UPDATED
8/17/2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Services

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Carolyn D. Weems, Vice Chair
District 9

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District 3

Michael Callan
District 6

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District 5

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

School Board Regular Meeting Proposed Agenda

Tuesday, August 11, 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_MdeNHNqsR6CRl2zl-17pLw

Call-in (301) 715-8592 ID 848 0679 4726

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws 1-47 and 1-48. Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBCPSboard.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on August 10, 2026.

Closed Session*.....*1:00 p.m.

1. ***Administrative, Informal, and Workshop*** ..... ***3:30 p.m.***
   A. School Board Administrative Matters and Reports
   B. Summer Staffing and Recruitment Update
   C. Long Range Facilities Master Plan
   D. 2027-2028 and 2028-2029 School Calendar Priorities

2. ***Closed Session*** *(as needed)*

3. ***School Board Recess*** ..... ***5:30 p.m.***

4. ***Formal Meeting*** *(School Administration Building #6 – School Board Room)* ..... ***6:00 p.m.***

5. ***Call to Order and Roll Call***

6. ***Moment of Silence followed by the Pledge of Allegiance***

7. ***Student, Employee and Public Awards and Recognition***

8. ***Adoption of the Agenda***

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

10. ***Approval of Meeting Minutes***
    A. July 14-15, 2026 School Board Retreat / Abridged School Board Meeting

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

The School Board will hear public comments at the August 11, 2026 School Board Meeting. Citizens may sign up to speak by completing the Speaker Request Form 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 August 11, 2026. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the

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parking lot of the School Administration Building #6, 2512 George Mason Drive, Virginia Beach, Virginia 23456 by 5:45 p.m. August 11, 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. Bylaw 1-32/Adoption, Amendment, Repeal or Suspension – Policies
   2. Policy 3-30/Purchasing and Procurement of Goods and Services
   3. Policy 5-25/Student Placement
   4. Policy 5-26/Course Load
   5. Policy 5-27/Promotion, Retention and Acceleration
   6. Policy 5-28/Reporting Student Progress

B. Program Evaluation Schedule for 2026-2027

C. New Courses:
   1. Firefighting I and Firefighting II
   2. Law Enforcement I and Law Enforcement II

D. Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone Updated Resolution 8/10/2026

E. Non-Binding Term Sheet for the Conveyance of School Board Property located on Jericho Road

13. Return to public comments if needed

14. Consent Agenda

A. Religious Exemption(s)

B. New Castle Elementary School Chiller Replacement

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C. Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone Updated Resolution 8/10/2026

D. Non-Binding Term Sheet for the Conveyance of School Board Property located on Jericho Road

15. Action

A. Personnel Report/Administrative Appointments Updated 8/17/2026

B. Amended FY 2026-27 Budget Resolutions Added CIP Resolution 8/10/2026

16. Committee, Organization or Board Reports

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

18. Adjournment

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Hearings for Petitions to Revoke Postgraduate Teaching Licenses Item Number: Pre-Meeting

(CP-06685935) and (PGP-0640478)

Section: Closed Session **Date:** August 11, 2026

Senior Staff: Dr. Darnita Trotman, Chief Human Resources Officer

Prepared by: Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board conduct hearings and render decisions on the Petitions to Revoke Postgraduate Professional Teaching Licenses (CP-0685935) and (PGP-06404478).

Background Summary

Two teachers were found to have violated testing protocols on the Integrated Reading and Writing Assessment. The testing protocols violations were reported to the Virginia Department of Education and the School Division was found to be in violation. Code of Virginia § 22.1-292.1. in accordance with 8VAC20-23-720, when the Superintendent has knowledge that a basis for revocation of license exists, the Superintendent has a duty to file a complaint, conduct an investigation, and file Petitions to Revoke Postgraduate Professional Teaching Licenses. The Superintendent complied with those requirements and filed such Petitions on June 9, 2026. Both license holders filed answers to the Petition. The School Board is required to hold a hearing on each Petition and either deny the Petition or recommend license revocation or suspension. If the School Board recommends the revocation or suspension of a license, the Superintendent shall forward the recommendation, petition and investigation file to the Virginia Superintendent of Public Instruction within 14 days.

Source:

Code of Virginia §§22.1- 292.1, 22.1-298.1

8VAC20-23-720, 8VAC20-23-770

Budget Impact:

None.

Next Steps:

The School Board's decisions regarding the Petitions for Revocation of Postgraduate Professional Teaching Licenses will be forwarded to the Virginia Board of Education.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Summer Staffing and Recruitment Update **Item Number: 1B**

Section: Workshop **Date: August 11, 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): Amy Church, Director of Employment Services; James Avila, Ed.D., Coordinator of Recruitment and Retention; Kelly Knight, Marketing Specialist

Recommendation:

That the School Board receive this presentation which provides information on the current state of staffing for the 2026-2027 school year in Virginia Beach City Public Schools. The presentation will cover several key topics, including the critical shortage in the teaching workforce, current number of vacant positions, and continued strategies for recruitment and retention.

Background Summary:

N/A

Source:

N/A

Budget Impact:

No budgetary implications

Next Steps:

No further action needed.

DRAFT COPY
SUBJECT TO CHANGE

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Summer Staffing and Recruitment Update

School Board Meeting
August 11, 2026

Department of Human Resources

AGENDA

1. The Teacher Workforce Outlook
2. Where VBCPS Stands on Staffing
3. Recruitment and Retention Efforts
4. Marketing Update
5. Stay Connected



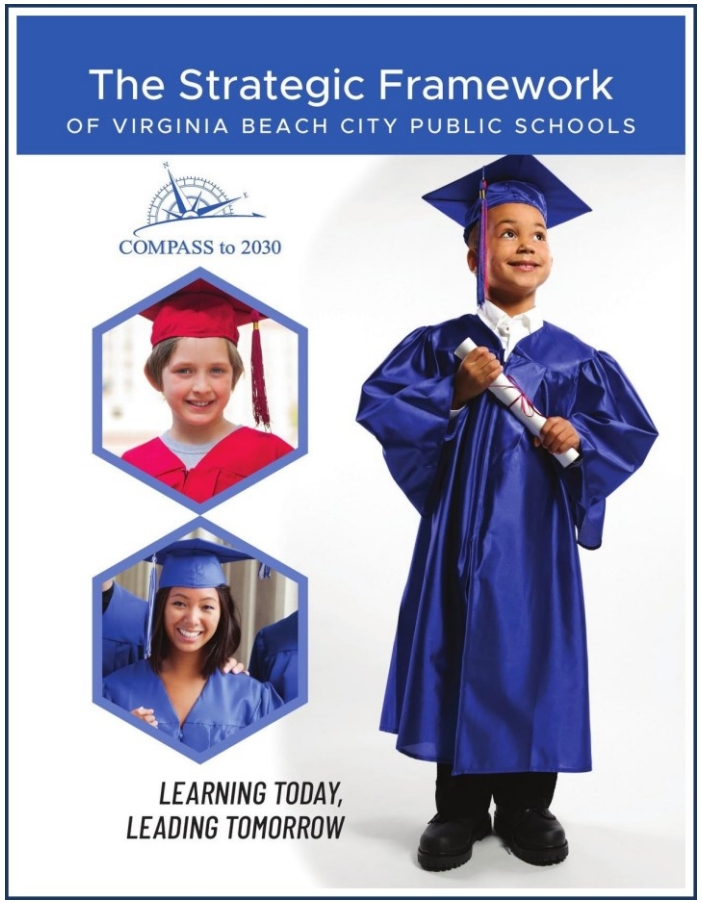
Virginia Beach City Public Schools graduates, Class of 2026

Our Work Is Grounded in Compass to 2030

Goal 3: Value and Invest in Staff

"Enhance and sustain a positive work culture and climate that values and invests in recruiting, supporting, and retaining a high-quality workforce exemplifying the division's core values."

The Department of Human Resources, in collaboration with hiring managers across the division, keeps this commitment at the center of every recruitment and retention decision.



Learning Today, Leading Tomorrow

SECTION ONE

The Teacher Workforce Outlook

National research, Virginia's pipeline, and the Hampton Roads salary landscape.

Critical Shortage Teaching Endorsement Areas, 26/27 SY

10

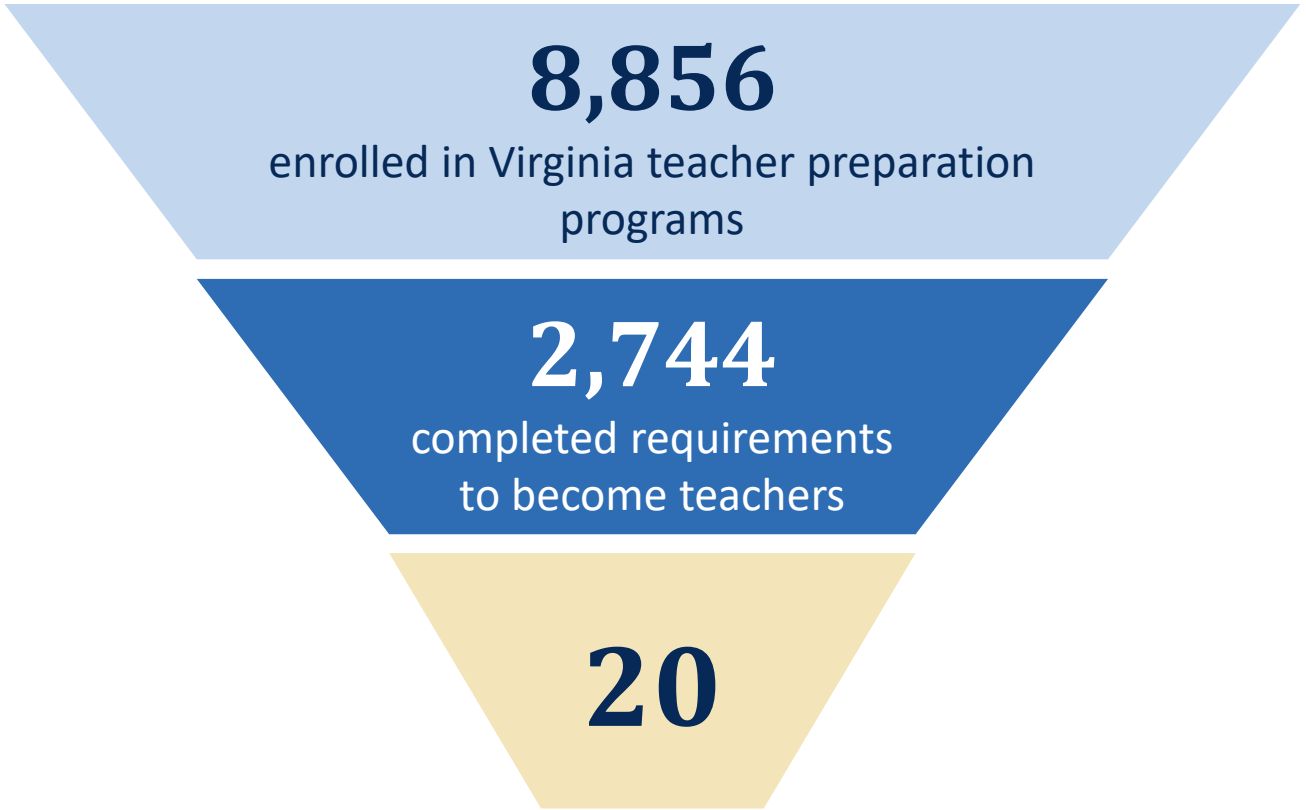
critical shortage endorsement areas identified statewide

01	**Special Education preK-12**	06	Mathematics Grades 6-12 (including Algebra I)
02	**Elementary Education preK-6**	07	English (Secondary)
03	Science (Secondary)	08	History and Social Studies (Secondary)
04	Middle Education Grades 6-8	09	World Language K-12
05	Career and Technical Education (Secondary)	10	Health and Physical Education

Virginia Department of Education

The Virginia Teacher Pipeline

The pipeline narrows drastically at every stage.



Fewer than 1 in 3 candidates who enroll complete their requirements.

There is no guarantee that a single teacher candidate will select VBCPS.

That is why retaining the educators we already have is a necessity.

Competing in the Hampton Roads Labor Market

Entry-level teacher salaries across surrounding divisions, 26/27 SY

Rank	School Division	Entry-Level Salary
1	Norfolk	$61,289
2	Portsmouth	$60,564
3	Suffolk	$60,000
4	Hampton	$58,453
5	**Virginia Beach**	**$57,801**
6	Chesapeake	$57,413
7	Newport News	$57,000

The highlighted row is Virginia Beach City Public Schools.

#5 of 7

VBCPS moved up two spots after ranking last a year ago.

3.79%

Our entry-level salary increased for the 26/27 SY.

$3,488

The gap to the highest entry-level salary among surrounding divisions.

Thank You for Investing in Our Employees

With the board's support, employees on both pay scales received meaningful salary increases for the 26/27 SY.

5.23%

Average salary increase for instructional staff on the Instructional Step Pay Scale.

4.17%

Average salary increase for employees on the Unified Experienced-Based Pay Scale.

This is exactly the investment national research says moves the needle on recruitment and retention.

SECTION TWO

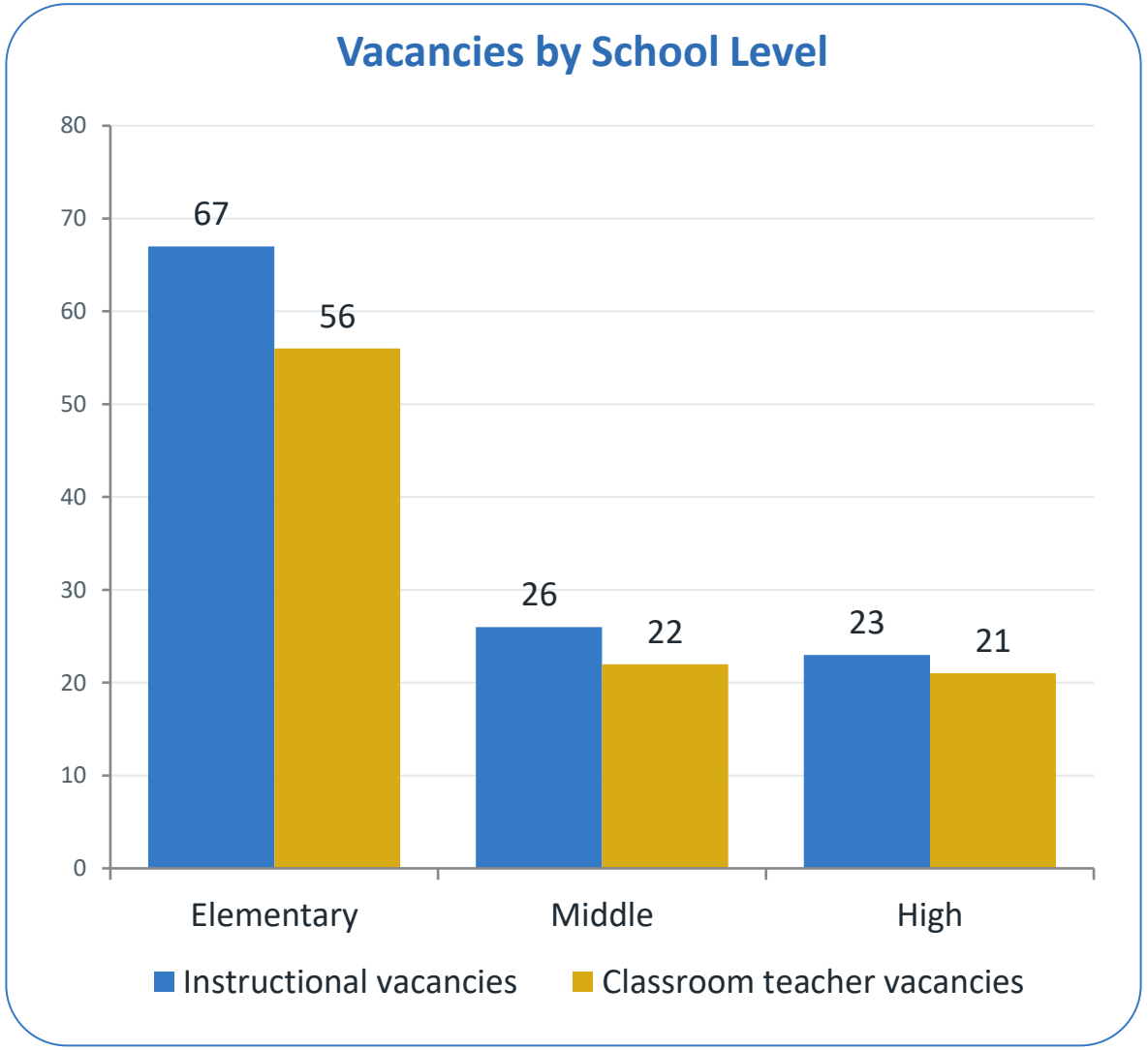
Where VBCPS Stands on Staffing

Vacancy data for the 26/27 SY as of July 23, 2026.

Instructional Vacancies

Level	Instructional	Classroom
Elementary School	67	56
Middle School	26	22
High School	23	21
Total	**116**	**99**

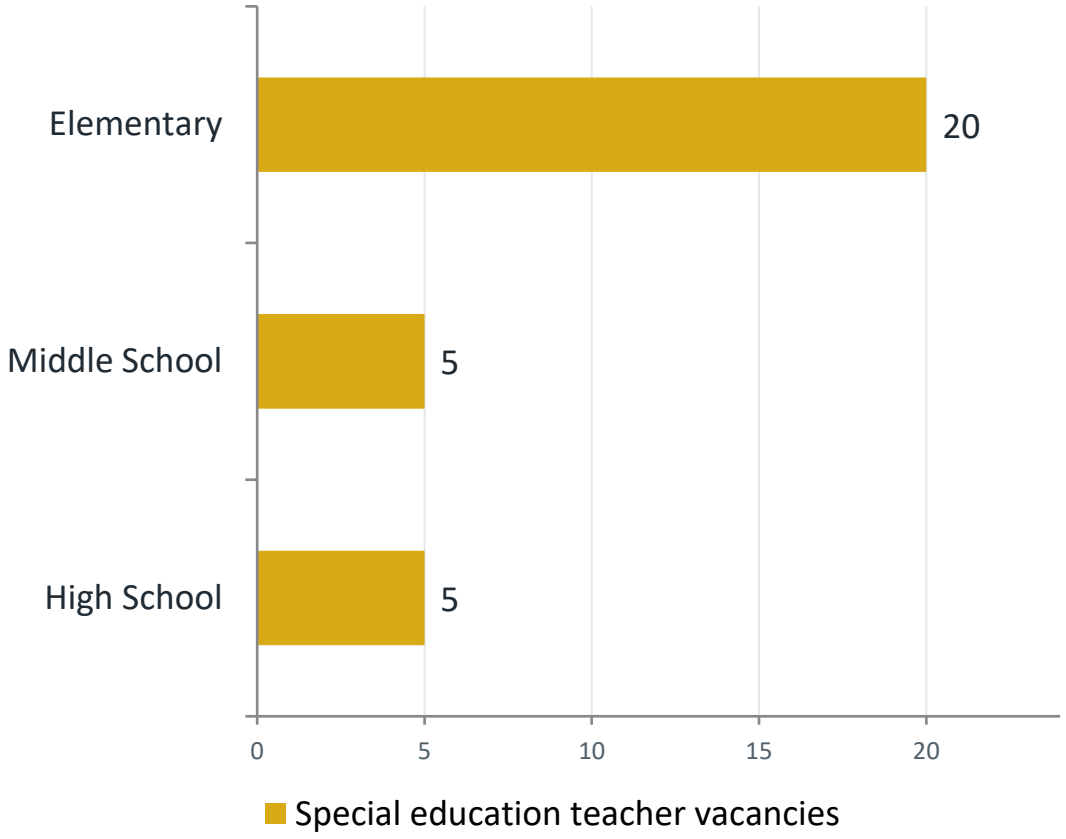
Classroom teachers are teachers of record and are included in the instructional totals. Elementary School Teacher remains the largest single position category.



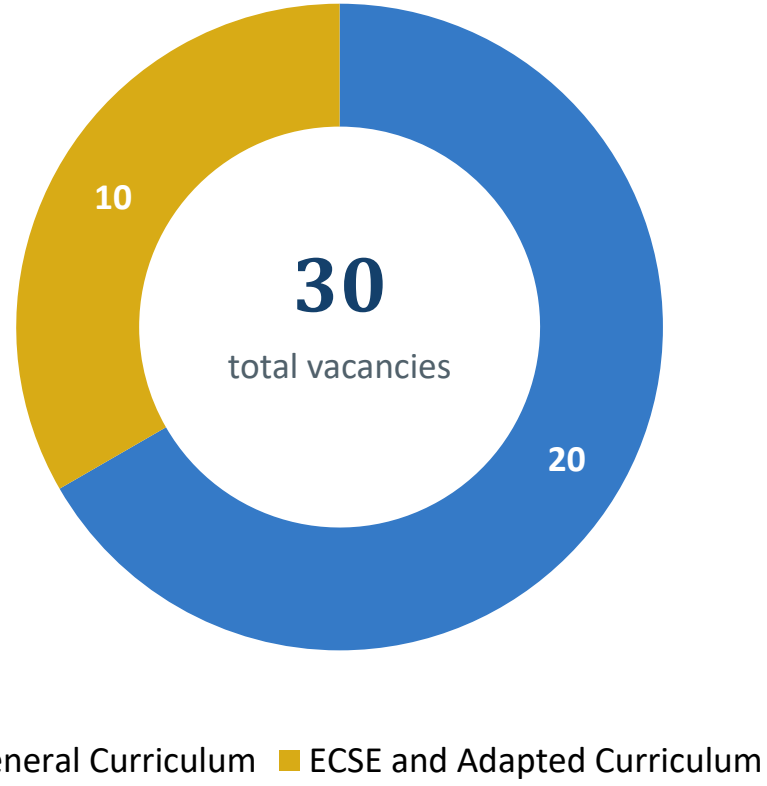
Special Education Teacher Vacancies

Special education vacancies are counted within the instructional totals and hold Priority status at every level.

Vacancies by School Level



Composition of Vacancies



State Shortage Areas Mirror Our Largest Vacancies

Virginia's top two critical shortage areas for the 26/27 SY are also the two largest instructional needs in Virginia Beach.

#1

VIRGINIA CRITICAL SHORTAGE AREA

Special Education preK-12

→

30

VBCPS special education teacher vacancies

Priority status at every level. General Curriculum is the largest share with 20.

#2

VIRGINIA CRITICAL SHORTAGE AREA

Elementary Education preK-6

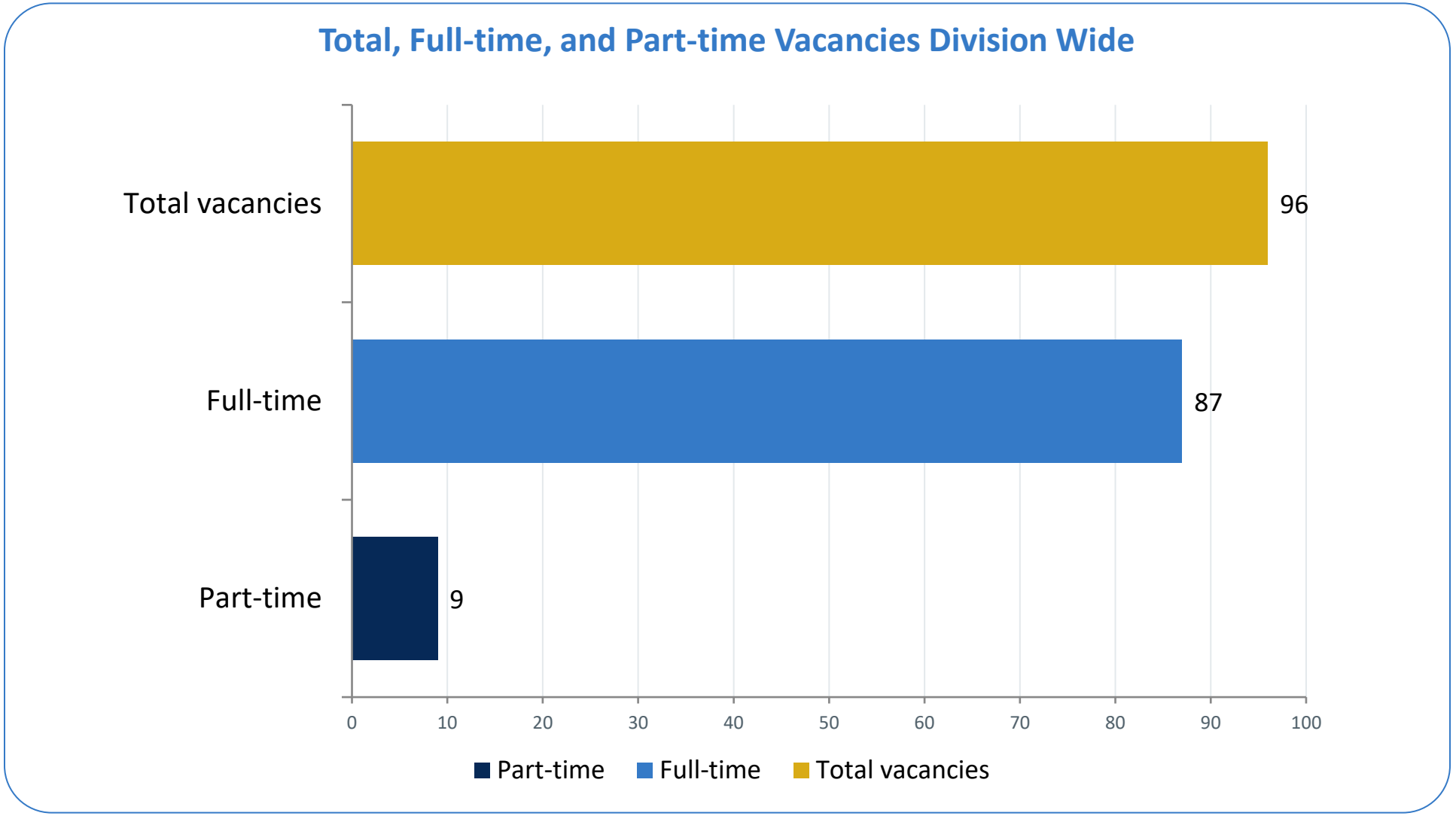
→

56

VBCPS elementary classroom teacher vacancies

Our need runs deepest here. Elementary School Teacher is our largest single category.

Non-Instructional Vacancies



Hard to Fill Vacancies

These three roles compete directly with the private sector labor market.

Bus Drivers

26

Current vacancies

School support staff recruitment events target these roles.

Bus Assistants

37

Current vacancies

School support staff recruitment events target these roles.

Cafeteria Assistants

20

Current vacancies

School support staff recruitment events target these roles.

SECTION THREE

Recruitment and Retention Efforts

How we attract new educators and keep the exceptional ones we already have, in direct support of Goal 3: Value and Invest in Staff.



Recruitment Initiatives

Grow Your Own

- Student teacher and school counselor intern receptions
- Virginia Teachers for Tomorrow
- Apprentice and Fellows programs

Signature Events

- Educator Hiring Expo
- Wheels and Meals events
- Regional and university career fairs



Alternative Pathways

- iteach special education cohort
- Licensure assessment assistance
- New partnerships with colleges and universities

Support and Partnerships

- Licensure pathway professional learning for teacher assistants
- Cafeteria manager leadership training with Food Services
- Grants for hard-to-staff areas



Spotlight on Recruitment Results

A sample of outcomes from this year's recruitment calendar, spotlighting two signature efforts.

Student Teacher and School Counselor Intern Receptions

77

Receptions connect candidates with school and division leaders before hiring season opens.

Educator and School Support Staff Hiring Expo

587	registered candidates
361	attended at Landstown High School
85	license eligible candidates screened
50	**teachers hired, including 7 in special education**

127 educators joined VBCPS through these two efforts alone

Growing Your Own: Building the Pipeline from Within

Three homegrown pathways feeding the VBCPS teacher pipeline.



Virginia Teachers for Tomorrow

10 VTFT cadets returned to VBCPS as new teachers this year

Apprentices and Fellows

6
ODU Teacher Assistants

+

5
JMU Teacher Assistants

=

11
VBCPS future teachers

iTeach

33

Provisionally licensed teachers hired through iteach

Retention Strategies

Retention is our answer to a shrinking pipeline. These strategies help VBCPS educators build lasting careers.

University partnerships for elementary and special education

11

Student teacher incentive

77

Robust professional learning financial support

214

Licensure assessment assistance

14

Supportive workplace environment

116

Childcare opportunities

165+



Retention Rate

90.8%

Thank You for Investing in Retention

$1,500

Every eligible employee received a retention bonus on June 30, 2026.

VALUED

RECOGNIZED

INVESTED IN

Thank you to the School Board. Your support shows our teachers that they are valued and appreciated, and it is a key reason they choose to stay with VBCPS.

SECTION FOUR

Marketing Update

Telling our story, growing our team, and putting a VBCPS career in front of every candidate we reach.



Annual Marketing Snapshot

2025–26 School Year | Reach and Engagement Across Channels

1.01M

Website Users

vbschools.com, all traffic

131,505

Careers Page Users

13% of all vbschools.com users

3.55M

Website Views

vbschools.com, all traffic

468,871

Careers Page Views

13% of all vbschools.com views

632,894

YouTube Views

VBSchools channel, all traffic

475,679

Recruitment Ad YouTube Views

~75% of all YouTube views

298,343

Meta Ad Impressions

Meta includes Facebook, Instagram and Threads platforms

85,162

LinkedIn Ad Impressions

How Attendees Discover Our Hiring Events

Top reported ways attendees heard about this year's hiring events

VBCPS Educator and School Support Staff Hiring Expo

36% Online / website

21% Word of mouth

11% Social media (Facebook)

77% registered same-day, on-site

VBCPS Wheels & Meals Hiring Event

36% Online / website

33% Social media

22% Word of mouth

67% registered same-day, on-site

Reaching Newcomers: Start in Hampton Roads

The *Start in Hampton Roads, Virginia* campaign showcases life and work to families and professionals researching a move to Hampton Roads.

1ST

First school division to sign on to the campaign

SCAN ME

livability.com/hampton-roads-va









As featured in Start in Hampton Roads, VA



Watch: Teach at the Beach

One of our most-watched recruitment ad this year | Meta · LinkedIn · YouTube

Stay Connected

Follow Virginia Beach City Public Schools and share our career opportunities.

Find us everywhere

YouTube	@VirginiaBeachSchools	
LinkedIn	Virginia Beach City Public Schools	
Instagram	@vbschools	
X	@vbschools	JobsAtVBSchools
Facebook	@vbschools	@JobsAtVBSchools
Website	vbschools.com	



Scan to apply now

vbschools.com/careers

Shape Futures. Grow Yours.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
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Questions

Department of Human Resources





VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Long Range Facilities Master Plan **Item Number: 1C**

Section: Workshop **Date: August 11, 2026**

Senior Staff: Ben Oakes, Chief Operations Officer, School Division Services

Prepared by: Melisa Ingram, Executive Director, Facilities Services

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

Recommendation:

That the School Board receive an update on facility topic areas for the Long Range Facilities Master Plan update process to begin in SY 26/27.

Background Summary:

The Long Range Facilities Master Plan was last adopted in August 2018 and is due for its scheduled ten year update. This plan is updated every ten years and serves as the School Division's roadmap for maintaining, modernizing, and managing our facilities through a community-informed planning process. The update will include facility assessments, review of enrollment and program needs, and community engagement to evaluate current and future school facility priorities. The revised plan will provide a roadmap for prioritizing capital projects by aligning facility conditions with funding strategies and long-term planning objectives.

Source:

N/A.

Budget Impact:

CIP 1-033 Comprehensive Long Range Facilities Master Plan Update

Next Steps:

Initiate process with procurement.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Long Range Facility Master Plan

School Board Workshop

August 11, 2026

Department of School Division Services

Office of Facilities Services

Agenda

Previous Long Range Facility Master Plan

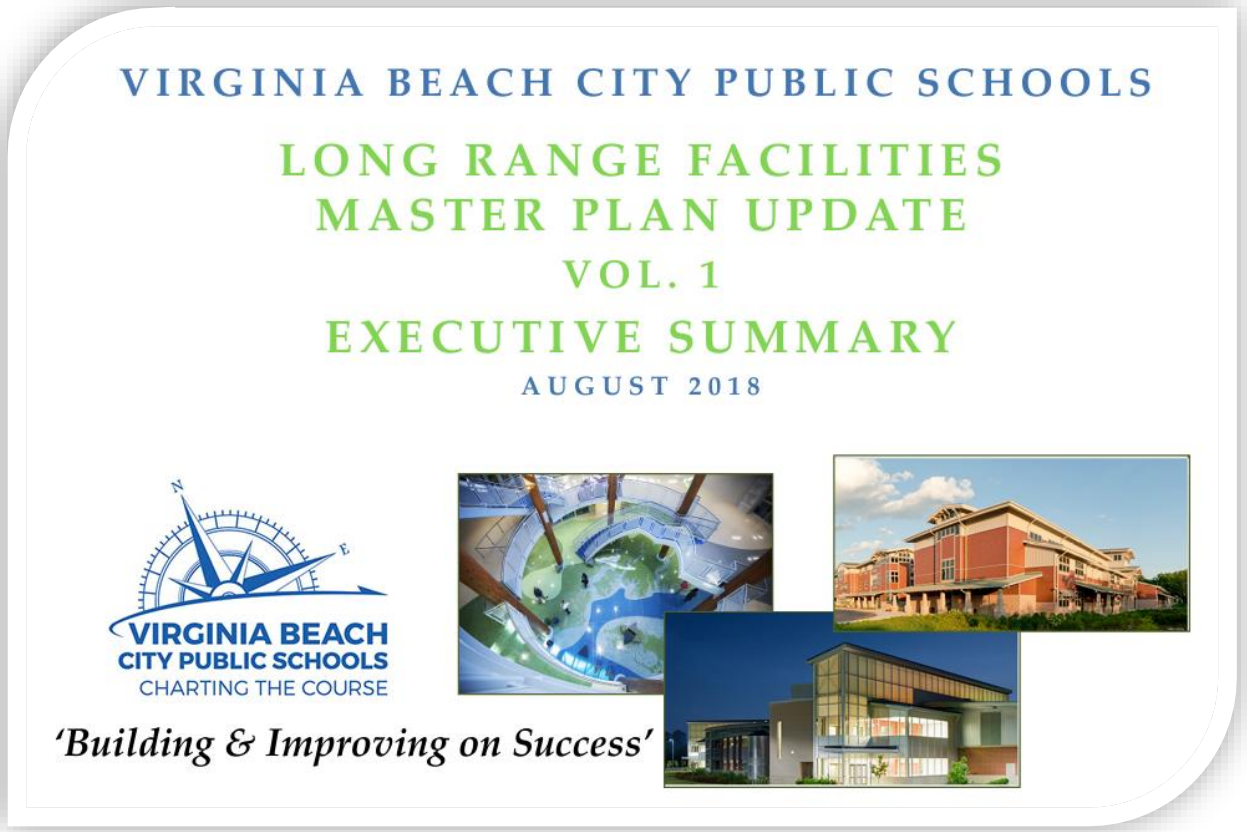
Facilities Focus Areas

- *Enrollment and Building Utilization*
- *Educational Adequacy Factor*
- *Facility Condition Index*
- *Funding*

Proposed Timeline & Next Steps

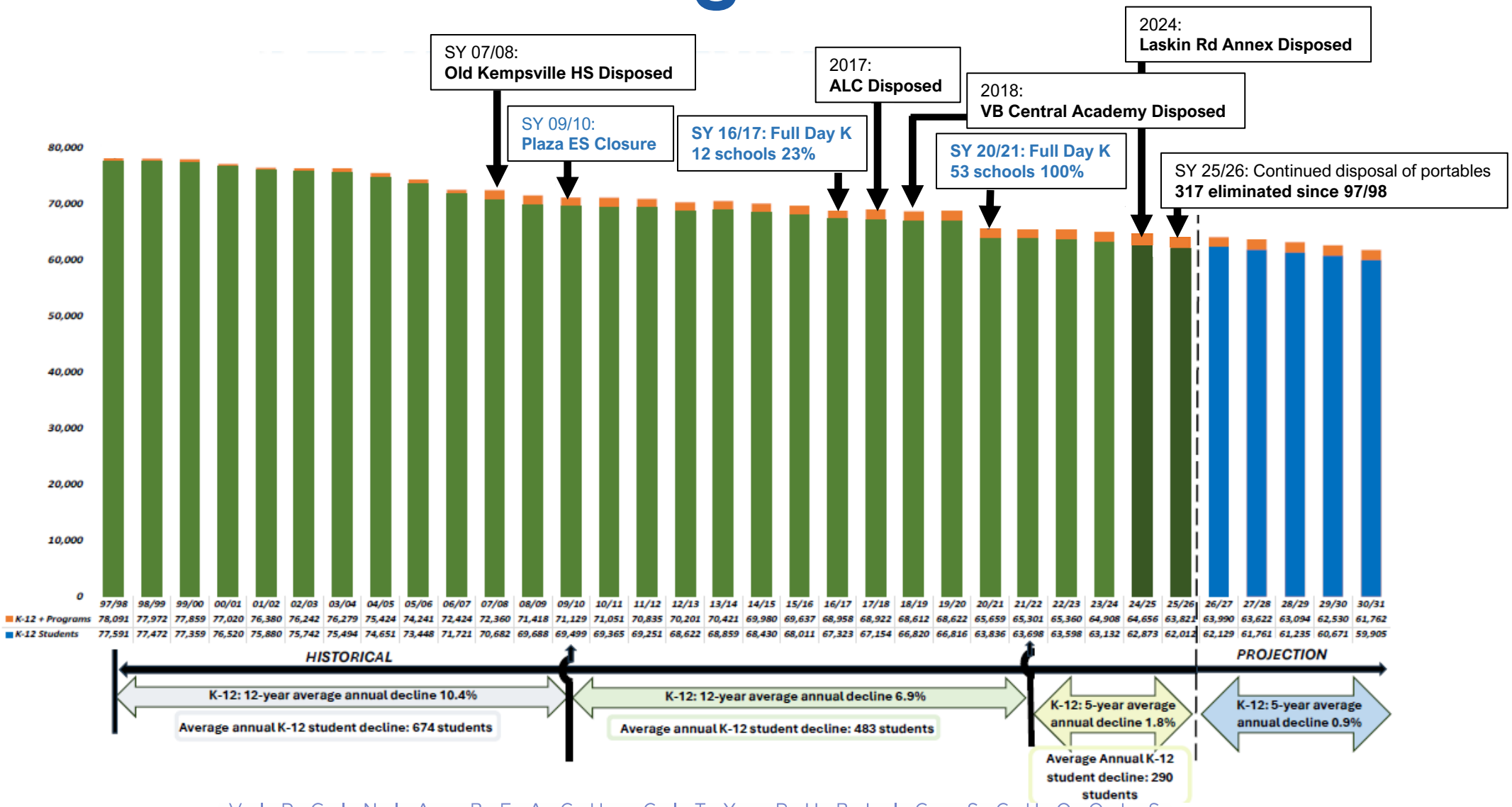
Long Range Facility Master Plan 2017-2018

- **Ten-Year Cycle**
  - *2027-2028 Next Target Date*
- **Community Involvement**
  - *Community Dialogue Meetings*
- **Steering Committee**
  - *School Board*
  - *City Council*
  - *School Admin / Staff*
  - *Higher Education Community*
  - *PTA / Community Members*

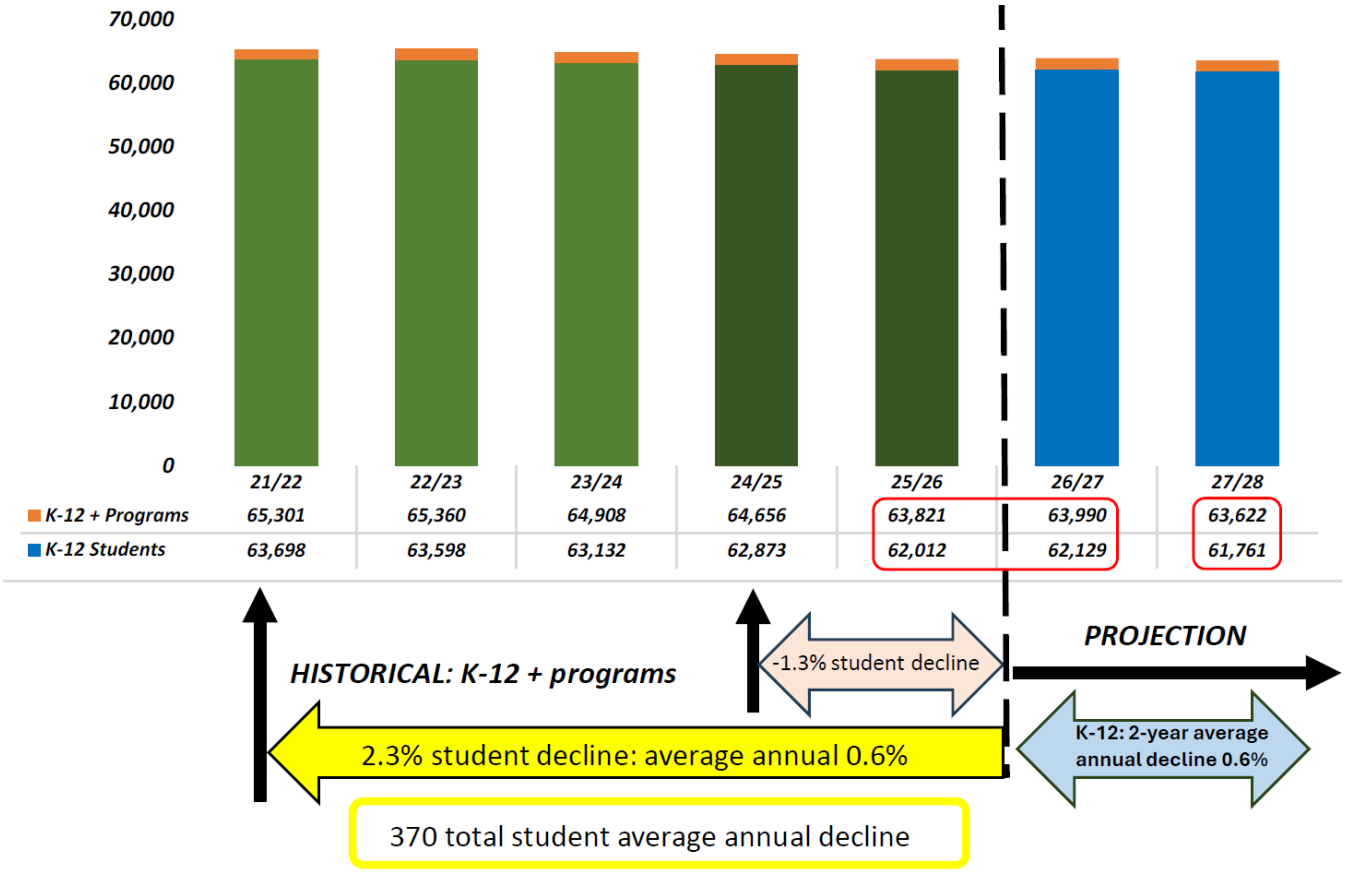


Facilities Focus Areas

Enrollment and Building Utilization



Facilities Focus Areas
Enrollment and Building Utilization



- **Historic Utilization Changes**
  - *Full-Day Kindergarten*
  - *Early Childhood Education (PK-VPI / ECSE)*
  - *SECEP*
  - *Plaza ES Closure*
  - *Disposal of Portables*
  - *Elimination of Leases*
  - *Schools Consolidation*
  - *Sale of Property*

- SY 2021-22 to SY 2025-26
  - Minimal decline: K-12 + Programs
    - Average per annum = -0.6%
- SY 2024-25 to SY 2025-26
  - Minimal decline: K-12 + Programs
    - Rate = -1.3%
- SY 2026-27 to SY 2027-28 forecast
  - Minimal decline: K-12 + Programs
    - Rate = -0.6% average per annum

Facilities Focus Areas

Educational Adequacy Factor (EAF)

- **Educational Programmatic Needs**
  - *Elementary School*
  - *Middle School*
  - *High School*
- **Student Support Needs**
  - *Special Education*
  - *Early Childhood*
  - *Academic Support*
  - *Workforce Development*
  - *Other*



Facilities Focus Areas

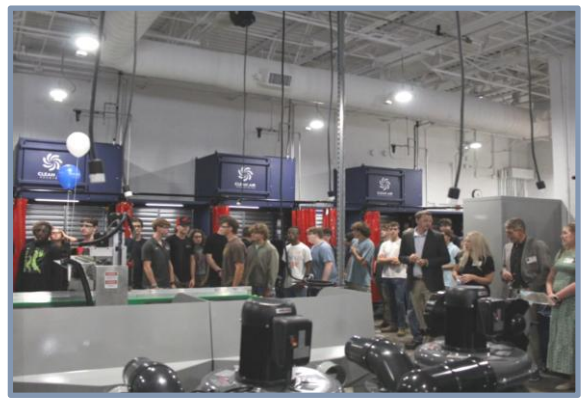
Facility Condition Index (FCI)

System Condition Index																								
Year Constructed	Square Footage	Structure Systems	Exterior Wall Systems	Roof Systems	Window Systems	Interior & exterior door	Interior Floor Finish Systems	Interior Wall Systems	Interior Wall finish Systems	Ceiling Systems	Specialties & Built-in Casework	Loose Furnishings	Vertical Circulations	Plumbing Systems	HVAC Heating Systems	HVAC Ventilation Systems	HVAC Cooling Systems	HVAC Control Systems	Electrical Primary Services	Electrical Distribution Systems	Electrical Lighting Systems	Electrical Special Systems	Site Utilities	Site pavements	Site Play Equipment and Fields	Kitchen Equipment
1964	161,966	0.663	0.663	0.433	1.000	1.000	0.788	0.663	1.000	0.908	0.750	0.750	1.000	0.750	0.883	1.000	0.883	0.833	0.750	1.000	0.677	0.958	0.667	0.846	0.833	0.700
1995	38,850	0.275	0.275	0.733	0.550	0.575	0.250	0.275	0.500	0.333	0.250	0.250	0.333	0.250	0.883	1.000	0.883	0.833	0.750	1.000	0.677	0.958	0.000	0.000	0.000	0.000
Total	200,816	0.588	0.588	0.200	0.294	0.918	0.684	0.588	0.602	0.797	0.527	0.653	0.871	0.653	0.747	0.360	0.747	0.447	0.750	1.000	0.343	0.878	0.667	0.846	0.770	0.700









Facilities Focus Areas

Facility Condition Index (FCI)

07/08 PRIORITY SCHOOLS Recommendation

Phase I:

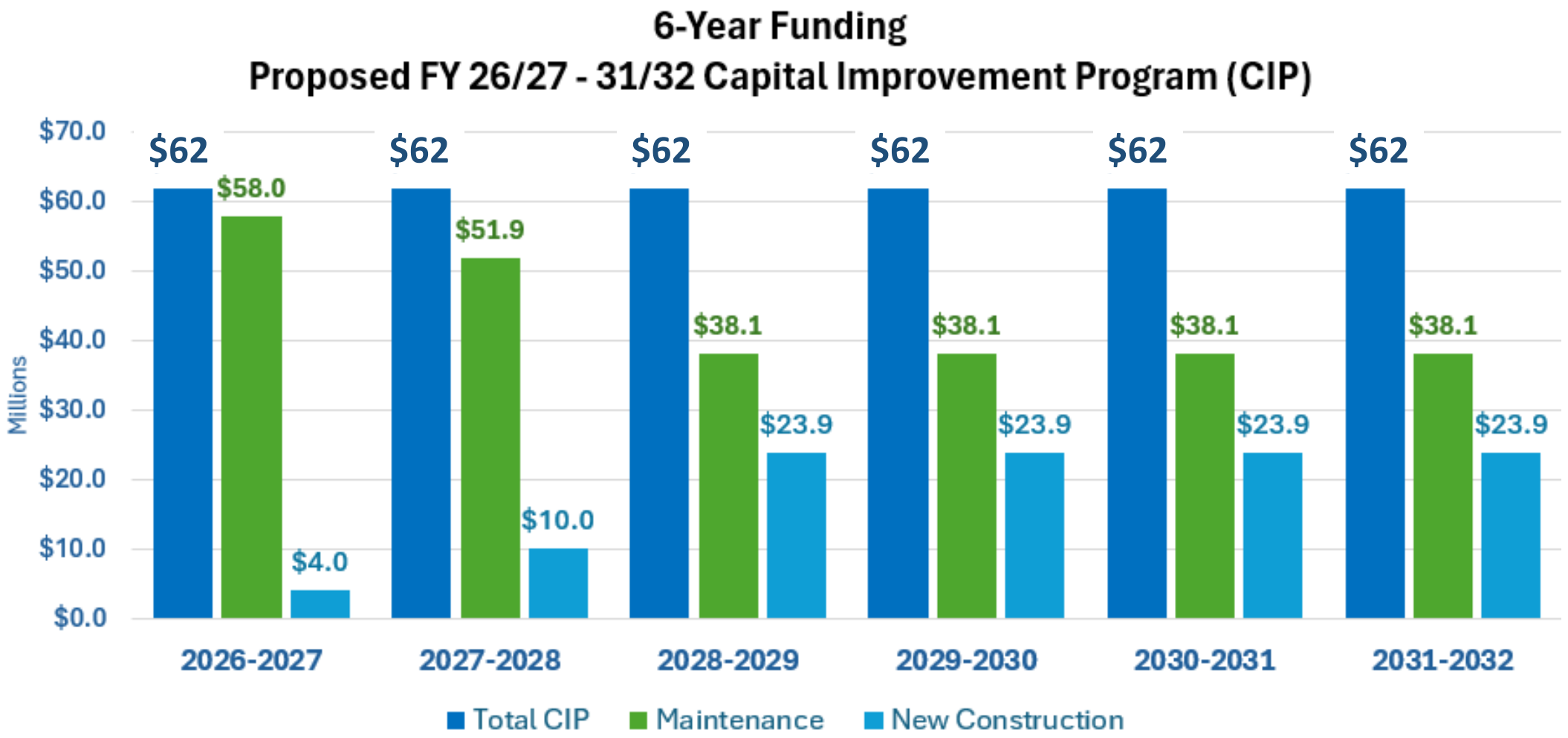
1. Kellam HS
2. Princess Anne MS
3. College Park ES
4. John B. Dey ES
5. Princess Anne HS
6. Thoroughgood ES
7. Old Donation Center
8. Kemps Landing Magnet
   (Current Bayside 6th Grade)
9. Plaza ES

17/18 PRIORITY SCHOOLS Recommendation

School Name	Year Constructed	Building Area (SF)	School Facility Condition Index		Educational Adequacy Factor		Total Condition Index
Old Aragona ES *(currently Bayside 6th*	1957	56,516	0.880	1	1.428	4	1.256
Princess Anne HS	1954	228,860	0.745	3	1.591	1	1.185
Princess Anne ES	1956	77,953	0.705		1.49		1.05
Kempsville HS	1966	202,665	0.705		1.473		1.038
Green Run HS	1976	58,275	0.677		1.4		0.948
First Colonial HS	1966	178,266	0.657		1.352		0.889
Bettie F Williams ES	1961	77,656	0.724	4	1.216	10	0.88
North Landing ES	1975	60,280	0.75		1.143		0.857
Kempsville MS	1969	136,287	0.622		1.363		0.848
Bayside MS	1969	180,134	0.626		1.321		0.827
Bayside HS	1964	200,816	0.616		1.329		0.819

Facilities Focus Areas

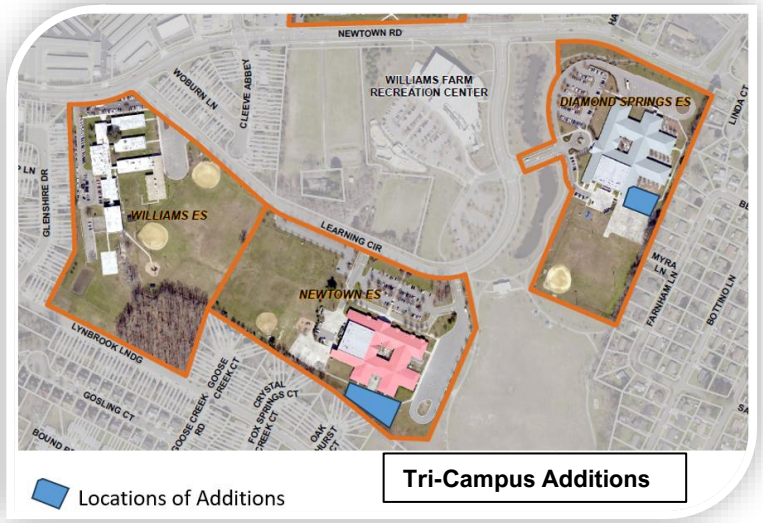
Funding – Appropriations

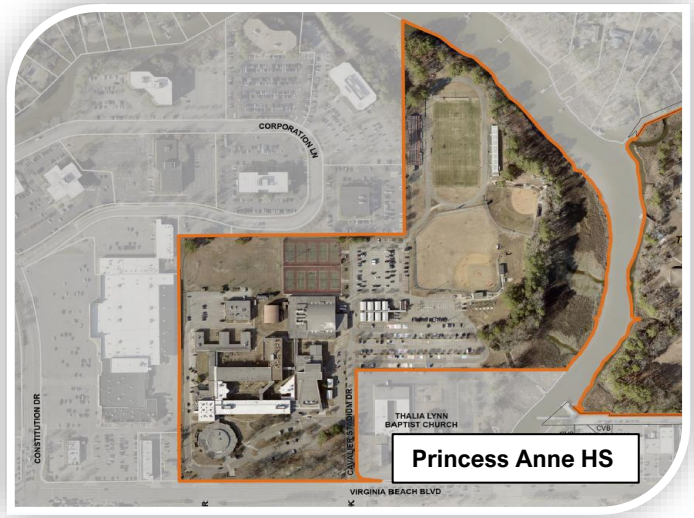


Facilities Focus Areas

Funding – Appropriations

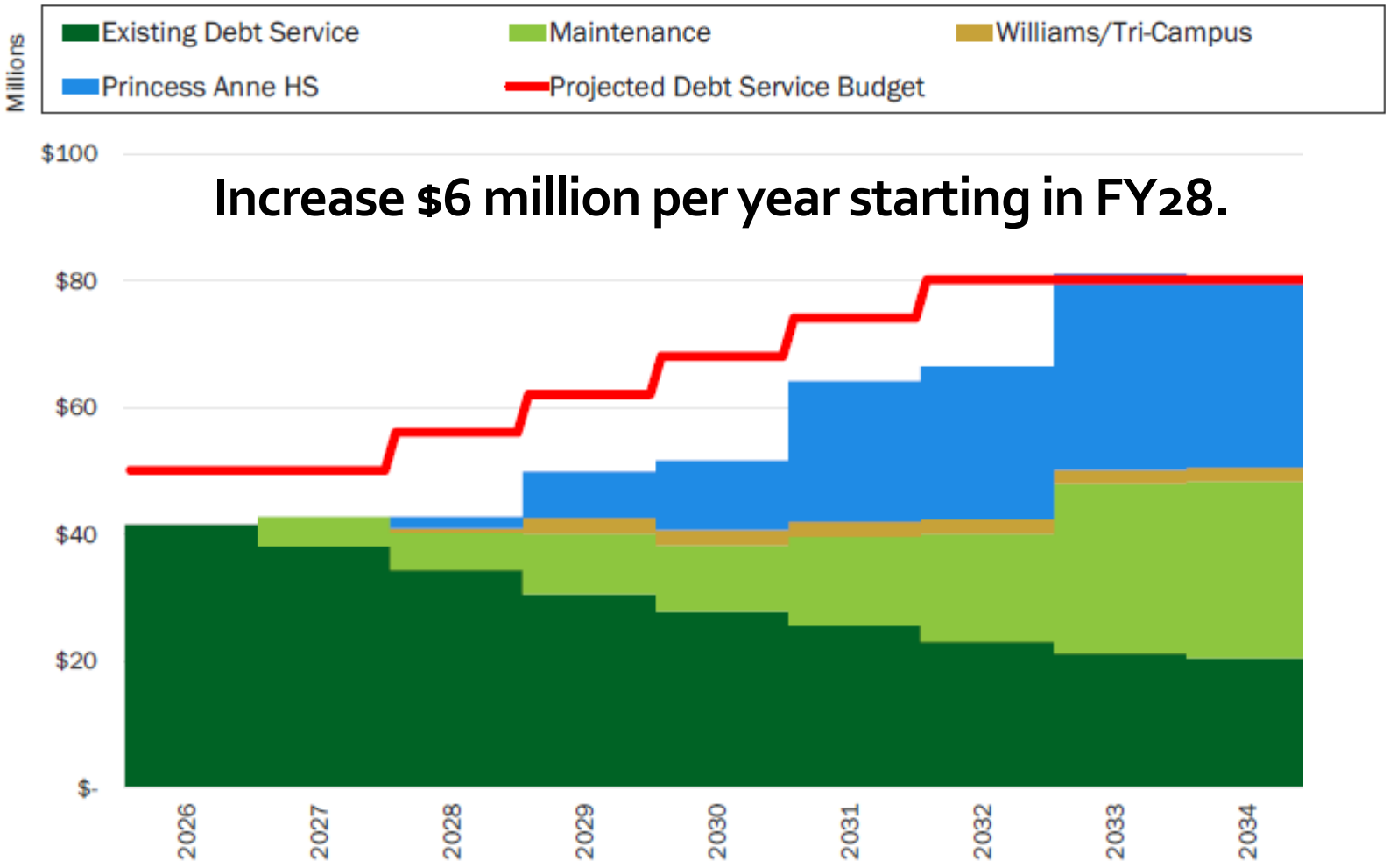
Projects in the CIP					
Proposed Construction Start	School (R) Replacement (M) Modernization	Original Opening Date	Proposed Construction Complete	Difference Opening Date vs. Construction Complete	Total Estimated Project Cost (Millions)
2026	Tri-Campus Additions	BF Williams ES 1961	2028	67	27.7
2028	Princess Anne HS (R)	1954	2033	79	330.4
2051	Bayside HS (R)	1964	2054	90	963.6
	Average/Total			79	1321.7





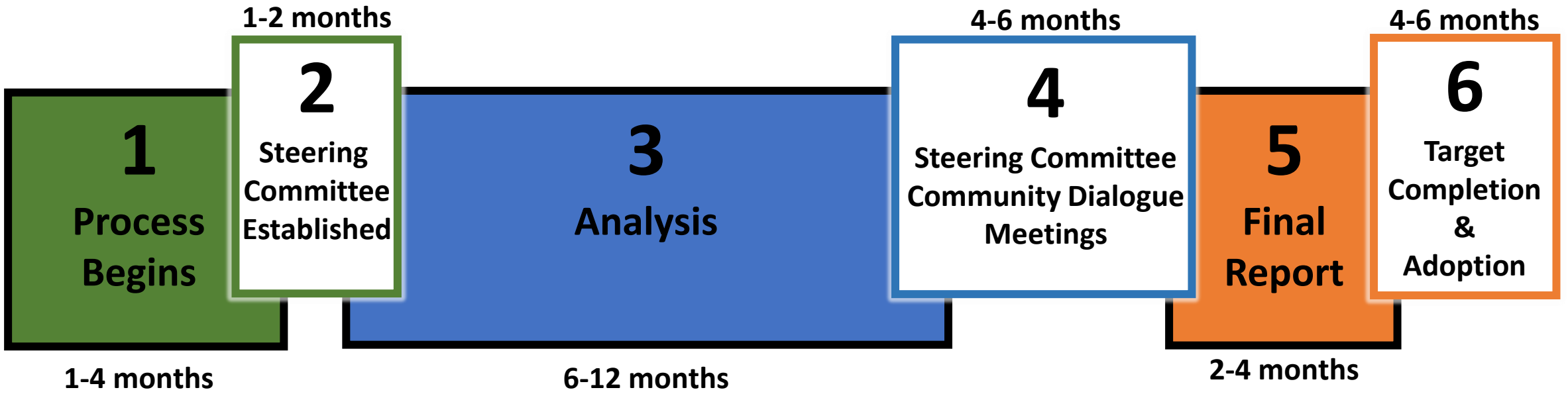


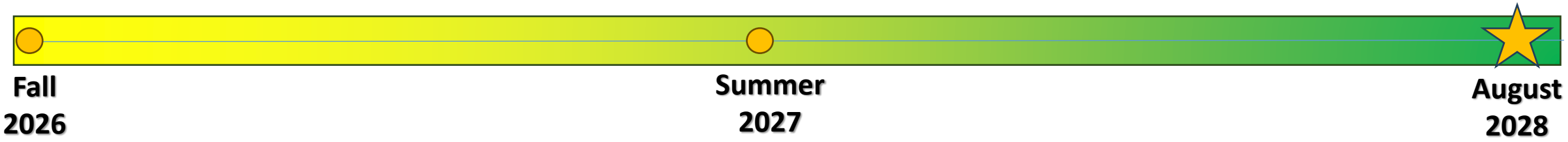
Facilities Focus Areas
Funding – Debt Service



Increase $6 million per year starting in FY28.

Proposed Timeline





Next Steps & Questions

- Work with Procurement to Secure Consultant
- Building Utilization Committee Sept & Nov 2026
- Begin FY28 Budget Process
- Begin 1% Referendum Discussions
- Steering Committee
- Start Analysis

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: 2027-2028 and 2028-2029 School Calendar Priorities **Item Number: 1D**

Section: Workshop **Date: Aug. 11, 2026**

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Matthew D. Delaney, Chief Schools Officer

Presenter(s): Matthew D. Delaney, Chief Schools Officer

Recommendation:

That the School Board receive a workshop presentation on the School Board's list of priorities for the development of the 2027-2028 and 2028-2029 school calendars.

Background Summary:

During the July 2026 School Board Retreat, a three-part presentation and simulation was conducted with members of the School Board on the school calendar development process. At the conclusion of the presentation, members of the School Board were asked to provide a list of calendar priorities that would be used to assist with the development of the community survey and the calendar development committee.

Source:

N/A.

Budget Impact:

No budgetary implications.

Next Steps:

The calendar priorities provided by the School Board will be used to develop a survey that will be distributed to the community in September. The results of the survey and the list of priorities will guide the Calendar committee during the September meeting. The 2027-28 and 2028-29 school calendar will be a workshop topic in October and an informational and action item for November.

DRAFT COPY SUBJECT TO CHANGE

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

2027-2028 and 2028-2029 School Calendar Priorities

School Board Workshop

August 11, 2026

Department of School Leadership

School Calendar
SB Policy 6-12

A school calendar shall be prepared at least annually to indicate **pertinent dates and information essential to the operation of the division schools.** The calendar shall be planned by the Superintendent and staff in cooperation with patron organizations and approved by the School Board.

School Day and School Hours
SB Policy 6-13

The standard school year shall be at least **180 instructional days**. The standard school day for students in grades 1 through 12 shall average at least 5 1/2 hours, excluding intermissions for meals.

The School Division may develop alternative schedules for meeting these requirements as long as a minimum of 990 hours of instructional time is provided for grades 1 through 12. Such alternative plans must be approved by the School Board and by the Virginia Board of Education, under guidelines established by the Virginia Board of Education. No alternative plan which reduces the instructional time in the core academics shall be approved.

School Board Calendar Priorities

Listed as Priority 1

- 180-182 Instructional Days (3)
- Maximize Instructional Days (1)
- Hourly Calendar (1)
- Community and Staff Input via Survey (1)
- Maximum of 6-Days for In-Service Week (1)

Listed as Priority 2

- 13 Staff Days (2)
- 180 Instructional Days (1)
- Designate 2 Weather Make-Up Days (1)
- Create/Share Make-Up Plan for Inclement Weather (1)
- Hybrid Calendar for Scheduling Flexibility (1)
- Unencumbered Staff Days at the End of 1st Quarter and 1st Term (1)

School Board Calendar Priorities

Listed as Priority 3

- Holiday the Wednesday before Thanksgiving (4)
- 13 Staff Days (1)
- Unencumbered Teacher Workdays at the End of Each Quarter for Report Cards (1)
- Balancing State Requirements, Instructional Minutes with Community Needs (1)

Listed as Priority 4

- Two Week Winter Break (2)
- Holiday the Wednesday before Thanksgiving (1)
- Holiday Breaks that Coincide with Other School Divisions (1)
- Staff Days that are Balanced with Other Holidays Considered (1)
- Maximum of 6-Days for In-Service Week (1)

School Board Calendar Priorities

Listed as Priority 5

- Maximum of 6-Days for In-Service Week (2)
- Two Week Winter Break (1)
- Teacher Training Days During the Year, that are Dedicated to Professional Development (1)
- Two Staff Days at the End of Each Term (January and June) (1)
- Some Adjusted Dismissal, but would Prefer to Consider it for Elementary (1)

Listed as Priority 6

- Two Staff Days at the End of Each Quarter (2)
- 13 Staff Days (1)
- Leave Holidays Alone (1)
- One Staff Day 1st and 3rd Quarter Designate All Levels for Parent Conferences (1)
- Post Labor Day Start-The Community has Consistently Weighed In (1)

School Board Calendar Priorities

Listed as Priority 7

- Two Staff Days at the End of the 1st Term (2)
- Two Staff Days at the End of the 1st Quarter (1)
- Consider Half-days for Elementary and Middle School during Graduation Week (1)
- Maximum of 6-Days for In-Service Week (1)
- Two Week Winter Break (1)

Listed as Priority 8

- Limited Adjusted Dismissal Days (4)
- Seek Staff and Community Input (1)
- Maximize Instructional Days (1)

School Board Calendar Parameters

- Maximum of 6 Days for In-Service Week (5)
- 180 or 182 Instructional Day Calendar (5)
- Holiday the Wednesday Prior to Thanksgiving (5)
- 13 Staff Days (4)
- Two Week Winter Break (4)
- Limit Adjusted Dismissal Days (4)

*Staff will consider other parameters such as holidays, elections and potential make-up days.

Next Steps

- September 2026 Community Survey
- September 2026 Calendar Committee
- October 2026 School Board Workshop
- November 2026 School Board Information and Action

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Approval of Meeting Minutes **Date: August 11, 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. July 14-15, 2026 School Board Retreat / Abridged School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
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Mark Bohenstiel
District 3

Michael Callan
District 6

David Culpepper
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Melinda J. Rogers
District 5

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

School Board Retreat/Abridged Meeting MINUTES - DRAFT

Tuesday, July 14, and Wednesday, July 15, 2026

Professional Development Center

641 Carriage Hill Road

Virginia Beach, VA 23452

TUESDAY, JULY 14, 2026

Chair Brown convened the School Board Retreat at 9:05 a.m. on the 14th day of July 2026. In addition to Superintendent Robertson, the following School Board Members were present at the Plaza Annex, Professional Development Center: Chair Brown, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer (arrived at 9:08 a.m.), Ms. Felton, Dr. Green (arrived at 9:08 a.m.), Ms. Melnyk, and Ms. Rogers. The following School Board Member attended the retreat via Zoom: Vice Chair Weems (medical reasons). The following School Board Member was not in attendance: Mr. Callan.

Superintendent Robertson welcomed the School Board Members and provided a brief overview of the retreat topics.

AI Update: Ryan Goldburg, Ph.D., director, Office of Instructional Technology, provided the School Board with an update on the district's first full year of moving AI from exploration into implementation across Virginia Beach City Public Schools (VBCPS). The presentation reflected on a June high school AI simulation, reported on the 2025–2026 rollout, broke down AI use by grade level, and laid out the direction for 2026–2027. High school students used AI within clear boundaries — teacher-set usage levels, restricted access, and classroom monitoring — with roughly 88% of 19,249 students using Gemini for tutoring, writing, and coding. Elementary and middle school students did not engage with

generative AI in 2025–2026. Elementary and middle school teachers completed three professional learning sessions on guidelines, efficiency, and responsible use.

Looking to 2026–2027, the plan called for maintaining high school access under the same guardrails with required educator training, building middle school teacher capacity and AI-resistant assignment design, expanding community outreach through a partnership with FACE and a new digital literacy website, and streamlining teacher resources via a new AI Hub and Canvas courses.

After the presentation, a discussion followed with questions and comments regarding the use of AI in schools; student guardrails; staff training/professional development; parent awareness; supervised student access; AI tools to be used selectively to support instruction; and implementation would continue slowly and deliberately.

Addressing Screen Time: David Din, chief information officer, and Ryan Goldburg, Ph.D., director, Office of Instructional Technology, provided the School Board with an update on student screen-time data, explaining that screen time was an imperfect measure of learning because monitoring tools tracked active applications rather than actual engagement. The presentation reviewed grade-level usage trends, instructional applications, and outlined ongoing strategies including restricted YouTube access, quarterly data reviews, application analysis, training, and targeted supports. The approach to educational technology was purposeful, monitored, and continuously optimized.

After the presentation, a discussion followed with questions and comments regarding use of classroom technology; balancing future-ready instruction with concerns about screen time; student engagement; appropriate device use; hands-on learning; peer collaboration; teacher training; middle school usage; various applications used; after-hours use of school-issued devices; screen time data; and policy regarding kindergarten and first-grade classroom devices.

School Calendar – Parts I & II: Matthew Delaney, chief schools officer, and James Smith, Ed.D., senior executive director – middle schools, presented a three-part presentation, to review the approved 2026-2027 calendar and to provide a foundation for the next calendar development. In Part I, the staff reviewed how the approved 2026-2027 calendar had been built — grounded in Board Policies 6-12 and

6-13 and Virginia regulations, shaped by the parameters set at the July 2024 retreat, and by survey respondents before a workgroup drafted the calendar. The 2026-2027 calendar was approved by the School Board in November 2024. The 2026-2027 school calendar was briefly reviewed.

After the Part I presentation, a discussion followed with questions and comments regarding graduation week; religious holidays; inclement weather and make-up days; and considerations when developing the calendar (staffing, SOL testing, course requirements, etc.)

During Part II, the parameters needed to develop the 2027-2028 and 2028-2029 calendars were reviewed. Staff revisited the relevant policy and regulatory language and shared a statewide comparison of school divisions with an 180-school-day calendar. Some reflection questions were shared with the School Board Members regarding Policy 6-13, number of instructional days or hours, developing two-year calendars (2027-2028 and 2028-2029), continuing with pre-Labor Day start, and which parameters will remain for developing the calendar.

A discussion followed with questions and comments regarding Policy 6-13; hours vs. days; inclement weather days; staff days for teachers; calendar parameters; use of staff days; graduation; and start and end date of school.

The School Board had a lunch break from 12:36 p.m. to 1:35 p.m.

School Calendar – Part III: James Smith, Ed.D., senior executive director – middle schools, facilitated a group exercise for the School Board Members to draft a sample calendar using current policy, state regulations, and the parameters agreed upon earlier in the session. After the exercise, the School Board Members shared their outcomes. A discussion followed regarding the calendar development; challenges developing a calendar; working with parameters; expectation and salary; the calendar committee; number of contract days for teachers; hours vs. days; and input from School Board on calendar priorities.

Policy 3-74: Naming of School Buildings: Melisa Ingram, executive director, Office of Facilities Services, presented an overview of the proposed renaming process for the Tri-Campus elementary

schools and related attendance zone in connection with the CIP 1-028 Tri-Campus additions project. The project added capacity across two neighboring schools: Diamond Springs Elementary, serving grades PK-1, and Newtown Elementary, serving grades 2-5, with a target move-in of August 2028 for school year 2028/29. The attendance zone boundaries were not expected to change, but the zone name would align with any new campus name selected by the School Board. Several naming options honoring Betty F. Williams were identified for consideration, and a potential timeline was outlined.

After the presentation, a discussion followed with questions and comments regarding community input on the renaming process; timeline and history of Policy 3-74; proposed ad hoc committee; and establishing the committee under School Board bylaws.

The School Board recessed at 3:26 p.m. to prepare for the abridged School Board Abridged Meeting.

Abridged School Board Meeting MINUTES - DRAFT

Tuesday, July 14, 2026

Plaza Annex - Professional Development Center

641 Carriage Hill Road

Virginia Beach, VA 23452

(757) 263-1000

1. Call to Order and Attendance: Chair Brown convened the abridged meeting of the School Board at the Plaza Annex, Professional Development Center – Room B & C at 4:00 p.m. on the 14th day of July 2026. In addition to Superintendent Robertson, the following School Board Members were present in the Plaza Annex, Professional Development Center, Room B & C: Chair Brown, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The following School Board Member attended the abridged meeting via Zoom: Vice Chair Weems (medical reasons). Note: Mr. Callan was not in attendance.

2. Moment of Silence followed by the Pledge of Allegiance

3. Adoption of the Abridged Meeting Agenda: Chair Brown called for a motion to approve the abridged meeting agenda as presented. Mr. Cummings made the motion, seconded by Ms. Rogers. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the abridged meeting agenda as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

4. Approval of Meeting Minutes

A. ***June 23, 2026 Regular Meeting Minutes*:** Chair Brown called for any modifications to the June 23, 2026 regular meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the June 23, 2026 minutes as presented. Ms. Rogers 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 June 23, 2026 minutes as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

5. Information

A. ***FY 2026-27 Amended Budget Update:*** Crystal Pate, chief financial officer, presented an amended FY 2026/27 budget update to the School Board, allocating an available balance of $13,942,359 down to zero. The largest commitments were a $4.8 million Unified Pay Scale adjustment (1.25% for years 0–14), a $3 million PAYGO increase, and $3 million to replace All In grant funding – high-impact tutoring. Further recommendations covered BASE revitalization, employee professional development (tuition reimbursement), the shift of positions from Title VI-B and grant funding to local, and grant-related security staffing changes. The presentation outlined the next steps, which included action on the FY 2026/27 Amended Budget Resolution scheduled for August 11, 2026, followed by presentation of the amended budget to City Council in August or September.

After the presentation, a discussion followed with questions and comments regarding state funding for raises; addressing student needs - BASE Program, special education, STEP program; and special education temporary teacher assistant positions to full-time positions.

6. Action

A. ***Personnel Report/Administrative Appointments:*** Chair Brown called for a motion to approve the July 14, 2026 personnel report and administrative appointments. Ms. Rogers made the motion, seconded by Dr. Green, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on July 14, 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 ten (10) ayes in favor of the motion to

approve the July 14, 2026, personnel report and administrative appointments: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

Superintendent Robertson mentioned the following appointments: **Latoya S. Gregg**, assistant principal, Samuel P. Morton Elementary School, Franklin City Public Schools, as assistant principal, Pembroke Elementary School; **Ursula Y. Hill, Ed.D.**, principal, Samuel P. Morton Elementary School, Franklin City Public Schools, as assistant principal, Luxford Elementary School; **Katharine A. B. Fessel**, administrative assistant, Plaza Middle School, as assistant principal, Lynnhaven Middle School; and **Sheena M. Smith**, assistant principal, College Park Elementary School, as assistant principal, Old Donation School.

B. ***Revenue Sharing Formula:*** Chair Brown called for a motion to approve the revenue sharing formula. Ms. Rogers made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the revenue sharing formula: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 10-0-0.

7. Closed Session: At 4:22 p.m., Chair Brown made the following motion, seconded by Ms. Melnyk, 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 3, 7, and 8 as amended, to deliberate on the following matters:

3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision,

"probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

A. Jericho Road Terms Sheet.
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 nine (9) ayes in favor of the motion to recess into Closed Session: Chair Brown, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 9-0-0.
Note: Vice Chair Weems stopped attending the meeting via Zoom prior to the Closed Session vote.

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

A. ***Jericho Road Terms Sheet***: School Board Members: Chair Brown, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Benjamin Oakes, chief operations officer; Melisa Ingram, executive director, Office of Facilities Services; Dannielle Hall-McIvor, senior school board attorney; and Regina M. Toneatto, school board clerk.

B. ***Status of pending litigation or administrative cases***; and

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

School Board Members: Chair Brown, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Benjamin Oakes, chief operations officer; Melisa Ingram, executive director, Office of Facilities Services; Dannielle Hall-McIvor, senior school board attorney; and Regina M. Toneatto, school board clerk.

School Board Member, Ms. Rogers left the Closed Session at 4:41 p.m.

Certification of Closed Session: Chair Brown 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 eight (8) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Mr. Bohenstiel, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Melnyk. The motion passed, 8-0-0.

8. ***Adjournment:*** Chair Brown adjourned the abridged meeting at 4:44 p.m.

School Board Services

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

School Board Retreat/Abridged Meeting MINUTES - DRAFT

Tuesday, July 14, and Wednesday, July 15, 2026

Professional Development Center

641 Carriage Hill Road

Virginia Beach, VA 23452

WEDNESDAY, JULY 15, 2026

Chair Brown convened the School Board Retreat at 9:01 a.m. on the 15th day of July 2026. In addition to Superintendent Robertson, the following School Board Members were present at the Plaza Annex, Professional Development Center: Chair Brown, Mr. Bohenstiel (arrived at 9:34 a.m.), Mr. Culpepper, Mr. Cummings, Ms. Dwyer (arrived at 9:05 a.m.), Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The following School Board Member attended the retreat via Zoom: Vice Chair Weems (medical reasons). The following School Board Member was not in attendance: Mr. Callan.

Superintendent Robertson welcomed the School Board Members and provided a brief overview of the retreat topics.

Compass to 2030 Update: Lisa Banicky, Ph.D., executive director, Office of Planning, Innovation, and Accountability, provided the School Board an update on its Compass to 2030 framework, reviewing 2025-2026 and the year ahead. Under Goal 1, the division expanded access to rigorous coursework, reaching record Advanced Placement and Dual Enrollment participation, launched new healthcare and law-enforcement career pathways, and integrated AI across secondary classrooms, as seniors reporting a solid post-graduation plan edged up to 92%. Goal 2 saw a third consecutive year of reduced suicide risk assessments and stronger absenteeism intervention, with student belonging rising to 82%. Goal 3 highlighted new support for early-career teachers and an expanded talent pipeline, alongside an improved 3% vacancy rate. Goal 4 noted family awareness of programs and resources jumped eight

points to 85%, the largest single-year gain — driven by multilingual outreach and community partnerships. Goal 5 advanced operational efficiency and budget transparency, though staff-reported resource adequacy slipped to 83%, the report's largest single dip.

For the 2026-2027 school year, the division set four priorities: maximizing the impact of Tier 1 instruction, strengthening the systems and conditions that ready students to learn, investing in a professional culture of learning and belonging for staff, and engaging families as partners in their student's learning and success. After the presentation, a discussion followed with questions and comments regarding support services; Office of Family and Community Engagement (FACE); absenteeism; future-ready students; real-world learning experiences; meeting needs of all students; parental engagement; safe workplace, sense of security; mental health resources; and data-driven outcomes.

Data for our Community: A Reporting Calendar and Public Dashboard: Lisa Banicky, Ph.D., executive director, Office of Planning, Innovation, and Accountability, presented a plan to make the division's existing data easier for families and the community to find. The proposal had three parts: a reporting calendar, a public dashboard, and a working prototype. The calendar outlined existing releases – SOL results, graduation rates, and the Key Navigational Markers – to a quarterly schedule. The dashboard, guided by principles of plain language, strong visuals, accessibility, and dual purpose, separated the metrics families reach for from *Compass to 2030* strategic progress. In closing, the presentation had questions for consideration, which included how many years of data to show, whether to break out results by student group, whether to set benchmarks, and how to best present the reporting.

After the presentation, a discussion followed with questions and comments regarding viewing of data, possible drop-out menu for data, more user-friendly; feedback from School Board on questions for consideration; and accessibility of data.

Gifted Update: Crystal Wilkerson, Ed.D., director, K-12 and Gifted Programs provided the School Board with an update on the division's gifted programs under the Local Plan 2024-2029, launched in fall 2024. Since then, the office revamped identification—retiring the CogAT screener, moving to universal

second-grade screening, and adding Talent Development lessons in grades K-2. During the 2025-2026 year, the office delivered division-wide professional learning, offered focused and personalized support to Gifted Resource Teachers, strengthened cross-collaborative partnerships and the resource-cluster model, deepened its use of qualitative and quantitative data, refined math and science extension lessons, and broadened learning-walk opportunities.

An After-Action Review Committee reflected on the cycle, discussed trends and strengths, and offered recommendations for future planning. Looking ahead to 2026-2027, the office committed to enhancing and expanding Talent Development lessons, continuing work with teachers and GRTs on strengths-based anecdotal notetaking, and monitoring identification outcomes.

After the presentation, a discussion followed with questions and comments regarding gifted screening, identification process; cluster models; Gifted Resource Teachers (GRT); resources for gifted programs in schools; ODS; meeting the needs of gifted students; academy programs; increasing awareness of gifted process and programs; selection process for ODS; gifted budget; number of students in gifted clusters; and improving communication to parents.

The School Board had a break from 11:50 a.m. to 12:05 p.m.

DLI Update: Crystal Wilkerson, Ed.D., director, K-12 and Gifted Programs provided the School Board with an update on efforts to sustain the Dual Language Immersion program and reaffirmed the November 2025 decision to consolidate the middle school program at Virginia Beach Middle School in 2027–2028, with no change for current fifth- through seventh-grade students. The Ad Hoc Parent Group DLI Advisory Committee recommended a local donation grant, teacher stipends and sign-on bonuses, division-funded licensure tied to three-year contracts, a seven-year delay on model changes, and a homegrown teacher pipeline. Staff reported seven DLI vacancies and outlined new recruitment efforts such as Virginia's Dual Language endorsement, the Interstate Teacher Mobility Compact, translation stipends, and an ODU partnership. For next steps, the department committed to assessing family interest in the VBMS location, supporting the program's transition, and continuing to monitor recruitment and program enhancements.

After the presentation, a discussion followed with questions and comments regarding cost for licensure for eligible DLI staff; number of eligible staff; addressing vacancies; dual language; access to program; and resources for program.

School Board Budget Process & Calendar Review: Crystal Pate, chief financial officer, provided the School Board with a review of the school division's budget process and mentioned the budget as the primary means of advancing strategic priorities and grounding it in principles of strategic alignment, fiscal responsibility, and transparency. Staff summarized the revenue and expenditure structure, reviewed the annual budget calendar, and clarified roles: the School Board sets directions while administration executes. Major budget drivers, current challenges, and opportunities were mentioned. The next steps were outlined, in which staff would incorporate School Board feedback into the FY2027-28 budget calendar and present a proposed calendar in September.

After the presentation, a discussion followed with questions and comments regarding the budget process; budget drivers; student success; grants; capital improvement; and a line-item budget.

Addressing Unified Scale STEP Inconsistencies: Darnita L. Trotman, Ed.D., chief human resources officer, Judith R. Wood, classification and compensation coordinator, and Crystal Pate, chief financial officer provided the School Board with information to correct structural inconsistencies in the Unified Experienced-Base Step Pay Scale framing the work within *Compass to 2030*'s commitment to value and invest in staff through fair, consistent compensation. Steps 1–14 granted only a 1.0 percent raise per year of service while steps 15 and above granted 1.5 percent.

Two paths were offered, each payable October 1 or February 1. Strategy I raised the steps 1–14 to 1.50 percent — at a first-year cost of $14.6M (October) or $8.1M (February) and $19.5M annually. Strategy II raised it to 1.25 percent, costing $8.6M (October) or $4.8M (February)$11.5M annually. Administration recommended the 1.25 percent bridge correction effective February 1 as the most fiscally responsible choice at $4.8M this year. The presentation concluded by tying the corrections to ongoing recruiting and retention efforts and by asking the Board for feedback.

After the presentation, a discussion followed with questions and comments regarding appreciation for the work by HR; pay scales for 2027-28; funding for options; staff retention; impact on unified scale; valuing employees; and staff positions in the Step 1-14 unified scale.

Retreat Summary: Superintendent Robertson recapped highlights from the retreat including continued updates on artificial intelligence, educational technology, screen time, Policy 6-18, the school calendar process, Policy 3-74, *Compass to 2030*, the gifted five-year plan, dual language immersion, and budget refinements.

Chair Brown shared her appreciation for the discussions, perspectives, and continued focus on student progress. Chair Brown adjourned the School Board Retreat at 1:27 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Policy Review Committee Recommendations **Item Number: 12 A 1-6**

Section: Information **Date: August 11, 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 a certain bylaw and policies as recommended by the Policy Review Committee at its June 24, 2026 meeting.

Background Summary

1. **Bylaw 1-32 Adoption, Amendment, Repeal or Suspension – Policies** – The PRC recommends changing the language in the appearance of formatting from underlining new language to red lettering to align with the requirements of Web Content Accessibility Guidelines regarding the use of underlining.

2. **Policy 3-30 Purchasing and Procurement of Goods and Services** – The PRC recommends adding procurement of capital improvement and other facilities-related procurements to the policy to ensure that procurement practices are unified across all division departments.

3. **Policy 5-25 Student Placement** – The PRC recommends updating the Legal References.

4. **Policy 5-26 Course Load** – The PRC recommends updating the Legal References.

5. **Policy 5-27 Promotion, Retention and Acceleration** – The PRC recommends adding the word "earning" to Section C. and updating the Legal References.

6. **Policy 5-28 Reporting Student Progress** – the PRC recommends adding clarifying language to Section D.

Source:

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

Policy Review Committee Meeting of June 24, 2026.

Budget Impact:

None.

Next Steps:

The bylaw will be on the action agenda and the policies will be on the consent agenda at the next School Board meeting.

For copies of Bylaw and Policy signature pages, please contact the Clerk of the Board.

SCHOOL BOARD BYLAWS

Adoption, Amendment, Repeal or Suspension - Policies

A. Approval for Content/Sufficiency

When policies are submitted to the School Board for consideration, they shall first have been reviewed by a member of the School Administration designated by the Superintendent and familiar with or responsible for the aspect of school operations affected by the policy. The proposed adoption, amendment, repeal or suspension will have the signature of the person submitting the amendment. In the event the policy is recommended by School Administration, the administrator reviewing the policy shall sign the policy "approved for content" and date the signature. The Superintendent or designee may also represent to the School Board or a committee thereof that the policy is approved for content. Approving for content indicates that the School Administration agrees that the policy is workable for the School Division.

Before a policy is presented to the School Board for adoption, it shall be submitted to School Board Attorney for legal review and, if the School Board Attorney finds it is legally sufficient, the School Board Attorney shall sign the policy as "legally sufficient" and date the signature. When the School Board Attorney signs a policy as “legal sufficient”, the School Board Attorney is certifying that the policy complies with applicable law, policy and regulation but is not indicating approval for content of the policy from an educational or business standpoint.

All policies will be submitted to the Policy Review Committee for review and recommendation before being submitted to the School Board for approval.

B. Format for Presentation

When policy revisions are submitted to the School Board for consideration, the draft presented shall show previous policy language proposed to be eliminated by strike-outs and proposed new language by red letteringunderlining in order that language to be eliminated and added is clear. The Superintendent or designee is authorized to make scrivener's changes to any Bylaw or policy or regulation when a mistake or grammatical error or formatting style is evident and such changes do not materially affect the content of the Bylaw or policy or regulation and will inform the Policy Review Committee of such Bylaw or policy changes.

C. Adoption, Amendment, and Repeal

Requests to adopt, amend or repeal a policy that are not sent to the Policy Review Committee for review should be submitted to School Board Members and to the Superintendent or designee in writing prior to the School Board meeting at which such proposed action will be reviewed or discussed. A vote for adoption shall take place at a subsequent meeting of the School Board unless the School Board by a majority vote moves to approve the policy at that meeting. A majority vote of the School Board Members present at the meeting will be needed for the adoption, amendment, or repeal of a policy.

1. Requests to adopt, amend or repeal a policy should be submitted to the Policy Review Committee for review or to the School Board Members and to the Superintendent or designee in writing prior to the School Board meeting at which such proposed action will be reviewed or discussed.

2. A vote for adoption, amendment or repeal, shall take place at a subsequent meeting of the School Board. A majority vote of the School Board Members present at the meeting will be needed for the adoption, amendment, or repeal of a policy.

3. The School Board may adopt, amend, or repeal a policy at the same meeting when first presented if there is an affirmative vote of seven of the School Board Members if there are eleven School Board Members present at the meeting or an affirmative vote of a majority plus one.

D. Suspension

Policies may be suspended in whole or in part by the School Board upon a majority vote of the School Board Members present at the meeting when, prior to the start of the Informal/Workshop session of the Meeting or the Formal Meeting if there is no scheduled Informal/Workshop session, eight hours' notice of the proposed suspension has been provided in writing or upon a unanimous vote of the School Board Members present at the meeting when no such written notice has been given.

Legal Reference

Code of Virginia § 22.1-253.13:7, as amended. Standard 7. Policy manual.

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

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

Adopted by School Board: July 21, 1992
Amended by School Board: August 17, 1999
Amended by School Board: February 20, 2001
Amended by School Board: December 2, 2008
Amended by School Board: August 2, 2016
Amended by School Board: September 28, 2021
Amended by School Board: October 26, 2021
Amended by School Board: December 13, 2022
Amended by School Board: April 4, 2023
Amended by School Board: 2026

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Purchasing and Procurement of Goods and Services

A. Generally

Purchases and procurement of goods and services from nongovernmental sources, whether consideration is monetary or nonmonetary, made by and for the School Board shall be initiated, processed and accomplished as mandated by the legal references to this Policy.

B. Procurement Officer

1. The Director of Procurement shall serve as the purchasing agent for the School Division and shall be responsible for the administration and oversight of procurement activities conducted on behalf of the School Board in accordance with applicable law, School Board policy, regulations, and established procedures.

2. The Office of Procurement Services shall serve as the centralized procurement authority for the School Division and shall administer and oversee the procurement process for all procurements conducted on behalf of the School Board, including those related to capital improvement projects and alternative project delivery methods authorized by law.

3. The Director of Procurement may designate Procurement Services staff to administer specific procurements and provide procurement guidance, compliance oversight, and support to the School Division.

4. For capital improvement projects and other facilities-related procurements, the Office of Facilities Services shall retain responsibility for project planning, technical specifications, scope development, budget coordination, project management, and contract administration, subject to applicable procurement requirements and procurement governance by the Office of Procurement Services.

~~The Director of Procurement shall serve as the purchasing agent for the School Division for everything except Capital Improvement Program (CIP) construction projects.~~

Legal Reference

Code of Virginia § 2.2-4300, *et seq*., as amended. Virginia Public Procurement Act.

Related Links

School Board **Policy 3-32**

Adopted by School Board: April 21, 1970
Amended by School Board: November 21, 1978
Amended by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: February 16, 1993
Amended by School Board: April 4, 2000
Amended by School Board: August 2, 2000
Amended by School Board: September 3, 2002
Amended by School Board: January 28, 2020
Amended by School Board: March 25, 2025
Amended by School Board: 2026

STUDENTS

Student Placement

A. Elementary Schools

1. Transfer Students

Students who transfer from other elementary schools within the School Division shall be placed in the grade which has been recommended by the previous school.

The Superintendent shall develop procedures for the placement of transfer students from outside the Division.

2. Placement of Twins or Multiple Siblings

The parent/ legal guardian of twins or higher multiple siblings in the same grade level may request that these children be placed in the same classroom or in a separate classroom if they are at the same elementary school.

a. Schools may recommend classroom placement to the parent/legal guardian.

b. Schools must provide the placement requested by the children's parent/legal guardian, unless the Division Superintendent or designee makes a classroom placement determination following the school principal's request in accordance with this subsection.

c. A parent/legal guardian must request the classroom placement to the building principal in writing no later than 3 days after the first day of each school year or 3 days after the first day of attendance of the children during a school year.

d. At the end of the initial grading period, if the school principal or designee, in consultation with the children's classroom teacher, determines that the requested classroom placement is disruptive to the school or is harmful to the children's educational progress, the school principal or designee may request that the Division Superintendent or designee determine the children's classroom placement.

B. Secondary Schools

Students who transfer from other secondary schools within the School Division shall be placed in a level best reflecting their earned units of credit, regulations for promotion and graduation requirements as established by the School Board.

The Superintendent or designee shall establish procedures for evaluating transcripts of transfer students and for awarding credits.

Legal Reference

Code of Virginia § 22.1-79.3, as amended, Policies regarding certain activities

Virginia Board of Education Regulations, 8VAC20-132-60, as amended. Transfer students.

Adopted by School Board: October 21, 1969
Amended by School Board: September 20, 1983
Amended by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: April 4, 2006

Amended by School Board: August 18, 2009

Amended by School Board: September 14, 2021

Amended by School Board: 2026

STUDENTS

Course Load

A. Generally

All students in grades 1-12 shall maintain a full-day schedule of classes (5 1/2 hours), unless a waiver is granted by the Superintendent or designee pursuant to criteria set forth in Regulation. No waiver shall be granted where such waiver reduces the instructional time in core academics.

B. Additional Course Load

Students at the high school level may be permitted to carry additional courses provided that their records indicate their ability to handle such courses, that their presence in the class will not cause overcrowding and that the needs of students requiring the courses have been fulfilled.

C. Reduced Course Load

Upon presentation of a physician's certificate and with the consent of the principal or designee, a student may be permitted to carry less than a normal class load and to restrict activities to those recommended by a physician.

Legal Reference

Virginia Board of Education Regulations, 8VAC20-132-150, as amended. Standard school year and school day.

Virginia Board of Education Regulations ~~Establishing Standards for Accrediting Public Schools in Virginia~~, 8 VAC 20-132~~1~~-10 *et seq*, as amended. Virginia Standards of Accreditation.

Adopted by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: June 15, 1993 (Effective August 14, 1993)
Amended by School Board: October 6, 1998
Amended by School Board: September 14, 2021
Amended by School Board: 2026

STUDENTS

Promotion, Retention and Acceleration

Each student should learn the relevant grade level subject matter before promotion to the next grade. Each student shall take and be expected to achieve a passing score on the SOL tests for the students' respective grade. Schools shall use SOL test results as part of a set of multiple data points for determining promotion in grades three (3) through eight (8) as set forth in more detail below. The use of SOL test score results as the sole criterion for awarding credit is prohibited.

A. Kindergarten

Students shall be retained in kindergarten only after a conference with the parent/legal guardian and approval of the principal or designee. The principal or designee's decision will be final.

In special cases the school may refer students from kindergarten to first grade during the school year.

B. Elementary School

Promotion will be made through grade five based on an evaluation of the student's acquisition of basic skills and other evidence of growth as determined by the student's teacher and principal/desig~~i~~nee as evidenced by the one or more of the following factors:

- SOL test scores at the end of grades three (3) through five (5), if applicable;

- special needs;
- academic performance;
- prior retentions;
- attendance;
- physical size;
- reading level;
- work habits;
- intellectual ability;
- parental support;
- age; and
- school/family history.

The decision to promote a student is final with the principal/designee.

C. Middle School

Students in grades six, seven, and eight are promoted to the next grade on the basis of earning passing final grades in the core subjects of language arts, mathematics, science, and social studies and earning a passing final grade in one of the following program areas:

health/physical education and the equivalent of a full-year course in the electives together with consideration of the following factors:

- academic performance;

- ability level;
- attendance in conjunction with poor classroom performance;
- chronological age in relation to the normal grade/age group;
- prior retentions;
- delayed/advanced physical development;
- maturity in emotional and social development;
- work and study habits;
- student and parent attitude;
- parental support; and
- SOL test scores at the end of grades six (6) through eight (8); however, the use of SOL test scores as the sole criterion in awarding credit is prohibited.

D. High School

Promotion at the high school level is based upon academic achievement and the meeting of attendance requirements in individual courses. Promotion is based on the number of credits earned. The use of SOL test scores as the sole criterion in awarding credit is prohibited. An assignment of class standing will be made on the following basis:

- Grade 12: at least 16 credits and/or eligible for June graduation
- Grade 11: at least 10 credits, but fewer than 16 credits
- Grade 10: at least 5 credits, but fewer than 10 credits
- Grade 9: fewer than five credits

Acceleration at the high school level will be on a course-by-course basis.

E. Interventions

Those students identified as possible candidates for retention shall receive interventions as set forth in the Standards of Quality and the Standards of Accreditation.

F. Final decision on promotion or retention

The principal or designee will have final authority to decide whether a student will be retained or promoted to the next grade. Students who have met the academic requirements to be promoted will not be retained for social, emotional, or disciplinary reasons.

Legal Reference

Virginia Board of Education Regulations, 8VAC20-132-40, as amended. Student Achievement Expectations.

Virginia Board of Education Regulations~~, for Establishing Standards for Accrediting Public Schools in Virginia.~~ 8VAC20-13~~1~~2-300, as amended. Role of the Principal.

Code of Virginia § 22.1-253.13:3, as amended. Standard 3. Accreditation, other standards and evaluation.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)
Amended by School Board: October 19, 1993
Amended by School Board: September 15, 1998
Amended by School Board: March 22, 2005
Amended by School Board: April 4, 2006
Amended by School Board: September 14, 2021

Amended by School Board: 2026

STUDENTS

Reporting Student Progress

A. Progress Reports

Periodically during the school year, a progress report shall be given to the adult student or the parents/legal guardian of a minor student, including those with Individualized Education Programs (IEPs), who is in danger of failing a course or subject. This report shall provide information regarding the student's academic achievements during the period and may include information relevant to the student's work habits, attitudes and weaknesses. The report should give an evaluation of the student's academic progress as compared to what might normally be expected of a student in the student's grade.

B. Warning Notices

In cases where a student is in danger of failing a course or subject or experiences a significant, negative change in performance, sufficient notice shall be sent home to provide warning of the possibility that the student may fail the subject or class.

C. Conferences Regarding Student Progress

The School Board encourages the use of conferences between the adult student or the parents/legal guardians of minor students and the teachers and/or principals. Such conferences shall be called to explore the needs of the student, to resolve misunderstandings, to devise plans for assisting the students to succeed or for other reasons relevant to the student's education.

D. High School Seniors

If a high school senior is in danger of failing to meet the graduation requirements, the adult student or the parents/legal guardians of a minor student shall receive reasonable notification of the possibility of not qualifying for graduation and of the options for seeking assistance. Assistance should be provided where possible to help the student meet the requirements.

E. Access to Student Progress Reports

Access to student progress reports will be granted in accordance with Policy 5-31 and Regulation 5-10.2, as amended.

In questionable cases the principal is to seek advice of the Superintendent or designee.

Related Links

School Board **Policy 2-42**

School Board **Regulation 2-42.1**

School Board **Regulation 2-42.2**

School Board **Regulation 5-10.2**

School Board **Policy 5-31**

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

Amended by School Board: August 4, 1998

Amended by School Board: September 5, 2012

Amended by School Board: September 14, 2021

Amended by School Board: 2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Program Evaluation Schedule for 2026-2027 **Item Number: 12B**

Section: Information **Date: August 11, 2026**

Senior Staff: Lisa A. Banicky, Ph.D., Executive Director, Office of Planning, Innovation, and Accountability

Prepared by: Heidi L. Janicki, Ph.D., Director of Research and Evaluation

Office of Planning, Innovation, and Accountability

Presenter(s): Heidi L. Janicki, Ph.D., Director of Research and Evaluation

Office of Planning, Innovation, and Accountability

Recommendation:

That the School Board receive information regarding the schedule of program evaluations that will be completed by the Office of Planning, Innovation, and Accountability (PIA) during the 2026-2027 school year.

Background Summary:

The attached Program Evaluation Schedule includes programs or initiatives recommended for evaluation during the 2026-2027 school year based on School Board Policy 6-26. Programs included on the evaluation schedule for 2026-2027 include Harbor Hope Center Recovery School, the Pre-Kindergarten Program, Renew Pathways, Seaglass Program, Advanced Technology Center, Distance Learning Program, and Homebound Services.

Source:

School Board Policy 6-26

Budget Impact:

No budgetary implications.

Next Steps:

Agenda item is scheduled for School Board consent on September 8.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Planning, Innovation, and Accountability
Office of Research and Evaluation

2026-2027 Program Evaluation Schedule

Review of 2025-2026 Program Evaluation Schedule*	
Program	**Reporting Schedule**
Harbor Hope Center Recovery School**	Fall 2026
Scratch Cooking Initiative	Fall 2026
Pre-Kindergarten Program	Winter 2026
Gifted Resource-Cluster Program***	Winter 2026

2026-2027 Program Evaluation Schedule (Submitted for School Board approval in accordance with School Board Policy 6-26)	
Program	**Proposed Reporting Schedule**
Harbor Hope Center Recovery School**	Fall 2027
Pre-Kindergarten Program	Winter 2027
Renew Pathways**	Fall 2027
Seaglass Program**	Fall 2027
Advanced Technology Center	Fall 2027
Distance Learning Program	Fall 2027
Homebound Services	Summer 2027

*Once evaluation results have been presented to the School Board, recommendations may include additional evaluations to be completed by the Office of Research and Evaluation (ORE) during the 2026-2027 school year.

**Added to the Program Evaluation Schedule based on School Board Policy 6-26 which stipulates that new educational programs or initiatives that operate with local resources will be evaluated for a minimum of two years. Programs or initiatives that take more than two years to fully implement will also be evaluated during the year in which the program or initiative reaches full implementation.

***An evaluation update was added to the Program Evaluation Schedule based on a School Board approved recommendation from a previous comprehensive evaluation.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Program Evaluation Schedule for 2026-2027

School Board Information

August 11, 2026

Planning, Innovation, and Accountability
Office of Research and Evaluation

Review of Evaluations Conducted in 2025-2026

- **Harbor Hope Center Recovery School:** Year 1 Implementation Evaluation
- **Scratch Cooking Initiative:** Comprehensive Evaluation
- **Pre-Kindergarten Program:** Year 1 Implementation Evaluation
- **Gifted Resource-Cluster Program:** Evaluation Update

Policy 6-26: Evaluation of New and Existing Programs

- New educational programs/initiatives evaluated for two years and during year of full implementation
- Previously evaluated programs may remain on the program evaluation schedule based on School Board approved multi-year evaluation plans
- Program Evaluation Committee identifies programs for schedule based on criteria in policy
- Proposed evaluation schedule presented to Superintendent and Senior Staff
- Evaluation schedule requires School Board approval each year

2026-2027 Program Evaluation Schedule

- **Harbor Hope Center Recovery School:** Year 2 Comprehensive Evaluation
- **Pre-Kindergarten Program:** Year 2 Outcome Evaluation
- **ReNew Pathways:** Year 1 Implementation Evaluation
- **Seaglass Program:** Year 1 Implementation Evaluation
- **Advanced Technology Center:** Comprehensive Evaluation
- **Distance Learning Program:** Comprehensive Evaluation
- **Homebound Services:** Evaluation Readiness Report

Note: Additional evaluations or updates may be recommended based on 2025-2026 evaluation results presented this fall or winter.

Questions?

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Firefighting I & Firefighting II **Item Number: 12.C.1**

Section: Information **Date: August 11, 2026**

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Sara Lockett, Ed.D., Director of Technical and Career Education

Presenter(s): Sara Lockett, Ed.D., Director of Technical and Career Education

Recommendation:

That the School Board receive information for new courses ***Firefighting I and Firefighting II*** to be offered at the Virginia Beach Technical and Career Education Center beginning in the Fall of 2027.

Background Summary:

Virginia Beach City Public Schools (VBCPS) currently offers a two-year Public Safety I and II program at the Virginia Beach Technical and Career Education Center that combines instruction in both firefighting and law enforcement. While this model has provided students with a broad introduction to public safety careers for several decades, the increasing complexity of each profession, evolving industry standards, and growing workforce demand have created the need for more specialized training pathways.

To better align with workforce needs and provide students with deeper technical preparation, VBCPS proposes retiring the current Public Safety I and II program and replacing it with two distinct program sequences: *Firefighting I and II* and *Law Enforcement I and II*. Separating these pathways will allow students to receive more focused, rigorous instruction that is directly aligned to their chosen career field while strengthening partnerships with local public safety agencies.

The proposed ***Firefighting I and Firefighting II*** program sequence will be designed to prepare students for careers in the fire service through comprehensive academic, technical, and hands-on instruction. Students will develop the knowledge, skills, and professional behaviors required to safely respond to emergencies, fight live fires, and conduct search-and-rescue operations. Instruction includes fire service procedures, equipment, technologies, safety practices, and emergency response protocols while emphasizing discipline, teamwork, physical fitness, and attention to detail.

The curriculum aligns with the National Fire Protection Association (NFPA) 1001-2019 standards, providing students with the opportunity to earn **Firefighter I** certification upon successful completion of all course and certification requirements. Students seeking certification must also complete the required HAZMAT/WMD awareness and operations training components. Classroom instruction is enhanced through participation in Career

and Technical Student Organization (CTSO) activities, which develop leadership, communication, and employability skills, as well as High-Quality Work-Based Learning (HQWBL) experiences conducted in partnership with local fire departments and community organizations.

The creation of a dedicated ***Firefighting I and Firefighting II*** program sequence will provide students with a more robust and authentic career preparation experience while better meeting the workforce needs of the Virginia Beach Fire Department and the regional fire service industry.

Source:

Firefighting I | CTE Resource
Firefighting II | CTE Resource

Course Description:

- Double Blocked Yearlong 4x4 (each course)
- 3 Credit (each course)
- Open to Students in Grades 11-12 who are at least 16 years old on the first day of class in year one
- Courses are capped at 20 students in compliance with the Code of Virginia 8VAC20-120-150

Budget Impact:

The new program will leverage existing space and a currently budgeted FTE reclaimed with the closing of the Outdoor Power Equipment program at the Technical and Career Education Center in June of 2026. It will also inherit all Firefighting equipment currently in place in the existing Public Safety Program. Necessary new equipment and resources will be funded by the Carl D. Perkins federal grant. There will be no impact on the local budget.

Staffing:

The course sequence will leverage a currently budgeted FTE reclaimed with the closing of the Outdoor Power Equipment program at the Technical and Career Education Center in June of 2026.

Next Steps:

Agenda item is set for consent before the School Board on September 8.

Program Competencies by Category

Workplace Readiness Skills:

Demonstrating Personal Qualities and Abilities

- Demonstrate creativity and innovation.
- Demonstrate critical thinking and problem-solving.
- Demonstrate initiative and self-direction.
- Demonstrate integrity.
- Demonstrate work ethic.

Demonstrating Interpersonal Skills

- Demonstrate conflict-resolution skills.
- Demonstrate listening and speaking skills.
- Demonstrate respect for diversity.
- Demonstrate customer service skills.
- Collaborate with team members.

Demonstrating Professional Competencies

- Demonstrate big-picture thinking.
- Demonstrate career- and life-management skills.
- Demonstrate continuous learning and adaptability.
- Manage time and resources.
- Demonstrate information-literacy skills.
- Demonstrate an understanding of information security.
- Maintain working knowledge of current information technology (IT) systems.
- Demonstrate proficiency with technologies, tools, and machines common to a specific occupation.
- Apply mathematical skills to job-specific tasks.
- Demonstrate professionalism.
- Demonstrate reading and writing skills.
- Demonstrate workplace safety.

Examining All Aspects of an Industry

- Examine aspects of planning within an industry/organization.
- Examine aspects of management within an industry/organization.
- Examine aspects of financial responsibility within an industry/organization.
- Examine technical and production skills required of workers within an industry/organization.
- Examine principles of technology that underlie an industry/organization.
- Examine labor issues related to an industry/organization.
- Examine community issues related to an industry/organization.
- Examine health, safety, and environmental issues related to an industry/organization.

Addressing Elements of Student Life

- Identify the purposes and goals of the student organization.
- Explain the benefits and responsibilities of membership in the student organization as a student and in professional/civic organizations as an adult.
- Demonstrate leadership skills through participation in student organization activities, such as meetings, programs, and projects.
- Identify Internet safety issues and procedures for complying with acceptable use standards.

Exploring Work-Based Learning

- Identify the types of work-based learning (WBL) opportunities.
- Reflect on lessons learned during the WBL experience.
- Explore career opportunities related to the WBL experience.
- Participate in a WBL experience, when appropriate.

Firefighting I Competency List:

Practicing Safety

- List common causes of death in firefighters.
- List causes of back injuries in firefighters and methods for preventing them.
- List slip, trip, and fall injuries in firefighters and methods for preventing them.

- Outline the physical fitness standards for firefighters.
- Identify classroom safety rules and procedures.
- Define risk management.
- Identify safety procedures related to the use of a fire apparatus.
- Identify the features of conducting an organized rapid escape.
- Identify procedures to follow when an entrapment occurs.
- Identify the importance of the NFPA standards to the fire service.

Practicing First Aid

- Identify first-aid terms and abbreviations.
- Demonstrate techniques for controlling bleeding.
- Demonstrate methods for detecting and caring for those in shock.
- Care for those with the various classifications of burns.
- Demonstrate treatment for musculoskeletal injuries.
- Demonstrate treatment for environmental emergencies.
- Identify the types, symptoms, and treatments of poisoning.
- Demonstrate care for conscious and unconscious patients until proper care arrives.

Practicing CPR

- Assess scene safety for the rescuer and the patient.
- Demonstrate removal of a foreign body airway obstruction.
- Demonstrate one- and two-rescuer CPR.
- Operate an automated external defibrillator (AED).
- Demonstrate rescue breathing.

Introducing the Fire Service

- Define the firefighter's function and responsibilities.
- Write a mission statement for the fire service.
- Describe the history of the fire service.
- Outline the organizational structure of the fire service.
- Describe the effects of the Civil Rights Act of 1991 and the Americans with Disabilities Act of 1990 (ADA) on the employment and supervision of firefighters.
- List rules and laws that regulate the fire service.
- Identify standard operating procedures (SOPs) and standard operating guides (SOGs) in the fire service.
- Explain the organizational chart for the National Incident Management System (NIMS).
- List the allied agencies that assist with fire department operations.
- Describe the importance of mental and behavioral health programs and resources.
- Compare engine, truck, and rescue squad company operations and responsibilities.

Understanding Fire Behavior

- Define fire and its characteristics.
- Describe the fire tetrahedron and its importance in the suppression of fire.
- Identify sources of heat energy.
- Describe the burning process, the transmission of heat, and the products of combustion.
- Explain key terms related to fire behavior.

Using PPE and SCBA

- Identify the conditions that require the use of SCBA and full PPE.
- Identify the components of SCBA and PPE.
- Demonstrate proper use, inspection, and maintenance of SCBA and PPE.
- Demonstrate emergency procedures in the event of SCBA malfunction or failure.
- Define the relationship between PPE and national standards and regulations.

- Don and doff PPE within the recommended guidelines of the NFPA.

Adhering to HAZMAT/WMD Standards

- Identify basic hazardous materials/weapons of mass destruction (HAZMAT/WMD) standards and resources for handling an incident.
- Define HAZMAT/WMD.
- Describe procedures for responding to a HAZMAT/WMD incident.
- Evaluate the effectiveness of incident response.

Understanding Building Construction

- Describe building construction methods and materials.
- Define the five types of building construction and their associated hazards.
- Predict a fire's growth and development according to the type of building construction.
- Identify indications of potential building collapse and collapse-zone evacuation procedures.

Using Communications Systems

- List procedures for citizens to report an emergency.
- Describe various local fire department emergency response procedures.
- Identify methods of receiving calls for service.
- Describe business and personal phone procedures.
- Perform radio communications.

Using Fire Detection and Protective Systems

- Identify the value of and need for protective systems.
- Identify types, components, and valve types of sprinkler systems.
- Halt the flow of water from an automatic sprinkler head.
- Describe the process for returning a sprinkler system to service.
- Locate sprinkler connections.

Using Water Supply, Hoses, and Nozzles

- Describe types and uses of fire streams and hoses.
- Identify procedures for handling an obstructed or damaged fire nozzle.
- Operate various fire streams.
- List the fundamental components of a modern water system.
- List causes of friction loss in water mains.
- Compare wet-barrel and dry-barrel hydrants.
- Operate a hydrant.
- Describe alternative static water sources.
- Connect a fire department pump to a water supply.
- Describe the procedures for loading and off-loading a mobile water supply apparatus.
- Identify techniques for rolling, repacking, and deploying hose lines.
- Demonstrate procedures for inspection and maintenance of fire hoses.

Practicing Fire-Suppression Techniques

- Describe fire-extinguishment theory.
- Outline fire-suppression techniques and measures.
- Describe options to control utilities for fire suppression.
- Identify fire hazards presented by emerging technologies.
- Obtain training certification for EV and lithium-ion awareness.
- Describe the classifications of fire and their corresponding extinguishment methods.
- Identify types of foam for fire suppression.
- Demonstrate the suppression of Class A and Class B fires, using a hose line.
- Demonstrate the suppression of Class A, B, and C fires, using portable fire extinguishers.

- Identify the types and ratings of portable fire extinguishers.
- Identify the extinguishment theory for fighting wildland fires.

Using Ladders
- Identify ladder types, parts, and safety features.
- Perform ladder carries.
- Perform ladder raises.
- Describe maintenance, cleaning, and inspection procedures for ladders.

Using Ropes
- Differentiate between types of ropes and knots.
- Demonstrate the types of knots required for hoisting or securing tools and equipment.
- Describe maintenance, cleaning, and inspection functions for life-safety, rescue, and utility rope.

Following Forcible Entry Procedures
- Identify types of forcible entry tools.
- Demonstrate methods for forcing windows and doors.
- Describe maintenance, cleaning, and inspection functions for forcible-entry tools.
- Demonstrate methods, components, and considerations of forcible entry.

Following Rescue Procedures
- Identify hazards associated with types of rescue situations.
- Demonstrate victim-extrication, victim-lifting, and victim-movement processes.
- Conduct primary and secondary searches in a structure.

Understanding Ventilation
- Describe the need for ventilation at a fire scene.
- Identify the types of ventilation.
- Demonstrate methods for creating horizontal, vertical, mechanical, and hydraulic ventilation.
- Describe maintenance, cleaning, and inspection for ventilation tools and equipment.
- Set up portable power sources and lighting equipment.

Determining Salvage, Overhaul, and Cause of Fire
- Describe salvage and overhaul needs and techniques.
- Describe the need for evidence preservation.
- Describe atmospheric monitoring standards.
- Identify methods for securing a building after emergency operations are complete.
- Demonstrate use of salvage covers to protect property.
- Describe maintenance, cleaning, and inspection functions for salvage and overhaul equipment.

Firefighting II Competency List:

Implementing Incident Command System (ICS)
- Describe the responsibilities of a team leader.
- Describe the functions within the assigned roles in the ICS.
- Organize an ICS until command is transferred.
- Demonstrate transfer of command and termination of an incident.

Analyzing Construction Materials and Building Collapse
- Identify the effects of fire and fire-suppression activities on structures.
- List the actions to take when imminent building collapse is suspected.

Working with Rescue and Extrication Tools

- Demonstrate the use, care, and maintenance of power sources, lighting equipment, and auxiliary electrical equipment.
- Identify rescue and extrication tools and equipment and the safety guidelines for the use of each.
- Select tools for specific rescue and extrication situations and the methods for using each.

Practicing Vehicle Extrication and Special Rescue

- Extricate a victim from a vehicle.
- List types of building collapses and hazards associated with rescue operations.
- Describe the types of special rescue teams.
- Describe rescues and recoveries in specific environments.

Working with Hose Tools and Appliances

- Demonstrate the use of valves, valve devices, hose-fitting appliances, and tools used with hoses.
- Test hose function.

Managing Foam Fire Streams

- List procedural steps and terms associated with using foam and related equipment.
- List the characteristics of foam and foam production.
- Demonstrate the use and application of foam in various fire situations.

Controlling Ignitable Liquid and Flammable Gas Fires

- Compare the characteristics of flammable liquids to combustible liquids.
- Demonstrate methods used to suppress Class B fires.
- Describe the signs and effects of boiling liquid expanding vapor explosion (BLEVE).
- Demonstrate methods for suppressing bulk-transport vehicle fires.

Examining Fire Detection, Alarm, and Suppression Systems

- Identify standpipe systems and connections.
- Describe the benefit of fire suppression systems to on-the-scene firefighting.
- Identify types of initiating devices and their components.
- Identify types of automatic alarm systems.
- Identify sprinkler system applications and components.
- Conduct a visual inspection of sprinkler systems.

Determining Fire Cause and Origin

- Assist a fire investigator for an origin and cause determination.
- Protect evidence of fire cause and origin.

Completing Radio Communications and Incident Reports

- Complete a basic incident report.
- Respond to requests for additional resources.

Conducting Pre-Incident Surveys

- Conduct fire safety service surveys, using various technologies.
- Define the content and goals of pre-incident/preplanning surveys.
- Complete a pre-incident/preplanning survey with full documentation.

Addressing Fire Prevention and Public Fire Education

- Explain community risk reduction initiatives.
- Deliver a fire-safety education presentation.

- Research NFPA certification options and regional education opportunities.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Law Enforcement I & Law Enforcement II **Item Number: 12.C.2**

Section: Information **Date: August 11, 2026**

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Sara Lockett, Ed.D., Director of Technical and Career Education

Presenter(s): Sara Lockett, Ed.D., Director of Technical and Career Education

Recommendation:

That the School Board receive information for new courses ***Law Enforcement I and Law Enforcement II*** to be offered at the Virginia Beach Technical and Career Education Center beginning in the Fall of 2027.

Background Summary:

Virginia Beach City Public Schools (VBCPS) currently offers a two-year Public Safety I and II program at the Virginia Beach Technical and Career Education Center that combines instruction in both firefighting and law enforcement. While this model has provided students with a broad introduction to public safety careers for several decades, the increasing complexity of each profession, evolving industry standards, and growing workforce demand have created the need for more specialized training pathways.

To better align with workforce needs and provide students with deeper technical preparation, VBCPS proposes retiring the current Public Safety I and II program and replacing it with two distinct program sequences: *Firefighting I and II* and *Law Enforcement I and II*. Separating these pathways will allow students to receive more focused, rigorous instruction that is directly aligned to their chosen career field while strengthening partnerships with local public safety agencies.

The proposed ***Law Enforcement I and Law Enforcement II*** program introduces students to law, public safety, corrections, and security practices while providing comprehensive academic, technical, and experiential instruction. Students examine contemporary issues in the Law Enforcement system and explore crime scene investigation, criminal investigation, court procedures, policing, and juvenile justice. The program provides a strong foundation for careers as law enforcement and corrections officers as well as emergency communications professionals while emphasizing critical thinking, ethical decision-making, professionalism, leadership, teamwork, and effective communication. Through contextual instruction, students gain an understanding of the knowledge, skills, and professional behaviors required to serve their communities with integrity.

Classroom instruction is enhanced through participation in Career and Technical Student Organization (CTSO)

activities, which strengthen leadership, communication, interpersonal, and employability skills, as well as High-Quality Work-Based Learning (HQWBL) experiences conducted in partnership with the Virginia Beach Police Department, the Virginia Beach Sheriff's Office, and other local Law Enforcement agencies. These partnerships provide students with meaningful opportunities to observe, apply, and expand their knowledge in real-world public safety settings.

The dedicated *Law Enforcement I and II* pathway also creates opportunities to expand dual enrollment and workforce initiatives through existing partnerships with local law enforcement agencies and institutions of higher education. Students may have the opportunity to earn college credit in Law Enforcement while participating in authentic training experiences that prepare them for employment or continued postsecondary education. Eligible students may also participate in work-based learning experiences that support the transition into careers in law enforcement and related public safety fields.

The creation of a dedicated *Law Enforcement I and II* program will provide students with a more focused and authentic career preparation experience while strengthening the workforce pipeline for the Virginia Beach Police Department, the Virginia Beach Sheriff's Office, and the regional Law Enforcement community.

Source:

Law Enforcement I | CTE Resource
Law Enforcement II | CTE Resource

Course Description:

- Double Blocked Yearlong 4x4 (each course)
- 3 Credit (each course)
- Open to Students in Grades 11-12

Budget Impact:

The new program will leverage existing space and a currently budgeted FTE reclaimed from the existing Public Safety program at the Technical and Career Education Center in June of 2027. It will also inherit all law enforcement equipment currently in place in the existing Public Safety Program. Necessary new equipment and resources will be funded by the Carl D. Perkins federal grant. There will be no impact on the local budget.

Staffing:

The course sequence will leverage a currently budgeted FTE reclaimed from the existing Public Safety program at the Technical and Career Education Center in June of 2027.

Next Steps:

Agenda item is set for consent before the School Board on September 8.

Law Enforcement I and II Program Competencies by Category

Workplace Readiness Skills:

Demonstrating Personal Qualities and Abilities

- Demonstrate creativity and innovation.
- Demonstrate critical thinking and problem solving.
- Demonstrate initiative and self-direction.
- Demonstrate integrity.
- Demonstrate work ethic.

Demonstrating Interpersonal Skills

- Demonstrate conflict-resolution skills.
- Demonstrate listening and speaking skills.
- Demonstrate respect for diversity.
- Demonstrate customer service skills.
- Collaborate with team members.

Demonstrating Professional Competencies

- Demonstrate big-picture thinking.
- Demonstrate career- and life-management skills.
- Demonstrate continuous learning and adaptability.
- Manage time and resources.
- Demonstrate information-literacy skills.
- Demonstrate an understanding of information security.
- Maintain working knowledge of current information technology (IT) systems.
- Demonstrate proficiency with technologies, tools, and machines common to a specific occupation.
- Apply mathematical skills to job-specific tasks.
- Demonstrate professionalism.
- Demonstrate reading and writing skills.
- Demonstrate workplace safety.

Examining All Aspects of an Industry

- Examine aspects of planning within an industry/organization.
- Examine aspects of management within an industry/organization.
- Examine aspects of financial responsibility within an industry/organization.
- Examine technical and production skills required of workers within an industry/organization.
- Examine principles of technology that underlie an industry/organization.
- Examine labor issues related to an industry/organization.
- Examine community issues related to an industry/organization.
- Examine health, safety, and environmental issues related to an industry/organization.

Addressing Elements of Student Life

- Identify the purposes and goals of the student organization.
- Explain the benefits and responsibilities of membership in the student organization as a student and in professional/civic organizations as an adult.
- Demonstrate leadership skills through participation in student organization activities, such as meetings, programs, and projects.
- Identify Internet safety issues and procedures for complying with acceptable use standards.

Exploring Work-Based Learning

- Identify the types of work-based learning (WBL) opportunities.

- Reflect on lessons learned during the WBL experience.
- Explore career opportunities related to the WBL experience.
- Participate in a WBL experience, when appropriate.

Law Enforcement I Competency List:

Practicing Safety
- Identify classroom safety rules and procedures.
- Identify school safety policies and procedures.
- Follow general safety procedures.
- Identify equipment safety rules and procedures.
- Earn the Occupational Safety and Health Administration (OSHA) 10 certification.
- Demonstrate practices that promote health and wellness.

Introducing the Law Enforcement System
- Describe the elements of the Law Enforcement system.
- Explain the role of the Law Enforcement system within the structure of the federal, state, and local governments.
- Differentiate between Law Enforcement and criminology.
- Describe the historical basis of the American Law Enforcement system.
- Explore Law Enforcement systems across the globe.

Exploring Careers in Law Enforcement
- Research occupations related to Law Enforcement.
- Identify the personal and professional ethics associated with Law Enforcement professions.

Understanding the Rule of Law
- Differentiate among criminal, civil, and case law.
- Explain constitutional rights relevant to criminal procedure.
- Identify basic case law relevant to criminal procedure.
- Define crime.
- Identify felonies, misdemeanors, and infractions.
- Identify crimes against persons and crimes against property.
- Explain how probable cause might be established.
- Explain rules of evidence.

Exploring Policing
- Describe appropriate use of force in Law Enforcement.
- Describe factors an officer must consider when faced with the use of deadly force.
- Describe standards required for the handling and use of deadly weapons.
- Identify the initial responsibilities of officers responding to emergencies.
- Describe the purposes of traffic laws.
- Describe the officer's role in the enforcement of traffic laws and in the investigation of traffic violations.
- Describe techniques for vehicle stops.
- Identify high-risk situations an officer may face.
- Explain crime prevention.
- Describe methods for protecting persons.

Investigating a Crime Scene
- Analyze the application of the Fourth Amendment to search and seizure.
- Identify types of evidence associated with various crimes.
- Describe communication skills for the Law Enforcement professional.

- Identify the investigating officer's tasks when working on criminal cases.
- Describe documenting a crime scene, using photography.
- Describe documenting a crime scene, using a sketch.
- Describe documenting a crime scene, using notes.
- Describe digital methods of documenting a crime scene.
- Describe methods to search for physical evidence.
- Describe the collection of physical evidence.

Exploring the Courts

- Identify the organizational structure and responsibilities of federal, state, and local courts.
- Define bail, arraignment, preliminary hearing, grand jury, indictment, true bill vs. no bill, and trial in a criminal case.
- Describe the roles of the judge, magistrate, bailiff, prosecuting attorney, defense attorney, victim/witness advocate, and jury.
- Describe professional demeanor in court.
- Describe the sentencing process.

Understanding Juvenile Justice

- Describe the history and the purpose of the juvenile justice system.
- Describe the scope of authority of the Juvenile and Domestic Relations Court of Virginia.
- Identify constitutional guarantees for juveniles taken into custody.
- Outline the stages of a typical juvenile case from arrest through adjudication.
- Describe dispositions available through Juvenile and Domestic Relations Court.
- Explain procedures for handling juveniles' records.

Law Enforcement II Competency List:

Practicing Safety

- Identify classroom safety rules and procedures.
- Identify school safety policies and procedures.
- Follow general safety procedures.
- Identify equipment safety rules and procedures.
- Review practices that promote health and wellness.

Preparing for a Career in Law Enforcement

- Explain the hiring process in the Law Enforcement field.
- Explain constitutional limits and guarantees on the performance of duties by Law Enforcement professionals.
- Explain how Law Enforcement personnel can protect themselves from civil liability.
- Explain the significance of social media as it relates to one's chosen profession.
- Explore equitable practices as a Law Enforcement practitioner.

Understanding the Rule of Law

- Identify crimes associated with narcotics and controlled substances.
- Identify crimes against children.
- Explain the criteria for being a mandated reporter.
- Demonstrate procedures for obtaining and executing a search warrant.
- Explain conditions under which searches and seizures may be conducted.
- Describe the conditions that distinguish arrest from detainment and other police-citizen encounters.
- Explain the procedure for searches during the course of an arrest.

Exploring Policing

- Describe the basic principles of unarmed confrontation, including handcuffing, defenses against physical attack, and verbal commands.
- Perform basic first aid, cardiopulmonary resuscitation (CPR), and automated external defibrillator (AED) procedures.
- Explain procedures for driving under the influence (DUI) and driving under the influence of drugs (DUID) investigation and arrest.
- Demonstrate standard techniques for traffic direction.
- Demonstrate procedures for investigating a traffic crash.
- Identify patrol methods.
- Describe procedures for investigating and resolving domestic disputes.
- Describe procedures for investigating and resolving stalking offenses.
- Describe procedures for investigating missing persons.
- Explain the investigating officer's tasks when working on criminal cases.
- Identify local programs aimed at reducing crime in the streets, in schools, or in neighborhoods.

Investigating a Crime Scene

- Document a crime scene, using photography.
- Diagram a crime scene, using a sketch.
- Document a crime scene, using notes.
- Document a crime scene, using digital methods.
- Perform a systematic search for physical evidence.
- Collect physical evidence.

Exploring Corrections

- Describe the history of corrections in the United States.
- Describe different correctional theories.
- Describe procedures for the safe transport of prisoners.
- Outline procedures for booking a prisoner into a jail or lockup.
- Explain the concept of prisoner rights and their importance in the treatment of inmates.
- Identify minimum standards for local jails and lockups.

Applying Law Enforcement Communication Skills

- Describe the importance of good communication skills to the success of a Law Enforcement professional.
- Identify types of information available through state and national crime information and communication systems.
- Identify community resources and agencies to which citizens can be referred.

Exploring Crisis Intervention

- Identify a person in crisis.
- Describe procedures for responding to a person in crisis.
- Describe threat assessment techniques.
- Recognize signs of distress in Law Enforcement professionals.

Exploring the Terror Threat

- Describe the history of terrorism.
- Distinguish between international and domestic terrorism.
- Describe safety precautions for first responders to critical incidents.
- Describe the roles of incident command.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

New Course Proposals

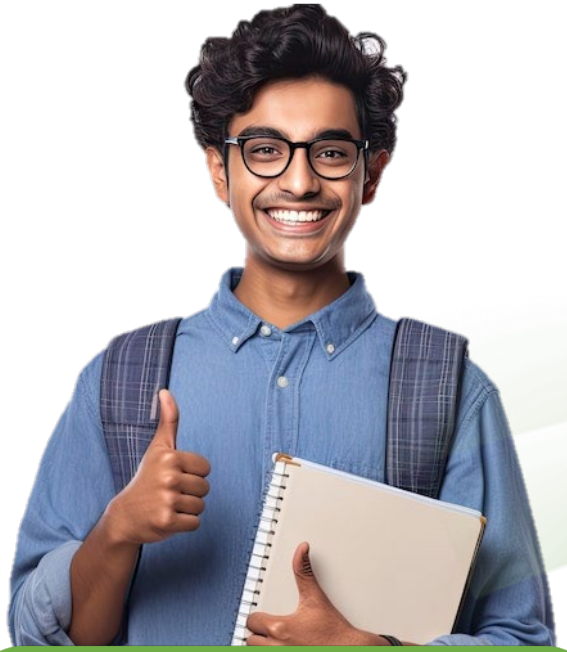
Firefighting I and Firefighting II
&
Law Enforcement I and Law Enforcement II

School Board Information
August 11, 2026

Office of Technical and Career Education

Department of Teaching and Learning

New Course Proposals



Existing Public Safety Program

Law Enforcement I

Law Enforcement II

Firefighting I

Firefighting II





Grade Level(s)	**11 and 12**
Format	**2 Years Double Blocked Daily**
Credits	**3 per Level**
Staffing	**Existing Staffing Allocations**
Budget Impact	**Supported by Carl D. Perkins Grant**

Questions?

UPDATED Resolution 8/10/2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Ad Hoc Committee for Honoring Bettie F. Williams through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone **Item Number: 12D**

Section: Information **Date: August 11, 2026**

Senior Staff:

Prepared by: Kathleen Brown, Chair; Kamala Lannetti, School Board Attorney

Presenter(s): Kathleen Brown, Chair; Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board adopt a Resolution Creating the Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone.

Background Summary:

As the School Board looks to the future of the Tri-Campus Attendance Zone, the School Board is seeking recommendations on how to continue to honor Bettie F. Williams, former administrator. At the July 2026 School Board Retreat, it was agreed that an Ad Hoc Committee should be created to provide recommendations to the School Board on how to accomplish this.

Bylaw 1-28 (E) allows the School Board Chair to propose an Ad Hoc Committee and an Ad Hoc Committee Chair to be appointed by the School Board, as the need arises, to carry out a specified task, including a presentation of the final report to the School Board, at the completion of which such Ad Hoc

Committee will cease to exist. An Ad Hoc Committee shall have those powers designated by the School Board. The attached Resolution creates the Ad Hoc Committee, appoints the Ad Hoc Committee Chair, and sets forth the purpose and other conditions for the Ad Hoc Committee. The Ad Hoc Committee is directed to bring written recommendations to the School Board no later than November 1, 2026.

Source:

School Board Bylaw 1-28 (E).

Budget Impact:

None.

Next Steps:

The Ad Hoc Committee Chair will appoint the remaining committee members and convene the work of the Ad Hoc Committee.

RESOLUTION

CREATING THE AD HOC COMMITTEE FOR HONORING BETTIE F. WILLIAMS THROUGH NAMING OR RE-NAMING OPPORTUNITIES IN THE TRI-CAMPUS ATTENDANCE ZONE

WHEREAS, the School Board's plans for the Tri-Campus Attendance Zone, which include Bettie F. Williams Elementary School, Newtown Elementary School and Diamond Springs Elementary School, will change the use and nature of these buildings, facilities, and grounds; and

WHEREAS, Bettie F. Williams' legacy continues to inspire and impact the students, staff and stakeholders of Virginia Beach City Public Schools and District 4, therefore the School Board has determined that Bettie F. Williams should continue to be honored by the School Board and Virginia Beach City Public Schools through the naming or re-naming in the Tri-Campus' attendance zone, buildings, facilities, campus(es) and/or grounds and through other means; and

WHEREAS, the School Board creates an Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone for the purpose of bringing recommendations to the School Board for how to honor Bette F. Williams, inspire students, and reflect community values.

NOW THEREFORE, BE IT RESOLVED THAT:

1. The School Board creates the Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone and appoints School Board Member -District 4 Dr. Alveta Green as the Ad Hoc Committee Chair and School Board Member At Large Sharon Felton to serve on the Ad Hoc Committee. The Ad Hoc Committee Chair is authorized to manage the work of the Committee and take other actions on behalf of the Ad Hoc Committee. In the Ad Hoc Committee Chair's absence, Ms. Felton may substitute as the Ad Hoc Committee Chair.

2. The purpose of Ad Hoc Committee is to study and bring back written recommendations to the School Board no later than November 23, 2026, or a later date agreed to by the School Board, regarding naming or re-naming buildings, campus(es), facilities, and/or the attendance zone in the Tri-Campus Attendance Zone or otherwise honoring Bettie F. Williams.

3. The Ad Hoc Committee Chair is authorized to appoint additional Ad Hoc Committee members not to exceed a total of 9 members. The Ad Hoc Committee Chair is authorized to appoint, remove and replace Ad Hoc Committee Members. The Superintendent or designee may assign additional staff as non- voting members to provide support and consultation.

4. The Ad Hoc Committee's work will be advisory in nature, and the Ad Hoc Committee is not authorized to make promises or assurances to the public regarding the outcome of the recommendations of the Ad Hoc Committee to the School Board.

Adopted by the School Board of the City of Virginia Beach, Virginia, this 11th day of August 2026.

Kathleen Brown, Chair

ATTEST:

Regina M. Toneatto, Clerk of the Board
Clerk of the Board

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Non-Binding Term Sheet for Conveyance of School Board Property located on Jericho Road

Item Number: 12 E

Section: Information

Date: August 11, 2026

Senior Staff: Melisa Ingram, Director of Facilities

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

That the School Board review the Non-Binding Term Sheet for Conveyance of School Board Property located on Jericho Road and send the Term Sheet to the City Council by August 17, 2026.

Background Summary:

By Memorandum, the School Board intends to dedicate to the City and the City intends to accept from the School Board approximately 13.71 acres of land located at 4722 Jericho Road in the City of Virginia Beach (Portion GPINs: 1478-30-9728 and 1478-30-7312)("Property"). The School Board's attorneys and the City's attorneys have negotiated the Non-Binding Term Sheet that sets forth the understanding between the parties regarding the use of the property, restriction of use and remedies, development, responsibilities and funding for demolition and re-subdivision, and closing and Memorandum of Agreement procedures. No monetary consideration is contemplated for dedication and conveyance of the Property. The School Board has been apprised of negotiated terms and conditions through legal counsel and is prepared to approve the Non-Binding Term Sheet. This matter should be expedited to allow for funding decisions and demolition work to remain on schedule this fall.

Source: N/A

Budget Impact:

No budgetary implications.

Next Steps:

The approved Non-Binding Term Sheet will be sent to the City Council for approval.

TERM SHEET

Non-Binding Term Sheet for Conveyance of
School Board Property Located at Jericho Road

This Term Sheet outlines the proposal discussed by authorized representatives of the School Board of the City of Virginia Beach, a body politic as set forth in Article VIII, Section 7 of the Constitution of Virginia ("School Board") and the City of Virginia Beach, a municipal corporation of the Commonwealth of Virginia ("City"), concerning the disposition of surplus School Board property. This Term Sheet is not a legally binding agreement and all proposed terms outlined herein are subject to approval, funding, and appropriation by the respective governing bodies of the parties hereto.

GRANTOR: School Board

GRANTEE: City

TERMS AND CONDITIONS:

1. Dedication. By Memorandum of Agreement (defined below), the School Board intends to dedicate to the City, and the City intends to accept from the School Board, approximately 13.71 acres of land located at 4722 Jericho Road in the City of Virginia Beach (Portion of GPINs: 1478-30-9728 and 1478-30-7312) ("Property"). The Property is a portion of the former Bayside Middle School, 6th Grade Campus site. The Property is generally designated and described as "Possible Excess Property +/- 13.71 Acres" on the exhibit attached hereto and incorporated herein as Exhibit A. The final size and description of the Property will be determined by the Resubdivision (defined below).

2. Consideration. The School Board will dedicate the Property to the City for the mutual benefits to be attained by the parties and by the public; no further monetary consideration is contemplated.

3. Purpose. The School Board intends to declare the Property as surplus and dedicate the Property to the City to be used for a public park or open space site for the benefit of the public.

(a) *Use*. The Property will be limited in perpetuity to the following uses:

i. public park,

ii. open space, and

iii. limited infrastructure (i.e., road widening, pump stations, public and private utilities, shore protection, temporary construction staging, environmental restoration, and other similar types of uses) to support the Property, the surrounding neighborhoods, and the School Board's remaining adjacent property, which is generally designated and described as "Pembroke ES +/- 17.81 Acres" on Exhibit A (collectively, the "Use").

(b) *Development*. The City intends to develop the Property as a neighborhood park or a community park, all design and construction to be in the City's sole discretion. The parties agree there is no time limit on constructing park amenities, which will occur in line with the schedule maintained by the City's Department of Parks and Recreation for development of neighborhood or community parks, as applicable, and as funding is available. Prior to development, the City will maintain the Property as an undeveloped public park site, providing landscaping and minor repairs on schedule with and in line with other undeveloped public park sites, to maintain public access in line with the City's other undeveloped public park sites.

4. Demolition and Resubdivision.

   (a) *Demolition*. The School Board will demolish to grade all existing buildings and structures that are located on the Property, as well as remediate, as appropriate, all underground storage tanks ("Demolition"), at its sole cost and expense. Demolition will include removal of existing buildings and foundations, however; the existing parking areas and sidewalks will remain. The School Board will remain responsible for the cost and expense of capping the private water and sewer service lines; however, the service lines will remain in place once capped and will become the responsibility of the City. Existing public service lines to the public water meter and sewer cleanout will remain. Demolition is to occur within one (1) year of the date of full execution of the Memorandum of Agreement, unless otherwise extended by agreement of the parties.

   (b) *Resubdivision*. Following Demolition, the School Board will prepare and record a resubdivision plat, resubdividing the Property into a single parcel substantially consistent with Exhibit A ("Resubdivision"), at the sole cost and expense of the School Board. The City may assist in the preparation and recording of the Resubdivision plat. Resubdivision is to occur within one (1) year of the completion of Demolition, unless otherwise extended by agreement of the parties.

5. Reversion Funding. To fund the Demolition and Resubdivision, the School Board may request and the City Council may approve the appropriation of a portion of the most recent fiscal year's School Operating Budget Reversion Funds available to the School Board.

6. Use Restriction.

(a) The Property will be dedicated subject to a perpetual restriction that it may not be used for purposes other than the Use, without prior written approval of the School Board made through resolution ("Use Restriction"). Such Use Restriction will be recorded in the Deed, as defined below, referenced in the Resubdivision plat, and will run with the land.

(b) Remedies.

i. *Reversion Right*. In the event the Property is used for purposes other than the Use, then the School Board shall have a right to reversion of the title to the Property, provided however, title shall not revert unless and until the School Board provides written notice of its intent to exercise such right and the owner of the Property fails to Cure its use of the Property, as further described below. The School Board shall be deemed to have waived its right of reversion as to any inconsistent use if not exercised within ten (10) years of the date the Property is openly and apparently put to such inconsistent use. Waiver as to one inconsistent use shall not affect the School Board's ability to object to any other inconsistent use.

ii. *Procedure.* To exercise its right of reversion, the School Board, through its authorized agent, shall provide the owner of the Property written notice of (i) its intent to exercise its right of reversion, (ii) a detailed description of the specific inconsistent use, and (iii) a period of no less than one hundred twenty (120) days from the date of the notice for the Property's owner to Cure the inconsistent use ("Time to Cure"). If the Time to Cure has expired, including all agreed upon extensions thereof, then the School Board shall provide written notice of the owner's failure to Cure and the Property's owner shall forthwith convey the Property to the School Board by special warranty deed, free and clear of all liens and encumbrances other than (i) those encumbering the

Property at the time the Deed was recorded; (ii) those contained in the Deed; (iii) those encumbering the Property or to be reserved by the City at the time of reversion and that are consistent with the Use, such as open space easements, shore protection or environmental restoration easements, or utility easements; or (iv) those otherwise created or approved by the School Board. Closing shall take place in the location designated by the School Board, within sixty (60) days of receipt of written notice from the School Board of the owner's failure to Cure.

iii. *Special Power of Attorney.* The Property's owner designates the Chair of the School Board, or its authorized representative, the authority to act as a limited attorney-in-fact to execute the deed reverting title to the School Board on behalf of the owner and other closing documents to effect the provisions of this Use Restriction remedy.

iv. *Cure.* "Cure" as used herein includes ceasing an inconsistent use or obtaining consent or waiver from the School Board Chair, or its authorized representative, to the inconsistent use, which shall be recorded in land records. Waiver as to one inconsistent use shall not affect the School Board's ability to object to any other inconsistent use.

v. *Run with the Land.* The provisions of this Paragraph 6 shall be recorded in the Deed, be referenced in the Resubdivision plat, and shall run with the land.

7. As Is/Where Is. The School Board intends to dedicate the Property to the City by special warranty deed ("Deed"), free of all liens and claims, "as is", "where is", and without any warranty (other than the special warranty contained in the Deed) as to, among other things: the suitability of the Property for the Use or any environmental or other condition of the Property. The School Board intends to transfer the Property

subject to the Use Restriction and subject to all existing easements and encumbrances of record.

8. Investigation/Due Diligence.

   (a) The City will have ninety (90) days from the date of the full execution of the Memorandum of Agreement to conduct an assessment of the Property to confirm that it is suitable for the Use ("Study Period"). If during the Study Period, the City determines that the Property is not suitable for the Use, the City reserves the right to provide written notice to the School Board terminating the Memorandum of Agreement no later than 5:00 p.m. on the last day of the Study Period. Upon receipt of such notification, neither party shall have any further rights, obligations or liability to the other thereunder, except as otherwise expressly provided.

   (b) Within ten (10) business days of full execution of the Memorandum of Agreement and as received thereafter, until recordation of the Deed, the School Board will promptly provide to the City all due diligence information in its possession and as later received, including but not limited to title reports, environmental studies and reports, and copies of all agreements or contracts concerning the Property.

9. Contingencies to Close. Closing will be contingent upon and subject to the following:

   (a) Resolution of School Board declaring the Property as surplus and authorizing dedication of the Property to the City and execution of the Memorandum of Agreement.

   (b) City Council authorization of the City Manager or designee to accept the Property and execution of the Memorandum of Agreement.

(c) Execution of the Memorandum of Agreement.

(d) City confirmation during the Study Period that title to the Property is marketable and the Property is suitable for the Use.

(e) Demolition.

(f) Recordation of the Resubdivision plat.

10. Closing. Closing will occur on or about the date that is thirty (30) days after satisfaction of the contingencies to close. Unless otherwise extended by agreement of the parties, if closing has not occurred on or before a date that is five (5) years after execution of the Memorandum of Agreement, either party will have the right to terminate the Memorandum of Agreement, without further liability.

11. Memorandum of Agreement. Both the City and the School Board agree to authorize staff to meet and confer as necessary in furtherance of the objectives expressed in this Term Sheet. If this Term Sheet is approved by the governing bodies of both parties, there will be a more detailed Memorandum of Agreement negotiated and prepared to dedicate the Property ("Memorandum of Agreement") that will substantially conform to the terms contained herein, and will contain additional terms, conditions, and obligations consistent with this Term Sheet.

[SIGNATURES ON FOLLOWING PAGE]

Witness the following signatures and seals:

CITY OF VIRGINIA BEACH,
a municipal corporation of the
Commonwealth of Virginia

By:
City Manager
Date:

APPROVED AS TO CONTENT:

Dept. of Parks and Recreation

APPROVED AS TO CONTENT:

Dept. of Public Works Real Estate

APPROVED AS TO LEGAL
SUFFICIENCY:

City Attorney

SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, a body politic
as set forth in Article VIII, Section 7
of the Constitution of Virginia

By:
School Board Chair
Date:

APPROVED AS TO CONTENT:

Office of Facilities Services

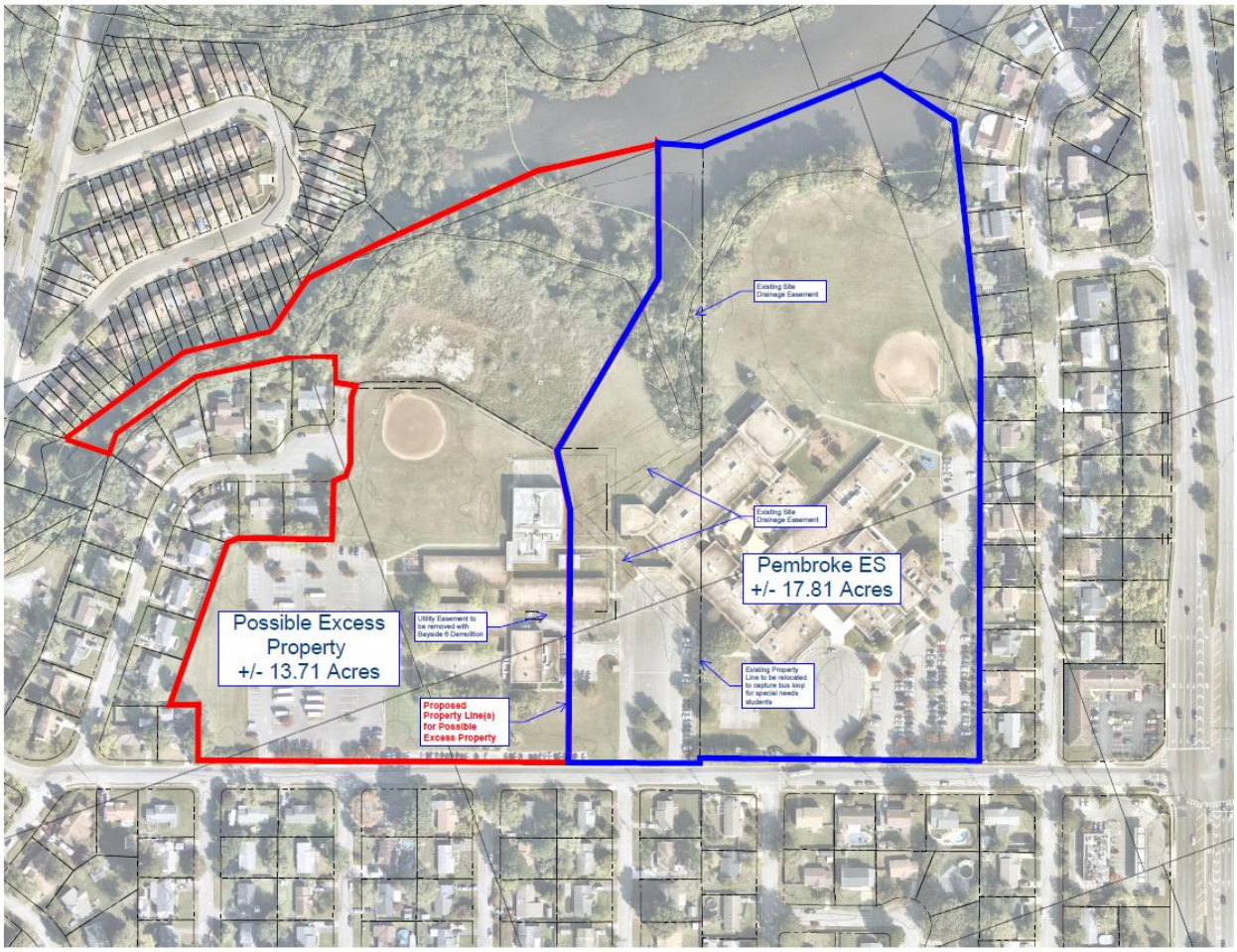
APPROVED AS TO LEGAL
SUFFICIENCY:

School Board Attorney

APPROVED AS TO SUFFICIENCY
OF FUNDS:

Director of Business Services

EXHIBIT A


Existing Site Drainage Easement
Existing Site Drainage Easement
Pembroke ES
+/- 17.81 Acres
Possible Excess Property
+/- 13.71 Acres
Utility Easement to be removed with Bayside 6 Demolition
Existing Property Line to be relocated to capture bus loop for special needs students
Proposed Property Line(s) for Possible Excess Property

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Religious Exemption **Item Number: 14A**

Section: Consent **Date: August 11, 2026**

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Jennifer L. Knight, Coordinator of Student Conduct/Services

Presenter(s): Matthew D. Delaney, Chief Schools Officer

Recommendation:

That the School Board approve RE-26-24, RE-26-25, RE-27-01 and RE-27-02

Background Summary:

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

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

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

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

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

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

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

Source:

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

Budget Impact:

No budgetary implications.

Next Steps:

The School Board approves the Religious Exemptions.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: New Castle Elementary School Chiller Replacement **Item Number: 14B**

Section: Consent **Date: August 11, 2026**

Senior Staff: Ben Oakes, Chief Operations Officer, Department of School Division Services

Prepared by: Melisa Ingram, Executive Director, Facilities Services

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

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract for the New Castle Elementary School Chiller Replacement Project

Background Summary:

Project Architect:	HBA Architecture and Interior Design
Contractor:	Benchmark Service Group, LLC
Contract Amount:	$1,037,226
Construction Budget:	$1,308,117
Number of Responsive Bidders:	6
Average Bid Amount:	$1,186,712.33
High Bid:	$1,444,000

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-018 Renovations and Replacements – HVAC III

Next Steps:

No further action needed.

UPDATED Resolution 8/10/2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Ad Hoc Committee for Honoring Bettie F. Williams through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone **Item Number: 14 C**

Section: Consent **Date: August 11, 2026**

Senior Staff:

Prepared by: Kathleen Brown, Chair; Kamala Lannetti, School Board Attorney

Presenter(s): Kathleen Brown, Chair; Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board adopt a Resolution Creating the Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities at the Tri-Campus Attendance Zone.

Background Summary

As the School Board looks to the future of the Tri-Campus Attendance Zone, the School Board is seeking recommendations on how to continue to honor Bettie F. Williams, former administrator. At the July 2026 School Board Retreat, it was agreed that an Ad Hoc Committee should be created to provide recommendations to the School Board on how to accomplish this.

Bylaw 1-28 (E) allows the School Board Chair to propose an Ad Hoc Committee and an Ad Hoc Committee Chair to be appointed by the School Board, as the need arises, to carry out a specified task, including a presentation of a final report to the School Board, at the completion of which such Ad Hoc

Committee will cease to exist. An Ad Hoc Committee shall have those powers designated by the School Board. The attached Resolution creates the Ad Hoc Committee, appoints the Ad Hoc Committee Chair, and sets forth the purpose and other conditions for the Ad Hoc Committee. The Ad Hoc Committee is directed to bring written recommendations to the School Board no later than November 1. 2026.

Source:

School Board Bylaw 1-28 (E).

Budget Impact:

None.

Next Steps:

The Ad Hoc Committee Chair will appoint the remaining committee members and convene the work of the Ad Hoc Committee.

RESOLUTION

CREATING THE AD HOC COMMITTEE FOR HONORING BETTIE F. WILLIAMS THROUGH NAMING OR RE-NAMING OPPORTUNITIES IN THE TRI-CAMPUS ATTENDANCE ZONE

WHEREAS, the School Board's plans for the Tri-Campus Attendance Zone, which include Bettie F. Williams Elementary School, Newtown Elementary School and Diamond Springs Elementary School, will change the use and nature of these buildings, facilities, and grounds; and

WHEREAS, Bettie F. Williams' legacy continues to inspire and impact the students, staff and stakeholders of Virginia Beach City Public Schools and District 4, therefore the School Board has determined that Bettie F. Williams should continue to be honored by the School Board and Virginia Beach City Public Schools through the naming or re-naming in the Tri-Campus' attendance zone, buildings, facilities, campus(es) and/or grounds and through other means; and

WHEREAS, the School Board creates an Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone for the purpose of bringing recommendations to the School Board for how to honor Bette F. Williams, inspire students, and reflect community values.

NOW THEREFORE, BE IT RESOLVED THAT:

1. The School Board creates the Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone and appoints School Board Member -District 4 Dr. Alveta Green as the Ad Hoc Committee Chair and School Board Member At Large Sharon Felton to serve on the Ad Hoc Committee. The Ad Hoc Committee Chair is authorized to manage the work of the Committee and take other actions on behalf of the Ad Hoc Committee. In the Ad Hoc Committee Chair's absence, Ms. Felton may substitute as the Ad Hoc Committee Chair.

2. The purpose of Ad Hoc Committee is to study and bring back written recommendations to the School Board no later than November 23, 2026, or a later date agreed to by the School Board, regarding naming or re-naming buildings, campus(es), facilities, and/or the attendance zone in the Tri-Campus Attendance Zone or otherwise honoring Bettie F. Williams.

3. The Ad Hoc Committee Chair is authorized to appoint additional Ad Hoc Committee members not to exceed a total of 9 members. The Ad Hoc Committee Chair is authorized to appoint, remove and replace Ad Hoc Committee Members. The Superintendent or designee may assign additional staff as non- voting members to provide support and consultation.

4. The Ad Hoc Committee's work will be advisory in nature, and the Ad Hoc Committee is not authorized to make promises or assurances to the public regarding the outcome of the recommendations of the Ad Hoc Committee to the School Board.

Adopted by the School Board of the City of Virginia Beach, Virginia, this 11th day of August 2026.

Kathleen Brown, Chair

ATTEST:

Regina M. Toneatto, Clerk of the Board
Clerk of the Board

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Non-Binding Term Sheet for Conveyance of School Board Property located on Jericho Road **Item Number: 14 D**

Section: Consent **Date: August 11, 2026**

Senior Staff: Melisa Ingram, Director of Facilities

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

That the School Board approve the Non-Binding Term Sheet for Conveyance of School Board Property located on Jericho Road and send the Term Sheet to the City Council by August 17, 2026.

Background Summary:

By Memorandum, the School Board intends to dedicate to the City and the City intends to accept from the School Board approximately 13.71 acres of land located at 4722 Jericho Road in the City of Virginia Beach (Portion GPINs: 1478-30-9728 and 1478-30-7312)("Property"). The School Board's attorneys and the City's attorneys have negotiated the Non-Binding Term Sheet that sets forth the understanding between the parties regarding the use of the property, restriction of use and remedies, development, responsibilities and funding for demolition and re-subdivision, and closing and Memorandum of Agreement procedures. No monetary consideration is contemplated for dedication and conveyance of the Property. The School Board has been apprised of the negotiated terms and conditions through legal counsel and is prepared to approve the Non-Binding Term Sheet. This matter should be expedited to allow for funding decisions and demolition work to remain on schedule this fall.

Source: N/A

Budget Impact:

No budgetary implications.

Next Steps:

The approved Non-Binding Term Sheet will be sent to the City Council for approval.

TERM SHEET

Non-Binding Term Sheet for Conveyance of
School Board Property Located at Jericho Road

This Term Sheet outlines the proposal discussed by authorized representatives of the School Board of the City of Virginia Beach, a body politic as set forth in Article VIII, Section 7 of the Constitution of Virginia ("School Board") and the City of Virginia Beach, a municipal corporation of the Commonwealth of Virginia ("City"), concerning the disposition of surplus School Board property. This Term Sheet is not a legally binding agreement and all proposed terms outlined herein are subject to approval, funding, and appropriation by the respective governing bodies of the parties hereto.

GRANTOR: School Board

GRANTEE: City

TERMS AND CONDITIONS:

1. Dedication. By Memorandum of Agreement (defined below), the School Board intends to dedicate to the City, and the City intends to accept from the School Board, approximately 13.71 acres of land located at 4722 Jericho Road in the City of Virginia Beach (Portion of GPINs: 1478-30-9728 and 1478-30-7312) ("Property"). The Property is a portion of the former Bayside Middle School, 6th Grade Campus site. The Property is generally designated and described as "Possible Excess Property +/- 13.71 Acres" on the exhibit attached hereto and incorporated herein as Exhibit A. The final size and description of the Property will be determined by the Resubdivision (defined below).

2. Consideration. The School Board will dedicate the Property to the City for the mutual benefits to be attained by the parties and by the public; no further monetary consideration is contemplated.

3. Purpose. The School Board intends to declare the Property as surplus and dedicate the Property to the City to be used for a public park or open space site for the benefit of the public.

(a) *Use*. The Property will be limited in perpetuity to the following uses:

i. public park,

ii. open space, and

iii. limited infrastructure (i.e., road widening, pump stations, public and private utilities, shore protection, temporary construction staging, environmental restoration, and other similar types of uses) to support the Property, the surrounding neighborhoods, and the School Board's remaining adjacent property, which is generally designated and described as "Pembroke ES +/- 17.81 Acres" on Exhibit A (collectively, the "Use").

(b) *Development*. The City intends to develop the Property as a neighborhood park or a community park, all design and construction to be in the City's sole discretion. The parties agree there is no time limit on constructing park amenities, which will occur in line with the schedule maintained by the City's Department of Parks and Recreation for development of neighborhood or community parks, as applicable, and as funding is available. Prior to development, the City will maintain the Property as an undeveloped public park site, providing landscaping and minor repairs on schedule with and in line with other undeveloped public park sites, to maintain public access in line with the City's other undeveloped public park sites.

4. Demolition and Resubdivision.

   (a) *Demolition*. The School Board will demolish to grade all existing buildings and structures that are located on the Property, as well as remediate, as appropriate, all underground storage tanks ("Demolition"), at its sole cost and expense. Demolition will include removal of existing buildings and foundations, however; the existing parking areas and sidewalks will remain. The School Board will remain responsible for the cost and expense of capping the private water and sewer service lines; however, the service lines will remain in place once capped and will become the responsibility of the City. Existing public service lines to the public water meter and sewer cleanout will remain. Demolition is to occur within one (1) year of the date of full execution of the Memorandum of Agreement, unless otherwise extended by agreement of the parties.

   (b) *Resubdivision*. Following Demolition, the School Board will prepare and record a resubdivision plat, resubdividing the Property into a single parcel substantially consistent with Exhibit A ("Resubdivision"), at the sole cost and expense of the School Board. The City may assist in the preparation and recording of the Resubdivision plat. Resubdivision is to occur within one (1) year of the completion of Demolition, unless otherwise extended by agreement of the parties.

5. Reversion Funding. To fund the Demolition and Resubdivision, the School Board may request and the City Council may approve the appropriation of a portion of the most recent fiscal year's School Operating Budget Reversion Funds available to the School Board.

6. Use Restriction.

(a) The Property will be dedicated subject to a perpetual restriction that it may not be used for purposes other than the Use, without prior written approval of the School Board made through resolution ("Use Restriction"). Such Use Restriction will be recorded in the Deed, as defined below, referenced in the Resubdivision plat, and will run with the land.

(b) Remedies.

i. *Reversion Right*. In the event the Property is used for purposes other than the Use, then the School Board shall have a right to reversion of the title to the Property, provided however, title shall not revert unless and until the School Board provides written notice of its intent to exercise such right and the owner of the Property fails to Cure its use of the Property, as further described below. The School Board shall be deemed to have waived its right of reversion as to any inconsistent use if not exercised within ten (10) years of the date the Property is openly and apparently put to such inconsistent use. Waiver as to one inconsistent use shall not affect the School Board's ability to object to any other inconsistent use.

ii. *Procedure.* To exercise its right of reversion, the School Board, through its authorized agent, shall provide the owner of the Property written notice of (i) its intent to exercise its right of reversion, (ii) a detailed description of the specific inconsistent use, and (iii) a period of no less than one hundred twenty (120) days from the date of the notice for the Property's owner to Cure the inconsistent use ("Time to Cure"). If the Time to Cure has expired, including all agreed upon extensions thereof, then the School Board shall provide written notice of the owner's failure to Cure and the Property's owner shall forthwith convey the Property to the School Board by special warranty deed, free and clear of all liens and encumbrances other than (i) those encumbering the

Property at the time the Deed was recorded; (ii) those contained in the Deed; (iii) those encumbering the Property or to be reserved by the City at the time of reversion and that are consistent with the Use, such as open space easements, shore protection or environmental restoration easements, or utility easements; or (iv) those otherwise created or approved by the School Board. Closing shall take place in the location designated by the School Board, within sixty (60) days of receipt of written notice from the School Board of the owner's failure to Cure.

iii. *Special Power of Attorney.* The Property's owner designates the Chair of the School Board, or its authorized representative, the authority to act as a limited attorney-in-fact to execute the deed reverting title to the School Board on behalf of the owner and other closing documents to effect the provisions of this Use Restriction remedy.

iv. *Cure.* "Cure" as used herein includes ceasing an inconsistent use or obtaining consent or waiver from the School Board Chair, or its authorized representative, to the inconsistent use, which shall be recorded in land records. Waiver as to one inconsistent use shall not affect the School Board's ability to object to any other inconsistent use.

v. *Run with the Land.* The provisions of this Paragraph 6 shall be recorded in the Deed, be referenced in the Resubdivision plat, and shall run with the land.

7. As Is/Where Is. The School Board intends to dedicate the Property to the City by special warranty deed ("Deed"), free of all liens and claims, "as is", "where is", and without any warranty (other than the special warranty contained in the Deed) as to, among other things: the suitability of the Property for the Use or any environmental or other condition of the Property. The School Board intends to transfer the Property

subject to the Use Restriction and subject to all existing easements and encumbrances of record.

8. Investigation/Due Diligence.

   (a) The City will have ninety (90) days from the date of the full execution of the Memorandum of Agreement to conduct an assessment of the Property to confirm that it is suitable for the Use ("Study Period"). If during the Study Period, the City determines that the Property is not suitable for the Use, the City reserves the right to provide written notice to the School Board terminating the Memorandum of Agreement no later than 5:00 p.m. on the last day of the Study Period. Upon receipt of such notification, neither party shall have any further rights, obligations or liability to the other thereunder, except as otherwise expressly provided.

   (b) Within ten (10) business days of full execution of the Memorandum of Agreement and as received thereafter, until recordation of the Deed, the School Board will promptly provide to the City all due diligence information in its possession and as later received, including but not limited to title reports, environmental studies and reports, and copies of all agreements or contracts concerning the Property.

9. Contingencies to Close. Closing will be contingent upon and subject to the following:

   (a) Resolution of School Board declaring the Property as surplus and authorizing dedication of the Property to the City and execution of the Memorandum of Agreement.

   (b) City Council authorization of the City Manager or designee to accept the Property and execution of the Memorandum of Agreement.

(c) Execution of the Memorandum of Agreement.

(d) City confirmation during the Study Period that title to the Property is marketable and the Property is suitable for the Use.

(e) Demolition.

(f) Recordation of the Resubdivision plat.

10. Closing. Closing will occur on or about the date that is thirty (30) days after satisfaction of the contingencies to close. Unless otherwise extended by agreement of the parties, if closing has not occurred on or before a date that is five (5) years after execution of the Memorandum of Agreement, either party will have the right to terminate the Memorandum of Agreement, without further liability.

11. Memorandum of Agreement. Both the City and the School Board agree to authorize staff to meet and confer as necessary in furtherance of the objectives expressed in this Term Sheet. If this Term Sheet is approved by the governing bodies of both parties, there will be a more detailed Memorandum of Agreement negotiated and prepared to dedicate the Property ("Memorandum of Agreement") that will substantially conform to the terms contained herein, and will contain additional terms, conditions, and obligations consistent with this Term Sheet.

[SIGNATURES ON FOLLOWING PAGE]

Witness the following signatures and seals:

CITY OF VIRGINIA BEACH,
a municipal corporation of the
Commonwealth of Virginia

By:
City Manager
Date:

APPROVED AS TO CONTENT:

Dept. of Parks and Recreation

APPROVED AS TO CONTENT:

Dept. of Public Works Real Estate

APPROVED AS TO LEGAL
SUFFICIENCY:

City Attorney

SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, a body politic
as set forth in Article VIII, Section 7
of the Constitution of Virginia

By:
School Board Chair
Date:

APPROVED AS TO CONTENT:

Office of Facilities Services

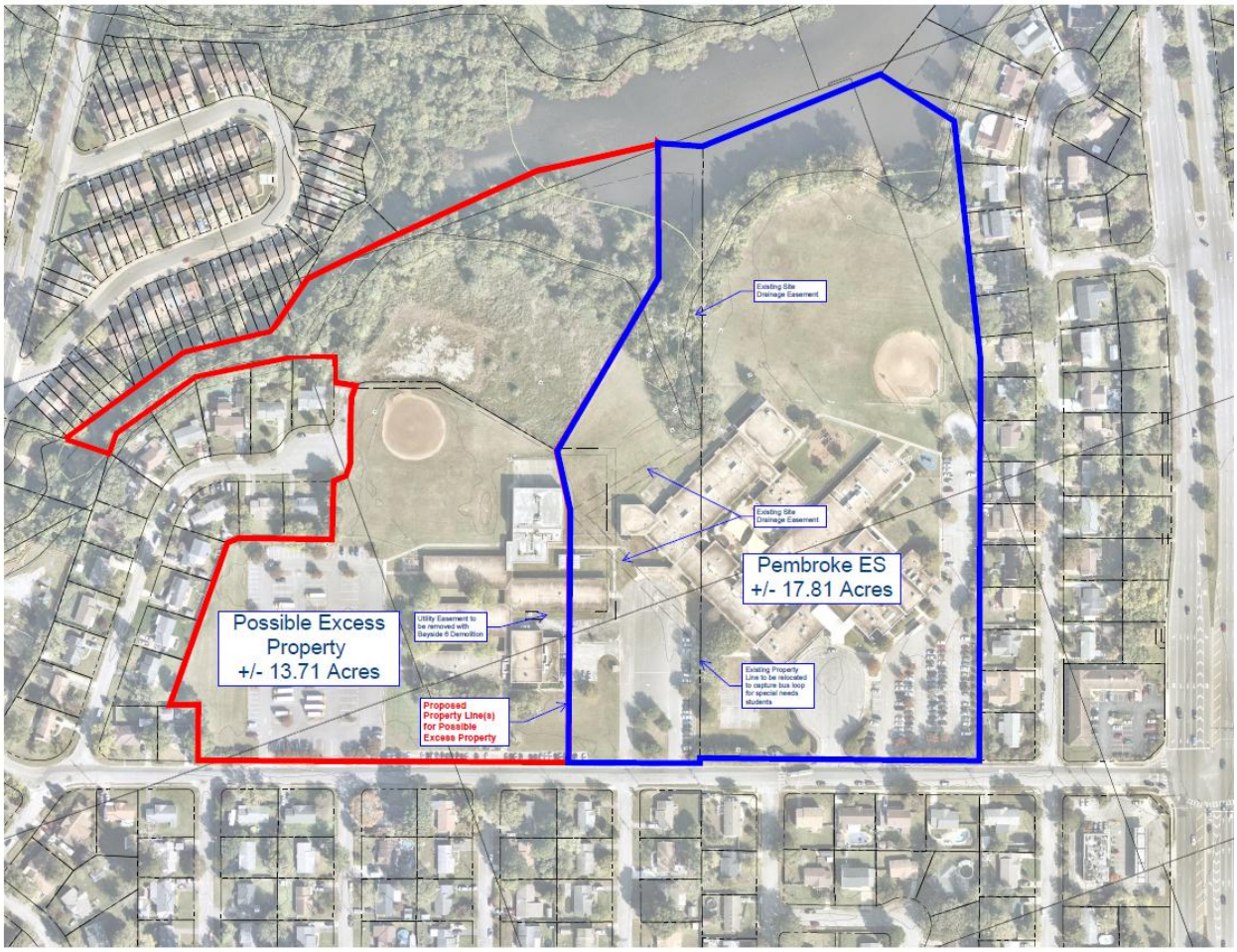
APPROVED AS TO LEGAL
SUFFICIENCY:

School Board Attorney

APPROVED AS TO SUFFICIENCY
OF FUNDS:

Director of Business Services

EXHIBIT A


Existing Site Drainage Easement
Existing Site Drainage Easement
Pembroke ES
+/- 17.81 Acres
Possible Excess Property
+/- 13.71 Acres
Utility Easement to be removed with Bayside 6 Demolition
Existing Property Line to be relocated to capture bus loop for special needs students
Proposed Property Line(s) for Possible Excess Property

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Personnel Report/Administrative Actions **Item Number: 15A**

Section: Action **Date: August 11, 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 August 11, 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
August 11, 2026
2026-2027

Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/18/2026	Monica Plonka	General Assistant	not applicable	Galilee Montessori School, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Sarah Delaney	Library/Media Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/18/2026	Christina Bonwell	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/18/2026	Rogena Myles	Special Education Assistant	not applicable	Guilford County Schools, NC
Assigned to Unified Salary Scale	Appointments - Elementary School	Arrowhead	8/18/2026	Whitney Scott	General Assistant	not applicable	Guilford County Schools, NC
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	8/18/2026	Enid A Villarreal	General Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	8/18/2026	Wellyn C Chase	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	8/18/2026	Morgan Leaks	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	8/18/2026	Lacey Sierra	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	8/18/2026	Krystal N Evans	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Cooke	8/18/2026	Christie R Spear	Kindergarten Assistant	Clayton State College, GA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	8/14/2026	JuVana D Haynes	Security Assistant	Centura College, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Creeds	8/18/2026	Damien W Kaiser	Physical Education Assistant	University of South Carolina, SC	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/18/2026	Antonia Brown-Davis	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/18/2026	Christina A Vacca	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/10/2026	Judi Ladosky	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/18/2026	Logan Maleski	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/18/2026	John McCaffrey	Physical Education Assistant	George Mason University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/18/2026	Ashley Miller-Washington	Physical Education Assistant	Haywood Community College, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/18/2026	Stacey E Raeburn	Pre-Kindergarten Teacher Assistant	Miami University Oxford, OH	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	8/18/2026	Imani Green	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	8/18/2026	Alexis Walters	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	8/18/2026	Destinee Johnson	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	8/18/2026	LaShandra Engram	Special Education Assistant	Valdosta State University, GA	Henry County Public Schools, GA
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	8/18/2026	Susanne Jamison	Kindergarten Assistant	Liberty University, VA	Franklin Township Public Schools, NJ
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	8/14/2026	Roxana Ballinger	School Nurse	Averett University, VA	Dare County Public Schools, NC
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	8/18/2026	Andrea Banschenbach	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	John B. Dey	8/18/2026	Katie M Moore	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	8/18/2026	Riana N Conner	Special Education Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	8/14/2026	Sean A Kirkpatrick	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	8/14/2026	Sarah Waress	School Nurse	National University, CA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kingston	8/18/2026	Kelsey L Ellsworth	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	8/14/2026	Gilberto Villarreal	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	8/17/2026	Megan Shields	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	8/18/2026	Dazha White	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Linkhorn Park	8/14/2026	Michelle S Hinkel	School Nurse	Sentara College of Health Sciences, VA	Sentara Leigh Hospital
Assigned to Unified Salary Scale	Appointments - Elementary School	Lynnhaven	8/14/2026	Rachel A Haywood	School Nurse	not applicable	Sentara Health, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Malibu	8/10/2026	Christopher Jankowski	Cafeteria Manager I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	8/14/2026	Amber N Drummond	School Nurse	Bryant & Stratton College, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	8/14/2026	Janee Rivera	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	7/22/2026	Tanya M Cutler	School Administrative Associate I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Newtown	8/10/2026	Keyana Jolliff	Cafeteria Manager I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	8/14/2026	Kingsley A Sdankus	School Nurse	Champlain College, VT	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	8/18/2026	Lauren Popovich	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/18/2026	Tamesha D Butler	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/18/2026	Chelsea Kaczmarczyk	Special Education Assistant	not applicable	Hillsborough County Schools, FL
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/18/2026	Lydia J Kaplan	Special Education Assistant	not applicable	Literacy Lab, DC
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/10/2026	Tecora McIntyre-Catlett	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/18/2026	Mikayla Harrison	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/18/2026	Joyce A Koubaroulis	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/18/2026	Victoria M Anderson	Pre-Kindergarten Teacher Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/18/2026	Sarah Batory	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/18/2026	Joshua S Freeman	Physical Education Assistant, .500	East Carolina University, NC	Chesapeake Bay Academy, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Princess Anne	8/18/2026	Elizabeth A Lowe	General Assistant	Tidewater Community College, VA	The Goddard School, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/18/2026	Bailee Tolton	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	7/15/2026	Edwin Lacerna	Technology Support Technician	not applicable	Expeditors International, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	8/14/2026	Holly J Chapman	School Nurse	South University, VA	Sentara Health, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Seatack	8/18/2026	Ellen Melick	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	8/18/2026	Margaret Tyree-Herrmann	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/18/2026	Autumn R Byrd	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/18/2026	Chefre Marie P Dalida	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/18/2026	Adrienne M Griffin	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/18/2026	Assia Koudiche	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	7/6/2026	Trenton B Foreman	Custodian III Head Day	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/18/2026	Meghan White	Pre-Kindergarten Teacher Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thoroughgood	8/17/2026	Cassity L Jarvis	Clinic Assistant, .500	not applicable	VBCPS

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Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Trantwood	7/15/2026	Tony Reed Jr	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/18/2026	Dakota A Bodinski	General Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/18/2026	Dylan C Sullivan	General Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	8/18/2026	Joshua M McDougle	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	8/17/2026	Lillian White	Cafeteria Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Larkspur	8/18/2026	Kyesha Harden	Special Education Assistant	Virginia State University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	8/17/2026	Samantha Laborin	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	8/18/2026	Samantha H Carmona	Special Education Assistant	California State University Northridge, CA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	8/14/2026	Jennifer E Davis	Library/Media Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	8/18/2026	Jennifer R Howard	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	7/20/2026	Shanelle Mercado	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	8/18/2026	Amany M Youssef	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	8/18/2026	Rebecca Williams	Special Education Assistant	East Carolina University, NC	not applicable
Assigned to Unified Salary Scale	Appointments - High School	First Colonial	8/10/2026	Vasiliki B Titsis	School Office Associate II	not applicable	Organization Management Group, VA
Assigned to Unified Salary Scale	Appointments - High School	Green Run	8/10/2026	Diana M Harris	School Office Associate II	not applicable	Old Dominion University, VA
Assigned to Unified Salary Scale	Appointments - High School	Green Run Collegiate	7/15/2026	Virginia Bessette	Bookkeeper	not applicable	City of Virginia Beach, VA
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/14/2026	Nyesha A Goings	School Nurse	Capella University, MN	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/18/2026	Emory Shorts	General Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	7/29/2026	Luke Meyer	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/18/2026	Hannah Scheetz	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	7/29/2026	Alexis R Philmore	Employee Relations Associate	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of School Leadership	6/22/2026	Nicole A Zeller	Administrative Office Associate II	Old Dominion University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Teaching and Learning	7/20/2026	Theresita Doan	Educational Data Analyst	Central Colleges of the Philippines, PH	Portfolio Recovery Associate, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	7/6/2026	Kanchan Gowri Seshadri	Programmer/Analyst - Senior	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	7/23/2026	Dillon A Alexander	Systems Engineer	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/10/2026	Lindsey Soares	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/10/2026	Joseph White	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	7/1/2026	Alexandra Fernandez	Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/10/2026	Emma Kay Roche	Occupational Therapist	Hofstra University, NY	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/17/2026	Natasha Boyer	Occupational Therapy Asst	Tidewater Community College, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/18/2026	Andrea N Slaughter	Interpreter	Old Dominion University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	7/10/2026	Natalie Herrera	Bus Assistant Plan Bee, 7.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Arrowhead	8/5/2026	Karen G Bennett	Assistant Principal (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	6/30/2026	Denisha Shaw	School Office Associate II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Christopher Farms	8/12/2026	Anne B Emmons	Assistant Principal (accepted a private sector job)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	6/30/2026	Jennifer R Diedrich	Kindergarten Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	John B. Dey	6/30/2026	Lynette J Parker	Clinic Assistant, .500 (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Landstown	6/30/2026	Carrie S Urick	Kindergarten Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	North Landing	6/30/2026	Laura A Gonzales	Cafeteria Assistant, 4.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke	6/30/2026	Russell S Spencer	Security Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke Meadows	6/30/2026	Dakota B Gordon	Physical Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke Meadows	6/30/2026	Mary J Robins	Cafeteria Assistant, 4.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Red Mill	6/30/2026	Jenna E Latvis	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	6/30/2026	Meredith K Cannady	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	7/30/2026	Lanette Royal	Custodian I (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thalia	7/24/2026	Adrienne R Kravchak	Assistant Principal (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	White Oaks	6/30/2026	Antione Davis	Physical Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	7/13/2026	Oliver W Joyner	Custodian IV Head Day (health)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Independence	6/30/2026	Debbie L Parrish	Special Education Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	6/12/2026	Cathryn B Thomas	School Office Associate II (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	7/28/2026	Jay M Lahey	Custodian I (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	6/23/2026	Analita N Villosillo	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	6/30/2026	Morgan E Plymale	Special Education Assistant (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	7/15/2026	Ramon Vargas	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	7/10/2026	Jesse L Williams	HVAC Craftsman II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	7/15/2026	Michael J Craig	General Maintenance Craftsman II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2026	Ashley Becraft	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2026	Michael J Hodge	General Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Lorena J Morgan	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	6/30/2026	Joshua Skiles	Bus Driver - Special Ed, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Corporate Landing	6/30/2026	Cynthia C Barkley-Boggs	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Indian Lakes	9/30/2026	Joseph E Davis	Custodian III Head Day	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Woodstock	10/30/2026	Allison A Peterson	School Administrative Associate I	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Custodial and Distribution Services	7/31/2026	Joseph Comba	Distribution Driver	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Custodial and Distribution Services	9/30/2026	Margaret A Wilson	Custodian II	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/14/2026	Casie Ayer	Fifth Grade Teacher	Roosevelt University, IL	not applicable

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Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/14/2026	Nicole Castiglia	Fourth Grade Teacher	Walden University, MN	North Caldwell Board of Education, NJ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/14/2026	Caroline Longacre	School Counselor	Liberty University, VA	Loudoun County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/14/2026	Isabella Martinez	First Grade Teacher	College of William and Mary, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Merritt M Bazemore III	Special Education Teacher	Virginia State University, VA	Dinwiddie County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Hector Colon	Third Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Nairobi M Haggie	Second Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Kelsey N Pettit	Fourth Grade Teacher	Elon College, NC	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Essence Stewart	School Counselor	Wilmington University, DE	Harford County Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bayside	8/14/2026	Aysha Maisonet	Special Education Teacher	SUNY Albany, NY	The Brearley School, NY
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	Jodi L Casteel	Title I Resource Teacher	Walden University, MN	Saint Gregory the Great Catholic School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	Lakesha R Crawford	Special Education Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	TajahNay E DeBerry	Fourth Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	Danielle A Diaz	Special Education Teacher	Regent University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	Jessica L Grant	Fourth Grade Teacher	University of Phoenix, AZ	Saint Gregory the Great Catholic School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	Alyssa Hutchens	Music/Vocal Teacher	Morehead State University, KY	Saint Mark Lutheran School, HI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/14/2026	Amelia Torres	Physical Education Teacher	University of Indianapolis, IN	Herron Classical Schools, IN
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Sophie Bishop	First Grade Teacher	Old Dominion University, VA	Military Services
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Hannah Foldy	Special Education Teacher	College of Coastal Georgia, GA	Camden County Schools, GA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Edward M Hill	Second Grade Teacher	Buffalo State College, NY	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Madison A Matthews	First Grade Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Patricia Miller	Physical Education Teacher	Arizona State University, AZ	Alexandria City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Samantha Nixon	First Grade Teacher	Radford University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Ellen Orton	Kindergarten Teacher	Oregon State University, OR	Siuslaw School District, OR
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/14/2026	Naysha J Banks	Fourth Grade Teacher	Virginia State University, VA	Petersburg City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/14/2026	Ivalou I Densmore	Second Grade Teacher	Western Governors University, UT	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Brookwood	8/14/2026	Hallie Shields	Third Grade Teacher	Western Governors University, UT	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/14/2026	Meghan G Graham	Third Grade Teacher	University of Cincinnati, OH	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/14/2026	Emma M Hofer	Art Teacher	Southeastern College, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Christopher Farms	8/14/2026	Dakota Montemarano	Third Grade Teacher	Georgian Court College, NJ	Mobile County Public Schools, AL
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	8/14/2026	LaTanya J Johnson	Kindergarten Teacher	Virginia Commonwealth University, VA	Richmond Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/14/2026	Jordan E Gender	Fourth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/14/2026	Ada Rivas Moreno	Kindergarten Teacher	Nova Southeastern University, FL	Kansas City Public Schools, KS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Cooke	8/14/2026	Serene S Sheridan	Third Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Corporate Landing	8/14/2026	Nira C Bazemore	School Counselor	Virginia State University, VA	Dinwiddie County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Creeds	8/14/2026	Emma H Lewis	First Grade Teacher	Longwood University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/14/2026	Taylor N Penn	Kindergarten Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/14/2026	Julia Sunderman	Art Teacher	University of Texas Austin, TX	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Sydney C Grady	First Grade Teacher	College of William and Mary, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Alisa S Hinton	Kindergarten Teacher	University of Phoenix, AZ	Jefferson Parish School, LA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Sarah A Jennings	First Grade Teacher	Radford University, VA	Henrico County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Brielle Peltonen	Third Grade Teacher	Regent University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Mary Srader	First Grade Teacher	University Texas San Antonio, TX	Newport News Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Kellie A Sullivan	School Counselor, .400	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Ellen Larkin	Special Education Teacher	Western Governors University, UT	Charlotte Mecklenburg Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Lisa M Schreibeis	Reading Specialist, .800	Millersville University Pennsylvania, PA	Hartford County Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Alexsey P Smith	Fourth Grade Teacher	University of Wisconsin La Crosse, WI	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Emily S Thorne	Pre-Kindergarten Teacher	East Carolina University, NC	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Amy Wolstenholme	Special Education Teacher	University of South Florida, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Jasmine Wright	Special Education Teacher	George Mason University, VA	Prince William County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	8/14/2026	Devin N Hinch	School Counselor	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Madeline G Ekleberry	Third Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Morgan E Hubel	Fifth Grade Teacher	James Madison University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Jessica A Larsen	Kindergarten Teacher	Old Dominion University, VA	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Sara E Rowles	First Grade Teacher	Commonwealth University of Pennsylvania, PA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/14/2026	Aaliyah English	Kindergarten Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/14/2026	Sarah Krantz	Art Teacher	Old Dominion University, VA	Currituck County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/14/2026	Jessica S Lavris	Special Education Teacher	University of Maryland College Park, MD	Montgomery Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/14/2026	Jillian Mihalko	Kindergarten Teacher	Grand Canyon University, AZ	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Indian Lakes	8/14/2026	Makala Brooks	First Grade Teacher	James Madison University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville	8/14/2026	Melissa A Estes	Third Grade Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville	8/14/2026	Annalise Jarvis	Third Grade Teacher	Virginia Commonwealth University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville	8/14/2026	Deshyla A Jean Pierre	Kindergarten Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/14/2026	Carolyn A Castano	Fourth Grade Teacher	Longwood University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/14/2026	Zoe M Wheeler	Fourth Grade Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/14/2026	Bradley Dyson	Second Grade Teacher	University of Phoenix, AZ	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kingston	8/14/2026	Dylan Carter	Fifth Grade Teacher	Radford University, VA	not applicable

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Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kingston	8/14/2026	Charlotte Gantt	Fifth Grade Teacher	Virginia Wesleyan University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/14/2026	Emily Rejas	Third Grade Teacher	James Madison University, VA	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/14/2026	Tyheshia R Shand	First Grade Teacher	Grand Canyon University, AZ	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/14/2026	Janet P Greaney	First Grade Teacher	Regent University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/14/2026	Hailee E Hiben	First Grade Teacher	Grand Canyon University, AZ	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/14/2026	Haylea R Kyles	First Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/14/2026	Lindsay Linde	First Grade Teacher	Northern Arizona University, AZ	Amphitheater Public Schools, AZ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Linkhorn Park	8/14/2026	Julia Popp	Second Grade Teacher	University of Florida, FL	Escambia County School District, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/14/2026	Cynthia A Badger	Special Education Teacher	National University, CA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/14/2026	Carolanne Walsh	Fourth Grade Teacher	Western Governors University, UT	Clarksville-Montgomery Schools, TN
Assigned to Instructional Salary Scale	Appointments - Elementary School	Lynnhaven	8/14/2026	Kyle Kingery	Third Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Lynnhaven	8/14/2026	Jordannah Rhodes	Fifth Grade Teacher	George Mason University, VA	Chesterfield Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Malibu	8/14/2026	Abigale Montecalvo	Third Grade Teacher	Virginia Commonwealth University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Malibu	8/14/2026	Emma E Wesley	Fifth Grade Teacher	James Madison University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	New Castle	8/14/2026	Maia Timm	Music/Vocal Teacher	Virginia Commonwealth University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/14/2026	Aniya C Reaves	Second Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/14/2026	Jasmine S Wilson	School Counselor	Norfolk State University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Newtown	8/14/2026	India A Wright	Third Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	North Landing	8/14/2026	Katelyn E Cozzens	Music/Vocal Teacher	James Madison University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	North Landing	8/14/2026	Christina M Mink-Adkins	Special Education Teacher	University of Virginia, VA	Fulton County Schools, GA
Assigned to Instructional Salary Scale	Appointments - Elementary School	North Landing	8/14/2026	Lauren A Spears	Fourth Grade Teacher	University of Florida, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Parkway	8/14/2026	Egypt E Hawkins	Special Education Teacher	Coppin State College, MD	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Parkway	8/14/2026	Deanna Odom	Fifth Grade Teacher	North Carolina A & T, NC	Guilford County Public Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/14/2026	Abygail McCoy	First Grade Teacher	Grand Canyon University, AZ	Hillsborough County Schools, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/14/2026	Emma E Trau	Kindergarten Teacher	Radford University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke	8/14/2026	Alexis Weinstein	Second Grade Teacher	University of Maryland College Park, MD	Montgomery Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/14/2026	Rebekah Heiner	Fourth Grade Teacher	University of North Carolina Wilmington, NC	Mesa County District 51, CO
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/14/2026	Caroline F House	First Grade Teacher	University of Florida, FL	Escambia County Schools, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/14/2026	Peyton VanBuskirk	Second Grade Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/14/2026	Alana Walmsley	Special Education Teacher	Western Governors University, UT	Northampton County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Kelly Axberg	Second Grade Teacher	Old Dominion University, VA	Williamsburg-James City County, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Suzette Clark	Second Grade Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Tamara A Francis	Second Grade Teacher	ECPI University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Katie Machmer	Kindergarten Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Makailah Matthews	Third Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Caysie McCoy	Second Grade Teacher	Elizabeth City State University, NC	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Eric J McKenna - Hallal	Fifth Grade Teacher	Virginia Commonwealth University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Abigail K McRee	Third Grade Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Geraldine B Pearman	Third Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Kerry Sealey	Fifth Grade Teacher	Le Moyne College, NY	Mexico Academy, NY
Assigned to Instructional Salary Scale	Appointments - Elementary School	Red Mill	8/14/2026	Hailey Mason	Second Grade Teacher	Regent University, VA	Somerton School District, AZ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont	8/14/2026	Kenya D Chambers	First Grade Teacher	Liberty University, VA	Cabarrus County Schools, NC
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/14/2026	Meredith J Martin	Fourth Grade Teacher	Western Governors University, UT	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/14/2026	Kayla M Rockhill	Third Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/14/2026	Hannah Woodworth	Special Education Teacher	Sonoma State University, CA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Salem	8/14/2026	Irish Belisario	Special Education Teacher	Chapman University, CA	SECEP, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Seatack	8/14/2026	Marcus Nelson	School Counselor	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/14/2026	Elizabeth A Wachowski	Pre-Kindergarten Teacher	University of Louisville, KY	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	8/14/2026	Cameron B Baker	Music/Instrumental Teacher	Old Dominion University, VA	Williamsburg James City County, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	8/14/2026	Peyton J Meiggs	Kindergarten Teacher	James Madison University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/14/2026	Lindsay L Dixon	First Grade Teacher	Brigham Young University Idaho, ID	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/14/2026	Kaylin A Hernandez	Second Grade Teacher	Western Governors University, UT	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/14/2026	Jennifer Short	Third Grade Teacher	University of Arizona, AZ	Chandler Unified School, AZ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thalia	8/14/2026	Carly R White	Second Grade Teacher	Longwood University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/14/2026	Delaney L Estes	Second Grade Teacher	Virginia Tech, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/14/2026	Nicole D Marshall	Third Grade Teacher	Virginia Commonwealth University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Thoroughgood	8/14/2026	Georgina Ruisi	School Counselor, .200	College of William and Mary, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/14/2026	Sabrina P Condino	Pre-Kindergarten Teacher	University Northern Colorado, CO	Weld County School District RE-1, CO
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/14/2026	Kristen L Daugherty	Special Education Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/14/2026	Tiffany Rogers	Fourth Grade Teacher	Radford University, VA	York County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/14/2026	Jessica L Fizer	Fourth Grade Teacher	Pennsylvania Western University, PA	Phalen Leadership Academy, IN
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/14/2026	Irene Goicoechea Rodriguez	Third Grade Teacher	University of Costa Rica, CR	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/14/2026	Guadalupe Rivera	First Grade Teacher	James Madison University, VA	Farifax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/14/2026	Taylor Savannah-Tessier	Fifth Grade Teacher	Towson University, MD	Beulah Academy of Science, FL
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/14/2026	Holly D Jaborek	Fifth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/14/2026	Hope E Bolanowski	Fifth Grade Teacher	Stevenson University, MD	not applicable

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Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/14/2026	Sofia N Davis	Fourth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Oaks	8/14/2026	Andre Sparks	Fifth Grade Teacher	Virginia Tech, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	7/20/2026	Melissa C Freeman	School Improvement Specialist	Virginia Wesleyan University, VA	Roanoke City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/4/2026	Dezheona Mitchell	School Counselor	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/14/2026	Delisa R Jones	Business Education Teacher	Strayer University, DC	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/14/2026	Tariq Morton-Wynn	Seventh Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/14/2026	Angela Spurlock	Special Education Teacher	Regent University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/14/2026	Jessica L Thomas	Title I Resource Teacher	Regent University, VA	Isle of Wight County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/4/2026	Gabrielle C Gee	School Counselor	Liberty University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Brandon	8/14/2026	Kelsey N Kasey	Health & Physical Education Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Sebastian D Burke	Computer Science Teacher	Ottawa University, KS	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Aili Damian Velasco	Seventh Grade Teacher	Central Washington University, WA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Madeline McCann	Eighth Grade Teacher	Longwood University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Alexandra Sinkus	Eighth Grade Teacher	Spring Hill College, AL	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Evan Sullivan	Seventh Grade Teacher	Prescott College, AZ	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Melanie A Woods	Seventh Grade Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Jessica B Bolanos	Seventh Grade Teacher	University of South Florida, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Breanna Callahan	Seventh Grade Teacher	University of Wisconsin Whitewater, WI	Nippersink School District 2, IL
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Beth A Hagerty	Special Education Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Sydney Jones-Trees	Special Education Teacher	University of Phoenix, AZ	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Avorie Lenahan	Seventh Grade Teacher	James Madison University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Elizabeth A Shannon	Seventh Grade Teacher	University of Arizona, AZ	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/14/2026	Matasha S Clary	Spanish Teacher	University of Texas Arlington, TX	Mercer County Schools, WV
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/14/2026	Hailey Simpson	Eighth Grade Teacher	Virginia Polytechnic Institute and State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/14/2026	Stephen Wanek	Art Teacher	Crown College, MN	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/14/2026	Michelle L Langford	Special Education Teacher	Full Sail University, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/14/2026	Alice L Talley	Eighth Grade Teacher	Western Governors University, UT	Colcord Public Schools, OK
Assigned to Instructional Salary Scale	Appointments - Middle School	Kempsville	8/14/2026	Dionne P Wesley	Literacy Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/4/2026	Samantha R Brush	School Counselor	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	Hailey Delgado	Reading Specialist	University of Virginia, VA	Suffolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	Alexandra Illa-Nieves	Special Education Teacher	Longwood University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	William E Jones	Seventh Grade Teacher	Indiana University of Pennsylvania, PA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	Brian E Kramer	Eighth Grade Teacher	Norfolk State University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	Christine S Olivas	Special Education Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	Chloe Spicer	Seventh Grade Teacher	Virginia Polytechnic Institute and State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	7/30/2026	Jennifer L Butler	English Second Language	Elizabeth City State University, NC	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Danielle Flanagan	Health & Physical Education Teacher	Liberty University, VA	Frederick County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Kristin Mango	Art Teacher	Moravian College, PA	Palm Beach County School District, FL
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Samantha N Myers	Eighth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Tina Renn	Sixth Grade Teacher	Grand Canyon University, AZ	El Rancho Unified School District, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	John B Stean	Seventh Grade Teacher	Duke University, NC	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Ashley Sweeney	Eighth Grade Teacher	Southern New Hampshire University, NH	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	TaKeyiah Walker	Special Education Teacher	Virginia State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Haley Walters	Seventh Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/14/2026	Sara Pierce	Health & Physical Education Teacher	Penn State University, PA	Cape Henry Collegiate, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/14/2026	John Stewart	Seventh Grade Teacher	Virginia Commonwealth University, VA	Henrico County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/14/2026	Lisa Stratton	Sixth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/14/2026	Diana Tejeda Gonzalez	Special Education Teacher	University of California, CA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/14/2026	Silvia I Abdelnur	Spanish Teacher	Universidad Nacional de Tucuman, AR	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/14/2026	Holly Fitterer	Latin Teacher	Gustavus Adolphus College, MN	Spotsylvania County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Old Donation School	8/14/2026	Samantha Newman	Seventh Grade Teacher	Dartmouth College, NH	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Melissa M Cohen	Seventh Grade Teacher	Carson-Newman College, TN	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Stephanie A Gardner	Sixth Grade Teacher	Virginia Polytechnic Institute and State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Snezhana Lambros	Eighth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Madison Olsen	Health & Physical Education Teacher	Lynchburg College, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Ella Quiban	Eighth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Mallory Riehle	Seventh Grade Teacher	Virginia Wesleyan University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Bradley Strobel	Eighth Grade Teacher	College of William and Mary, VA	Williamsburg James City County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	7/30/2026	Anna van Dam	English Second Language	University of Maryland Baltimore, MD	Harrisonburg City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/14/2026	Lily K Schutte	Sixth Grade Teacher	Virginia Polytechnic Institute and State University, VA	St. John Neumann Academy, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/14/2026	Andrea Emmanuel Mangum	not applicable	Strayer University, DC	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Salem	8/14/2026	Zachary V Ryan	Special Education Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/14/2026	Michael E McClain	Eighth Grade Teacher	Cambridge College, MA	Montgomery County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/14/2026	Brittany Prince	Special Education Teacher	University of West Alabama, AL	Duval County Public Schools, FL
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/14/2026	Lydia Seekford	Special Education Teacher	University of Virginia, VA	Loudoun County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/14/2026	Adulla Rhambe	Health & Physical Education Teacher	Norfolk State University, VA	not applicable

Personnel Report
Virginia Beach City Public Schools
August 11, 2026
2026-2027

Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/14/2026	Lauren Runnells	English Teacher	University of Maryland College Park, MD	Anne Arundel County Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - High School	Cox	8/14/2026	Marife G De La Mar	English Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	First Colonial	8/14/2026	Rosa Isern Fontanet	Spanish Teacher, .600	University of Barcelona, ES	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/14/2026	Brandon M Williams	Special Education Teacher	Norfolk State University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Kelly M Kriss	Special Education Teacher	Indiana University of Pennsylvania, PA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Alexandra P Lomberk	Special Education Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Paul Edward Mendiola	Mathematics Teacher	University of the City of Manila, PH	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Crystal Tubbs	English Teacher	Old Dominion University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Lily J Bustria	Family & Consumer Science Teacher	University of North Carolina at Charlotte, NC	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Adyn Moehring	Special Education Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Liam Nealey	Social Studies Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Sebastian Sandifer	Special Education Teacher	Arizona State University, AZ	Paradise Valley Schools, AZ
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Travis A Sutton	Special Education Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Lynnhaven (AADA)	8/14/2026	Aniki M Reid	English Teacher	Liberty University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/14/2026	Alexandra Daenens	French Teacher, .800	Regent University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/14/2026	Kayla M Kwiatkowski	English Teacher	Longwood University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/14/2026	William C Thornton	Special Education Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/14/2026	Brigitte Van Meter	Social Studies Teacher	California State University Chico, CA	Thermalito Union School District, CA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	7/27/2026	Jennifer D Lanz	School Counselor	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/14/2026	Michelle Doty	English Teacher	Point Loma Nazarene University, CA	Williamson County Schools, TN
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/14/2026	Melissa A Knightes	Special Education Teacher	Old Dominion University, VA	SECEP, VA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/14/2026	Elizabeth A Malnati	Social Studies Teacher	University of Maryland College Park, MD	Portsmouth Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/14/2026	Reagan N Zydzik	Science Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Carrie M Bailey	Special Education Teacher	American Military University, WV	Military Services
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Robin Y Cardona	Social Studies Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Kelly Jones	Literacy Teacher	Pittsburg State University, KS	Greenfield R-IV School District, MO
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Isabella Ocampo	Seventh Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Samantha Scelta	Science Teacher	Virginia Wesleyan University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/14/2026	Susan Kircher	Dance Teacher, .600	SUNY Purchase, NY	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Salem	8/14/2026	Catherine Lee	Special Education Teacher	Elizabeth City State University, NC	Currituck County Public Schools, NC
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/14/2026	Ellie M Calkin	Art Teacher	Kutztown University, PA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/14/2026	Ashley N Heyden	Health & Physical Education Teacher	Liberty University, VA	Richmond City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/14/2026	Kidra Matthews	Science Teacher	Campbell University, NC	Wake County Public Schools, NC
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/14/2026	Crystie Sokol	Special Education Teacher	Florida International University, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Technical and Career Education Center	7/15/2026	Jessica R Gossett	Nursing Instructor	not applicable	Sentara, VA
Assigned to Instructional Salary Scale	Appointments - High School	Technical and Career Education Center	7/30/2026	Todd A Howes	Trade & Industrial Teacher	not applicable	VBCPS
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/14/2026	Coya K Bird	Special Education Teacher	Marshall University, WV	Williamsburg James City County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/14/2026	Cristina M D'Alessio	Speech/Language Pathologist	Montclair State University, NJ	Groton Public Schools, CT
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/14/2026	Nycole Taliaferro	Hearing Impairment Teacher	Radford University, VA	VBCPS
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2026	Avrie I Stewart	Kindergarten Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Brookwood	6/30/2026	Cherelle Goode	School Counselor (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2026	Tessa L Hnatko	First Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2026	Tahearra Hodges	Pre-Kindergarten Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Fairfield	6/30/2026	Jennifer Hulick	Kindergarten Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	John B. Dey	6/30/2026	Hunter M Majewski	Fourth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville	6/30/2026	Michelle R Leybag	Kindergarten Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2026	Gina D Harris	Kindergarten Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	King's Grant	6/30/2026	Hannah J Baker	First Grade Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Strawbridge	6/30/2026	Jennifer McFarland	English Second Language (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Plaza	6/30/2026	Kelly A Conner	Eighth Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2026	Tonya M Jones	Special Education Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	6/30/2026	Brooke E Boutwell	English Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2026	Zachery T Spencer	Science Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2026	Devin J Lendor	Spanish Teacher (family)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Lynnhaven	8/31/2026	Katrina A Kelley	Seventh Grade Teacher	not applicable	not applicable
Administrative	Appointments - Elementary School	Christopher Farms	8/5/2026	James S Arnett	Assistant Principal	George Washington University, DC	VBCPS
Administrative	Appointments - Elementary School	Red Mill	TBD	Amy M Gortz	Assistant Principal	Old Dominion University, VA	Norfolk Public Schools, VA
Administrative	Appointments - Elementary School	Thalia	8/5/2026	Darcy Victory	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Middle School	Brandon	7/22/2026	Shaheen Soorani	Principal	Longwood University, VA	VBCPS
Administrative	Appointments - High School	Bayside	7/22/2026	Kenneth D Vaughan	Principal	Regent University, VA	VBCPS
Administrative	Appointments - High School	Green Run	8/12/2026	Antoinette M Plaia-Shemwell	Assistant Principal	San Diego State University, CA	VBCPS
Administrative	Appointments - Miscellaneous	Department of Human Resources	8/13/2026	Valarie N Williams	Employee Relations Specialist, .400	University of Texas Austin, TX	VBCPS
Administrative	Appointments - Miscellaneous	Office of Technical & Career Education	TBD	Caroline Myers	Coordinator TCE Administration and Marketing Program	Longwood University, VA	VBCPS

AMENDED 8/10/2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Amended FY 2026-27 Budget Resolutions **Item Number: 15B**

Section: Action **Date: August 11, 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 information regarding the Amended FY 2026-27 Budget Resolution and the Amended CIP Budget Resolution.

Background Summary:

The FY 2026-27 budget reflects additional state funding for public education included in the Commonwealth's recently approved budget under Governor Spanberger. As a result, Virginia Beach City Public Schools will receive increased state support, which has been incorporated into the School Division's adopted budget and helps fund instructional programs, employee compensation, and other educational priorities.

Source:

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

Budget Impact:

The Amended Budget Resolution - FY 2026/27 reflects all the updated and correct budget numbers.

Next Steps:

No further steps needed.

Amended School Operating Budget for FY 2026/27

WHEREAS, the School Board of the City of Virginia Beach approved the FY 2026/27 School Board Proposed Operating Budget on March 24, 2026; and

WHEREAS, the budget amendments were adopted by the 2026 General Assembly Special Session I to the 2026-2028 Introduced Biennium Budget affecting Pre-K-12 Public Education; and

WHEREAS, Governor Spanberger signed the amended Virginia State Budget on June 29, 2026, providing additional state funds to the School Board of the City of Virginia Beach in the amount of $13,942,359; and

WHEREAS, the FY 2026/27 School Board Proposed Operating Budget was adopted by City Council on May 12, 2026; and

WHEREAS, an additional appropriation for the FY 2026/27 School Board Adopted Operating Budget is necessary in the amount of $13,942,359 from the City of Virginia Beach for additional state money received for Special Ed Add-on, Compensation Supplement, Infrastructure and Operations Per Pupil Allocation, At-Risk Standards of Quality and State Sales Tax; and

WHEREAS, the School Board of the City of Virginia Beach anticipates an increase in Athletic Fund revenues as a result of approved ticket price increases for athletic events, and the appropriation will support an increase in postseason coaching supplements, event security, and contracted services; and

WHEREAS, appropriations of funds must be approved by the City Council prior to the expenditure of funds by the School Board of the City of Virginia Beach, and

NOW, THEREFORE, BE IT

RESOLVED: that the School Board of the City of Virginia Beach requests an additional appropriation of $13,942,359 from the City Council of Virginia Beach for the School Board Operating Budget; and be it

FURTHER RESOLVED: that these funds shall be used to provide additional special education support, a 0.25% step increase to years 1-14 on the Unified Experience-Based Step Pay Scale effective February 1, 2027, additional PAYGO funding, an increase to Employee Professional Development Reimbursement, and to replace expired ALL In VA Grant Funding; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests an additional appropriation of $183,800 from the increase in Athletic Fund revenues, resulting from approved ticket price increases for athletic events, with all additional funds designated to support postseason coaching supplements, event security, and contracted services; and be it

FURTHER RESOLVED: that the School Board of the City of Virginia Beach approves the recommended uses of these funds upon appropriation by the City Council; and be it

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

Adopted by the School Board of the City of Virginia Beach this 11th day of August 2026.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board

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

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

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

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

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

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

WHEREAS, an additional $3,000,000 from the originally approved CIP budget will be funded through Schools' Pay-As-You-Go (PAYGO) with a corresponding reduction in authorized but unissued Public Facility Revenue Bonds; and

WHEREAS, an additional $1,716,390 in Investment Tax Credit funding has been received and will be allocated to the CIP; and

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

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

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

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

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach adopts a CIP program of $949,045,599 (as shown on the attached School Board Funding Summary and Project Summary dated August 11, 2026), and be it

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

Adopted by the School Board of the City of Virginia Beach this 11th day of August 2026.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board

School Board Funding Summary
Virginia Beach City Public Schools
FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)
Amended - August 11, 2026

CIP #	Project Category	Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031	Year 6 2031-2032
1-001	Renovations and Replacements - Energy Management/Sustainability	32,525,000	32,525,000	19,325,000	2,810,000	2,070,000	2,100,000	2,100,000	2,100,000	2,020,000
1-002	Tennis Court Renovations - Phase II	4,040,000	4,040,000	2,410,000	240,000	250,000	260,000	280,000	290,000	310,000
1-015	Princess Anne High School Replacement (or Renovation / Modernization) *	330,437,679	330,437,679	220,935,225	3,970,000	10,000,000	23,890,000	23,890,000	23,890,000	23,862,454
1-016	Energy Performance Contracts - Phase II	52,500,000	52,500,000	40,000,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
1-017	Renovations and Replacements - Grounds - Phase III	51,087,886	51,087,886	24,337,886	5,740,000	5,700,000	3,600,000	3,760,000	3,920,000	4,030,000
1-018	Renovations and Replacements - HVAC - Phase III	252,206,082	252,206,082	120,812,146	31,206,390	28,940,000	18,330,000	17,740,000	17,570,000	17,607,546
1-019	Renovations and Replacements - Reroofing - Phase III	95,094,260	95,094,260	54,084,260	9,890,000	6,550,000	6,030,000	6,240,000	6,200,000	6,100,000
1-020	Renovations and Replacements - Various - Phase III	69,525,854	69,525,854	37,425,854	5,830,000	5,730,000	5,010,000	5,170,000	5,180,000	5,180,000
1-022	Elementary School Playground Equipment Replacement	5,344,737	5,344,737	3,344,737	290,000	310,000	320,000	340,000	360,000	380,000
1-027	Renovations and Replacements - Safe School Improvements	2,840,000	2,840,000	1,210,000	240,000	250,000	260,000	280,000	290,000	310,000
1-028	Tri-Campus Additions *	27,650,085	27,650,085	27,650,085	0	0	0	0	0	0
1-029	Bayside High School Replacement *	963,601,067	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	1,000,000	1,000,000	200,000	800,000	0	0	0	0	0
1-030	Payroll System Replacement	18,017,509	18,017,509	18,017,509	0	0	0	0	0	0
1-034	School Cable Access Infrastructure	840,000	840,000	0	140,000	140,000	140,000	140,000	140,000	140,000
		Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031	Year 6 2031-2032
	GRAND TOTAL (all projects)	**1,906,710,159**	**949,045,599**	**575,689,209**	**63,656,390**	**61,940,000**	**61,940,000**	**61,940,000**	**61,940,000**	**61,940,000**
	TARGETS				**63,656,390**	**61,940,000**	**61,940,000**	**61,940,000**	**61,940,000**	**61,940,000**
	DIFFERENCE				**0**	**0**	**0**	**0**	**0**	**0**

Note: 'Appropriations To Date' includes reversion funding approved by City Council on November 25, 2025, excluding $10,000,000 which are included in 'Year 1 2026-2027' from School Special Reserve Fund.
Note: As part of the August 11, 2026 budget amendment CIP 1-018 has been increased by $1,716,390 as a result of investment tax credit received for clean energy.

Note: *Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2028.
Note: *CIP 1-028 Tri-Campus Addtions will adress space needs at Bettie F. Williams Elementary School, originally built in 1961 that can no longer adequately accommodate the required instructional programs. As a result, this facility space is in need of replacement and will be replaced with additions on nearby schools in the Tri-Campus area, such as Newtown ES and Diamond Springs ES. Total Project Cost considers a bid in 2026.
Note: *Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2051. Addditional funding would be needed to accomplish this.

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

School Board Funding Sources
Virginia Beach City Public Schools
FY2026/27 - FY 2031/32 Capital Improvement Program (CIP)
Amended - August 11, 2026

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

Funding Sources	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	9,000,000	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	8,000,000	6,000,000	7,000,000	7,500,000	8,000,000	8,500,000
Interest/Sale of Property*	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	10,000,000	9,500,000	8,500,000	8,000,000	7,500,000	7,000,000
PEG Fees - School Cable Access Infrastructure	140,000	140,000	140,000	140,000	140,000	140,000
Investment Tax Credit	1,716,390	0	0	0	0	0
Total	**63,656,390**	**61,940,000**	**61,940,000**	**61,940,000**	**61,940,000**	**61,940,000**

Note: $10,000,000 reversion line item for FY 26/27 reflects reversion from Nov. 25, 2025 City Council approval.
Note: As part of the August 11, 2026 budget amendment Investment Tax Credit funding source of $1,716,390 was added as a result of investment tax credit received for clean energy and PayGo increased $3,000,000 with a corresponding reduction of $3,000,000 in Public Facility Revenue Bonds.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Closed Session **Date: August 11, 2026**

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia § 2.2-3711, Part A, Paragraphs 1, 7, 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, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to

believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

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. Personnel matters.

B. Princess Anne High School CIP project – discussion on RFQ.

C. Status of pending litigation or administrative cases.

D. 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.