



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohensiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
District 7

Rose M. Dwyer
District 1

Sharon R. Felton
At-Large

Dr. Alveta J. Green
District 4

Kimberly A. Melnyk
District 2

Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES

Tuesday, May 26, 2026

School Administration Building #6, Municipal Center, 2512 George Mason Drive, P.O. Box 6038, Virginia Beach, VA 23456

(757) 263-1000

- 1. Administrative, Informal, and Workshop:** Chair Brown convened the Administrative, Informal, and Workshop Session at 4:01 p.m. on the 26th day of May 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.
 - A. School Board Administrative Matters and Reports:** Chair Brown mentioned the committee assignments and School Board Members sending their requests to the Chair and Vice Chair. In addition, the current chairs of the committees will need to submit the attendance records to the Chair for 2025-2026. Chair Brown also mentioned graduation attendance, special meeting next week at 4:00 p.m., and draft retreat schedule.
 - B. Mental Health Services Update:** Robert Jamison, executive director, Office of Student Support Services, provided the School Board an update on the work of the Mental Health Task Force and mental health initiatives. The presentation provided an update on division wide mental health services, reporting continued declines in suicide risk assessments and highlighting progress under the Mental Health Task Force's four focus areas: access, family engagement, staff mental health, and awareness. Staff described expanded student supports, including referral pathways, monitoring tools, and the introduction of a tele-mental health platform for secondary students, while also noting outreach, professional development, and wellness resources for families and staff. The presentation concluded with the district's commitment to continue strengthening access to services, providing training, and reporting progress to stakeholders.

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 2 of 14

After the presentation, a discussion followed with questions and comments regarding mental health alerts; Uwill, services grant; engagement with community, communications; training; and professional development.

- C. **Human Capital Management Update:** David Din, chief information officer, Darnita Trotman, Ed.D., chief human resources, and Crystal Pate, chief financial officer, provided the School Board information concerning the implementation of a new Human Capital Management (HCM) System. The presentation provided an informational update regarding the planned replacement of WISE, the division's legacy Human Capital Management system covering HR, Payroll, Benefits, and Time & Attendance, due to the impending end of vendor support and ongoing operational inefficiencies. Staff reported that planning had been completed, the Request for Proposals was in progress, and implementation was targeted for July 1, 2029. The project was estimated at \$22 million, funded through the Capital Improvement Program, with an additional annual operating cost of \$2.8 million following implementation.

After the presentation, a discussion followed with questions and comments regarding cost; support; and need for additional/temporary staff.

2. **Closed Session:** At 4:51 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 7, 8 and 29 as amended, to deliberate on the following matters:

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

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 3 of 14

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. Princess Anne High School CIP project - discussion on RFQ for Owner Agent and design build process.
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

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

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

A. Princess Anne High School CIP project - discussion on RFQ for Owner Agent and design build process:

Note, School Board Member, Ms. Melnyk left the Closed Session at 4:56 p.m.

School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Ms. 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; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate school board attorney; and Regina M. Toneatto, school board clerk.

At 5:05 p.m., the following staff members left the Closed Session: Jack Freeman, chief operations officer; Melisa Ingram, executive director, Office of Facilities Services; and Alicia Smith, director, Office of Procurement Services.

B. Status of pending litigation or administrative cases; and

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 4 of 14

C. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board

Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Ms. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Dannielle Hall-McIvor, senior school board attorney; Simone S. Boothe, associate school board attorney; and Regina M. Toneatto, school board clerk.

At 5:12 p.m., Superintendent Robertson left the Closed Session and returned at 5:14 p.m.

The School Board reconvened at 5:19 p.m.

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

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.

Mr. Cummings made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Ms. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0. Note, School Board Member, Ms. Melnyk was not present during the vote.

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 5 of 14

Vice Chair Weems made the following motion, seconded by Mr. Cummings, that the School Board authorize the Superintendent or Designee to revise or amend Regulation 3-40.1 after providing the School Board with a copy of the proposed revision or amendment.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion read by Vice Chair Weems: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Ms. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0. Note, School Board Member, Ms. Melnyk was not present during the vote.

Vice Chair Weems made the following motion, seconded by Mr. Culpepper, that the School Board extend the time period provided in its resolution student discrimination appeal of 5/12/26 for the hearing officer to hold a hearing and provide the School Board with findings of fact and recommendations from 6/3/26 until 6/30/26. The reason for the extension was the inability to retain a hearing officer and set hearing dates in sufficient time to meet the original date set by the School Board.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion read by Vice Chair Weems: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, and Ms. Rogers. There was one (1) nay opposed to the motion: Mr. Callan. There was one (1) abstention. The motion passed 8-1-1. Note, School Board Member, Ms. Melnyk was not present during the vote.

3. **School Board Recess:** Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:23 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 26th day of May 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.
6. **Moment of Silence followed by the Pledge of Allegiance**

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 6 of 14

7. Student, Employee and Public Awards and Recognition (To Be Determined)

- A. Virginia School Board Association (VSBA) Recognition – XPEDITION: PORT OF CALL
- B. Virginia Music Educators Association – All-State Band, All-State Chorus, All-State Orchestra, Senior Honors Choir; All-State Elementary Chorus
- C. Program of Honor: Honor Band and Honor Orchestra Awards
- D. Blue Ribbon Schools (music departments)
- E. Virginia Marching Band Cooperative Group 2 Champions
- F. Best Communities for Music Education, VBCPS

The School Board recognized students, staff, and schools for achievements in music education at the May 26, 2026 meeting. Honors included a VSBA award for XPEDITION: Port of Call, student selections to prestigious state music ensembles, staff recognition for Honor Band and Honor Orchestra distinctions, Blue Ribbon School music department awards, Cox High School's state marching band championship, and VBCPS being named a 2026 Best Community for Music Education.

- 8. Adoption of the Agenda:** Chair Brown noted the following modifications to the agenda: Action Item #15C: *Progressive Design-Build Project Delivery Method Approved for use for CIP 1-015 Princess Anne High School Replacement or Renovation/Modernization* will be removed and put on the June 8, 2026 School Board meeting agenda under Action. The following item will be put under Action instead - Item #15C: Employee Grievance. There were no other modifications to the agenda. Chair Brown called for a motion to approve the agenda as presented and modified. Ms. Melnyk made the motion, seconded by Mr. Culpepper. 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 and modified. The motion passed unanimously, 11-0-0.

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

Superintendent's Report: The report highlighted Teacher Appreciation Week activities, an Amazon grant supporting STEM initiatives, volunteer recognition through the annual PTA awards program, and student

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 7 of 14

participation in career signing. A video was shared regarding the “Official for a Day” event, which emphasized community partnership, volunteer service, and efforts to prepare students for future careers.

Administrative Recognitions: Superintendent Robertson introduced the following appointments, which were approved at the May 12, 2026 School Board Meeting: **Jordan A. Barbarisi**, administrative assistant, White Oaks and Woodstock Elementary Schools, as assistant principal, Indian Lakes Elementary School; **Kevin M. Crossman**, administrative assistant, Kempsville Middle School, as assistant principal, Brandon Middle School; **Nada Zeineddine, Ed.D.**, administrative assistant, Larkspur Middle School, as assistant principal, Salem Middle School; **Michelle R. E. Brown**, assistant principal, Treacle Elementary School, Chesapeake Public Schools, as coordinator, special education, Office of Programs for Exceptional Children; **Lauren R. Girdler**, itinerant principal, Southeastern Cooperative Educational Programs (SECEP), as coordinator, special education, Office of Programs for Exceptional Children; **Daniel J. Miani, Ed.D.**, principal, First Colonial High School, as chief academic officer, Department of Teaching and Learning; and **Benjamin W. Oakes**, retired commanding officer, Amphibious Warship, USS New York, LPD21, United States Navy, as chief operations officer, Department of School Division Services.

10. Approval of Meeting Minutes

May 12, 2026 Regular School Board Meeting: Chair Brown called for any modifications to the May 12, 2026 regular meeting minutes as presented. Hearing noon, Chair Brown called for a motion to approve the May 12, 2028 minutes as presented. Dr. Green made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the May 12, 2026 minutes as presented. The motion passed unanimously, 11-0-0.

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

There were sixteen (16) in-person speakers including one (1) student speaker. The topics included Jewish students and anti-Semitism; Policy 6-18; Chromebook usage; student screen time; hands-on learning; technology usage; and using technology effectively.

The Public Comments concluded at 7:32 p.m.

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 8 of 14

12. Information

A. **Interim Financial Statements – April 2026:** Daniel Hopkins, director, Office of Business Services, provided the School Board with information on the interim financial statements. The presentation provided an overview of revenue and expenditure trends through April 2026 and indicated that revenues remained within an acceptable range at that stage of the fiscal year. It was reported that a decline in Average Daily Membership (ADM) resulted in a reduction in state funding; however, federal, local, and other revenue sources generally remained favorable, and expenditures and encumbrances continued to align with projected trends. After the presentation, there was a brief discussion regarding the decline in the ADM and effects on the budget.

B. **Policy Review Committee (PRC) Recommendations:** Recommended the School Board review recommendations regarding the amendment of Policy 6-18 as recommended by the Policy Review Committee at its May 14, 2026 special meeting. Kamala Lannetti, school board attorney, reviewed the following:

1. **Policy 6-18/Instructional Time – Importance and Impact Review:** The PRC recommends adding Section D which explains the School Division's expectations regarding the use of Chromebooks in elementary school. Vice Chair Weems shared some background on the changes to the policy.

After the presentation, a discussion followed with questions and comments regarding Policy 6-18; use of Chromebooks in K-2; screen time; curriculum; public speakers on topic; impact review; parent and teacher feedback; teacher supports; balanced approach; section C of policy; and impacts on students.

C. **Citizens' Advisory Committee Appointment Recommendations:** Laura Beth Mattson, intergovernmental affairs and constituent services specialist, provided the School Board the recommendations for the following advisory committees: Citizen Advisory Committee for Gifted Education, General Advisory Council for Technical and Career, and Special Education Advisory Committee. The Call to Action process and number of applications were highlighted.

D. **Targeted Support and Improvement (TSI) Update:** Melanie Hamblin, Ed.D., senior executive director of elementary schools, Department of School Leadership, provided the School Board information regarding Targeted Support and Improvement. The presentation provided an update on the schools identified for

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 9 of 14

Targeted Support and Improvement under the federal accountability framework. The presentation outlined the basis for identification, reviewed the differentiated supports provided to affected schools, and reported encouraging student growth data in math and reading. It was noted that additional information is on the Virginia Department of Education website and individual school websites for multi-year support plans.

After the presentation, a discussion followed with questions and comments regarding reviewing data; supports, resources, professional development; accountability and accreditation; status of schools; and having information more accessible.

- E. ***Salary Resolution Regarding FY 2026-27:*** Crystal Pate, chief financial officer, provided the School Board information regarding the Salary Resolution for FY 2026-27. The presentation reviewed the 2026 salary resolution, which authorized implementation of compensation schedules, supplements, and related pay adjustments previously included in the approved budget. It was noted that the resolution reflected updates to the instructional and unified pay scales, required School Board approval only, and would take effect July 1, 2026, if approved. There was a brief discussion regarding the supplement for teachers assigned an additional class.
- F. ***Budget – Staff Bonus Plan:*** Crystal Pate, chief financial officer, provided the School Board information regarding the distribution of the State one-time bonus of \$1,500 to all full-time equivalent employees as of June 30, 2026. The presentation explained that the final state budget replaced the originally proposed 2% bonus for eligible K-12 SOQ positions with a flat \$1,500 bonus per employee. The administration recommended acceptance of \$6.0 million in state funding, which required a local match of \$4.2 million, and noted that the total estimated cost, including FICA, was approximately \$16.1 million. The plan indicated that bonus payments would be included in employees' June 30, 2026 paychecks, with School Board action scheduled for June 8, 2026. There was a brief discussion regarding when employees sign their contracts and review of the funding amounts for the bonus plan.
- G. ***JUUL Labs, Inc. Settlement:*** Crystal Pate, chief financial officer, provided the School Board information on the JUUL Labs, Inc. settlement. The presentation explained the settlement payment and transferring the funds to the categorical grant fund would allow them to be carried forward for future use. After the presentation, a discussion followed with questions and comments regarding options for use; concerns

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 10 of 14

about student vaping; using the funds to address vaping-related issues; recovery school; and preserving flexibility for future allocation decisions.

- H. ***Progressive Design-Build Project Delivery Method Approval for use for CIP 1-015 Princess Anne High School Replacement or Renovation/Modernization:*** Kamala Lannetti, school board attorney, provided the School Board information on the use of Progressive Design-Build Construction Method for CIP 1-015 Princess Anne High School Replacement or Renovation/Modernization. The Office of Facilities Services, with the concurrence of the Office of Procurement Services, has determined that design-bid-build project delivery method is not practicable or fiscally advantageous for CIP 1-015. Due to the complexity of replacement or renovation/modernization of Princess Anne High School and the necessary environmental, utilities, traffic engineering, title work, concurrent operation of the existing high school program and activities and other factors related to the construction work, the Office of Facilities Services is requesting the School Board's approval to use the Progressive Design-Build Construction Method for CIP 1-015.

13. ***Return to public comments if needed:*** As noted, under Agenda Item #11, the Public Comments concluded at 7:32 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 April 22, 2026 meeting.
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 removing this policy because the language exists in another policy.
 4. **Policy 4-39/Employee Professional Development & Growth in Job Skills:** The PRC recommends adding language to align with current practices and law.

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 11 of 14

- B. **Federal Grant Applications:** Recommended that the School Board approve the 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; and **Title IV, Part A** - Student Support and Academic Enrichment Grants.
- C. **Religious Exemption(s):** Recommended that the School Board approve RE-26-20.

After reading the item on the Consent Agenda, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Hearing none, Chair Brown called for a motion to approve the Consent Agenda as presented. Ms. Dwyer made the motion, seconded by Mr. Bohensiel. 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 May 26, 2026 personnel report and administrative appointments. Mr. Cummings made the motion, seconded by Ms. Rogers, that the School Board approve the appointments, and the acceptance of the resignations, retirements, and other employment actions, as listed on the May 26, 2026 personnel report along with the administrative appointments as recommended by the Superintendent.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the May 26, 2026 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

Superintendent Robertson mentioned the following appointments: **Elena G. Bohn**, assistant principal, Seatack Elementary School, An Achievable Dream Academy, as principal, Seatack Elementary School, An Achievable Dream Academy; **Gabriel R. Howard**, assistant principal, Old Donation School, as principal, Salem Elementary School; **Kathryn E. Johnson**, assistant principal, Strawbridge Elementary School, as principal, John B. Dey Elementary School; **Karen A. Kagel**, assistant principal, Woodstock Elementary

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 12 of 14

School, as principal, Indian Lakes Elementary School; and **Stephanie N. Marshall**, assistant principal, Corporate Landing Elementary School, as principal, Providence Elementary School.

- B. **Salary Resolution Regarding FY 2026-27:** Chair Brown called for a motion to approve the Salary Resolution regarding FY 2026-27. Mr. Cummings made the motion, seconded by Ms. Dwyer. Vice Chair Weens read the following resolution:

SALARY RESOLUTION

May 26, 2026

WHEREAS, the mission of the Virginia Beach City Public Schools, in partnership with our entire community, is to ensure that each student is empowered with the knowledge and skills necessary to meet the challenges of the future; and

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

WHEREAS, the proposed FY 2026/27 Operating Budget includes a 2% increase plus \$1,000 to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale; and

WHEREAS, the proposed FY 2026/27 Operating Budget includes a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase; and

WHEREAS, the Alphabetical Listing of Instructional Positions, Instructional Experience-Based Step Pay Scale, Unified Experience-Based Step Pay Scale, Part-time Temporary Hourly Rates, Table of Allowances, High School Department Chairs, Non-Athletic Supplements, Athletic Supplements and Student Activity Rates titled below and as shown in the attachments are approved and will be effective as shown below; and

WHEREAS, the percentage of compensation increases, and the effective dates of the increases are shown below:

- Attachment A - Alphabetical Listing of Instructional Positions (7/1/26).
- Attachment B - Instructional Experience-Based Step Pay Scale (7/1/26).
- Attachment C - Unified Experience-Based Step Pay Scale (7/1/26).
- Attachment D - Part-time Temporary Hourly Rates (7/1/26).
- Attachment E - Table of Allowances (7/1/26).
- Attachment F - High School Department Chairs Supplements (7/1/26).
- Attachment G - Non-Athletic and Athletic Supplements (7/1/26).
- Attachment H - Student Activity Rates (7/1/26).

NOW, THEREFORE, LET IT BE

RESOLVED: That the School Board of the City of Virginia Beach adopts the Salary Scales, and the compensation increases as outlined in this resolution and attachments.

Adopted by the School Board of the City of Virginia Beach this 26th day of May 2026.

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 Salary Resolution regarding FY 2026-27. The motion passed unanimously, 11-0-0.

- C. **REMOVED:** Progressive Design-Build Project Delivery Method Approved for use for CIP 1-015 Princess Anne High School Replacement or Renovation/Modernization. Note, this item was removed during the Adoption of the Agenda. See Agenda Item #8.
- C. **ADDED:** Employee Grievance. Note, this item was added during the Adoption of the Agenda. See Agenda Item #8. Vice Chair Weems read the following employee grievance:

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

Tuesday, May 26, 2026
Regular School Board Meeting
Page 14 of 14

In employee grievance case #538-02-26, the School Board does not approve the grievant's request to waive the grievant's portion of the hearing fees. The grievant's portion of the hearing fees, as set forth in Regulation 4-3.1(D) must be paid by close of business the day before the hearing date.

Chair Brown called for a motion. Mr. Callan made a motion, seconded by Mr. Culpepper. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the employee grievance 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 abstention: Ms. Melnyk. The motion passed, 10-0-1.

- 16. Committee, Organization or Board Reports:** Mr. Bohenstiel mentioned the middle school baseball championship games. Ms. Rogers mentioned the music departments in the division and congratulated them on all their hard work. Vice Chair Weems attended the Annual PTA banquet and awards event, the Teacher Assistant of the Year event, and the Harbor Hope Center meeting. Vice Chair Weems mentioned the May 27 Policy Review Meeting has been cancelled and will have a meeting in June. Mr. Callan attended the GED Recognition Ceremony at the Renaissance Academy. Dr Green attended the 28th Annual 200+ Scholars Breakfast. Chair Brown was a grant reviewer for the Virginia Beach Education Foundation (VBEF). The VBEF Educators Open Golf Tournament is scheduled for Thursday, June 25, with tee times at 7:30 a.m. and 1:00 p.m.
- 17. Return to Administrative, Informal, Workshop or Closed Session matters:** None.
- 18. Adjournment:** Chair Brown adjourned the meeting at 10:17 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair