



VIRGINIA BEACH CITY PUBLIC SCHOOLS  
CHARTING THE COURSE

School Board Services

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At-Large  
  
Melinda J. Rogers  
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Donald E. Robertson Jr., Ph.D., Superintendent

**School Board Regular Meeting Proposed Agenda**  
**Tuesday, March 24, 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](https://schoolboard.vbschools.com/meetings/live), broadcast on VBTV Channel 47, and on Zoom through the link below.

Attendee link: <https://us02web.zoom.us/join/901BKShSfKymBhhV1qBeQ> Call-in (301) 715-8592 ID 876 4925 2216

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](mailto: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 23, 2026.

1. **Administrative, Informal, and Workshop ..... 4:00 p.m.**
  - A. School Board Administrative Matters and Reports
  - B. Summer Learning Opportunities Update
  - C. SB Meetings Fourth Quarter Forecast (April, May, June) 2026
2. **Closed Session (as needed)**
3. **School Board Recess..... 5:30 p.m.**
4. **Formal Meeting (School Administration Building #6 – School Board Room) ..... 6:00 p.m.**
5. **Call to Order and Roll Call**
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
  - A. VHSL Girls Swim and Dive: Team and Individual State Champions – First Colonial High School
  - B. VHSL Boys Swim and Dive: Team and Individual State Champions – First Colonial High School
  - C. VHSL Gymnastics: Team and Individual State Champions – Kempsville High School
  - D. VHSL Wrestling: Team and Individual State Champions – Cox High School
  - E. VHSL Gymnastics Individual State Champion – Kellam High School
  - F. VHSL Wrestling Individual State Champion – Kellam High School
  - G. VHSL Wrestling: Individual State Champion – Green Run High School
  - H. VHSL Wrestling: Individual State Champion – Ocean Lakes High School
  - I. VHSL Wrestling: Individual State Champions – Tallwood High School
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. March 3, 2026 Special School Board Meeting
  - B. March 10, 2026 Regular School Board Meeting



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

The School Board will hear public comments at the March 24, 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 24, 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 24, 2026. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.

**12. Information Presentations added 03/23/2026 for items A and B**

- A. FY 2026/2027 Operating Budget and FY 2026/27 – FY 2031/32 Capital Improvement Program Adoption
- B. Calendar Adjustments for Quarter 4

**13. Return to public comments if needed**

**14. Consent Agenda**

- 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. Pembroke Elementary School ADA Courtyard Renovations

**15. Action**

- A. Personnel Report / Administrative Appointments **Updated 03/26/2026**
- B. FY 2026/2027 Operating Budget and FY 2026/27 – FY 2031/32 Capital Improvement Program Adoption
- C. Calendar Adjustments for Quarter 4

**16. Committee, Organization or Board Reports**

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

**18. Adjournment**



Subject: Summer Learning Opportunities Update Item Number: 1B

Section: Workshop Date: March 24, 2026

Senior Staff: Matthew Delaney, Chief Academic Officer

Prepared by: Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning  
Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Presenter(s): Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning  
Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

**Recommendation:**

That the School Board receive an update of the 2026 summer learning experiences implemented in elementary and secondary to provide students with a strong instructional foundation for the upcoming school year.

**Background Summary:**

The School Board receive a summary of the learning opportunities Virginia Beach City Public Schools will offer throughout the summer.

**Source:**

N/A

**Budget Impact:**

Local budget due to the sunseting of All In grant funds.

**Next Steps:**

Implementation of summer learning opportunities throughout the summer.

# 2026 Summer Learning Opportunities



Department of Teaching and Learning  
Tuesday, March 24, 2026

# Overview of Summer Learning Programming 2026

## Elementary

- Boost Opportunities
- Summer Learning Camp
- **Expanded** “Ready, Set, Kindergarten!”
- ESY
- **New** Structured Boost Opportunities

## Secondary

- Boost Opportunities
- “Step Up”
- Repeat Courses
- SOL Fast Track
- ESY

# Summer Support for All Families



<https://www.vbschools.com/academics/summerschool>



## Elementary

## Secondary



The Department of Teaching and Learning, in partnership with division teachers and instructional technology specialists, will be offering a summer learning opportunity to all pre-kindergarten through fifth-grade students who were enrolled in Virginia Beach City Public Schools (VBCPS) during the 2025-26 school year!

The school division's 2026 Summer School programming will offer opportunities for elementary, middle and high school levels. Summer school opportunities are for students whose parents/guardians are residents of Virginia Beach. The summer school opportunities for Summer 2026 will be different based upon the level and/or option chosen. Please select a level below for information on the school division's 2026 Summer School opportunities.



# Elementary Summer Learning Opportunities

July 1-August 15 (Optional)  
Updated Summer Learning  
Boost Site

**Language Arts**  
[Family Message \(English\)](#)  
[Family Message \(Spanish\)](#)

K

**Math**  
[Family Message \(English\)](#)  
[Family Message \(Spanish\)](#)

Let's Learn Language Arts

  
Week 1

  
Week 2

  
Week 3

  
Week 4

Let's Learn Math

  
Week 1

  
Week 2

  
Week 3

  
Week 4

YOU'RE IT!

## Step 3: Show What You Know

**Part 1**

Grab a handful of coins, legos, or any other small object you have available. Count and write how many you have on a piece of paper.

Grab another handful. Do you think you have more, fewer, or the same as your first handful? Count them and explain to a family member how you can compare the sets using the terms *more*, *fewer* or the *same as* (equal to).

**More Than**

□□  
○○○○○

more ○ than □




**Fewer Than**




□□  
○○○○○

fewer □ than ○

**Part 2**

Explain to a family member or friend how you can compare the butterflies and frogs using the terms *more*, *fewer*, or the *same as* (equal to).

[CLICK HERE TO RETURN](#)

## Step 3: Show What You Know

Your Turn

1. Read or listen to a story.
2. Retell the story to an adult.
3. Draw pictures of the beginning, middle and end of the story.
4. Click the organizer on the right to download it and use it with any literary story.

Read

Learning Targets

★ I can retell a story in order using beginning, middle and end.

[CLICK HERE TO GO BACK](#)

# Elementary Summer Learning Opportunities Information



## July 6-29 (Invitation)

Structured Summer Learning Boost for select students

- Access to Chromebook
- Weekly emails
- Office hours
- Feedback



# Elementary Summer Learning Opportunities

**July 6-29** **cont.**

Summer Learning Camp at select sites



# Title I Elementary Summer Learning Opportunities

**July 6-29**

Summer Learning Camp  
for Pre-K thru 4th grade students

**August 10-13**

“Ready, Set, Kindergarten!” Camp  
for rising K students (8 sites)

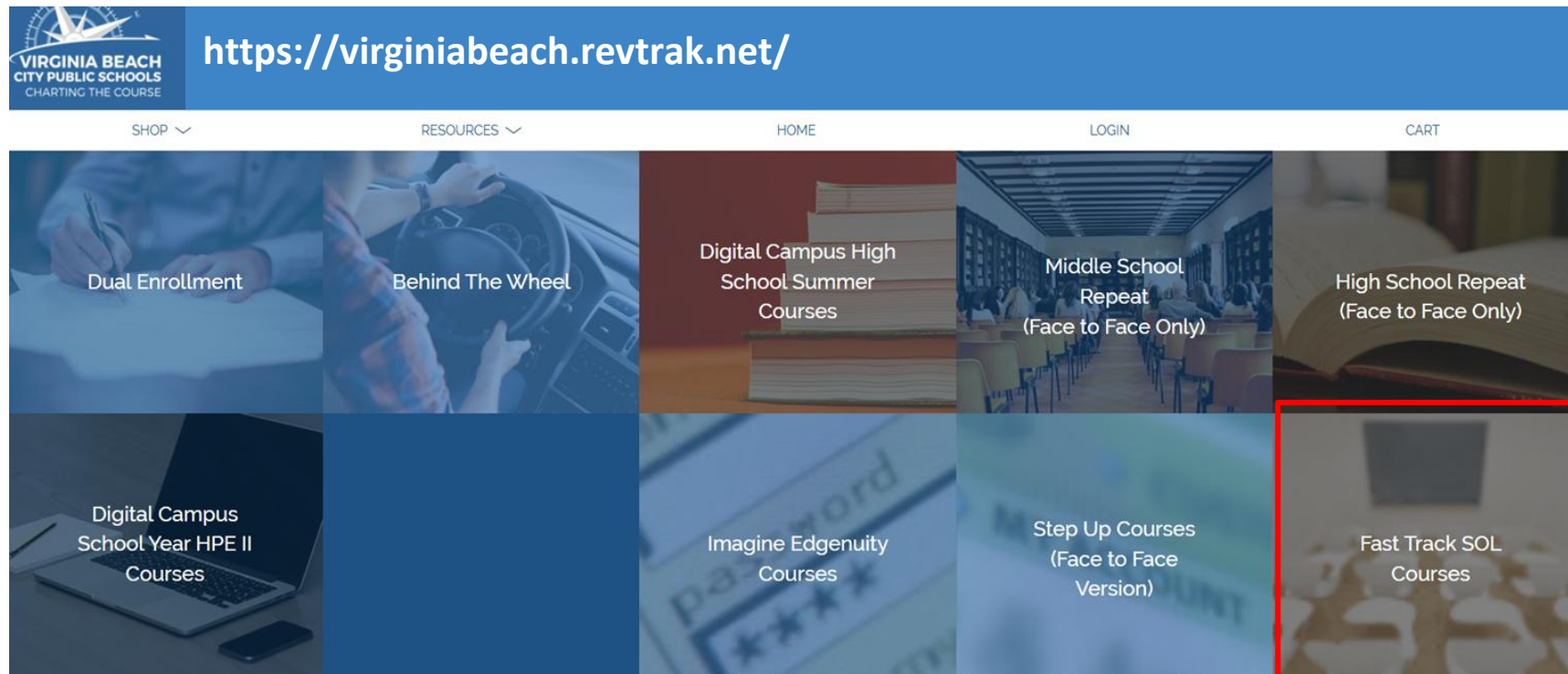


# Secondary Summer Learning Opportunities

## July 6-July 30 SOL Fast Track Tutoring

- English, mathematics, science, history/social science/financial literacy
- Held at high school host sites

**Registration Opens May 4-June 17**

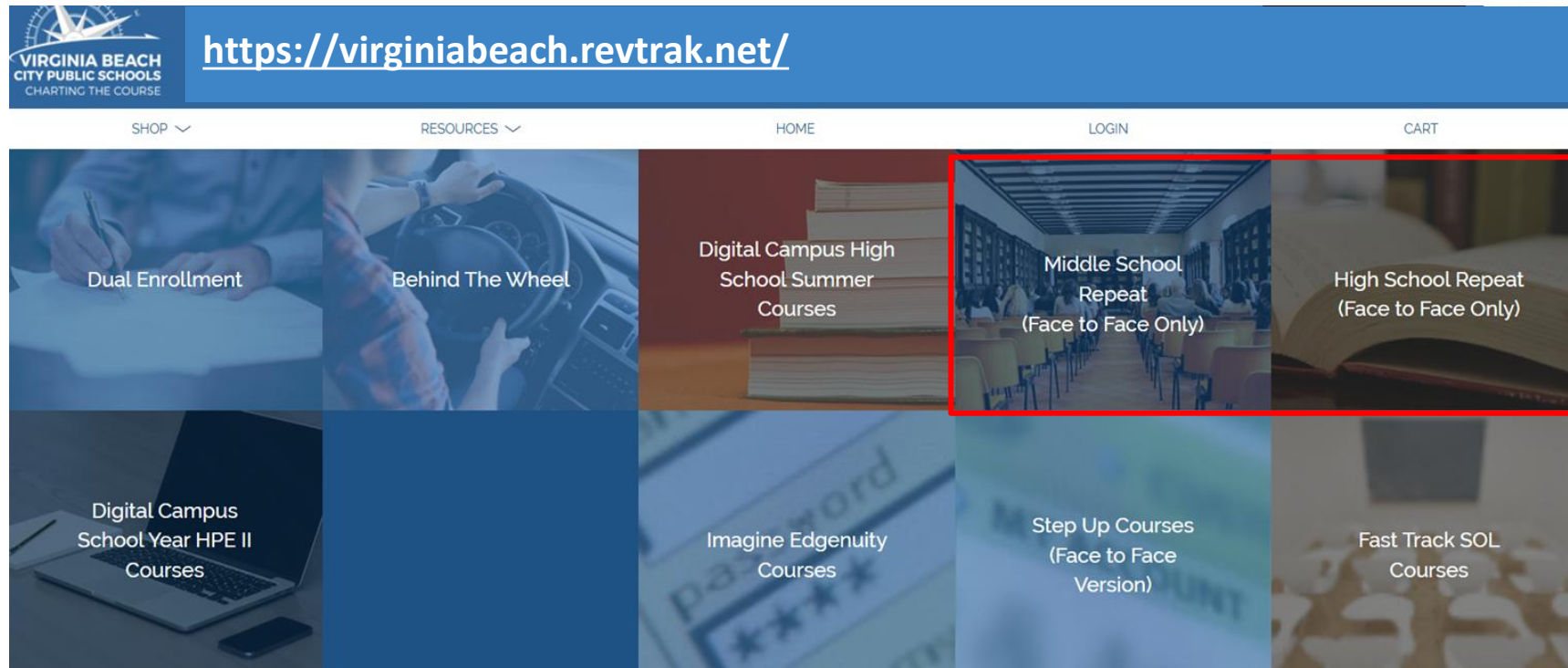


# Secondary Summer Learning Opportunities

## July 6-July 30 Repeat Course(s)

- Brandon MS & Virginia Beach MS
- Ocean Lakes HS & Tallwood HS

**Registration Opens May 4-June 17**



# Secondary Summer Learning Opportunities cont.

## June 16- August 4 First Time Courses

- Virginia Beach Digital Campus only (VBDC)

**Registration opens May 4 and Closes June 8**

The screenshot displays the website for Virginia Beach Digital Campus. At the top left is the logo for Virginia Beach City Public Schools with the tagline "CHARTING THE COURSE". To the right of the logo is the URL <https://viriniabeach.revtrak.net/>. Below the header is a navigation bar with links for SHOP, RESOURCES, HOME, LOGIN, and CART. The main content area features a grid of course options, each with a background image and text. The courses are: Dual Enrollment, Behind The Wheel, Digital Campus High School Summer Courses, Middle School Repeat (Face to Face Only), High School Repeat (Face to Face Only), Digital Campus School Year HPE II Courses, Imagine Edgenuity Courses, Step Up Courses (Face to Face Version), and Fast Track SOL Courses. The "Digital Campus High School Summer Courses" and "Digital Campus School Year HPE II Courses" tiles are highlighted with red borders.

# Secondary Summer Learning Opportunities

## July 6-July 30 “Step Up” Offerings

- MS English and Mathematics
- Face-to-Face



## June 16 -August 10 “Boost” Opportunities

- Mathematics and Science
- Asynchronous Learning via the Canvas Learning Management System



# Summer Learning for Students with Disabilities<sup>12</sup>

## General Education Setting

- Many students with disabilities will have the opportunity to participate in the summer programs in the general education setting



## July 6-30

## Extended School Year (ESY) Services

- Special education and/or related services provided beyond the typical school year
- Part of the IEP process

# Communication

<https://www.vbschools.com/academics/summerschool>



## Elementary

VIRGINIA BEACH CITY PUBLIC SCHOOLS  
**SUMMER SCHOOL**  
RISING 6TH GRADE STUDENTS

**Step Up to Math (Face-to-Face)**

The **Step-Up to Math 6** are face-to-face opportunities for rising 6th grade students who earned an overall proficiency score of Developing Proficiency (DP) on the following fifth grade report card standards:

- Uses reasoning and justification to identify and represent equivalency between fractions and decimals; and compares and orders sets of fractions and decimals.
- Estimates, represents, solves and justifies solutions to single-step and multistep contextual problems using addition, subtraction, multiplication and division with whole numbers.
- Estimates, represents, solves and justifies solutions to single-step and multistep problems, including those in context, using addition and subtraction of fractions with like and unlike denominators and solves single step contextual problems involving multiplication of a whole number and a proper fraction, with models.
- Estimates, represents, solves and justifies solutions to single-step and multistep problems, including those in context, using addition, subtraction, multiplication and division with decimal numbers.

**WHERE** Face-to-Face Brandon or Virginia Beach Middle School

**WHEN** Monday, July 6–Thursday, July 30, 2026

**HOW** Register online through the [webstore](#) May 4–June 17.

**Boost Opportunities**

The **Summer Boost Opportunities** are intended to allow students an opportunity to explore the content, skills and practices for the upcoming school year in math. A grade is not earned for Boost Courses.

**WHO** Rising 6th grade students interested in building skills in math for the 2026–2027 school year.

**WHERE** Online asynchronous

**WHEN** Tuesday, June 16–Monday, August 10, 2026

**HOW** Access Course Codes on [www.vbschools.com/academics/summerschool](https://www.vbschools.com/academics/summerschool)

REGISTRATION OPENS MAY 4. Scan the QR code for more information.

VIRGINIA BEACH CITY PUBLIC SCHOOLS  
CHARTING THE COURSE

- Flyers
- School Newsletters
- Parent Square
- Counselor
- Social Media



## Secondary

VIRGINIA BEACH CITY PUBLIC SCHOOLS  
**SUMMER SCHOOL**  
HIGH SCHOOL

**Virginia Beach Digital Campus (New Course)**

The **Virginia Beach Digital Campus** is an online asynchronous program for high school students who are taking a course for the first time. High school students may take a maximum of two (2) online courses through Virginia Beach Digital Campus. See your school counselor for more details.

**WHO** High school students interested in taking a class for the **first-time** to accelerate their programming or those behind in credits needing a full course to stay on the proper graduation schedule.

**WHERE** Online asynchronous

**WHEN** Tuesday, June 16–Tuesday, August 4, 2026

**HOW** Register online through the [webstore](#) May 4–June 8.

**Repeat Course (Face-to-Face)**

The **Repeat Course Summer School Program** is face-to-face instruction for students who have not met promotion standards/ graduation requirements during the regular school year. Students may take a maximum of one face-to-face repeat course during summer. See your school counselor for more details.

**WHO** High school students who failed a course and need to retake the course.\*

**WHERE** Face-to-Face Ocean Lakes or Tallwood High School

**WHEN** Monday, July 6–Thursday, July 30

**HOW** Register online through the [webstore](#) May 4–June 17.

\* Please contact the school counselor if a student did not earn a passing grade in two courses.

**Boost Opportunities**

The **Summer Boost Opportunities** are intended to allow students an opportunity to explore the content, skills and practices for the upcoming school year in select math and science courses. A grade is not earned for Boost Courses. See your school counselor for more details.

**WHO** High school students interested in building skills for the 2026–2027 school year.

**WHERE** Online asynchronous

**WHEN** Tuesday, June 16–Monday, August 10, 2026

**HOW** Access Course Codes on [www.vbschools.com/academics/summerschool](https://www.vbschools.com/academics/summerschool)

REGISTRATION OPENS MAY 4. Scan the QR code for more information.

VIRGINIA BEACH CITY PUBLIC SCHOOLS  
CHARTING THE COURSE

# Review of Summer Support for All Families



<https://www.vbschools.com/academics/summerschool>



## Elementary



The Department of Teaching and Learning, in partnership with division teachers and instructional technology specialists, will be offering a summer learning opportunity to all pre-kindergarten through fifth-grade students who were enrolled in Virginia Beach City Public Schools (VBCPS) during the 2025-26 school year!

## Secondary



The school division's 2026 Summer School programming will offer opportunities for elementary, middle and high school levels. Summer school opportunities are for students whose parents/guardians are residents of Virginia Beach. The summer school opportunities for Summer 2026 will be different based upon the level and/or option chosen. Please select a level below for information on the school division's 2026 Summer School opportunities.





# Questions



**Subject:** SB Meetings Fourth Quarter Forecast (April, May, June) 2026 **Item Number:** 1C

**Section:** Workshop **Date:** March 24, 2026

**Senior Staff:** Cheryl R. Woodhouse, Chief of Staff

**Prepared by:** Cheryl R. Woodhouse, Chief of Staff

**Presenter(s):** Donald E. Robertson Jr., Ph.D., Superintendent

**Recommendation:**

That the School Board receive the Administration's forecast of agenda topics to be presented at School Board meetings during the fourth quarter (April, May and June) of the 2025-2026 school year.

**Background Summary:**

Every quarter (July, August, September; October, November, December; January, February, March; April, May, June) topics are discussed by Senior Staff members or recommended by School Board members to be presented at School Board Meetings.

**Source:**

N/A

**Budget Impact:**

No budgetary implications.

**Next Steps:**

No further action is needed.



# Fourth Quarter Forecast (April, May, June) 2026

Workshop

March 24, 2026

**Office of the Superintendent**

Forecast of School Board Agenda Topics for 2025-2026 School Year  
Fourth Quarter Forecast (April, May, June) 2026

**DRAFT COPY**  
**SUBJECT TO CHANGE**

Meeting Date	Sections	Title	Sr Staff Member
4/14/2026	Workshop	Achievement Data and Finishing Strong	T & L
4/14/2026	Workshop	Board Admin Matters & Reports	Sch Brd
4/14/2026	Information	Budget Transfers	Bud & Fin
4/14/2026	Information	Carl D. Perkins Grant	T & L
4/14/2026	Information	General Fees Schedule 2026/27	Bud & Fin
4/14/2026	Information	Policy Review Committee (PRC) Recommendations	Sch Brd
<b>4/14/2026</b>	<b>Action</b>	<b>Budget Transfers</b>	<b>Bud &amp; Fin</b>
<b>4/14/2026</b>	<b>Action</b>	<b>Personnel Report</b>	<b>HR</b>
4/21/2026	Joint CC/SB Presentation	The School Board Proposed Operating Budget and the Capital Improvement Program are Presented to the City Council	Bud & Fin
4/28/2026	Workshop	AI Update	T & L
4/28/2026	Workshop	Board Admin Matters & Reports	Sch Brd
4/28/2026	Workshop	Program Collaborations Supporting Students, Staff, and Families: Childcare and Expanded Student Opportunities	HR
4/28/2026	Information	Interim Financial Statements - February and March 2026	Bud & Fin
4/28/2026	Consent	Bayside MS Foundation Repair Phase III	Sch Div Svcs
4/28/2026	Consent	Carl D. Perkins Grant	T & L
4/28/2026	Consent	Diamond Springs ES & Newtown ES Classroom Addition and Renovation	Sch Div Svcs
4/28/2026	Consent	Policy Review Committee (PRC) Recommendations	Sch Brd
<b>4/28/2026</b>	<b>Action</b>	<b>General Fees Schedule 2026/27</b>	<b>Bud &amp; Fin</b>
<b>4/28/2026</b>	<b>Action</b>	<b>Personnel Report</b>	<b>HR</b>
5/12/2026	Workshop	All in VA Update	T & L
5/12/2026	Workshop	Board Admin Matters & Reports	Sch Brd
5/12/2026	Workshop	Mercer Update	Bud & Fin
5/12/2026	Information	Federal Grant Applications	T & L
5/12/2026	Information	Policy Review Committee (PRC) Recommendations	Sch Brd
5/12/2026	Information	Use of Facilities Proposed Fee Structure Changes	Bud & Fin
5/12/2026	Consent	Kempsville MS Foundation Repair Phase II	Sch Div Svcs
<b>5/12/2026</b>	<b>Action</b>	<b>Personnel Report</b>	<b>HR</b>
<b>5/12/2026</b>	<b>Action</b>	<b>School Operating Budget and the Capital Improvement Program budget are approved by the City Council</b>	<b>Bud &amp; Fin</b>
<b>5/12/2026</b>	<b>Closed</b>	<b>Citizens' Advisory Committee Appointment Recommendations</b>	<b>Sch Brd</b>
5/26/2026	Workshop	Board Admin Matters & Reports	Sch Brd
5/26/2026	Workshop	Mental Health Services Update	T & L
5/26/2026	Workshop	Targeted Support and Improvement (TSI) Update	Sch Ldrshp
5/26/2026	Information	Citizens' Advisory Committee Appointment Recommendations	Sch Brd

Forecast of School Board Agenda Topics for 2025-2026 School Year  
Fourth Quarter Forecast (April, May, June) 2026

**DRAFT COPY**  
**SUBJECT TO CHANGE**

Meeting Date	Sections	Title	Sr Staff Member
5/26/2026	Information	Interim Financial Statements - April 2026	Bud & Fin
5/26/2026	Information	Salary Resolution Regarding FY 2026/27	Bud & Fin
<b>5/26/2026</b>	<b>Consent</b>	<b>Federal Grant Applications</b>	<b>T &amp; L</b>
5/26/2026	Consent	Policy Review Committee (PRC) Recommendations	Sch Brd
<b>5/26/2026</b>	<b>Action</b>	<b>Personnel Report</b>	<b>HR</b>
<b>5/26/2026</b>	<b>Action</b>	<b>Salary Resolution Regarding FY 2026/27</b>	<b>Bud &amp; Fin</b>
<b>5/26/2026</b>	<b>Action</b>	<b>Use of Facilities Proposed Fee Structure Changes</b>	<b>Bud &amp; Fin</b>
6/2/2026	Special Meeting	Superintendent's Evaluation	Sch Brd
6/8/2026	Workshop	Board Admin Matters & Reports	Sch Brd
6/8/2026	Workshop	Family and Community Engagement (FACE) Update	Com & Com Eng
6/8/2026	Information	Policy Review Committee (PRC) Recommendations	Sch Brd
6/8/2026	Information	School Board Committee Assignment Modifications for term ending June 30, 2027	Sch Brd
<b>6/8/2026</b>	<b>Action</b>	<b>Citizens' Advisory Committee Appointment Recommendations</b>	<b>Sch Brd</b>
<b>6/8/2026</b>	<b>Action</b>	<b>Personnel Report</b>	<b>HR</b>
6/23/2026	Workshop	Board Admin Matters & Reports	Sch Brd
6/23/2026	Workshop	Facilities Summer Projects	Sch Div Svcs
6/23/2026	Information	Gifted Community Advisory Committee (GCAC) 2025-2026 Report	T & L
6/23/2026	Information	Interim Financial Statements - May 2026	Bud & Fin
6/23/2026	Information	Special Education Advisory Committee Report	T & L
6/23/2026	Consent	Policy Review Committee (PRC) Recommendations	Sch Brd
6/23/2026	Consent	School Board Organizational Matters	Sch Brd
<b>6/23/2026</b>	<b>Action</b>	<b>Personnel Report</b>	<b>HR</b>
<b>6/23/2026</b>	<b>Action</b>	<b>School Board Committee Assignment Modifications for term ending June 30, 2027</b>	<b>Sch Brd</b>



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

**Section:** Student, Employee and Public Awards and Recognition **Date:** March 24, 2026

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

**Prepared by:** David Schleck, Public Relations Coordinator

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

**Recommendation:**

That the School Board recognize the outstanding accomplishments of those receiving the March 24, 2026, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

- A. VHSL girls swim and dive: team and individual state champions – First Colonial High School
- B. VHSL boys swim and dive: team and individual state champions – First Colonial High School
- C. VHSL gymnastics: team and individual state champions – Kempsville High School
- D. VHSL wrestling: team and individual state champions – Cox High School
- E. VHSL gymnastics individual state champion – Kellam High School
- F. VHSL wrestling individual state champion – Kellam High School
- G. VHSL wrestling: individual state champion – Green Run High School
- H. VHSL wrestling: individual state champion – Ocean Lakes High School
- I. VHSL wrestling: individual state champions – Tallwood High School

**Background Summary:**

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

Recognition Criteria:

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

**Source:**

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

**Budget Impact:**

No budgetary implications.

**Next Steps:**

No further action needed.



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

**Section:** Approval of Meeting Minutes **Date:** March 24, 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. March 3, 2026 Special School Board Meeting
- B. March 10, 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.



*School Board Services*

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

**School Board Special Meeting Minutes - DRAFT**  
**Tuesday, March 3, 2026**

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

- 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 3rd day of March 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, March 3, 2026, at 4:00 p.m.

The purpose of this special meeting is for:

- Presentations and discussions on:
  - Mercer Update
  - Budget Workshop #6
  - Technology in K-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. Bohienstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. School Board Member, Mr. Culpepper, was not in attendance.

- 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. Mr. Callan made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the agenda as presented: Chair Brown, Vice Chair Weems, Mr. Bohienstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.
- 4. Mercer Update:** Crystal Pate, chief financial officer, Linda Matkins, director, Office of Consolidated Benefits, and David Keough, Mercer Representative, provided the School Board updated information from Mercer. The presentation provided a financial update on Virginia Beach City Public Schools’ self-funded health plans based on claims experience through December 31, 2025. It summarized projected health plan costs for 2026 and 2027 under alternative employee contribution scenarios, showing rising costs largely absorbed by the employer and limited use of health fund reserves. The presentation also noted that projected health fund balances remained below the recommended two-month reserve level.



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After the presentation, a discussion followed with questions and comments regarding cost of plan; health trends; rising costs; fiscal year projections; and amount of reserves in the health fund.

5. **Budget Workshop #6:** Crystal Pate, chief financial officer, presented the School Board an overview of the budget, health fund trends, proposed adjustments, and the Capital Improvement Program (CIP). The presentation reviewed House and Senate budget recommendations, including proposed bonuses, salary increases, add-ons for at-risk and special education students, infrastructure funding, and school construction support. It also examined the Health Fund's historical revenues, expenditures, and declining cumulative balance. The potential adjustments to the SEON framework, outlined proposed CIP funding sources and debt service impacts, and summarized new construction and modernization needs were also reviewed. Finally, the presentation outlined key legislative and local budget dates and described next steps leading to SEON and CIP adoption and final budget approval.

After the presentation, a discussion followed with questions and comments regarding House and Senate recommended salary increases; student meal debt; having a balanced budget; revenues and variances; increase to CTE; Bridge Program, telehealth, CHKD, grant funding; Princess Anne High School replacement; additional CIP funding; and debt services.

Note: School Board Member, Mr. Bohensiel left the meeting at 4:46 p.m.

6. **Technology in K-2:** Ryan Goldberg, Ph.D., executive director of elementary teaching and learning, provided the School Board an update on technology in kindergarten through second grade. The presentation summarized how technology had been integrated into K-2 instruction and examined the potential impact of changing the 1:1 Chromebook model. It showed that devices were used for a limited portion of the instructional day to support targeted literacy, math, research, and digital skill development, while core instruction remained hands-on and teacher-led.

Stakeholder feedback from teachers and parents was reviewed, showing broad awareness of Chromebook use and significant concern about negative instructional impacts if 1:1 access was eliminated or reduced. Survey results indicated that Chromebooks were most often used to support reading and math practice, differentiation, intervention, and assessment, with usage increasing by grade level. The presentation provided funding context, explaining that student Chromebooks were supported through a Technology Initiative Grant rather than the operating budget, and that a shift away from 1:1 deployment could allow for a reallocation of grant funds over time within existing parameters.

After the presentation, a discussion followed with questions and comments regarding bringing devices home; synchronous and asynchronous learning days; integrate technology into instruction (TSIP); budget implications, worksheets, consumables; evidence based instruction; impact of not using Chromebooks; limits to screen time; hands-on learning; small group and large group instruction; digital textbooks and resources; reduction in the use of applications; ESL students; cost of computer carts; adaptive learning; educational tools; survey feedback from teachers; future-ready students; 1:1 devices and historical background.

7. **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 provided a brief recap of topic of considerations for the budget: CIP funding, PAYGO, Health Fund balance; All in Virginia Plan funding ending in June; looking for guidance and input from the School Board.



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8. **Adjournment:** Chair Brown adjourned the meeting at 6:23 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



*School Board Services*

**Kathleen J. Brown, Chair**  
District 10

**Carolyn D. Weems, Vice Chair**  
District 9

**Mark Bohensiel**  
District 3

**Michael Callan**  
District 6

**David Culpepper**  
District 8

**Matt W. Cummings**  
District 7

**Rose M. Dwyer**  
District 1

**Sharon R. Felton**  
At-Large

**Dr. Alveta J. Green**  
District 4

**Kimberly A. Melnyk**  
District 2

**Melinda J. Rogers**  
District 5

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

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***School Board Regular Meeting Minutes - DRAFT***  
**Tuesday, March 10, 2026**

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

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1. ***Administrative, Informal, and Workshop:*** Chair Brown convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 10th day of March 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. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.
  - A. ***School Board Administrative Matters and Reports:*** Chair Brown mentioned tickets for the Pearls of Wisdom event, April 18. Ms. Melnyk shared concerns about Chromebooks and mentioned the discussion at the last School Board meeting. Mr. Bohensiel mentioned the Advisory Council for Technical and Career Education meeting at Princess Anne Middle School, the upcoming GRC Gala on Saturday, March 14 at the Westin in Town Center, and upcoming basketball games for the state finals in Richmond. Ms. Rogers mentioned a few commemorative celebrations for the month of March. Ms. Felton attended the FACE Family Resource Fair on Saturday, February 28.
  - B. ***Budget Workshop #7:*** Crystal Pate, chief financial officer, provided the School Board information regarding the FY 2026-2027 School Operating Budget. The presentation addressed Board member questions, reviewed website navigation for accessing budget and benefits information, and provided a status update on state budget negotiations, including proposed teacher salary increases and updated Standards of Quality (SOQ) funding calculations. The presentation also identified key budget milestones, discussed preliminary SEON budget balancing considerations, and outlined next steps for submitting questions and completing remaining workshops prior to adoption.

After the presentation, a discussion followed with questions and comments regarding benefits and career points (beginning, mid, and retirement); information available on website; AADA costs; health fund; costs for salary increases; CIP expenditures (utilities, fuel, maintenance); McKinney-Vento additional drivers; and resources available for staff.
  - C. ***Recruitment and Retention: Funding Considerations to Enhance Compensation and Educational Benefits:*** Darnita Trotman, Ed.D., chief human resources officer, and Judith Wood, human resources specialist, presented the School Board information regarding proposed funding considerations to improve recruitment and retention through adjustments to the Unified Pay Scale, and increased part-time pay rates. In addition, the presentation outlined proposed investments in educational allowances for advanced degrees, employee professional development reimbursement, and additional duty

supplements. Estimated costs for each initiative were summarized to support School Board discussion and consideration.

After the presentation, a discussion followed with questions and comments regarding number of retired employees working returning to work for VBCPS; educational allowances; professional development reimbursement; career opportunities, professional growth; provisionally licensed teachers; partnerships with universities; tuition reimbursement; unified pay scale; and entry-level salaries.

2. **Closed Session:** At 5:17 p.m., Vice Chair Weems made the following motion, seconded by Dr. Green, 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 #537-8-21-25
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

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

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

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- B. **Status of pending litigation or administrative cases;** and
- C. **Consultation with legal counsel regarding probable litigation and pending litigation matters:** School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; and Regina M. Toneatto, school board clerk.

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

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

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

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

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

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

- 3. **School Board Recess:** Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:28 p.m.
- 4. **Formal Meeting (School Administration Building #6 – School Board Room) ..... 6:00 p.m.**
- 5. **Call to Order and Roll Call:** Chair Brown convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m. on the 10th day of March 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. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.
- 6. **Moment of Silence followed by the Pledge of Allegiance**
- 7. **Student, Employee and Public Awards and Recognition:** There were no awards presented at the meeting.
- 8. **Adoption of the Agenda:** Chair Brown called for any modifications to the agenda as presented. Hearing none, Chair Brown called for a motion to approve the agenda as presented. Dr. Green made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to adopt the agenda as presented. The motion passed unanimously, 11-0-0.
- 9. **Superintendent’s Report (second monthly meeting) and recognitions (first and second monthly meetings)**  
**Administrative Recognition:** Superintendent Robertson introduced the following appointment, which was approved at the February 24, 2026, School Board meeting: **Michele H. Clark**, administrative assistant, Ocean Lakes High School, as coordinator, adult academic programs, Adult Learning Center.
- 10. **Approval of Meeting Minutes**
  - A. **February 17, 2026 Special School Board Meeting:** Chair Brown called for any modifications to the

February 17, 2026 special School Board meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the February 17, 2026 minutes as presented.

Mr. Callan made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the February 17, 2026 minutes as presented. The motion passed unanimously, 11-0-0.

*February 24, 2026 Regular School Board Meeting:* Chair Brown called for any modifications to the February 24, 2026 regular School Board meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the February 24, 2026 minutes as presented. Mr. Callan made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the February 24, 2026 minutes as presented. The motion passed unanimously, 11-0-0.

**11. Public Hearing on FY2026/27 School Operating Budget and FY2026/27 through FY2031/32 Capital Improvement Program**

There was one (1) in-person speaker. The topics included step increases; step disparity; base pay; raises for SOQ positions; funding constraints; and funds for advanced degrees.

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

There were five (5) in-person speakers (including one (1) student speaker). The topics included Virtual Virginia; live instruction; online education; real-time interaction online; student rights; academic freedom; DEI; recruitment and retention; compensation; supporting the staff; entry level teacher salary; and unified step compensation.

The Public Comments concluded at 6:23 p.m.

**13. Information**

- A. **Policy Review Committee (PRC) Recommendations:** Recommended that the School Board review recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its March 4, 2026 meeting. Kamala Lannetti, school board attorney, reviewed the following:
- Bylaw 1-36/Open Meetings and Closed 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. There was a discussion regarding the policy; reviewing policy annually; remote participation in meetings, personal reasons, medical reasons; and recording the information regarding the reasons for remote participation.
  - 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.
  - 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. There was a discussion regarding Standing Committees; Student Discipline Committee; suggestion to add "by the School Division" to section 4.B. at the end of the paragraph; Vice Chair Weems stated/confirmed to add, "by the School Division." Chair Brown asked for any objections to the addition and there were no objections.
  - Policy 2-59/Outside Legal Counsel:** 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. There was a discussion on the increase of the settlement amount within the policy, and the reasons for the increase.
- B. **Local Special Education Annual Plan – Application and Report for VDOE:** Roni Myers-Daub, Ed.D., executive director, Office of Programs for Exceptional Children, provided the School Board information regarding the 2026-27 Special Education Annual Plan/Part B Flow-Through Application. The annual review was conducted in accordance with the Individuals with Disabilities Education Act of 2004 and the

Virginia Department of Education regulations governing special education programs, with input from the local Special Education Advisory Committee. The plan affirmed assurances related to FAPE, IEP implementation, least restrictive environment, and equity practices, and outlined required application components and funding uses. A proposed 2026–2027 Part B Section 611 and 619 budget was reviewed, including the removal of 9.5 positions from the Section 611 grant, along with input from the Special Education Advisory Committee.

After the presentation, a discussion followed with questions and comments regarding impact of staff reduction, student evaluations, funding, grants, operating budget; Local Jail Program; support for staff; military community; federal support; importance of social workers; and building opportunities for students.

- C. **Special Elections:** Thomas Shattuck, director, Office of Security and Emergency Management, provided the School Board information regarding two upcoming special elections on March 17 and April 21, 2026. The presentation summarized two special elections impacting Virginia Beach City Public Schools and the corresponding operational plans. It outlined the March 17, 2026, special election affecting 13 school polling locations, during which in-person instruction will continue with enhanced safety, security, and coordination measures. It also addressed the April 21, 2026, statewide special election involving 58 school polling sites and recommended a transition to synchronous virtual learning due to anticipated voter turnout and operational impact.

After the presentation, a discussion followed with questions and comments regarding synchronous learning versus asynchronous learning; communication plan to community; challenges and coordination, preparing for voter turnout; number of schools used for voting; signage for voters at schools; instructional day for students; and risk assessment.

- D. **Update on City Curfew:** Thomas Shattuck, director, Office of Security and Emergency Management, provided the School Board information regarding the new curfew for those under the age of 18 beginning March 19, 2026. The presentation summarized revisions to the City of Virginia Beach curfew ordinance for minors, which moved the curfew start time from 11:00 p.m. to 10:00 p.m. while maintaining the 5:00 a.m. end time, effective March 19, 2026. It outlined allowable exceptions to the curfew and described potential responses to violations, including warnings, citations, and placement at designated pickup or other service locations, depending on circumstances.

After the presentation, a discussion followed with questions and comments regarding the curfew; impact on various school activities (sports and games, prom, ring dance, plays, etc.); concerns about effects of curfew on students and parents; City Council presentation on topic; students working at night; communication strategy; curfew voted upon by City Council; enforcement by VBPD not VBCPS; written permission note from parents for students; and communicating message to VBCPS community.

14. **Return to public comments if needed:** As noted, under Agenda Item #12, the Public Comments concluded at 6:23 p.m.

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

- A. **Religious Exemption(s):** Recommendation that the School Board approve RE-26-18 and RE-26-19.

After reading the item 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. Culpepper made the motion, seconded by Mr. Cummings. 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.

**16. Action**

- A. **Personnel Report / Administrative Appointments:** Chair Brown called for a motion to approve the March 10, 2026 personnel report and administrative appointments. Ms. Rogers made the motion, seconded by Mr. Callan, 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 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 March 10, 2026 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

Superintendent Robertson mentioned the following appointments: **Jason D. Mokar**, assistant director, Building Trades, Physical Plant Facilities Management Office, Salisbury University, as director, maintenance services, Office of Maintenance Services; and **Joseph S. Varbero**, security specialist, City of Virginia Beach, as coordinator, security and emergency management, Office of Security and Emergency Management.

- 17. Committee, Organization or Board Reports:** Ms. Melnyk mentioned a teacher in one of the presentation slides and the video they created for National Board Certification. Vice Chair Weems attended the Harbor Hope Center Board of Directors meeting and shared updates on the program/students; attended the Gifted Advisory Committee meeting and discussed workforce development and CTE courses. Dr. Green mentioned the article in the paper regarding Harbor Hope Center. Chair Brown attended the Special Education Advisory Committee meeting; mentioned the School Board Retreat on July 14 and 15, and to share any input on ideas/topics for the retreat with the Chair and Vice Chair.

- 18. Return to Administrative, Informal, Workshop or Closed Session matters:** At 8:00 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, Paragraph 1 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.

Namely to discuss:

- A. Employee Grievance #537-8-21-25

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, and Ms. Rogers. The motion passed, 7-0-0.

The following School Board Members were not present in the School Board Chamber at the time of the vote: Mr. Bohensiel, Mr. Culpepper, Dr. Green, and Ms. Melnyk.

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

- A. **Employee Grievance #537-8-21-25:** School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; and Regina M. Toneatto, school board clerk.

Kamala H. Lannetti, school board attorney, and Donald E. Robertson, Ph.D., superintendent, left the Closed Session at 8:05 p.m., and returned at 8:38 p.m.

The School Board reconvened at 8:38 p.m.

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

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

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

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

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

Vice Chair Weems made the following motion, seconded by Ms. Dwyer:

**RESOLUTION REGARDING EMPLOYEE PART II GRIEVANCE  
EMPLOYEE GRIEVANCE NO.: 537-8-21-25  
(TERRY POPE)**

**WHEREAS:** That on December 1, 2025, a hearing officer held a hearing regarding Grievant's (high school security assistant) complaint that he was not assigned the position of Security Lead for the 2025-2026 school year in retaliation for prior discrimination complaints. At such hearing testimony, evidence and argument were accepted by the hearing officer. On January 5, 2026, the hearing officer issued findings of fact and recommendations; and

**WHEREAS:** On March 10, 2026, the School Board reviewed the hearing officer's findings of fact and recommendation, the transcript of the December 1, 2025 hearing, and the exhibits; and

**RESOLVED:** That the School Board adopts the hearing officer's findings of fact and recommendation.

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**FURTHER RESOLVED:** That the Clerk is directed to send a copy of this Resolution to the Grievant and his legal counsel, the School Board Attorney, the Employee Relations Specialist, and the Chief Human Resources Officer, who is directed to place a copy of this Resolution, and the exhibits in Grievant’s personnel file.

Adopted by the School Board of the City of Virginia Beach this 10<sup>th</sup> day of March 2026.

Without discussion, Chair Brown called for a vote on the resolution. The School Board Clerk announced there were six (6) ayes in favor of the resolution: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. There were five (5) nays opposed to the resolution: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed for the resolution, 6-5-0.

**19. Adjournment:** Chair Brown adjourned the meeting at 8:41 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



**Resolution Regarding FY 2026/27 School Operating Budget and**  
Subject: Capital Improvement Program FY 2026/27 through FY 2030/31 Item Number: 12A

Section: Information Date: March 24, 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

Jack Freeman, Chief Operations Officer

**Recommendation:**

That the School Board receive information regarding the FY 2026/27 School Operating Budget and Capital Improvement Program FY 2026/27 through 2031/32 Budget Resolution.

**Background Summary:**

The Superintendent's Estimate of Needs FY 2026/27 was presented to the School Board on February 10, 2026, and the School Board held budget workshops on December 9, 2025, January 13, January 27, February 10, February 17, March 3, and March 10, 2026.

**Source:**

Code of Virginia, Sections 22.1-88, 22.1-89, 22.1-91, 22.1-92, 22.1-93, and 22.1-94.

**Budget Impact:**

To be determined.

**Next Steps:**

No further action at this time.

## School Operating Budget for FY 2026/27

**WHEREAS**, the mission of Virginia Beach City Public Schools (VBCPS), in partnership with the entire community, is to empower every student to become a life-long learner who is a responsible, productive and engaged citizen within the global community; and

**WHEREAS**, the School Board of the City of Virginia Beach has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

**WHEREAS**, the School Board has studied the proposed FY 2026/27 Operating Budget in view of state and federal requirements, the strategic plan, priorities, community expectations, competitive compensation for employees, and the best educational interests of its students; and

**WHEREAS**, the proposed Operating Budget for the Instructional Experience-based Step Pay Scale provides a 1.5% experience step for all eligible employees on the scale with a 2% increase plus \$1,000 to the entry-level salary, and

**WHEREAS**, the proposed Operating Budget for the Unified Experience-based Step Pay Scale provides a 1% step increase for all eligible employees with 1-14 years of experience, and a 1.5% step increase for all eligible employees with 15 and above years of experience; with a 3% increase to the entry-level salary, and

**WHEREAS**, the City/School Revenue Sharing Policy provides 48.5% of certain general fund revenues to meet obligations of the School Board of the City of Virginia Beach; and

**WHEREAS**, the total funds requested for the Operating Budget from the City of Virginia Beach to the School Board of the City of Virginia Beach are \$559,522,641, and

**WHEREAS**, the debt service payment is estimated to be \$50,071,611, leaving a balance of \$509,451,030 to allocate between the Operating Budget and the Capital Improvement Program (CIP); and

### **NOW, THEREFORE, BE IT**

**RESOLVED:** That the \$509,451,030 be allocated as follows: \$504,451,030 to the Operating Budget, and \$5,000,000 to Schools' Pay-As-You-Go (PAYGO) for the CIP; and be it

**FURTHER RESOLVED:** That federal funds of \$15,494,107, state funds of \$515,077,422, and other local funds of \$5,457,538 be added to the Operating Budget, bringing it to a total of \$1,040,480,097; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach requests a Lump Sum Appropriation of \$1,040,480,097 from the City Council of Virginia Beach for the School Board Operating Budget; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach requests an appropriation of \$178,158,274 for categorical grants and other special revenue funds comprised of categorical grants for \$103,308,858; Green Run Collegiate for \$5,062,922; and other special revenue funds in the amount of \$69,786,494; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach requests a Lump Sum Appropriation of \$1,218,638,371, for the total of all funds (\$1,040,480,097 for the Operating Budget plus \$178,158,274 for categorical grants and other special revenue funds); and be it

**FINALLY RESOLVED:** That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 24<sup>th</sup> day of March 2026.

SEAL

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Kathleen J. Brown, School Board Chair

Attest:

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Regina M. Toneatto, Clerk of the Board

**Capital Improvement Program for FY 2026/27 - FY 2031/32  
Budget Resolution**

**WHEREAS**, the mission of Virginia Beach City Public Schools, in partnership with the entire community, is to empower every student to become a life-long learner who is a responsible, productive, and engaged citizen within the global community; and

**WHEREAS**, the School Board of the City of Virginia Beach has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

**WHEREAS**, the primary funding sources for the Capital Improvement Program (CIP) are charter bonds, public facility revenue bonds, and reversion funding; and

**WHEREAS**, the City/School Revenue Sharing Policy provides 48.5% of certain general fund revenues to meet obligations of the School Board of the City of Virginia Beach; and

**WHEREAS**, the City/School Revenue Sharing Policy allocates funds first to Debt Service, while the balance is used for the Operating Budget and the CIP; and

**WHEREAS**, \$5,000,000 will be allocated to Schools' Pay-As-You-Go (PAYGO) for the CIP; and

**WHEREAS**, the School Board has comprehensively reviewed all sources of funding, projected various scenarios, and prioritized the needs of the Operating and CIP budgets; and

**WHEREAS**, total project cost/new construction amounts are partly based on 2023 Educational Specifications, post 30% design, created with School Board input; and

**WHEREAS**, Educational Specifications and the associated designs will be reviewed under a separate process with the School Board, which may result in a change in square footage and cost; and

**WHEREAS**, new construction projects will not go out for bid without School Board approval separate from this CIP; and

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach adopts a CIP program of \$947,329,209 (as shown on the attached School Board Funding Summary and Project Summary dated March 24, 2026), and be it

**FINALLY RESOLVED:** That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 24<sup>th</sup> day of March 2026.

SEAL

---

Kathleen J. Brown, School Board Chair

Attest:

---

Regina M. Toneatto, Clerk of the Board

**School Board Funding Sources**  
**Virginia Beach City Public Schools**  
**FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)**  
**Superintendent's Proposed - March 24, 2026**

<b>Debt Service</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>	<b>2029/30</b>	<b>2030/31</b>	<b>2031/32</b>
VBCPS Debt Service Plan: \$6 Million per Year Increase starting FY27/28	<b>50,071,611</b>	<b>56,071,611</b>	<b>62,071,611</b>	<b>68,071,611</b>	<b>74,071,611</b>	<b>80,071,611</b>

<b>Funding Sources</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>	<b>2029/30</b>	<b>2030/31</b>	<b>2031/32</b>
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	5,000,000	6,000,000	7,000,000	7,500,000	8,000,000	8,500,000
Interest/Sale of Property*	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	10,000,000	9,500,000	8,500,000	8,000,000	7,500,000	7,000,000
PEG Fees - School Cable Access Infrastructure	140,000	140,000	140,000	140,000	140,000	140,000
<b>Total</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>

Note: \$10,000,000 reversion line item for FY 26/27 reflects reversion from Nov. 25, 2025 City Council approval.

**School Board Funding Summary**  
**Virginia Beach City Public Schools**  
**FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)**  
**Superintendent's Proposed - March 24, 2026**

CIP #	Project Category	Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031	Year 6 2031-2032
1-001	Renovations and Replacements - Energy Management/Sustainability	32,525,000	32,525,000	19,325,000	2,810,000	2,070,000	2,100,000	2,100,000	2,100,000	2,020,000
1-002	Tennis Court Renovations - Phase II	4,040,000	4,040,000	2,410,000	240,000	250,000	260,000	280,000	290,000	310,000
1-015	Princess Anne High School Replacement (or Renovation / Modernization) *	330,437,679	330,437,679	220,935,225	3,970,000	10,000,000	23,890,000	23,890,000	23,890,000	23,862,454
1-016	Energy Performance Contracts - Phase II	52,500,000	52,500,000	40,000,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
1-017	Renovations and Replacements - Grounds - Phase III	51,087,886	51,087,886	24,337,886	5,740,000	5,700,000	3,600,000	3,760,000	3,920,000	4,030,000
1-018	Renovations and Replacements - HVAC - Phase III	250,489,692	250,489,692	120,812,146	29,490,000	28,940,000	18,330,000	17,740,000	17,570,000	17,607,546
1-019	Renovations and Replacements - Reroofing - Phase III	95,094,260	95,094,260	54,084,260	9,890,000	6,550,000	6,030,000	6,240,000	6,200,000	6,100,000
1-020	Renovations and Replacements - Various - Phase III	69,525,854	69,525,854	37,425,854	5,830,000	5,730,000	5,010,000	5,170,000	5,180,000	5,180,000
1-022	Elementary School Playground Equipment Replacement	5,344,737	5,344,737	3,344,737	290,000	310,000	320,000	340,000	360,000	380,000
1-027	Renovations and Replacements - Safe School Improvements	2,840,000	2,840,000	1,210,000	240,000	250,000	260,000	280,000	290,000	310,000
1-028	Tri-Campus Additions*	27,650,085	27,650,085	27,650,085	0	0	0	0	0	0
1-029	Bayside High School Replacement *	963,601,067	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	1,000,000	1,000,000	200,000	800,000	0	0	0	0	0
1-030	Payroll System Replacement	18,017,509	18,017,509	18,017,509	0	0	0	0	0	0
1-034	School Cable Access Infrastructure	840,000	840,000	0	140,000	140,000	140,000	140,000	140,000	140,000
<b>GRAND TOTAL (all projects)</b>		<b>1,904,993,769</b>	<b>947,329,209</b>	<b>575,689,209</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>
<b>TARGETS</b>					<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>
<b>DIFFERENCE</b>					<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Note: 'Appropriations To Date' includes reversion funding approved by City Council on November 25, 2025, excluding \$10,000,000 which are included in 'Year 1 2026-2027' from School Special Reserve Fund.

Note: \*Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2028.

Note: \*CIP 1-028 Tri-Campus Additions will address space needs at Bettie F. Williams Elementary School, originally built in 1961 that can no longer adequately accommodate the required instructional programs. As a result, this facility space is in need of replacement and will be replaced with additions on nearby schools in the Tri-Campus area, such as Newtown ES and Diamond Springs ES. Total Project Cost considers a bid in 2026.

Note: \*Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2051. Additional funding would be needed to accomplish this.

\*Total Project Cost/new construction amount is partly based on 2023 Educational Specifications, post 30% design, created with School Board input. New construction projects will not go out for bid without School Board approval separate from this CIP.



DRAFT COPY  
SUBJECT TO CHANGE

# **Resolution Regarding FY 2026/27 School Operating Budget and Capital Improvement Program FY 2026/27 through FY 2031/32**

School Board Information

March 24, 2026

**Office of Budget Development**

**Office of Facilities Services**

# Agenda

- Questions from School Board Members
- Proposed FY27 Operating Budget
- Proposed FY2026/27-2031/32 Capital Improvement Program
- Key Budget Dates
- Questions

# Explanation of transportation costs for AADA in SEON

- Details are below related to the outside the base budget request
  - Two additional FTE School Bus Drivers (2 at 48,360 plus fringe benefits 49,724=146,444)
  - Operational Cost (110,000)
    - Additional cost for fuel, oil, grease, diesel emissions fluid, antifreeze, and the purchases of tires, batteries, spark plugs, chains, etc.

# How many partnerships currently exist with colleges and universities?

- The Department of Human Resources holds 61 active Memorandums of Agreement (MOAs) with various colleges, universities, and institutions.

# What are those partnerships?

The Division partners with the following colleges, universities, and institutions:

American University	Saint Augustine's University
Andrews University	Scranton University
Arizona State University	Shenandoah University
Augustana College	Slippery Rock University
Aurora University	St. Catherine University
Averett University	Stephen F. Austin University
Berea College	Truman State University
Bryant & Stratton College	University College of South Denmark
Capella University	University of Cumberlands
Eastern Michigan University Board of Regions	University of Houston
Eastern Virginia Medical School	University of Louisiana At Monroe
ECPI University	University of Nebraska at Kerney
Florida State College at Jacksonville	University of New England
George Mason University	University of North Florida
Grand Canyon University	University of Northern Colorado
Hampton University	University of Pennsylvania
James Madison University	University of San Diego
JMU/TCC Fellows Grant	University of Virginia
Keith & Associates, Inc.	University of West Florida
Liberty University	Virginia Consortium in Clinical Psychology (NSU/ODU)
Longwood University	Virginia Department of Education - Troops to Teacher, Clear Path, Operation Socrates
Lynn University	Virginia Department of Health
Methodist University	Virginia Peninsula Community College
Norfolk State University	Virginia State University
Old Dominion University - Athletic Trainer, OT, PT, and Recreational Therapy	Virginia Tech
Old Dominion University - School of Education and School Counseling	Virginia Wesleyan
Presbyterian College	Walden University
Radford University	Western Governors University
Regent University	Western Kentucky University
Rio Salado College	William and Mary
Rocky Mount College of Art + Design	

# How many of these partnerships have resulted in Homegrown teachers?

- A total of 60 current teachers hired for the 2025–2026 school year were promoted from other VBCPS positions, including 55 teacher assistants, one school nurse, one security assistant, and three office associates. Additionally, 11 individuals are enrolled in the JMU/TCC Fellows Grant Program, and six are enrolled in the ODU Apprenticeship Grant Program. The VTFT Future Teacher Award has also contributed to this effort, with 11 award winners attending various colleges and hired for the 2025–2026 school year.

In terms of Employee Professional Development Reimbursement (EPDR), how much funding was allocated and how much has been utilized to date?

<u>Category</u>	<u>Amount</u>
Total Budget	\$214,000.00
Encumbered	\$213,782.60
Submitted to Accounts Payable	\$129,069.80
Allocated – Awaiting Documentation (Spring)	\$84,712.80

**Budget Utilization: 99.62% of funds encumbered**

# How many internal career opportunities are available for employees who earn some of these degrees?

As shared during the School Board meeting, within the Division, there are a number of internal career opportunities available for employees who pursue and obtain the appropriate credentials.

In addition to applying for positions that align with an individual's education and work experience, employees can access our online directory of job titles and descriptions. Each listing outlines the required education, certifications, and relevant work experience for the position.

You may access the job descriptions here: [\*\*Job Titles/Descriptions – Virginia Beach City Public Schools\*\*](#)



# Operating Budget

# Proposed FY 2026/27 Operating Budget Balancing

	FY 2025/26 Adopted	FY 2025/26 Approved Amended	FY 2026/27 Proposed	Variance from Approved Amended
Federal	\$14,744,107	\$14,744,107	\$15,494,107	\$750,000
State	\$387,488,845	\$401,073,914	\$419,820,040	\$18,746,126
State Sales Tax	\$94,290,730	\$94,290,730	\$95,257,382	\$966,652
Local Contribution (RSF)	\$493,933,340	\$491,953,917	\$504,451,030	\$12,497,113
Other Local	\$4,457,538	\$4,457,538	\$5,457,538	\$1,000,000
<b>Total</b>	<b>\$994,914,560</b>	<b>\$1,006,520,206</b>	<b>\$1,040,480,097</b>	<b>\$33,959,891</b>

Proposal	FTE	Amount	Balance
<b>Additional revenue from all sources</b>			<b>\$33,959,891</b>
Part I & II Non-Personnel Cuts		\$3,207,330	\$37,167,221
Part I & II Personnel Cuts		\$2,040,208	\$39,207,429
VRS Fringe Benefit Rate Updates		\$18,129,194	\$57,336,623
Employer Health Insurance Contribution Increase		(\$9,228,824)	\$48,107,799
Additional Health Insurance Contribution Increase (Health Fund)		(\$5,360,838)	\$42,746,961
Segal Teacher Scenario A (2% entry + 1.5% step)		(\$14,885,012)	\$27,861,949
Teacher Scenario A Plus \$1,000 to Entry Level (overall average increase 5.23%)		(\$7,700,078)	\$20,161,871
Segal Unified Scenario A (2% entry level + 1% for steps 1-14;1.5% for 15 and above)		(\$8,506,154)	\$11,655,717
Unified Scenario A Plus an Additional 1% to the Entry Level (overall average increase of 4.17%)		(\$2,604,954)	\$9,050,763
Increase Local Match for VPI Grant (8104)		(\$309,781)	\$8,740,982
Increase Local Match for Algebra Readiness Initiative Grant (8145)		(\$24,087)	\$8,716,895
Decrease Local Match for Early Reading Intervention Grant (8104)		\$5,841	\$8,722,736
Increase Local Match for Adult Basic Education Grant (8124)		(\$2,216)	\$8,720,520
Additional Funding for Landscape Services (due to increased city compensation) (8408)		(\$179,924)	\$8,540,596
Funding for Unpaid Student Meal Debt (8175, 8177, 8179)		\$0	\$8,540,596
Interactive White Boards (8104, 8106, 8108)		(\$1,000,000)	\$7,540,596

# Proposed FY 2026/27 Operating Budget Balancing (Cont.)

Proposal	FTE	Amount	Balance
<b>Additional revenue from all sources</b>			<b>\$33,959,891</b>
Classroom and Planetarium Teacher (8106)	1	(\$116,318)	\$7,424,278
CTE Pathway Expansion - Aviation Maintenance and Medical Assisting (8112)		(\$140,000)	\$7,284,278
Increase Funding for Residential Governor's School programs (8114)		(\$15,000)	\$7,269,278
Increase Funding for Summer Residential Governor's School programs (8114)		(\$25,000)	\$7,244,278
SchoolLinks (Academic & Career Planning Platform) (8135)		(\$199,700)	\$7,044,578
Increase Cost for Homeless Education Taxi Expenses - McKinney Vento (8137)		(\$500,000)	\$6,544,578
Lexia (from All In Grant) (8145)		(\$1,200,000)	\$5,344,578
Increase Funding for Mastery Connect (Canvas - Learning Management System) (8190)		(\$119,684)	\$5,224,894
Increase Funding for VB Digital Campus Stipends (8190)		(\$32,295)	\$5,192,599
Textbook Expenses (8190)		(\$610,820)	\$4,581,779
Restore Early Commitment Incentive for Student Teachers (8208)		(\$107,650)	\$4,474,129
AEDs/Epi-Pen Tracking Tool (8250)		(\$11,250)	\$4,462,879
Increase Funding for CHKD Bridge Program Services (8252)		(\$100,000)	\$4,362,879
Increase Funding for An Achievable Dream Academy (AADA) Zone Expansion Program (8304)		(\$110,000)	\$4,252,879
An Achievable Dream Academy (AADA) Additional Bus Drivers (8304)	2	(\$146,444)	\$4,106,435
McKinney 5 drivers / Plus Vehicles NEW (8304)	5	(\$500,000)	\$3,606,435
General District Court Salary Supplement (for three employees) and Related Expenses (8304)		(\$150,000)	\$3,456,435
Increase Funding for State Mandated Indoor Air Quality (IAQ) Assessment Cycle Testing (8404)		(\$520,000)	\$2,936,435
Increase Funding to Support ADA Building Compliance (8404)		(\$410,000)	\$2,526,435
Increase Funding for Utilities (8404)		(\$500,000)	\$2,026,435
Increase to General Maintenance Line Item (8404)		(\$1,000,000)	\$1,026,435
Moving Security Assistants from SRO/SSO Incentive Grant to Operating (8412)	15	(\$535,855)	\$490,580
Increase Funding for Microsoft Division License (8435)		(\$160,512)	\$330,068
Increase Funding for Google Workspace (8435)		(\$146,980)	\$183,088
EduPoint Multi-Tiered Systems of Support (MTSS) Subscription (8435)		(\$183,088)	\$0

# Employee Compensation Overview

Revenue	FY 2025/26 Adopted	FY 2025/26 Approved Amended	FY 2026/27 Proposed	Variance from Approved Amended
Federal	\$14,744,107	\$14,744,107	\$15,494,107	\$750,000
State	\$387,488,845	\$401,073,914	\$419,820,040	\$18,746,126
State Sales Tax	\$94,290,730	\$94,290,730	\$95,257,382	\$966,652
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Other Local	\$4,457,538	\$4,457,538	\$5,457,538	\$1,000,000
<b>Total</b>	<b>\$994,914,560</b>	<b>\$1,006,520,206</b>	<b>\$1,040,480,097</b>	<b>\$33,959,891</b>

Proposal	FTE	Amount	Balance
<b>Additional revenue from all sources</b>			<b>\$33,959,891</b>
Part I & II non-personnel cuts		\$3,207,330	\$37,167,221
Part I & II personnel cuts		\$2,040,208	\$39,207,429
VRS fringe benefit rate updates		\$18,129,194	\$57,336,623
Employer Health Insurance contribution increase		(\$9,228,824)	\$48,107,799
Additional Health Insurance contribution increase (Health Fund)		(\$5,360,838)	\$42,746,961
Segal Teacher scenario A (2% entry + 1.5% step)		(\$14,885,012)	\$27,861,949
Teacher scenario A plus \$1,000 to entry level (overall average increase 5.23%)		(\$7,700,078)	\$20,161,871
Segal Unified scenario A (2% entry level + 1% for steps 1-14;1.5% for 15 and above)		(\$8,506,154)	\$11,655,717
Unified scenario A plus an additional 1% to the entry level (overall average increase of 4.17%)		(\$2,604,954)	\$9,050,763

# Employee Compensation Overview (Cont.)

- Compensation is comprised of salaries, wages, and benefits, and accounts for approximately 86% of the total Operating Budget
- Over the past five years, the total salary compensation has increased an average of **5.42%** for the Instructional Pay Scale and **5.30%** on the Unified Pay Scale per year
- Between FY2022 and FY2026, approximately **\$170.6 million** was invested in salary increases for staff
- Over the same period, VBCPS has contributed an additional **\$27.5 million** in employer contributions towards healthcare costs

## COMPENSATION PHILOSOPHY OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH

The vision statement for the School Board of the City of Virginia Beach has the goal that every student will be achieving at his or her maximum potential in an engaging, inspiring, and challenging learning environment. With this vision in mind, the School Board strives to provide a total employee compensation program that enables the school division to:

- Attract and retain a highly qualified and diverse workforce
- Ensure fair and consistent pay practices
- Comply with applicable laws and regulations
- Operate within the constraints of fiscal resources while balancing and achieving educational goals

*The School Board's compensation philosophy embraces the following points:*

1. The school division strives to provide a total compensation program that is competitive with institutions in Virginia and for certain positions outside of our local labor market.
2. Benchmarking and broad banding are used as best practices for compensation of similar positions.
3. Compensation strategies must include the flexibility needed to adapt to market changes and address the needs of the school division. Pay adjustments, other than allowances and supplements, may be provided to employees when appropriate, to address equity, market conditions, targeted needs, and consistency in the administration of the school division's compensation program
4. Starting pay for new employees is based upon education and work experience related to position requirements.
5. Allowances are available to eligible employees based on the attainment of educational/licensing credentials earned beyond the requirements of the position to the extent they relate to the employee's current job responsibilities and to the extent they enhance the employee's ability to contribute to the mission and strategic goals of the school division.
6. Supplements may be provided to eligible employees performing specific functions outside of their established job descriptions.
7. Salary progression may occur as a result of annual salary increases, promotions, reclassifications and pay adjustments.
8. Benefit plans, retirement, and other non-cash compensation are reviewed annually for competitiveness, cost-effectiveness, and their value to employees and the school division.
9. To ensure our compensation structure remains competitive, pay ranges for all instructional positions are evaluated annually. Pay ranges for other job groups are reviewed every 3-5 years or as needed.
10. The Division's Human Resources Department is responsible for evaluating the pay programs for alignment with VBCPS' compensation philosophy, senior leadership is responsible for proposing any changes to the program, and the Board is responsible for approving any proposed changes.
11. The compensation philosophy will be made available to employees.



# Capital Improvement Program

# Proposed FY2026/27-2031/32 CIP - Funding Sources

**School Board Funding Sources**  
**Virginia Beach City Public Schools**  
**FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)**  
**Superintendent's Proposed - March 24, 2026**

Debt Service	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32
VBCPS Debt Service Plan: \$6 Million per Year Increase starting FY27/28	50,071,611	56,071,611	62,071,611	68,071,611	74,071,611	80,071,611

Funding Sources	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	5,000,000	6,000,000	7,000,000	7,500,000	8,000,000	8,500,000
Interest/Sale of Property*	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	10,000,000	9,500,000	8,500,000	8,000,000	7,500,000	7,000,000
PEG Fees - School Cable Access Infrastructure	140,000	140,000	140,000	140,000	140,000	140,000
<b>Total</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>

Note: \$10,000,000 reversion line item for FY 26/27 reflects reversion from Nov. 25, 2025 City Council approval.

# Proposed FY2026/27-2031/32 CIP - Funding Summary

**School Board Funding Summary**  
**Virginia Beach City Public Schools**  
**FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)**  
**Superintendent's Proposed - March 24, 2026**

CIP #	Project Category	Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031	Year 6 2031-2032
1-001	Renovations and Replacements - Energy Management/Sustainability	32,525,000	32,525,000	19,325,000	2,810,000	2,070,000	2,100,000	2,100,000	2,100,000	2,020,000
1-002	Tennis Court Renovations - Phase II	4,040,000	4,040,000	2,410,000	240,000	250,000	260,000	280,000	290,000	310,000
1-015	Princess Anne High School Replacement (or Renovation / Modernization) *	330,437,679	330,437,679	220,935,225	3,970,000	10,000,000	23,890,000	23,890,000	23,890,000	23,862,454
1-016	Energy Performance Contracts - Phase II	52,500,000	52,500,000	40,000,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
1-017	Renovations and Replacements - Grounds - Phase III	51,087,886	51,087,886	24,337,886	5,740,000	5,700,000	3,600,000	3,760,000	3,920,000	4,030,000
1-018	Renovations and Replacements - HVAC - Phase III	250,489,692	250,489,692	120,812,146	29,490,000	28,940,000	18,330,000	17,740,000	17,570,000	17,607,546
1-019	Renovations and Replacements - Reroofing - Phase III	95,094,260	95,094,260	54,084,260	9,890,000	6,550,000	6,030,000	6,240,000	6,200,000	6,100,000
1-020	Renovations and Replacements - Various - Phase III	69,525,854	69,525,854	37,425,854	5,830,000	5,730,000	5,010,000	5,170,000	5,180,000	5,180,000
1-022	Elementary School Playground Equipment Replacement	5,344,737	5,344,737	3,344,737	290,000	310,000	320,000	340,000	360,000	380,000
1-027	Renovations and Replacements - Safe School Improvements	2,840,000	2,840,000	1,210,000	240,000	250,000	260,000	280,000	290,000	310,000
1-028	Tri-Campus Additions*	27,650,085	27,650,085	27,650,085	0	0	0	0	0	0
1-029	Bayside High School Replacement *	963,601,067	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	1,000,000	1,000,000	200,000	800,000	0	0	0	0	0
1-030	Payroll System Replacement	18,017,509	18,017,509	18,017,509	0	0	0	0	0	0
1-034	School Cable Access Infrastructure	840,000	840,000	0	140,000	140,000	140,000	140,000	140,000	140,000
<b>GRAND TOTAL (all projects)</b>		<b>1,904,993,769</b>	<b>947,329,209</b>	<b>575,689,209</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>
<b>TARGETS</b>					<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>
<b>DIFFERENCE</b>					<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Note: 'Appropriations To Date' includes reversion funding approved by City Council on November 25, 2025, excluding \$10,000,000 which are included in 'Year 1 2026-2027' from School Special Reserve Fund.  
 Note: \*Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2028.  
 Note: \*CIP 1-028 Tri-Campus Additions will address space needs at Bettie F. Williams Elementary School, originally built in 1961 that can no longer adequately accommodate the required instructional programs. As a result, this facility space is in need of replacement and will be replaced with additions on nearby schools in the Tri-Campus area, such as Newtown ES and Diamond Springs ES. Total Project Cost considers a bid in 2026.  
 Note: \*Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2051. Additional funding would be needed to accomplish this.

\*Total Project Cost/new construction amount is partly based on 2023 Educational Specifications, post 30% design, created with School Board input. New construction projects will not go out for bid without School Board approval separate from this CIP.

# Key Budget Dates

**April 13**

Last Day for the  
Governor's action  
on legislation

**April 23**

Reconvened  
General Assembly  
Special Session

**April 14**

VBCPS Budget  
Presentation to  
the City

**May 12**

City Council  
Approves  
Municipal Budget

# Questions/Comments/Discussion





**Subject:** Calendar Adjustments for Quarter 4 **Item Number:** 12B

**Section:** Information **Date:** March 24, 2026

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

Matthew D. Delaney, Chief Schools Officer, Department of School Leadership

**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 a proposed adjustment to the fourth quarter of the School Calendar for SY 2025-26.

**Background Summary:**

At the school board meeting on March 10, 2026, the school board received information about a Special Election on April 21, 2026, which affects schools used as voting precincts.

**Source:**

Policy 6-12 School Calendar

**Budget Impact:**

No budget impact.

**Next Steps:**

TBD



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## **Calendar Adjustments for Quarter Four**

Department of School Division Services  
Office of Security and Emergency Management  
School Board Meeting  
March 24, 2026

## Background

- March 10 - Staff recommended transitioning to synchronous learning on April 21 to mitigate safety concerns.
- March 11 - Virginia Department of Education advised school divisions throughout the Commonwealth that remote learning hours are not allowed to count towards the 180 day/990 hours requirement.
- Risks associated with operating **58** schools as polling precincts while students are present cannot be mitigated to an acceptable level.
  - Virginia Beach Police Department
  - City of Virginia Beach Office of Emergency Management
  - City of Virginia Beach Board of Elections

## Recommendation

- Close all VBCPS schools for students and staff on April 21
  
- Add 10 minutes to the school day from April 13 through June 8
  - Maintains compliance with the statutory requirement of 180 school days or 990 instructional hours

# Questions?



**Subject:** Policy Review Committee Recommendations **Item Number:** 14A 1-4

**Section:** Consent **Date:** March 24, 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 approve recommendations regarding the amendment of certain bylaws and policy 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 bylaws will be updated online.

## 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](#)

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LEGAL SUFFICIENCY

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## 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

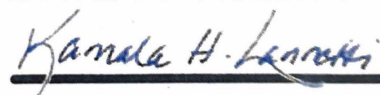
Amended by School Board: August 18, 2015

Amended by School Board: August 2, 2016

Amended by School Board: September 28, 2021

Reviewed by School Board: 2026

APPROVED AS TO  
LEGAL SUFFICIENCY

  
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## 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 cCommittee 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 by the School Board.~~
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 washas 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

## 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 Chairman, 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

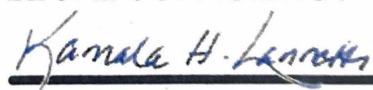
Amended by School Board: December 3, 2013

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. Larratti



**Subject:** Local Special Education Annual Plan Application and Report for VDOE **Item Number:** 14B

**Section:** Consent **Date:** March 24, 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 approve 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:**

The 2026-27 Special Education Annual Plan/Part B Flow-Through Application must be submitted to the VDOE electronically via OMEGA with approval by the Superintendent by Friday, May 8, 2026.



**Subject:** Pembroke Elementary School ADA Courtyard Renovations **Item Number:** 14C

**Section:** Consent **Date:** March 24, 2026

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

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

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

**Recommendation:**

That the School Board approve a motion authorizing the Superintendent to execute a contract with Spacemakers, Inc. for the Pembroke Elementary School ADA Courtyard Renovations in the amount of \$646,645.00.

**Background Summary:**

Project Architect:	HBA Architecture and Interior Design
Contractor:	Spacemakers, Inc.
Contract Amount:	\$646,645.00
Construction Budget:	\$789,700.00
Number of Responsive Bidders:	1
Average Bid Amount:	\$646,645.00
High Bid:	\$646,645.00

**Source:**

School Board Policy 3-90

**Budget Impact:**

CIP 1-020 Renovations and Replacements- Various Phase III

**Next Steps:**

No further action needed



ARCHITECTURE • INTERIOR DESIGN

March 13, 2026

Mr. Fred Reynolds  
Facilities Services, School Division Services  
Virginia Beach City Public Schools  
1568 Corporate Landing Parkway, Suite 200  
Virginia Beach, VA 23454-5918

Re: **FS-26-04**  
**HBA# 24062.09**  
**Pembroke Elementary School**  
**ADA Courtyard Renovations**  
**Award Recommendation**

Dear Mr. Reynolds:

Bids for the above referenced project were received in BeaconBid no later than March 12, 2026 at 2:00PM. The Bid results were immediately posted on BeaconBid and publicly read aloud at 2:05PM via a Microsoft Teams video conference to which all bidders were invited. A total of one (1) bid was received from contractors. The lowest responsive and responsible bidder for the Base Bid was Spacemakers, Inc., with a Base Bid of \$646,645.00. This Base Bid amount is below the Architect's estimate for probable construction cost and also lower than the Owner's stated construction budget for this project.

We have reviewed Spacemakers' Bid Proposal and Bid Security and these documents appear to be in order. Spacemakers' Bid Proposal also included a "Woman, Service Disabled and Minority Participation Plan", and this document also appears to be in order.

Spacemakers, Inc. certifies that it is a Class A Contractor registered in the Commonwealth of Virginia.

Spacemakers' has successfully completed a number of similar projects for VBCPS, other local school divisions, and also for HBA.

Based on the above, it is HBA Architecture's recommendation that Spacemakers, Inc. be considered the lowest responsive and responsible bidder and be awarded a construction contract for **Pembroke Elementary School ADA Courtyard Renovations - FS-26-04** in the amount of **\$646,645.00** (Base Bid), contingent on adequate funds being available for construction of this project.

Please do not hesitate to call if you have any questions or if I may be of further assistance.

Sincerely,

HBA ARCHITECTURE & INTERIOR DESIGN

A handwritten signature in black ink, appearing to read "Lauren Perry", with a long, sweeping horizontal line extending to the right.

Lauren Perry, AIA, LEED AP BD+C, CPD

cc: File



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

**Section:** Action **Date:** March 24, 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 24, 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 24, 2026  
2025-2026

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	3/11/2026	Amanda J Wagner	Special Education Assistant	Elon College, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	3/11/2026	Lucila Alegre	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	3/11/2026	Nikoleta Verganelaki-Spears	Kindergarten Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	3/11/2026	Nicole Goffigan	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Creeds	3/11/2026	Candena John	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	3/4/2026	Zariah Smith	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kingston	3/11/2026	Colby Vanderwerf	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Malibu	3/11/2026	Amber M Lewis	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	3/10/2026	George M Smith	Custodian II Head Night	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	3/2/2026	Heidi S Angueira	Cafeteria Manager I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	3/4/2026	Ricardo Feliciano Jr	Security Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	3/11/2026	Gabrielle Richey	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	3/11/2026	Sidney Griffin	Cafeteria Assistant, 4.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	3/4/2026	Xiomara V Chavez Villalta	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	3/4/2026	Sametria Hargrave	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	3/11/2026	Christopher Ruffin	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	3/4/2026	Tracy Atkinson	Custodian III Head Night	not applicable	YMCA of South Hampton Roads, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	3/4/2026	Miranda S Barnes	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	3/10/2026	Sydney Akers	Cafeteria Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	3/10/2026	Maifuja Sathee	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	3/11/2026	Kendra Pressey	Distance Learning Assistant	Old Dominion University, VA	Williamsburg James City County Public Schools, VA
Assigned to Unified Salary Scale	Appointments - High School	Cox	3/11/2026	Tysheka A Clark	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Kellam	3/11/2026	Jeni Larot	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	3/4/2026	Kendric D Thomas	Cafeteria Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	3/4/2026	Hakima Bikri	Cafeteria Assistant, 5.0 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	3/2/2026	Austin F Hinzpeter	Network Technician I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	3/11/2026	Ashley McIntyre	Administrative Office Associate II	not applicable	Hilton Grand Vacations, FL
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Security and Emergency Management	3/11/2026	Jaquan J Glover	Security Officer	Liberty University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2026	Naima Ghislat	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2026	Monica T Riddick	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/4/2026	Andy J West	Bus Driver - Special Ed, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/11/2026	Latia Blair	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	3/16/2026	Jonathan Montney	Transportation Area Supervisor	not applicable	VBCPS
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	4/15/2026	Adriana L Jimenez Cifuentes	General Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2026	Sommer L Belgrave	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	College Park	3/24/2026	Lawrence L Pettaway	Physical Education Assistant, .500 (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	College Park	4/15/2026	Maria C Villafranca	Kindergarten Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Cooke	6/30/2026	Jadyn B DeLany	School Nurse (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Green Run	3/11/2026	Sarah B Mcglamery	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	North Landing	6/30/2026	Emily E Kyle	Physical Education Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke	4/3/2026	Kendra S Wilson	Physical Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Mia Gibson	Kindergarten Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Providence	3/30/2026	Danielle N White	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Red Mill	6/30/2026	Allie Mora	Physical Education Assistant, .500 (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Rosemont Forest	4/3/2026	Emily F Towns	School Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2026	Teresa M Cochran	Kindergarten Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Trantwood	6/30/2026	Janelly Rosado	General Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	2/27/2026	Maria R Cuellar	Cafeteria Assistant, 6.0 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	3/5/2026	Sean Ford	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	3/6/2026	Dominga R Muhammad	Cafeteria Assistant, 4.0 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	6/30/2026	Deborah L Peveritt	Library/Media Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	3/4/2026	Mina Sato	Cafeteria Assistant, 5.0 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	6/30/2026	Sheila Y Everett	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	3/13/2026	Kaitlynn S Allen	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	3/2/2026	Laura C Dean	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	3/5/2026	Chantia Creekmore	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	3/6/2026	Eduardo Garcia	Bus Driver, 6.5 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	3/9/2026	Madeline G Drennen	Office Associate II (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	3/20/2026	Todd Flickinger	Auxiliary Driver Plan Bee, 6.0 Hours (career enhancement opportunity)	not applicable	not applicable

Personnel Report  
Virginia Beach City Public Schools  
March 24, 2026  
2025-2026

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	4/15/2026	Llana Faye Frial	Bus Assistant, 6.5 Hours (continuing education)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	4/17/2026	Michelle V Diop	Bus Assistant Plan Bee, 7.0 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Sherle Jackson	Bus Assistant, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	College Park	6/30/2026	Anna M Panter	Pre-Kindergarten Teacher Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Holland	6/30/2026	Lourdes Montalvo-Fagundo	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	New Castle	4/30/2026	Cristi M Reyna	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	New Castle	6/30/2026	Douglas A Duggan	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	New Castle	6/30/2026	Patricia L Rodriguez	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Ocean Lakes	6/30/2026	Aliye Lambiro	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Pembroke	3/31/2026	Mayra B Romo	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Salem	6/30/2026	Cheryl B Cullen	School Nurse	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Thalia	6/30/2026	Diane L Beetham	School Nurse	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Thoroughgood	6/30/2026	Lori R Young	School Administrative Associate I	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Windsor Woods	6/30/2026	Rebecca F Tillery	Pre-Kindergarten Teacher Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Lynnhaven	6/30/2026	Karen R Blanchard	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Kelam	3/10/2026	Laura M Aslaksen	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Princess Anne	6/30/2026	Clara T Cook-Tillman	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Budget & Finance	6/30/2026	Tracy L Williams	Assistant Payroll Supervisor	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Consolidated Benefits	6/30/2026	Karen R Robinson	Benefits Specialist II	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	5/29/2026	Yvonne G Johnson	Bus Driver, 7.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Patricia Brown	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	Jamie D Witmer	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Seatack	4/17/2026	David M Brewer	Cafeteria Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - High School	Ocean Lakes	2/27/2026	Dixie L Glover	Cafeteria Assistant	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Talwood	3/11/2026	Shirley W Darden	Special Education Teacher	Bowie State University, MD	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	3/2/2026	David Leaven	Spanish Teacher	Southern New Hampshire University, NH	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Alanton	6/30/2026	Victoria Sanchez	First Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2026	Isabelle Ingram	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Birdneck	6/30/2026	Alana J Strong	Fifth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	College Park	6/30/2026	Brianna M Benson	Kindergarten Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	College Park	6/30/2026	Jacob K Hall	Special Education Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Glenwood	6/30/2026	Kristen R O'Dea	Third Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2026	Emily S Thorne	Pre-Kindergarten Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	John B. Dey	6/30/2026	Haley H Donaldson	First Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville	6/30/2026	Mairin E Genova	Fifth Grade Teacher (accepted a private sector job)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	3/16/2026	Bonnie B Dewey	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2026	Molly Gobble	Fourth Grade Teacher (continuing education)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Luxford	3/6/2026	Mary E Lucas	Third Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2026	Melanie L Rosenfelder	Fifth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Malibu	6/30/2026	Amy E Siverio	First Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2026	Janith M Matts-Rains	Second Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Parkway	6/30/2026	Beverly A Brown	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Parkway	6/30/2026	Christina K Sommer	Third Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Parkway	6/30/2026	Shay H Sommer	Fourth Grade Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	2/26/2026	Amanda K Ledlow	Fifth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Claire A Kinsey	Fifth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Divine Z Sanders	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Red Mill	6/30/2026	Madison M Allen	Second Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Red Mill	6/30/2026	Colleen E Villalpando	Special Education Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont Forest	6/30/2026	Elizabeth D Fergelec	Third Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont Forest	6/30/2026	Kaitlyn E Spellane	First Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Trantwood	6/30/2026	Leighton A Caldwell	First Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Woods	6/30/2026	Jessica M Norris	Kindergarten Teacher (continuing education)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2026	Chevonne U Drew	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2026	Lorraine Hajjar-Conant	Title I Resource Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2026	Nicole M Johnson	Sixth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Corporate Landing	6/30/2026	Jennifer L Cregar	Seventh Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Corporate Landing	6/30/2026	Jessie O Peterson	Math Coach (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2026	Kayla E Wernert	Special Education Teacher (relocation)	not applicable	not applicable

Personnel Report  
Virginia Beach City Public Schools  
March 24, 2026  
2025-2026

<u>Scale</u>	<u>Class</u>	<u>Location</u>	<u>Effective</u>	<u>Employee Name</u>	<u>Position/Reason</u>	<u>College</u>	<u>Previous Employer</u>
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2026	Kathleen M Starman	Seventh Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Princess Anne	6/30/2026	Karole A Gopaul	Special Education Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2026	Maria T Fay	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2026	Holly B Lisi	Special Education Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2026	Laura L Beltz	Science Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2026	Maria V Faircloth	Social Studies Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	3/9/2026	Joshua C Stone	Band Instructor (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2026	Lesedi W Morrison	English Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2026	Sarah M Stein	Health & Physical Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2026	Ronette K Wheeler	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	3/20/2026	Zachary A Hlasnicek	School Counselor (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Indian Lakes	6/30/2026	Michelle A Reed	Kindergarten Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	New Castle	6/30/2026	Jane M Arneson	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Seatack	6/30/2026	Megan P Murphy	Third Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kempsville	6/30/2026	Karen L Nemeth	Music/Vocal Teacher, .800	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Ocean Lakes	6/30/2026	Gary M Felch	Social Studies Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Princess Anne	6/30/2026	Camilla C Walck	Science Teacher	not applicable	not applicable



**Resolution Regarding FY 2026/27 School Operating Budget and**  
Subject: Capital Improvement Program FY 2026/27 through FY 2030/31 Item Number: 15B

Section: Action Date: March 24, 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

Jack Freeman, Chief Operations Officer

**Recommendation:**

That the School Board approve the FY 2026/27 School Operating Budget and Capital Improvement Program FY 2026/27 through 2031/32 Budget Resolution.

**Background Summary:**

The Superintendent's Estimate of Needs FY 2026/27 was presented to the School Board on February 10, 2026, and the School Board held budget workshops on December 9, 2025, January 13, January 27, February 10, February 17, March 3, and March 10, 2026.

**Source:**

Code of Virginia, Sections 22.1-88, 22.1-89, 22.1-91, 22.1-92, 22.1-93, and 22.1-94.

**Budget Impact:**

To be determined.

**Next Steps:**

No further action at this time.

## School Operating Budget for FY 2026/27

**WHEREAS**, the mission of Virginia Beach City Public Schools (VBCPS), in partnership with the entire community, is to empower every student to become a life-long learner who is a responsible, productive and engaged citizen within the global community; and

**WHEREAS**, the School Board of the City of Virginia Beach has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

**WHEREAS**, the School Board has studied the proposed FY 2026/27 Operating Budget in view of state and federal requirements, the strategic plan, priorities, community expectations, competitive compensation for employees, and the best educational interests of its students; and

**WHEREAS**, the proposed Operating Budget for the Instructional Experience-based Step Pay Scale provides a 1.5% experience step for all eligible employees on the scale with a 2% increase plus \$1,000 to the entry-level salary, and

**WHEREAS**, the proposed Operating Budget for the Unified Experience-based Step Pay Scale provides a 1% step increase for all eligible employees with 1-14 years of experience, and a 1.5% step increase for all eligible employees with 15 and above years of experience; with a 3% increase to the entry-level salary, and

**WHEREAS**, the City/School Revenue Sharing Policy provides 48.5% of certain general fund revenues to meet obligations of the School Board of the City of Virginia Beach; and

**WHEREAS**, the total funds requested for the Operating Budget from the City of Virginia Beach to the School Board of the City of Virginia Beach are \$559,522,641, and

**WHEREAS**, the debt service payment is estimated to be \$50,071,611, leaving a balance of \$509,451,030 to allocate between the Operating Budget and the Capital Improvement Program (CIP); and

### **NOW, THEREFORE, BE IT**

**RESOLVED:** That the \$509,451,030 be allocated as follows: \$504,451,030 to the Operating Budget, and \$5,000,000 to Schools' Pay-As-You-Go (PAYGO) for the CIP; and be it

**FURTHER RESOLVED:** That federal funds of \$15,494,107, state funds of \$515,077,422, and other local funds of \$5,457,538 be added to the Operating Budget, bringing it to a total of \$1,040,480,097; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach requests a Lump Sum Appropriation of \$1,040,480,097 from the City Council of Virginia Beach for the School Board Operating Budget; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach requests an appropriation of \$178,158,274 for categorical grants and other special revenue funds comprised of categorical grants for \$103,308,858; Green Run Collegiate for \$5,062,922; and other special revenue funds in the amount of \$69,786,494; and be it

**FURTHER RESOLVED:** That the School Board of the City of Virginia Beach requests a Lump Sum Appropriation of \$1,218,638,371, for the total of all funds (\$1,040,480,097 for the Operating Budget plus \$178,158,274 for categorical grants and other special revenue funds); and be it

**FINALLY RESOLVED:** That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 24<sup>th</sup> day of March 2026.

SEAL

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Kathleen J. Brown, School Board Chair

Attest:

---

Regina M. Toneatto, Clerk of the Board

**Capital Improvement Program for FY 2026/27 - FY 2031/32  
Budget Resolution**

**WHEREAS**, the mission of Virginia Beach City Public Schools, in partnership with the entire community, is to empower every student to become a life-long learner who is a responsible, productive, and engaged citizen within the global community; and

**WHEREAS**, the School Board of the City of Virginia Beach has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

**WHEREAS**, the primary funding sources for the Capital Improvement Program (CIP) are charter bonds, public facility revenue bonds, and reversion funding; and

**WHEREAS**, the City/School Revenue Sharing Policy provides 48.5% of certain general fund revenues to meet obligations of the School Board of the City of Virginia Beach; and

**WHEREAS**, the City/School Revenue Sharing Policy allocates funds first to Debt Service, while the balance is used for the Operating Budget and the CIP; and

**WHEREAS**, \$5,000,000 will be allocated to Schools' Pay-As-You-Go (PAYGO) for the CIP; and

**WHEREAS**, the School Board has comprehensively reviewed all sources of funding, projected various scenarios, and prioritized the needs of the Operating and CIP budgets; and

**WHEREAS**, total project cost/new construction amounts are partly based on 2023 Educational Specifications, post 30% design, created with School Board input; and

**WHEREAS**, Educational Specifications and the associated designs will be reviewed under a separate process with the School Board, which may result in a change in square footage and cost; and

**WHEREAS**, new construction projects will not go out for bid without School Board approval separate from this CIP; and

**NOW, THEREFORE, BE IT**

**RESOLVED:** That the School Board of the City of Virginia Beach adopts a CIP program of \$947,329,209 (as shown on the attached School Board Funding Summary and Project Summary dated March 24, 2026), and be it

**FINALLY RESOLVED:** That a copy of this Resolution be spread across the official minutes of this School Board, and the Clerk of the School Board is directed to deliver a copy of this Resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 24<sup>th</sup> day of March 2026.

SEAL

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Kathleen J. Brown, School Board Chair

Attest:

---

Regina M. Toneatto, Clerk of the Board

**School Board Funding Sources  
Virginia Beach City Public Schools  
FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)  
Superintendent's Proposed - March 24, 2026**

<b>Debt Service</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>	<b>2029/30</b>	<b>2030/31</b>	<b>2031/32</b>
VBCPS Debt Service Plan: \$6 Million per Year Increase starting FY27/28	<b>50,071,611</b>	<b>56,071,611</b>	<b>62,071,611</b>	<b>68,071,611</b>	<b>74,071,611</b>	<b>80,071,611</b>

<b>Funding Sources</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>	<b>2029/30</b>	<b>2030/31</b>	<b>2031/32</b>
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	5,000,000	6,000,000	7,000,000	7,500,000	8,000,000	8,500,000
Interest/Sale of Property*	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	10,000,000	9,500,000	8,500,000	8,000,000	7,500,000	7,000,000
PEG Fees - School Cable Access Infrastructure	140,000	140,000	140,000	140,000	140,000	140,000
<b>Total</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>

Note: \$10,000,000 reversion line item for FY 26/27 reflects reversion from Nov. 25, 2025 City Council approval.

**School Board Funding Summary  
Virginia Beach City Public Schools  
FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)  
Superintendent's Proposed - March 24, 2026**

CIP #	Project Category	Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031	Year 6 2031-2032
1-001	Renovations and Replacements - Energy Management/Sustainability	32,525,000	32,525,000	19,325,000	2,810,000	2,070,000	2,100,000	2,100,000	2,100,000	2,020,000
1-002	Tennis Court Renovations - Phase II	4,040,000	4,040,000	2,410,000	240,000	250,000	260,000	280,000	290,000	310,000
1-015	Princess Anne High School Replacement (or Renovation / Modernization) *	330,437,679	330,437,679	220,935,225	3,970,000	10,000,000	23,890,000	23,890,000	23,890,000	23,862,454
1-016	Energy Performance Contracts - Phase II	52,500,000	52,500,000	40,000,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
1-017	Renovations and Replacements - Grounds - Phase III	51,087,886	51,087,886	24,337,886	5,740,000	5,700,000	3,600,000	3,760,000	3,920,000	4,030,000
1-018	Renovations and Replacements - HVAC - Phase III	250,489,692	250,489,692	120,812,146	29,490,000	28,940,000	18,330,000	17,740,000	17,570,000	17,607,546
1-019	Renovations and Replacements - Reroofing - Phase III	95,094,260	95,094,260	54,084,260	9,890,000	6,550,000	6,030,000	6,240,000	6,200,000	6,100,000
1-020	Renovations and Replacements - Various - Phase III	69,525,854	69,525,854	37,425,854	5,830,000	5,730,000	5,010,000	5,170,000	5,180,000	5,180,000
1-022	Elementary School Playground Equipment Replacement	5,344,737	5,344,737	3,344,737	290,000	310,000	320,000	340,000	360,000	380,000
1-027	Renovations and Replacements - Safe School Improvements	2,840,000	2,840,000	1,210,000	240,000	250,000	260,000	280,000	290,000	310,000
1-028	Tri-Campus Additions*	27,650,085	27,650,085	27,650,085	0	0	0	0	0	0
1-029	Bayside High School Replacement *	963,601,067	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	1,000,000	1,000,000	200,000	800,000	0	0	0	0	0
1-030	Payroll System Replacement	18,017,509	18,017,509	18,017,509	0	0	0	0	0	0
1-034	School Cable Access Infrastructure	840,000	840,000	0	140,000	140,000	140,000	140,000	140,000	140,000
<b>GRAND TOTAL (all projects)</b>		<b>1,904,993,769</b>	<b>947,329,209</b>	<b>575,689,209</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>
<b>TARGETS</b>					<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>	<b>61,940,000</b>
<b>DIFFERENCE</b>					<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Note: 'Appropriations To Date' includes reversion funding approved by City Council on November 25, 2025, excluding \$10,000,000 which are included in 'Year 1 2026-2027' from School Special Reserve Fund.

Note: \*Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2028.

Note: \*CIP 1-028 Tri-Campus Additions will address space needs at Bettie F. Williams Elementary School, originally built in 1961 that can no longer adequately accommodate the required instructional programs. As a result, this facility space is in need of replacement and will be replaced with additions on nearby schools in the Tri-Campus area, such as Newtown ES and Diamond Springs ES. Total Project Cost considers a bid in 2026.

Note: \*Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2051. Additional funding would be needed to accomplish this.

\*Total Project Cost/new construction amount is partly based on 2023 Educational Specifications, post 30% design, created with School Board input. New construction projects will not go out for bid without School Board approval separate from this CIP.



**Subject:** Calendar Adjustments for Quarter 4 **Item Number:** 15C

**Section:** Action **Date:** March 24, 2026

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

Matthew D. Delaney, Chief Schools Officer, Department of School Leadership

**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 approve an adjustment to the fourth quarter of the School Calendar for SY 2025-26.

**Background Summary:**

The School Board will receive a recommendation to adjust the SY 2025-26 School Calendar to accommodate the Special Election on April 21, 2026.

**Source:**

Policy 6-12 School Calendar

**Budget Impact:**

No budget impact.

**Next Steps:**

TBD



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

**Section:** Closed Session **Date:** March 24, 2026

**Senior Staff:** N/A

**Prepared by:** Kamala H. Lannetti, School Board Attorney

**Presenter(s):** Kamala H. Lannetti, School Board Attorney

**Recommendation:**

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 7, and 8 as amended, to deliberate on the following matters:

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

Namely to discuss:

- A. Status of pending litigation or administrative cases.
- B. 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](mailto: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.