operating Budget and FY 2026-27 through FY 2031-32 Capital Improvement Program – discussion by School Board and School Administration

In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.

The following School Board Member attended the meeting via Zoom: Ms. Dwyer (medical reasons).

2. **Moment of Silence followed by the Pledge of Allegiance**
3. **Adoption of the Agenda:** 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 Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as presented. The motion passed unanimously, 11-0-0.

Budget Workshop #5: Crystal Pate, chief financial officer, provided the School Board an overview of the budget status legislative context, and forthcoming actions. The presentation began with a budget summary and an agenda that included School Board Member questions, a budget update, priority discussions, and next steps. Board members were provided an explanation of budget requests that had been granted during the budget-balancing process, with particular attention given to Career and Technical Education (CTE) courses. These courses had previously been presented to the School Board for information and consent.



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Tuesday, February 17, 2026
Special School Board Meeting
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The presentation also reviewed the status of the General Assembly's budget process, highlighting key legislative deadlines related to budget proposals, crossover actions, and committee work. In addition, staff shared financial updates, including an increase in Revenue Sharing Funds from the city, additional funding for the Health Fund, and allocations to support staffing and related expenses for the General District Court.

Priority discussions during the presentation focused on employee compensation, instructional priorities, and pay-as-you-go considerations. The presentation concluded with an outline of next steps, including the finalization of SEON (Superintendent's Estimate of Needs), scheduled presentations related to SEON and the CIP (Capital Improvement Plan), a forthcoming health benefits update, and advance notice of March budget workshops leading up to final budget approval.

After the presentation, a discussion followed with questions and comments regarding pay raises (instructional and unified); waiting for final budget numbers from state; update from Mercer (March 3); health care costs; increase compensation and funds to the health fund balance; health fund; City compensation increases; grant funding; technology, cost of Chromebooks 1-to-1 versus classroom set; student meal debt; free and reduced lunch, CEP schools; technology use in lower grades (K-2); reserve amounts for health fund (two months); reversion funds; buses, bus runs, coverage for bus drivers when absent/on leave; deferred maintenance projects; connecting families to resources; fees for damaged items; staff compensation, academic outcomes, safety and well-being of students and staff; proposed salary increases; McKinney-Vento Program; PAYGO; concerns with health fund, maintenance costs, CIP, debt services; school lunches; interactive whiteboards; use of hands-on materials, manipulatives and print resources; and focus on students.

4. **Discussion: School Board Budget Workshop for FY 2026-27 Proposed Operating Budget and Capital Improvement Program for FY 2026-27 through FY 2031-32:** Superintendent Robertson reviewed key points from discussions, including cost savings from Chromebook replacement in K-2, use of classroom carts; upcoming meetings should have more details on State budget and funding; health care premium cost; March 3 Mercer update; student meal debt; presentation of SEON and CIP on February 24; and voting on SEON and CIP on March 24.
5. **Adjournment:** Chair Brown mentioned the next School Board meeting is scheduled for February 24 at 4:00 p.m. Chair Brown adjourned the meeting at 5:52 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



School Board Services

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

School Board Regular Meeting MINUTES
Tuesday, February 24, 2026

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

1. **Administrative, Informal, and Workshop:** Chair Brown convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 24th day of February 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer (arrived at 4:03 p.m.), Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The following School Board Member attended via Zoom: Mr. Culpepper (out of state/business).
 - A. **School Board Administrative Matters and Reports:** Chair Brown mentioned the March sign-up sheets for one-to-one meetings with Superintendent Robertson and school visits with Superintendent Robertson. Superintendent Robertson mentioned the upcoming two special elections and bringing recommendations to the School Board. Jack Freeman, chief operations officer, shared the topic will be on information at the March 10 School Board meeting. Mr. Cummings mentioned attending a school support meeting at an elementary school. Ms. Felton shared information related to Black History Month. Mr. Bohenstiel visited Kempsville High School/Entrepreneurship & Business Academy and attended the STEM Trifecta event at the Virginia Beach Convention Center. Mr. Callan visited and attended an event at the Brock Center/Environmental Studies Program.
 - B. **Middle School Schedule Update:** James Smith, Ed.D., senior executive director of middle schools, provided the School Board an update on the implementation of the new middle school master schedule. The presentation highlighted the multi-year collaborative process that led to a uniform schedule and the addition of Thrive Time to better support diverse learner needs. Two major changes were emphasized: the establishment of a uniform middle school master schedule and the addition of Thrive Time. Thrive Time was presented as a structure designed to enhance instructional support and student opportunities across all middle schools.

Overall, the schedule update was presented as having a positive impact by maximizing elective access, strengthening academic support and teacher–student relationships, improving structural alignment across middle schools, and increasing planning opportunities. The presentation concluded with a commitment to continuous improvement, including further evaluation of Thrive Time usage, expanded teacher collaboration, and consideration of modest adjustments to Grade 6 elective time.



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After the presentation, a discussion followed with questions and comments regarding increased enrollment in elective courses (Band, Chorus, and Orchestra); staffing based on enrollment; instructional support and opportunities; summer school enrollment, possible decrease due to supports; sharing of ideas among teachers; continuous improvement; consideration of increasing Grade 6 elective time from 48 minutes to 50 minutes; importance of electives; engaging students; SOL lab, academic support; and number of students in middle school.

- C. **Building Utilization Committee Report to the School Board:** Ronald Berkebile, demographer/GIS manager, provided the School Board information from the 2025-26 Building Utilization Committee (BUC); summarizing their annual assessment of school attendance zones, student membership, student membership projections, and building utilization, as prescribed by School Board Policy 5-14. The presentation outlined enrollment trends, facility capacity, and long-range planning considerations across the division. In alignment with Policy 5 14, the committee confirmed that all requirements had been met and that updated enrollment projections had been analyzed to assess their impact on optimal building utilization. The analysis showed minimal overall changes in membership density. Division-wide enrollment reflected a modest decline, driven primarily by elementary and high school decreases, while middle school and early childhood programs experienced slight growth.

Long-term trends indicated that enrollment declines had slowed significantly compared to historical averages. Capacity reviews for SY 2025 26 found that most elementary, middle, and high schools were operating within acceptable ranges, though high schools showed greater overall under capacity. Using a weighted, data-driven scorecard that considered enrollment, facilities, and modernization factors, the committee identified Holland Elementary School as the highest research priority for potential closure consideration. The presentation concluded with next steps, including future BUC meetings, possible rezoning actions, and a target timeline for closure or rezoning decisions in SY 2027 28.

After the presentation, a discussion followed with questions and comments regarding Holland Road Elementary School; elementary school capacity; rezoning; schools at capacity/over capacity; decreases in student enrollment, factors in decline; closure scorecard data; enrollment increases at the middle school level; public input on possible school closure; and possible school closure and impact on staff.

2. **Closed Session:** There was no Closed Session during the Administrative, Informal, and Workshop session.
3. **School Board Recess:** Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:27 p.m.
4. **Formal Meeting (School Administration Building #6 – School Board Room) 6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Brown convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m., on the 24th day of February 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The following School Board Member attended via Zoom: Mr. Culpepper (out of state/business).
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. **National Board Certified Teachers:** The National Board Certification is an advanced, peer-reviewed credential requiring demonstrated mastery of content knowledge, reflective analysis of student work, evaluation of teaching practice through video evidence, and documentation of professional impact. The following teachers were honored: **Courtney Bennis**, Cox High School, certified in Social Studies-History/Adolescence and Young Adulthood; **Traci Doyle**, Providence Elementary School, certified in Literacy: Reading-Language Arts-Early and Middle Childhood; **Sean Duffy**, Cox High School, certified in

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Mathematics/Adolescence and Young Adulthood; **Michelle Fisher**, Tallwood High School, certified in English Language Arts/Adolescence and Young Adulthood; **Kimberly Jones**, Plaza Middle School, certified in Science/Early Adolescence; **Samantha Kirk**, Bayside Elementary School, certified in Art/Early Adolescence through Young Adulthood; **Jessi Munford**, Virginia Beach Middle School, certified in English Language Arts/Early Adolescence; **Ashley Rankin**, Providence Elementary School, certified as a Generalist/Middle Childhood; **Rebecca Robbins**, Parkway Elementary School, certified as a Generalist/Middle Childhood; **Laura Rodriguez**, Green Run High School, certified in Science/Adolescence and Young Adulthood; and **Lydia Wooten**, Kingston Elementary School, certified in Literacy: Reading-Language Arts-Early and Middle Childhood.

8. **Adoption of the Agenda:** Chair Brown called for any modifications to agenda as presented. Hearing none, Chair Brown called for a motion to approve the agenda as presented. Ms. Melnyk made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as presented. The motion passed unanimously, 11-0-0.

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

Superintendent's Report: The report highlighted recent recognitions and community-focused efforts across Virginia Beach City Public Schools, including appreciation for school crossing guards, transportation staff fundraising for the Special Olympics, and school counselors during National School Counseling Week. The report also noted the successful citywide PTA Reflections awards ceremony hosted at Kellam High School, the upcoming FACE Family Resource Fair for families, and recognized School Board Appreciation Month with a student and staff tribute video.

Administrative Recognition: Superintendent Robertson introduced the following appointment, which was approved at the February 10, 2026, School Board Meeting: **Leah C. Donohue**, instructional specialist, Office of K-12 and Gifted Programs, as Coordinator of World Languages, Office of K-12 and Gifted Programs.

10. **Approval of Meeting Minutes**

- A. February 10, 2026 Regular School Board Meeting: Chair Brown called for any modifications to the February 10, 2026 regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the February 10, 2026 minutes as presented. Dr. Green made the motion, seconded by Ms. Rogers. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the February 10, 2026 minutes as presented. The motion passed unanimously, 11-0-0.

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

There were sixteen (16) in-person speakers (including two(2) student speakers) and one (1) online speaker. The topics included ICE; Policy 5-40; protests/walkouts; student-led assemblies; DEI; First Amendment Rights; Chromebooks in K-2; skill development; seclusion and seclusion rooms; Policy 5-54; best practices for young learners; hands-on activities; class sets of Chromebooks; student screen time; guest speakers; student safety; teacher and staff pay; inflation and cost of living; attract and retain teachers; compensation; health care costs; student protests; student voice; and technology.

The Public Comments concluded at 7:05 p.m.

12. **Information**

- A. Interim Financial Statements – January 2026: Daniel Hopkins, director, Office of Business Services, provided the School Board with information on the interim financial statements. As of January 31, 2026, revenues and expenditures were tracked at acceptable levels. Federal revenues remained stable, supported by approximately \$9.8 million in Impact Aid received year to date, and local revenues were proceeding as planned with 58 percent of city transfers received. Other revenue sources were slightly

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lower than the prior year, due to one-time items received previously, though Stop Arm Enforcement revenues exceeded last year's levels. Sales tax receipts outperformed the prior year by approximately \$2.5 million through January.

- B. Superintendent's Estimate of Needs for FY 2026/27 and Capital Improvement Program FY 2026/27 – FY 2031/32: Donald Robertson, Jr., Ph.D., superintendent, Crystal Pate, chief financial officer, and Melisa Ingram, executive director, Office of Facilities Services, provided the School Board information on the School Operating Budget for FY 2026/27 and Capital Improvement Program (CIP) for FY 2026/27 - FY 2031/32. The Superintendent's Estimate of Needs (SEON) for the 2026–27 school year reflected collaborative planning aligned with Compass to 2030 and prioritized student success, staff investment, and long-term sustainability. It proposed an operating budget of just over \$1.04 billion, a \$33.9 million increase driven by growth in federal, state, revenue-sharing, and local revenues, with a strong emphasis on improving employee compensation while managing inflationary pressures. The SEON also outlined a multi-year Capital Improvement Program focused on maintenance, safety, and modernization of aging facilities, while acknowledging ongoing funding challenges. The presentation highlighted strong academic and organizational outcomes and conveyed confidence that strategic investment and community support positioned the division for continued success.

The presentation reviewed the operating budget, including major revenue sources, expenditure categories, and budget balancing strategies, emphasizing fiscal alignment with division priorities. The presentation also outlined the proposed CIP, highlighting new construction projects, maintenance needs, funding sources, and projected debt service increases. The presentation concluded with a summary of key budget milestones and decision points, highlighting legislative deadlines, scheduled School Board workshops and public hearings, and the anticipated adoption dates for the SEON and CIP.

After the presentation, a discussion followed with questions and comments regarding school construction; K-2 Chromebook use; funding for devices; meal debt; grant funding; CIP funding and debt services; PAYGO; percentage of free and reduced lunch population; and revenue sharing formula.

- C. Multi-Year School Support Plans (MSSPs) for Federally Identified Schools: Melanie Hamblin, Ed.D., senior executive director of elementary schools, provided the School Board information regarding Multi-Year School Support Plans and Federally Identified Schools. The presentation summarized the development and purpose of Multi-Year School Support Plans for schools identified for Targeted Support and Improvement under the state accountability framework. It explained that the plans built on existing continuous improvement efforts by extending timelines, formalizing progress monitoring, and aligning with federal and state expectations. The presentation highlighted districtwide improvement actions, strategic instructional priorities, and ongoing professional learning. It concluded by requesting School Board approval of the MSSPs to affirm alignment, responsiveness to identified needs, and the establishment of measurable goals and monitoring processes.

After the presentation, there was a brief discussion the timeline for receiving information regarding MSSPs. Chair Brown mentioned the item was on the Consent Agenda for approval.

13. **Return to public comments if needed:** As noted, under Agenda Item #11, the Public Comments concluded at 7:05 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 January 28, 2026 meeting.



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1. 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. 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. 5-14/School Attendance Zones: The PRC recommends removing the reference to SECEP to align with Policy 3-22.
- B. Religious Exemption(s): Recommended that the School Board approve RE-26-15, RE-26-16, RE-26-17.
- C. Textbook Adoption: Secondary Mathematics Textbooks – High School: Recommended 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.
 1. Algebra 1: Mathspace – Algebra 1, 2023 Virginia SOL Edition; Mathspace, Inc.; 2024
 2. Algebra 2: Mathspace – Algebra 2, 2023 Virginia SOL Edition; Mathspace, Inc.; 2024
 3. Geometry: Mathspace – Geometry, 2023 Virginia SOL Edition; Mathspace, Inc., 2024
 4. Algebra – Functions and Data Analysis: Mathspace – Algebra, Functions, and Data Analysis 2023 Virginia SOL Edition; Mathspace, Inc.; 2025
 5. Advanced Placement Calculus AB and BC: Calculus for the AP® Course (4th Edition); Mathspace, Inc.; 2024
- D. Textbook Adoption: Secondary Mathematics Textbooks – Middle School: Recommended that the School Board approve the secondary mathematics textbook (digital and physical class sets) for grades six through eight as recommended by the Secondary Mathematics Textbook Adoption Committee for implementation in the Fall of 2026.
 1. Math 6: Mathspace – Grade 6 – 2023 Virginia SOL; Mathspace, Inc.; 2024
 2. Advanced Math 6: Mathspace – Advanced Math 6 – 2023 Virginia SOL (customized for VBCPS); Mathspace Inc.; 2026
 3. Pre-Algebra: Mathspace – Pre-Algebra 6 – 2023 Virginia SOL (customized for VBCPS); Mathspace Inc.; 2026
 4. Math 7: Mathspace – Grade 7 – 2023 Virginia SOL; Mathspace, Inc.; 2024
 5. Advanced Math 7: Mathspace – Advanced Math 7 – 2023 Virginia SOL (customized for VBCPS); Mathspace, Inc.; 2026
 6. Math 8: Mathspace – Grade 8 – 2023 Virginia SOL; Mathspace, Inc.; 2024
- E. Textbook Adoption: Advanced Placement Human Geography: Recommended that the School approve the 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

- F. Salem High School Bleacher Replacement: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA, Inc. for the Salem High School Bleacher Replacement in the amount of \$435,750.00.

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- G. Multi-Year School Support Plans (MSSPs) for Federally Identified Schools: Recommended that the School Board approve Multi-Year School Support Plans and Federally Identified Schools.

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

15. Action

- A. Personnel Report / Administrative Appointments: Chair Brown called for a motion to approve the February 24, 2026 personnel report and administrative appointment. Ms. Dwyer made the motion, seconded by Mr. Cummings, that the School Board approve the appointments, and the acceptance of the resignations, retirements, and other employment actions as listed on the February 24, 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 eleven (11) ayes in favor of the motion to approve the February 24, 2026 personnel report and administrative appointment. The motion passed unanimously, 11-0-0.

Superintendent Robertson mentioned the following appointment: **Michele H. Clark**, administrative assistant, Ocean Lakes High School, as coordinator, adult academic programs, Adult Learning Center.

- B. Policy Review Committee (PRC) Recommendation: Policy 5-54/Physical Restraint and Seclusion – students: Chair Brown called for a motion to approve Policy 5-54/Physical Restraint and Seclusion. Vice Chair Weems made the motion, seconded by Ms. Dwyer. A discussion followed regarding the policy; seclusion rooms; support for the policy; Vice Chair Weems read the first sentence of the policy; development of the policy; steps in the right direction; collaboration with School Board Members; Special Education Advisory Committee; and appreciation for the work of the Policy Review Committee on the policy.

Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve Policy 5-54/Physical Restraint and Seclusion. The motion passed unanimously, 11-0-0.

- C. Policy Review Committee (PRC) Recommendation: Policy 5-40/Student-led Assemblies: Chair Brown called for a motion to approve Policy 5-40/Student-led Assemblies. Vice Chair Weems made the motion, seconded by Ms. Dwyer. Vice Chair Weems made the following substitute motion, which was seconded by Ms. Dwyer:

Student-led 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.



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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 **or instructional time**, 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, ~~elected officials~~, parents or family members, **or** 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.~~ School Board members may observe student-led demonstrations provided there is no appearance of endorsement on behalf of the Board. Any School Board member observing shall not take any action that would appear to support or oppose the subject of the 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. Permitted Student Expression:

The following activities are allowed and are not governed by this policy:

1. Wearing buttons, badges, wristbands, or clothing that follows the Student Code of Conduct
2. Individual religious expression, including prayer during non-instructional time and wearing religious clothing or symbols.
3. Peacefully sharing personal viewpoints during non-instructional time
4. Distributing non-school-sponsored materials before or after school in approved areas
5. Participating in approved student clubs or organizations
6. Non-disruptive symbolic expression

E. 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.

F. Request and Approval Process

1. Students must meet with the principal or designee to present:

- a. Purpose and topic of demonstration
- b. Date **and time**, ~~and location~~
- c. Anticipated number of participants



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- ~~d. Staff sponsor, if applicable~~
- ~~e.~~ D. 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~~ No 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.

G. 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~~ Ensure school resources or employees/agents ~~will not be~~ used to promote student-led demonstrations.
6. Each building principal shall have a written plan and dispersal statement for dealing with non-peaceful assemblies of students.

H. Third-Party Involvement

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

I. 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.

J. Consequences

Students who violate this policy or engage in disruptive conduct ~~may will~~ be subject to discipline consistent with the Student Code of Conduct. ~~Participation in student-led demonstrations will not excuse students from any portion of class/instructional time.~~ Students shall not be disciplined solely for expressing political or social viewpoints in a lawful, non-disruptive manner.

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K. Non-Endorsement

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

Amended by the School Board: February 24, 2026

A discussion followed regarding the substitute motion; work of the Policy Review Committee and their input; collaboration with School Board Members; appreciation for the updates to the policy; student expression; First Amendment Rights; and support for the policy. It was noted that numbering sequence needs to be updated in Section G due to the elimination of Item #4. Without further discussion, Chair Brown called for a vote on the substitute motion. The School Board Clerk announced there were eleven (11) ayes in favor of the substitute motion by Vice Chair Weems. The motion passed unanimously, 11-0-0.

D. Textbook Adoption: Advanced Placement U.S. History: Chair Brown called for a motion to approve the textbook adoption: Advanced Placement U.S. History. Ms. Melnyk made the motion, seconded by Ms. Dwyer. A discussion followed regarding the textbook; review of textbook; textbook committee; review of textbook glossary; and preparing students for the AP exam. Without further 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 textbook adoption: Advanced Placement U.S. History: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There was one (1) nay opposed to the motion to approve the textbook adoption: Advanced Placement U.S. History: Mr. Callan. The motion passed, 10-1-0.

16. Committee, Organization or Board Reports: Ms. Melnyk mentioned attending the Community Roundtable meeting on February 23, collaboration of group, discussion of regional CTE program. Vice Chair Weems mentioned the Harbor Hope Regional Recovery School Board of Directors meeting on February 25 at 2:00 p.m. in Chesapeake; Gifted Advisory Meeting on March 2 at 6:00 p.m. at the Plaza Annex; and the Policy Review Committee meeting on March 4 at 1:30 p.m. in the School Board Room.

17. Return to Administrative, Informal, Workshop or Closed Session matters: At 8:29 p.m., Vice Chair Weems made the following motion, seconded by Mr. Callan, 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 1, 2, 7, and 8 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.
2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall

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be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

- A. Employee Grievance- notification regarding availability of 3/10/26 grievance package.
- B. Student matters- discussion of new student complaints and disciplinary 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 eight (8) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, and Ms. Rogers. The motion passed, 8-0-0.

Note: Mr. Culpepper logged off Zoom at 8:29 p.m. School Board Members Dr. Green and Ms. Melnyk 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:

- A. Employee Grievance- notification regarding availability of 3/10/26 grievance package: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, 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.
- B. Student matters- discussion of new student complaints and disciplinary matters: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, 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, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, 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 8:47 p.m.

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

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

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

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

Ms. Dwyer made the motion, seconded by Mr. Bohensiel. 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, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

- 18. Adjournment:** Chair Brown adjourned the meeting at 8:48 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



Public Hearing on Proposed School Operating Budget FY 2026/27 and

Subject: Capital Improvement Program for FY 2026/27 – FY 2031/32

Item Number: 11

Section: Public Hearing

Date: March 10, 2026

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: N/A

Presenter(s): N/A

Recommendation:

The School Board of the City of Virginia Beach is seeking public comment on the FY 2026-27 Operating Budget, and FY 2026-27 through FY 2031-32 Capital Improvement Program (CIP) as advertised on page 3 in the Thursday, February 26, 2026, edition of the *The Virginian Pilot* and duplicated below:

Section A | Thursday, February 26, 2026 3

VIRGINIA BEACH CITY PUBLIC SCHOOLS

INPUT ON OPERATING BUDGET AND CIP

The School Board of the City of Virginia Beach will hold a PUBLIC HEARING on **Tuesday, March 10, 2026, at 6:00 p.m.** in the School Administration Building, Municipal Center Building 6, 2512 George Mason Drive, Virginia Beach, Virginia.

The purpose of the hearing is to receive input from the public on the:

- 1) FY 2026–2027 Schools’ Operating Budget; and
- 2) FY 2026–2027 through 2031–2032 Capital Improvement Program (CIP).

Any citizen who desires to speak at this hearing should contact the Clerk of the School Board at (757) 263-1016. If you are physically disabled, visually or hearing impaired, and need assistance please call the Clerk of the Board at (757) 263-1016 (757-263-1240 TDD). This facility is equipped with a hearing assistance system. TDD - Telecommunications Device for the Deaf.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
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2/26

Background Summary:

N/A

Source:

School Board Policy 3-6: Budget: Preparation and Approval

Virginia Code §22.1-92 Estimate of moneys needed for public schools; notice of costs to be distributed

Budget Impact:

N/A



Subject: Policy Review Committee Recommendations **Item Number:** 13A 1-4

Section: Information **Date:** March 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 March 4, 2026 meeting.

Background Summary

- 1. Bylaw 1-36/Open Meetings, Closed Meetings, Electronic Meetings and Remote Location Participation in Meetings** – there are no proposed changes to this bylaw. This bylaw is required to be approved annually by the School Board in accordance with the Virginia Freedom of Information Act.
- 2. Bylaw 1-37/Annual Organizational Meeting** – there are no recommended changes to this bylaw it is being presented in accordance with the 5-year review requirement.
- 3. Appendix C/School Board Standing Committee Procedures** – the PRC recommends changes to reflect procedures related to broadcasting meetings, Student Discipline hearings, and the annual election of the committee chair.
- 4. Policy 2-59/Outside Legal Counsel, Payment of employee's legal fees, settlement authority** – the PRC recommends changes pertaining to the use and payment of legal fees of attorneys not employed by the School Board of the City of Virginia Beach and/or Virginia Beach City Public Schools.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.
Policy Review Committee Meeting of March 4, 2026.

Budget Impact:

None.

Next Steps:

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

SCHOOL BOARD BYLAWS

Open Meetings, Closed Meetings, Electronic Meetings and Remote Location Participation in Meetings

A. Open Meetings

Meetings of the School Board shall be open to the public except those meetings when the School Board adjourns to a closed meeting as allowed by the Virginia Freedom of Information Act. When health, safety or emergency conditions exist that are not conducive to accommodating in person observation of School Board meetings, the Chair and the Superintendent or designees are authorized to determine other means by which the public may observe the meeting.

B. Closed Meetings

1. Authority/Attendees

The Code of Virginia permits closed meetings to discuss specific topics in private. Closed meetings must be convened by affirmative vote in open session of the majority of the School Board Members in attendance at the meeting. No vote may be taken in Closed Meetings. School Board Members may poll each other regarding the intent of the School Board to act but no action that requires a vote of the School Board may take place in closed session unless otherwise authorized by law. In open session immediately following any closed meeting, the School Board Members must certify by an affirmative vote that no matter was discussed in closed meeting that was not encompassed in the topics authorized in the motion to convene in closed meeting. Any School Board Member who believes that there was a departure from the requirements for closed session set forth in Virginia Code § 2.2-3712, as amended, shall so state prior to the vote, indicating the substance of the departure that, in the School Board Member's judgment, has taken place. The statement shall be recorded in the minutes of the School Board.

Closed meetings are attended by School Board Members. The School Board may invite persons to attend closed meetings to provide necessary information.

2. Minutes

The School Board Clerk or designee shall attend closed meetings (unless expressly excused) for the purpose of taking brief minutes. These minutes which shall be part of the School Board's official minutes shall include:

- a. Date, time and place of meeting.

- b. Record of all persons in attendance.
- c. Motion for Closed Meetings.
- d. Certification of Closed Meetings; and
- e. Any action taken.

Closed meetings shall not be recorded with the exception of student discipline hearings, employee discipline or license revocation hearings or other matters authorized by law.

3. Confidentiality of Closed Meeting items

School Board Members who access or discuss information or materials in preparation for or during closed meetings will maintain all such information in a confidential manner. School Board Members will not record or copy such confidential information. Unauthorized persons may not be provided access to confidential information. Personal notes taken while preparing for or attending closed meeting should be destroyed as soon as the closed session matters are concluded or should be turned over to the School Board Clerk or School Board Legal Counsel to maintain in a confidential manner and in accordance with applicable record keeping requirements. Failure to protect the confidentiality of closed session material or information may constitute sufficient reason to restrict that School Board Member from participating in future closed sessions or serving on School Board Committees that handle confidential items.

C. Electronic communication meetings during declared states of emergency

The School Board may meet by electronic communication means without a quorum of the School Board physically assembled at one location when the Governor or the City of Virginia Beach has declared a state of emergency and the following conditions are met:

1. the catastrophic nature of the declared state of emergency makes it impracticable or unsafe to assemble a quorum in a single location
2. the purpose of the meeting is to address the continuity of operations of the School Board and School Division or the discharge of the School Board's lawful purposes, duties, and responsibilities
3. under other conditions allowed by the Governor or the Virginia General Assembly and adopted by the School Board
4. The School Board must give public notice using the best available method given the nature of the emergency, which notice shall be given contemporaneously with the notice provided to School Board Members.
5. Agenda packets and all nonexempt materials should be available electronically or at all locations where public access will be provided and at the same time as the meeting

6. Arrangements must be made for the public to access the meeting through electronic means. When the School Board determines, or the Chair or designee determine (when there is insufficient time for the School Board to act) that in person observation is unreasonable or unsafe under the circumstances, the Superintendent or designee will arrange for electronic or, telephonic access for the public if reasonably possible or the meeting will be recorded and made available to review when such means are not available. Provide the public with the opportunity to comment at those meetings when public comment is customarily received.
7. The meeting minutes must state the nature of the emergency, the fact that the meeting was held by electronic communication means, and the type of electronic communication means by which the meeting was held.
8. Votes taken during any such meeting shall be recorded by the name in the roll-call fashion and included in the minutes.
9. School Board Committees may follow the same procedures for electronic meetings.
10. The Clerk of the School Board or designee will make a written report of such meeting as required by the Virginia Freedom of Information Act.

D. Remote location participation in meetings

School Board Members may participate in School Board Meetings or School Board Committee Meetings through electronic communication means from a remote location that is not open to the public under conditions set forth in this Bylaw. A vote to approve remote location participation is not required unless the conditions in Section D (1)(c) exist and are brought to the School Board or a Committee to vote to limit remote location participation.

1. Temporary or permanent disability or other medical condition that prevents physical attendance
 - a. On or before the day of a meeting, a School Board Member must notify the School Board Chair for School Board Meetings or the School Board Committee Chair for Committee Meetings that the School Board Member is unable to attend the meeting due to: i) a temporary or permanent disability or other medical condition that prevents the School Board Member's physical attendance; or ii) a medical condition of a member of the School Board Member's family requires the School Board Member to provide care that prevents the School Board Member's physical attendance.
 1. A "member of a School Board Member's family" will follow the definition of a family member set forth in Regulation 4-55.1, as amended, or the Family Medical Leave Act, as amended.

2. "Caregiver" means an adult who provides care for a person with a disability as defined in Code of Virginia § 51.5-40.1, as amended. A caregiver shall be either related by blood, marriage, or adoption to or be the legally appointed guardian of the person with a disability for whom the caregiver is caring.
- b. The Chair or designee will note during the meeting that the School Board Member is remotely participating due to a temporary or a permanent disability or other medical condition that prevents the School Board Member's physical attendance. The general location from which the School Board Member participates will be included in the meeting minutes, but the exact nature of the disability or medical condition does not need to be announced publicly or be included in the meeting minutes. For the purposes of determining whether a quorum is physically assembled, an individual member of the School Board, who is a person with a disability as defined in Code of Virginia § 51.5-40.1, as amended, and uses remote participation counts toward the quorum as if the School Board Member is physically present.
- c. A School Board Member's ability to remotely participate due to a temporary or permanent disability or other medical condition of the School Board Member or a family member will not be limited in number as long as such remote participation: i) does not create an unreasonable hardship for the School Board or the Committee to administer; ii) does not unreasonably interfere with the School Board's or the Committee's ability to conduct its business; and/or iii) the School Board Member can clearly be heard and/or seen through the method of remote participation throughout each meeting. Before limiting continued remote participation pursuant to this subsection, the School Board or the Committee members must vote to discontinue the remote participation.

2. Personal matter prevents physical attendance

- a. On or before the day of a meeting, a School Board Member must notify the School Board Chair (for School Board Meetings) or the School Board Committee Chair (for Committee meetings) that the School Board Member is unable to attend the meeting due to a personal matter and must identify with specificity the nature of the personal matter.
- b. The Chair will note during the meeting the specific nature of the personal matter and the remote location from which the School Board Member is participating.
- c. During a calendar year (January 1 – December 31), a School Board Member will be limited to remote participation for personal reasons to three meetings for School Board Meetings and three meetings each for

every School Board Committee that the School Board Member is assigned to serve on.

- d. Once a School Board Member has participated remotely three times that calendar year under this subsection, the Chair or designee will inform a School Board Member that no further remote participation will be allowed during the calendar year for personal reasons.
 - e. Committee Members should be consulted prior to rescheduling a meeting so that Committee Members have the opportunity to participate and do not have to use limited remote participation opportunities.
3. A School Board Member's remote location participation shall be counted separately for School Board Meetings and each School Board Committee meeting when considering limitations on use of remote location participation.
 4. In any meeting at which one or more School Board Members participates from a remote location: 1) a quorum of the School Board or the School Board Committee must physically assemble at the primary or central meeting location; and 2) the Chair or designee must make arrangements for the voice of the remote participant(s) to be heard by all persons at the primary or central meeting location. No more than two School Board Members can be in the same remote location during a meeting unless that remote location is open to the public to physically access it.
 5. The Chair or designee will determine the appropriate method, if reasonably available, for the School Board Member to remotely participate in a meeting.
 6. School Board Members may not participate from a remote location in any closed session meeting.
 7. Conditions regarding remote location participation may be suspended or modified in accordance with applicable School Board action or resolution, Governor's action, or Virginia General Assembly action.
 8. The electronic communications method used for a meeting will allow the public to hear all members of the public body participating in all virtual public meetings. A phone number or other live contact information is provided to alert the public if the audio or video transmission of the meeting fails, such contact number is monitored during the meeting, and the School Board or School Board Committee takes a recess until public access is restored if transmission fails for the public.

Legal Reference

Code of Virginia § 2.2-3700, *et seq.*, as amended. Virginia Freedom of Information Act.

Code of Virginia § 2.2-3708.2, as amended. Meetings held through electronic communications means during declared states of emergency.

Code of Virginia § 2.2-3708.3, as amended. Meetings held through electronic communications means; situations other than states of emergency.

Code of Virginia § 2.2-3712, as amended. Closed meeting procedures; certification of proceedings.

Related Links

School Board [Bylaw 1-28](#)

School Board [Regulation 4-55.1](#)

Adopted by School Board: July 21, 1992

Amended by School Board: September 5, 1995

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: May 14, 2002

Amended by School Board: December 2, 2008

Amended by School Board: September 1, 2015

Amended by School Board: August 2, 2016

Amended by School Board: August 25, 2020

Amended by School Board: January 12, 2021

Amended by School Board: February 23, 2021

Amended by School Board: September 28, 2021

Amended by School Board: December 13, 2022

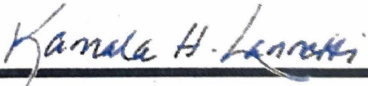
Amended by School Board: November 29, 2023

Amended by School Board: August 13, 2024

Amended by School Board: August 12, 2025

[Reviewed by School Board: 2026](#)

APPROVED AS TO
LEGAL SUFFICIENCY



SCHOOL BOARD BYLAWS

Annual Organizational Meeting

The first regular monthly meeting in January shall be the annual organizational meeting of the School Board at which time the Superintendent or designee shall act as Chair pro tem for the sole purpose of electing a School Board Chair.

The first order of business shall be the election of the School Board Chair. The new Chair shall then assume office and preside over the remainder of the meeting. The second order of business shall be the election of the Vice Chair and third order of business will be the appointment of the Clerk of the School Board and a Deputy Clerk empowered to act in all matters in case of the absence or inability to act of the Clerk.

The School Board shall then proceed to the Agenda set for the meeting.

Legal Reference

Code of Virginia § 22.1-72, as amended. Annual organizational meetings of school boards.

Code of Virginia § 22.1-76, as amended. Chairman; clerk; Vice Chairman; deputy clerk; terms; compensation and bonds of clerk and deputy clerk; officers ineligible to serve as clerk and deputy clerk; approval of division superintendent's designee.

Related Links

School Board Bylaws [Appendix B](#).

Adopted by School Board: July 21, 1992

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: December 2, 2008

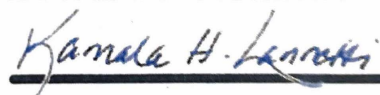
Amended by School Board: August 18, 2015

Amended by School Board: August 2, 2016

Amended by School Board: September 28, 2021

[Reviewed by School Board: 2026](#)

APPROVED AS TO
LEGAL SUFFICIENCY



School Board Standing Committee Procedures

A. Meetings Dates, Times, Locations and Notices

1. Meeting Dates, Times and Locations – Meetings of School Board Committees with three or more School Board Members should be compliant with the Virginia Freedom of Information Act (FOIA), as amended. When practicable for the Committee, an annual schedule of Committee Meetings should be set and published. When required by FOIA, members of the public should be able to observe the meeting and meeting locations must be open to the public with appropriate ADA access (unless the conditions for electronic or emergency meetings as set forth in Bylaw 1-36 or law exist).
2. Quorum – A quorum of the School Board Committee Members must be present in person at the meeting location for the meeting to proceed. Persons appointed to the Committee and who can vote on matters are to be counted to determine the quorum. Some Committees have non-School Board appointees who should be counted. Assigned staff and ex officio members do not have voting rights and do not count toward the quorum. School Board Members may participate remotely if Bylaw 1-36 procedures are followed and if a quorum of the Committee Members are present at the meeting location. During authorized electronic meetings, Committee Members do not need to be present in one location, but a quorum is still required to proceed with the meeting. School Board Members not appointed to a Committee who participate in meetings should not be counted toward the quorum unless they are substituting for an appointed Committee Member.
3. Public Notice of Meeting – School Board Committees with three or more School Board Members must comply with FOIA public notice requirements. Public notice of such Committee Meetings must be published publicly on the bulletin board at the School Administration Building and put on the School Division webpage where they are normally posted, or as otherwise required by FOIA. Staff should maintain evidence of the postings for one year after the meeting.
4. Posting to Committee Webpage
 - a. Staff should ensure that the School Board Committee webpage accurately and timely reflects the Meeting dates and time, public access instructions. The Department of Communications and Community Engagement requires seven days' notice to post onto the Committee webpage. Please note that ADA requirements apply to postings and staff should consult with Communications and Community Engagement Staff regarding such requirements.

- b. School Board ~~Standing c~~Committee meetings ~~may be~~ are not usually broadcast or done electronically unless circumstances exist that do not allow for this. ~~o do so. Posting a recording of a School Board Committee Meeting requires that either a transcript be included when the posting is published, or that closed caption be done at the time of the recording. VBTV can do closed captioning if meetings are done in School Board Chambers and broadcast on VBTV. Before posting a recording a Committee meeting, these conditions must be met. Student Discipline Committee Meetings will not be broadcast or done electronically for public viewing but may be otherwise recorded.~~
- 5. Electronic Meetings or Remote Participation – Electronic meetings and remote participation by Committee Members must be done in compliance with Bylaw 1-36. Different rules may apply during States of Emergency and staff and the Committee Chair should consult legal counsel. All Committee Members should be consulted before changing the date, time or location of a meeting so that Committee Members are not required to use limited remote participation opportunities to participate in a meeting that ~~was~~has been changed.
- 6. Public Access to Meetings – Meetings of three or more School Board Members are required to be open to the public. At least one door to the Committee Meeting room must remain open during the Meeting unless the Committee recesses into closed session. Staff should ensure that ADA accessibility conditions are met as well as any applicable health or safety requirements. Meetings conducted electronically must be open to the public to observe. Public comment is not taken at Committee Meetings unless required by the School Board.
- 7. Closed Session and Confidential Material
 - a. Closed Session – Committees may recess into closed session in accordance with FOIA exemptions from open meetings. Staff and the Chair should ensure that the Agenda sets forth the call for Closed Session and that appropriate Certification of Closed Session is completed. Staff should ensure that the Meeting room door is open during the Call and Vote into and out of Closed Session. Electronic or remote participation should not be used in Closed Session. Meeting Minutes should reflect the Call and vote for Closed Session, the persons participating in the Closed Session and the call and vote for Certification of Closed Session but not the discussions in Closed Session. All votes must be taken in open session.
 - b. Confidential Material – Material or discussions in Closed Session should remain confidential and should not be shared with unauthorized persons.

B. Meeting Agendas and Minutes

1. Drafting Agenda – The Committee Chair and the staff member should prepare the Meeting Agenda for review by the Chair before the next scheduled Meeting date.
2. Meeting Minutes – The staff member or assigned administrative staff will draft the Meeting Minutes. Meeting Minutes are not intended to be a transcript of the Committee Meeting. Meeting Minutes reflect compliance or variance with the Agenda, formal actions and votes taken by the Committee Members, and general discussion on the Agenda topics. Minutes should be sent to Committee Members three or more business days before the next Meeting. Committee Members should review Meeting Minutes and send corrections to the Chair prior to the Meeting. Meeting Minutes may be amended at the Meeting.

~~2-a. Student Discipline Committees are not required to maintain meeting minutes or have the Committee Members approve such minutes. However, Student Discipline Committee meeting agendas, closed session certification, and decisions of the Committee should be retained for each meeting. Notice of Student Discipline Committee Meetings will be available to the public however, agendas and agenda materials will not be made available.~~

3. Sending Out Agenda and Supporting Documents – Meeting Agendas should be sent to Committee Members three or more business days before the Meeting when reasonably possible. The Agenda should be made available to the public when made available to the Committee Members. At the direction of the Committee Chair, the Agenda should be posted to the Committee webpage. If not posted to the webpage, the Agenda should be made available to the public on request.

C. Annual Election of Chair

1. Annual Election of Committee Chair – at the first meeting in the new fiscal year (or at the first meeting when all Committee Members are present), when the Chair is removed from the committee, or after a new committee is created, a Committee Chair should be elected by the voting Committee Members. If the Committee Chair who was elected the prior year is still serving on the Committee, the Chair will conduct all meetings until a new Chair is elected. If the former Chair is not on the Committee in the new year, the senior most School Board Member on the Committee ~~or the School Board Chair in an ex-officio capacity~~ will conduct the meetings until a new Chair is elected. If there is no senior most School Board Member on the Committee or the senior most School Board Member is not available, then the School Board Chair or designee will conduct the meeting until a new Chair is elected.
2. Replacing Committee Members and/or Chair – If a School Board Member assigned to a Committee is no longer serving as a School Board Member, resigns from the Committee, or is otherwise not serving on the Committee, the Committee Chair or staff member should inform the School Board Chair to begin procedures to appoint another Committee Member. If the Committee Chair is no longer on the Committee, a new chair election should be held.

3. Duties of Chair – The Committee Chair is responsible for conducting the Committee Meetings, working with staff to determine Meeting dates and times, agendas and agenda materials. The Chair and staff liaison will maintain attendance rolls throughout the year for all Committee Members and will transmit such list to the School Board Chair each year for the purpose of planning for Committee assignments for the new year by May 1.

D. Other Matters

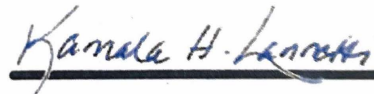
1. Reports to School Board – the Committee Chair may inform the School Board and the public of the work of the School Board during Committee, Organization and Board Items section of the School Board Meetings. If required by the School Board, the Committee Chair will formally report to the School Board the work or findings of the Committee.
2. Termination of Ad Hoc Committees – Chairs and staff should monitor the termination of the Committees authorization and ensure all Committee work is completed by the termination date. Any request to extend the term of the Committee should be placed on the School Board Agenda at least two regular School Board Meetings before the Committee termination date.
3. School Board Committees are not required to follow the agenda format or parliamentary procedures for regular School Board meetings but must comply with all applicable law such as the Freedom of Information Act.

Adopted by the School Board: June 22, 2021

Amended by School Board: September 28, 2021

Amended by School Board: 2026

APPROVED AS TO
LEGAL SUFFICIENCY



ADMINISTRATION

Outside Legal Counsel, Payment of employee's legal fees, settlement authority

A. Employment of Outside Counsel

1. Authority to Employ Outside Legal Counsel

- a. The School Board shall determine whether it is necessary and/or advisable that outside legal counsel (hereinafter "outside counsel") be employed to represent: i) the School Board; ii) an individual School Board Member; iii) the Superintendent; or iv) any School Division official, employee or agent; and only the School Board, or its duly authorized designee, shall be authorized to employ such counsel. Unless otherwise specifically directed by the School Board at the first meeting in July of each year or as otherwise specified, the School Board's duly authorized designee for legal matters shall be its in-house legal counsel. Under no circumstance shall outside counsel be employed unless the School Board or Chair~~man~~ has given prior approval of such employment. Outside counsel retained by the School Board's insurance carrier to represent the School Board or its officials, employees or agents do not require School Board approval.
- b. If an individual School Board Member or official desires to be represented by legal counsel pursuant to Virginia Code § 22.1-82, the School Board Member or official shall not directly employ such counsel, but shall request the School Board to employ such counsel on the School Board Member's his or her behalf. If the School Board does not authorize employment on behalf of the School Board Member or official, and legal representation is not provided under a School Board insurance policy, the School Board Member or official will be responsible for the employment and costs for retaining legal counsel.
- c. Notwithstanding the above, the Superintendent may employ outside counsel to represent the School Administration on employee grievances. Prior to employing such counsel, the Superintendent must: i) seek the advice and recommendations of the School Board's in house legal counsel concerning the specific attorney or law firm whose services should be employed; ii) consider the selection criteria set forth in subsection A(2) below; and iii) notify the School Board Chair~~man~~ of the his or her intent to employ such counsel. Additionally, the Superintendent must obtain the approval of the School Board prior to expending funds in excess of \$7,500 for outside legal counsel on any given employee grievance.

e.d. Retention and payment for outside legal counsel for those employees whose contracts require or allow for such retention and payment will be done in accordance with the contract terms.

~~d.e.~~ Prior to the employment of outside counsel pursuant to paragraph A(1)(a), (b) or (c) above, the School Board, its duly authorized designee, or the Superintendent, as applicable, shall contact the Department of Budget and Finance to determine whether sufficient funds are available for such employment.

2. Selection Criteria

In determining which outside counsel should be employed, the following criteria shall be considered:

a. The attorney's or law firm's ability, reputation and experience in the area of the legal services involved.;

b. The cost of legal services to be provided.;

~~e. Whether the attorney or firm has an office(s), or the attorney principally resides, in the South Hampton Roads area (i.e., the cities of Virginia Beach, Chesapeake, Norfolk, Portsmouth, and Suffolk). (It is the intent of the School Board that outside counsel will be employed from the South Hampton Roads area unless it determines, based upon the facts of a specific matter, that the employment of such counsel from out of the area would be in the best interest of the School Board and the School Division);~~

~~d.c.~~ Whether the attorney or firm currently represents, or has previously represented, a third party in legal action against the School Board. ~~or the City;~~

~~e.d.~~ Whether the attorney or firm currently has, or has previously had, any other type of involvement or connection with a third party who is, or has been, engaged in an adversarial relationship with the School Board. ~~or the City;~~

~~f.e.~~ Whether the attorney or firm is currently providing, or has previously provided, satisfactory services to the School Board. ~~or the City; and~~

~~g.f.~~ Whether the attorney is a member of the immediate family of a School Board Member, ~~a City Council Member,~~ the Superintendent, or a School Division administrator or employee, or whether the firm or the attorney employs a School Board Member, ~~a City Council Member,~~ the Superintendent, a School Division administrator or employee, or a member of any such individual's immediate family. A "member of the immediate family" shall be deemed to include a spouse, son, daughter, stepson, stepdaughter, father, mother,

stepfather, stepmother, grandfather, grandmother, sister, brother, stepsister, stepbrother, aunt, uncle, son-in-law, daughter-in-law, father-in-law, mother-in-law, sister-in-law or brother-in-law. (It is the intent of the School Board not to employ outside counsel having a relationship as described herein unless it determines, based upon the facts of a specific matter, that the employment of such counsel would be in the best interest of the School Board and the School Division.)

3. Direction and Reporting

- a. Outside counsel shall work at the direction of the School Board, or the School Board's duly authorized designee. The School Board's in house legal counsel is authorized to work with outside legal counsel regarding routine matters and will communicate with the School Board regarding the status of the legal matter. When the School Board's in house legal counsel has a conflict with the legal matter or is the subject of the legal matter, the School Board Chair will be the direct contact with the outside legal counsel.~~The School Board's duly authorized designee is authorized to agree to settlement, mediation, reconciliation or resolution terms for specific matters which do not amount to more than \$20,000 in settlement and costs for a specific matter and for which the School Board has been previously informed of the nature of the claim and authorized settlement as deemed appropriate under the circumstances.~~
- b. Outside counsel shall report directly to the School Board through its Chair~~man~~, or through the School Board's duly authorized designee; provided, however, that if outside counsel has been employed by the Superintendent pursuant to subsection A(1)(b) above, or has been employed by the School Board or its duly authorized designee to directly represent the Superintendent or an individual School Board Member, such outside counsel shall report to the Superintendent or the School Board Member, as applicable. Whenever outside counsel provides a report of its activities to the School Board or the School Board's duly authorized designee, such report shall be simultaneously made available to the Superintendent unless such counsel has been employed to represent the School Board in a matter against the Superintendent, or to represent an individual School Board Member.

B. Reimbursement of Employees' Legal Expenses

1. Employees may request that the School Board reimburse the employee the legal costs related to defending a criminal charge brought against the employee in the employee's capacity as a School Division employee as well as the legal costs to have such criminal charges expunged from the employee's criminal history record.

2. A request for reimbursement of such costs may be made after such charge is dismissed, "nolle prossed" or final verdict of "not guilty" is rendered. The employee may wait to submit a request for reimbursement until an expungement order has been issued.
3. A request for reimbursement of legal costs and/or the cost to expunge the employee's criminal record should be submitted to the Superintendent or designee. Included with the request for reimbursement should be the following:
 - a. Documentation to support that the employee was named as the defendant in a criminal case and that such criminal charges were brought against the employee in the employee's capacity as a School Division employee.†
 - b. The warrant, summons, indictment or other prosecution document with the charges.†
 - c. Documentation that: the employee was found not guilty; the charges or indictment was dismissed; the statute of limitations has expired on the charges; the charges were nolle prossed; or other evidence that the employee does not have criminal charges related to the warrant, summons or indictment.†
 - d. A court order expunging the employee's criminal history record of such charge(s) or indictment(s).
 - e. Evidence that the employee paid the legal fees, related costs, and/or expungement costs.
 - f. The Superintendent or designee or the School Board may request further documentation or evidence from the employee to support the request for reimbursement.
4. The Superintendent or designee will review the submitted documentation and make a written determination as to: a1) whether the charges arose out of the employee's position as a School Division employee; b2) whether the Superintendent or designee recommends that the School Board reimburse the employee as requested.
5. The Superintendent or designee will prepare the employee's request for reimbursement with supporting documentation for inclusion on a School Board Agenda.
6. It is in the sole discretion of the School Board whether to reimburse the legal fees, related expenses and expungement costs incurred by an employee. The School Board will not reimburse any such fees or expenses unless it deems them reasonable and determines that such reimbursement is in the best interest of the School Division. The School Board may consult with School Board legal counsel or the Superintendent or staff regarding the

reasonableness of any such requests for reimbursement or as to other matters related to the criminal charge(s) or indictment(s) or expunge process.

7. The School Board may waive any portion of the procedures set forth in this Section of the Policy.

C. Settlement authority

The School Division's Risk Manager or the Chief Finance Officer are authorized to settle negligence, personal injury, workers compensation claims, contract, intellectual property and other legal claims against the School Board, the School Division or its employees, officers or agents under the circumstances set forth below.

- 1. The settlement amount does not exceed \$50,000.**
- 2. The School Board's insurance carrier, and the School Board's in house legal, or outside legal counsel assigned to the matter, have reviewed and concurred regarding the settlement offer.**
- 3. The School Board and the Superintendent receive notice of the settlement within a reasonable period of time after the settlement is accepted.**

Legal Reference

Code of Virginia § 22.1-82, as amended. Employment of counsel to advise or defend school boards and officials; payment of costs, expenses and liabilities; consent of governing bodies required prior to institution of proceedings.

Code of Virginia § 22.1-128, as amended. Title to school board real estate.

Code of Virginia § 22-83, as amended. Payment of employees legal fees and expenses.

Code of Virginia § 2.2-4343, as amended. Exemption from operation of chapter for certain transactions.

School Board Bylaw 1-5, as amended. Legal Counsel.

Related Links

School Board [Bylaw 1-5](#)

Adopted by School Board: October 7, 1997

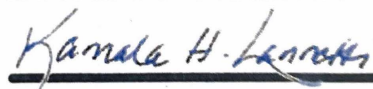
Amended by School Board: December 3, 2013

Amended by School Board: February 12, 2019

Amended by School Board: January 12, 2021

[Amended by School Board: 2026](#)

APPROVED AS TO
LEGAL SUFFICIENCY


Kamala H. Larrabee



Subject: Local Special Education Annual Plan Application and Report for VDOE **Item Number:** 13B

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

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Roni S. Myers-Daub, Ed.D., Executive Director of Programs for Exceptional Children

Presenter(s): Roni S. Myers-Daub, Ed.D., Executive Director of Programs for Exceptional Children

Recommendation:

That the School Board receive information regarding the 2026-27 Special Education Annual Plan/Part B Flow-Through Application.

Background Summary:

All school divisions are required to establish eligibility for funding under the Individuals with Disabilities Education Act (IDEA). As part of this, IDEA and the implementing federal and state regulations require that each local school division, in providing for the education of students with disabilities within its jurisdiction, have in effect policies and procedures that are consistent with the Virginia Department of Education's (VDOE) policies and procedures, which have been established in accordance with IDEA.

The proposed 2026-2027 Local Special Education Annual Plan maintains funding for personnel, professional development, and materials/equipment. Since the 2026-2027 allocation amounts have not been released by VDOE, the plan was prepared using level funding from the 2025-2026 award amount.

As required, the Local Special Education Annual Plan was reviewed with the Policy Review Subcommittee of the Special Education Advisory Committee (SEAC) in February and with the full SEAC during the March meeting. Once approved by the School Board, the school division must submit its application to the VDOE via the Online Management of Education Grant Awards (OMEGA) by May 8, 2026.

Source:

Individuals with Disabilities Education Improvement Act – 2004

Regulations Governing Special Education Programs for Children with Disabilities in Virginia – January 25, 2010

Budget Impact:

Approval of the Special Education Annual Plan/Part B Flow-Through Application by the School Board and the Virginia Department of Education is a prerequisite for the receipt of federal funds requested in the Part VI-B Flow-Through Application.

Next Steps:

2026-27 Special Education Annual Plan/Part B Flow-Through Application for consent at the March 24, 2026, School Board meeting.

2026-27 Special Education Annual Plan/Part B Flow-Through Application with action needed by May 8, 2026, for signature approval by Superintendent.

Welcome to the 2026-2027 Special Education Annual Plan/Part B Flow-Through Application.

Please Select your entity name

VA BEACH CITY PUBLIC SCHOOLS

NOTE: Must Enable Macros to Proceed.



**VIRGINIA DEPARTMENT OF EDUCATION
DEPARTMENT OF SPECIAL EDUCATION AND SPECIALIZED POPULATIONS**

**Local Special Education Annual Plan/Part B Flow-Through Application and Report
2026-2027**

Division and Contact Information - to be Completed by School Division

Division Applicant Name (Legal Name of Agency)	LEA	Questions regarding this plan should be directed to:
VA BEACH CITY PUBLIC SCHOOLS	Number	128 Roni Myers-Daub, Ed.D.
Mailing Address (Street, City or Town, Zip Code)	UEI	TSSMKRRRZTZ5
2512 George Mason Drive, Virginia Beach, VA 23456		

Phone (ext):	(757) 263-2400		Fax:	(757) 263-2067
	Numbers Only	Ext.		Numbers Only

Region: **2** Email: **roni.myers-daub@vbschools.com**

SUPERINTENDENT'S CERTIFICATION

For the purpose of implementing the provisions of the Individuals with Disabilities Education Improvement Act of 2004 (IDEA), I certify that throughout the period of the 2026-2027 grant award, this School Division will comply with the requirements outlined in each of the following:

- (1) Part B of IDEA, including the eligibility requirements of Section 613;
- (2) The IDEA federal implementing regulations, dated October 13, 2006, and revised April 9, 2007, and December 31, 2008, at 34 C.F.R. Part 300 et seq.; and
- (3) Virginia's "Regulations Governing Special Education Programs for Children with Disabilities in Virginia," at 8 VAC 20-81 et seq., effective January 25, 2010, and any revisions.

I certify that this school division has developed local policies and procedures for the provision of special education and related services, which are kept current, and which ensure compliance with the requirements of, and any revisions to the IDEA, its federal implementing regulations, and the Virginia Board of Education's regulations.

I certify that all students, including those who may be placed in regional programs by this agency, are afforded all assurances as delineated in this document.

Finally, I certify that this Annual Plan/Flow-Through Application for Part B Funds under the provisions of IDEA, was approved by the School Board on

March 24, 2026

Date

March 24, 2026

Date

Division Superintendent (Signature)

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

Typed Name

Annual Plan/Part B Flow-Through Application Policy Statements
(continued on next page)

This LEA assures that it has in effect policies, procedures, and programs which have been established and administered to comply with the IDEA, and its federal implementing regulations, including 34 CFR §§ 300.201-300.213, and which are consistent with the policies and procedures that VDOE has established in accordance with IDEA, and its federal implementing regulations, including 34 CFR §§ 300.101–300.163, and 300.165–300.174, to ensure each of the following:

- A free appropriate public education will be available for each child with disabilities, ages two to 21, inclusive.
- All children, ages two to 21, inclusive, residing in the LEA who have disabilities and need special education and related services, who have not been parentally-placed in a private or home school, are identified, located, evaluated, and placed in an appropriate educational program.
- An individualized education program (IEP) will be maintained for each child with a disability, as required.
- To the maximum extent appropriate, children with disabilities will be educated with children who are nondisabled in the Least Restrictive Environment.
- Children with disabilities and their parents or guardians are guaranteed procedural safeguards in the process of identification, evaluation, educational placement, or the provision of a free appropriate public education, including the right to access dispute resolution options.
- Surrogate parents will be appointed, when appropriate, to act as advocates to serve the education interest of children, ages two to 21, inclusive, who are suspected of being or are determined to be disabled.
- Testing and evaluative materials used for the purpose of classifying and placing children with disabilities are selected and administered so as not to be racially or culturally discriminatory.
- The confidentiality of personally identifiable information, that is collected, maintained, or used under IDEA, shall be protected.
- Children with disabilities, who are participating in Part C early intervention programs, and who will be participating
- All children, ages two to 21, inclusive, who have disabilities and need special education and related services, and who are parentally-placed in a private school or home school, that is located within the geographic boundaries of the LEA, are identified, located, evaluated and provided services, in accordance with the results of a timely and meaningful consultation process.
- Homeless children with disabilities will be served in accordance with the requirements of the *McKinney-Vento Homeless Assistance Act*.
- Special education and related service personnel, including paraprofessionals, are appropriately and adequately prepared and trained, and measurable steps will be taken to recruit, hire, train, and retain highly qualified personnel to provide special education and related services to children with disabilities.
- Valid and reliable data is submitted to the VDOE, as requested, including data regarding the performance goals and indicators established by the VDOE to determine the progress of children with disabilities, and the performance of the LEA toward targets outlined in Virginia's State Performance Plan.
- Policies and procedures will be in effect that are designed to prevent the inappropriate overidentification, underidentification, or disproportionate representation by race and ethnicity of children as children with disabilities, including children with disabilities with a particular impairment.

Annual Plan/Part B Flow-Through Application Policy Statements
(continued on next page)

- Children with disabilities are not required to obtain prescription medication as a condition of attending school, receiving an evaluation, or receiving special education and related services.
- Section 427 of the General Education Provisions Act (GEPA) applies to applicants for grant awards under this program. Please refer to the following link for more information. [20 U.S.C. 1228a](#)
- Children with disabilities are given the right to participate in the state assessment system.
- There will be ongoing parent consultation.
- Funding will be used to develop and implement coordinated early intervening educational services, as required.
- Children with disabilities who attend charter schools are provided services in the same manner as other children with disabilities who attend public schools.
- Instructional materials will be provided to children with a visual impairment or other print disabilities in a timely manner.
- Efforts will be made to cooperate with the United States Department of Education (USED) to ensure the linkage of records pertaining to migratory children with disabilities.
- All documents relating to the LEA's eligibility under IDEA will be made available to the public.

SUBMISSION STATEMENT (continued on next page)

Under the provisions of the Individuals with Disabilities Education Improvement Act of 2004 (IDEA), and its federal implementing regulations, at 34 C.F.R. Part 300 et seq., a local educational agency, that desires to receive funds under the Act, must provide the following assurances:

1. The local educational agency shall be responsible for (1) the control of funds provided under Part B of the Act; (2) title to property acquired with those funds; and (3) the local educational agency will administer such funds and property.
2. The local educational agency shall maintain records that show that where Part B funds are used to supplement existing services or to provide additional services to meet special needs, those services shall be at least comparable to services provided to other children with disabilities in the local educational agency with state and local funds.
3. The local educational agency application and all pertinent documents related to such application, including all evaluations and reports relative to the application, shall be made available for public inspection.
4. The local educational agency shall maintain records showing that Part B funds are used to supplement and, to the extent practicable, increase the level of state and local funds expended for the education of children with disabilities. Part B funds shall, in no case, be used to supplant local and state funds.
5. The funds provided under Part B of the Act shall be used to employ only those professional personnel who meet appropriate
6. The Virginia Department of Education assumes rights to all materials and/or products developed in this project, including equipment purchased with Part B funds.
7. No person shall, on the grounds of race, color, national origin, sex, disabling condition or age, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the applicant received financial assistance under the provisions of the Act.
8. The local educational agency shall provide students enrolled in private schools an opportunity to participate in programs funded through Part B of IDEA.
9. The local educational agency will ensure that projects involving construction, are consistent with overall State plans for the construction of school facilities. In developing plans for construction, due consideration will be given to excellence of architecture and design and to compliance with standards prescribed under Section 504 of the Rehabilitation Act of 1973 and subsequent amendments in order to ensure that facilities constructed with the use of Federal funds are accessible to, and usable by, individuals with disabilities.
10. The local educational agency has adopted effective procedures for acquiring and disseminating to teachers and administrators participating in Part B programs significant information from educational research, demonstrations, and similar projects, and for adopting, where appropriate, promising educational practices developed through such projects.
11. The local educational agency will ensure that none of the funds expended under Part B programs will be used to acquire equipment (including computer software) in any instance in which such acquisition results in a direct financial benefit to any organization representing the interests of the purchasing entity or its employees or any affiliate of such an organization.
12. Except when used to provide Comprehensive Coordinated Early Intervening Services or Coordinated Early Intervening Services, the local educational agency will ensure that funds expended under Part B of IDEA will only be used for the costs which are directly attributable to the education of children with disabilities, and which exceed the average annual per student expenditure during the preceding year as computed in accordance with 34 C.F.R. § 300.202, Appendix A of the IDEA federal implementing regulations, and as documented using the web-based application.

SUBMISSION STATEMENT (continued from previous page)

13. The local educational agency will ensure that funds expended under Part B of IDEA will not be used to reduce the level of expenditures made from local funds below the amount expended for the education of children with disabilities from state or local funds during the preceding fiscal year, in accordance with 34 C.F.R. §§ 300.203 to 300.205 of the IDEA federal implementing regulations, and as documented using the web-based application.
14. The school division will ensure that, in accordance with 34 C.F.R. § 300.133, and Appendix B of the IDEA federal implementing regulations, during the grant award period, a proportionate share of the school division's Section 611 subgrant will be set aside to be expended for children with disabilities, ages 3 through 21, who are parentally-placed in a private school within the school division, and a proportionate share of its Section 619 subgrant will be set aside to be expended for children with disabilities, ages 3 through 5, who are parentally-placed in a private school within the school division. This school division further assures that if it has not expended for equitable services all of its set-aside funds by the end of the fiscal year for which it was appropriated, the school division will obligate any remaining funds for one additional year to provide special education and related services to children with disabilities who are parentally placed in a private school within the school division. Actual proportionate set-aside amounts will be submitted using the web-based application.
15. The local educational agency shall maintain records demonstrating compliance with the provisions of IDEA and its federal implementing regulations, including each of the assurances outlined above, and afford the Virginia Department of Education access to those records that it may find necessary to ensure the correctness and verification of the information required under this Act.
16. The local educational agency certifies this application as a material representation of its compliance with the following provisions of Education Department General Administrative Regulations (EDGAR), as applicable: 34 CFR Part 82 § 82.110—New Restrictions on Lobbying; 34 CFR Part 85 § 85.105 and § 85.110—Governmentwide Debarment and Suspension (Nonprocurement); and 34 CFR Part 84 §§ 84.200 through 84.230, and 84.300 – "Governmentwide Requirements for Drug-Free Workplace" (Grants). In addition the LEA certifies this application complies with 2 CFR, Part 200 Uniform Guidance, as applicable.

**IDENTIFICATION OF BARRIERS AND DESCRIPTIONS OF
STEPS TO OVERCOME THEM IN ACCORDANCE
WITH PROVISIONS IN SECTION 427 OF
THE GENERAL EDUCATION PROVISIONS ACT**

Applicants for federal assistance are required under Section 427 of the *General Education Provisions Act* (GEPA), enacted as a part of the Improving America's Schools Act of 1994 (P.L. 103-382) to include in its application a description of the steps in addressing equity concerns and full participation of students, teachers and other program beneficiaries with special needs in designing their federally-assisted projects or activities. The legislation highlights six characteristics that describe broad categories of persons or groups that may more frequently encounter barriers to participation. The characteristics are: Gender, Race, National Origin, Color, Disability, and Age.

1. Describe how your entity's existing mission, policies, or commitments ensure equitable access to, and equitable participation in, the proposed project or activity.

Virginia Beach City Public Schools' (VBCPS) five-year strategic framework, Compass to 2030, is grounded in the division's shared commitment to empower every student to be future ready. The attributes outlined in the Future-Ready Profile are vital for preparing students not only for academic success but also for life beyond school, where adaptability, problem-solving, and the ability to work with diverse perspectives are key to thriving both personally and professionally. The framework also reaffirms the division's commitment to creating a safe and inclusive environment for all students.

Goals focus on supporting all students to gain the skills and attributes in the future-ready profile; enhance student well-being, responsibility, and resilience; value and invest in staff; partner with families and community; and advance organizational excellence. Each goal includes an equity emphasis.

Through our State Performance Plan (SPP) Indicator data collection, VBCPS reviews and monitors our progress toward achieving state standards.

2. Based on your proposed project or activity, what barriers may impede equitable access and participation of students, educators, or other beneficiaries?

While VBCPS identified no specific barriers, it continues to develop specific goals addressing the academic, behavioral, and social/emotional needs of students with disabilities; the performance of students with disabilities in the statewide assessment program; and the graduation rate of students with disabilities earning standard or advanced studies diplomas. VBCPS will continue to emphasize and review school-level data on the inclusion of students with disabilities in the least restrictive environment (LRE), both preschool and school age, to support their access to the general curriculum and an ability to earn these diploma options.

3. Based on the barriers identified, what steps will you take to address such barriers to equitable access and participation in the proposed project or activity?

VBCPS will continue to utilize funding to address the academic, behavioral, and social/emotional needs of students with disabilities and support access to the general education curriculum to achieve requirements of standard or advanced studies diplomas through specially designed instruction and the use of high leverage practices. VBCPS will continue to monitor division and school level data related to the LRE and graduation rates and focus professional learning in these areas, specifically looking at patterns of Level I & Level II services at the school level/grade level and the number of students receiving the majority of services in the self-contained setting. Schools will also continue to identify academic performance goals for students with disabilities in their continuous improvement plans.

4. What is your timeline, including targeted milestones, for addressing these identified barriers?

VBCPS will continue to review school-level LRE data to identify trends in individual buildings, as well as across each level (PK, elementary, middle, and high school). Quarterly assistant principal meetings will be held to review special education processes with new assistant principals and administrative assistants. VBCPS will continue to provide professional learning on de-escalation and verbal intervention for teachers and administrators throughout the school year. Additionally, all summer conferences (Summer Leadership Conference, Assistant Principal Conference, and Department of Teaching and Learning Conference) will include special education sessions specific to the needs of the staff group who will attend each conference. In the 2026-2027 school year, VBCPS will continue with professional learning on specially designed instruction, focusing on various staff groups (administrators, general educators, special educators, and teacher assistants).

VBPCS will continue to track SPP Indicator data yearly to determine if additional professional learning is needed in a particular area.

Notes:

1. Applicants are not required to have mission statements or policies that align with equity in order to submit an application.
2. Applicants may identify any barriers that may impede equitable access and participation in the proposed project or activity, including, but not limited to, barriers based on economic disadvantage, gender, race, ethnicity, color, national origin, disability, age, language, migrant status, rural status, homeless status or housing insecurity, pregnancy, parenting, or caregiving status, and sexual orientation.
3. Applicants may have already included some or all of this required information in the narrative sections of their applications or their State Plans. In responding to this requirement, for each question, applicants may provide a cross-reference to the section(s) and page number(s) in their applications or State Plans that includes the information responsive to that question on this form or may restate that information on this form.

2026-2027 SPECIAL EDUCATION IN LOCAL AND REGIONAL JAILS

Each local school division with a regional or local jail in its jurisdiction shall establish an interagency agreement with the sheriff or jail administrator responsible for the operation of the jail. The interagency agreement shall address staffing and security issues associated with the provision of special education and related services in the jail. It is suggested that you review your agreement annually.

Interagency Agreement

Name of Local or Regional Jail:

Virginia Beach Correctional Center (VBCC)

1. Is there a local or regional jail located within the geographic boundaries of your school division?

Yes

Please complete question 2

2. Has the interagency agreement between your school division and the jail been revised since the submission of your most recent annual plan?

No

Your existing Interagency Agreement will remain in effect until revisions are made, you do not need to submit it

[Instructions for Using drop box](#)

**REPORT ON IMPLEMENTATION
OF THE 2024-2025 ANNUAL PLAN**

Submit a report indicating the extent to which the annual plan for the 2024-2025 school year has been implemented (*Code of Virginia*, Section 22.1-215). (Maximum capacity of each text box is 975 characters.)

VBCPS utilized Title VI-B funds to implement the activities as described in the prior application for grant funds as approved by VDOE. Monies were used to employ teachers, teacher assistants, social workers, an interpreter specialist, behavior intervention specialists, an instructional specialist, and a family outreach representative. These individuals provided direct services and support to students with disabilities (SWDs) eligible for special education services and to SWDs eligible for related services under the Individual Service Plan (ISP) instruction to students parentally-placed in private schools when a Free Appropriate Public Education (FAPE) was not an issue.

Title VI-B funds were also used to send four (4) specialists, two (2) for assistive technology and two (2) for vision services, to the Assistive Technology Industry Association (ATIA) Conference to allow first hand experience with new technology and devices available. All expenses for this conference attendance were pre-approved prior to registration.

The Annual Plan for 2024-2025 in VBCPS was fully implemented as intended, submitted, and approved.

VBCPS utilized Part B, Section 619 funds to implement the activities as described in the prior application for grant funds as approved by VDOE. Monies were used to employ teachers and an instructional specialist. These individuals provided direct services and support to students in the Preschool Assessment Center to determine if the students are eligible for special education services. Monies were used to purchase two (2) printers for preschool classrooms (one per classroom for two classrooms) to print instructional materials, toner for existing printers for approximately 76 preschool classes, and forty (40) annual licenses for the TV Teacher handwriting program. Monies were also used to fund the attendance of six (6) preschool teachers at the Virginia Association for the Education of Young Children (VAAEYC) annual conference for professional development.

The Annual Plan for 2024-2025 in VBCPS was fully implemented as intended, submitted, and approved.

Maintenance of Effort

The Virginia Department of Education (VDOE) is required by federal regulation to ensure all school divisions in Virginia comply with §300.203 of the *Individuals with Disabilities Education Act* (IDEA), which mandates that school divisions meet a maintenance of effort (MOE) obligation. This regulation requires school divisions to spend at least the same amount from at least one of the following sources: (i) local funds; (ii) state plus local funds; (iii) local per capita; or (iv) state plus local per capita for a current school year on the delivery of special education and related services, as were spent for the most recent fiscal year (i.e., 2024-2025) for which the information is available, subject to the Subsequent Years rule.

34 CFR §300.203(a) requires that in order for an LEA to be eligible for an IDEA Part B subgrant for the upcoming fiscal year, the LEA must budget, in each subsequent year, at least the same amount that it actually spent for the education of children with disabilities in the most recent fiscal year for which information is available, subject to the Subsequent Years rule. When establishing eligibility, an LEA is **not** required to use the same method it used to meet compliance standard in the most recent fiscal year for which the information is available. An LEA can change methods to establish eligibility from one year to the next, as long as the division uses the same method for calculating the amount it spent in the comparison year for which it is establishing eligibility.

Provide the total local and the total state plus local expenditure budget and per capita amount for the school division's total special education program for the years designated below. The projected/estimated expenditure budget amounts provided must come from the division's 2026-2027 preliminary budget and must be reviewed and confirmed by the division's fiscal office.

Local		Local plus State	
School Year 2026-2027 (estimated/projected)		School Year 2026-2027 (estimated/projected)	
Dollar \$	119,537,397.98	Dollar \$	153,373,446.36
School Year 2026-2027 (estimated/projected)		School Year 2026-2027 (estimated/projected)	
Per Capita	13,124.44	Per Capita	16,839.42

If an LEA determines that the budget above did not meet the eligibility standard in any of the four methods for which the information is available, an LEA is allowed to consider Exceptions under §300.204 and Adjustments to MOE under §300.205 to the extent the information is available. These exceptions and adjustments must also be taken in the intervening year (i.e., SY2025-2026) and the LEA reasonably expects to take these exceptions and adjustments in the year it is budgeting (i.e., SY2026-2027). Please describe which allowable exceptions will be used and provide the corresponding dollar amount.

[MOE Procedures](#)

Exceptions not required for consideration.

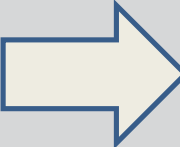
NOTE: The Dec. 1, 2025, Child Count totals should be used to compute the per capita amounts. The Child Count should be adjusted to exclude students funded through CSA. To confirm the CSA student count, please log into the Special Ed December 1 Membership Application and locate the Maintenance of Effort Report. Also, the budgeted amount must be based on the division's preliminary budget and must be within the same level of effort or higher amount to meet the MOE eligibility requirements by using either dollar or per capita amounts. Division's budgeting the same exact amount it spent in the comparable year (i.e., the year it met its MOE requirement) may be requested to provide additional documentation.

2026-2027 SPECIAL EDUCATION CCEIS/CEIS AND PROPORTIONATE SET ASIDE

Each local school division shall ensure Comprehensive Coordinated Early Intervening Services (CCEIS) and Coordinated Early Intervening Services (CEIS) and Proportionate Set-aside (PSA) requirements have been addressed.

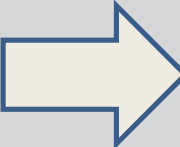
If your answer is "yes" to question 1A or 1B, the annual CCEIS/CEIS Plan will be required. Please provide a preliminary budget by object code below; budget must not exceed 15 percent of the Part B allocation used under the 611 and 619 sections of the application. The annual CEIS application will be requested to be completed in OMEGA at a later time.

1A Is your school division required to set aside 15 percent of Part B funds for Comprehensive Coordinated Early Intervening Services?



No

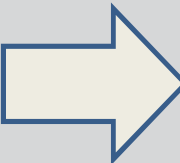
1B Is your school division voluntarily setting aside up to 15 percent of Part B funds for Coordinated Early Intervening Services?



No

For Additional Information Regarding "Allowable Expenditures":
[Comprehensive Coordinated Early Intervening Services](#)

2 Is your school division required to set aside funds for parentally-placed students in private schools or students identified during child find?



Yes

If no, explain why the division is not required and if yes, explain how funds will be used. The actual budget will be determined when the division submits its data in the Proportionate Set-Aside (spced-PSA) application. Amounts entered here are estimates.

Funds will be used to support direct speech/language (SLI) services for identified students. Direct services are those agreed upon through the collaborative consultation meeting which occurred on January 21, 2026. SLI services as noted in the Individual Service Plans (ISPs) for eligible students will continue in 2026-27. Object Code 5000 is for local travel reimbursement for the providers working 100% of their time with PSA students. Object Code 6000 for Section 611 and Section 619 is for set-aside funds that exceed required costs and will be used as in prior years to purchase materials for eligible home-schooled or parentally-placed SWDs and equipment that may be needed by the 100% providers. Materials purchased in prior years are consumable items such as testing/evaluation forms, art supplies, and instructional support materials. All equipment purchased for the 100% providers is barcoded and tracked by VBCPS for each provider.

Please explain how funds will be used and enter proposed budget amounts in PSA Columns below.

EXPENDITURE ACCOUNTS		OBJECT CODE	Section 611		Section 619	
			(D) CCEIS/CEIS	(E) Proportionate Set-Aside	(D) CCEIS/CEIS	(E) Proportionate Set-Aside
Personnel Services		1000		202,065.06		
Employee Benefits		2000		59,301.13		
Purchased Services		3000				
Internal Services		4000				
Other Services		5000		3,000.00		
Materials / Supplies		6000		60,000.00		9,468.09
Capital Outlay		8000				
TOTAL PROPOSED BUDGET			0.00	324,366.19	0.00	9,468.09

School Division:

VA BEACH CITY PUBLIC SCHOOLS

Division Number:

128

For additional instructions for completing this section of the Annual Plan/Part B Flow-Through Application, please review Section F of the "LEA Instructions" tab.

VIRGINIA DEPARTMENT OF EDUCATION
PART B, SECTION 611 (Flow-Through Funds)
GRANT PERIOD: JULY 1, 2026 - SEPTEMBER 30, 2028
Joint Applications Only!

For joint applications, please select the Fiscal Agent below, and provide the requested contact information. **If this is not a joint application move directly to the next section below.**

Fiscal Agent:

LEA Code:

Joint Application Project

Director:

Mailing Address of Project

Director:

Phone:

Email:

If this is a joint application and allocations are to be combined into a single award issued to the fiscal agent designated above, list participating LEAs and the amounts to be combined into a single award. Note: All participating agencies must still complete the remainder of this tab.

Participating Agency Name	Code Number	Amount Released
Total Amount to be issued to Fiscal Agent:		\$0.00

In narrative format, please provide a description and budget outline of all personnel (i.e., teachers, instructional assistants, administrators, clerical, support personnel, and others) to be supported in whole or in part with IDEA, Part B, Section 611 grant funds (with proposed amounts and FTEs).

For the 2026-27 annual plan, funds received will be used to continue the employment of the following personnel: special education teachers, including speech and language pathologists (approx. 118.7), special education teacher assistants (approx. 134), one (1) interpreter specialist, and one (1) Family Outreach Representative in the Parent Support and Information Center. Approximate cost of salaries, wages for substitutes, and benefits for staff employed 100% through the Title VI-B funds is included in the 1000 and 2000 lines of the budget as noted. Set-aside funds remain in Line 0000 until reimbursement is requested. Set-aside funds then will be moved to Lines 1000 and 2000 for speech/language therapy services to be provided through ISPs.

Federal verifications of the federally-funded staff are completed twice per year as required.

In a narrative format, please provide a detailed description and budget outline of all additional activities, goods and services to be supported with IDEA, Part B, Section 611 grant funds.

Professional development activities and Parent Support and Information Center (PSIC) activities will be supported through the Title VI-B as warranted.

Line 3000 will be used for the hotel and registration fees and the airline fares for four (4) specialists (two assistive technology and two visual) to attend an assistive technology conference. These fees are paid directly to the vendor.

Line 5000 will be used for Indirect Costs currently figured at 2.4% and for travel and per diem reimbursements paid directly to the specialists who attend the assistive technology conference.

Set-aside funds not used for speech/language therapy services will remain in Line 0000 and will be moved to Line 5000 for local travel reimbursement for the providers working 100% of their time with PSA students and to Line 6000 for consumable materials requested by private/home schools serving students with ISPs, as needed.

**Virginia Department of Education
SPECIAL EDUCATION FEDERAL PROGRAM
PROPOSED GRANT BUDGET**

Part B, Section 611, Flow-Through Funds (July 1, 2026-September 30, 2028)

Complete column C, by allocating **Proposed** grant funds to object code categories 1000 through 8000. A description of the object code categories is available on the VDOE's website. Refer to the instruction tab for the Web address. In determining appropriate assignment of items to object codes, applicants are strongly encouraged to consult with the individual(s) within the LEA who have responsibility for completing the Annual School Report – Financial Section.

List all equipment items costing five thousand dollars (\$5,000) or more and also list inventory items costing less than \$5,000 that will be tracked, including I-pads, computers, cameras, etc., to be purchased with grant funds, and provide information on proposed out-of-state/country travel to be supported with grant funds.

(A)	(B)	(C)	(D)	(E)	(F)
EXPENDITURE ACCOUNTS	OBJECT CODE	Budget	CEIS	Proportionate Set-aside	Total Budget
Personnel Services	1000	10,943,727.77	0.00	202,065.06	11,145,792.83
Employee Benefits	2000	4,668,648.02	0.00	59,301.13	4,727,949.15
Purchased Services	3000	7,000.00	0.00	0.00	7,000.00
Internal Services	4000		0.00	0.00	0.00
Other Services	5000	377,937.02	0.00	3,000.00	380,937.02
Materials / Supplies	6000		0.00	60,000.00	60,000.00
Capital Outlay	8000		0.00	0.00	0.00
TOTAL PROPOSED BUDGET		15,997,312.81	0.00	324,366.19	16,321,679.00

Proposed Equipment: List items costing \$5,000 or more. Also list inventory items costing less than \$5,000 that will be tracked, including I-pads, computers, cameras, etc.

None at this time.

Proposed Out-of State/Country Travel (destination, purpose, estimated cost, number of people):

Funds in 3000 and 5000 categories to support professional development (registration, travel, lodging, and meals) for approximately four (4) specialists to attend one out-of-state assistive technology conference in either Florida (ATIA Conference) or Minnesota (Closing the Gap Conference). These conferences provide hands-on opportunities for the specialists to test and evaluate advanced technology equipment to assist special needs students as well as provide CEUs.

For additional instructions for completing this section of the Annual Plan/Part B Flow-Through Application, please review Section F of the "LEA Instructions" tab.

VIRGINIA DEPARTMENT OF EDUCATION
PROPOSAL SUMMARY
PART B, SECTION 619 (EARLY CHILDHOOD SPECIAL EDUCATION GRANT)
GRANT PERIOD: JULY 1, 2026 – SEPTEMBER 30, 2028

ECSE Contact Person:	Racheal Curry
Title:	Early Childhood Special Education Teacher
Mailing Address:	641 Carriage Hill Road, Suite 200, Virginia Beach, VA 23452
Phone:	(757) 263-2800
Email:	racheal.curry@vbschools.com

Joint Applications Only!

For joint applications, please select the Fiscal Agent below, and provide the requested contact information.

If this is not a joint application move directly to the next section below.

Fiscal Agent:		LEA Code:	
Joint Application Project Director:			
Mailing Address of Project Director:			
Phone:			
E-mail:			

If this is a joint application and allocations are to be combined into a single award issued to the fiscal agent designated above, list participating LEAs and the amounts to be combined into a single award. Note: All participating agencies must still complete the remainder of this tab.

Participating Agency Name	Code Number	Amount Released
		\$0.00

PART B, SECTION 619 (EARLY CHILDHOOD SPECIAL EDUCATION GRANT)
GRANT PERIOD: JULY 1, 2026 – SEPTEMBER 30, 2028

In narrative format, please provide a description and budget outline of all personnel (i.e., teachers, instructional assistants, administrators, clerical, support personnel, and others) to be supported in whole or in part with IDEA, Part B, Section 619 grant funds (with proposed budget amounts and FTEs).

Early Childhood Section 619 funds for the 2026-27 period of the annual plan will be used to continue the employment of three (3) Early Childhood Special Education (ECSE) teachers and one (1) instructional specialist in the division's Preschool Assessment Center (PAC). Program support is offered in the division's diagnostic classroom as well.

Federal verifications of the federally-funded staff are completed twice per year as required.

In narrative format, please provide a detailed description and budget outline of all additional activities, goods and services to be supported with IDEA, Part B, Section 619 grant funds.

Remaining Part B, Section 619, Early Childhood Special Education funds will be used to meet the indirect costs of grant operation activities, professional development activities, as well as for the purchase of some materials and equipment required for students.

Line 3000 will be used for the hotel and registration fees for a small group of preschool teachers to attend the VAAEYC conference. These fees are paid directly to the vendor. As well as the purchase of up to 40 (forty) TV Teacher annual licenses.

Line 5000 will be used for Indirect Costs currently figured at 2.4% and for travel and per diem reimbursements paid directly to the preschool teachers who attend the VAAEYC conference.

Line 6000 for the equipment and materials/supplies will be used to cover the cost of two new printers to be placed in two separate preschool classrooms and toner for the year for the printers in all of the approximately 76 preschool classrooms. All printers are barcoded and tracked by VBCPS.

Set-aside funds remain in Line 0000 until reimbursement is requested. Set-aside funds then will be moved to Line 6000 for consumable materials requested by private/home schools serving preschool students with ISPs.

Virginia Department of Education
PART B, SECTION 619 (EARLY CHILDHOOD SPECIAL EDUCATION GRANT) APPLICATION
PROPOSED GRANT BUDGET
Part B, Section 619, Preschool Funds (July 1, 2026-September 30, 2028)

Complete column C by allocating **Proposed** grant funds to object code categories 1000 through 8000. A description of the object code categories is available on the VDOE's website. Refer to the instruction tab for the Web address. In determining appropriate assignment of items to object codes, applicants are strongly encouraged to consult with the individual(s) within the LEA who has responsibility for completing the Annual School Report – Financial Section.

List all equipment items costing \$5,000 or more, and also list inventory items costing less than \$5,000 that will be tracked, including iPads, computers, cameras, etc., to be purchased with grant funds, and provide information on proposed out-of-state/country travel to be supported with grant funds.

(A) EXPENDITURE ACCOUNTS	(B) OBJECT CODE	(C) Budget	(D) CEIS	(E) Proportionate Set-aside	(F) Total Budget
Personnel Services	1000	376,576.52	0.00	0.00	376,576.52
Employee Benefits	2000	128,246.75	0.00	0.00	128,246.75
Purchased Services	3000	2,400.00	0.00	0.00	2,400.00
Internal Services	4000		0.00	0.00	0.00
Other Services	5000	16,050.64	0.00	0.00	16,050.64
Materials / Supplies	6000	12,620.00	0.00	9,468.09	22,088.09
Capital Outlay	8000		0.00	0.00	0.00
TOTAL PROPOSED BUDGET		535,893.91	0.00	9,468.09	545,362.00

Proposed Equipment: List items costing \$5,000 or more. Also list inventory items costing less than \$5,000 that will be tracked, including I-pads, computers, cameras, etc.

Two (2) printers to be placed in two separate preschool classrooms (one printer per classroom).

Proposed Out-of State/Country Travel (destination, purpose, estimated cost, number of people):

Funds in 3000 and 5000 categories to support professional development (registration, lodging, and meals) within Virginia for approximately ten (10) ECSE teachers.



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SUBJECT TO CHANGE

2026-2027 Special Education Annual Plan/Part B Flow-Through Application and Report

School Board Information
Tuesday, March 10, 2026
Department of Teaching and Learning
Office of Programs for Exceptional Children

Annual Review

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SUBJECT TO CHANGE

Required by:

- Individuals with Disabilities Education Act of 2004 (IDEA 2004)
- VDOE *Regulations Governing Special Education Programs for Children with Disabilities in Virginia*

Reviewed by:

- Local special education advisory committee (SEAC)
- Local school board



Assurances



- A Free Appropriate Public Education (FAPE) will be available.
- An Individualized Education Program (IEP) will be maintained.
- Children with disabilities will be educated with children without disabilities to the maximum extent appropriate.
- Policies and procedures are designed and maintained to prevent over-identification, or disproportionate representation by race and ethnicity of children with disabilities.

Components of Application

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SUBJECT TO CHANGE



- **Local Jail Education Program (JEP)**

Special education services provided to incarcerated youth at the Virginia Beach Correctional Center

- **Maintenance of Effort (MOE)**

Same local/state levels of funding as the previous year

Components of Application

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SUBJECT TO CHANGE

- **Proportionate Set-Aside (PSA)**
 - *Proportionate amount of federal funds for students with disabilities in parentally-placed private schools or home-schooled*
- **Title VI-B Grant Funds**
 - *Personnel*
 - *Materials and supplies*
 - *Professional development*



2026-27 Proposed Part B Section 611 & 619 Budget

Category	Section 611 Budget	Section 619 Budget
Personnel Salaries	11,145,792.83	376,576.52
Fringe Benefits	4,727,949.15	128,246.75
Indirect Costs (administrative costs)	374,937.02	13,786.61
Professional Development/Travel	13,000.00	4,664.03
Materials/Supplies	60,000.00	22,088.09
Total	16,321,679.00	545,362.00

*9.5 positions (5.5 school social workers, 3 behavior intervention specialists, and 1 teacher assistant) will be removed from the 611 grant budget.

SEAC Review and Input

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SUBJECT TO CHANGE

Mrs. Meghan Ashburn
Chair

Special Education Advisory Committee (SEAC)



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SUBJECT TO CHANGE

2026-2027

Special Education Annual Plan/Part B Flow-Through Application and Report

School Board Information
Tuesday, March 10, 2026
Department of Teaching and Learning
Office of Programs for Exceptional Children



Subject: Special Elections **Item Number:** 13C

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

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

Prepared by: Thomas C. Shattuck, Director of Security and Emergency Management

Presenter(s): Thomas C. Shattuck, Director of Security and Emergency Management

Recommendation:

That the School Board receive information regarding the two upcoming special elections on March 17 and April 21, 2026.

Background Summary:

A special election will be held on March 17, 2026, in District 98 to fill the vacated house delegate seat.

A special election will be held on April 21, 2026, for the proposed constitutional amendment to allow the General Assembly to temporarily adopt new congressional districts.

Source:

Virginia Beach Code of Ordinances § 10-1. Elections
Code of Virginia § 24.2. Elections

Budget Impact:

No budget impact.

Next Steps:

TBD



Special Elections

Department of School Division Services
Office of Security and Emergency Management
School Board Meeting
March 10, 2026

March 17 Special Election

The City of Virginia Beach Voter Registration & Elections Office has set March 17 as the voting date to fill the vacancy in the 98th Virginia House District created by the passing of Delegate Barry Knight.

This special election will only be held in voting precincts found in Virginia's 98th House District.

Early voting for this upcoming special election began on March 6.

City of Virginia Beach Voter Registration & Elections Office, as authorized by City Ordinance 10-1, has identified the following **13** schools that will serve as polling locations for this special election.

VBCPS School Polling Locations-March 17

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SUBJECT TO CHANGE

SCHOOLS	PRECINCT NUMBER
Ocean Lakes Elementary School	3
Seatack Elementary School	30
Red Mill Elementary School	31
Kellam High School	35
Landstown High School	54
Ocean Lakes High School	63
Corporate Landing Middle School	70
W.T. Cooke Elementary School	72
Christopher Farms Elementary School	82
Strawbridge Elementary School	83
Three Oaks Elementary School	85
New Castle Elementary School	87
Corporate Landing Elementary School	95

Planned School Operations on March 17

VBPCS intends to continue in-person education for all students and staff at all 13 school polling locations.

The Department of School Leadership, the Department of Communications and Community Engagement, and the Office of Security and Emergency Management have already taken the following pro-active measures to ensure a safe and secure learning environment during this special election event:

- Provided information and guidance to school principals
- Conducted site assessments with principals to ensure separate voter entrances
- Prepared messaging for families and school staff
- Reviewed traffic, safety, and emergency operation plans
- Scheduled additional security staff to monitor the polling locations
- Coordinated with the Virginia Beach Police Department

April 21 Special Election

The City of Virginia Beach Voter Registration & Elections Office has set April 21 as the voting date for the proposed Virginia Constitutional amendment that seeks to adopt new congressional districts.

This special election is being held in all polling precincts throughout the Commonwealth of Virginia.

Early voting for this upcoming special election will likely begin in early April.

City of Virginia Beach Voter Registration & Elections Office, as authorized by City Ordinance 10-1, has identified the following 58 schools that will serve as polling locations for this special election.

VBCPS School Polling Locations- April 21 58 Schools

DRAFT COPY 6
SUBJECT TO CHANGE

2	Precinct 2	Virginia Beach Middle School
0003	Precinct 3	Ocean Lakes Elementary School
0006	Precinct 6	Alanton Elementary School
0012	Precinct 12	Lynnhaven Elementary School
0013	Precinct 13	Windsor Woods Elementary School
0014	Precinct 14	Malibu Elementary School
0016	Precinct 16	Old Donation School
0018	Precinct 18	Independence Middle School
0020	Precinct 20	Bayside Elementary School
0021	Precinct 21	Bettie F. Williams Elementary School
0022	Precinct 22	Point O' View Elementary School
0023	Precinct 23	Arrowhead Elementary School
0025	Precinct 25	Fairfield Elementary School
0027	Precinct 27	Kempsville Middle School
0028	Precinct 28	Thalia Elementary School
0029	Precinct 29	Holland Elementary School
0030	Precinct 30	Seatack Elementary School
0031	Precinct 31	Red Mill Elementary School
0035	Precinct 35	Kellam High School
0039	Precinct 39	Pembroke Elementary School
0041	Precinct 41	College Park Elementary School
0042	Precinct 42	Brandon Middle School
0043	Precinct 43	Salem Middle School
0044	Precinct 44	Centerville Elementary School
0045	Precinct 45	White Oaks Elementary School
0046	Precinct 46	Green Run Elementary School
0047	Precinct 47	King's Grant Elementary School
0049	Precinct 49	John B. Dey Elementary School
0053	Precinct 53	Kempsville Elementary School
0054	Precinct 54	Landstown High School
0058	Precinct 58	Glenwood Elementary School

0059	Precinct 59	Shelton Park Elementary School
0063	Precinct 63	Ocean Lakes High School
0064	Precinct 64	Rosemont Forest Elementary School
0068	Precinct 68	Providence Elementary School
0070	Precinct 70	Corporate Landing Middle School
0071	Precinct 71	Salem High School
0072	Precinct 72	W. T. Cooke Elementary School
0073	Precinct 73	Green Run High School
0077	Precinct 77	Plaza Annex
0078	Precinct 78	Indian Lakes Elementary School
0081	Precinct 81	Salem Elementary School
0082	Precinct 82	Christopher Farms Elementary School
0083	Precinct 83	Strawbridge Elementary School
0084	Precinct 84	Tallwood Elementary School
0085	Precinct 85	Three Oaks Elementary School
0087	Precinct 87	New Castle Elementary School
0091	Precinct 91	Larkspur Middle School
0094	Precinct 94	Plaza Middle School
0095	Precinct 95	Corporate Landing Elementary School
0098	Precinct 98	Windsor Oaks Elementary School
0099	Precinct 99	Parkway Elementary School
0101	Precinct 101	Luxford Elementary School
0102	Precinct 102	Diamond Springs Elementary School
0103	Precinct 103	Kempsville Meadows Elementary School
0104	Precinct 104	Woodstock Elementary School
0105	Precinct 105	Pembroke Meadows Elementary School
0107	Precinct 107	Linkhorn Park Elementary School

Planned School Operations on April 21

Due to the large expected voter turnout and the considerable number of school polling locations, VBCPS recommends transitioning to synchronous learning for all schools during the special election on April 21.

Synchronous learning is instruction that occurs in real time with teachers in their classrooms, and students at home, engaging simultaneously through live virtual platforms like Google Meet.

Questions?



Subject: Update on City Curfew **Item Number:** 13D

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

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

Prepared by: Thomas C. Shattuck, Director of Security and Emergency Management

Presenter(s): Thomas C. Shattuck, Director of Security and Emergency Management

Recommendation:

That the School Board receive information regarding the new curfew for those under the age of 18 beginning March 19, 2026.

Background Summary:

Virginia Beach City Council voted Feb. 24, 2026, to change the curfew hours.

Source:

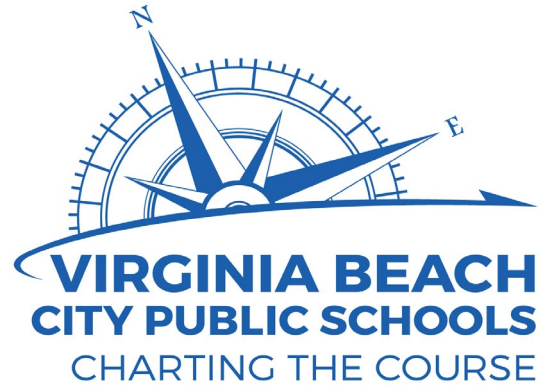
Virginia Beach Code of Ordinances § 23-2. Curfew for minors.

Budget Impact:

No budget impact.

Next Steps:

TBD



Update on City Curfew

Department of School Division Services
Office of Security and Emergency Management
School Board Meeting
March 10, 2026

Virginia Beach City Ordinance 23-2 - Curfew for Minors

The City of Virginia Beach has adjusted the curfew for minors, moving the start time from 11 p.m. to **10 p.m.** for individuals **under 18**. The curfew continues through **5 a.m.**

Exceptions

- Any emergency errand reasonably necessary to safeguard life, limb or property.
- Lawful employment, including going directly from the minor's residence to the place of such employment or returning directly from the place of such employment to the minor's residence.
- Attendance at a specified engagement or performance, attendance at religious services or participation in any assembly or expressive activity protected by the First Amendment of the United States Constitution; ***provided that the minor shall have in his possession written permission including the signature, address and telephone number of a parent, guardian or other adult person having care, custody or control of such minor to attend such activity or event, and shall return directly to his residence upon conclusion.***
- Interstate travel through, beginning, or terminating in the City of Virginia Beach.

Possible Outcomes for Curfew Violations

A minor out past curfew without an exception may be:

- Provided a verbal warning or issued a citation (Class 4 misdemeanor).
- Taken to a designated pickup location.
- Taken to a nonsecure, state-certified crisis center or juvenile shelter if deemed in the minor's best interest.
- Taken to the juvenile intake division for further processing under Virginia law.
- If a minor is out after 10 p.m., several City facilities have been identified as pickup locations for parents and guardians throughout the city.

Questions?



Subject: Religious Exemption **Item Number:** 15A

Section: Consent **Date:** March 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-26-18 and RE-26-19.

Background Summary:

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

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

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

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

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

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

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

Source:

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

Budget Impact:

None

Next Steps:

The School Board approves the Religious Exemptions.



Subject: Personnel Report **Item Number:** 16A

Section: Action **Date:** March 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 March 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
March 10, 2026
2025-2026 SY

<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	Bayside	3/2/2026	Erika Grant	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	2/18/2026	Stephanie L Baker	Kindergarten Assistant	Elon College, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	2/25/2026	Julia N Garrison	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	2/26/2026	Stephanie P Harper	School Office Associate II	not applicable	Coastal Counseling Center, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	John B. Dey	2/18/2026	Mackenzie N Greene	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	2/25/2026	Patricia A Phelps	Pre-Kindergarten Teacher Assistant	James Madison University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Lynnhaven	2/17/2026	Madisyn E Burrus	Kindergarten Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Lynnhaven	2/18/2026	Kayla Castellano	School Nurse	Chamberlain University, IL	Sentara Obici Hospital, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	2/25/2026	Dan P Miranda	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	2/25/2026	Suzanne G Phillips	Clinic Assistant	Pensacola State College, FL	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	North Landing	2/25/2026	Shey Smith	Special Education Assistant	Trinity Lutheran College, WA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Princess Anne	2/25/2026	Allison Poillon	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	3/2/2026	John R Harris	Custodian II Head Night	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	2/25/2026	Ashley Holloway	School Office Associate II	ECPI University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	2/25/2026	Pia A Rogers	Special Education Assistant	Thomas Edison State College, NJ	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	2/25/2026	Sean Ford	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	2/23/2026	Stephanie M McNeal	Cafeteria Assistant, 5.0 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	2/18/2026	Edward C Rosete	Custodian III Head Night	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	3/2/2026	Erin L McGrath	School Administrative Associate I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Cox	3/2/2026	Mark A Coaquette	Custodian I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	2/25/2026	Hope S Moore	Custodian I	not applicable	City of Chesapeake
Assigned to Unified Salary Scale	Appointments - High School	Green Run	2/18/2026	Keith J Saunders	Distance Learning Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	2/25/2026	Christopher S Mercer	Custodian I	not applicable	One Strand Cleaning, VA
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	2/25/2026	Jaycee Ruberti	ISS Coordinator	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	2/20/2026	Lucille Rang	Assistant Cafeteria Manager	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	2/25/2026	Bruce A Barbeau	Carpentry Craftsman II	not applicable	Ladybug Concrete, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	3/2/2026	Elizabeth Griffith	Behavior Intervention Specialist	Morehead State University, KY	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/18/2026	Ammie Carr	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	2/18/2026	Isiah Couch	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Arrowhead	2/13/2026	Genara F Gutierrez	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Arrowhead	2/20/2026	Brendon L Parker	Physical Education Assistant, .500 (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Cooke	2/17/2026	Brandon S Pierce	Cafeteria Assistant, 5.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kingston	2/20/2026	Deon F Jones	Custodian II Head Night (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Providence	2/26/2026	Chris S Smith-Owens	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Seatack	3/6/2026	Bryan J Brown	Physical Education Assistant (continuing education)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Seatack	5/8/2026	David M Brewer	Cafeteria Assistant, 5.0 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	4/17/2026	Shelbi D Tassin	Special Education Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	2/24/2026	Siham Lotfi	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	3/3/2026	Adenna Gibson	School Office Associate II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Corporate Landing	2/13/2026	LadyAshley Steele	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Independence	2/25/2026	Alexis Madsen	Cafeteria Assistant, 5.0 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Independence	3/4/2026	Isabelle M Leske	Distance Learning Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	3/3/2026	Natalie Ramcharan-Stewart	Cafeteria Assistant, 6.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Landstown	2/20/2026	Meredith J Martin	Security Assistant (continuing education)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Lynnhaven	2/27/2026	Dolores R Macias	Cafeteria Assistant, 5.0 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	6/30/2026	Renee Chivers	School Office Associate II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	2/6/2026	Melinda S Macner	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	3/6/2026	Raymond L VanNostrand	School Security Officer II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	3/13/2026	Kristen Lockwood	Cafeteria Assistant, 5.0 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Consolidated Benefits	3/4/2026	Heather L Castles	Benefits Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Custodial and Distribution Services	3/13/2026	Thomas L King	Custodian IV (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	2/9/2026	Nikki Hearvey	Bus Driver, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	2/27/2026	Mary E Munson	Bus Driver, 6.5 Hours (personal reasons)	not applicable	not applicable

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

<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	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	3/6/2026	Yania B Droz	Bus Driver, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	4/2/2026	Michele A Wyland	Bus Driver, 6.5 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Cooke	6/30/2026	Carol Guido	Library/Media Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Red Mill	6/30/2026	Sharon D Benzel	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Red Mill	6/30/2026	Barbara K Klercker	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Windsor Woods	6/30/2026	Dana D Maurice	General Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Bayside	6/30/2026	Joy Zhang	Cafeteria Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Larkspur	6/30/2026	Donna Williams	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Princess Anne	6/30/2026	Jo A Aiken	ISS Coordinator	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Ocean Lakes	2/27/2026	Dixie L Glover	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Salem	6/30/2026	Robert L Toran	School Counseling Department Chair	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	2/11/2026	Jeanne R Morrison	Bus Driver	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Robin L Holliday	Bus Driver - Special Ed, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Constance B Howard	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Theresa L Johnson	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Miscellaneous	Department of School Division Services	6/30/2026	John D Freeman	Chief Operations Officer	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	3/2/2026	Keani N Washington	School Counselor	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	2/25/2026	Charmein T Harris	School Counselor	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	2/18/2026	Anna Boring	Science Teacher	University of South Carolina Columbia, SC	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	2/24/2026	Logan K Fike	Eighth Grade Teacher	Michigan Technological University, MI	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2026	Claire Armstrong	Second Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bayside	6/30/2026	Keagan D Schwab	Third Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Centerville	6/30/2026	Amanda E Rambali	Kindergarten Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Malibu	6/30/2026	Carsyn A Rachuta	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke Meadows	6/30/2026	Melissa Lee	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Nicole A Bakken	Second Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Erica Zeamer	Fifth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Providence	6/30/2026	Molly K Robinson-Dail	First Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	6/30/2026	Greta M Lundquist	First Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2026	Karlyn M Harwood	Third Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2026	Hannah N Hopkins	Second Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2026	Jennifer P Pawlenko	Second Grade Teacher (continuing education)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2026	Kathy M Reaves	Literacy Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	2/26/2026	Ricardo R Fuciarelli	Health & Physical Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Plaza	6/30/2026	McKenna Davidson	Eighth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Princess Anne	6/30/2026	Sara D Lemm	Eighth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2026	Marcelle Foucre	Science Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2026	Madison Babb	English Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2026	Heath Northam	English Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	6/30/2026	Rhiannon K Houser	Family & Consumer Science Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bettie F. Williams	6/30/2026	Donna D Harris	Fourth Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Bettie F. Williams	9/30/2026	Monette D Huffman	Fourth Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Brookwood	6/30/2026	Rebecca W Young	Fifth Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Fairfield	6/30/2026	Susan S Clements	Kindergarten Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Holland	6/30/2026	Susann M Daugherty	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Kempsville Meadows	6/30/2026	Anne E Baron	Reading Specialist	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Landstown	6/30/2026	Deborah C Edwards	Second Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Pembroke	6/30/2026	Susan M Hughes	First Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Point O'View	6/30/2026	Anita H Duke	Second Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Point O'View	6/30/2026	Patricia K Fesser	Second Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Point O'View	6/30/2026	Karen D Tyree	Second Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Red Mill	6/30/2026	Jennifer T Marshall	Library Media Specialist	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Thoroughgood	6/30/2026	Lisa D Zebley	Kindergarten Teacher	not applicable	not applicable

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

<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 Instructional Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2026	Shari L Routley	Seventh Grade Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Independence	6/30/2026	Kimberly M McCullough	Sixth Grade Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Kempsville	6/30/2026	Wendy Malone-Fulton	Special Education Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Larkspur	2/27/2026	Christina M Frierman	Reading Specialist		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Lynnhaven	6/30/2026	Debra E Jones	Sixth Grade Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Princess Anne	6/30/2026	Debra L Helmke	Eighth Grade Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Salem	6/30/2026	Lisa S Hess	Teen Living Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Green Run	6/30/2026	William B Dalton	Business Education Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kellam	6/30/2026	Jeffrey C Christman	Social Studies Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kellam	6/30/2026	Robin L Hoffman	English Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Landstown	3/31/2026	Victoria L Graybeal	Special Education Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Ocean Lakes	6/30/2026	Lisa L Anderson	Mathematics Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Ocean Lakes	6/30/2026	Karen M Simmons	Family & Consumer Science Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Princess Anne	6/30/2026	Monica L Lang	Math Coach		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Renaissance Academy	6/30/2026	Joy L Simone	Mathematics Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Tallwood	6/30/2026	David R Baumer	Science Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Tallwood	6/30/2026	Lisa A Walborn	French Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Department of Teaching and Learning	6/30/2026	Elvia S Vazquez	Pre-Kindergarten Resource Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Technical and Career Education Center	6/30/2026	Larry Hinson Jr	Trade & Industrial Teacher		not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Thalia	1/16/2026	Lindsey Thompson	Special Education Teacher		not applicable	not applicable
Administrative	Appointments - Miscellaneous	Office of Maintenance Services	3/10/2026	Jason Mocar	Director Maintenance Services		Salisbury University, MD	Salisbury University, MD
Administrative	Appointments - Miscellaneous	Office of Security and Emergency Management	3/10/2026	Joseph Varbero	Coord Security and Emergency Management		Troy University, AL	City of Virginia Beach, VA



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

Section: Closed Session **Date:** March 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 1, 7, and 8 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.
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. Employee Grievance
- 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.