VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

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

School Board Regular Meeting Agenda

Tuesday, September 8, 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_sX9kkuZpQhup8aR1ix9Xdw

Call-in (301) 715-8592 ID 839 1879 4598

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 September 4, 2026.

1. ***Administrative, Informal, and Workshop*** ***..... 4:00 p.m.***

    A. School Board Administrative Matters and Reports

    B. Benefits Update from Mercer

    C. Vaping Update

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

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

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

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

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

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

    A. Boys VHSL Class 5 Doubles Champions – Cox High School

    B. VHSL Class 5 National Guard Cup – Kellam High School

    C. VHSL Claudia Dodson Sportsmanship, Integrity, and Ethics Award – Kellam and Cox high schools

    D. National Procurement Institute (NPI) 2026 Achievement of Excellence in Procurement – VBCPS Office of Procurement Services

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. August 11, 2026 Regular School Board Meeting

2512 George Mason Drive | P.O. Box 6038 | Virginia Beach, Virginia 23456-0038

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

The School Board will hear public comments at the September 8, 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 September 8, 2026. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the School Administration Building #6, 2512 George Mason Drive, Virginia Beach, Virginia 23456 by 5:45 p.m. September 8, 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. School Division Services School Opening Update

B. Policy Review Committee (PRC) Recommendations:

1. Policy 3-74/New Construction/Additions/Alterations: Naming of School or Parts Thereof, Commemorative Displays
2. Policy 4-48/Leave of Absence for Employee and Professional Organization Officers
3. Policy 4-88/Holidays
4. Policy 5-30/Graduation Requirements/Diplomas/Certificates
5. Policy 5-38/Freedom of Speech and Expression – Students
6. Policy 5-41/Student Dress and Grooming Codes
7. Policy 5-46/Student Government/City-Wide Student Cooperative Association
8. Policy 5-52/Cell Phone-Free Education – Cellular Phones and Personal Electronic Communication Devices

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9. Policy 5-66/Student Directory Information

10. Policy 7-57/Vehicles, Motorized Devices and Animals on School Grounds

C. Standards of Learning (SOL) Pass Rates Based on 2025-2026 Performance

D. Budget Calendar

13. Return to public comments if needed

14. Consent Agenda

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. Religious Exemption(s)

15. Action

A. Personnel Report/Administrative Appointments Updated 09/14/2026

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16. Committee, Organization or Board Reports

17. Return to Administrative, Informal, Workshop or Closed Session matters Updated 09/08/2026

18. Adjournment

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Benefits Update from Mercer **Item Number: 1B**

Section: Workshop **Date: September 8, 2026**

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: David Keough, Mercer

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

Recommendation:

That the School Board receive updated information from Mercer.

Background Summary:

Virginia Beach City Public Schools administers a self-insured health plan and partners with Mercer for consulting and actuarial services. Mercer provides expertise and financial projections to support effective plan management. A financial review is conducted quarterly to update projections based on changes in enrollment, claims utilization, and the cost of healthcare services.

Source:

N/A

Budget Impact:

N/A

Next Steps:

No further steps needed.

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Virginia Beach City Public Schools Financial Update

Based on claims experience through June 30, 2026

School Board Meeting
September 8, 2026



Agenda

1. Experience
   - Historical claim trends
   - High-cost claimant experience
   - Wellbeing program highlights
2. Projections
   - Schools Calendar Year
   - Schools Fiscal Year
3. Appendix
   - Assumptions & Methodology

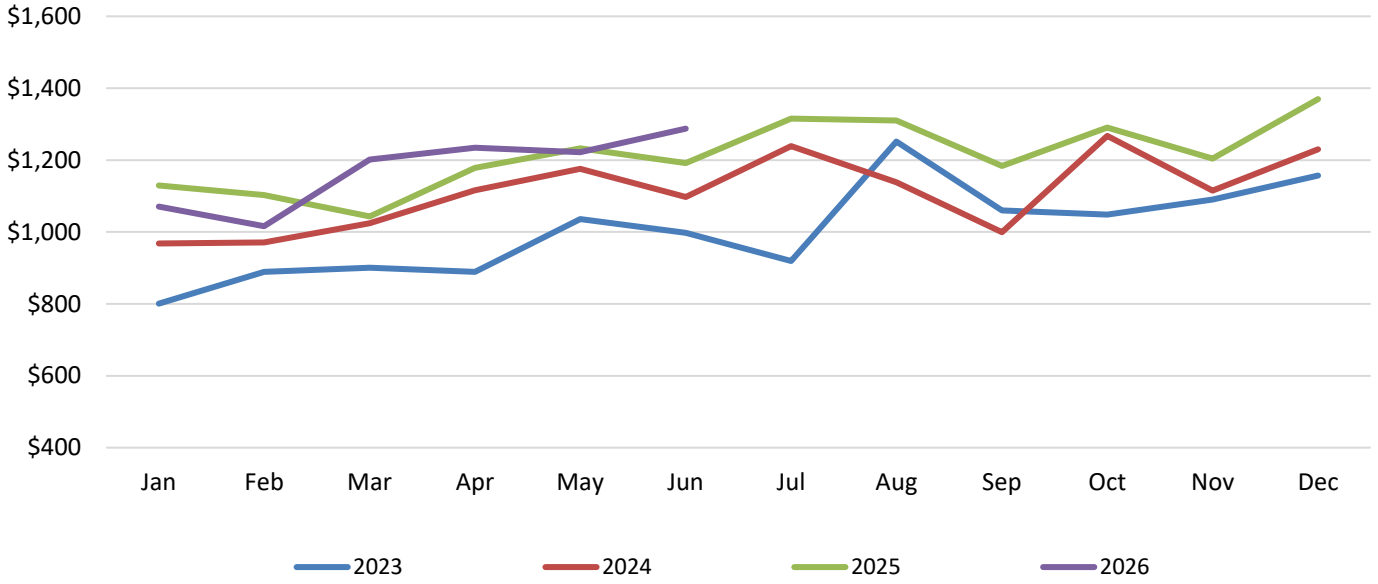
Experience

With updated data through
June 2026

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Historical Claims Trend Is Improving

Schools year-over-year medical & pharmacy claims per employee per month (PEPM)



Schools Only: Historical PEPM Claims Trends
(unadjusted for plan changes)

	Med	Rx	Total
2020 / 2019	-4.1%	13.6%	0.2%
2021 / 2020	14.4%	10.5%	13.3%
2022 / 2021	-3.2%	8.1%	-0.2%
2023 / 2022	15.8%	15.7%	15.7%
2024 / 2023	9.1%	14.8%	10.8%
2025 / 2024	7.8%	12.0%	9.1%
2026 YTD / 2025 YTD	1.4%	4.0%	2.2%

- The above chart illustrates year-over-year *incurred* claims for medical and pharmacy claims on a per employee basis
  - Claims are adjusted for expected stop loss reimbursements
- Historical trends shown are not normalized for plan changes and are shown gross of Rx rebates

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High-Cost Claimant (HCC) Experience

HCC Activity	Jan – Jun 2025	Jan – Jun 2026	Change
HCC Plan Spend >$100K	$13,000,000	$13,200,000	1.5%
Number of HCC	68	66	-2.9%
% of Members	0.5%	0.5%	0.0%
% of Total Payments	23.3%	22.4%	-0.9%
Average Spend per HCC	$191,176	$200,000	4.6%

- 2026 plan spend attributed to claimants in excess of $100K (net of claims above $700k) is only *1.5% higher* than 2025 (Jan – Jun) but *6.9%* lower than 2024 (Jan – Jun)
- 0.5% of members accounted for 22.4% of spend (this is not uncommon in employer plans).
- High-cost claimant activity (>$100K) is favorable compared to the prior year.
  - The prevalence decreased 2.9% (considered very favorable).
  - The severity per claim increased just 4.6% (which should be considered favorable).
- One claimant has exceeded the $700K stop loss threshold in 2026 with data through June (same as 2025 YTD).

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The Schools' focus on wellbeing and the partnership with Personify Health is making a difference.

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Personify Health's Impact

Measurable Outcomes Among Participating Members

Members who started at higher risk saw the biggest gains — the program is working hardest where it matters most.

Physical Activity

62%

of Personify Health members increased or maintained healthy steps
(6,510 of 10,455 members with validated steps)

77% of high-risk members got more active
(3,092 of 4,023 high-risk members)

Body Mass Index

56%

of Personify Health members decreased or maintained healthy BMI
(2,347 of 4,178 members with validated steps)

56% of high-risk members lost weight
(956 of 1,696 high-risk members)

Blood Pressure

70%

of Personify Health members decreased or maintained healthy BP
(2,123 of 3,026 members with validated BP)

70% of high-risk members lowered BP
(292 of 416 high-risk members)

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The Schools' focus on wellbeing and the partnership with Personify Health is making a difference.

BEWell
BEACH EMPLOYEE WELLNESS

Personify Health's Impact

Participants Close Care Gaps Faster

Across every preventive and chronic disease measure, engaged members are outperforming — and closing in on or beating benchmark.

Measure	Non-Participants	Participants
Preventive office visits	39%	**48%**
Breast cancer screening	65%	**84%**
Colon cancer screening	44%	**55%**
Cervical cancer screening	59%	**73%**
Chronic disease compliance	66%	**68%**

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Projections

With updated data through
June 2026

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2026 – 2028 Plan Year Projections (data through June 2026)

Projected	Schools		
	2026	2027	2028
Health Plan Costs			
Gross Cost	**$125.0M**	**$137.1M**	**$149.4M**
Employer Contributions	$102.7M	$120.7M	$129.2M
Employee/Retiree Contributions	$17.4M	$19.1M	$20.5M
Total Contributions	$120.1M	$139.8M	$149.6M
Impact on Health Fund Reserves	$4.9M	-$2.6M	-$0.3M
Total Funding	**$125.0M**	**$137.1M**	**$149.4M**
Health Fund Impact			
Health Fund Balance (as of June 2026)	$15.0M	$6.6M	$9.2M
Impact on Health Fund Reserves remaining to year end*	-$8.4M	$2.6M	$0.3M
Projected Health Fund Balance at year end	**$6.6M**	**$9.2M**	**$9.5M**
Projected 2 Months Reserve (2/12 of Gross Cost)	$20.8M	$22.9M	$24.9M
Variance from 2 Month Reserve	-$14.3M	-$13.7M	-$15.4M

- Data through June represents an improvement v. data through March.
- 2026 projected gross costs using June data are favorable by $1M relative to March data.
- The 2026 projected health fund balance at year end is favorable by $2.3M.

Reduction from CY 2026 reflects 6 months of annual HF drawdown from 7/1/26 to 12/31/26. Lower drawdown expected at the beginning of the year than at the end of the year.

- Reflects projected plan costs for actives and retirees, using claims data thru June 2026.
- 2026 enrollment reflects average 2026 year-to-date enrollment as provided by Sentara. 2027-2028 enrollment is assumed to match 2026.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- 2026 Employer and Employee Contributions reflect final 2026 rates. 2027 Employer and Employer Contributions reflect final 2027 rates.
- 2028 total employee contributions are assumed to reflect increase of 7.2% from 2027 for total contributions to match 2028 projected gross cost. This assumes no plan migration.
- The health fund balance was provided by VBCPS as of June 2026 and includes the sweep. The projected health fund balance at year end does NOT include an adjustment for potential interest earned.
- Please note some figures will not add exactly due to rounding.

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2026 – 2028 Fiscal Year Projection (data through June 2026)

Projected	Schools		
	FY 2026	FY 2027	FY 2028
Health Plan Costs			
Gross Cost	**$119.2M**	**$131.2M**	**$141.9M**
Employer Contributions	$101.8M	$113.5M	$124.2M
Employee/Retiree Contributions	$14.1M	$18.4M	$19.9M
Total Contributions	$115.9M	$131.9M	$144.1M
Impact on Health Fund Reserves	$3.4M	-$0.7M	-$2.3M
Total Funding	**$119.2M**	**$131.2M**	**$141.9M**
Health Fund Impact			
Health Fund Balance (as of June 2026)		$15.0M	$15.7M
Impact on Health Fund Reserves remaining to year end		$0.7M	$2.3M
Projected Health Fund Balance at year end		**$15.7M**	**$18.0M**
Projected 2 Months Reserve (2/12 of Gross Cost)	$19.9M	$21.9M	$23.6M
Variance from 2 Month Reserve		-$6.1M	-$5.7M

- Reflects projected plan costs for actives and retirees, using claims data thru June 2026.
- FY 2026 and FY 2027 enrollment reflect a blend of assumed enrollment from the corresponding calendar years covering the respective fiscal period.
- Per VBCPS direction, assumes annual combined medical and pharmacy trend of 9%.
- FY 2026 Employer and Employee Contributions reflect a blend of 2025 and 2026 rates.
- FY 2027 Employer and Employee Contributions reflect a blend of 2026 and 2027 rates.
- FY 2028 Employer and Employee Contributions reflect a blend of 2027 and 2028 rates.
  - 2028 total employee contributions are assumed to reflect 7.2% increases from 2027 for total contributions to match 2028 projected gross cost. This assumes no plan migration.
  - ER contributions reflect actual 2027 rates and 2028 initial rates assuming 7.2% increase aligned with EE contributions.
- The health fund balance was provided by VBCPS as of June 2026 and includes the sweep. The projected health fund balance at year end does NOT include an adjustment for potential interest earned.
- Please note some figures will not add exactly due to rounding.

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Appendix

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Appendix

Assumptions and Methodology

- 2026 - 2028 Projections are based on monthly claims data through June 2026 provided by Sentara and adjusted to normalize historical experience for plan and tier changes
- 2026-2028 projections reflect average 2026 year to date enrollment as provided by Sentara.
- Recent 24 months of claims experience utilized with 66.7% weight on the most recent 12 months and 33.3% weight on the prior 12 months
- Assumed healthcare trend, per annum
  - 2026-2028 Projections per direction of Virginia Beach: 8.0% medical, 12.5% pharmacy, 4.0% vision
- Projections include 2.0% claims margin for outstanding months in 2026 – 2028 for medical and pharmacy
- Claim adjustments were made for the following:
  - Contractual Rx discount improvements for PBM transition as provided by Sentara
  - Open enrollment migration
- Historical rebate payments as provided by Sentara were utilized in conjunction with updated contractual terms to determine future rebate assumption of 36% of claims.
- Assumes all retirees receive employer subsidy for medical coverage
- 2026 - 2027 fees provided by Sentara; 2028 fees assume 3% increase from 2027.
- 2026 - 2027 internal administration expense included in projections:
  – Administrative costs include salaries and benefits, consulting (health care, GASB, claims audit), outside legal counsel, wellness incentives, health screenings, wellness and enrollment platform
- Stop loss premium reflects the 2026-2027 renewal agreement with Symetra. 2028 stop loss fee assumes a 25% increase from 2027
- HSA funding of $750 / $1,250 assumed for 2026-2027 and reflects HSA participation rate of 64.3% for Schools based on 2026 OE census election.

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Appendix

Assumptions and Methodology

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

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Appendix

Important Notice with Respect to Projections

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

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

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

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

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Vaping Update **Item Number: 1C**

Section: Workshop **Date: Sept. 8, 2026**

Senior Staff: Walter C. Brower Jr., Ed.D., Senior Executive Director of High Schools

Prepared by: Walter C. Brower Jr., Ed.D., Senior Executive Director of High Schools

Presenter(s): Walter C. Brower Jr., Ed.D., Senior Executive Director of High Schools

Recommendation:

That the School Board receives a workshop presentation on vape usage and related discipline from 2023-24, 2024-25 and 2025-26 school years, with requested information on vape sensors.

Background Summary

During the June 2026 School Board meeting, a request was made to present updated information on vape usage in middle and high schools, to include the exploration of vape sensor installation in Virginia Beach City Public Schools secondary school buildings.

Source:

N/A

Budget Impact:

Varies by location and direction by the School Board.

Next Steps:

If directed by the School Board, the Department of School Leadership will work with the Department of Budget and Finance to plan for the installation of vape sensors in designated buildings.

DRAFT COPY SUBJECT TO CHANGE

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Vaping Update

School Board Workshop
September 8, 2026

Department of School Leadership

Current National Data

National Statistics:

- **7.2%** of all middle and high school students currently use tobacco/nicotine products.
- **41.2%** of youth e-cigarette users vape frequently (at least 20 of the past 30 days), and **27.5%** are daily users.
- Disposable vapes dominate at **66.3%** of youth users.

State Context: Referrals That Suggest Vaping

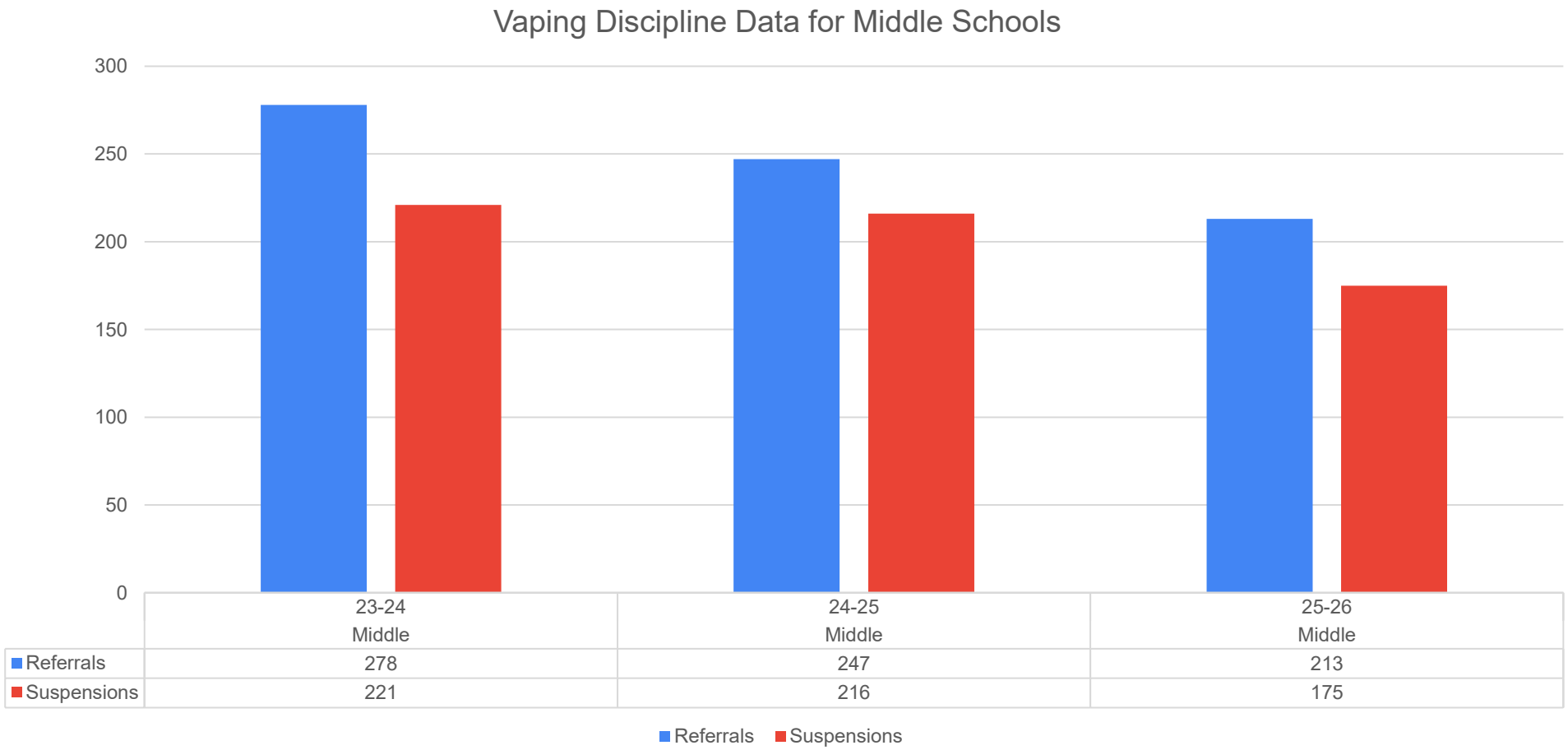
Among Virginia's 13 divisions with 20,000+ students — the fairest peer comparison — VBCPS ranked between #2 and #4 in the four years when examining the rate per 1,000 students

Division (20,000+ students)	Rate/1,000, 21–22	Rate/1,000, 22–23	Rate/1,000, 23–24	Rate/1,000, 24–25
Newport News	16.4	20.3	21.2	22.5
Virginia Beach	**16.4**	**16.8**	**15.8**	**16.5**
Richmond	8.1	**15.8**	**18.2**	**15.3**
Norfolk	7.5	12.0	14.5	14.5
Spotsylvania	15.6	17.3	16.6	13.4
Chesapeake	11.0	15.7	14.2	12.1
Henrico	10.4	10.1	9.6	10.2
Chesterfield	7.9	10.0	10.1	9.8
Stafford	8.9	15.4	10.9	8.3
Prince William	9.9	8.2	5.7	7.7
Fairfax	6.9	8.9	7.6	7.0
Loudoun	5.3	6.4	6.4	6.8
Arlington	2.4	4.0	3.6	4.9

Source: VDOE Student Behavior and Administrative Response (SBAR), 2021–22 through 2024-25; combination of codes for offenses suggesting vaping

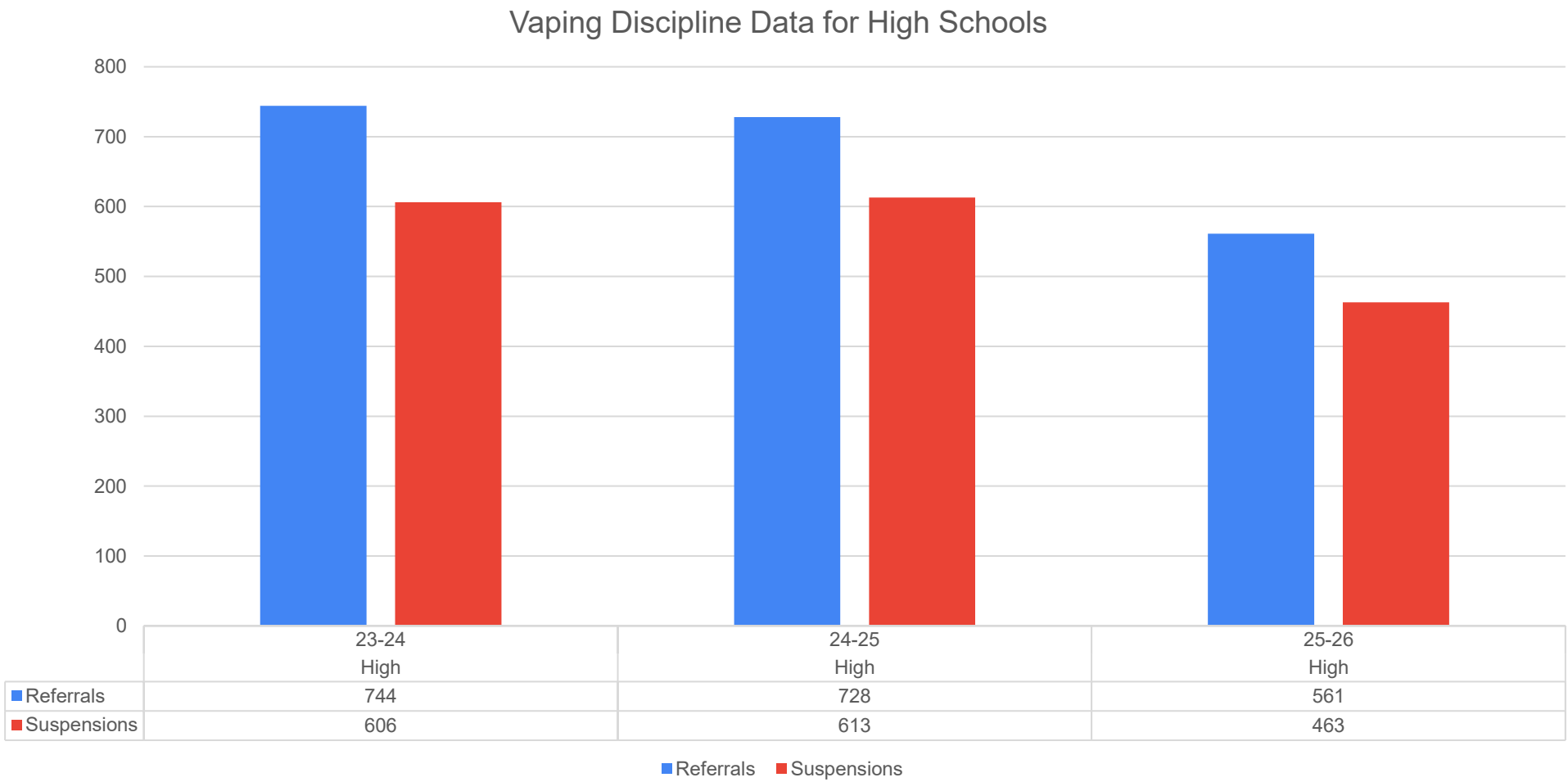
VBCPS Middle School Vaping Data

Referrals for offenses that suggest vaping — tobacco/nicotine and marijuana possession, use, and paraphernalia codes



VBCPS High School Vaping Data

Referrals for offenses that suggest vaping — tobacco/nicotine and marijuana possession, use, and paraphernalia codes



Current Interventions

Education & Student Outreach

- The Standards of Learning require that our curriculums teach tobacco, vaping, and drug abuse topics in grades 6-10.
- Schools provide the Code of Conduct to parents of K-12 students annually with information regarding the consequences for possession and use of those products.
- Student Success Assemblies provide students with information regarding the dangers of tobacco and nicotine use.
- Restroom Warning Signs: Posting signs outside restrooms and inside stalls outlining rules and disciplinary consequences.
- Substance Abuse & Guidance Programs: Referring students to the Substance Abuse Intervention Program, Choices, and wrap-around support services.

Current Interventions (Continued)

Restroom Supervision & Monitoring

- Stationed Staffing: Assigning security assistants, administrators, and teachers outside restrooms during transition periods, class changes, and lunch.
- Active Inspections & Sweeps: Conducting routine physical walk-throughs inside restrooms, random sweeps, and regular checks (e.g., every 15 minutes) to clear facilities and verify student passes.

Access Control & Restroom Procedures

- Digital Pass Tracking: Using digital pass systems (such as E-Hall Pass) to monitor the frequency of restroom visits.
- Pass Restrictions: Limiting restroom passes and prohibiting passes during the first or last 10 minutes of class).
- Closures & Location Assignment: Closing unmonitored restrooms, opening only facilities where nearby staff supervision is available, and assigning students to specific restrooms based on their hallway location.

What the Research Says

- Independent, non-vendor evidence that sensors reduce vaping is limited
- The CDC and national tobacco-control groups recommend counseling and education over suspension for nicotine offenses, citing worse outcomes for students who are suspended
- Alternative-to-suspension programs are the field's recommended practice, and our own Choices and SAIP programs are aligned with it.

Support Needed

- Youth vaping remains a critical health and behavioral concern across the division.
- By aligning school board policy, parent vigilance, and community compliance, we can establish a protective shield around our students and foster healthier learning environments.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Student, Employee and Public Awards and Recognitions **Date: September 8, 2026**

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

Prepared by: David Schleck, Public Relations Coordinator

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

Recommendation:

That the School Board recognize the outstanding accomplishments of those receiving the September 8, 2026, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

A. Boys VHSL Class 5 Doubles Champions – Cox High School
B. VHSL Class 5 National Guard Cup – Kellam High School
C. VHSL Claudia Dodson Sportsmanship, Integrity, and Ethics Award – Kellam and Cox high schools
D. National Procurement Institute (NPI) 2026 Achievement of Excellence in Procurement – VBCPS Office of Procurement Services

Background Summary:

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

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

Source:

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

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

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: September 8, 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. August 11, 2026 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohenstiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
District 7

Rose M. Dwyer
District 1

Sharon R. Felton
At-Large

Dr. Alveta J. Green
District 4

Kimberly A. Melnyk
District 2

Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES - DRAFT

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

Closed Session: Chair Brown convened the Closed Session at 1:06 p.m. The following School Board Members were present: Chair Brown, Vice Chair Weems, Mr. Callan, Ms. Dwyer, Dr. Green, and Ms. Rogers.

At 1:06 p.m., Vice Chair Weems made the following motion, seconded by Ms. Dwyer, that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph 1, as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher

and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.

Namely to discuss:

A. Petitions to Revoke Postgraduate Professional Teaching Licenses (CP-0685935) and (PGP-06404478).

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Callan, Ms. Dwyer, Dr. Green, and Ms. Rogers. The motion passed, 6-0-0.

The School Board reconvened at 3:47 p.m.

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

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

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

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

Ms. Dwyer made the motion, seconded by Dr. Green. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Vice Chair Weems, Mr. Callan, Ms. Dwyer, Ms.

Felton, Dr. Green, and Ms. Rogers. There was one abstention: Mr. Cummings. The motion passed, 7-0-1.

Vice Chair Weems read the following resolution:

RESOLUTION

PETITION FOR REVOCATION OF POSTGRADUATE PROFESSIONAL TEACHING LICENSE (PGP-0640478)

KRISTIN ADDESSO

WHEREAS, violations of testing protocols by teachers at Great Neck Middle School were investigated and reported to the Virginia Department of Education, which confirmed the violations; and

WHEREAS, Kristin Addesso, Teacher (License PGP-0640478), was found to have committed acts related to secure tests as specified in Code of Virginia §22.1-292.1 (A); and

WHEREAS, when the Superintendent or designee has knowledge that a basis for the revocation of a license exists, as set forth in 8VAC20-23-720, the Superintendent or designee has a duty to investigate the conduct and, if there is reasonable cause to believe that the license holder engaged in such conduct, notify the license holder of the complaint by written petition for revocation license. The Superintendent informed Ms. Addesso on June 9, 2026, through a written petition that there was reasonable cause to believe that she had engaged in such conduct and Ms. Addesso provided a written answer; and

WHEREAS, the School Board is required to hold a hearing on the Petition for Revocation of Postgraduate Professional Teaching License. A hearing was held on August 11, 2026, at which the School Board accepted evidence and heard testimony of the parties and witnesses, and deliberated.

NOW THEREFORE, be it resolved that:

1. After holding a hearing and deliberating on the evidence provided, the School Board determines that Kristin Adesso, Teacher, committed acts related to secure tests as specified in Code of Virginia §22.1-292.1 (A); and
2. The School Board recommends the Postgraduate Professional Teaching License of Kristin Addesso, Teacher (PGP-0640478), be revoked.

3. A copy of this Resolution, the transcript of the hearing, and all exhibits be provided to the Virginia Superintendent of Public Instruction, the School Board Attorney, Kristin Addesso, Teacher (PGP-0640478) and placed in the personnel files.

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

Vice Chair Weems made the motion, seconded by Ms. Dyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the resolution read by Vice Chair Weems: Chair Brown, Vice Chair Weems, Mr. Callan, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There were two (2) abstentions: Mr. Bohenstiel, and Mr. Cummings. The motion passed, 7-0-2.

Vice Chair Weems read the following resolution:

RESOLUTION
PETITION FOR REVOCATION OF COLLEGIATE PROFESSIONAL TEACHING LICENSE (CP-0685935)
HANNAH FETTERMAN

WHEREAS, violations of testing protocols by teachers at Great Neck Middle School were investigated and reported to the Virginia Department of Education, which confirmed the violations; and

WHEREAS, Hannah Fetterman, Teacher (License CP-0685935), was found to have committed acts related to secure tests as specified in Code of Virginia §22.1-292.1 (A); and

WHEREAS, when the Superintendent or designee has knowledge that a basis for the revocation of a license exists, as set forth in 8VAC20-23-720, the Superintendent or designee has a duty to investigate the conduct and, if there is reasonable cause to believe that the license holder engaged in such conduct, notify the license holder of the complaint by written petition for revocation license. The Superintendent informed Ms. Fetterman on June 9, 2026, through a written petition that there was reasonable cause to believe that she had engaged in such conduct and Ms. Fetterman provided a written answer; and

WHEREAS, the School Board is required to hold a hearing on the Petition for Revocation of Collegiate Professional Teaching License. A hearing was held on August 11, 2026, at which the School Board accepted evidence and heard testimony of the parties and witnesses and deliberated.

NOW THEREFORE, be it resolved that:

1. After holding a hearing and deliberating on the evidence provided, the School Board determines that Hannah Fetterman, Teacher, committed acts related to secure tests as specified in Code of Virginia §22.1-292.1 (A); and
2. The School Board recommends the Collegiate Professional Teaching License of Hannah Fetterman, Teacher (CP-0685935), be suspended until January 26, 2027.
3. A copy of this Resolution, the transcript of the hearing, and all exhibits be provided to the Virginia Superintendent of Public Instruction, the School Board Attorney, Hannah Fetterman, Teacher (CP-0685935), and placed in the personnel files.

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

Vice Chair Weems made the motion, seconded by Ms. Dyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the resolution read by Vice Chair Weems: Chair Brown, Vice Chair Weems, Mr. Callan, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There were two (2) abstentions: Mr. Bohenstiel, and Mr. Cummings. The motion passed, 7-0-2.

The School Board recessed at 3:55 p.m.

1. ***Administrative, Informal, and Workshop:*** Chair Brown convened the Administrative, Informal, and Workshop session at 4:05 p.m. on the 11th day of August 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The following School Board Members were not present: Mr. Culpepper, and Ms. Melnyk.

   A. ***School Board Administrative Matters and Reports:*** Chair Brown mentioned the September sign-up sheets for one-to-one meetings with Superintendent Robertson and school visits with Superintendent Robertson. Ms. Rogers attended the DTAL conference and the New Teacher Orientation. Vice Chair Weems also attended the New Teacher Orientation. Chair Brown shared she was selected for the second cohort of the Virginia Hunt State Policy Fellows. Mr. Bohenstiel mentioned the GRC Foundation Retreat. Dr.

Green shared she was selected by the National School Board Association to serve on its first policy institute.

B. ***Summer Staffing and Recruitment Update:*** Darnita Trotman, Ed.D., chief human resources officer; Amy Church, director, employment services; James Avila, Ed.D., coordinator, recruitment and retention; and Kelly Knight, marketing specialist, provided the School Board information on the current state of staffing for the 2026-2027 school year. The staff reported that Virginia identified ten critical shortage areas and that the state pipeline produced only 2,744 program completers, averaging about 20 newly licensed candidates per division. As of August 5, the division had 95 instructional vacancies (83 classroom, 28 special education) and 77 non-instructional vacancies. Bus drivers, bus assistants, and cafeteria assistants remained the hardest to fill.

Recruitment and retention showed results. Two signature events produced 127 hires, including 50 teachers from the Hiring Expo, while grow-your-own pathways added 10 returning VTFT cadets and 33 iteach hires. Retention held at 90.8%, supported by tuition, licensure, and childcare benefits and the Board's $1,500 retention bonus. Marketing reported 1.01M website users with 13% reaching the careers page, 633K YouTube views driven three-quarters by recruitment ads, and first-mover status in the regional "Start in Hampton Roads" campaign.

After the presentation, a discussion followed with questions and comments regarding recruitment and retention efforts; teacher retention data; critical shortage areas; compensation; staffing needs; retention trends; salary comparisons for experienced teachers; employee movement between divisions; recruitment strategies; internal pathways for teacher assistants; food services hiring; and continued challenges with custodial staffing.

C. ***Long Range Facilities Master Plan:*** Melisa Ingram, executive director, Office of Facilities Services, provided the School Board an update ahead of the next ten-year planning cycle, targeted for 2027-2028. Staff reviewed utilization changes, including school and portable disposals (317 eliminated since 1997-1998) and the expansion of full-day kindergarten to

all 53 schools; the Educational Adequacy Factor; and Facility Condition Index priority schools from prior plans. Funding remained at $62 million in appropriations, with debt service requiring a $6 million annual increase beginning FY28.

The proposed timeline mapped a roughly two-year path — beginning in fall 2026 with process kickoff and steering committee formation, moving through analysis and community dialogue meetings in summer 2027, and targeting a final report, completion, and adoption by August 2028. The next steps included: secure a consultant, convene the Building Utilization Committee in September and November 2026, begin the FY28 budget process and 1% referendum discussions, and establish the steering committee, and start analysis.

After the presentation, a discussion followed with questions and comments regarding prioritizing projects in the master plan; Holland Road Elementary; Building Utilization Committee meeting in September; estimated completion of Princess Anne High School; and length of time for projects.

D. ***2027-2028 and 2028-2029 School Calendar Priorities:*** Matthew Delaney, chief schools officer, provided the School Board with a follow-up to the July School Board retreat regarding calendar priorities. The presentation was framed by Policy 6-12 and Policy 6-13. Priorities named by four or more members were adopted as calendar parameters: a six-day cap on in-service week, a 180- or 182-day calendar, a holiday the Wednesday before Thanksgiving, 13 staff days, a two-week winter break, and limited adjusted dismissal days. The next steps included: community survey and calendar committee in September 2026, draft recommendation at the October workshop, and information and action in November, with approval anticipated by the end of November.

After the presentation, a discussion followed with questions and comments regarding calendar development process; staff input; retention; instructional time; student learning needs; participation in upcoming survey; and sharing the survey with the School Board.

2. ***Closed Session:*** At 5:20 p.m., Vice Chair Weems made the following motion, seconded by Ms. Rogers, 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 and draft RFP terms.
C. Status of pending litigation or administrative cases.
D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 8-0-0.

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

B. Princess Anne High School CIP project – discussion on RFQ and draft RFP terms: School Board Members: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, 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; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 5:36 p.m.

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

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

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

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

Ms. Dwyer made the motion, seconded by Mr. Callan. 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, Vice Chair Weems, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 8-0-0.

3. ***School Board Recess:*** Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:37 p.m.

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

5. ***Call to Order and Roll Call:*** Chair Brown convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m. on the 11th of August 2026. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel (arrived at 6:17 p.m.), Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms.

Felton, Dr. Green, and Ms. Rogers. The following School Board Member attended via Zoom: Mr. Culpepper (medical). The following School Board Member was not in attendance: Ms. Melnyk.

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

7. ***Student, Employee and Public Awards and Recognition:*** There were no awards this evening.

8. ***Adoption of the Agenda:*** Chair Brown called for any modifications to the agenda a presented. It was noted that Action Item #15B should be resolution***s***, because there are two resolutions to be voted on. Without additional modifications, Chair Brown called for a motion to approve the agenda. Mr. Cummings made the motion, seconded by Dr. Green. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the agenda: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 9-0-0.

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

Administrative Recognitions: Superintendent Robertson introduced the following appointments: **Pierre J. Dizon**, administrative assistant, Point O'View Elementary School, as assistant principal, Hermitage Elementary School; **Barbara A. Griffin**, administrative assistant, Newtown Elementary School, as assistant principal, Seatack Elementary School, An Achievable Dream Academy; **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; **Sheena M. Smith**, assistant principal, College Park Elementary School, as assistant principal, Old Donation School; **Adrienne Bracy**, administrative assistant, First Colonial High School, as assistant principal, Renaissance Academy; **Kimberly C. Nurse**, administrative assistant, Bayside High School, as assistant principal, Tallwood High School; **Caitlin O. Riley**, assistant principal, Bayside High School, as principal, First Colonial High School; and **Lauren C. Cave, Ed.D**., interim human resources specialist, as human resources specialist, Department of Human Resources.

10. Approval of Meeting Minutes

A. ***July 14-15, 2026 School Board Retreat / Abridged School Board Meeting:*** Chair Brown called for any modifications to the July 14-15, 2026 School Board Retreat/Abridged School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the minutes as presented. 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 to approve the July 14-15, 2026 minutes as presented: Chair Brown, Vice Chair Weems, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Mr. Callan. The motion passed, 8-0-1.

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

There were three (3) in-person speakers. The topics included reading and research; retention of staff; staff days; teacher in-service week; calendar; and graduation.

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

12. Information

A. Policy Review Committee (PRC) Recommendations: Recommended the School Board review recommendations regarding the amendment of certain bylaw and policies as recommended by the Policy Review Committee at its June 24, 2026 meeting. Kamala Lannetti, school board attorney reviewed the following:

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. There was a brief discussion regarding the signature and approve for content pages and ADA compliance.
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. There was a discussion regarding section four and procurement.

3. ***Policy 5-25/Student Placement:*** The PRC recommends updating the Legal References. There was a brief discussion regarding formatting changes.
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. There was a discussion regarding Section D and notifications.

B. ***Program Evaluation Schedule for 2026-2027:*** Heidi Janicki, Ph.D., director, Office of Research and Evaluation, provided the School Board information regarding the schedule of program evaluations for the 2026-2027 school year. The presentation opened by reviewing the evaluations conducted under the 2025-2026 schedule (Harbor Hope Center, Scratch Cooking, Pre-Kindergarten, Gifted Resource-Cluster), whose reports will be presented in the fall and winter and outlined the Policy 6-26 requirements governing the schedule. The proposed 2026-2027 schedule carried seven items: Year 2 evaluations of Harbor Hope Center and Pre-Kindergarten; Year 1 implementation evaluations of the redesigned behavioral programs ReNew Pathways and Seaglass; comprehensive evaluations of the Advanced Technology Center and Distance Learning Program; and an Evaluation Readiness Report for Homebound Services.

After the presentation, a discussion followed with questions and comments regarding evaluation process for Seaglass; prior BASE data used only as a reference; and clarification on Harbor Hope and Pre-Kindergarten program evaluations.

C. ***New Courses***:

1. ***Firefighting I and Firefighting II***
2. ***Law Enforcement I and Law Enforcement II***

Sara Lockett, Ed.D., director, Office of Technical and Career Education, provided the School Board information on the new courses: Firefighting I and II, and Law Enforcement I and II. The Office of Technical and Career Education proposed splitting the Tech Center's Public Safety program into two stand-alone pathways, Firefighting and Law Enforcement, to enable focused instruction and partnerships with the Police Department, Sheriff's Office, and Fire Department, including Patrol Aid work at over $22/hour and direct Sheriff's Office hiring above $58,000/year. The courses would serve grades 11–12, two years double-blocked, at three credits per level, with no local budget impact.

After the presentation, a discussion followed with questions and comments regarding the new courses; application process; program capacity; partnerships with local public safety agencies; employment opportunities for students; and local workforce needs.

D. ***Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone:*** Chair Brown discussed the proposed resolution to establish an ad hoc committee to review matters related to naming or renaming buildings, campuses, facilities, and attendance zones. The proposal had been developed following the Board retreat, revised into resolution form, and updated to reflect timeline adjustments. There was clarification regarding the required deadline for the committee to bring written recommendations back to the School Board, with discussion noting November 23, 2026, as the date reflected in the packet. There was a brief discussion expressing appreciation for the collaboration that moved the resolution forward and noted support for placing the item on the consent agenda.

E. ***Non-Binding Term Sheet for the Conveyance of School Board Property located on Jericho Road:*** Kamala Lannetti, school board attorney, presented a non-binding term sheet for conveying School Board property on Jericho Road to the City at no cost, subject to approval, funding, and a future Memorandum of Agreement. Use was restricted in perpetuity to a public park, open space, and limited supporting infrastructure, with the City to maintain and eventually develop the site. The School Board retained a reversion right for unapproved uses, with a ten-year notice window, a 120-day cure period, and 60 days to close. The School Board agreed to demolition, tank remediation, utility capping, and resubdivision; the City

retained 90 days to assess suitability and terminate. Closing required a resolution, Council authorization, MOA execution, marketable title, demolition, and recordation.

After the presentation, a discussion followed with questions and comments regarding support for the project; collaborations of staff, City Council, and community partners; and item would be on the Consent Agenda.

13. ***Return to public comments if needed:*** As noted, under Agenda Item #11, the Public Comments concluded at 6:23 p.m.

14. ***Consent Agenda:*** Chair Brown read the following items on the Consent Agenda:

A. ***Religious Exemption(s):*** Recommended that the School Board approve RE-26-24, RE-26-25, RE-27-01 and RE-27-02.

B. ***New Castle Elementary School Chiller Replacement:*** Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract for the New Castle Elementary School Chiller Replacement Project.

C. ***Ad Hoc Committee for Honoring Bettie F. Williams Through Naming or Re-Naming Opportunities in the Tri-Campus Attendance Zone:*** Recommended 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.

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

Chair Brown called for a motion to approve the Consent Agenda. Dr. Green made the motion, seconded by Mr. Bohenstiel. Chair Brown asked Vice Chair Weems to read the resolution. Vice Chair Weems read the following:

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.

After reading the resolution, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Hearing none, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Consent Agenda as presented: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0.

15. Action

A. ***Personnel Report/Administrative Appointments:*** Chair Brown called for a motion to approve the August 11, 2026 personnel report and administrative appointments. Ms. Dwyer made the motion, seconded by Mr. Cummings, that the School Board approve the appointments, and the acceptance of the resignations, retirements, and other employment actions, as listed on the August 11, 2026 personnel report along with the administrative appointments as recommended by the Superintendent.

Without discussion, Chair Brown called for the vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the August 11, 2026 personnel report and administrative appointments: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0.

Superintendent Robertson mentioned the following appointments: **James S. Arnett**, teacher, Princess Anne Middle School, as assistant principal, Christopher Farms Elementary School; **Amy M. Gortz**, instructional coach, Norfolk Public Schools, as assistant principal, Red

Mill Elementary School; **Darcy Victory**, teacher, Landstown Elementary School, as assistant principal, Thalia Elementary School; **Shaheen Soorani**, assistant principal, Green Run High School, as principal, Brandon Middle School; **Antoinette "Melissa" Plaia-Shemwell**, administrative assistant, Green Run High School, as assistant principal, Green Run High School; **Kenneth D. Vaughan**, principal, Brandon Middle School, as principal, Bayside High School; **Caroline F. Myers**, teacher, Kempsville High School, as coordinator, TCE Administration and Marketing Program, Department of Teaching and Learning; and **Valarie N. Williams**, retired employee relations specialist, Department of Human Resources, as employee relations specialist, Department of Human Resources.

B. ***Amended FY 2026-27 Budget Resolutions***: Note, during the Adoption of the Agenda, it was stated there are two resolutions to be voted on and the "s" needed to be added to the word resolution.

Chair Brown called for a motion to approve the amended school operating budget for FY 2026-27. Mr. Cummings made the motion, seconded by Dr. Green. Vice Chair Weems read the following:

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.

There was a brief discussion regarding the budget recommendations from the retreat (PAYGO, grant funds, tuition reimbursement, unified pay scale), and compensation. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the amended school operating budget for FY 2026-27: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers.

The motion passed, 10-0-0.

Chair Brown called for a motion to approve the amended Capital Improvement Program for FY 2026-27 – FY 2031-32 budget resolution. Ms. Dwyer made the motion, seconded by Mr. Cummings. Vice Chair Weems read the following:

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.

There was a brief comment regarding funding for PAYGO. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the amended Capital Improvement Program for FY 2026-27 – FY 2031-32 budget resolution: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 10-0-0.

16. ***Committee, Organization or Board Reports:*** Dr. Green mentioned the Legislative Committee and the upcoming meeting scheduled for September 4 at 9:30 a.m. Dr. Green asked the School Board Members for input for legislative priorities and mentioned the Legislative Breakfast in December. She also attended the annual Jump Start event. Ms. Rogers mentioned the Care Fair on Saturday, August 15. Vice Chair Weems mentioned the Policy Review Committee meeting, tomorrow, August 12 at 1:00 p.m. Chair Brown congratulated all the summer graduates. The graduation ceremony is on Thursday, August 13.

17. ***Return to Administrative, Informal, Workshop or Closed Session matters:*** None.

18. ***Adjournment:*** Chair Brown adjourned the meeting at 7:46 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: School Division Services School Opening Update **Item Number: 12A**

Section: Workshop **Date: Sept. 8, 2026**

Senior Staff: Ben Oakes, Chief Operations Officer

Prepared by: Melisa Ingram, Executive Director of Facilities Services
Jason Mokar, Director of Maintenance Services
Sam Nix, Director of Custodial and Distribution Services
Thomas C. Shattuck, Director of Security and Emergency Management
James T. Lash, Executive Director of Transportation and Fleet Management Services
Brian Loehn, Director of Transportation
Rachel Amato, Director of Food Services
Frank Fentress, Administrator, Park & Landscape Services

Presenter(s): Melisa Ingram, Executive Director of Facilities Services
Jason Mokar, Director of Maintenance Services
Sam Nix, Director of Custodial and Distribution Services
Thomas C. Shattuck, Director of Security and Emergency Management
Brian Loehn, Director of Transportation
Rachel Amato, Director of Food Services
Frank Fentress, Administrator, Park & Landscape Services

Recommendation:

That the School Board receive updates from the offices within the Department of School Division Services.

Background Summary:

The Department of School Division Services consists of the offices of Facilities Services, Maintenance Services, Custodial and Distribution Services, Security and Emergency Management, Transportation and Fleet Management Services, and Food Services.

Source:

N/A

Budget Impact:

No budgetary implications.

Next Steps:

No further action is needed.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Division Services
School Opening Update

School Board Workshop
Tuesday, September 8, 2026

Department of School Division Services

Department of School Division Services

Melisa Ingram – Executive Director, Office of Facilities Services

Jason Mokar – Director, Office of Maintenance Services (OMS)

Sam Nix – Director, Office of Custodial and Distribution Services (OCDS)

Brian Loehn – Director, Office of Transportation and Fleet Management Services

Chef Rachel Amato – Director, Office of Food Services (OFS)

Tommy Shattuck – Director, Office of Security and Emergency Management (OSEM)

Frank Fentress – Park and Landscape Service Administrator, VB Parks & Recreation

Office of Facilities Services

- Summer work at all school and administrative facilities
  - Over 90 sites
  - Over 11,000,000 sq. ft. of space
  - Approximately 1,900 acres
  - Coordination with all departments
- CIP maintenance projects
- Tri-Campus Additions project commencement
- Preventative maintenance
- Cleaning protocols
- Special event support
- Summer School programs
- School readiness





Office of Facilities Services

Capital Improvement Program (CIP)

Work across over 30 sites consisting of:

- Roof replacement
- HVAC replacement
  - 2 HVAC installs in school kitchens
- Foundation repairs
- Fire alarm replacement
- Window and door replacement
- Structural repairs
- Energy performance lighting
- Solar panel installation
- Gym bleachers replacement
- Gym flooring replacement
- Scratch cooking
- Turf field installation
- Accessibility improvements
- Flood protection city improvements
- School playgrounds
- Welding lab installation











Office of Maintenance Services

90 Repair Projects

- HVAC Replacement or Repair
- Casework Replacement
- Elevator Modernization





Preventative Maintenance

- Electrical Switchgear
- Security Cameras
- Windows
- Plumbing Systems
- Doors
- Intercom Systems







Office of Maintenance Services

Partnerships

Department of Technology

- Asset & Work Order Management Software





Service Work Order Reques...



Department of Teaching and Learning

- Plaza Middle School Planetarium Renovation





Community

- New Castle Elementary School Solar Array
- Demand Response Program





Office of Maintenance Services

Partnerships

Technical and Career Education Center

Provides students with valuable hands-on experiences within:

- Plumbing
- Electronics
- HVAC
- Carpentry









Office of Custodial and Distribution Services

- **Perform comprehensive cleaning protocols** to prepare every school for student and staff readiness
- **Top scrub and wax all floors** for a fresh and clean start
- **Screen and recoat gym floors** to ensure safe and polished athletic spaces











Custodial Services Team

- **Relocating classroom furniture** to meet evolving educational needs
- **Cleaning up after construction projects** to ensure safe, welcoming spaces
- **Helping returning teachers set up classrooms** to foster a fresh start each year
- **Receiving and managing school deliveries** to keep operations running smoothly
- **Supporting Parks & Recreation programs** that enrich our neighborhoods
- **Preparing for special events** that bring our schools to life
- **Assisting with voting and polling operations** to reinforce civic engagement









Distribution Services Team

Over 6,000 Work Orders Processed

Deliveries Completed:

- Textbooks
- Teaching and learning materials
- Student records
- Kindergarten materials
- Furniture
- Beach Bags
- Pony mail
- Custodial supplies
- Printed materials/forms
- DOT supplies to schools
- Kitchen equipment

Removals Handled:

- Surplus furniture
- Surplus computers
- Kitchen equipment

Additional Services:

- Special event support across multiple departments and offices









Office of Custodial and Distribution Services













Office of Transportation and Fleet Management Services

Miles completed 2025-2026 school year – 8.3 million

Students registered for Transportation this year – 46,610

Number of Bus Routes – 581

Number of Bus Runs – 3,939

Number of Drivers – 547

Number of Bus Assistants – 89

School Bus Driver/Assistant Training Update:

- 7 Bus Drivers and 4 Bus Assistants currently in training



Office of Transportation and Fleet Management Services

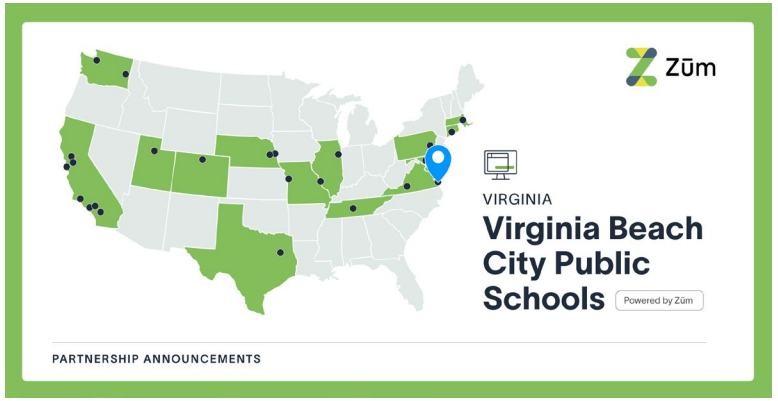
Stop Arm Safety Program Update

- System is fully operational on all VBCPS yellow buses
- Includes additional interior and exterior cameras
- Deterrent against illegal passing of stopped school buses



Parent and Student Experience

- **ZUM Bus Application/AskVBSchools:**
  - Fully operational
  - Communication
  - Safety
  - Efficiency
- **Communication efforts:**
  - VBCPS newsletter/press releases
  - ParentVUE
  - AlertNow/ParentSquare
  - Nicole's EdVENTURES



ParentVUE powered by Synergy

ParentSquare



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SUBJECT TO CHANGE

Office of Transportation and Fleet Management Services

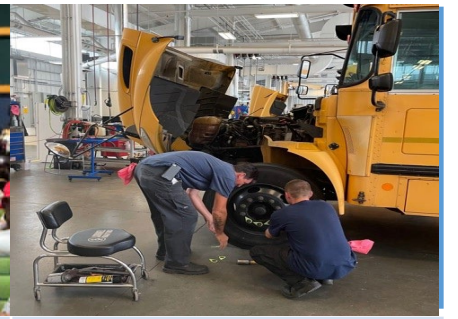
Continuous Professional Development and Training











BUS ACCIDENT DATA	**DRIVING FUNDAMENTALS**	**STUDENTS WITH DISABILITIES**	**SECURITY**	**EMPLOYEE BENEFITS**
RISK MANAGEMENT	**ANNUAL MANDATORY EMPLOYEE TRAINING**	**MEDICAL EMERGENCIES**	**MISSION STATEMENT REVIEW**	**AREA SPECIFIC IN-SERVICE TRAINING**

Office of Food Services

Operating the traditional National School Lunch Program (NSLP) and School Breakfast Program (SBP)

- Meal costs are based on individual student eligibility (Paid, Reduced, Free)
- Paid student meals
  - Breakfast $1.70
  - Lunch $3.15
- Reduced-price student meals are being waived by the state again this year, so they will receive no cost meals.

38 Community Eligibility Provision (CEP) Schools

- Over 22,000 students

Non-CEP Site Free and Reduced Meals

- 13,204 students

38 Community Eligibility Provision (CEP) Schools			
Elementary		Middle	High
Alanton ES	Arrowhead ES	Bayside MS	An Achievable Dream Academy (AADA)
Bayside ES	Bettie F. Williams ES	Brandon MS	Bayside HS
Birdneck ES	Brookwood ES	Larkspur MS	Green Run HS
College Park ES	Corporate Landing ES	Lynnhaven MS	Green Run Collegiate
Diamond Springs ES	Green Run ES	Viginia Beach MS	Renaissance Academy
Holland ES	King's Grant ES		
Linkhorn Park ES	Luxford ES		
Lynnhaven ES	Malibu ES		
Newtown ES	Parkway ES		
Pembroke ES	Pembroke Meadows ES		
Point O'View ES	Rosemont ES		
Seatack ES	Thalia ES		
W.T. Cooke ES	Windsor Oaks ES		
Woodstock ES	Windsor Woods ES		
28		5	5

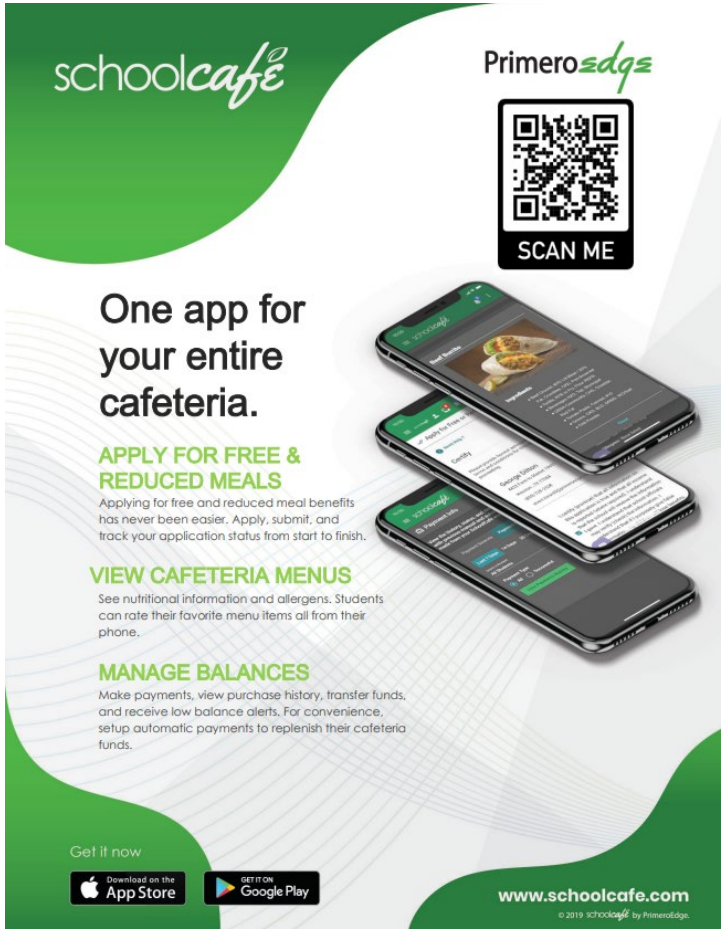
Office of Food Services

Applying for Free & Reduced meals:

- Applying is easy and completely confidential.
- Every school year requires a new application.
- Households may apply for Free or Reduced-Price meals at any time during the school year.
- **Please Note:**
  - All students 2025-2026 school year carryover eligibility will expire end of day on **Oct. 7, 2026**, and their meal account status will change to *Paid*.
  - It is possible a family may have a child who gets free meals at one school and another child who must pay for his/her meals at a different school.

Additional benefits include:

- Low-cost internet, dental, daycare, AP & IB test fee and college application fee waivers, etc.



Office of Food Services

9.09 million student meals served during fiscal year (FY) 2025-2026

During the first five (5) meal service days:

First Five (5) School Days of Food Service Comparison of Meals Served

	Universal Free Meals FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26	Current FY 26-27	Variance FY 26-27 to FY 21-22	Variance FY 26-27 to FY 22-23	Variance FY 26-27 to FY 23-24	Variance FY 26-27 to FY 24-25	Variance FY 26-27 to FY 25-26
Breakfast Meals	62,653	53,201	63,570	71,524	68,717	71,679	9,026	18,478	8,109	155	2,962
Lunch Meals	145,528	127,223	133,930	140,130	135,710	132,834	(12,694)	5,611	(1,096)	(7,296)	(2,876)
Totals	208,181	180,424	197,500	211,654	204,427	204,513	(3,668)	24,089	7,013	(7,141)	86

Scratch Initiative's menu items are part of the division-wide cycle menu and offered across all VBCPS schools.

- 55 school kitchens have been modernized (41 elementary, 8 middle, 6 high schools).
- This summer we modernized 2 kitchens and added HVAC at 2 schools.
- 47 active school gardens

Office of Food Services

















Office of Security and Emergency Management



Office of Security and Emergency Management

School Administrator Safety and Security Training

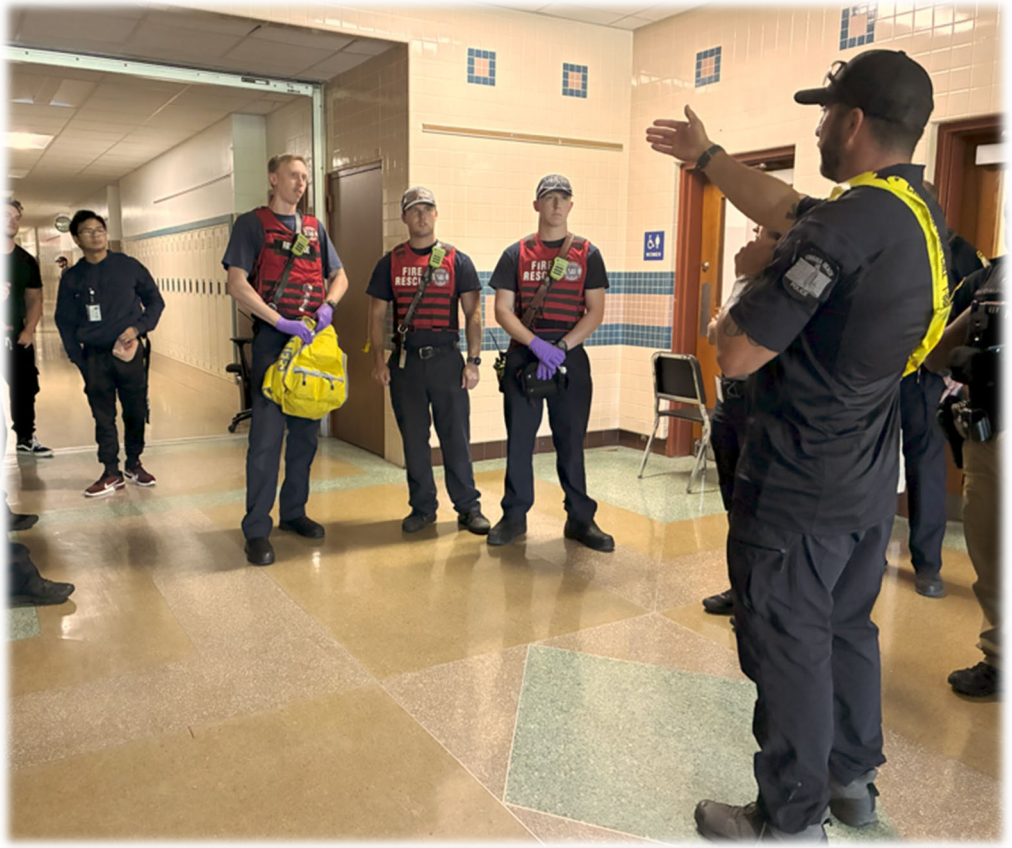
- School threat investigations
- Implementation of the Virginia Department of Criminal Justice Services (DCJS) Standard Response Protocol
- OSEM Audit review of best security practices
- Physical key management and accountability
- Special event planning and security considerations



Office of Security and Emergency Management

Training

- Virginia DCJS new security certification and in-service training for returning security personnel
- Joint tactical integration training with the VBPD School Resource Officers (SROs) and the VBCPS School Security Officers II (SSO IIs)
- Annual firearms qualification and training for the SSO II program
- VBPD SRO In-Service



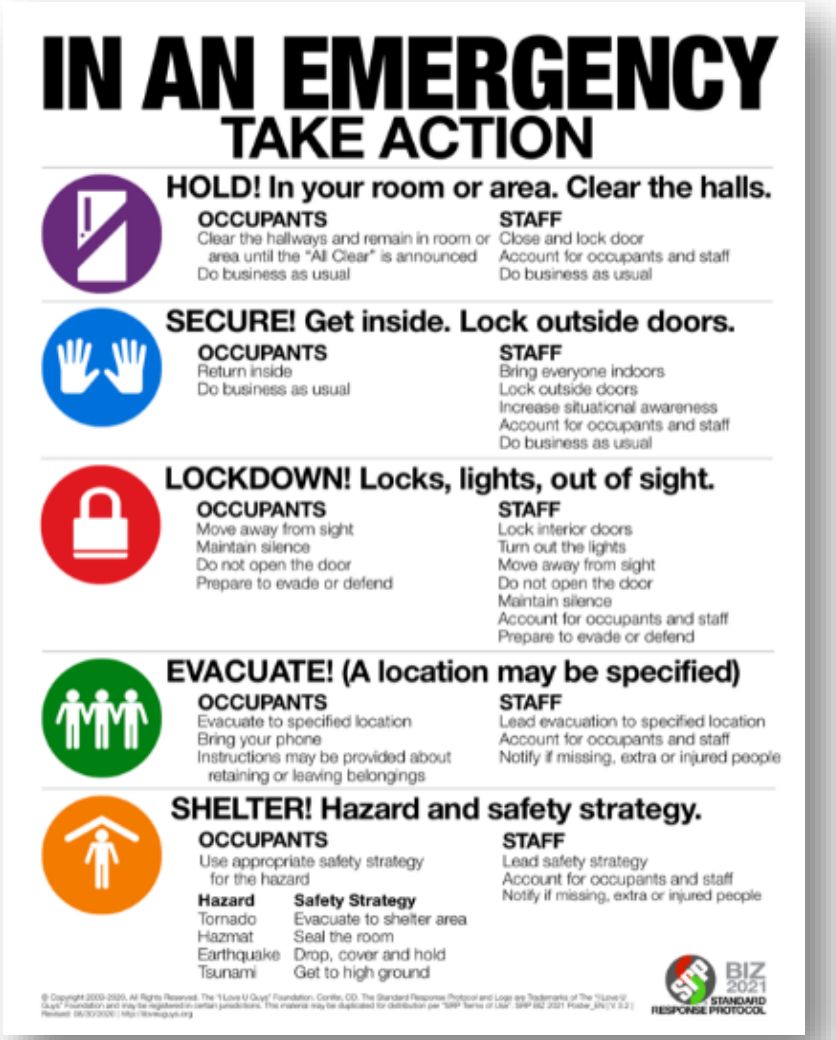
Office of Security and Emergency Management

Implementation of the DCJS Standard Response Protocol

The Standard Response Protocol (SRP) is a statewide initiative adopted by the Virginia DCJS to provide schools with a clear, consistent, and easily understood set of actions for responding to critical incidents on school grounds.

Integration of the Standard Response Protocol

- VBCPS Emergency Procedure Guides
- VBCPS Principal and Staff Training
- OSEM purchased 12,000 SRP cards for every VBCPS employee
- VBPD and Real-Time Crime Center Policies and Procedures
- ECCS (911) and Watch Desk Policies and Procedures



Office of Security and Emergency Management

DCJS Grant Awards and Current Applications

- VBCPS was awarded the FY 2027 SSO/SRO Incentive Grant, enabling the division to fully fund 15 elementary school security personnel.
- VBCPS was awarded the FY 2027 School Safety Personnel Grant, enabling OSEM to add an Emergency Preparedness Planner.
- OSEM has applied for the FY 2027 DCJS School Security Equipment Grant and the Federal FY 2027 COPS School Violence Prevention Program Grant.



Office of Security and Emergency Management



Park & Landscape Services

Routine Grounds Maintenance

16- to 18-day Maintenance Cycle

- Nine 4 to 5 person teams with 10 sites
- Accounts for 1,032 out of 13,085 total PLS work orders at schools in FY 2026
- Mowing and trimming
- Litter/Limb/Debris removal
- Weed control

Trim shrubs and trees

Mulch beds annually

Safety yellow painting

Replenish playground mulch

Line/Prepare fields for 1,346 games





Park & Landscape Services

Site Infrastructure Maintenance

- Parking Lot Striping/Signage
- Asphalt Repair/Potholes
- Sidewalk Repair/Concrete
- Fences/Gates/Backstops
- Site Grading and Drainage
- Stormwater/BMP Repairs
- Sports Courts and Amenities
- Tennis Court Lighting
- Playground Inspection/Repair
- Hazard Tree Removal





Park & Landscape Services

Athletics-Focused Support

Stadium Fields

- Mow natural turf twice per week
- Nutrient/weed management
- Groom artificial turf weekly

Irrigation/well installation and repair

Infield grading, weed control, and clay replenishment

Track striping and repair

Tennis court repair

Moving/repairing bleachers and other athletics infrastructure

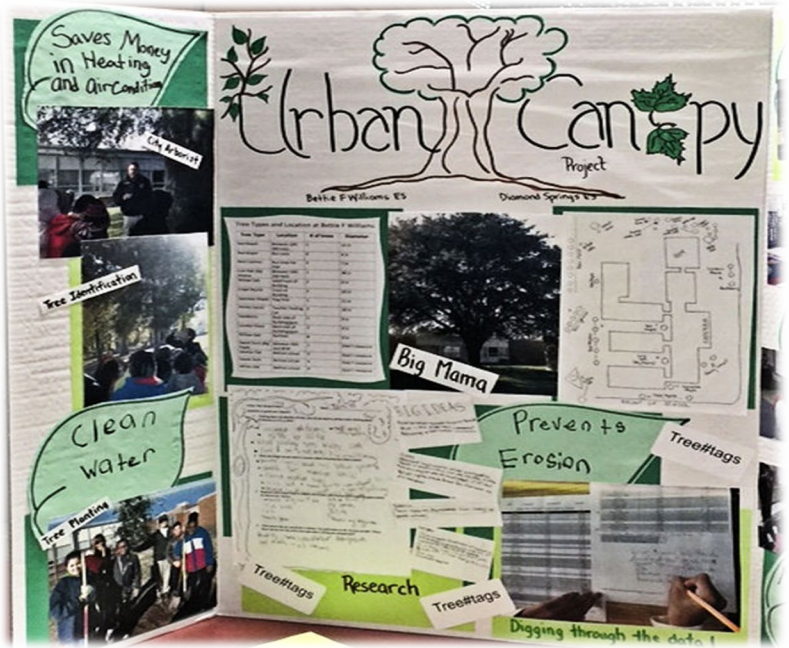




Park & Landscape Services

Teaching Curriculum Support





Scratch Cooking Gardens

Floating Wetlands Islands

Trees for Clean Waters

Green Roof Maintenance

Arbor Day Celebration

Park & Landscape Services

Emergency Response






VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE
VIRGINIA
BEACH
VIRGINIA BEACH CITY PUBLIC SCHOOLS

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Policy Review Committee Recommendations **Item Number: 12B 1-10**

Section: Information **Date: September 8, 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 policies as recommended by the Policy Review Committee at its August 11, 2026 meeting.

Background Summary

1. **Policy 3-74 New Construction/Additions/Alterations: Naming of School or Parts Thereof, Commemorative Displays** – the PRC recommends amendments that allow flexibility in naming facilities, grounds and/or buildings and reserving the School Board's right to make exceptions to the policy.

2. **Policy 4-48 Leave of Absence for Employee and Professional Organization Officers** – the PRC recommends updating the policy to reflect new legislation.

3. **Policy 4-88 Holidays** – the PRC recommends adding Columbus Day to the list of potential staff holidays to be consistent in listing all Commonwealth of Virginia holidays.

4. **Policy 5-30 Graduation Requirements/Diplomas/Certificates** – the PRC recommends amendments to reflect applicable legislation regarding who is eligible for diplomas and GEDs.

5. **Policy 5-38 Freedom of Speech and Expression – Students** – the PRC recommends minor scrivener changes.

6. **Policy 5-41 Student Dress and Grooming Codes** – the PRC recommends minor scrivener changes.

7. **Policy 5-46 Student Government/City-Wide Student Cooperative Association** – there are no recommended changes to this policy. It is being reviewed to conform with the 5-year review requirement.

8. **Policy 5-52 Cell Phone-Free Education – Cellular Phones and Personal Electronic Communication Devices** – the PRC recommends adding the term "Smart Devices" to the policy to reflect statutory language regarding such devices.

9. **Policy 5-66 Student Directory Information** – the PRC recommends adding language to align with legislation regarding immigration/citizenship status and the release of addresses of foster families.

10. **Policy 7-57 Vehicles, Motorized Devices and Animals on School Grounds** – the PRC recommends clarifying the use of motorized vehicles on School Division property, considering the rise in popularity of e-bikes.

Source:

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

Policy Review Committee Meeting of August 11, 2026.

Budget Impact:

None.

Next Steps:

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

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

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

~~New Construction/Additions/Alterations:~~ Naming of School Board Buildings, Grounds or Facilities~~Schools~~ or Parts Thereof, Commemorative Displays

A. Naming of School Board Buildings, Grounds or Facilities

It is the School Board's Policy that no School Board building, grounds or facilities shall be named after an individual or an organization. For purposes of clarification, this Policy includes, but is not limited to: parts or sub units of buildings, such as gymnasiums, auditoriums, cafeterias, libraries, classrooms, hallways, laboratories; and any other internal areas of a School Board owned, leased and/or operated instructional building, ground, or facility. ~~Exceptions may be authorized by the School Board.~~

B. Naming of exterior grounds or ~~-~~facilities for sponsors

Exterior grounds and related improvements of School Board owned, leased and/or operated instructional or recreational facility such as ball fields, track fields, tennis courts, stadiums or sports facility, swimming pools, parking lots, grounds (obstructed or otherwise), parcels of land and any other exterior structure or facility either attached or unattached that is owned, leased and/or operated by the School Board may be named for sponsors in accordance with regulation created by the Superintendent. The School Board reserves the right, without cause, to deny ~~overrule~~ the request to name exterior grounds or facilities after a sponsor and to remove or alter the name of a sponsor.

C. Existing buildings, grounds and facilities

Existing buildings, grounds, or facilities or parts thereof that have been previously named ~~prior to the last amended date of this Policy~~ may continue with such name until such time as the School Board votes to change the name or remove the name. This applies to replacements and portions of replacements of existing buildings, grounds or facilities. The School Board may transfer an existing name to a replacement, renovation or a new building, grounds or facility. The School Board reserves the right, without cause, to change, alter or transfer the name of existing buildings, grounds and facilities.

D. Commemorative, memorial or ornamentation identification

This Policy does not prevent commemorative trees, plaques, memorials or other such ornamentation from being placed on school property or within a school building as long as such commemorative display does not violate the above restrictions. The School Board and the School Division reserve the right, without cause, to remove, alter or not to allow any commemorative, memorial or ornamentation.

E. ~~E.~~ Exceptions

The School Board reserves the right to make exceptions, without cause, to this Policy and any supporting regulations.

Adopted by School Board: July 16, 1991
Amended by School Board: February 16, 1993
Amended by School Board: April 9, 2002
Amended by School Board: September 16, 2014
Amended by School Board: November 8, 2017

Amended by School Board: October 29, 2020

Amended by School Board: March 25, 2025

Amended by School Board: 2026

PERSONNEL

Leave of Absence for Employee and Professional Organization Officers~~Presidents~~

A. Eligibility and Duration

1. **State employee association executive officer or local employee association officer**

Upon written application to the School Board~~Superintendent~~, an employee ~~may~~ shall be granted an unpaid educational leave of absence to serve as a state ~~the president of an~~ employee association ~~or professional organization~~executive officer or a local association officer for a maximum of four years per officer. ~~Leave(s) of absence granted pursuant to this Policy shall be limited to a maximum of eight years during an employee's career with the School Division.~~

2. **Professional association president (or executive officer)**

The School Board may grant an employee an unpaid educational leave of absence to serve as the president (executive officer) of a professional organization. An employee will be limited to a maximum of four years (48 months) of unpaid leaves of absence to serve as a professional association president (executive officer) during the employee's career with the School Division. All terms of professional association president (executive officer) service with any professional organization will be counted toward the four years (48 months) maximum. If the professional organization requires that the employee remain in a paid and/or active position with the School Division while serving

as its president (executive officer) the School Board may make exceptions to this Policy that are consistent with applicable law and regulation.

~~B.~~3. Salary and Benefits during unpaid leave

a. The employee association or professional organization will be responsible for paying the employee directly while the employee is on an unpaid educational leave of absence from VBCPS. Upon request, the School Division will report pertinent salary information to the appropriate employee association or professional organization.

b. The employee may not use sick or personal reasons leave already earned, nor will the employee accrue sick, personal reasons, or annual leave during the period of the employee's absence.

c. The employee may be eligible to continue certain benefits in effect for the duration of the leave, pursuant to regulations governing the benefits. Eligible coverage will continue unless the employee elects to cancel coverage while in an unpaid leave status. The employee, employee association or professional organization will be responsible for making entire premium payments (both employee and employer portions) for health coverage and continuation of other eligible benefits. This should be done by direct payment to the Consolidated Benefits Office (CBO) in advance of each month. If cancellation of coverage is not elected within 30 calendar days of the start of unpaid educational leave of absence and subsequent premiums are not submitted, coverage will terminate at the end of the month for which the last premium was paid.

d. The employee may only retain life insurance benefits for a maximum of twenty-four (24) months.

e. ~~Pursuant to Virginia Retirement System (VRS) regulations, e~~Employees on an unpaid educational leave of absence under this Policy will not accrue creditable service~~able~~ retirement time during their leaves of absence. If the employee returns to a Virginia Retirement System (VRS) covered position, the employee will be subject to VRS regulations regarding the purchasing of prior service credit due to the employee's leave of absence. The purchase may be paid to VRS by the employee, the employee association, or the professional organization on behalf of the employee.

B. Return to Work and/or Separation

a. Prior to the conclusion of the unpaid educational leave of absence and as soon as possible, the employee shall notify the Department of Human Resources of the employee's intent to return to ~~wor~~work.~~k as soon as possible.~~

b. If the employee chooses to return to work, the employee will be assigned to the first available position for which the employee is qualified.

c. An employee who chooses not to return to work at the conclusion of the leave shall be separated from employment. In such cases, any remaining leave balances will be processed in accordance with applicable policies and regulations.

Legal Reference

Code of Virginia, § 22.1-296, as amended. Payment of employees; reimbursement for private transportation certain sick leave policies; unpaid education leave for certain employee association officers.

Code of Virginia § 51.1-142.2, as amended. Prior service or membership credit for certain members; service credit for accumulated sick leave.

Adopted by School Board: June 16, 1998

Amended by School Board: April 19, 2005

Amended by School Board: October 4, 2016

Amended by School Board: June 25, 2019

Amended by School Board: April 16, 2024

Amended by School Board: 2026

PERSONNEL

Holidays

A. Designated holidays

Unless otherwise designated in the school calendar as instructional days, staff days or used as inclement weather make up days, the following days shall be observed as holidays for all twelve-month employees:

- **Independence Day**
- **Labor Day**
- **Columbus Day**
- **Veterans Day**
- **Election Day (November)**
- **Thanksgiving Day**
- **Day following Thanksgiving Day**
- **Christmas Eve Day**
- **Christmas Day**
- **New Year's Day**
- **Martin Luther King Day**
- **Presidents' Day**
- **Spring Holidays (two days)**
- **Memorial Day**

- **Juneteenth**

B. Holidays on weekends or makeup days for holidays

1. When a paid holiday falls on a Saturday or Sunday, the observed federal and/or state holiday may be observed.

2. When the Observed holiday falls on a day in which schools are still in session, the Superintendent or designee shall have the authority to designate an alternate date to observe the holiday or award employees additional annual/personal reasons leave in lieu of the holiday.

3. The Superintendent or designee shall have the authority to designate a holiday, within the same calendar year, for twelve-month employees when a holiday (listed above) is lost due to make-up days because of inclement weather or for other circumstances.

C. Office hours on other workdays

On all other workdays not listed above, the individual schools and the School Board offices will be open during published office hours.

D. Eligibility for holiday pay

To be eligible for holiday pay, employees must work and/or be on approved paid leave on the scheduled workday before and after the holiday.

E. Non-workdays for certain employees

1. On non-workdays, certain employees (bus drivers/assistants, food service employees, interpreters, teacher assistants, clinic assistants and any others designated by the

Superintendent or designee) will not report to work on teacher in-service days unless otherwise set forth in the employee's work calendar or if designated as a make-up day for a missed workday.

2. In an effort to continue to attract and retain employees, the School Board authorizes the Superintendent or designee to align employee work calendars with competing school divisions in the Commonwealth.

Legal Reference

Code of Virginia, § 2.2-3300, as amended. Legal holidays.

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)
Amended by School Board: May 17, 1994
Amended by School Board: May 16, 2000
Amended by School Board: November 8, 2017
Amended by School Board: June 25, 2019
Amended by School Board: September 14, 2021
Amended by School Board: February 6, 2024
Amended by School Board: 2026

STUDENTS

Graduation Requirements/Diplomas/Certificates

A. Graduation Requirements

The requirements for graduation from high school shall be those established by the Virginia General Assembly and Virginia Board of Education regulations as cited in the legal reference to this Policy, and those identified by the School Board.

B. Locally-Awarded Verified Credits (LAVC)

The requirements for awarding LAVCs in English, mathematics, science and history/social science shall be those established by the Virginia Board of Education Guidelines for Local School Boards to Award Verified Credits. A procedure will be set forth in regulation by the Superintendent for general eligibility, specific criteria, and guidelines by subject area, general provisions, and process for levels of appeals.

Certain protected groups [students with disabilities who have Individualized Education Programs (IEPs) or 504 plans] who meet specific credit accommodations criteria are not subject to the limit on the number of LAVCs that can be used for Standard diploma. As part of a student's annual IEP or Section 504 review, IEP and Section 504 teams may discuss credit accommodations for which students with disabilities may be eligible.

For the 2019-20 and 2020-21 school years, the requirements for awarding LAVCs in English, mathematics, science and history/social science shall follow emergency guidelines as established by the Virginia Board of Education. These emergency guidelines will continue to apply to any high school credit-bearing course eligible for verified credit in which a student was enrolled in spring 2020, summer 2020 or during the 2020-21 school year and shall remain as part of the local school board policy for the duration of its impact on any affected student's graduation.

C. Certificates and Diplomas

1. Each local school board shall award diplomas to all secondary school students, including students who transfer from nonpublic schools or from home instruction, who meet the requirements prescribed by the Board of Education.

~~1.~~2. Students who complete a prescribed course of study as defined by the School Board but who do not qualify for a diploma shall be awarded a Certificate of Program Completion by the School Board.

~~Certain protected groups [students with disabilities who have Individualized Education Programs (IEPs) or 504 plans] who meet specific credit accommodations criteria are not subject to the limit on the number of LAVCs. As part of a student's annual IEP review, IEP teams may discuss credit accommodations for which students with disabilities may be eligible.~~

~~2.~~3. Students who ~~have completed a prescribed course of study as defined~~ by the School Board shall be awarded certificates by the School Board if they do not qualify for diplomasmeet all eligibility requirements and earn a passing score on a high school equivalency

examination shall be awarded a General Educational Development (GED) certificate.

D. Standard Unit of Credit

The School Board authorizes the Superintendent to develop a regulation for awarding a standard unit of credit in lieu of 70/140 clock hours of instruction provided that such regulation meets the requirements of Virginia Board of Education Regulation 8 VAC 20-131-110, as amended.

Legal Reference

Code of Virginia § 22.1-253.13:4, as amended. Standard 4. Student achievement and graduation requirements.

Virginia Board of Education 8VAC20-131, *et seq.*, as amended. Regulations Establishing Standards for Accrediting Public Schools in Virginia.

Related Links

School Board **Regulation 5-30.1**
School Board **Regulation 5-30.3**

Adopted by School Board: October 21, 1969
Amended by School Board: May 19, 1970
Amended by School Board: January 18, 1972
Amended by School Board: August 4, 1983
Amended by School Board: February 21, 1984
Amended by School Board: July 1, 1987
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: October 6, 1998

Amended by School Board: July 15, 2003

Amended by School Board: April 4, 2006

Amended by School Board: August 2, 2011

Amended by School Board: March 5, 2013

Amended by School Board: September 4, 2013

Amended by School Board: August 19, 2014

Amended by School Board: September 1, 2015

Amended by School Board: February 27, 2018

Amended by School Board: April 28, 2020

Amended by School Board: November 9, 2021

Amended by School Board: 2026

STUDENTS

Freedom of Speech and Expression - Students

A. Generally

Schools, by their very nature, must encourage free inquiry and free expression of ideas. Schools should provide opportunities for the students to express themselves. Schools should provide age appropriate guidance and instruction on the rights, privileges, responsibilities, and consequences of freedom of speech and expression.

B. Student publications or creations

The Superintendent or designee is authorized to develop regulations and guidance for school sponsored student publications or creations. Such publications or creations can include but are not limited to: classwork or assignments; yearbooks; newspapers; journals; compilations of student works; flyers or advertisements; video, photographic, electronic or other media creations and postings; works of art; other visual, auditory or tangible creations. Student publications or creations not related to a school sponsored class, activity or program may be subject to reasonable limitations regarding the time, place or manner of distribution or expression on School Division property, buildings, computer systems, or at school sponsored events.

C. Guidelines

1. Students have the right to free and dynamic expression of ideas. Such expression shall include the opinions of students. Controversial ideas are not to be avoided ~~however,~~however; students should be provided guidance regarding when a student may be limited or disciplined for expression or speech.

2. A forum for the expression of legitimate student concerns shall be established and maintained for the secondary schools and shall be attended by appropriate staff representatives when in session. It is recommended that the school follow one of the two methods described below, when setting up such a forum:

    a. a sub-committee of the student cooperative association, or

    b. a panel of students, parents, teachers and administrators.

3. A student whose expression or speech violates the Code of Student Conduct or applicable law, regulation or policy may be disciplined accordingly. The student's right to appeal a decision regarding the student's expression or speech shall be governed by School Board policy and regulation as well as applicable law.

4. The Superintendent or designee is authorized to determine when a student's expression, speech, publication or creation has or is reasonably anticipated to disrupt the educational and/or work environment or violate applicable policy, regulation or law. The Superintendent or designee may use different criteria for determining disruption of the educational and/or work environment based on the age, and intellectual capacity of the students involved in the matter.

5. Any person speaking solely or partially for the purpose of infringing on the rights of others is beyond their right of freedom of speech.

Adopted by School Board: June 16, 1981

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 13, 2021

Amended by School Board: 2026

STUDENTS

Student Dress and Grooming Codes

A. Purpose

All students, staff, and community members deserve a rigorous, respectful, and safe educational and work environment where diversity is valued and contributes to achieving positive academic and social outcomes. The Superintendent or designees are responsible for establishing and communicating to students clear and fair dress and grooming codes that comply with applicable law, policy, and regulation. The Superintendent or designee will establish procedures for enforcement and/or resolution of dress and grooming codes, for requesting and granting waivers to the code, and for review of the code to consider current conditions. The Superintendent or designees are authorized to establish specific dress and grooming code requirements for certain students when such requirements are necessary to accomplish the purpose of an educational program or school sponsored activity or are required by law, policy, regulation or another governing entity.

B. Standards and Modifications or Accommodations

The Superintendent or designee will ensure that student dress or grooming codes and related procedures are clear, fair, and equitably enforced. The primary responsibility for a student's dress and grooming resides with the student and/or the student's parent(s)/legal guardian(s). Students should comply with the dress and grooming

codes and seek guidance from school administrators when modifications, accommodations or waivers are needed and should cooperate in resolution when disagreements arise.

1. Dress or grooming codes applicable to ~~student~~students shall be subject to the following:

    a. permit any student to wear any religiously or ethnically specific or significant head covering or hairstyle, including but not limited to, hijabs; Yarmulkes; headwraps; braids; locs; and cornrows.

    b. maintain gender neutrality subjecting any student to the same set of rules regardless of gender or gender identity.

    c. not have a disparate impact on students of a particular gender.

    d. be clear, specific, and objective in defining terms, if used.

    e. prohibit School Division employees or agents from enforcing the dress or grooming codes by direct physical contact with a student or a student's attire.

    f. prohibit any School Division employee or agent from requiring a student to undress in front of any other individual, including the enforcing School Division employee or agent, to comply with the dress or grooming code.

    g. clearly set forth any dress or grooming standards that are required in order for a student to participate in a school or school

sponsored activity (sport or club uniforms/jewelry/hair requirements, safety or health rules for classes, internship, etc.) and provide a process for a student to seek a modification or accommodation to such dress or grooming standard.

C. Dress and Grooming Standards

School administrators will adopt dress and grooming standards that include the conditions set forth below.

1. "Dress or grooming" code means any practice, policy, or portion of a code of student conduct that governs or restricts the attire, appearance, or grooming, including hairstyle, of any enrolled student. Jewelry, makeup, body art, electronic, communication, recording, photographing devices and their supporting accessories when worn on the body or as part of attire, perfume or applied fragrances may be considered in dress or grooming standards.

2. A student must wear opaque clothing that covers the student's chest from under the arm pits (where they meet the shoulder) and is secured over the shoulders or the neck to no less than five inches below the groin area. The following conditions also apply:

    a. These body parts must be covered or not distractingly discernable through clothing: buttocks or any portion of the derriere, nipples, stomachs, or private area. Undergarments must be worn when clothing exposes those areas.

b. Exceptions may be for clothing approved for a class or extracurricular sport or activity, a dance or prom or a verified medical condition that must be accommodated.

c. Clothing must not be sheer, see through or loose weaved material unless an opaque undergarment is worn underneath. Opaque is defined as not transparent or clear.

d. Clothing, jewelry, or grooming items must not pose a safety issue, ex., clothing that drags on the floor causing a trip-hazard, sharp metal attachments spikes.

e. Clothing that for a well-defined and specifically articulated reason is determined by a principal or designee to be safety or health issue or is significantly disrupting the educational environment.

f. A student must wear shoes that do not restrict the student's ability to safely participate in educational or school-sponsored activities. Students may not wear shoes that have wheels, spikes or are otherwise dangerous. Footwear required or recommended for classes or extracurricular activities is an authorized exception to this condition.

3. Students must not wear or display the following images/symbols or words:

a. Images, words or depictions of illegal drugs, alcohol, paraphernalia, imitations thereof, other drugs/paraphernalia that are not allowed on school property or at school-sponsored events, or other illegal activity.

b. Pornography, nudity, obscenity, vulgar or profanity.

c. Images/symbols or words that can reasonably be determined to or do incite violence or create harassment or discrimination in violation of School Board policy or regulation or applicable law. After reviewing the circumstances, principals or designees may determine that an image/symbol does not incite violence or create harassment or discrimination but is instead a disagreement of opinion and is not significantly disrupting the educational environment.

d. Students may wear any religiously or ethnically specific or significant head covering or hairstyle, including but not limited to hijabs, yarmulkes, head wraps, braids, locs or cornrows.

4. Dress and grooming codes must include references to how staff will handle and resolve disputes and the burden of proof as set forth in this Policy.

5. Dress and grooming codes application and enforcement must be gender, race, and ethnicity neutral.

D. Disputes Regarding Enforcement of Dress and Grooming Code

1. Temporary Resolutions

The dress and grooming code provided to students and families will detail how an infraction will be temporarily resolved if a student or parent/legal guardian of a minor student disagrees with the school administrator's determination that an infraction has taken place. Students and

administrators should seek to resolve dress and grooming code disputes in a reasonable manner. Options offered may include, but are not limited to:

a. a warning to the student but requiring the student not to continue the infraction after that day.

b. allowing the student to alter the attire or grooming to comply.

c. lending the student appropriate attire to allow the student to be in compliance.

d. allowing the student to leave school or the school sponsored activity until such time as the student complies or a resolution is reached.

e. alternative participation in the educational or school sponsored activity, as determined by the school administration.

2. Modification or Accommodations to Dress and Grooming Code

Modifications or accommodations to the dress and grooming codes should be provided when doing so does not:

a. create undue hardship or excessive expense.

b. impair or have the reasonable potential to impair health or safety.

c. violate an established rule or regulation set by an organization or competition as a condition of participation or eligibility for participation in an event or educationally related activity.

d. create an unfair advantage to the student requesting the modification or accommodation.

3. Initial Burden of Proof

Students and parents/legal guardians of minor students who believe that a dress or grooming code standard is unfairly or ~~inequitable~~inequitably applied will bear the initial burden of proving by a preponderance of evidence that the alleged dress or grooming ~~is~~:

a. is not disruptive to the educational or work environment or school sponsored activity. Disruptive is defined as but not limited to: interfering with educational or extracurricular activities of students and staff; significantly contributing to student interactions that distract from the educational/extracurricular activities; causes or contributes to reasonable complaints of violations of law, policy, regulation or the Code of Student Conduct. School administrators will be given deference as to what causes disruption.

b. does not denote gang membership.

c. does not advocate or promote disruptive, violent conduct or illegal activity.

d. is not gender neutral or is not equitably enforced.

e. is worn for religious or ethnic reasons that the student or student's family follows.

f. is not profane, pornographic, vulgar, or obscene.

E. Enforcement

1. Enforcement of this Policy is the responsibility of the school administration at each school.

2. Enforcement must be reasonably discreet, equitable, and gender neutral in implementation.

3. Enforcement should include options for reasonable remediation of the infraction that demonstrates respect and where possible, minimizes loss of instructional or school sponsored activity time.

4. Enforcement may include disciplinary actions that are consistent with other student discipline policies, regulations, or guidance.

5. Enforcement will prohibit an employee or agent from enforcing the dress and grooming codes by making direct contact with a student or a student's attire or by requiring a student to undress in front of the employee or agent. Reasonable discretion may be used by employees or agents to make direct contact with a student or student's attire if the health or safety of the student or others is at risk.

Legal Reference

Code of Virginia § 22.1-2796.6, as amended. Board of Education guidelines and model policies for codes of student conduct; school board regulations.

Adopted by School Board: October 21, 1969

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: April 4, 2006

Amended by School Board: June 8, 2021

Amended by School Board: 2026

STUDENTS

Student Government/City-Wide Student Cooperative Association

A. Student Government

The School Board encourages the participation of students in responsible planning and governing of student activities and school improvements. The School Board encourages effective student cooperative associations in all secondary schools. The constitutions of the student cooperative associations shall set forth the limits of student authority and shall delineate those areas in which the students' functions shall be of an advisory nature from those areas over which they may exert controls. Such constitutions shall be subject to the approval of the School Administration.

B. City-Wide Student Cooperative Association

The School Board endorses the City-Wide Student Cooperative Association of Virginia Beach and its purposes;

1. To establish a pattern of cooperation, friendship and service among the School Division's secondary schools, and

2. To serve as a clearing house for ideas and events which are important to the students of these schools.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)
Amended by School Board: April 13, 2021

Reviewed by School Board: 2026

STUDENTS

Cell Phone-Free Education - Cellular Phones, Smart Devices and other Personal Electronic Communication Devices- Student Use

Student use of cellular phones (cell phones), smart devices, and other personal electronic communications devices during the school day is disruptive to the educational environment, not conducive to productive learning experiences, and often the source of disciplinary incidences. Extensive social media usage and widespread cell phone possession by children is closely related to mental health and chronic health conditions that are adversely affecting students. The School Board authorizes the Superintendent and designees to develop regulations and procedures concerning possession and use of cell phones, smart devices and other personal electronic communication devices by students during the school day, while traveling to and from school, and while students are participating in school sponsored activities.

Legal Reference

Code of Virginia § 22.1-79.3:1, as amended. Student cell phone and smart device possession and use policies; development and implementation.

Code of Virginia § 22.1-279.6. Board of Education guidelines and model policies for codes of student conduct; school board regulations, as amended.

Virginia Department of Education Guidance for Cell Phone-Free Education Pursuant to Executive Order 33. September 16, 2024, as amended.

Related Links:

School Board **Regulation 5-52.1**

Adopted by School Board: December 10, 2024

Amended by School Board: September 2026

STUDENTS

Student Directory Information

A. Generally

The School Board authorizes making student directory information public as permitted under state and federal laws and regulations.

B. Definition

Directory information is defined as information in scholastic records regarding a student that the School Division has determined is unlikely to be harmful if released to a third party. Student directory information is defined to include the following:

1. Name of student in attendance or no longer in attendance;
2. Date and place of birth;
3. Dates of attendance;
4. Participation in officially recognized activities and sports;
5. Height and weight, if member of athletic team;
6. Awards and honors received; and
7. Recordings of virtual instructional activities;
8. Photographs or digital images, including recordings of educational or school related sporting/extracurricular events that third parties attended;

9. Yearbooks, class pictures, playbills or programs for shows, plays, concerts, graduations or similar school created publications or advertisements; and
10. Other similar information.

C. Release of Directory Information

Prior to release of such information the Superintendent or designee, or principals shall give notice to parents/legal guardians/adult students by sending home through hard copy or electronic means an announcement describing the information defined as "directory information". Annual notification of the Family Educational Rights and Privacy Act (FERPA) constitutes sufficient notice that directory information may be released unless the parent/legal guardian/adult student provides written notice of objection to the School Division.

D. Discretionary Selection of Directory Information by Superintendent or designee

Student directory information may be released at the discretion of the Superintendent or designee or principal. The Superintendent or a designee is authorized to determine those categories to be made public and under what circumstances the information will be released. Directory information will not be released for commercial or marketing purposes. Principals are authorized to release directory information related to participation in officially recognized activities and sports, height and weight for members of athletic teams, awards and honors, playbills or programs for shows, plays, concerts or graduations or similar school created publications or advertisements without seeking further authorization from the Superintendent. In accordance with applicable law, immigration or citizenship status, country of origin or birth, nationality, or national origin may not be designated as directory information.

No directory information concerning a student will be released without prior approval of the Superintendent or designee or principal.

E. Directory Information to Military Recruiters

Schools may release the names, addresses and telephone numbers of students to military recruiters. Parents/legal guardians or adult students may file a written objection with the school requesting that such information not be released without their prior written consent.

F. Release of address, telephone number or email address

A student's address, telephone number or email address may be released to students enrolled in the school or to School Division employees for educational purposes or school business only after the adult student or the parent/legal guardian of a minor student ~~or an adult student~~ consents in writing to such disclosure. Upon written request of a foster parent of an enrolled student, the school will redact the address of the foster parent prior to providing the student's parent any record containing such address.

Legal Reference

Code of Virginia § 22.1-2.2, as amended. Right to a free public education; discrimination based on citizenship or immigration status prohibited; requirements; civil cause of action.

Code of Virginia § 22.1-130.1, as amended. Access to high schools and high school students for military recruiters.

Code of Virginia § 22.1-287, as amended, Limitation on access to records.

Code of Virginia § 22.1-287.01, as amended. Student Information; release to federal government agencies.

Code of Virginia § 22.1-287.02, as amended. Students' personally identifiable information.

Code of Virginia § 22.1-287.1, as amended. Directory information.

Code of Virginia § 22.1-288, as amended. Furnishing information to public or private school or institution of higher education or private business or professional school or institution of higher education or military force.

Code of Virginia § 22.1—288.3, as amended, Records; redaction of foster parent's address upon written request.

Code of Virginia § 22.1-289.01, as amended. School service providers; school-affiliated entities; student personal information.

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232 *et seq.*, 34 C.F.R. Part 99, as amended

Virginia Board of Education Regulations, "Governing Management of the Student's Scholastic Record." (January 1991)

Virginia Board of Education Regulations, 8VAC20-720-220, as amended, Management of the student's scholastic record in the public schools of Virginia.

Elementary and Secondary Education Act, 20 U.S.C. §7908 and 10 U.S.C. §503 (c) as amended.

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

Amended by School Board: September 2, 2003

Amended by School Board: April 4, 2006

Amended by School Board: October 29, 2020

Amended by School Board: September 9, 2025

Amended by School Board: 2026

COMMUNITY RELATIONS

Vehicles, Motorized Devices and Animals on School Grounds

A. Vehicles or motorized devices

The operation of powered vehicles not owned by the School Board, not licensed by the Virginia Division of Motor Vehicles, or otherwise licensed in compliance with Virginia laws, shall be prohibited on school grounds.

1. The operation of licensed motor vehicles on school grounds shall be restricted to the paved roads and parking lots. Parking on school grounds shall be limited to employees, students, visitors and those attending school-related activities.

2. ~~Without prior approval from the building administrator/designee, N~~no person may operate or otherwise use the following items on school property, buses or grounds: mopeds; electronic powered bicycles; motorized skateboards; motorized scooters; golf carts; go carts; low speed vehicles; battery-operated ride on vehicles; surreys; motorized or electronic toys such as model airplanes, helicopters, hovercraft or similar devices. Other devices or items that are used in a manner that create a disruption or threat may be determined to be inappropriate items and prohibited on school property, buses or grounds.

3. Electric or motorized wheelchairs or scooters may be used on school grounds by those persons with disabilities who require assistance due to mobility limitations.

B. Animals on School grounds

1. Animals can be allowed on School Board property, buildings, vehicles, grounds or School Division sponsored activities with prior permission of the principal or building administrator, if the activity is relevant to instruction or any other approved activity. Classroom animals will be limited to rodents, reptiles, insects, arachnids, fish or small amphibious animals that are related to classroom activities. The principal, building administrator or the School Administration may revoke permission for classroom animals at any time and there will be no appeal procedure.

2. Employees and students are not authorized to have personal pets or animals that do not qualify as trained service dogs or miniature horses in school buildings or vehicles, on school grounds or at School Division sponsored events when the employee is working, or the student is attending school or participating in a School Division sponsored event. Under limited circumstances, a principal or building administrator may authorize an animal to be present in a School Division building, on school grounds or vehicles or at a School Division sponsored event if the following conditions are met:

    a. The animal may only be a dog that has current certification of completed training as a therapy dog.

    b. The dog is under the control of a handler who is not an employee or a student of the School Division.

    c. The principal or building administrator has set forth a specific purpose for the dog's presence that addresses educational needs of the students or work conditions for employees. Such need or purpose must be more than as a mascot, general goodwill, or general morale. Examples of acceptable purposes: reading to the dog by struggling readers; specific activities related to kindness or good manners with others.

    d. The dog has specific hours and days that it is present in the building, grounds or activities. Dogs should not be present every day or for full work or school days.

e. The dog meets the conditions set forth in Regulation 7-57.1 (B)(3-6).

f. A plan similar to a trained service dog or miniature horse plan is developed and in place before the dog is allowed access.

g. The dog's owner or handler agrees to any conditions set forth by the School Administration for the dog's presence including assuming full liability for any injury to or any injury or damage caused by the dog.

h. The School Board and the School Division will assume no responsibility for the care, costs, control or ownership of the dog.

i. The Department of School Leadership and the Risk Manager have approved the plan for the dog if the dog is to be school based.

j. The Building Administrator and the Risk Manager have approved the plan for the dog if the dog is to be allowed access to non-school buildings.

k. The School Administration reserves the right to revoke approval for the dog to access School Board buildings, grounds, vehicles, or School Division sponsored events. There will be no appeal procedure for such determination.

3. Trained service dogs or miniature horses that provide assistance to persons with disabilities, as set forth in Virginia Code §§ 51.5-42 and 44, as amended, and Regulation 7-57.1, as amended are allowed in accordance with applicable regulations and procedures.

Legal Reference

Code of Virginia § 51.5-42, as amended. Discrimination against otherwise qualified persons with disabilities by educational institutions prohibited.

Code of Virginia § 51.5-44, as amended. Rights of persons with disabilities in public places and places of public accommodation.

Code of Virginia § 55.15-44.1, as amended. Fraudulent representation of a service dog or hearing dog; penalty.

Adopted by School Board: October 20, 1992
Adopted by School Board: September 21, 2010
Amended by School Board: February 4, 2014
Scrivener's Amendments: May 23, 2014
Amended by School Board: May 10, 2022
Amended by School Board: November 9, 2022
Amended by School Board: August 2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Standards of Learning (SOL) Pass Rates based on 2025-2026 Performance **Item Number: 12C**

Section: Information **Date: September 8, 2026**

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Tracy A. Lagatta, Director of Student Assessment; Lisa A. Banicky, Ph.D., Executive Director; Daniel J. Miani, Ed.D., Chief Academic Officer

Presenter(s): Scott Dunn, Testing Specialist; Daniel J. Miani, Ed.D., Chief Academic Officer

Recommendation:

That the School Board receive information regarding the SOL Pass Rates Based on 2025-2026 Performance.

Background Summary:

The Virginia Department of Education has released annual SOL pass rates. The SOL pass rates are based on test scores earned on Virginia SOL tests taken by students in grades 3 through 12. These pass rates are posted as a part of Virginia's School Quality Profiles. This presentation includes the division's 2025-2026 pass rates by test and by student reporting group, and compares division performance to the state, to Hampton Roads divisions, and to other comparable Virginia divisions. The presentation also updates the Board on the Virginia Board of Education's new proficiency cut scores for reading and math, which begin phasing in with the 2026-2027 school year, and closes with a summary of accomplishments and the division's areas of continued focus.

Source:

The Virginia Department of Education Website.

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

DRAFT COPY SUBJECT TO CHANGE

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Standards of Learning (SOL) Pass Rates Based on 2025-2026 Performance

School Board Information

September 8, 2026

Office of Planning, Innovation and Accountability

Department of Teaching and Learning

Virginia's Annual SOL Pass Rates and Accountability

- 2025-2026 VDOE Annual SOL Pass Rate Data
- Compare VBCPS Data to State Data and Other Divisions
- Proficiency Implementation Plan, Updated Cut Scores
- Support for Areas of Focus

SOL Pass Rates by Test

Division Pass Rates Summary

MATHEMATICS SOL TEST

Math	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
Grade 3	76	79	79	0
Grade 4	77	77	77	0
Grade 5	76	79	78	-1
Grade 6	72	68	70	+2
Grade 7	50	47	41	-6
Grade 8	75	74	71	-3
EOC Algebra I	92	91	93	+2
EOC Geometry	90	91	90	-1
EOC Algebra II	94	96	95	-1
Overall Mathematics	78	79	78	-1

Division Pass Rates Summary

READING AND WRITING SOL TESTS

Reading	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
Grade 3	77	75	76	+1
Grade 4	83	80	81	+1
Grade 5	80	79	79	0
Grade 6	81	80	82	+2
Grade 7	82	82	81	-1
Grade 8	79	83	82	-1
Grade 11 (EOC)	90	91	92	+1
Overall Reading	**82**	**82**	**82**	**0**

Writing	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
Grade 11 (EOC)	81	83	83	0

Division Pass Rates Summary

SCIENCE SOL TEST

Science	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
Grade 5	72	73	72	-1
Grade 8	74	79	75	-4
EOC Earth Science	92	93	96	+3
EOC Biology	82	84	84	0
EOC Chemistry	51	61	79	+18
Overall Science	**78**	**81**	**80**	**-1**

Division Pass Rates Summary

HISTORY SOL TEST

History	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
VA Studies (Gr 5)	69	74	78	+4
Civics & Economics (Gr 8)	81	82	83	+1
EOC World Geography	78	80	87	+7
EOC World History I	77	78	83	+5
EOC World History II	36	37	42	+5
EOC VA & US History	44	52	54	+2
Overall History	**73**	**77**	**81**	**+4**

Division Pass Rates
Summary

- Improvement on 14 out of 28 tests, 50%
- Remained the same on 5 out of 28 tests, 18%
- Decreased on 9 out of 28 tests, 32%
- Scores on history tests showed overall improvement from last year

SOL Pass Rates
by Reporting Group

Reporting Group Summary

MATHEMATICS

Reporting Groups	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
All Students	78	79	78	-1
Asian	91	91	91	0
Black	62	62	60	-2
Hispanic	73	74	72	-2
Multiracial	80	80	79	-1
White	86	87	86	-1
Female	79	79	78	-1
Male	78	79	78	-1
Economically Disadvantaged	68	67	66	-1
English Learners	57	56	60	+4
Students with Disabilities	46	46	43	-3

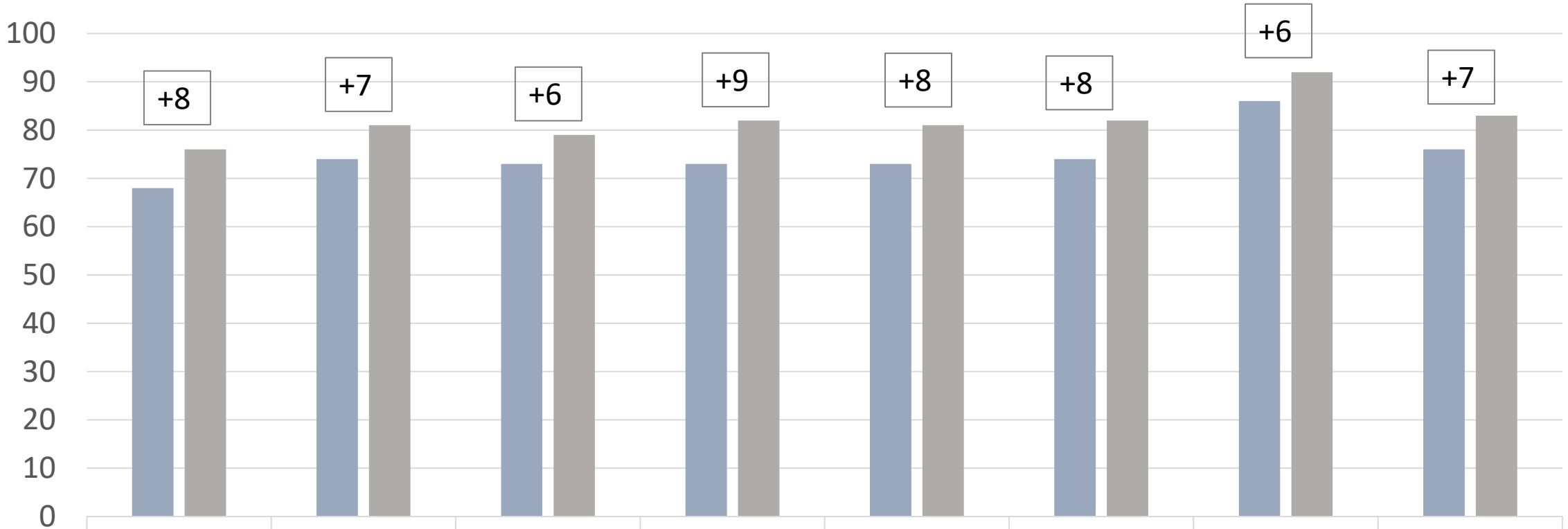
Reporting Group Summary

READING

Reporting Groups	23-24 Pass Rate	24-25 Pass Rate	25-26 Pass Rate	Change from 24-25
All Students	82	82	82	0
Asian	90	91	90	-1
Black	66	67	67	0
Hispanic	78	75	76	+1
Multiracial	84	84	84	0
White	89	89	90	+1
Female	84	84	84	0
Male	79	79	80	+1
Economically Disadvantaged	72	72	72	0
English Learners	50	44	44	0
Students with Disabilities	49	47	47	0

SOL PASS RATE COMPARISONS: VBCPS AND STATE

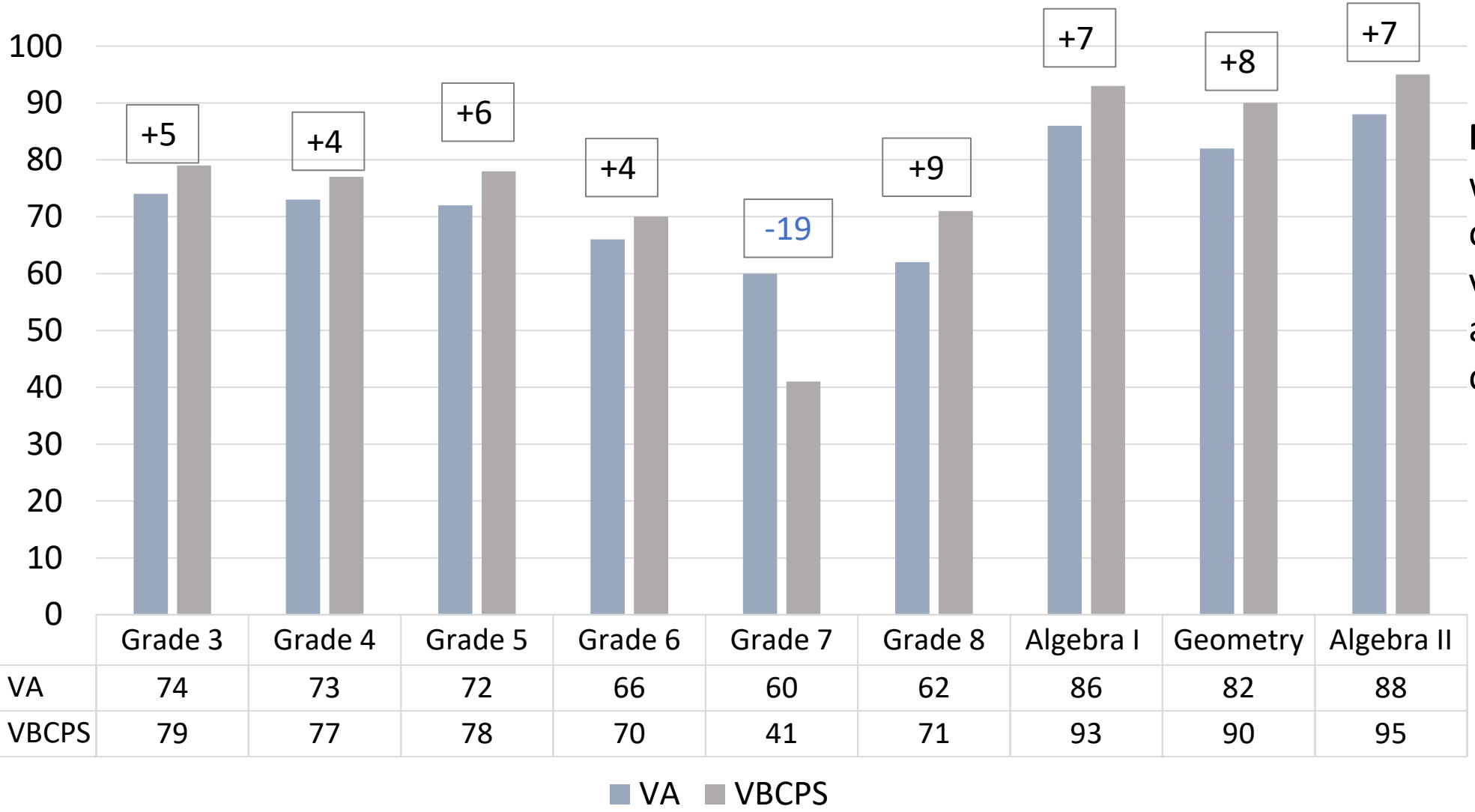
Reading and Writing SOL Pass Rates for 2025-2026



	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	EOC Reading	EOC Writing
VA	68	74	73	73	73	74	86	76
VBCPS	76	81	79	82	81	82	92	83

VA VBCPS

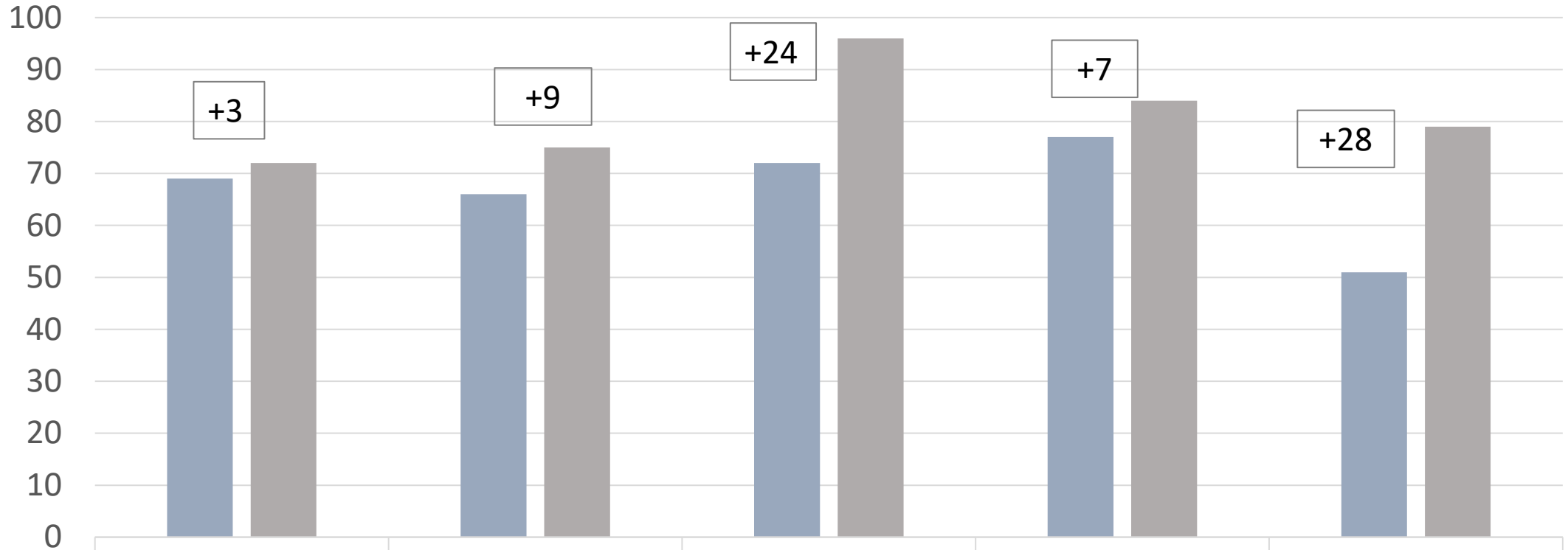
Mathematics SOL Pass Rates for 2025-2026



	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Algebra I	Geometry	Algebra II
VA	74	73	72	66	60	62	86	82	88
VBCPS	79	77	78	70	41	71	93	90	95

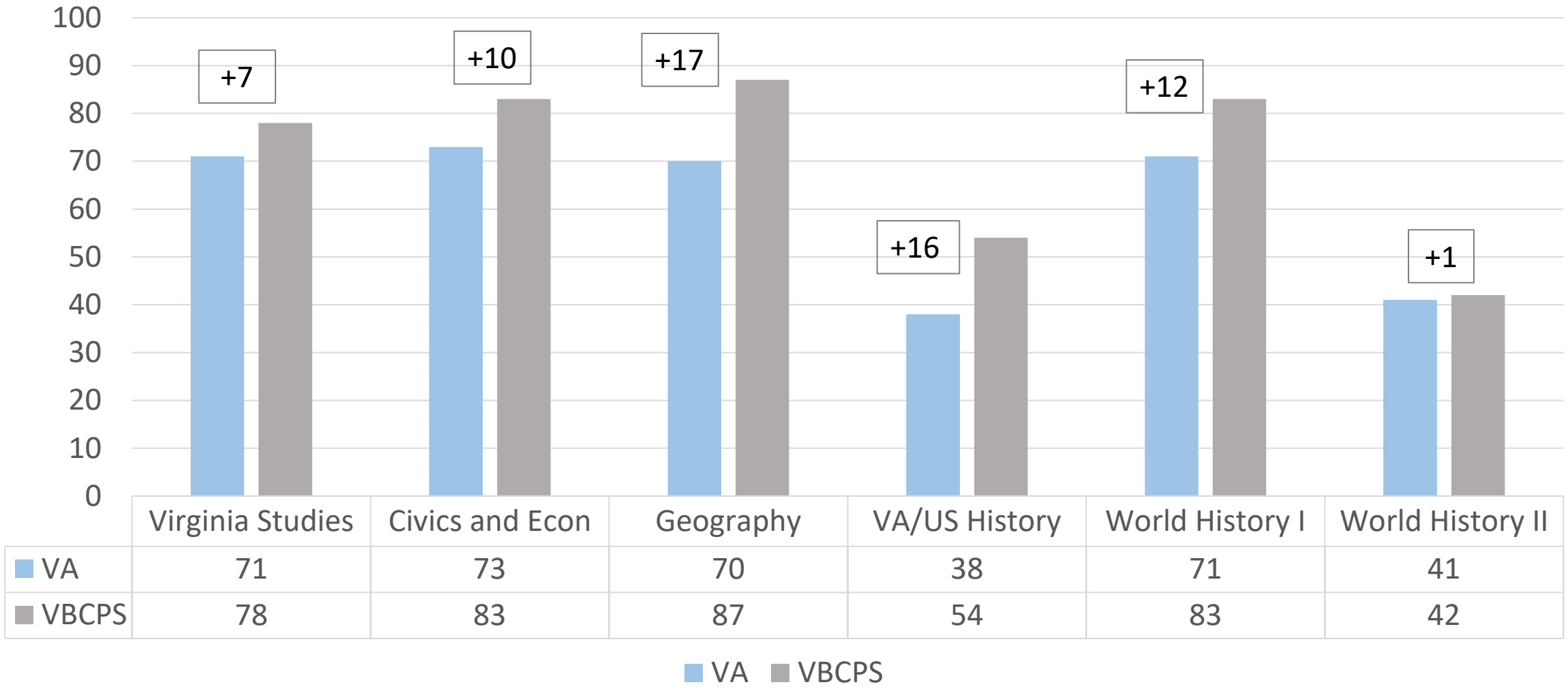
Note: Beginning with Grade 7, course sequencing varies by division and can affect test comparability.

Science SOL Pass Rates for 2025-2026



	Grade 5	Grade 8	Earth Science	Biology	Chemistry
VA	69	66	72	77	51
VBCPS	72	75	96	84	79

History SOL Pass Rates for 2025-2026



SOL PASS RATE COMPARISONS: VBCPS AND SELECT DIVISIONS

Overall Standards of Learning Pass Rates by Subject

Hampton Roads Cities

	Reading	Writing	Math	Science	History
Virginia State	74	76	73	71	70
Chesapeake	79	81	79	75	74
Hampton	75	75	78	77	71
Newport News	64	<	63	60	60
Norfolk	61	63	55	59	54
Portsmouth	61	71	61	64	65
Suffolk	73	79	72	65	64
Virginia Beach	82	83	78	80	81

Overall Standards of Learning Pass Rates by Subject

Other Comparable School Divisions

	Reading	Writing	Math	Science	History
Virginia State	74	76	73	71	70
Chesterfield County	73	64	69	71	68
Fairfax County	80	11	80	76	48
Henrico County	70	91	67	71	61
Loudoun County	83	89	82	80	88
Prince William County	76	78	74	71	79
Stafford County	74	80	72	69	69
Virginia Beach	82	83	78	80	81
Williamsburg - James City County	78	74	77	76	74

PROFICIENCY IMPLEMENTATION PLAN
UPDATED CUT SCORES
FOR READING AND MATHEMATICS

UPDATED CUT SCORES

What's changing?

A score of 400 used to mean a student passed — that number will no longer apply for most **reading** and **math** SOL tests.

Why is this happening?

Virginia updated its math standards in 2023 and English standards in 2024, and the passing scores are changing to reflect that.

Which tests are affected?

- Grades 3-8 Reading and Math
- Algebra I, Geometry, and Algebra II
- EOC Reading *(starting in 2028-2029)*

UPDATED CUT SCORES

What does this mean for students?

Temporary category called Pass/Approaching has been added. Students who score Pass/Approaching, Pass/Proficient, or Pass/Advanced will all be considered passing.

- **Pass/Approaching** — passing, and getting close to the new, higher standards
- **Pass/Proficient or Pass/Advanced** — passing, and fully meeting or exceeding the new standards

The passing bar will rise gradually each year until the new standards are fully in place.

Proficiency Implementation Plan VDOE Site

UPDATED CUT SCORES

Grade 6 Reading

Year	Fail/Below Basic	Fail/Basic	Pass/Approaching	Pass/Proficient	Pass/Advanced
2025-2026	0-316	317-399	—	**400*-499**	500-600
2026-2027	0-389	390-412	**413*-448**	449-514	515-600
2027-2028	0-389	390-424	**425*-448**	449-514	515-600
2028-2029	0-389	390-436	**437*-448**	449-514	515-600
2029-2030	0-389	390-448	—	**449*-514**	515-600

*Note: Scale score in **bold with asterisks(*)** indicates the minimum score considered "passing" in the given school year. The dashes (—) indicate category is not applicable.*

School Year 2026/2027 Proficiency Implementation Plan

Four Year Phase In Proficiency Implementation Plan

UPDATED CUT SCORES

Communication

- Internal Communication
  - Principal Packet Memo
  - School Improvement Specialist Trainings
  - Principal League Meetings

- External Communication
  - VBSchools Standards of Learning Page
    - ✓ Changes to SOL Reading and Math Passing Scores
  - VBCPS Family Newsletter (September)
  - ParentSquare message to families and all staff

IN SUMMARY

Summary - **Accomplishments**

- Scores on history tests showed overall improvement from last year
- English Learners showed a 4 percentage-point increase in Mathematics
- VBCPS outperforms state on 27 of 28 SOL tests
- VBCPS outperforms other Hampton Roads Cities
  - Outperformed local school divisions in reading, writing, science and history

Summary – **Areas of Focus**

- All academic content, emphasis on elementary and middle school mathematics
- Early literacy and Student Reading Plan monitoring
- All reporting groups, emphasis on students with disabilities, English learners and black students

Looking Ahead

- **Fall Update:** Department of Teaching and Learning – October 27, 2026

- **School Performance and Support Framework:** Office of Planning, Innovation, and Accountability – November 2026

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Budget Calendar **Item Number: 12D**

Section: Information **Date: September 8, 2026**

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board receive information on the Budget Calendar for the FY 2027/28 Operating Budget and the 2027/28 – 2031/32 Capital Improvement Program.

Background Summary:

The Budget Calendar outlines specific dates and timeframes for the key components and activities in the budget development process. It serves as an important guide for management and the School Board, detailing the schedule of events that lead to an approved budget.

Source:

School Board Policy 3-6

Code of Virginia §22.1-93

Budget Impact:

N/A

Next Steps:

On consent agenda for September 22, 2026 School Board meeting.

Budget Calendar
FY 2027/28 School Operating Budget
FY 2027/28-FY 2032/33 Capital Improvement Program

2026	
September 8	School Board Benefits Workshop (Update from Mercer)
September 8	The Budget Calendar is presented to the School Board for Information
September 22	The Budget Calendar is presented to the School Board for Action
September	A budget kickoff meeting is conducted to provide senior staff and budget managers with a revenue outlook and general directions for budget development
September-November	Reversion is presented to the School Board and the City Council
October	Budget requests are submitted by senior staff and budget managers to the Office of Budget Development
November 17	The Five-Year Forecast is presented to the School Board and the City Council
November 23	School Board Benefits Workshop (Update from Mercer)
November-December	Budget requests are reviewed, refined, and summarized by the Office of Budget Development
December 8	A public hearing is held to solicit stakeholder input for consideration in the development of the Superintendent's Estimate of Needs document *(no document available at this time)*
December (3rd week)	State revenue estimates are released by the Virginia Department of Education
2027	
January	Budget requests are reviewed by the CFO and Superintendent
January 12	School Board Budget Workshop #1 (Department Presentations)
January 19	Special Meeting – School Board Budget Workshop #2 (Department Presentations) – Time TBD
January 26	School Board Budget Workshop #3 (Department Presentations)
February 9	School Board Budget Workshop #4 (Department Presentations)
February 16	Special Meeting - School Board Budget Workshop #5 - Time TBD
February 23	School Board Benefits Workshop (Update from Mercer)
February 23	The Superintendent's Estimate of Needs and the Capital Improvement Program are presented to the School Board
March 2	Special Meeting – School Board Budget Workshop #6 - Time TBD
March 9	School Board Budget Workshop #7
March 9	A public hearing is held to solicit stakeholder input and offer the community an opportunity to be involved in the budget development process
March 23	The School Board Proposed Operating Budget and the Capital Improvement Program are adopted by the School Board
April *(TBD by City)*	The School Board Proposed Operating Budget and the Capital Improvement Program are presented to the City Council (Sec. 15.1-2508)
No Later Than May 15	The School Operating Budget and the Capital Improvement Program budget are approved by the City Council (Sec. 22.1-93; 22.1-94; 22.1-115)
May 25	School Board Benefits Workshop (Update from Mercer)

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Policy Review Committee Recommendations **Item Number: 14 A 1-6**

Section: Consent **Date: September 8, 2026**

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

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

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board approve recommendations regarding the amendment of 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:

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: 14B**

Section: Consent **Date: September 8, 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 approve 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:

No further action needed.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Planning, Innovation, and Accountability

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

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: 14C2**

Section: Consent **Date: Sept 8, 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 approve 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:

No further action.

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

School Board Agenda Item

Subject: Religious Exemption(s) **Item Number: 14D**

Section: Consent **Date: Sept. 8, 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-27-03, RE-27-04 and RE 27-05.

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

Section: Action **Date: September 8, 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 September 8, 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
September 8, 2026
2026-2027 SY

Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/28/2026	Jasmine Thomas	Special Education Assistant	not applicable	Immanuel Christian School, CA
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/28/2026	Busra Yigitoglu	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Bayside	8/28/2026	Shamika James	School Office Associate II	not applicable	LWSS Family Dentistry, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/18/2026	Sara J Chicarello	Special Education Assistant	Pensacola Junior College, FL	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/17/2026	Kelli L Bobikewicz	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/18/2026	Susan M Spencer	Special Education Assistant	University of Wisconsin River Falls, WI	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/18/2026	Beth I Withers	Pre-Kindergarten Teacher Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/19/2026	Matthew D Johnson	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	8/19/2026	Timothy Rountree	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Brookwood	8/19/2026	Kyra Bly	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Christopher Farms	8/21/2026	Taylor M Eakes	Physical Education Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	College Park	8/18/2026	BreOsha N King	Physical Education Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	8/18/2026	Azariah Russell	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/10/2026	Venice Brickhouse	Baker/Cook	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Diamond Springs	8/10/2026	Jennifer L Craddolph	Cafeteria Manager I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Taylor R Aurillo	School Nurse	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/17/2026	Sara E Vick	Cafeteria Assistant, 4.0 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Fairfield	8/28/2026	Dorothy Scott	School Administrative Associate I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	8/19/2026	Savannah Williams	Kindergarten Assistant	Virginia Commonwealth University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	8/26/2026	Lakesha Mealy	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Glenwood	8/28/2026	Volha Khadanovich	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	8/18/2026	Ana C Valverde	Special Education Assistant	College of William and Mary, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	8/31/2026	Sarah B Mcglamery	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Emily G Watts	Library/Media Assistant	Old Dominion University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	8/18/2026	April Caldwell	Kindergarten Assistant	Walsh University, OH	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Hermitage	8/19/2026	Melody Derksen	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	8/14/2026	Jamie Shaw	School Nurse	not applicable	The Virginia Department of Corrections, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Holland	8/28/2026	Sabrina Dos Santos	Special Education Assistant	not applicable	Adler Therapy Group, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	8/18/2026	Victoria Drummond-Rivas	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Indian Lakes	8/18/2026	Tara McCullough	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	John B. Dey	8/14/2026	Chiara Zito	Security Assistant, .600	not applicable	Department of the Navy, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	John B. Dey	8/18/2026	Heather Stanley	Clinic Assistant, .500	not applicable	Sentara Health, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	8/14/2026	Elizabeth Martinez	School Nurse	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	8/19/2026	Nikki L Midkiff	Clinic Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville	8/26/2026	Destiny Shepard	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/19/2026	Sirisha Dumpa	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Kempsville Meadows	8/28/2026	Elizabeth Johnson	Special Education Assistant	University of Houston, TX	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	King's Grant	8/18/2026	Robyn A Sproul	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	8/18/2026	Ronald C Badach	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Luxford	8/18/2026	Amber Smithwick	Special Education Assistant	not applicable	SECEP, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Luxford	8/18/2026	Katelynn Wilson	Pre-Kindergarten Teacher Assistant	not applicable	St. Michaels Lutheran Preschool, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Lynnhaven	8/10/2026	Joseph S Pfeifle	Custodian II Head Night	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	New Castle	8/10/2026	Dan P Miranda	Custodian II Head Night	not applicable	7-Eleven Inc., VA
Assigned to Unified Salary Scale	Appointments - Elementary School	North Landing	8/18/2026	Bea Trizia Cawaling	Special Education Assistant	Tidewater Community College, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	North Landing	8/18/2026	Hayden Scott	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Ocean Lakes	8/14/2026	Isaiah Brown	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/18/2026	Stacy Sowell	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	8/18/2026	Jessica Tipton	Special Education Assistant	Morehead State University, KY	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/17/2026	Fadoua Elbakkali	Cafeteria Assistant, 4.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/18/2026	Shirley Cosme	Physical Education Assistant, .500	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/17/2026	Paige V Bizub	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Point O'View	8/18/2026	Arianna Moorefield-Carson	Kindergarten Assistant	not applicable	Tidewater Physicians Multispecialty Group PC, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Princess Anne	8/14/2026	Tonya R Morgan	Security Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Providence	8/18/2026	Ginovia R Haynes	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	8/10/2026	Jodi Payton	Baker/Cook	not applicable	VBCPS

Personnel Report
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Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	8/17/2026	Mildred M Pierce	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	8/18/2026	Laura Lamb	Special Education Assistant	Broome Community College, NY	Suffolk Public Schools, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Red Mill	8/18/2026	Alex M Smith	Physical Education Assistant	Southern New Hampshire University, NH	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont	8/18/2026	Scott Guernsey	Physical Education Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/18/2026	Amanda C Hardy	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	8/18/2026	Desiree L Rios	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	8/18/2026	Evie B Prewitt	Kindergarten Assistant	Middle Tennessee State University, TN	Anderson School District, SC
Assigned to Unified Salary Scale	Appointments - Elementary School	Salem	8/19/2026	Sherri Mitra	Special Education Assistant	not applicable	Poquoson City Public Schools, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Seatack	8/14/2026	Megan P Murphy	Library/Media Assistant, .600	Emerson College, MA	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/18/2026	Michael A Chriest	Special Education Assistant	University of Maryland University College, MD	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/18/2026	Abigail Heck	Special Education Assistant	Virginia Wesleyan University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/18/2026	Jamie Ozenbaugh	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/26/2026	Genavieve Sandoz	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Strawbridge	8/18/2026	Jacalyn McGourty	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/18/2026	Jenae A Bowers	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Tallwood	8/18/2026	Corey E Damon	General Assistant	Lasell College, MA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/14/2026	Michael Lund	School Nurse	University of Delaware, DE	University of Utah Health, UT
Assigned to Unified Salary Scale	Appointments - Elementary School	Thalia	8/18/2026	Emily M Havrilla	Special Education Assistant	not applicable	Loudoun County Schools, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Thoroughgood	8/18/2026	Lindsey K Mares	Kindergarten Assistant	University of Texas San Antonio, TX	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	8/18/2026	Kinaya Dozier	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Three Oaks	8/21/2026	Mary Harlacher	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Trantwood	8/18/2026	Melissa L Torres-Toledo	General Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	8/18/2026	Marissa Allison	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	White Oaks	8/18/2026	Antonia M Morris	Physical Education Assistant	Norfolk State University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	8/10/2026	Kristy R Godwin	Cafeteria Manager I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	8/14/2026	Jonathan B Miller	Security Assistant	West Virginia University, WV	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	8/18/2026	Jasmine S Ayers	Kindergarten Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Oaks	8/18/2026	Madison Scrivener	General Assistant	Salisbury University, MD	Calvert County Schools, MD
Assigned to Unified Salary Scale	Appointments - Elementary School	Windsor Woods	8/31/2026	Leonela Lopez Rosado	Kindergarten Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	8/17/2026	Shannon M Rogers	Clinic Assistant, .500	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	8/26/2026	Amber Taylor	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/12/2026	Daniel Owens	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside	8/26/2026	Zina Tahrioui	Cafeteria Assistant, 6.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Brandon	8/18/2026	Karen G Tomkinson	Special Education Assistant	Tidewater Community College, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	8/26/2026	Justine Charbonier	Custodian I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Corporate Landing	8/26/2026	Laqueisha S Johnson	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Russell L Christe	Security Assistant, .400	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	8/26/2026	Dominick A Earl	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Kempsville	8/26/2026	Deirdre B Haag	Cafeteria Assistant, 6.0 Hours	Briarcliffe College, NY	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Nicholas Mullins	Security Assistant	not applicable	Top Guard Security, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Larkspur	8/18/2026	Breyn Kelly	Special Education Assistant	Old Dominion University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2026	Eliana Sencion Perez	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2026	Tejuana D Thomas	ISS Coordinator	Strayer University, DC	VBCPS
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	8/12/2026	Gilda B Dalida	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Old Donation School	8/17/2026	Kelly Moore	Cafeteria Assistant, 4.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	8/21/2026	Carlee C Banahan	Special Education Assistant	Regent University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	8/26/2026	Ashley Easmunt	School Office Associate II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	8/26/2026	David Suber	ISS Coordinator	University of Virginia, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	8/17/2026	Najla Soriano	Cafeteria Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	8/19/2026	Carmen M Campbell	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Salem	8/26/2026	Jazlyne Rodriguez	Special Education Assistant	Forsyth Technical Community College, NC	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	8/28/2026	Timothy E Blackman	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Virginia Beach	9/1/2026	Angelica Rhodes	Special Education Assistant	Wright State University, OH	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Bayside	8/18/2026	Jeremy Sheppard Jr	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Bayside	8/26/2026	Paul Todd	Custodian I	not applicable	not applicable

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Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - High School	Cox	9/8/2026	Lauren Boucher	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	8/19/2026	Jaime R Branch	Cafeteria Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	8/21/2026	Christopher Slaughter	Security Assistant	not applicable	Nexus Treatment Center, MT
Assigned to Unified Salary Scale	Appointments - High School	Kellam	8/5/2026	Amy M Jereb	School Office Associate II	not applicable	Children's Hospital of The Kings's Daughters, VA
Assigned to Unified Salary Scale	Appointments - High School	Kellam	8/10/2026	Sarah J Morrow	Baker/Cook	not applicable	Food Lion, NC
Assigned to Unified Salary Scale	Appointments - High School	Kellam	8/26/2026	Brandi Walker	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Kellam	8/26/2026	George Yeager Jr	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Kempsville	8/21/2026	Andre Bottoms	Distance Learning Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/12/2026	Arnulfo A Erjas	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/12/2026	Ambria K George	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/12/2026	Scott Whippo	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/19/2026	Matthew Middleton	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/26/2026	Elaine M Corprew	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	8/26/2026	Octavia Dildy	Cafeteria Assistant, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	8/14/2026	Anthony J Buckland	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Ocean Lakes	8/18/2026	Alysha Ortiz-Claudio	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	8/10/2026	Andrea Rahmings	School Office Associate II	not applicable	Henry Viscardi School, NY
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/18/2026	Jessica Clough	Special Education Assistant	not applicable	Pathfinder Regional Vocational Technical High School, MA
Assigned to Unified Salary Scale	Appointments - High School	Renaissance Academy	8/25/2026	Tevin M Davis	Student Support Specialist	Valdosta State University, GA	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/17/2026	Rachael E Coxwell	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/17/2026	Larry G Gordon II	Security Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/17/2026	Kimiko Lively	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/18/2026	Meghan Rice	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	8/26/2026	Fredie Valencia	Custodian I	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	8/14/2026	Caleb Wright	ISS Coordinator	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	8/17/2026	Tara Mangosing	Clinic Assistant	not applicable	Tidewater Physicians Multispecialty Group, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Budget & Finance	8/24/2026	Nicholas Sabatino	Accountant - Principal	James Madison University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Budget & Finance	8/26/2026	April Roberts	Financial Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Human Resources	8/17/2026	Millen Simon	Substitute Office Associate	Old Dominion University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Custodial and Distribution Services	8/17/2026	Antionette L Fleming	Custodian II	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/10/2026	Cierra Jackson	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/19/2026	Jaceta Rogers	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/24/2026	Rosemarie C Martinez	Baker/Cook	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/28/2026	John Waldy	Baker/Cook	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	8/3/2026	Shonn Anderson	HVAC Craftsman II	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	8/17/2026	James M Cummings III	General Maintenance Craftsman I	not applicable	Cummings Home Repair, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	8/31/2026	James W Winstead	HVAC Craftsman II	not applicable	City of Virginia Beach, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/19/2026	Ryan Redington	Interpreter	Keuka College, NY	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Security and Emergency Management	8/14/2026	Candace T DeJarnette	Security Assistant	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Leadership	8/12/2026	Paul M Campbell	Administrative Office Associate I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/10/2026	Jessica McAndrews	Behavior Intervention Specialist	Ball State University, IN	Repton Foundation School, Abu Dhabi, UAE
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/17/2026	Veronica Derickson	Psychologist	Duquesne University, PA	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/18/2026	Grazia Purley	Special Education Assistant	not applicable	Butterfly Effects, FL
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	8/24/2026	Rachel Lapham	Behavior Intervention Specialist	Liberty University, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/10/2026	Graham Brennan	Fleet Technician I	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/14/2026	Thomas Steinhoff	Bus Driver Trainer	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Patrick J Drumm Jr	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Melissa Houston	Bus Driver, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Paula M Hubbard-Hudson	Auxiliary Driver, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Tiffany J Kelley	Bus Driver - Special Ed, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Amanda M Lemmond	Bus Driver, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Kayla Matherly	Auxiliary Driver, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Rosa Roque	Bus Driver - Special Ed, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Carole Wagner	Bus Driver, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Terry L Yarbrough	Auxiliary Driver, 6.5 Hours	not applicable	VBCPS

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Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Junel Custodio	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Linda S Halstead	Bus Assistant, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Rosa M Mills	Bus Driver, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Antionette A Pollard-Olatunji	Bus Assistant, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Inetta S Riddick	Bus Driver - Special Ed, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Genifer M Schwartz	Bus Driver, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	8/26/2026	Levi C Theis	Bus Driver - Special Ed, 6.5 Hours	not applicable	VBCPS
Assigned to Unified Salary Scale	Resignations - Elementary School	Bettie F. Williams	8/26/2026	Malik S LaFon	Security Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2026	Elizabeth S Marcum	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2026	Maurice Jones	Physical Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Cooke	8/18/2026	Christie R Spear	Kindergarten Assistant (declined position)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Cooke	9/3/2026	Ariane G Naim	School Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	6/30/2026	Karlie A Costanza	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	6/30/2026	Jasmine Q Woodhouse	Physical Education Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Holland	8/25/2026	LaShandra Engram	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2026	Nisrine Makhzar	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	King's Grant	6/30/2026	Jude A Holland	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Luxford	6/30/2026	Justin D Washington	Physical Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2026	Zaria Alexander	Pre-Kindergarten Teacher Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	8/14/2026	Jennifer Salverson	Baker/Cook (job abandonment)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	North Landing	6/30/2026	Jeffrey A Bradford	Security Assistant, .600 (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Strawbridge	9/18/2026	Hannah R Jones	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	7/28/2026	Glenn T Jones	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Three Oaks	6/30/2026	Jennifer L Kelley	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Trantwood	6/30/2026	Armira Hernandez	General Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	White Oaks	6/30/2026	Mary K Anderson	Kindergarten Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2026	Dora M Wilson	Cafeteria Assistant, 5.0 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	6/30/2026	Alexis D Horak	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	6/30/2026	Billie L Horak	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	6/30/2026	Mariann M Long	Kindergarten Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	6/30/2026	Crystal Brunn	Special Education Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Brandon	6/30/2026	Joshua Culberson	Security Assistant (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Brandon	6/30/2026	Jermaine E Robinson	Security Assistant (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	6/30/2026	Denise Taltoan	Cafeteria Assistant, 6.0 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	6/30/2026	Sandra N Spencer	Cafeteria Assistant, 6.0 Hours (job abandonment)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Kempsville	8/24/2026	Stephanie M McNeal	Cafeteria Assistant, 5.0 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	9/11/2026	Christine H Brown	School Office Associate II (relocation)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2026	Brittany M Horner	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	9/3/2026	Kendra Pressey	Distance Learning Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	6/30/2026	Gloria Payton	Baker/Cook (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	8/28/2026	Stephanie M Cooper	Cafeteria Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run Collegiate	8/7/2026	Erin M Keon	Academic Dean MS (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run Collegiate	9/11/2026	Alexandra C Oldfield	School Office Associate II (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kellam	6/30/2026	Angie D Long	Cafeteria Assistant, 5.0 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kellam	8/17/2026	Amy M Jereb	School Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	6/30/2026	Anna Battalio	Special Education Assistant (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	6/30/2026	Reginald L Williams	Security Assistant (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	9/2/2026	Tiara S Robinson	School Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	8/6/2026	Katherine R Clarke	School Office Associate II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	9/4/2026	Rashida Y Moore	Assistant Principal (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	9/18/2026	Janice C Wilson	Special Education Assistant (moved to public school system)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	8/6/2026	Ariana E McDonald	Custodian I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	8/14/2026	Vanessa Flowers	Student Support Specialist (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Tallwood	8/21/2026	Kellie Pettitt	Baker/Cook (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Adult Learning Center	6/30/2026	Bernadette L Outlaw	ALC General Asst (moved to public school system)	not applicable	not applicable

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Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Budget & Finance	7/31/2026	Kasey N Koeniger	Financial Assistant (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Teaching and Learning	9/11/2026	Lorena L Kelly	Executive Director Elementary Teaching & Learning (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Consolidated Benefits	8/13/2026	Erica L Hunter	Benefits Specialist II (career enhancement opportunity)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Chasity C Rosenthal	Bus Driver, 6.5 Hours (family)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	7/24/2026	Charles J Blair	Coord Transportation Routing & Analytics (death)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	8/6/2026	Austin K Smith	Fleet Technician I (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	8/18/2026	Trina Wilson	Bus Assistant, 7.5 Hours (expiration of long-term leave)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	8/19/2026	Ronda Huston	Office Associate II (job abandonment)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	9/3/2026	Lizmarie Negron Cruz	Bus Assistant, 6.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	9/8/2026	Victoria Allen	Bus Driver, 7.5 Hours (personal reasons)	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Christopher Farms	9/30/2026	Michelle E Street	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Parkway	6/30/2026	Joyce Crim	Special Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Point O'View	6/30/2026	Ida Rines	Physical Education Assistant	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Bayside	6/30/2026	Linda Litchfield	Cafeteria Assistant, 5.0 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Kellam	9/16/2026	Karen Ware	School Nurse	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Technology	10/30/2026	Ling L Lundquist	Programmer/Analyst - Senior	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Maintenance Services	8/31/2026	Patrick A Fitzpatrick	Coordinator, Environmental Programs	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Student Support Services	6/30/2026	Berkley J Wheeler	Behavior Intervention Specialist	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2026	Debra A Flournoy	Bus Driver - Special Ed, 6.5 Hours	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	11/30/2026	Naomi Lane	Auxiliary Driver Spec Ed, 7.5 Hours	not applicable	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/14/2026	Avery Behnke	Fifth Grade Teacher	Michigan State University, MI	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/14/2026	Jennifer Davey	Third Grade Teacher	Molloy College, NY	Saint John the Apostle Catholic School, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Alanton	8/19/2026	Nicole L Miragliotta	Music/Vocal Teacher	Dartmouth College, NH	Harrisonburg City Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Alyssa N Brickhouse	Special Education Teacher	Regent University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Maurice Cannon	Fifth Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/14/2026	Taran Rinaldi	Kindergarten Teacher	Longwood University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Arrowhead	8/19/2026	Amber L Boyle	Fifth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Bettie F. Williams	8/19/2026	Jessica Anderson	Title I Resource Teacher	Longwood University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Dawn L Brewer	Kindergarten Teacher	Norfolk State University, VA	Montgomery County Public Schools, MD
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/14/2026	Teri R Saindon	Fourth Grade Teacher	Regent University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/21/2026	Alana J Strong	Fifth Grade Teacher	Western Washington University, WA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Birdneck	8/26/2026	Sophia Williams	Art Teacher, .200	Regent University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Centerville	8/14/2026	Ann Mikaela M Cipcon	Special Education Teacher	University of Perpetual Help System, PH	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/14/2026	April M Fabo	First Grade Teacher	University of Mississippi, MS	Senatobia Municipal School District, MS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Diamond Springs	8/26/2026	Emily Malbon	Kindergarten Teacher	University of Maryland, MD	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Teresita A Anasco	Fourth Grade Teacher	University of Bohol, PH	Saint Louis School Chachoengsao, TH
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Kristiana Kuykendall	Third Grade Teacher	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/14/2026	Cheryl L Layman	Fourth Grade Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Fairfield	8/19/2026	Kellie A Sullivan	School Counselor, .400	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Lindsay Blue	Music/Vocal Teacher	San Francisco State University, CA	State of Hawaii, Department of Education, HI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Glenwood	8/14/2026	Shemaka L Swaby	Special Education Teacher	Grand Canyon University, AZ	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Erin L Hardy	Fourth Grade Teacher	Western Michigan University, MI	Lakeview School District, MI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Hermitage	8/14/2026	Hadlee Justesen	Fourth Grade Teacher	University of Wyoming, WY	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Holland	8/14/2026	Anneliese L Keeler	First Grade Teacher	University of Denver, CO	Belle Creek Charter School, CO
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/14/2026	Molly Gobble	Third Grade Teacher	Virginia Wesleyan University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/14/2026	Samantha Hand	Kindergarten Teacher	Albright College, PA	Fairfax County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/14/2026	Rachel Wynder	Fourth Grade Teacher	George Mason University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	John B. Dey	8/26/2026	Meaghan Cope	Special Education Teacher	Regent University, VA	Avon High School, IN
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kempsville	8/20/2026	Brittany Wright	Art Teacher, .200	Norfolk State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	King's Grant	8/14/2026	Deidre L Harmon	First Grade Teacher	Old Dominion University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Kingston	8/14/2026	Mary R Wood	First Grade Teacher	James Madison University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/14/2026	Ashley Rickert	School Counselor	Capella University, MN	State of Hawaii, Department of Education, HI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Landstown	8/19/2026	Savannah L Taylor	Special Education Teacher	Western Governors University, UT	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/14/2026	Viola M Gant	Fifth Grade Teacher	University of Arizona, AZ	Lamplighter Chabad Day School, AZ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Luxford	8/14/2026	Sadie Potter	Special Education Teacher	Western Governors University, UT	not applicable

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Assigned to Instructional Salary Scale	Appointments - Elementary School	New Castle	8/14/2026	Katy J Kopaskey	First Grade Teacher	Virginia Wesleyan University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	New Castle	8/14/2026	Hayley N Swihart	Third Grade Teacher	James Madison University, VA	State of Hawaii, HI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Pembroke Meadows	8/14/2026	Melissa K Merrill	Kindergarten Teacher	Christopher Newport University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Point O'View	8/14/2026	Laura Gunther	Kindergarten Teacher	James Madison University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Princess Anne	8/19/2026	Marisaura M Aguilar-East	Special Education Teacher	Northeastern Illinois University, IL	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Red Mill	8/14/2026	Lauren Giummarra	Special Education Teacher	Richard Stockton College, NJ	Little Egg Harbor, NJ
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont	8/14/2026	Alicia L Judd	First Grade Teacher	University of Michigan Flint, MI	Flint Community Schools, MI
Assigned to Instructional Salary Scale	Appointments - Elementary School	Rosemont Forest	8/14/2026	Karenna G Blythe	First Grade Teacher	University of Virginia, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Salem	8/14/2026	Jennifer M Jones	Third Grade Teacher	Old Dominion University, VA	Portsmouth Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Salem	8/14/2026	Courtney A Richardson	Pre-Kindergarten Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/14/2026	Lisa Potochniak	Fifth Grade Teacher	Indiana University of Pennsylvania, PA	Spotslyvania County Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Shelton Park	8/17/2026	Barbara J McDougle	Special Education Teacher	Cambridge College, MA	Portsmouth Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Tallwood	8/14/2026	Kendall NewCheever	Kindergarten Teacher	University of Colorado Boulder, CO	Elkhorn Public Schools, NE
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/14/2026	Faith A Farrington	Special Education Teacher	Old Dominion University, VA	Auburn Public Schools, ME
Assigned to Instructional Salary Scale	Appointments - Elementary School	Three Oaks	8/14/2026	Juliana Lee	Fourth Grade Teacher	Bridgewater College, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Trantwood	8/19/2026	Bonnie E Sanford	Pre-Kindergarten Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	White Oaks	8/14/2026	Christina M Felder	Special Education Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/14/2026	Sonya C Ramsey	Third Grade Teacher	Regent University, VA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Elementary School	Windsor Woods	8/14/2026	Brandi Tucker	Music/Vocal Teacher	University of North Alabama, AL	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Bayside	8/14/2026	Katina S Dunbar	Title I Resource Teacher	Norfolk State University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Brittany Driesler	School Counselor	Boise State University, ID	West Ada School District, ID
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Sarah Lester	Health & Physical Education Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/14/2026	Caitlyn Richey	Seventh Grade Teacher	Virginia State University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Corporate Landing	8/31/2026	Joseph Smith	Special Education Teacher	University of Maryland Baltimore, MD	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Great Neck	8/14/2026	Daniel M Hasnas	Eighth Grade Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Independence	8/14/2026	Michelle S Roan	Eighth Grade Teacher	Towson University, MD	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Landstown	8/14/2026	Chloe R Avera	Seventh Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Emily C Glock	Sixth Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/14/2026	Jennifer Nelson	Eighth Grade Teacher	Regent University, VA	Augusta County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Larkspur	8/26/2026	Kristin M Fletcher	Reading Specialist, .600	Old Dominion University, VA	Hanford Elementary School District, CA
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/14/2026	Isaiah M Thomas	Seventh Grade Teacher	Strayer University, DC	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Lynnhaven	8/26/2026	Veronica B Salcedo	Seventh Grade Teacher	Georgia State University, GA	VBCPS
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Nicole Nickelberry	Special Education Teacher	Saint Leo University, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	James M OMalley	AVID Instructor	Old Dominion University, VA	Hanover County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Plaza	8/14/2026	Gabriela Solorzano	Spanish Teacher	Nacional University of Engineering, NI	Roman Catholic Diocese of Richmond, VA
Assigned to Instructional Salary Scale	Appointments - Middle School	Princess Anne	8/14/2026	Brandon L Bateman	Eighth Grade Teacher	Longwood University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Middle School	Virginia Beach	8/14/2026	Brian Reese	Seventh Grade Teacher	James Madison University, VA	Norfolk Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/14/2026	Robelyn F Alagano	Mathematics Teacher	University of Philippines, PH	Linden Hall High School, PH
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/14/2026	Isabelle Brinkley	English Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/14/2026	Kailyn Lockie	Health & Physical Education Teacher	George Mason University, VA	Union County Public Schools, NC
Assigned to Instructional Salary Scale	Appointments - High School	Bayside	8/14/2026	Nina Richards	Family & Consumer Science Teacher	William Smith College, NY	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Cox	8/14/2026	Mae Baltz	Mathematics Teacher	Florida State University, FL	Suncoast Community High School, FL
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/14/2026	Kimberly Fogarty	Special Education Teacher	Old Dominion University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/14/2026	April Liddell	Special Education Teacher	Jackson State University, MS	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/14/2026	Christopher S Singh	Special Education Teacher	Liberty University, VA	Chesapeake Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Green Run	8/31/2026	Katelyn Stocks	Graduation Coach	Florida State University, FL	Pace Center for Girls, FL
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/14/2026	Mikayla B Dayton	Spanish Teacher	Virginia Wesleyan University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/14/2026	Andre D Jacobs	Art Teacher	Old Dominion University, VA	Military Services
Assigned to Instructional Salary Scale	Appointments - High School	Green Run Collegiate	8/14/2026	Maria M Nuzzo	French Teacher	The National and Kapodistrian University of Athens, GR	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	8/14/2026	Faith V Kenner	English Teacher	University of South Carolina, SC	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kellam	8/14/2026	Weston Watts	Science Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Esther P Ceus	Graduation Coach	George Washington University, DC	Accomack County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Tawania Keitt	Family & Consumer Science Teacher	The University of North Carolina at Charlotte, NC	Guilford County Schools, NC
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	8/14/2026	Timothy P Wolf	Special Education Teacher	George Washington University, DC	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Darryl L Andrews	Family & Consumer Science Teacher	ECPI University, VA	Norfolk Public Schools, VA

Personnel Report
Virginia Beach City Public Schools
September 8, 2026
2026-2027 SY

Scale	Class	Location	Effective	Employee Name	Position or Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Marianna M Baird	Special Education Teacher	University of North Texas, TX	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Cheyenne DeBusk	English Teacher	Auburn University, AL	Adams 12 Five Star Schools, CO
Assigned to Instructional Salary Scale	Appointments - High School	Landstown	8/14/2026	Morgan Philips	Social Studies Teacher	Pennsylvania State University, PA	State College Area School District, PA
Assigned to Instructional Salary Scale	Appointments - High School	Lynnhaven - AADA	8/14/2026	Emma Brooks	Social Studies Teacher	Christopher Newport University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Ocean Lakes	8/14/2026	Trinity Dennis	English Teacher	Liberty University, VA	Uplift Education, TX
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/14/2026	Erin G Goens	English Teacher	George Mason University, VA	Stafford County Schools, VA
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/14/2026	Veronica Monte	Science Teacher	Bradley University, IL	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Princess Anne	8/19/2026	Stephen A Perry	Family & Consumer Science Teacher	Full Sail University, FL	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Eunice Dunbar	Mathematics Teacher	Tennessee State University, TN	VBCPS
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/14/2026	Ferris Hollinger	Seventh Grade Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Renaissance Academy	8/19/2026	Dennis E Florence	Mathematics Teacher	Naval Post Graduate School, CA	Military Services
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/14/2026	Jessica Dooley	French Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/14/2026	Shaozhe Ma	Chinese Teacher	Lewis and Clark College, OR	not applicable
Assigned to Instructional Salary Scale	Appointments - High School	Tallwood	8/21/2026	Cameron T Creecy	Social Studies Teacher	Old Dominion University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Department of Teaching and Learning	8/14/2026	Katherine Alvarado	Pre-Kindergarten Resource Teacher	Liberty University, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	8/14/2026	Kendall M Foster	Hearing Impairment Teacher	Mary Baldwin College, VA	not applicable
Assigned to Instructional Salary Scale	Appointments - Miscellaneous	Technical And Career Education Center	8/14/2026	Renee B Courtney	Nursing Instructor	Old Dominion University, VA	Children's Hospital of The King's Daughters, VA
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2026	Hailee E Hiben	First Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2026	Hilary L Thompson	Fourth Grade Teacher (expiration of long-term leave)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Trantwood	6/30/2026	Jennifer H DeLashmutt	Pre-Kindergarten Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Great Neck	6/30/2026	Kristin K Addesso	Seventh Grade Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Great Neck	8/27/2026	Silvana L Nieva	Spanish Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Princess Anne	6/30/2026	Michael J Alfier	Special Education Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Salem	6/30/2026	Maya A Williams	Music/Vocal Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2026	Mary E Firmin	English Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	6/30/2026	Helga M Sutton	Family & Consumer Science Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	8/19/2026	Veronique R Choice	Mathematics Teacher (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	8/21/2026	Sebrina A Lindsay-Law	Social Studies Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	8/27/2026	Sean Williams	Marketing Education Teacher (personal reasons)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2026	Jill M Miller	Speech/Language Pathologist, .600 (relocation)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2026	Jorde Thompson	Speech/Language Pathologist (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Virginia Beach Juvenile Detention Center	6/30/2026	Johnathan B Fay	Science Teacher (career enhancement opportunity)	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Landstown	6/30/2026	Patricia L Weiss	Special Education Teacher	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Corporate Landing	8/27/2026	Brendan W Flynn	Special Education Teacher	not applicable	not applicable
Administrative	Appointments - Elementary School	Arrowhead	TBD	Angelia T Ragland	Assistant Principal	University of Virginia, VA	VBCPS
Administrative	Appointments - High School	Landstown	TBD	Jennifer B McGregor	Coordinator Technology Academy	Johns Hopkins University, MD	VBCPS

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

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

Section: Closed Session **Date: September 8, 2026**

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

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

Recommendation:

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

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

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

8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to

permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

A. Superintendent's Goals for 2026-2027.
B. Status of pending litigation or administrative cases.
C. Consultation with legal counsel regarding probable litigation and pending litigation matters.
D. Authorization to retain Sands Anderson for outside legal counsel legal services regarding procurement and contracting matters. Added 09/08/2026
E. Settlement offers for two matters. Added 09/08/2026

Background Summary:

N/A

Source:

Code of Virginia §2.2-3711, as amended

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.