



School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohienstiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
District 7

Rose M. Dwyer
District 1

Sharon R. Felton
At-Large

Dr. Alveta J. Green
District 4

Kimberly A. Melnyk
District 2

Melinda J. Rogers
District 5

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

School Board Regular Meeting Proposed Agenda
Tuesday, May 12, 2026

School Administration Building #6, Municipal Center

2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456
(757) 263-1000

Public seating will be made available on a first-come, first-served basis. Members of the public will also be able to observe the School Board Meeting through livestreaming on schoolboard.vbschools.com/meetings/live, broadcast on VBTV Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/webinar/register/WN_Z-K9RyoMQyux-WCEHZfxjA Call-in (301) 715-8592 ID 883 9397 6435

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@VBPCSboard.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 May 11, 2026.

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1. **Administrative, Informal, and Workshop 4:00 p.m.**
 - A. School Board Administrative Matters and Reports
 - B. Mercer Update
 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. Youth of the Year – Bayside High School
 - B. AAA National Safety Patrol Award – Kempsville Meadows Elementary School



- C. National Scholastic Art Competition Silver Medallions – Visual and Performing Arts Academy at Salem High School
- D. Future Business Leaders of America awards – Advanced Technology Center; Cox, Kempsville, First Colonial, Princess Anne high schools
- E. 2026 Constantino Community Impact Award – Office of Family & Community Engagement
- F. National Art Education Association Southeastern Region Elementary Art Educator – Princess Anne Elementary School
- G. Virginia School Board Association 2026 Honor Roll – BayPort Credit Union

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. April 28, 2026 Regular School Board Meeting

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

The School Board will hear public comments at the May 12, 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 May 12, 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. May 12, 2026. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.

12. Information

- A. Policy Review Committee (PRC) Recommendations:
 - 1. Policy 3-2/Ethics in Public Contracting
 - 2. Policy 4-6/Healthy Work Environment
 - 3. Policy 4-18/Dismissal or Placement on Probation
 - 4. Policy 4-39/Employee Professional Development & Growth in Job Skills
- B. All in VA Update
- C. Federal Grant Applications
- D. Budget Transfers
- E. VSBA Recognition
- F. Use of Facilities Proposed Fee Structure Changes

13. Return to public comments if needed



14. Consent Agenda

- A. Budget Transfers
- B. Kempsville Middle School Foundation Repair Phase II
- C. VSBA Recognition

15. Action

- A. Personnel Report / Administrative Appointments Updated 05/15/2026
- B. Use of Facilities Proposed Fee Structure Changes

16. Committee, Organization or Board Reports

17. Return to Administrative, Informal, Workshop or Closed Session matters Updated 05/12/2026

18. Adjournment



Subject: Mercer Update

Item Number: 1B

Section: Workshop

Date: May 12, 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

Linda Matkins, Director of Consolidated Benefits

David Keogh, Senior Principal, Mercer

Recommendation:

That the School Board receive information regarding the Mercer Update.

Background Summary:

N/A

Source:

N/A

Budget Impact:

N/A

Next Steps:

Quarterly Reports are presented to the School Board.



Virginia Beach City Public Schools Financial Update

Based on claims experience through March 31, 2026

**School Board Meeting
May 12, 2026**



Agenda

1. Projections

- Schools Calendar Year
- Schools Fiscal Year

2. 2027 Rate Tables

3. Appendix

- Assumptions & Methodology

Projections

With updated data through
March 2026

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2025 – 2027 Plan Year Projections (data through March 2026)

Employee Contribution 10% Increase in 2027

Projected	Schools		
	2025	2026	2027 (10%)
Health Plan Costs			
Gross Cost	\$117.4M	\$126.0M	\$137.6M
Employer Contributions	\$100.3M	\$103.0M	\$121.1M
Employee/Retiree Contributions	\$9.4M	\$17.5M	\$19.2M
<i>Total Contributions</i>	\$109.8M	\$120.5M	\$140.3M
Impact on Health Fund Reserves	\$7.6M	\$5.5M	-\$2.6M
<i>Total Funding</i>	\$117.4M	\$126.0M	\$137.6M
Health Fund Impact			
Health Fund Balance (as of March 2026)		\$14.1M	\$4.3M
Impact on Health Fund Reserves remaining to year end*		-\$9.8M	\$2.6M
Projected Health Fund Balance at year end		\$4.3M	\$6.9M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$19.6M	\$21.0M	\$22.9M
Variance from 2 Month Reserve		-\$16.7M	-\$16.0M

*Reduction from CY 2026 reflects 9 months of annual HF drawdown from 4/1/26 to 12/31/26. Lower drawdown expected at the beginning of the year than at the end of the year.

- Reflects projected plan costs for actives and retirees, using claims data thru March 2026.
- 2025 and 2026 enrollment reflects respective average 2025 and 2026 year-to-date enrollment as provided by Sentara. 2027 enrollment is assumed to match 2026.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- 2025 employer and employee contributions reflect final 2025 rates. 2026 employer and employee contributions reflect final 2026 rates.
- 2027 total employee contributions are assumed to reflect 10% increase from 2026. This assumes no plan migration.
- ER contributions reflect the proposed 2027 budget of \$121.1M provided by Schools.
- Health fund balance provided by VBCPS as of March 2026. 2026 Annual drawdown is lower than remaining drawdown due to rebates paid in February 2026. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
- Please note some figures will not add exactly due to rounding.

2025 – 2027 Fiscal Year Projection (data through March 2026)

Employee Contribution 10% Increase in 2027

Projected	Schools		
	FY 2025	FY 2026	FY 2027 (10%)
Health Plan Costs			
Gross Cost	\$113.0M	\$121.8M	\$131.3M
Employer Contributions	\$95.5M	\$102.0M	\$113.8M
Employee/Retiree Contributions	\$9.4M	\$14.2M	\$18.5M
<i>Total Contributions</i>	\$104.9M	\$116.1M	\$132.4M
Impact on Health Fund Reserves	\$8.1M	\$5.7M	-\$1.1M
<i>Total Funding</i>	\$113.0M	\$121.8M	\$131.3M
Health Fund Impact			
Health Fund Balance (as of March 2026)		\$14.1M	\$11.3M
Impact on Health Fund Reserves remaining to year end*		-\$2.8M	\$1.1M
Projected Health Fund Balance at year end		\$11.3M	\$12.4M
Projected 2 Months Reserve (2/12 of Gross Cost)	\$18.8M	\$20.3M	\$21.9M
Variance from 2 Month Reserve		-\$9.0M	-\$9.6M

*Reduction from FY 2026 reflects 3 months of annual HF drawdown from 4/1/26 to 6/30/26

- Reflects projected plan costs for actives and retirees, using claims data thru March 2026.
- FY 2025 enrollment reflects actual average enrollment for FY 2025. FY 2026 and FY 2027 enrollment reflect a blend of assumed enrollment from the corresponding calendar years covering the respective fiscal period.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- FY 2025 Employer and Employee Contributions reflect a blend of 2024 and 2025 rates.
- FY 2026 Employer and Employee Contributions reflect a blend of 2025 and 2026 rates.
- FY 2027 Employer and Employee Contributions reflect a blend of 2026 and 2027 rates.
 - 2027 total employee contributions are assumed to reflect 10% increases from 2026. This assumes no plan migration
 - ER contributions reflect the proposed 2027 budget of \$121.1M provided by Schools for the calendar year translated to fiscal year.
- FY 2026 and 2027 gross claims costs have slightly increased from the February 2026 Projection due to medical claims emerging higher than expected with the additional month of data.
- Health fund balance provided by VBCPS as of March 2026. Any potential interest earned from the health fund or sweep amounts calculated at year end are not factored into above projections.
- Please note some figures will not add exactly due to rounding.

2027 Rates Table

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2027 Active Rates (Annual Cost)

	Tier	2027 Employer Contribution	2027 Employee Contribution	2026 EE Contribution	EE Contribution Increase	
					\$	%
Schools POS	Employee Only	\$10,564.75	\$1,392.47	\$1,265.88	\$126.59	10.0%
	Employee & Child	\$16,012.22	\$2,937.13	\$2,670.12	\$267.01	10.0%
	Employee & Children	\$23,241.77	\$4,987.36	\$4,533.96	\$453.40	10.0%
	Employee & Spouse	\$19,487.75	\$6,434.21	\$5,849.28	\$584.93	10.0%
	Family	\$27,680.13	\$8,757.41	\$7,961.28	\$796.13	10.0%
Schools CDHP	Employee Only	\$10,564.75	\$104.54	\$95.04	\$9.50	10.0%
	Employee & Child	\$16,012.22	\$851.14	\$773.76	\$77.38	10.0%
	Employee & Children	\$23,241.77	\$1,841.93	\$1,674.48	\$167.45	10.0%
	Employee & Spouse	\$19,487.75	\$3,431.60	\$3,119.64	\$311.96	10.0%
	Family	\$27,680.13	\$4,554.66	\$4,140.60	\$414.06	10.0%

2027 Non-Medicare Eligible Rates (Annual Cost)

	Tier	2027 Employer Contribution	2027 Employee Contribution	2026 EE Contribution	EE Contribution Increase	
					\$	%
Schools POS	Employee Only	\$12,226.41	\$3,382.37	\$3,074.88	\$307.49	10.0%
	Employee & Child	\$17,680.72	\$4,933.63	\$4,485.12	\$448.51	10.0%
	Employee & Children	\$24,937.37	\$7,012.10	\$6,374.64	\$637.46	10.0%
	Employee & Spouse	\$22,952.16	\$11,312.40	\$10,284.00	\$1,028.40	10.0%
	Family	\$31,175.96	\$13,668.07	\$12,425.52	\$1,242.55	10.0%
Schools CDHP	Employee Only	\$12,226.41	\$1,604.99	\$1,459.08	\$145.91	10.0%
	Employee & Child	\$17,680.72	\$2,356.60	\$2,142.36	\$214.24	10.0%
	Employee & Children	\$24,937.37	\$3,368.51	\$3,062.28	\$306.23	10.0%
	Employee & Spouse	\$22,952.16	\$7,171.16	\$6,519.24	\$651.92	10.0%
	Family	\$31,175.96	\$8,318.38	\$7,562.16	\$756.22	10.0%

2027 Active Schools Employee Rates

Plan	Tier	2027 Annual Employee Contribution (with employer contribution)	2027 Per Period Employee Contribution (with employer contribution)	2027 Per Period Employee Contribution Increase (with employer contribution)
POS	Employee Only	\$1,392.47	\$69.62	\$6.33
	Employee & Child	\$2,937.13	\$146.86	\$13.35
	Employee & Children	\$4,987.36	\$249.37	\$22.67
	Employee & Spouse	\$6,434.21	\$321.71	\$29.25
	Family	\$8,757.41	\$437.87	\$39.81
CDHP	Employee Only	\$104.54	\$5.23	\$0.48
	Employee & Child	\$851.14	\$42.56	\$3.87
	Employee & Children	\$1,841.96	\$92.10	\$8.38
	Employee & Spouse	\$3,431.60	\$171.58	\$15.60
	Family	\$4,554.66	\$227.73	\$20.70

2027 Non-Medicare Eligible (Retiree) Schools Rates

Plan	Tier	2027 Annual Retiree Contribution (with employer contribution)	2027 Monthly Retiree Contribution (with employer contribution)	2027 Monthly Retiree Contribution Increase (with employer contribution)
POS	Employee Only	\$3,382.37	\$281.86	\$25.62
	Employee & Child	\$4,933.63	\$411.14	\$37.38
	Employee & Children	\$7,012.10	\$584.34	\$53.12
	Employee & Spouse	\$11,312.40	\$942.70	\$85.70
	Family	\$13,668.07	\$1,139.01	\$103.55
CDHP	Employee Only	\$1,604.99	\$133.75	\$12.16
	Employee & Child	\$2,356.60	\$196.38	\$17.85
	Employee & Children	\$3,368.51	\$280.71	\$25.52
	Employee & Spouse	\$7,171.16	\$597.60	\$54.33
	Family	\$8,318.38	\$693.20	\$63.02

Appendix

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Appendix

Assumptions and Methodology

- 2025 - 2027 Projections are based on monthly claims data through March 2026 provided by Sentara and adjusted to normalize historical experience for plan and tier changes
- 2026-2027 projections reflect average 2026 year to date enrollment as provided by Sentara.
- Recent 24 months of claims experience utilized with 66.7% weight on the most recent 12 months and 33.3% weight on the prior 12 months
- Assumed healthcare trend, per annum
 - 2026-2027 Projections per direction of Virginia Beach: 8.0% medical, 12.5% pharmacy, 4.0% vision
- Projections include 2.0% claims margin for outstanding months in 2026 – 2027 for medical and pharmacy
- Claim adjustments were made for the following:
 - Contractual Rx discount improvements for PBM transition as provided by Sentara
 - Open enrollment migration
- Historical rebate payments as provided by Sentara were utilized in conjunction with updated contractual terms to determine future rebate assumption of 36% of claims.
- Assumes all retirees receive employer subsidy for medical coverage
- 2025 - 2027 projections do not include any explicit future impact for COVID-19
- 2025-2027 fees provided by Sentara
- 2025 - 2027 internal administration expense:
 - Administrative costs include salaries and benefits, consulting (health care, GASB, claims audit), outside legal counsel, wellness incentives, health screenings, wellness and enrollment platform
- Stop loss premium reflects the 2026 renewal agreement with Symetra. 2027 stop loss fee assumes a 25% increase
- HSA funding of \$750 / \$1,250 assumed for 2026-2027 and reflects HSA participation rate of 64.3% for Schools based on 2026 OE census election.

Appendix

Assumptions and Methodology

- Mercer uses underwriting techniques, based on actuarial guidelines, to project the future plans costs for the self-funded plans.
- The key factor in projecting future results is the prior experience of a group, especially when the group consists of a large population. The process of forecasting past claims experience into the future takes into account plan designs, member demographics, trends and group credibility. These processes are widely accepted within the insurance market as the standard to establishing budget and premium levels that are appropriate to cover future risks.
- As a starting point to developing the 2026 and 2027 period funding rates, Mercer collected monthly claims and enrollment for Virginia Beach Public School's medical and pharmacy self-funded plans from the respective vendors (as stated in the Assumptions section).
- Mercer has utilized the information provided by Virginia Beach and its vendors to develop the enclosed budget projections. As such, Mercer has not independently verified this information for accuracy.
- The average cost per enrolled employee was then calculated by dividing the total incurred claims by the average number of enrolled employees in each plan. Incurred claims were estimated using the typical actuarial lag claims triangles and development methodology
- Once the average claims costs per employee were calculated, claims costs were projected to the 2026 and 2027 period by application of trend factors. The trend factors used in the projections are within the acceptable trend ranges published by Mercer's Actuarial and Financial Group.
- After application of trend, margin was added as stated in the Assumptions section.
- The last step is the addition of the administrative fees and funding to the projected costs. These fees include medical and pharmacy administrative costs, and the addition of stop loss premiums. The funding includes estimated HSA funding based on expected enrollment in the CDHP
- The combination of the fees, funding and trended claims costs allows us to establish funding levels that are appropriate to cover future risks. It is important to remember that these projections are only estimates. As with all estimates, they are based upon the information available at the point in time and are subject to unforeseen and random events. They must be interpreted as having a likely range of variability from the point estimate.

Appendix

Important Notice with Respect to Projections

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

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

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

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



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

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Subject: School Board Recognitions

Item Number: 7A-G

Section: Student, Employee and Public Awards and Recognition

Date: May 12, 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 May 12, 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. Youth of the Year – Bayside High School
- B. AAA National Safety Patrol Award – Kempsville Meadows Elementary School
- C. National Scholastic Art Competition Silver Medallions – Visual and Performing Arts Academy at Salem High School
- D. Future Business Leaders of America awards – Advanced Technology Center; Cox, Kempsville, First Colonial, Princess Anne high schools
- E. 2026 Constantino Community Impact Award – Office of Family & Community Engagement
- F. National Art Education Association Southeastern Region Elementary Art Educator – Princess Anne Elementary School
- G. Virginia School Board Association 2026 Honor Roll – BayPort Credit Union

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.

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

Source:

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

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



Subject: Approval of Minutes

Item Number: 10A

Section: Approval of Meeting Minutes

Date: May 12, 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. April 28, 2026 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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Dr. Alveta J. Green
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Kimberly A. Melnyk
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Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES - DRAFT **Tuesday, April 28, 2026**

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

1. **Administrative, Informal, and Workshop:** Vice Chair Weems convened the Administrative, Informal, and Workshops session at 4:00 p.m. on the 28th day of April 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The following School Board Members attended via Zoom: Chair Brown (personal/Virginia Beach), and Ms. Melnyk (illness). Ms. Melnyk joined the meeting via Zoom at 4:07 p.m.
 - A. **School Board Administrative Matters and Reports:** Ms. Felton mentioned the Indian Lakes Elementary School Community Day. Ms. Rogers shared information about the meeting of Mental Health Task Force and highlighted some of the work done by the teams. Mr. Callan attended the Weather Education Day at Harbor Park. Vice Chair Weems mentioned the May sign-up sheets for one-to-one meetings with Superintendent Robertson and school visits with Superintendent Robertson.
 - B. **Program Collaborations Supporting Students, Staff, and Families: Childcare and Expanded Student Opportunities:** Amy Church, director, Office of Employment Services, Harry Young and Tiffany Cowell, Virginia Beach Parks and Recreation, and Jamie Childress, Seth Foster, and Amelia Scott, YMCA of South Hampton Roads, provided the School Board information highlighting the Division's partnerships with the YMCA of South Hampton Roads and the Virginia Beach Department of Parks & Recreation. The presentation provided an overview of the collaborative partnership among Virginia Beach City Public Schools, Virginia Beach Parks & Recreation, and the YMCA of South Hampton Roads to support students, staff, and families.

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The presentation detailed a wide range of programs operated within VBCPS facilities, including before- and after-school care, summer camps, academic enrichment, therapeutic recreation, leadership development, and employment and entrepreneurship opportunities for secondary students. The presentation also highlighted targeted benefits for VBCPS staff, including discounted and expanded childcare options, particularly for Title I employees, and noted financial accessibility through reduced fees, scholarships, and assistance programs. Overall, the collaboration demonstrated a shared commitment to extending learning opportunities, supporting working families, and strengthening community engagement.

After the presentation, a discussion followed with questions and comments regarding the childcare program and communicating the information; entrepreneurship program; various programs offered by Parks & Recreation; elementary programs, early childhood sites; childcare for VBCPS staff; secondary programs; partnerships with VBCPS, YMCA and Parks & Recreation; Title I; summer employment opportunities; and community events.

- C. **AI Update:** Ryan Goldberg, Ph.D., director, Office of Instructional Technology, provided the School Board an update on artificial intelligence (AI). The division adopted a selective, intentional approach to AI integration, guided by Virginia state legislation and the White House Executive Order on AI for American Youth. AI was deployed only where it clearly enhanced learning and supported content standards. Professional learning rolled out in phases throughout 2025–2026. Required staff training and ethical usage frameworks launched in the fall, school-level turnkey trainings, and a division-wide Teacher Assembly in March 2026.

Staff AI adoption roughly doubled year over year, with Gemini emerging as the most-used tool at 6,407 users, surpassing ChatGPT. Among high school students, 69% (13,461 of 19,375) used Gemini within the first 39 school days of access. Teacher feedback highlighted the value of collaborative support but flagged resource overload and time constraints. Parents, engaged in 15 PTA meetings, expressed appreciation for the feedback opportunity and requested a clear roadmap, continued multi-channel communication, and greater digital literacy awareness. For 2026-2027, the division planned a tiered model approach for elementary, middle and high school students.

After the presentation, a discussion followed with questions and comments regarding use of AI in the classroom; guardrails for each level; review of different levels of AI use; concerns regarding power users; AI prompting and re-prompting; securely and generating reports; ethics of AI; discussion of AI

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topic at retreat; list of AI applications; AI output, vetting resource; NotebookLM; impact of AI; limit to high school level; and state/federal guidelines.

Note, due to time constraints, the AI discussion continued at the end of meeting. See Agenda Item #17.

2. **Closed Session:** None during Administrative, Informal, and Workshop session. See Agenda Item #17.
3. **School Board Recess:** Vice Chair Weems adjourned the Administrative, Informal, and Workshop session at 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:** 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 28th day of April 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The following School Board Member attended the meeting via Zoom: Ms. Melnyk (illness).
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**

- A. VHSL Class 5 Speech: first place, Original Oratory – Salem High School
- B. VHSL Class 5 Speech: first place, Impromptu – Bayside High School
- C. Special Achievement – Green Run High School

The Board recognized Salem High School senior, Bethany Wilmoth for earning first place in Original Oratory at the VHSL Class 5 state speech competition after progressing through preseason, regional, and super-regional tournaments. Bayside High School senior, Taylor Beacham was honored for winning first place in Impromptu at the VHSL Class 5 competition and for sustaining a season of consecutive first-place finishes. The Board also recognized Green Run High School's Navy Junior ROTC as the Area 5 Drill, Athletic, and Academic Champions after a meet in which cadets earned multiple first-place team awards, individual honors, and overall championships in major categories.

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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. 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 agenda as presented. The motion passed unanimously, 11-0-0.

9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings):**
Superintendent's Report: Superintendent Robertson recognized five leaders named Virginia "Principals of Distinction" by the Virginia Department of Education: **Mrs. Micah DeLoatch** of Thoroughgood Elementary; **Mrs. Stephanie Haus** of Rosemont Forest Elementary; **Dr. Mark Makovec** of Landstown Middle; **Dr. Daniel Miani** of First Colonial High; and **Dr. Ryan Schubart** of Princess Anne High. The report highlighted a visit by the Virginia Opioid Abatement Authority to the Harbor Hope Center and its recovery-focused supports for students. The Virginia Beach Education Foundation's Pearls of Wisdom oyster roast drew approximately 400 guests and raised more than \$19,000 to support students and teachers, while the Celebrating Children event at Mount Trashmore welcomed more than 4,000 attendees and connected families to pre-kindergarten opportunities and resources through district offices and community partners.

Administrative Recognition: Superintendent Robertson introduced the following appointment, which was approved at the April 14, 2026 School Board Meeting: **Matthew M. Fischl**, principal, Seatack Elementary School, An Achievable Dream Academy, as director, student services, Office of Student Support Services.

10. **Approval of Meeting Minutes**

A. **April 14, 2026 Regular School Board Meeting:** Chair Brown called for any modifications to the April 14, 2026 regular meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the April 14, 2026 minutes as presented. Ms. Dwyer made the motion, seconded by Mr. Cummings. 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 April 14, 2025 minutes as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Ms. Melnyk. The motion passed, 10-0-1.

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

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There were four (4) in-person speakers. The topics included National Chaplain Program; safety of students; 504 plan; Teacher Appreciation Week; work teachers do beyond the classroom; pay increases; and IEP accommodations.

The Public Comments concluded at 6:34 p.m.

12. Information

A. **Interim Financial Statements – February and March 2026:** Daniel Hopkins, director, Office of Business Services, provided the School Board with information on the interim financial statements. As of March, the overall revenue and expenditure/encumbrance trends remained acceptable at that point in the fiscal year. The approved Direct Aid Budget had differed only slightly from the original budget: State Basic Aid, Sales Tax, and English Learner Teacher Payments had been reduced, while an SOQ Bonus had been added, producing a net increase of \$388K. Federal and local revenues had tracked acceptably, including approximately \$10.2m received in Impact Aid and 66.7% of City transfers received. Other revenue sources were modestly lower than the prior year due primarily to one-time items received last year, while Stop Arm Enforcement revenue had increased, and sales tax receipts are approximately \$2.9M higher than the same period last year.

B. **Legislative Update:** Joel Andrus, legislative liaison, Kemper Consulting, provided the School Board information regarding 2026 legislative updates from the General Assembly Session. The presentation provided an overview of the 2026 Virginia General Assembly session, which convened for a 60-day regular session from January 14 through March 14, followed by a veto session on April 22 and a special session on April 23. The legislative agenda was primarily driven by affordability and cost-of-living concerns, energy and data center growth, labor and workforce policy issues, and ongoing budget and revenue pressures.

Key K–12 legislation included SOL reforms that increased flexibility and delayed grading impacts, new requirements for division-wide diabetes management plans, and expanded mental health awareness training for educators. The General Assembly repealed the prohibition on collective bargaining for public employees and approved paid sick leave and paid family and medical leave programs, all with delayed implementation dates. Additional legislation addressed teacher contract timelines, use of artificial intelligence in classrooms, and restrictions on cell phone use during the school day. The presentation concluded with a budget update noting that negotiations were ongoing, proposed budgets included increases for K–12 education, and further details were expected.

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After the presentation, a discussion followed with questions and comments regarding collective bargaining; cost to implement collective bargaining; cell phone usage; artificial intelligence (AI) in the classroom; unfunded mandates; K-12 funding formulas; and paid sick leave and paid family & medical leave.

- C. ***Use of Facilities Proposed Fee Structure Changes:*** Crystal Pate, chief financial officer, and Steve LePock II, risk manager, Office of Risk Management, provided the School Board information regarding the use of facilities proposed structure changes. The presentation provided an overview of proposed changes to the use of facilities fee structure following the implementation of a new online rental system launched on January 16, 2026. Staff reviewed the benefits of the Facilitron platform, including a paperless process, improved user experience, greater staff efficiency, and enhanced risk management through insurance and compliance tracking.

The proposed changes effective July 1, 2026 included standardized pricing tiers, restructuring of select user groups, a shift from per-use to hourly rates for many community and commercial users, and a 10 percent increase in custodial and café overtime costs. Examples comparing existing and proposed rates illustrated the impact of the changes while maintaining no-cost access for internal VBCPS activities.

After the presentation, a discussion followed with questions and comments regarding the various group structures and pricing; use of technology; hourly rates; impact on groups using schools; 10 percent increase; generating revenue; and revenue/losses for each group.

13. ***Return to public comments if needed:*** As noted, under Agenda Item #11, the Public Comments concluded at 6:34 p.m.
14. ***Consent Agenda:*** Chair Brown read the following items on the Consent Agenda:
- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board approve recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its March 25, 2026 meeting.
1. **Policy 3-1/Criteria:** This policy is being reviewed in accordance with the 5-year review requirement; there are no proposed changes.
 2. **Policy 3-55/Buildings, Facilities, Grounds, Vehicles and Equipment – Generally:** The PRC recommends clarifying the language and intent in Section A.

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3. **Policy 3-56/Safety Program:** The PRC recommends adding language to include school events to the policy and updating the legal reference.
 4. **Policy 3-64/Security of Buildings and Grounds:** The PRC recommends changing the reference to the lighting source.
 5. **Policy 3-72/Safety: Water Management Program to Prevent Legionella Growth:** The PRC recommends changing the language in the policy to match the Code of Virginia.
- B. **Carl D. Perkins Grant:** Recommended that the School Board approve the Local Plan and Budget for the 2026-27 Carl D. Perkins V grant for Career and Technical Education.
- C. **Diamond Springs Elementary School and Newtown Road Elementary School Classroom Addition and Renovation:** Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Sussex Development Corporation for the Diamond Springs Elementary School and Newtown Elementary School Classroom Addition and Renovation in the amount of \$13,752,151.
- D. **Bayside Middle School Foundation Repair Phase III:** Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA for the Bayside Middle School Foundation Repair Phase III in the amount of \$456,200.
- E. **General Fees Schedule 2026-27:** Recommended that the School Board approve the FY 2026-27 General Fees.

After reading the items on the Consent Agenda, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Hearing none, Chair Brown called for a motion to approve the Consent Agenda as presented. Dr. Green 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.

15. Action

- A. **Personnel Report / Administrative Appointments:** Chair Brown called for a motion to approve the April 28, 2026 personnel report and administrative appointments. Ms. Rogers made the motion, seconded by Ms. Dwyer, that the School Board approve the appointments, and the acceptance of the resignations, retirements, and other employment actions, as listed on the April 28, 2026 personnel report along with the administrative appointments as recommended by the Superintendent.

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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 April 28, 2026 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

There were no administrative appointments this evening.

- 16. Committee, Organization or Board Reports:** Dr. Green mentioned community volunteers and partnerships including the Men of Faith group at Bayside Middle School and Mr. Ron Taylor; they help with mentoring, field trips, etc. Ms. Felton mentioned the VSBA Tidewater Regional Networking Forum and the VBCPS Scholarship winner, Daksh Master, a senior, at Princess Anne High School. Ms. Rogers attended the Celebrating Children event, Arbor Day Celebration at Parkway Elementary School, and a pep rally at Strawbridge Elementary School.

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

AI Update: Continuation of Workshop Discussion. See Agenda Item #1C.

The discussion continued with questions and comments regarding approval process for vetting AI programs; concerns moving too fast with AI; monitoring student use of AI; AI use in middle school; basis of knowledge, using AI and getting incorrect data; teacher and parent feedback; overload for teachers; asking better prompt questions in AI; utilizing the tools of AI; ethics in using AI; gathering data on using AI; guardrails; more information on topic; and discussion at School Board retreat.

Closed Session: At 8:00 p.m., Vice Chair Weems made the following motion, seconded by Ms. Dwyer, that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 1, 2, 7, 8, and 29 as amended, to deliberate on the following matters:

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



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however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.

2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
29. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body.

Namely to discuss:

- A. New and pending personnel matters.
- B. New and pending student matters.
- C. Princess Anne High School CIP project- discussion on RFQ and design-build status.

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- D. Status of pending litigation or administrative cases.
- E. 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 nine (9) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Ms. Dwyer, Dr. Green, and Ms. Rogers. The motion passed, 9-0-0. Note, Ms. Felton was not present in the School Board Chamber at the time of the vote. At 8:08 p.m., Ms. Melnyk logged off Zoom.

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

- C. *Princess Anne High School CIP project- discussion on RFQ and design build status:*** School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Jack Freeman, chief operations officer; Melisa Ingram, executive director, Office of Facilities Services; Alicia Smith, director, Office of Procurement Services; Haley Maciejewski, coordinator, Office of Procurement Services; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate schoolboard attorney; and Regina M. Toneatto, school board clerk.

At 8:30 p.m., the following staff members left the Closed Session: Jack Freeman, chief operations officer; Melisa Ingram, executive director, Office of Facilities Services; Alicia Smith, director, Office of Procurement Services; Haley Maciejewski, coordinator, Office of Procurement Services; and Dannielle Hall-McIvor, senior school board attorney.

At 8:31 p.m., Stephanie Enzmann, director, Office of Employee Relations, joined the Closed Session.

At 8:33 p.m., Dannielle Hall-McIvor, senior school board attorney returned to the Closed Session and Vice Chair Weems, left the Closed Session/meeting.

- A. ***New and pending personnel matters;***
- B. ***New and pending student matters;***
- D. ***Status of pending litigation or administrative cases;*** and
- E. ***Consultation with legal counsel regarding probable litigation and pending litigation matters:*** School Board Members: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Stephanie Enzmann, director, Office of Employee Relations; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate schoolboard attorney; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 8:52 p.m.

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Certification of Closed Session: Chair Brown read the Certification of Closed Session:

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

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

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

Dr. Green made the motion, seconded by Mr. Bohenstiel. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 9-0-0.

18. Adjournment: Chair Brown adjourned the meeting at 8:53 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



Subject: Policy Review Committee Recommendations

Item Number: 12A 1-4

Section: Information

Date: May 12, 2026

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Carolyn Weems, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board review recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its April 22, 2026 meeting.

Background Summary

- 1. Policy 3-2 Ethics in Public Contracting**– The PRC recommends adding language to align with current law and to clarify the intent of the policy.
- 2. Policy 4-6 Healthy Work Environment** – The PRC recommends minor formatting changes.
- 3. Policy 4-18 Dismissal or Placement on Probation** – The PRC recommends repealing Policy 4-18 because dismissal and probation procedures are covered in another policy and regulation. Policy 4-18 is duplicative and is causing confusion.
- 4. Policy 4-39 Employee Professional Development & Growth in Job Skills** – The PRC recommends adding language to align with current practices and law.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.

Policy Review Committee Meeting of April 22, 2026.

Budget Impact:

None.

Next Steps:

These policies will be on the Consent agenda at the next School Board meeting.

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Ethics in Public Contracting

The Superintendent ~~or designee~~ shall see that all employees of the ~~School Division School Board~~ engaged in the procurement of goods and services are aware of Article ~~6-4~~ of the Virginia Public Procurement Act, entitled "Ethics in Public Contracting."

A. Employees must also comply with:

1. The Virginia State and Local Government Conflict of Interests Act.
2. The Virginia Frauds Act.

B. The Superintendent or designee will provide guidance and training as necessary to ensure understanding and compliance with these statutes.

Legal Reference

Code of Virginia § 2.2-43~~60~~7, *et seq.*, as amended. Virginia Public Procurement Act.

Code of Virginia § 2.2-3100, *et seq.*, as amended. Virginia State and Local Government Conflict of Interests Act. ~~§ 2.2-3100, et seq., as amended.~~

Code of Virginia § 18.2-438, *et seq.*, as amended. Virginia Governmental Frauds Act., ~~§ 18.2-438, et seq., as amended.~~

Adopted by School Board: February 16, 1993

Amended by School Board: March 9, 2021

Amended by School Board: 2026

PERSONNEL

Healthy Work Environment

- A. The School Board supports the rights of employees to have work environments that are free of abusive conduct and authorizes the Superintendent to develop regulations and/or procedures to address complaints regarding abusive work environments. Such regulations and/or procedures will:
1. Identify acts that a reasonable person would find abusive.
 2. Provide for the appropriate corrective action for acts that are found to contribute to an abusive work environment.
 3. Prohibit retaliation against any employee who alleges an abusive work environment or assists in the investigation of an abusive work environment.
- B. Complaints of discrimination or harassment addressed under other School Board policies or regulations will be investigated and addressed under those policies and regulations and will not be considered separate complaints. If the acts that are alleged to cause an abusive work environment are alleged to be caused by a School Board Member or the Superintendent, such complaints and supporting evidence will be referred to the School Board Governance Committee to make a recommendation to the School Board as to who to resolve the complaint. The Superintendent or designee or the School Board are authorized to take reasonable, remedial measures to provide a work environment that is free of abusive conduct pending the final resolution of the complaint.

Legal Reference

Code of Virginia § 22.1-291.4 as amended. Bullying and abusive work environments prohibited.

Related Links

School Board [Policy 4-4](#)

Adopted by School Board: October 23, 2018

Amended by School Board: July 20, 2021

PERSONNEL

~~Dismissal or Placement on Probation~~

~~A. Licensed Personnel~~

~~In the event the Superintendent or designee determines to recommend the dismissal of any teacher or the placing on probation of a teacher on continuing contract, the procedures set forth in the Code of Virginia at §§ 22.1-307 through 22.1-313, as amended, shall apply.~~

~~A majority vote of a quorum of the School Board is necessary for dismissal or placement on probation.~~

~~B. Classified Personnel~~

~~The Superintendent or designee may place on probation or dismiss classified personnel for failure to satisfactorily perform assigned duties, for noncompliance with School Board bylaws, policies, regulations, applicable state or federal law or for other good and just cause. Before taking such action, the Superintendent or designee shall require the Chief Human Resources Officer or designee to investigate the matter by interviewing witnesses to the misconduct, obtaining written statements of the witnesses, and preparing a written report summarizing the findings of the investigation.~~

~~The employee must be given written notification of the proposed action, the reason for the proposed action, a summary of the evidence supporting the action and be given the opportunity to respond to allegations.~~

~~For non-probationary employees, the Chief Human Resources Officer or Designee will hold a due process hearing.~~

~~For matters specified as grievable, non-probationary classified employees shall have access to grievance procedures as established in School Board Regulation 4-3.2.~~

~~C. Placement on Probation~~

~~Placement on probation may result in up to a 6% reduction in pay for the term of the probation. During the period of probation, the employee will not be eligible for bonuses or other increases in pay. When probation ceases, the employee may then receive such bonuses or increases the employee would have received if the employee had not been placed on probation. The Superintendent or designee shall inform any employee recommended for or receiving probation of these consequences.~~

~~Legal Reference~~

~~Code of Virginia §§ 22.1-307 through 22.1-313, as amended.~~

~~Virginia Board of Education Regulation 8VAC20-90-10, *et seq.*, as amended.~~

~~Related Links~~

School Board **Regulation 4-3.2**

~~Adopted by School Board: July 16, 1991~~

~~Amended by School Board: July 13, 1993 (Effective August 14, 1993)~~

~~Amended by School Board: June 16, 1998~~

~~Amended by School Board: June 8, 2004~~

~~Scrivener's Amendments: February 5, 2014~~

~~Amended by School Board: April 24, 2018~~

~~Amended by School Board: September 14, 2021~~

Repealed by School Board: 2026

PERSONNEL

Employee Professional Development ~~& Growth in Job Skills~~

~~The School Board encourages E~~employees are encouraged to participate in activities that will expand their ~~employee's~~ knowledge, ~~and will~~ increase professional competency, ~~and as well as to provide~~ continuing growth in skills, techniques, and human relations. ~~To the extent that the budget allows,~~ The School Board shall provide opportunities for employees to participate in activities outside the School Division and shall offer in-service training programs within the School Division.

The Superintendent or designee may approve programs and activities ~~,~~ to the extent that the School Board has budgeted funds.

A. Teacher Orientation

1. Each school's administration shall develop a program for the orientation of new teachers. In planning the program provisions will be made for current staff involvement.
2. The ~~Department of Planning, Innovation, and Accountability~~ Office of Professional Growth and Innovation shall develop division-wide programs for the orientation of new teachers.

B. Release Time

1. Administrators shall adjust employee schedules to permit attendance at professional workshops and on-the-job- training programs when such attendance does not disrupt the educational needs of the school or department. Administrators

have discretion to determine adjustments and approval of attendance at such events.

2. Professional development activities may occur ~~year-round~~year-round and may be required to be completed outside of contract dates and/or hours.

Attendance at professional development may be excused as determined by the supervising administrator. Professional development activities shall be reasonable in **terms of** number and duration, with sufficient notice provided.

C. ~~Tuition~~Employee Professional Development Reimbursement

Eligible employees may qualify for employee professional development reimbursement for college course tuition, ~~and/or~~vocational/technical **training**, or professional development course tuition/registration in an amount approved by the School **Board** as part of the annual budget. The Chief Human Resources Officer may approve additional reimbursement for coursework in high need and/or critical shortage areas.

The amount to be reimbursed must be within the funds appropriated annually by the School Board and within the budget.

D. ~~Trainings~~

As required by law, the School Board authorizes the Superintendent or designees to establish such training for teachers and other employees, including mental health awareness training and other required trainings.

Legal Reference

Code of Virginia § 22.1-298.8, as amended. Public elementary and secondary school teachers; certain training activities; requirements and limitations; index.

Related Links

School Board [Regulation 4-39.1](#)

School Board [Policy 4-65](#)

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: August 6, 2002

Amended by School Board: October 2, 2012

Amended by School Board: October 10, 2017

Amended by School Board: August 27, 2018

Amended by School Board: January 12, 2021



Subject: All in VA Update

Item Number: 12B

Section: Information

Date: May 12, 2026

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Kimani K. Vaughan, Director of Elementary Schools

Presenter(s): Kimani K. Vaughan, Director of Elementary Schools

Recommendation:

That the School Board receive information regarding All in VA Update.

Background Summary:

The All in Virginia initiative provided our school division with approximately \$20 million beginning in the 2023–2024 school year to strengthen student outcomes. These funds were intentionally directed toward three priority areas: high-intensity tutoring, implementation of the Virginia Literacy Act and reduction of chronic absenteeism, with all funds required to be fully expended by June 30, 2026. The presentation will highlight the division’s strategic and responsive approach to implementation, monitoring of student needs, and adjustment of resources.

Source:

N/A

Budget Impact:

All in Virginia funds need to be expended by June 30, 2026.

Next Steps:

The School Board approves All in VA Update.



All in Virginia Update

School Board Information

May 12, 2026

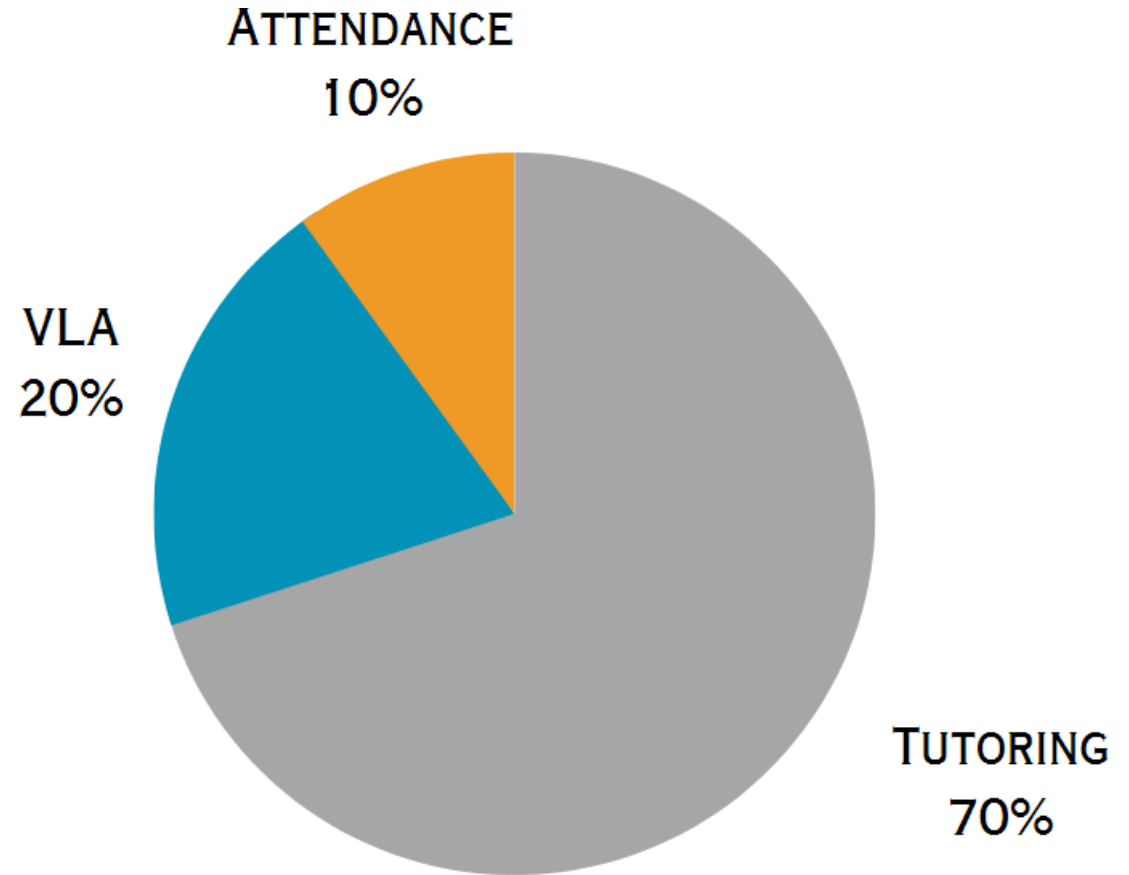
Department of School Leadership

All in Virginia

Approximately \$20 million appropriated to VBCPS

- High-intensity tutoring
- Virginia Literacy Act (VLA)
- Chronic absenteeism

Deadline – June 30, 2026



Direct Tutoring

- Cumulative tutoring hours (FY 24-26) through 4/15: 4,135
- FY 26 tutoring hours through 4/15: 1,023
- Based on school tutoring plans, we are projected to spend most of the allocated funds.



Spring Adjustments

Budget Adjustments & Resource Reallocation (VDOE Approved)

- Reallocated funds from select categories (e.g., absenteeism, transportation) to address priority needs:
 - Additional tutoring support
 - Shifted tutoring funds from MS to ES
 - Increased school-allocated funds for tutoring
 - Purchased instructional materials to support specific student needs
 - Hands on math materials
 - Reading support for MS ELLs
 - Funded summer learning instructional materials

Virginia Literacy Act (VLA)

Division Literacy Plan

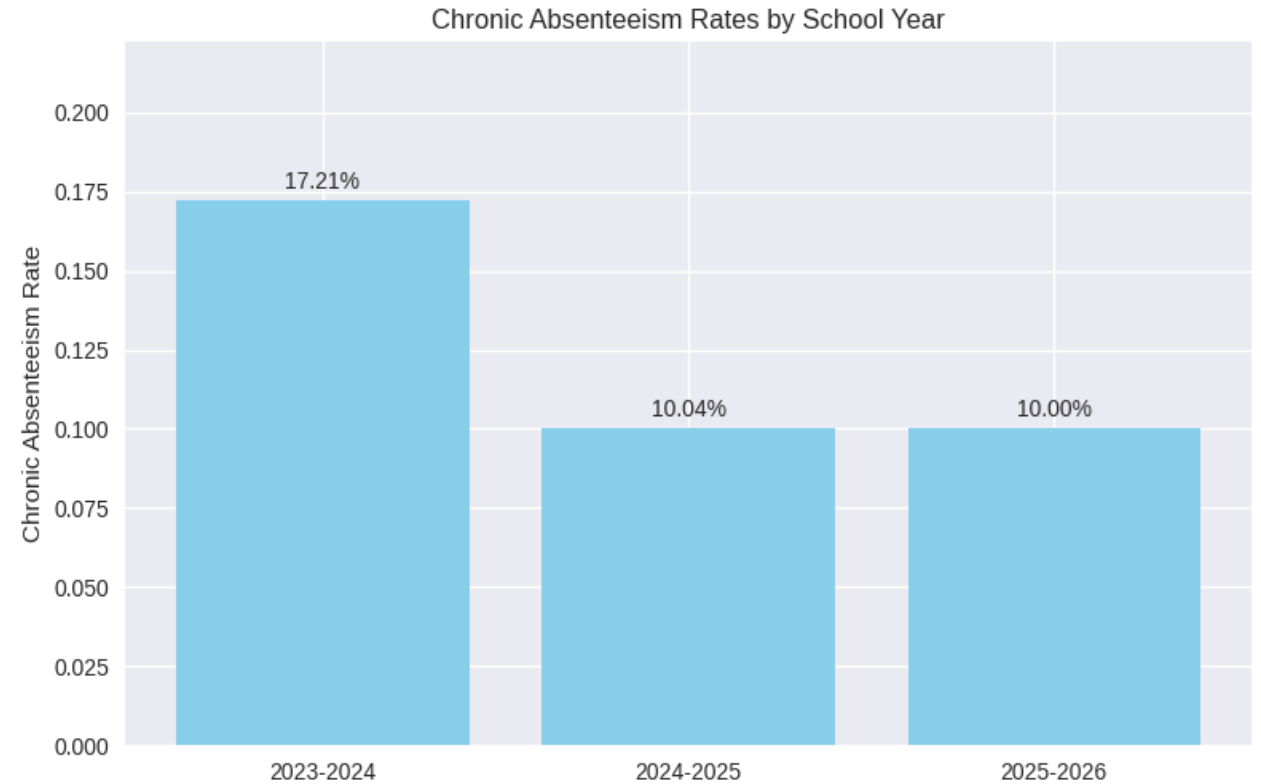
- Textbook Adoption
 - HMH Into Reading
- Supplemental Instruction/Intervention
 - UFLI (foundational reading skills)
 - Heggerty (phonemic awareness)
 - 95% Comprehension (comprehension, Gr. 3-6)



Chronic Absenteeism

#AttendanceMattersVA

- Continue implementing EveryDay Labs
 - 19,158 students' attendance improved this year (25-26SY)
 - More professional learning opportunities for staff
 - Access to the attendance dashboard to readily respond to student and family needs



Chronic Absenteeism

#AttendanceMattersVA

- Expansion of the attendance ambassador program
- Student Response Team (SRT) interventions
- Virginia Beach Court Improvement Program
 - Interdisciplinary team of school and city officials



All in Spending Update

	Budget	Obligated	Remaining
Tutoring	\$12,676,669	\$10,743,189	\$1,933,480
VLA	\$5,483,231	\$5,295,995	\$45,486
Absenteeism	\$1,877,257	\$1,814,092	\$63,165
Total	\$20,037,157	\$17,853,276	\$2,183,881

Questions?





Subject: Federal Grant

Item Number: 12C

Applications Section: Information

Date: May 12, 2026

Senior Staff: Matthew D. Delaney, Chief Schools Officer

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

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

Recommendation:

That the School Board receive information regarding the notification that the administration intends to apply for the following federal grants for the 2026-2027 school year.

- Title I, Part A Improving Basic Programs Operated by Local Educational Agencies (LEA)
- Title I, Part D Prevention and Intervention Programs for Children and Youth Who Are Neglected, Delinquent, or At-Risk
- Title II, Part A Preparing, Training, and Recruiting High Quality Teachers and Principals
- Title III, Part A Language Instruction for English Learners and Immigrant Students
- Title IV, Part A Student Support and Academic Enrichment Grants

Background Summary:

Notification to the public is accomplished through this announcement and through a media release from the Department of Communication and Community Engagement. Attached for additional information are the anticipated application amounts along with a summary of each federal grant program.

Source:

Elementary and Secondary Education Act of 1965 (ESEA), as Amended by Every Student Succeeds Act of 2015 (ESSA), Public Law 114-95

Budget Impact:

Each grant that is funded will provide revenues for additional resources for schools and the division

Federal Grant Applications

Name	Description	Anticipated Funding Level
Title I, Part A	Improving Basic Programs Operated by Local Educational Agencies (LEA)	\$15,254,669.00
Title I, Part D	Prevention and Intervention Programs for Children and Youth Who are Neglected, Delinquent or At-Risk	\$94,119.29
Title II, Part A	Preparing, Training, and Recruiting High Quality Teachers and Principals	\$1,987,385.21
Title III, Part A	Language Instruction for English Learners and Immigrant Students	\$289,326.52
Title IV, Part A	Student Support and Academic Enrichment Grants	\$1,300,172.35
	Total	\$18,925,672.37

Title I, Part A – Improving Basic Programs Operated by Local Educational Agencies (LEA)

Title I, Part A provides financial assistance through state educational agencies to school divisions and public schools with high numbers or percentages of children from low-income families to help ensure that all children meet challenging state academic content and achievement standards.

Title I, Part D – Prevention and Intervention Programs for Children and Youth Who are Neglected, Delinquent, or At-Risk

Title I, Part D, Subpart 2, provides financial assistance for educational services to neglected and delinquent children and youth in locally operated correctional facilities and to other at-risk populations to prepare them for secondary school completion, training, employment, and further education.

Title II, Part A – Preparing, Training, and Recruiting High Quality Teachers and Principals

The purpose of Title II, Part A, is to: (1) increase student academic achievement through strategies such as improving teacher and principal quality, increasing the number of highly qualified teachers in the classroom and highly qualified principals and assistant principals in schools; and (2) hold local educational agencies and schools accountable for improvements in student academic achievement.

Title III, Part A – Language Instruction for Limited English Proficient and Immigrant Students

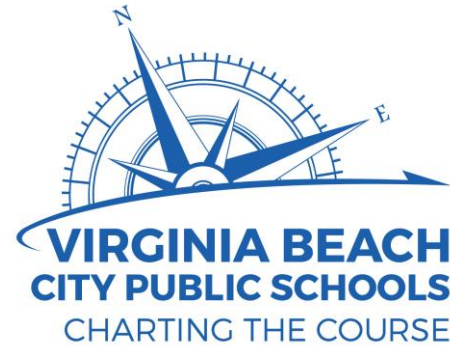
The purpose of Title III, Part A, is to ensure that students who are English learners (ELs), including immigrant children and youth, develop English language proficiency and meet the same challenging State academic content and academic achievement standards that other children are expected to meet.

Title IV, Part A - Student Support and Academic Enrichment Grants

The purpose of the Title IV, Part A, is to improve students' academic achievement by increasing the capacity of divisions to: (1) Provide all students access to a well-rounded education; (2) improve school conditions for learning; and (3) improve the use of technology in order to improve the academic achievement and digital access for all students.

Next Steps:

Submit to the VDOE for review and approval.



Federal Grant Applications 2026-2027

School Board Information
Department of Teaching and Learning
Tuesday, May 12, 2026

Grant Funding

2

Grant	2023-2024 Funding	2024-2025 Funding	2025-2026 Funding	2026-2027 Projected Funding
Title I, Part A	\$17,633,879.18	\$17,690,717.44	\$17,310,884.25	\$15,254,669.00
Title I, Part D, Subpart 2	\$161,174.45	\$181,805.07	\$94,119.29	\$94,119.29
Title II, Part A	\$2,021,625.13	\$2,123,959.30	\$1,987,385.21	\$1,987,385.21
Title III, Part A	\$275,662.65	\$273,739.99	\$305,253.26	\$289,326.52
Title IV, Part A	\$1,038,157.93	\$1,345,021.82	\$1,300,172.35	\$1,300,172.35
TOTAL	\$20,854,836.69	\$21,615,243.62	\$20,997,814.36	\$18,925,672.37

Title I, Part A

Improving Basic Programs

Funding: \$15,254,669.00

- Title I and Pre-K Support Staff
- Literacy Leaders and Mathematics Coaches
- School Counselors, Behavior Intervention Specialists, Teacher Assistants, and Family Outreach Staff
- English as a Second Language (ESL) Teacher and Social Worker
- Tutoring, Field Trips, Stipends, and Summer Programs
- Professional Learning
- Family Engagement Supports and Resources
- Equitable Services for Private Schools
- Instructional Supplies and Technology Programs



Title I, Part D, Subpart 2

Prevention and Intervention for Neglected, Delinquent or At-Risk

Funding: \$94,119.29

- Supports educational services for students in delinquent facilities such as Crisis Intervention Home and Commonwealth Challenge Youth Academy
- Supports transition of students from those facilities and JDC back to VBCPS
- Supports dropout prevention programs



Title II, Part A

Supporting Effective Instruction

Funding: \$1,987,385.21

- Instructional Coaches
- Equitable Services for Private Schools



Title III, Part A

Language Instruction for English Learners and Immigrant Students

Funding: \$289,326.52

- English Learner Instructional Specialist
- Professional Learning
- Family Engagement
- Ellevation
- Equitable Services for Private Schools



Title IV, Part A

Student Support and Academic Enrichment Grant

Funding: \$1,300,172.35

- Advanced Placement (AP) and International Baccalaureate (IB) assessment fees for economically disadvantaged students
- Instructional Coaches and Literacy Teachers
- Social Workers
- Instructional Materials and Activities
- Professional Learning Opportunities
- Equitable Services for Private Schools



Questions

Federal Grant Applications 2026-2027



Subject: Budget Transfers

Item Number: 12D

Section: Information

Date: May 12, 2026

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board receive information for the budget transfers within the FY 2025/26 Operating Budget.

Background Summary:

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

Source:

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

Budget Impact:

N/A

Next Steps:

The School Board will approve under the Consent Agenda.

School Board Budget Transfers

1

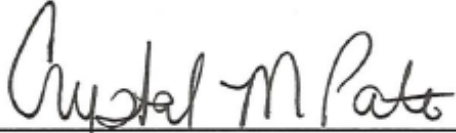
DATE: May 12, 2026

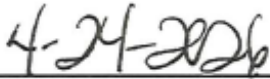


This is to request the following budget transfers:

Fund	Cost Center	Cost Center Name	Object Code Name	Amount From	Amount To
1	115	8104	Elementary Classroom	\$ 420,000	
		8137	Social Workers		\$ 420,000

Total amount: \$ 420,000 \$ 420,000


Crystal Pate, Chief Financial Officer


Date


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


Date

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



Subject: VSBA Recognition

Item Number: 12E

Section: Information

Date: May 12, 2026

Senior Staff: N/A

Prepared by: Kathleen J. Brown, School Board Chair

Presenter(s): Kathleen J. Brown, School Board Chair

Recommendation:

That the School Board receives information regarding the inaugural recognition award.

Background Summary:

The Virginia School Boards Association has created an inaugural recognition, and it is required to be submitted by the board chair with unanimous board approval.

Source:

VSBA (Virginia School Boards Association)

Budget Impact:

No budgetary implications.

Next Steps:

Item for Consent on May 12, 2026.



Subject: Use of Facilities Proposed Fee Structure Changes

Item Number: 12F

Section: Information

Date: May 12, 2026

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Steve LePock, Risk Manager

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

Steve LePock, Risk Manager

Recommendation:

That the School Board review the Use of Facilities Proposed Fee Structure Changes.

Background Summary:

Virginia Beach City Public Schools (VBCPS) successfully launched a new online facility request and rental system (Facilitron) on January 16, 2026, it is designed to streamline and enhance the user experience for both staff and community renters.

With this new system, users can submit reservation requests quickly and easily while also viewing photos and detailed descriptions of available spaces. The platform provides real-time availability, allows users to receive estimated pricing instantly, and enables secure online payments.

Through its partnership with Facilitron, VBCPS has implemented customized facility use websites for both the division and each individual school, allowing requests to be submitted at any time. This improves accessibility and efficiency for all users.

Source:

Board Policy 7-55 and Board Regulation 7-55.1, Board Policy 7-48 and Board Policy 7-49.

Budget Impact:

Increased school rentals revenue.

Next Steps:

Additional presentation on tonight's Action Agenda.



Use of Facilities Proposed Fee Structure Changes

School Board Information

May 12, 2026

Department of Budget and Finance/Risk Management

Agenda

- **Introduction and Purpose of New System**
- **Key Benefits**
- **Proposed Pricing Structure Changes**
- **User Group Tier Classifications**
- **Pricing Change Examples**
- **Questions / Comments / Discussion**

Facilitron Implementation

- **We implemented a new online facility rental system powered by Facilitron, on January 16, 2026**
- **This system provides:**
 - A full paperless process
 - An improved user experience for both internal and external users
 - A storefront-style interface with real-time availability and pricing
 - Ongoing training for administrators, student activity coordinators and bookkeepers
 - Facilitron retains 10% of our rental revenue and custodial overtime
 - Applications must be submitted at least 10 working days prior to use date

Key Benefits

- **Improved user experience**
 - 24/7 online access to facility reservations
 - Access to photos and descriptions of rental spaces
 - Instant pricing estimates and online payment capability
- **Increased staff efficiency**
 - Faster processing and approvals
 - Reduced reliance on emails and manual tracking
- **Improved risk management and compliance**
 - Certificate of Insurance (COI) Tracking
 - Non-profit status verification

Proposed Pricing Structure Changes

Effective date: July 1, 2026

- **Introduction of new standardized pricing tiers**
 - Elimination of fundraising category
- **Restructuring of:**
 - Group II (VBCPS Expanded) and
 - Group III (Community Youth Non-Profit)
- **Transition from per-use fees to hourly in many areas, particularly for:**
 - Group IV (Community Adult Non-Profit) and
 - Group V (Commercial)
- **Increase of 10% in custodial and café overtime costs**

GROUP I: VBCPS Internal

- **VBCPS activities**
 - Classroom and athletic-based programs
 - Afterschool programs and Parks and Recreation partnerships
 - Agreements with local municipalities (MOU)
- **No facility, service, or utility fees**
- **No COI required**

GROUP II: VBCPS Expanded

- **Parent and volunteer-run programs benefiting the school**
 - Parent Teacher and School Parent Groups
 - School Committees
 - Athletic and Band Boosters
 - Civic Leagues and Homeowner Associations
 - Fundraising groups where all proceeds benefit VBCPS
- **Facility fee: Gyms, kitchens and grounds only**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

GROUP III: Community Youth Non-Profit

- **Area Recreation Leagues**
 - Little League
 - Pony and Colt Leagues
 - Cheerleading Organizations
 - Fundraising groups where all proceeds benefit VBCPS
- **Facility fee: Discounted**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

GROUP IV: Community Adult Non-Profit

- **Non-profit adult groups programs that benefit other than the school**
 - Religious organizations conducting religious services
 - Sports leagues and performing arts groups
 - Fundraising entities for the direct benefit of the community
 - Political groups
- **Facility fee: Direct Cost**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

GROUP V: Commercial

- **For profit groups**
 - Private schools or businesses
 - Entertainment groups
 - Any meeting where an admission fee might be charged that doesn't benefit VBCPS
- **Facility fee: Fair market (based on Facilitron cost analysis)**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

Pricing Change: Key Examples - Groups I-III

Group Tier		Before	After
Group I: VBCPS Internal		No Change	No Change
Group II: VBCPS Expanded			
	Gymnasium	\$12.50/hr.	\$15/hr.
	Grounds	No Charge	~~\$25/day~~ No Charge
	Kitchen	\$12.50/hr.	\$15/hr.
Example: Civic League Meeting – Cafetorium		\$0	\$0
Boy and Girl Scouts - Gymnasium (4 hrs.)		\$50	\$60
Group III: Community Youth Non-Profit			
	Auditorium	No Charge	\$20/hr.
	Cafetorium	No Charge	\$15/hr.
	Gymnasium	\$12.50/hr.	\$20/hr.
	Grounds	No Charge	\$25/day
	Kitchen	\$12.50/hr.	\$15/hr.
Example: USA Cheerleading Class - Gymnasium (2 hrs.)		\$24	\$40

Pricing Change: Key Examples – Group IV

Group Tier	Before	After
Group IV: Community Adult Non-Profit		
Auditorium	\$150/use	\$75/hr.
Cafetorium	\$150/use	\$75/hr.
Classroom	\$25/use	\$25/hr.
Gymnasium	\$150/use	\$75/hr.
Grounds	\$150/use	\$60/hr.
Kitchen	\$150/use	\$50/hr.
KIVA / Schola	\$75/use	\$35/hr.
Example: Church Services - Auditorium (5 4 hrs.)	\$150	~~\$375~~ \$300
- Classroom (5 4 hrs.)	\$25	~~\$125~~ \$100

Pricing Change: Key Examples – Group V

Group Tier		Before	After
Group V: Commercial			
	Auditorium	\$250/use	\$100/hr.
	Cafetorium	\$250/use	\$100/hr.
	Classroom	\$75/use	\$35/hr.
	Gymnasium	\$250/use	\$100/hr.
	Grounds	\$150/use	\$85/hr.
	Kitchen	\$150/use	\$50/hr.
	KIVA / Schola	\$100/use	\$50/hr.
Example: Sports Tournament – Gymnasium (10 hrs.)		\$250	\$1,000

Questions/Comments/Discussion



Subject: Budget Transfers

Item Number: 14A

Section: Consent

Date: May 12, 2026

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve budget transfers within the FY 2025/26 Operating Budget.

Background Summary:

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

Source:

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

Budget Impact:

N/A

Next Steps:

No further action needed.

School Board Budget Transfers

1

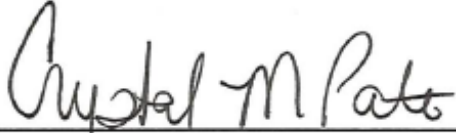
DATE: May 12, 2026

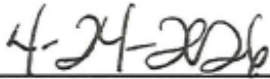


This is to request the following budget transfers:

Fund	Cost Center	Cost Center Name	Object Code Name	Amount From	Amount To
1	115	8104	Social Security Taxes	\$ 420,000	
		8137	Other Purchased Services		\$ 420,000

Total amount: \$ 420,000 \$ 420,000


Crystal Pate, Chief Financial Officer


Date


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


Date

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



Subject: Kempsville Middle School Foundation Repair Phase II

Item Number: 14B

Section: Consent

Date: May 12, 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 Master Contractors of VA, Inc. for the Kempsville Middle School Foundation Repair Phase II in the amount of \$617,000.00.

Background Summary:

Project Architect:	Woolpert, Inc
Contractor:	Master Contractors of VA, Inc.
Contract Amount:	\$617,000
Construction Budget:	\$785,233
Number of Responsive Bidders:	1
Average Bid Amount:	\$617,000
High Bid:	\$617,000

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-020 Renovations and Replacements- Various Phase III

Next Steps:

No further action needed.



Subject: VSBA Recognition

Item Number: 14C

Section: Consent

Date: May 12, 2026

Senior Staff: N/A

Prepared by: Kathleen J. Brown, School Board Chair

Presenter(s): Kathleen J. Brown, School Board Chair

Recommendation:

That the School Board approve the inaugural recognition.

Background Summary:

The Virginia School Boards Association has created an inaugural recognition, and it is required to be submitted by the board chair with unanimous board approval.

Source:

VSBA (Virginia School Boards Association)

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



Subject: Personnel Report

Item Number: 15A

Section: Action

Date: May 12, 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 May 12, 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 needed.

Personnel Report
Virginia Beach City Public Schools
May 12, 2026
2025-2026 SY

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	5/1/2026	Teresa A Geis	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	4/20/2026	Jonathan Brooks	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	4/29/2026	Christina M Redmond	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thoroughgood	4/28/2026	Cornell Dease	Custodian II Head Night	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	4/29/2026	Alanis Reese	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	4/29/2026	Karen J Miller	Cafeteria Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	4/22/2026	Rachel M Wilson	Distance Learning Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	4/29/2026	Vanessa Negroni	School Nurse	not applicable	Macon & Joan Brock Virginia Health, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	5/4/2026	Brenda W Gilyard	Special Education Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	Landstown	4/29/2026	Anna Battalio	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	4/29/2026	Sonia McIntyre	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Adult Learning Center	4/29/2026	Debra Cook	Office Associate II	not applicable	Guilford County Public Schools, NC
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	4/22/2026	Jennifer Salverson	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	4/29/2026	Jade I Amaya	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	4/29/2026	Amanda K Bain	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Alanton	6/30/2026	Robert F Gourlay	Security Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	5/5/2026	Stephan Hill	Cafeteria Manager I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Centerville	6/30/2026	Amber M Higgins	Kindergarten Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Centerville	6/30/2026	Rachael C Patel	Kindergarten Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Corporate Landing	4/22/2026	Kyle J Dopp	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Corporate Landing	6/30/2026	Connie A Daniel	Baker/Cook (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Fairfield	4/30/2026	Lexis O Barrett	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	King's Grant	5/6/2026	Donovan Charles	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Landstown	4/29/2026	Annamaria T Paul	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Ocean Lakes	5/15/2026	Alma L Felix	Baker/Cook (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2026	Lisa M Olson	Physical Education Assistant (continuing education)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2026	Glenn R Sostak	School Security Officer I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Salem	4/28/2026	Yvonne D Aull	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Salem	6/30/2026	Emily L Barbachem	Kindergarten Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	6/30/2026	Tiffany L McMann	Special Education Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thalia	6/30/2026	Katie D Landers	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Three Oaks	4/22/2026	Ariel R Alipio	Custodian II Head Night (expiration of long-term leave)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	5/6/2026	Christian Munoz	Custodian I (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	6/30/2026	Yvonne S Brackett	Clinic Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	6/30/2026	Brianna L Coburn-Watson	Assistant Principal (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Princess Anne	6/30/2026	Cynthia C Alabaso	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	5/8/2026	Antwanette S Dean	Technology Support Technician (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	4/22/2026	Debra R Lovell	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	4/30/2026	Kendric D Thomas	Cafeteria Assistant, 6.5 Hours (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	4/29/2026	Hakima Bikri	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2026	Candice L Harts	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	4/24/2026	Daryl C Davis II	Student Support Specialist (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	5/8/2026	Carlos J Rodriguez	Refrigeration Craftsman III (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	5/29/2026	Kristina Locker	Office Associate II (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Security and Emergency Management	4/24/2026	Genine J Duffy	Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	4/20/2026	Terence R Williams	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	5/1/2026	Alaynna Collins	Bus Driver Plan Bee, 7.0 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/1/2026	Clara M Traylor	Bus Assistant Plan Bee, 7.0 Hours (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Pembroke	6/30/2026	Laurie A Milam	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Woodstock	6/30/2026	Christie L Collins	Clinic Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Kellam	6/30/2026	Marie M Jones	Custodian II	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Kempsville	6/30/2026	Joyce T Hodges	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Tallwood	6/30/2026	Lolita A Key	Cafeteria Assistant, 6.0 Hours	not applicable	not applicable

Personnel Report
Virginia Beach City Public Schools
May 12, 2026
2025-2026 SY

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Student Support Services	6/30/2026	Elizabeth A Quigley	School Social Worker	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	5/29/2026	Julia T Macemore	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	Eunice B Hines	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Mark W Selby	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Thalia	6/30/2026	Diane L Beetham	School Nurse (employee changed from retirement to resignation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	4/28/2026	Ashly N Pate	Special Education Teacher	James Madison University, VA	VBCPS
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2026	Kira L Madison	Fourth Grade Teacher (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2026	Cameo Roman-Baradi	Fourth Grade Teacher (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2026	Sabrina P Kracke	Third Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	6/30/2026	Makayla N Albright	Third Grade Teacher (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Hermitage	6/30/2026	Faith R Mounce	Fifth Grade Teacher (accepted a private sector job)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Luxford	6/30/2026	Stephanie D Judd	Special Education Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2026	Courtney R Morton	Third Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	New Castle	6/30/2026	Susan G Hall	Music/Vocal Teacher, .200 (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	North Landing	6/30/2026	Annabelle L Thornton	Music/Vocal Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Katherine M Armeil	Kindergarten Teacher (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2026	Elisabeth M Biswas	Second Grade Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Princess Anne	6/30/2026	Brittany A Lentvorski	Kindergarten Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2026	Lisa G McCabe	Fourth Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2026	Lauren E Cashwell	Special Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2026	Demmetri Cuffee	Seventh Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Plaza	6/30/2026	Teiara D Denmark	Eighth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2026	Zachary C Thompson	Seventh Grade Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	6/30/2026	Scott W Cray	English Second Language (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	6/30/2026	Ryan A Shawver	Special Education Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2026	Connor R Keelan	Science Teacher (moved to public school system)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Brookwood	6/30/2026	Mary S Kapetanakis	Third Grade Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Salem	6/30/2026	Andrea L Payne	Reading Specialist	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Woodstock	6/30/2026	Cheryl O Marvin	School Counselor, .600	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Bayside	6/30/2026	Debborah B Robertson	Instructional Technology Specialist, .600	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Corporate Landing	6/30/2026	Roslyn A Cheek	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Plaza	6/30/2026	Torri Y Butler	Literacy Coach	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Kempsville	6/30/2026	Doris M Balboa	Spanish Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - High School	Landstown	6/30/2026	Ann M Dowdy	Library Media Specialist	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Department of Teaching and Learning	6/30/2026	Dianna L McDowell	Environmental Studies Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	John B. Dey	5/12/2026	Haley H Donaldson	First Grade Teacher (employee changed resignation date from 06/30/2026 to 05/29/2026)	not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Seatack	6/30/2026	Megan P Murphy	Third Grade Teacher (employee changed from retirement to resignation)	not applicable	not applicable
Administrative	Appointments - Elementary School	Indian Lakes	7/1/2026	Jordan A Barbarisi	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Middle School	Brandon	7/1/2026	Kevin M Crossman	Assistant Principal	Liberty University, VA	VBCPS
Administrative	Appointments - Middle School	Salem	7/1/2026	Nada Zeineddine	Assistant Principal	Liberty University, VA	VBCPS
Administrative	Appointments - Miscellaneous	Department of School Division Services	7/9/2026	Benjamin W Oakes	Chief Operations Officer	Naval Post Graduate School, CA	Military Services
Administrative	Appointments - Miscellaneous	Department of Teaching and Learning	7/1/2026	Daniel J Miani	Chief Academic Officer Teaching and Learning	Regent University, VA	VBCPS
Administrative	Appointments - Miscellaneous	Office of Programs for Exceptional Children	7/1/2026	Michelle R E Brown	Coordinator Special Education	Regent University, VA	Chesapeake Public Schools, VA
Administrative	Appointments - Miscellaneous	Office of Programs for Exceptional Children	7/1/2026	Lauren R Girdler	Coordinator Special Education	Old Dominion University, VA	VBCPS



Subject: Use of Facilities Proposed Fee Structure Changes

Item Number: 15B

Section: Action

Date: May 12, 2026

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Steve LePock, Risk Manager

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

Steve LePock, Risk Manager

Recommendation:

That the School Board approve the Use of Facilities Proposed Fee Structure Changes.

Background Summary:

Virginia Beach City Public Schools (VBCPS) successfully launched a new online facility request and rental system (Facilitron) on January 16, 2026, it is designed to streamline and enhance the user experience for both staff and community renters.

With this new system, users can submit reservation requests quickly and easily while also viewing photos and detailed descriptions of available spaces. The platform provides real-time availability, allows users to receive estimated pricing instantly, and enables secure online payments.

Through its partnership with Facilitron, VBCPS has implemented customized facility use websites for both the division and each individual school, allowing requests to be submitted at any time. This improves accessibility and efficiency for all users.

Source:

Board Policy 7-55 and Board Regulation 7-55.1, Board Policy 7-48 and Board Policy 7-49.

Budget Impact:

Increased school rentals revenue.

Next Steps:

No further steps needed.



Use of Facilities Proposed Fee Structure Changes

School Board

May 12, 2026

Department of Budget and Finance/Risk Management

Agenda

- **Introduction and Purpose of New System**
- **Key Benefits**
- **Proposed Pricing Structure Changes**
- **User Group Tier Classifications**
- **Pricing Change Examples**
- **Questions / Comments / Discussion**

Facilitron Implementation

- **We implemented a new online facility rental system powered by Facilitron, on January 16, 2026**
- **This system provides:**
 - A full paperless process
 - An improved user experience for both internal and external users
 - A storefront-style interface with real-time availability and pricing
 - Ongoing training for administrators, student activity coordinators and bookkeepers
 - Facilitron retains 10% of our rental revenue and custodial overtime
 - Applications must be submitted at least 10 working days prior to use date

Key Benefits

- **Improved user experience**
 - 24/7 online access to facility reservations
 - Access to photos and descriptions of rental spaces
 - Instant pricing estimates and online payment capability
- **Increased staff efficiency**
 - Faster processing and approvals
 - Reduced reliance on emails and manual tracking
- **Improved risk management and compliance**
 - Certificate of Insurance (COI) Tracking
 - Non-profit status verification

Proposed Pricing Structure Changes

Effective date: July 1, 2026

- **Introduction of new standardized pricing tiers**
 - Elimination of fundraising category
- **Restructuring of:**
 - Group II (VBCPS Expanded) and
 - Group III (Community Youth Non-Profit)
- **Transition from per-use fees to hourly in many areas, particularly for:**
 - Group IV (Community Adult Non-Profit) and
 - Group V (Commercial)
- **Increase of 10% in custodial and café overtime costs**

GROUP I: VBCPS Internal

- **VBCPS activities**
 - Classroom and athletic-based programs
 - Afterschool programs and Parks and Recreation partnerships
 - Agreements with local municipalities (MOU)
- **No facility, service, or utility fees**
- **No COI required**

GROUP II: VBCPS Expanded

- **Parent and volunteer-run programs benefiting the school**
 - Parent Teacher and School Parent Groups
 - School Committees
 - Athletic and Band Boosters
 - Civic Leagues and Homeowner Associations
 - Fundraising groups where all proceeds benefit VBCPS
- **Facility fee: Gyms, kitchens and grounds only**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

GROUP III: Community Youth Non-Profit

- **Area Recreation Leagues**
 - Little League
 - Pony and Colt Leagues
 - Cheerleading Organizations
 - Fundraising groups where all proceeds benefit VBCPS
- **Facility fee: Discounted**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

GROUP IV: Community Adult Non-Profit

- **Non-profit adult groups programs that benefit other than the school**
 - Religious organizations conducting religious services
 - Sports leagues and performing arts groups
 - Fundraising entities for the direct benefit of the community
 - Political groups
- **Facility fee: Direct Cost**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

GROUP V: Commercial

- **For profit groups**
 - Private schools or businesses
 - Entertainment groups
 - Any meeting where an admission fee might be charged that doesn't benefit VBCPS
- **Facility fee: Fair market (based on Facilitron cost analysis)**
- **Service fee: After 6:00 p.m. weekdays, weekends and holidays**
- **Utility fee: Stadium Lights only**
- **COI required: YES**

Pricing Change: Key Examples - Groups I-III

Group Tier		Before	After
Group I: VBCPS Internal		No Change	No Change
Group II: VBCPS Expanded			
	Gymnasium	\$12.50/hr.	\$15/hr.
	Grounds	No Charge	~~\$25/day~~ No Charge
	Kitchen	\$12.50/hr.	\$15/hr.
Example: Civic League Meeting – Cafetorium		\$0	\$0
Boy and Girl Scouts - Gymnasium (4 hrs.)		\$50	\$60
Group III: Community Youth Non-Profit			
	Auditorium	No Charge	\$20/hr.
	Cafetorium	No Charge	\$15/hr.
	Gymnasium	\$12.50/hr.	\$20/hr.
	Grounds	No Charge	\$25/day
	Kitchen	\$12.50/hr.	\$15/hr.
Example: USA Cheerleading Class - Gymnasium (2 hrs.)		\$24	\$40

Pricing Change: Key Examples – Group IV

Group Tier	Before	After
Group IV: Community Adult Non-Profit		
Auditorium	\$150/use	\$75/hr.
Cafetorium	\$150/use	\$75/hr.
Classroom	\$25/use	\$25/hr.
Gymnasium	\$150/use	\$75/hr.
Grounds	\$150/use	\$60/hr.
Kitchen	\$150/use	\$50/hr.
KIVA / Schola	\$75/use	\$35/hr.
Example: Church Services - Auditorium (5 4 hrs.)	\$150	~~\$375~~ \$300
- Classroom (5 4 hrs.)	\$25	~~\$125~~ \$100

Pricing Change: Key Examples – Group V

Group Tier		Before	After
Group V: Commercial	Auditorium	\$250/use	\$100/hr.
	Cafetorium	\$250/use	\$100/hr.
	Classroom	\$75/use	\$35/hr.
	Gymnasium	\$250/use	\$100/hr.
	Grounds	\$150/use	\$85/hr.
	Kitchen	\$150/use	\$50/hr.
	KIVA / Schola	\$100/use	\$50/hr.
Example: Sports Tournament – Gymnasium (10 hrs.)		\$250	\$1,000

Questions/Comments/Discussion



Subject: Closed Session

Item Number: 17

Section: Closed Session

Date: May 12, 2026

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 1, 2, 7, 8, 19, and 29 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.
2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
19. Discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § [2.2-3705.2](#), where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system, or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.
29. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body.

Namely to discuss:

- A. Appointment of citizen members to School Board Advisory Committees effective July 1, 2026.
- B. Personnel matters related to VDOE investigation.
- C. Pending student matters.
- D. Determination regarding student discrimination complaint appeal.
- E. Princess Anne High School CIP project- discussion on RFQ for Owner Agent and challenge to RFQ process.
- F. Discussion with legal counsel and staff regarding security matter.
- G. Status of pending litigation or administrative cases.
- H. 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.