

The Northampton County School Board held a meeting on Thursday, February 26, 2026, starting with a 5:30 p.m. closed session followed by an open session at approximately 6:00 p.m. The meeting was held in the conference room at the Central Administration Building, located at 7207 Young Street, Machipongo, Virginia 23405.

Present: Ms. Liz Jones, Board Chair
Mr. Joseph Andrews, Vice Board Chair
Mr. Ian Brenson, Board Member
Ms. Jill Bieri, Board Member
Mr. Wayne Bell, Jr., Board Member
Ms. Betty Borden, Board Member
Ms. Jo Ann Molera, Board Member
Dr. Lisa Martin, Superintendent
Ms. Karen Reid, Board Clerk

Absent: None

Chair Liz Jones called the meeting to order and requested a motion to enter a closed session. The motion was made by Mr. Brenson and seconded by Ms. Borden. Without objection, the board convened a closed session meeting.

Reconvene Open Session/Certification of Closed Session

Chair Jones asked for a motion to come out of closed session and re-enter the open session. Motion was made by Mr. Andrews and seconded by Mrs. Borden. Without objection, the board reconvened an open session.

Chair Jones then requested a roll-call vote from board members to certify that the closed session meeting was held in conformity with Virginia law. A roll call vote was then taken.

Roll call vote:

Ms. Molera voted yes.

Ms. Bieri voted yes.

Mr. Wayne Bell, Jr. voted yes.

Mr. Borden voted yes.

Ms. Brenson voted yes.

Mr. Andrews voted yes.

Ms. Jones voted yes.

Motion carried.

The board clerk took a roll call of board members present.

Adoption of the Agenda

Chair Jones asked for a motion from the board to adopt the agenda as presented. A motion was made by Vice Chair Andrews. Before a second motion was made, Mr. Brenson asked whether the second closed session would be removed. Chair Jones said she advised the board clerk to remove it before the meeting started. Mr. Andrews then made his motion to adopt the agenda with the change to delete the second closed session. Mr. Brenson then seconded the motion. Without objection, the motion was unanimously carried forward.

Opening Exercises

Dr. Martin led the Pledge of Allegiance and held a moment of silence.

Public Comment(s)

Chair Jones asked if any public comments were received. The board clerk confirmed that one comment was sent via email.

Comment #1 was emailed by Felicia Matthews – Parent/NCPS Teacher

Good evening,

"I am writing this letter not only as a staff member of Northampton County Public Schools, but also as a parent of an NCPS student. I feel it is important to speak from both perspectives, as the issues outlined below directly affect our students, our families, and our educators.

First, I would like to address the issue of over-testing within our schools grades K-2. I understand and respect that certain assessments are mandated by the state; however, MAP testing is not state-required and has become highly repetitive. The excessive amount of testing is contributing to burnout among both students and teachers. With the amount of time dedicated to assessments, it raises a serious concern as to when meaningful instruction is truly taking place.

The second issue I would like to address is the lack of timely communication and support when staff reach out for assistance. I would like to acknowledge and thank my administration at Kiptopeke Elementary School for their ongoing support. Unfortunately, I have not experienced the same level of responsiveness from central office staff. There have been multiple instances where emails requesting assistance have gone unanswered or responses have taken over a week. In education, a great deal can happen in a single week, and the lack of timely support is discouraging and feels dismissive to those of us seeking guidance.

Another major concern is the fear of retaliation that exists among both staff and parents. Many educators are hesitant to speak up about legitimate concerns because they fear negative consequences or retaliation. Likewise, parents often worry that advocating for their child will result in their student being treated unfairly. Sadly, this has happened. This culture of fear is deeply troubling and does not reflect the school district I remember growing up in. No staff member or parent should feel unsafe or silenced for advocating for students.

I would also like to address student needs during two hour delays, particularly in Title I schools. Many of our students arrive hungry, yet no snacks such as fruit or graham crackers are provided. There are grants available for this purpose, and some Title I schools already offer morning snacks. Providing basic nourishment is a simple but impactful way to support student readiness and success.

Lastly, I would like to address staff dress expectations, specifically the use of jeans. There is no reason that wearing jeans should be treated as a reward. Educators and support staff are actively engaged with students throughout the day sitting on floors, assisting with toileting and feeding, supporting students with medical and behavioral needs, and often being physically involved in their care. Comfort should not be conditional. Teaching effectiveness does not change from Monday through Thursday versus Friday simply because jeans are allowed. Student respect is built through relationships, consistency, and care not clothing. Additionally, when staff are comfortable, students especially those with trauma, disabilities, or anxiety often feel more at ease and regulated in the classroom environment.

I am sharing these concerns with the hope that they will be taken seriously and lead to meaningful discussion and change. Our students and staff deserve a school system that prioritizes communication, support, safety, and dignity. Thank you for your time and consideration."

Before moving forward with *"Discussion Topics/Presentations,"* Mr. Bell said that individuals had reached out to him about public comments in terms of what could be shared during the public comment section of the meeting. Mr. Bell said that as a board member, his role is to educate individuals on the steps to take, and so he would like to be educated on what those steps are, so when he is approached, he will be able to respond correctly to those individuals. Mr. Bell said he knew an individual who wanted to make comments, but felt like they couldn't, and as an advocate for the school board, he wanted to make sure he instructed them on the appropriate steps to take.

Chair Jones started by saying the board is always looking to gain insight from the public that empowers our schools to be better, or to address any issues that come up. Chair Jones continued and said there are two public comment opportunities during the regular school board meetings, and one opportunity at the work session. Chair Jones continued and said it gets tricky when related to personnel matters. Chair Jones said that anything related to teachers, principals, staff members, etc., the board asks that those comments or concerns go directly to the Superintendent and not be spoken about during public comments, because, as seen in other districts, it can become unnerving quickly. Mr. Bell then said he would assume that at some point, the board would receive feedback. Dr. Martin said yes. Dr. Martin added that if she were a parent and had a problem with the teacher, she would start by speaking to the teacher, and if the issue is not resolved at the teacher level, she would then go to the principal and work her way up through the communication line, versus going around the communication line. Dr. Martin continued and said in many cases, when a person comes directly to her, she does not know everything surrounding the circumstances, and therefore spends a great deal of time when the issue could have been resolved at a lower level. Mr. Brenson added that it's important to confirm that people making public comments understand they will be listened to, and although no comment from the board will be received, their comments are still heard.

Discussion Topics/Presentations

Construction Update

Mr. Dane Seagle, Senior Project Manager with Skanska, said he would be giving the board an update on the modernization project at the high and middle school, to include:

- Construction Progress
- Budget Progress
- Schedule/Cost Progress
- Progress Photos

Mr. Seagle then continued with the presentation and answered questions from board members.



Agenda

- ☐ Construction Progress Update
- ☐ Budget Update
- ☐ Schedule/Cost Updates
- ☐ Progress Photos



Construction Progress Update

- Continue Erosion and Sediment Control measures
- Continuing site water and geothermal lines
- Continuing constructing drainage ditches and BMPs along Courthouse Road
- Continuing brick course for all of Phase 1 work
- Continuing CMU walls at the existing Gym tie-in
- Completed installation of underground plumbing and electrical in the new kitchen
- Continuing installation of above ceiling plumbing, ductwork and mechanical equipment
- Painters has begun painting in the main mechanical and electrical rooms
- Installation of mechanical equipment in main mechanical room has begun
- Fire alarm wiring installation has begun
- Switch gear electrical equipment has been set
- New fiber has been run into the new demarcation room



Construction Progress Update

- Continuing in wall rough-in of mechanical, electrical and plumbing
- Continuing sprinkler piping installation
- Continuing insulation of roof drains and water lines
- Installation of roof curbs is near complete
- Continuing installation of windows
- Roofing for flat roofs is complete
- Roofing for barrel roofs has begun
- Connecting the geothermal wells and running circuits to the new pump house is continuing
- Pump house foundation and slab-on-grade is complete
- Continuing metal framing in all areas
- Continuing drywalling in MS wing and Administration wing



Budget Update

- Current Total Budget is \$91,182,677
- Owner Direct Purchasing (ODP) Tax Savings
ODP allows NCPS to purchase materials on a tax-exempt basis, instead of paying the contractor for materials and taxes.
 - Removed \$9,550,485 from the Contractor's Budget in budget change orders
 - Added \$8,872,517 back for the cost of materials to be purchased by NCPS
 - The difference between those two amounts is our savings - \$677,968 to date, with more to come.
- Total Project Expenditures through January 2026
 - \$42,273,769



Schedule Changes

- Project is currently scheduled to be completed in May 2027, but a 92-day delay is under review by the Enhancement Committee.
- Upcoming Milestone:
 - Phase 1 (New Construction Areas) in April 2026
- Final Project Completion:
 - May 2027



Water Line Project

This project is related to the MS/HS Modernization project, but will be handled separately by the County.

- Original Budget was \$700,000
- The Budget was increased to \$825,000 when awarded
- Current Budget after change orders is \$714,250

The project is complete.



Progress Photos



Pump House slab-on grade prep



Installation of pump house exterior walls

Progress Photos

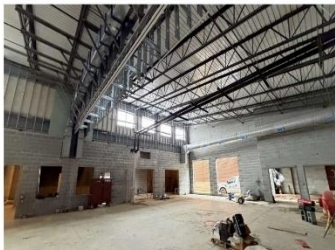


Drywall installation in Middle School wing



Drywall installation in Middle School wing

Progress Photos



Above ceiling plumbing and ductwork is continuing



Framing for the stage opening

Progress Photos



Installation of switch gear in main electric room



Installation of equipment in main mechanical room

Progress Photos



Installation of standing seam barrel room has begun



Installation of duct work in kitchen

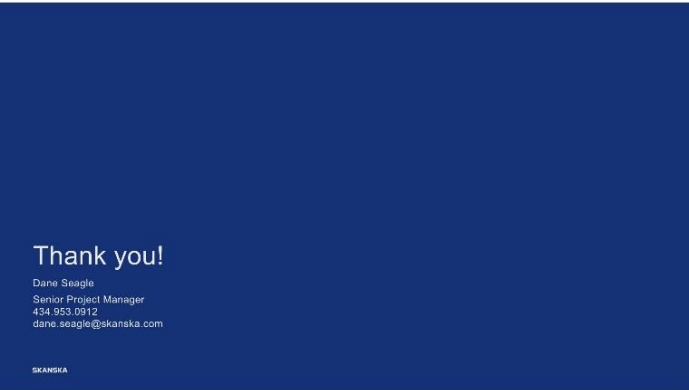
Progress Photos



Duct insulation above ceiling in Middle School wing



Installation of above ceiling mechanical piping



Budget Discussion – FY 27

Dr. Martin said that “Budget Sunday” was on February 22, 2026, and as she goes through the presentation, she will discuss what they know and do not know coming out of the House and the Senate, where the House and the Senate present their budget. Dr. Martin added that they still do not have the Governor’s Budget. Dr. Martin continued and said that, as discussed in the previous board meeting, the proposed budget is based on Governor Youngkin’s “Caboose Budget” approved in December 2025, so they will continue to be updated as information becomes available. Dr. Martin then continued with the presentation as she and Ms. Brook Thomas, CFO, answered questions from the board.

The board consensus they would present the proposed budget that was discussed.

Chair Jones said the presentation is almost the same as the budget presentation that was presented before, and asked for any final comments from the board, and asked again if it was the board’s consensus that they would take the proposed budget that was presented to the board of supervisors. Ms. Thomas said she would like to make the board aware that she just added a correction to the amount of the teacher's raise, which has been corrected on the presentation. Ms. Thomas asked Mr. Ward, Director of Technology, to go back to the part of the budget spread where the change was made so board members could see the correction.

Mr. Brenson said, just so it is clear to everyone watching or listening in, what Ms. Thomas was talking about in this budget cycle is changes to the budget, not an increase to the total budget.

Mr. Brenson then asked for the total amount of the budget. Ms. Thomas responded by saying approximately \$31 to \$32 million, adding that because of what goes along with that, it's too early in the process to give an exact number.

Dr. Martin again reiterated that they would not be at this point in the budget if it had not been due to the LCI increase, meaning if they were to do nothing different, including not having salary, health, or utility increases, they would be almost \$1,100,000 in the deficit.

Chair Jones asked again if the consensus from the board they present the budget presented on March 12th. Board members responded yes.

Ms. Molera asked if other states have anything like the LCI. Dr. Martin said she had been in two other states, and her answer was no. Ms. Thomas then clarified that, not in the two other states Dr. Martin was referring to, but the answer to Ms. Molera’s question was yes. Ms. Thomas continued and said they are the minority, but other states use a staffing formula, and other states use a student-based formula, meaning you receive a certain amount of money for certain students and certain types of students, but not converted into some type of SOQ; it's just per student.

Dr. Martin shared an example while working with another district to give more clarification. DR. Martin said what is happening now is that the state is giving us less money, and so they must absorb the higher cost.

Chair Jones said the public hearing on the budget will be held on March 12th at Kiptopeke Elementary School, starting at 7:00 p.m. Chair Jones said she would confirm the time and let board members know what time the March 12th meeting will start.



Northampton County Public Schools

FY 27 Budget Update

February 26, 2026

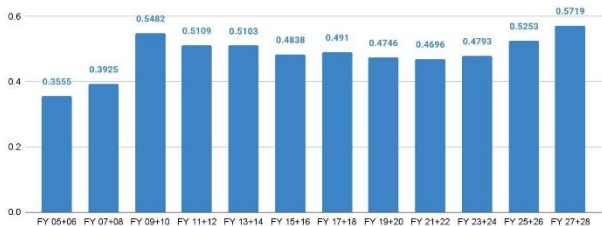
Budget Backdrop

State funding is currently based on Governor Youngkin’s proposed budget, dated December 17, 2025.

As we wait for additional information from General Assembly as their legislative session progresses, our work will be on finalizing the compensation plan until updated funding information becomes available.

Local Composite Index

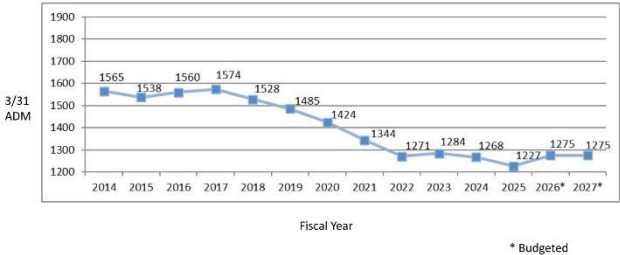
- The Local Composite Index (LCI) is the result of a formula used by VDOE that measures a Locality’s Ability to Pay the costs of public education. It is the most significant factor in determining NCPS’ share of State funding.
- For the 2025 & 2026 biennium, the LCI increased by 4.6% from the previous biennium, representing a shift of funding responsibility from the State back to the Locality.
- Again, for the 2027 & 2028 biennium, the LCI has increased by 4.66%. Northampton’s share is now 57.19%.



Average Daily Membership (ADM)

ADM is calculated as the number of days that students in Grades K-12 are in attendance at school, divided by the number of days of school held, and is used to distribute state funding on a per-pupil basis.

The Superintendent's Recommendation, based on current enrollment levels, is to maintain budgeted ADM for FY 27 at 1,275.



Funding Changes

	BUDGET CHANGES & ADDITIONAL REQUESTS	SUPERINTENDENT'S PROPOSED BUDGET
Changes to Funding:		
Calculation Tool, Impact of Local Composite Index Change	\$ (1,032,081.75)	\$ (1,032,081.75)
Calculation Tool, Basic Aid	\$ 175,042.12	\$ 175,042.12
Calculation Tool, 2% Compensation Supplement	\$ 118,026.00	\$ 118,026.00
Calculation Tool, VRS Rate Decrease	\$ (58,708.12)	\$ (58,708.12)
Calculation Tool, Vocational Program Funding	\$ (32,683.34)	\$ (32,683.34)
Calculation Tool, K-3 Class Size Reduction	\$ 17,633.49	\$ 17,633.49
Calculation Tool, Early Intervention Payments	\$ 21,497.77	\$ 21,497.77
Calculation Tool, Sales Tax Increase	\$ 20,086.00	\$ 20,086.00
Calculation Tool, Decreased ACPS Share Alternative Education Allocation (offset below)	\$ (33,637.00)	\$ (33,637.00)
Calculation Tool, At Risk Program Funding	\$ 442,596.53	\$ 442,596.53
Calculation Tool, Accomack-Norhampton Distribution	\$ (8,364.00)	\$ (8,364.00)
Calculation Tool, Math Specialist (NCPS No Longer Qualifies)	\$ (44,235.00)	\$ (44,235.00)
Calculation Tool, Elementary Reading Specialist (New Funding FY 27)	\$ 41,710.46	\$ 41,710.46
Calculation Tool, Virginia Preschool Initiative	\$ (44,728.00)	\$ (44,728.00)
Calculation Tool, Other Changes not detailed above	\$ 6,995.84	\$ 6,995.84
Subtotal Changes to State Funding, based on Governor's Introduced Budget 12/17/25	\$ (410,849.00)	\$ (410,849.00)
Revenue from Use of Property, Update Lease Proceeds	\$ 704.00	\$ 704.00
Special Funding - Use of Fund Balance - Division-Wide Professional Development	\$ 2,500.00	\$ 2,500.00
Special Funding - Transfer in from CIP - Painting & Rekeying	\$ 70,000.00	\$ 70,000.00
Special Funding - Transfer in from CIP - Projects at Superintendent's Discretion	\$ 10,000.00	\$ 10,000.00
Special Funding - Transfer in from CIP - Capital Projects Position	\$ 81,254.00	\$ 81,254.00
Subtotal Changes to Local Funding	\$ 164,458.00	\$ 164,458.00
Total Additional Funding	\$ (246,391.00)	\$ (246,391.00)

At-Risk Funding

- At Risk funding must be used to support approved programs for students who are educationally at risk. These programs may include:
 - Teacher recruitment programs and incentives
 - Dropout Prevention
 - Community and school-based truancy officer programs
 - Advancement Via Individual Determination (AVID)
 - Project Discovery
 - Reading Recovery
 - Programs for students who speak English as a Second Language
 - Hiring additional school guidance counselors
 - Programs related to increasing the success of disadvantaged students in completing a high school degree and providing opportunities to encourage further education and training.
 - Class Size Reduction Beyond SOQ (Grades 4-12)
 - Computer Programs for Remediation
 - Tutoring Resources
 - Reading & Math Resource Teachers
 - Aides to instruct in-class groups while Teacher provides direct instruction o students who need extra assistance
 - Licensed Behavior Analysts
 - Dual Enrollment
- The Board's goal is to be able to sustain these positions permanently.

At-Risk Funding - Current Resources

Coordinator of Professional Learning (Division Teacher Mentor)
QUEST Alternative Education Program (7 positions)
2 Student Mentors (NMS & NHS)
3 Social Workers
3 In-School Suspension Monitors
3 Attendance Officers
1 Additional Guidance Counselor
2 Additional CTE Teachers
Coordinator of Student Support (70%)
Director of Assessment & Accountability
5 Assistant Principals
2 Behavior Specialists
Assistant Superintendent (63%)
26 General Education Instructional Assistants
Instructional Coaching
Remediation Software
Funding for Dual Enrollment
After School Tutoring

Total FY 26 At Risk Funding (State and Local) = \$4,516,185

Additional Needs Required / No Choice

REQUIRED/NO CHOICE		BUDGET CHANGES & ADDITIONAL REQUESTS		SUPERINTENDENT'S PROPOSED BUDGET
	Project Renew Contractual Services (Alternative Ed, ACPs Share, offset by Revenue Increase above)	\$	(33,637.00)	\$ (33,637.00)
AT RISK	Convert Guidance Coordinator from 100% Local to At Risk	\$	102,775.00	\$ 102,775.00
AT RISK	Convert STEM Monitor Positions to Teacher Positions under At Risk	\$	180,814.00	\$ 180,814.00
AT RISK	Convert 1 FTE Vocational Teacher to At Risk due to Reduced SOQ	\$	83,000.00	\$ 83,000.00
AT RISK	Continue Math Specialist Position (no longer grant funded)	\$	93,770.00	\$ 93,770.00
AT RISK	Convert Federal Share of CTE Coordinator into At Risk	\$	34,575.00	\$ 34,575.00
AT RISK	Add one 6th Grade Teacher at KES for Departmentalization/Class Size Reduction	\$	83,000.00	\$ 83,000.00
AT RISK	Continue After School Remediation previously ESSER/ALL In Funded	\$	56,000.00	\$ 56,000.00
AT RISK	Continue Expanded Summer School Programming previously ESSER/ALL In Funded	\$	76,000.00	\$ 76,000.00
AT RISK	Add .5 FTE Additional Vocational Teacher (split with .5 FTE for Lab School below)	\$	41,500.00	\$ 41,500.00
AT RISK	Increase Instructional Asst Ratio from one per Grade Level 3-6 to one per 3 Classes	\$	35,000.00	\$ 35,000.00
AT RISK	Expanded Guidance Services (Lead Counselor & Expanded Summer Support)	\$	10,113.00	\$ 10,113.00
AT RISK	FY 26 Estimated At Risk Budget Overage, shift from 100% Local to At Risk	\$	135,824.00	\$ 135,824.00
TOTAL REQUIRED/NO CHOICE ITEMS		\$	898,734.00	\$ 898,734.00

Total At Risk Program Increase: \$932,371
(details on next slide)

At-Risk Funding: FY 27 Increase

At Risk Funding Requirement (State and Local)

FY 26 = \$4,516,185

FY 27 = \$5,448,556

\$932,371 Additional in FY 27

FY 26 Statewide Salary Comparison

FY 26 Statewide Salary Comparison (131 Divisions)						
Experience	Bachelor's Degree		Master's Degree		Bachelor's	Master's
	24-25 Rank	25-26 Rank	24-25 Rank	25-26 Rank	22-23 Rank	22-23 Rank
0 Years	70	72	71	71	79	78
5 Years	65	66	63	64	95	93
10 Years	61	65	60	58	95	93
15 Years	61	63	56	57	106	103
20 Years	60	65	55	56	108	108
25 Years	64	67	54	56	113	111
30 Years	67	70	53	57	121	116

LEGEND

Red = Rank Worsened over Prior Year

Green = Rank Improved over Prior Year

FY 26 Regional Salary Comparison

	FY 26 Regional Salary Comparison (15 Divisions)					
	Bachelor's Degree		Master's Degree		Bachelor's	Master's
	24-25 Rank	25-26 Rank	24-25 Rank	25-26 Rank	22-23 Rank	22-23 Rank
Accomack						
Chesapeake						
Franklin						
Hampton						
Isle of Wight						
Newport News						
Norfolk						
Northampton						
Poquoson						
Portsmouth						
Southampton						
Suffolk						
Virginia Beach						
Williamsburg-James City County						
York						

FY 26
Accomack/
Northampton
Salary
Comparison

LEGEND
Red = Lower Salary
Green = Higher Salary

Salary Comparison - FY 26 Northampton & Accomack Counties				
	Bachelor's Degree		Master's Degree	
Experience Level	NCPS Salary	ACPS Salary	NCPS Salary	ACPS Salary
0 Years	\$51,376	\$51,165	\$54,304	\$54,165
5 Years	\$54,668	\$54,459	\$57,784	\$57,459
10 Years	\$58,171	\$58,058	\$61,486	\$61,058
15 Years	\$61,898	\$61,085	\$65,427	\$64,805
20 Years	\$65,864	\$66,105	\$69,620	\$69,105
25 Years	\$70,085	\$71,098	\$74,081	\$74,098
30 Years	\$74,576	\$76,415	\$78,828	\$79,415

Compensation

Compensation Allowances:

- **Teacher & Other Decompressed Scales:**
 - Decompression was finalized in FY 25 so these positions are scheduled for:
 - Step Increase (1.25%)
 - Scale Adjustment (.75%)
- **Decompressed Scales (Classified & Administrators)**
 - This process was initiated in FY 26, and we will continue with the process using available funding, currently 2%.
 - Will work very similarly to the Teacher Scale Decompression
 - In Year 1 (FY 26) all employees were placed on their correct step
 - The goal scale (upon full implementation) will have 30 steps, equally spaced at 1.25%.
 - Decompression will be phased over 2-3 years based on available budget
 - » During the phases, some classified staff will receive higher percentages and some will receive lower percentages based on their years of experience and whether they fall in a compressed band.

Compensation, cont.

- **Veteran Teacher Incentive**
 - Will be provided in lieu of a step increase when employees are at the top of the scale.
 - \$2,000 for 31-35 years of Experience
 - \$3,000 for 36+ Years of Experience
 - Budget neutral for FY 27
- **Minimum Wage Adjustments**
 - Virginia's method for making increases to minimum wage is currently based on annual increases based on the Consumer Price Index - announced in October for January implementation)
 - Currently \$12.77 (2.9% increase as of 1/1/26)
 - Another 2.9% increase for 2026 would be \$13.14, well within our current \$14.30 minimum wage.
 - We will review minimum wage once the decompressed scales are finalized to determine if additional increases are needed.

Compensation, cont.

- **Health Insurance**
 - Our claims percentage is slightly improved over last year, but with the insurance marketplace trending around 15%, we anticipate a possible 25% premium increase for FY 27.
 - This would increase our plan premium by \$197 per month to \$838.
 - The School Board's desired 85% share would increase by \$168 per month, or \$2,016 per year.
 - There are currently 171 enrolled employees as of January 2026
 - At \$2,016 per year, and assuming stable enrollment rates next year, the cost of extending 85% coverage is estimated at \$345,000.

Additional Needs

Priority 1

- Compensation
- Increased Health Insurance Contribution
- Price Increases for Contracts
- Electricity Increase
- National Board Certification Renewals
- .5 FTE Lab School Teacher
- Elementary Reading Specialist (State Program)
- .5 FTE NMS Clerical
- Enterprise Data Services Position
- Stipends for Teacher Advisors

Priority 2

None

Priority 3

- Material & Supply Requests
- Furniture Requests

Priority 4

Behavioral Specialist

Repurposed Funds

FUNDING TO BE REPURPOSED	BUDGET CHANGES & SUPERINTENDENT'S	
	ADDITIONAL REQUESTS	PROPOSED BUDGET
Savings Achieved from VRS Rate Reductions	\$ (341,584.00)	\$ (341,584.00)
Guidance Coordinator - No longer 100% County Funded (Included in At Risk Above)	\$ (102,775.00)	\$ (102,775.00)
STEM Monitor Positions - No longer 100% County Funded (Included in At Risk Above)	\$ (127,814.00)	\$ (127,814.00)
Convert 1 FTE Vocational Teacher to At Risk due to Reduced SOQ	\$ (83,000.00)	\$ (83,000.00)
FY 26 Estimated At Risk Budget Overage, shift from 100% Local to At Risk	\$ (135,824.00)	\$ (135,824.00)
Board Services - Retiree Health Premiums	\$ (1,896.00)	\$ (1,896.00)
Division Wide Insurance, Discontinue Underground Storage Tank Policy (Use Local Gov't Liability)	\$ (23,461.00)	\$ (23,461.00)
Fiscal Services Contractual Services - Discontinue Tax Reporting Service	\$ (1,500.00)	\$ (1,500.00)
Student Services - Threat Assessment Module now funded by Grant (through FY 28)	\$ (4,200.00)	\$ (4,200.00)
Special Education - Translation Module now included in VAIEP System	\$ (4,861.00)	\$ (4,861.00)
TOTAL OF FUNDING TO BE REPURPOSED	\$ (826,915.00)	\$ (826,915.00)

Budget efficiency realized by shifting 100% Locally Funded Programs into required At Risk Program Increase: \$449,413

Summary

Total Sup's Recomm. Add'l Needs:	\$2,052,610
-Decreased State Revenue:	\$410,849
-Increased Local Revenue:	(\$704)
-Repurposed Funding:	(\$826,915)
Budget Deficit (per Sup's Proposal)	\$1,635,840

Revenue Shift due to LCI Change: \$1,032,082

Legislative Updates

House and Senate budget totals were released on Sunday, February 22, 2026

HOUSE	SENATE
- Bonus Funding in FY 26 - Can be carried into FY 27 - Raise based on 2% (FY 27 & 28) - Increased SpEd Add-On - Flexible Supplement - Approx. \$500,000 for NCPS - Can be carried into FY 28	- Bonus Funding in FY 26 - Can be carried into FY 27 - Raise based on 3% (FY 27 & 28) - Increased SpEd Add-On - Increased At Risk Add-On - Increased Infrastructure/Ops Pmt - Increased State Breakfast Funding School Division allocations have not yet been released for the Senate budget.

Next Steps

This evening, we need direction from the Board regarding any changes to be incorporated into the Public Hearing presentation.

- Public Hearing - March 12th
 - Same night as regular Work Session
 - Same Zoom link used for regular meetings
 - Location: Kiptopeke Elementary School
 - Time: 7pm

At the Public Hearing, staff will present the School Board's Draft Budget Proposal and the public will have an opportunity to provide feedback in person, or by email. Written submissions will be read aloud into the record.
- School Board Meeting - March 26th
 - School Board will provide final direction to staff
- Anticipated School Board vote to Adopt FY 27 Budget
 - April 2, 2026 (Special Meeting)
- Scheduled presentation of Proposed Budget to the Board of Supervisors is April 14, 2026.

Questions/Discussion?

Northampton County Public Schools
Superintendent's Proposed Budget
Fiscal Year 2027 Budget

figure corrected 2/26/26

	BUDGET CHANGES & ADDITIONAL REQUESTS	SUPERINTENDENT'S PROPOSED BUDGET	SUPERINTENDENT'S REDUCTIONS
Changes to Funding:			
Calculation Tool, Impact of Local Composite Index Change	\$ (1,032,081.75)	\$ (1,032,081.75)	\$ -
Calculation Tool, Basic Aid	\$ 175,042.12	\$ 175,042.12	\$ -
Calculation Tool, 2% Compensation Supplement	\$ 118,026.00	\$ 118,026.00	\$ -
Calculation Tool, VRS Rate Decrease	\$ (58,708.12)	\$ (58,708.12)	\$ -
Calculation Tool, Vocational Program Funding	\$ (32,683.34)	\$ (32,683.34)	\$ -
Calculation Tool, K-3 Class Size Reduction	\$ 17,633.49	\$ 17,633.49	\$ -
Calculation Tool, Early Intervention Payments	\$ 21,497.77	\$ 21,497.77	\$ -
Calculation Tool, Sales Tax Increase	\$ 20,086.00	\$ 20,086.00	\$ -
Calculation Tool, Decreased ACPS Share Alternative Education Allocation (offset below)	\$ (33,637.00)	\$ (33,637.00)	\$ -
Calculation Tool, At Risk Program Funding	\$ 442,596.53	\$ 442,596.53	\$ -
Calculation Tool, Accomack-Norfolk Distribution	\$ (8,364.00)	\$ (8,364.00)	\$ -
Calculation Tool, Math Specialist (NCPS No Longer Qualifies)	\$ (44,235.00)	\$ (44,235.00)	\$ -
Calculation Tool, Elementary Reading Specialist (New Funding FY 27)	\$ 41,710.46	\$ 41,710.46	\$ -
Calculation Tool, Virginia Preschool Initiative	\$ (44,728.00)	\$ (44,728.00)	\$ -
Calculation Tool, Other Changes not detailed above	\$ 6,995.84	\$ 6,995.84	\$ -
Subtotal Changes to State Funding, based on Governor's Introduced Budget 12/17/25	\$ (410,849.00)	\$ (410,849.00)	
Revenue from Use of Property, Update Lease Proceeds	\$ 704.00	\$ 704.00	\$ -
Special Funding - Use of Fund Balance - Division-Wide Professional Development	\$ 2,500.00	\$ 2,500.00	\$ -
Special Funding - Transfer in from CIP - Painting & Rekeying	\$ 70,000.00	\$ 70,000.00	\$ -
Special Funding - Transfer in from CIP - Projects at Superintendent's Discretion	\$ 10,000.00	\$ 10,000.00	\$ -
Special Funding - Transfer in from CIP - Capital Projects Position	\$ 81,254.00	\$ 81,254.00	\$ -
Subtotal Changes to Local Funding	\$ 164,458.00	\$ 164,458.00	\$ -
Total Additional Funding	\$ (246,391.00)	\$ (246,391.00)	\$ -
Additional Needs			
REQUIRED/NO CHOICE			
Project Renew Contractual Services (Alternative Ed, ACPS Share, offset by Revenue increase above)	\$ (33,637.00)	\$ (33,637.00)	\$ -
AT RISK Convert Guidance Coordinator from 100% Local to At Risk	\$ 102,775.00	\$ 102,775.00	\$ -
AT RISK Convert STEM Monitor Positions to Teacher Positions under At Risk	\$ 180,814.00	\$ 180,814.00	\$ -
AT RISK Convert 1 FTE Vocational Teacher to At Risk due to Reduced SOQ	\$ 83,000.00	\$ 83,000.00	\$ -

	BUDGET CHANGES & ADDITIONAL REQUESTS	SUPERINTENDENT'S PROPOSED BUDGET	SUPERINTENDENT'S REDUCTIONS
AT RISK Continue Math Specialist Position (no longer grant funded)	\$ 93,770.00	\$ 93,770.00	\$ -
AT RISK Convert Federal Share of CTE Coordinator into At Risk	\$ 34,575.00	\$ 34,575.00	\$ -
AT RISK Add one 6th Grade Teacher at KES for Departmentalization/Class Size Reduction	\$ 83,000.00	\$ 83,000.00	\$ -
AT RISK Continue After School Remediation previously ESSER/ALL In Funded	\$ 56,000.00	\$ 56,000.00	\$ -
AT RISK Continue Expanded Summer School Programming previously ESSER/ALL In Funded	\$ 76,000.00	\$ 76,000.00	\$ -
AT RISK Add .5 FTE Additional Vocational Teacher (split with .5 FTE for Lab School below)	\$ 41,500.00	\$ 41,500.00	\$ -
AT RISK Increase Instructional Asst Ratio from one per Grade Level 3-6 to one per 3 Classes	\$ 35,000.00	\$ 35,000.00	\$ -
AT RISK Expanded Guidance Services (Lead Counselor & Expanded Summer Support)	\$ 10,113.00	\$ 10,113.00	\$ -
AT RISK FY 26 Estimated At Risk Budget Overage, shift from 100% Local to At Risk	\$ 135,824.00	\$ 135,824.00	\$ -
TOTAL REQUIRED/NO CHOICE ITEMS	\$ 898,734.00	\$ 898,734.00	\$ -
SUPERINTENDENT'S PRIORITY 1			
Compensation, Step Plus .75% (Total 2%) for Teachers	\$ 242,787.66	\$ 242,787.66	\$ -
Compensation, Veteran Teacher Incentive	\$ -	\$ -	\$ -
Compensation, Reserve for Decompression (based on 2%) for Non-Teacher Scales	\$ 228,536.00	\$ 228,536.00	\$ -
Compensation - Additional \$98/month toward Health Insurance for FY 27	\$ 604,800.00	\$ 604,800.00	\$ -
Compensation - Release Health Insurance Non-Enrollment	\$ (260,064.00)	\$ (260,064.00)	\$ -
Substitute Contractual Services - Increase Substitute Rates by 2%	\$ 5,653.00	\$ 5,653.00	\$ -
Personnel Services Contractual Services - Allow for Price Increases (Frontline Onboarding/Central)	\$ 848.00	\$ 848.00	\$ -
Personnel Services Convention & Education/Travel - Increased Cost of Recruiting Trips	\$ 475.00	\$ 475.00	\$ -
Information Services Contractual Services - Donovan Group Rate Increase	\$ 6,000.00	\$ 6,000.00	\$ -
Professional Learning - National Board Certification Renewal Costs	\$ 570.00	\$ 570.00	\$ -
Fiscal Services Contractual Services - Allow 5% Price Increase (RDA, Frontline, BudGen)	\$ 4,433.00	\$ 4,433.00	\$ -
Fiscal Services Accounting & Auditing - Allow Increase for Audit Fees per CPI	\$ 169.00	\$ 169.00	\$ -
Building Services - Increase Electricity budget based on utilization & current rates	\$ 25,000.00	\$ 25,000.00	\$ -
Technology - Reprographics	\$ 6,900.00	\$ 6,900.00	\$ -
Technology Contractual Svcs - Price Increases for existing services	\$ 12,915.00	\$ 12,915.00	\$ -
Instructional Contractual Services - Allow for Pricing Increases	\$ 1,800.00	\$ 1,800.00	\$ -
Testing Contractual Services - Allow for Pricing Increases	\$ 400.00	\$ 400.00	\$ -
TOTAL SUPERINTENDENT'S PRIORITY 1	\$ 881,222.66	\$ 881,222.66	\$ -
SUPERINTENDENT'S PRIORITY 1 - POSITION REQUESTS			
Add .5 FTE Additional Lab School Teacher (split with .5 FTE At Risk Vocational Position above)	\$ 41,500.00	\$ 41,500.00	\$ -
Elementary Reading Specialist (Optional Supplemental Program, shared cost based on LCI)	\$ 83,000.00	\$ 83,000.00	\$ -
Add .5 FTE Clerical Staff at NMS (Increases to 1 Full-Time Position) in preparation for renovated facility	\$ 34,000.00	\$ 34,000.00	\$ -

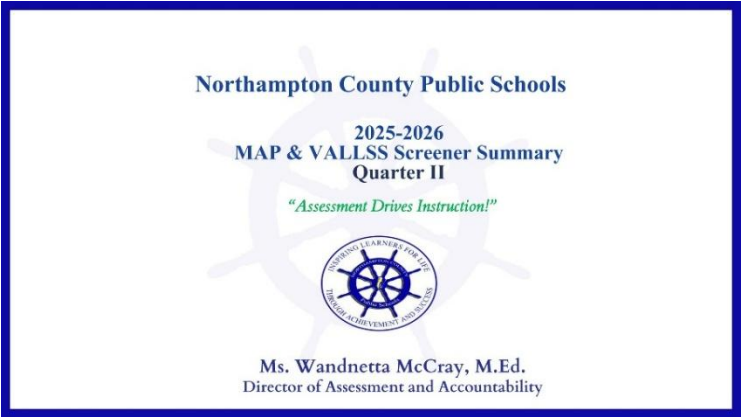
	BUDGET CHANGES & ADDITIONAL REQUESTS	SUPERINTENDENT'S PROPOSED BUDGET	SUPERINTENDENT'S REDUCTIONS
Enterprise Services Position (12 Month Teacher Scale)	\$ 112,000.00	\$ 112,000.00	\$ -
Personnel Services - Stipends for Teacher Advisors	\$ 2,153.00	\$ 2,153.00	\$ -
TOTAL SUPERINTENDENT'S PRIORITY 1 - POSITION REQUESTS	\$ 272,653.00	\$ 272,653.00	\$ -
SUPERINTENDENT'S PRIORITY 2			
none			
TOTAL SUPERINTENDENT'S PRIORITY 2	\$ -	\$ -	\$ -
SPECIAL FUNDING USES			
Special Funding - Division-Wide Professional Development	\$ 2,500.00	\$ 2,500.00	\$ -
Special Funding - Painting & Rekeying	\$ 70,000.00	\$ 70,000.00	\$ -
Special Funding - Projects at Superintendent's Discretion	\$ 10,000.00	\$ 10,000.00	\$ -
Special Funding - Capital Projects Position	\$ 81,254.00	\$ 81,254.00	\$ -
TOTAL SPECIAL FUNDING USES	\$ 163,754.00	\$ 163,754.00	\$ -
SUPERINTENDENT'S PRIORITY 3 (in no particular order)			
NMS - Art Supplies	\$ 100.00	\$ -	\$ (100.00)
NMS - Jump Start Program Supplies	\$ 700.00	\$ -	\$ (700.00)
NMS - Theater Supplies/Equipment	\$ 1,000.00	\$ -	\$ (1,000.00)
NMS - Science Lab Supplies/Equipment	\$ 1,000.00	\$ -	\$ (1,000.00)
OES - STEM Materials & Supplies	\$ 500.00	\$ -	\$ (500.00)
OES - Furniture Replacement	\$ 13,768.00	\$ -	\$ (13,768.00)
OES - Choral Risers	\$ 4,000.00	\$ -	\$ (4,000.00)
OES - Speaker Replacement	\$ 1,000.00	\$ -	\$ (1,000.00)
OES - General Materials & Supplies	\$ 200.00	\$ -	\$ (200.00)
KES - Additional Media Titles & Replace Damaged Books	\$ 5,400.00	\$ -	\$ (5,400.00)
KES - Furniture Replacement	\$ 14,000.00	\$ -	\$ (14,000.00)
KES - Media Supplies	\$ 1,630.00	\$ -	\$ (1,630.00)
Technology - Headphone Replacement for Lexia & Zeam	\$ 5,000.00	\$ -	\$ (5,000.00)
TOTAL SUPERINTENDENT'S PRIORITY 3	\$ 48,298.00	\$ -	\$ (48,298.00)
SUPERINTENDENT'S PRIORITY 4 - ITEMS TO CONSIDER IN FUTURE YEARS			
OES - Full Time Behavioral Specialist On Site	\$ 163,317.00	\$ -	\$ (163,317.00)
TOTAL SUPERINTENDENT'S PRIORITY 4	\$ 163,317.00	\$ -	\$ (163,317.00)

	BUDGET CHANGES & ADDITIONAL REQUESTS	SUPERINTENDENT'S PROPOSED BUDGET	SUPERINTENDENT'S REDUCTIONS
FUNDING TO BE REPURPOSED			
Savings Achieved from VRS Rate Reductions	\$ (341,584.00)	\$ (341,584.00)	\$ -
Guidance Coordinator - No longer 100% County Funded (Included in At Risk Above)	\$ (102,775.00)	\$ (102,775.00)	\$ -
STEM Monitor Positions - No longer 100% County Funded (Included in At Risk Above)	\$ (127,814.00)	\$ (127,814.00)	\$ -
Convert 1 FTE Vocational Teacher to At Risk due to Reduced SOQ	\$ (83,000.00)	\$ (83,000.00)	\$ -
FY 26 Estimated At Risk Budget Overage, shift from 100% Local to At Risk	\$ (135,624.00)	\$ (135,624.00)	\$ -
Board Services - Retiree Health Premiums	\$ (1,896.00)	\$ (1,896.00)	\$ -
Division Wide Insurance, Discontinue Underground Storage Tank Policy (Use Local Gov't Liability)	\$ (23,461.00)	\$ (23,461.00)	\$ -
Fiscal Services Contractual Services - Discontinue Tax Reporting Service	\$ (1,500.00)	\$ (1,500.00)	\$ -
Student Services - Threat Assessment Module now funded by Grant (through FY 28)	\$ (4,200.00)	\$ (4,200.00)	\$ -
Special Education - Translation Module now included in VAEP System	\$ (4,861.00)	\$ (4,861.00)	\$ -
TOTAL OF FUNDING TO BE REPURPOSED	\$ (826,915.00)	\$ (826,915.00)	\$ -
Total Changes to Expenditures	\$ 1,541,063.66	\$ 1,389,448.66	\$ (151,615.00)
Total Deficit (Potential Future Request for Additional County Funding)	\$ 1,787,454.66	\$ 1,635,839.66	\$ (151,615.00)

Data Dashboard – Academic (VALLS & MAP)

Ms. Wandnetta McCray, Director of Assessment and Accountability, said she would share a summary of the second-quarter MAP and VALLS screener. Ms. McCray started with quarter 2 AP screener and said there is a strong relationship and a correlation among MAP RIT score and predicted student performance on a Virginia SOL, as she shared the graph for students' grades 3 to 8 in reading. Ms. McCray continued with the presentation and responded to questions from board members as the presentation continued.

At the completion of the presentation, Ms. McCray asked if there were any more questions from board members. Board member, Jo Ann Molera, said she wanted to go on record and said, “Parents, you've got to do your stuff.” Ms. McCray said if you (parents) don’t know your stuff, they are teaching you stuff.”



MAP (Measures of Academic Progress):
Student Achievement Norms

- MAP Growth uses the RIT (Rasch Unit or Ready for Instruction Today) scale to help measure and compare academic achievement and growth.
- There is a high positive, strong correlation or relationship among MAP RIT scores and predicted Virginia SOL performance.

E.5. Test Score Relationships

Correlations between MAP Growth RIT scores and Virginia SOL scores range from 0.75 to 0.85 across subjects, as shown in Figure E.1. These values indicate a high positive correlation among the scores, which is important validity evidence for the claim that MAP Growth scores are good predictors of performance on the Virginia SOL assessments.

Figure E.1. Correlations between MAP Growth and Virginia SOL Test Scores

Subject	Grade	Correlation
Reading	3	0.76
	4	0.79
	5	0.79
	6	0.77
Mathematics	3	0.75
	4	0.76
	5	0.84
	6	0.85
Mathematics	7	0.83
	8	0.84
	9	0.78
	10	0.80

MAP (Measures of Academic Progress):
Student Achievement Norms

Student Achievement Norms include students' RIT scores to track and predict students' proficiency levels on the SOL assessments. This is largely done by using the **RIT Mean** to determine where students should be in the **Fall**, **Winter**, and **Spring** to track SOL test **proficiency levels**.

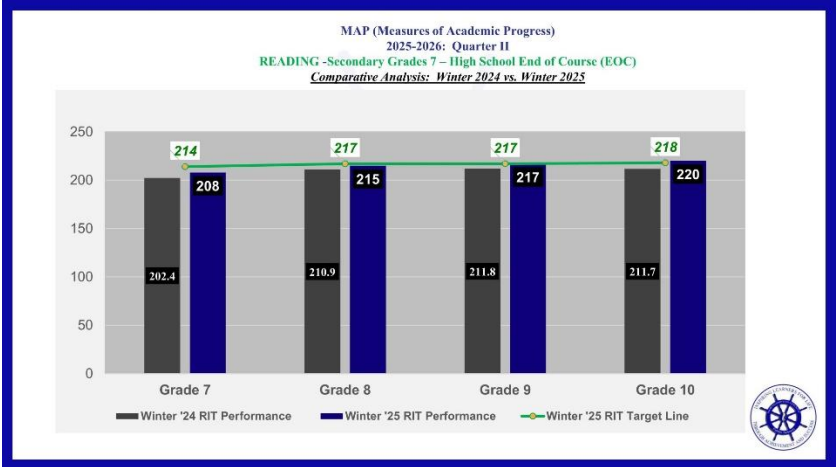
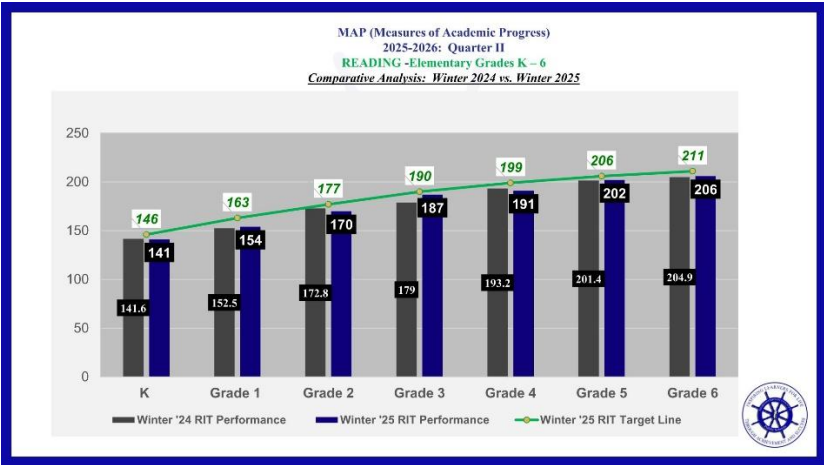
The Pass/Proficient cut score on the Virginia SOL assessments is 400.

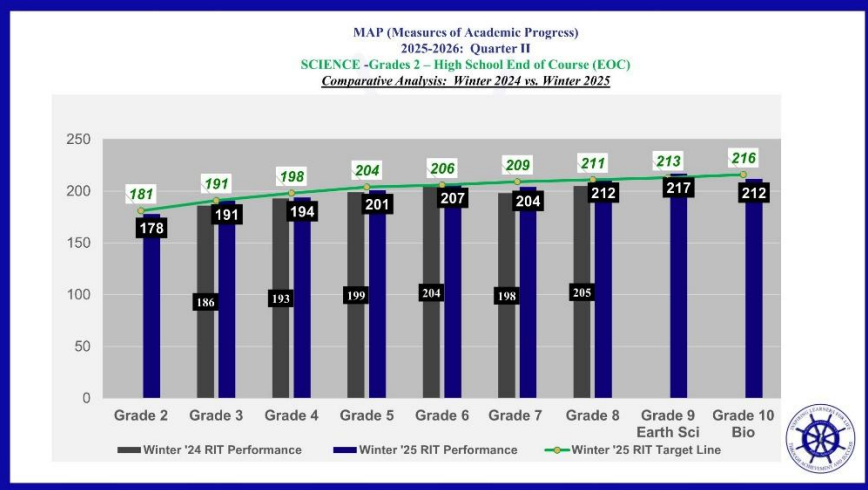
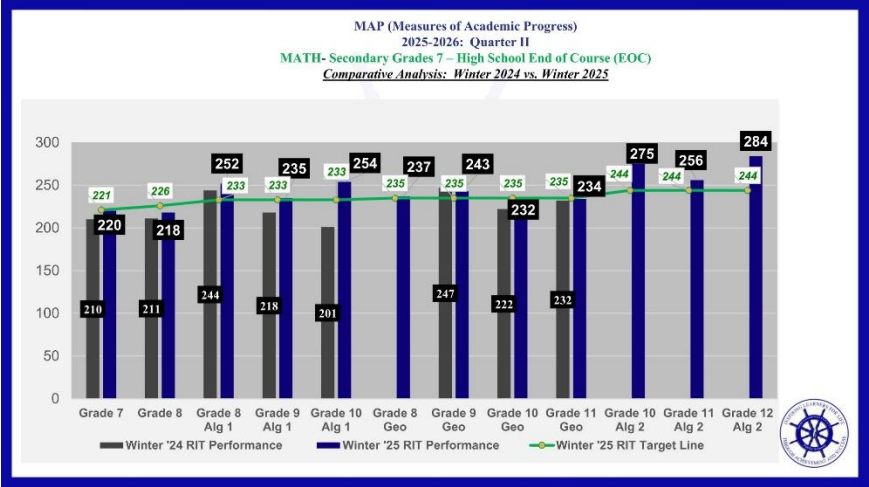
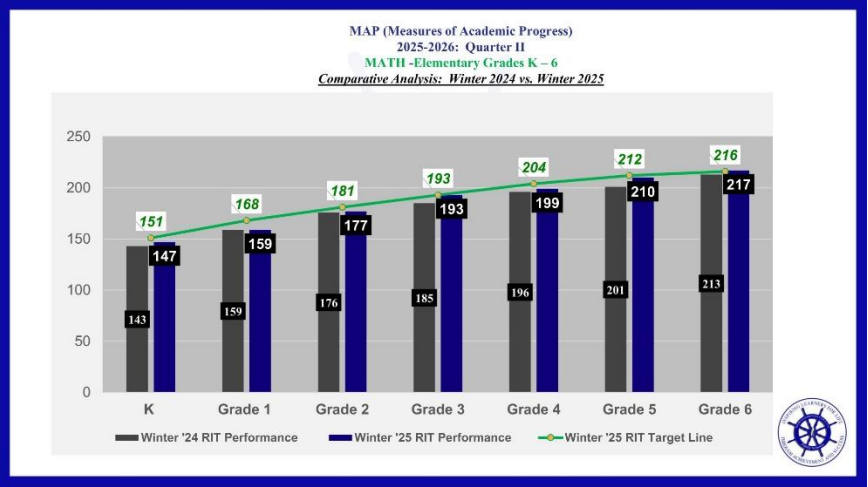
For example, the Pass/Proficient cut score on the grade 3 VA SOL reading test is 400. A third grader with MAP Growth reading RIT score of 186 in the fall is likely to meet proficiency on the VA SOL reading test in the spring, whereas a third grader with a MAP Growth reading RIT score lower than 186 in the fall is in jeopardy of not meeting proficiency.

MAP Growth cut scores are also provided for grade 2 so that educators can track early learners' progress toward proficiency on the VA SOL test by grade 3.

Table E.1. MAP Growth Cut Scores for Virginia SOL Proficiency

Assessment	Pass/Proficient Cut Scores by Grade						
	2	3	4	5	6	7	8
Reading							
Virginia SOL Spring	—	400	400	400	400	400	400
MAP Growth	Fall	172	186	195	203	207	211
MAP Growth	Winter	178	191	198	206	208	213
MAP Growth	Spring	183	195	201	208	210	214
Mathematics							
Virginia SOL Spring	—	400	400	400	400	400	400
MAP Growth	Fall	168	181	193	205	208	216
MAP Growth	Winter	175	189	200	211	214	220
MAP Growth	Spring	183	196	206	215	218	223





NCPS 2025- 2026 District Priority
Goal Area: Academic Excellence

NWEA- MAP: Increase the percentage of students meeting growth projections in Reading and Math

Goal Statement: NCPS will increase the percentage of students meeting or exceeding their individual Fall to Spring growth projections in Reading and Mathematics by 5 percentage points by the end of the 2025- 2026 school year.

Goal Progress Monitoring to Date:

Content Area	FALL 2025 Number of Students with Growth Projections	WINTER 2026 Number of Students Who Met Their Growth Projections	FALL to WINTER Percentage of Students Who Met Their Fall to Winter Growth Projections	SPRING 2026 Number of Students Who Met Their Growth Projections	FALL to SPRING Percentage of Students Who Met Their Fall to Spring Growth Projections	From Fall 2025 to Spring 2026, did we increase our percentage of students meeting or exceeding growth projections by 5 percentage points?
Reading (K – 10)	885	465	53%			
Math (K – 8)	714	464	65%			
Algebra I	102	75	74%			
Algebra II	29	16	55%			
Geometry	86	47	55%			

VALLSS Purpose



K-3

Screeners serve as an *early warning system* to detect risk for reading difficulties.

4-8

Assessment for students who demonstrate reading difficulties on the Reading SOL test in grades 4-8. It serves to identify what is most likely *contributing to student difficulties* with reading comprehension.

Division: Northampton County Public Schools
School: Kiptopsville Elementary School
Assessed: Students with complete standard assessments
High Risk: Students in the High-Risk Band (Qualify for CRI)
Moderate Risk: Students in the Moderate-Risk Band
Low Risk: Students in the Low-Risk Band

Student Group Performance from Midyear 2025 to Midyear 2026

Gray = Current 1st Grade Trend Data
Pink = Current 2nd Grade Trend Data
Blue = Current 3rd Grade Trend Data

VALLSS (Virginia Language & Literacy Screening System)
KES Grades K - 3
Risk Band Percentages
Quarter II

Midyear 2025					Midyear 2026				
Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk	Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk
K	31	22	3	6	K	32	22	6	4
1	37	22	8	7	1	28	16	7	5
2	42	5	10	27	2	35	16	9	10
3	26	8	5	13	3	44	4	12	28
Total	136	57 42%	26 19%	53 39%	Total	139	58 42%	34 24%	47 34%

Division: Northampton County Public Schools
School: Occohamock Elementary School
Assessed: Students with complete standard assessments
High Risk: Students in the High-Risk Band (Qualify for CRI)
Moderate Risk: Students in the Moderate-Risk Band
Low Risk: Students in the Low-Risk Band

Student Group Performance from Midyear 2025 to Midyear 2026

Gray = Current 1st Grade Trend Data
Pink = Current 2nd Grade Trend Data
Blue = Current 3rd Grade Trend Data

VALLSS (Virginia Language & Literacy Screening System)
OES Grades K - 3
Risk Band Percentages
Quarter II

Midyear 2025					Midyear 2026				
Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk	Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk
K	39	13	5	21	K	48	14	7	27
1	66	30	12	24	1	48	17	13	18
2	53	17	8	28	2	64	27	9	28
3	44	15	8	21	3	59	10	11	38
Total	202	75 37%	33 16%	94 47%	Total	219	68 31%	40 18%	111 51%

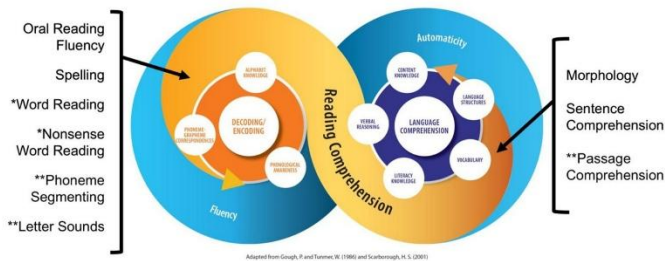
Division: Northampton County Public Schools
Assessed: Students with complete standard assessments
High Risk: Students in the High-Risk Band (Qualify for CRI)
Moderate Risk: Students in the Moderate-Risk Band
Low Risk: Students in the Low-Risk Band

VALLSS (Virginia Language & Literacy Screening System)
NCPS Grades K - 3
Risk Band Percentages
Quarter II

Fall 2025					Mid Year 2026					Spring 2026				
Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk	Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk	Grade	Number Assessed	Number High Risk	Number Moderate Risk	Number Low Risk
K	81	37	20	24	K	80	36	13	31	K				
1	77	46	15	16	1	76	33	20	23	1				
2	99	53	23	23	2	99	43	18	38	2				
3	100	23	28	49	3	103	14	23	66	3				
Total	357	159 45%	86 24%	112 31%	Total	358	126 35% (down from Fall)	74 21%	158 44% (up from Fall)	Total				

VALLSS: 4-8 Subtests

*Conditional Subtests
**Optional Subtests



VALLSS (Virginia Language & Literacy Screening System)
KES Grades 4 – 6: Quarter II- Midyear 2026
Student Mastery Level by Subtests

Per VLA: VALLSS testing has been implemented during the 2025- 2026 School Term in Grades 4 - 8.
Per NCPS, all students in grades K - 6 participate in VALLSS testing.

Grade 4 = 25 Total Students				Grade 5 = 35 Total Students				Grade 6 = 40 Total Students			
Subtest	Well-Below	Approaching	Adequate	Subtest	Well-Below	Approaching	Adequate	Subtest	Well-Below	Approaching	Adequate
Oral Reading Fluency (6 students took conditional subtests due to WCPM below 105)	10 (Fall 2025 - 13)	4	5	Oral Reading Fluency (9 students took conditional subtests due to WCPM below 105)	19 (Fall 2025 - 21)	5	2	Oral Reading Fluency (7 students took conditional subtests due to WCPM below 130)	12 (Fall 2025 - 17)	14	7
Spelling (Fall 2025 - 10)	10	3	12	Spelling (Fall 2025 - 15)	10	5	20	Spelling (Fall 2025 - 21)	21	2	17
Word Reading (Fall 2025 - 18)	13	3	9	Word Reading (Fall 2025 - 22)	10	6	19	Word Reading (Fall 2025 - 20)	22	5	13

For each subtest, students receive one of three mastery levels based on the percentage of correct items: **Well-Below**, **Approaching**, and **Adequate**. NOTE: Students with **WCPM (Word Correct Per Minute)** above 105 (grades 4-5) and above 130 (grades 6-8) do not have to take Word Reading and Nonsense Word Reading subtests.

VALLSS (Virginia Language & Literacy Screening System)
OES Grades 4 – 6: Quarter II- Midyear 2026
Student Mastery Level by Subtests

Per VLA: VALLSS testing has been implemented during the 2025- 2026 School Term in Grades 4 - 8.
Per NCPS, all students in grades K - 6 participate in VALLSS testing.

Grade 4 = 53 Total Students				Grade 5 = 45 Total Students				Grade 6 = 52 Total Students			
Subtest	Well-Below	Approaching	Adequate	Subtest	Well-Below	Approaching	Adequate	Subtest	Well-Below	Approaching	Adequate
Oral Reading Fluency (10 students took conditional subtests due to WCPM below 105)	27 (Fall 2025 - 28)	10	6	Oral Reading Fluency (17 students took conditional subtests due to WCPM below 105)	15 (Fall 2025 - 16)	7	6	Oral Reading Fluency (19 students took conditional subtests due to WCPM below 130)	15 (Fall 2025 - 19)	11	7
Spelling (Fall 2025 - 25)	20	7	26	Spelling (Fall 2025 - 15)	16	3	26	Spelling (Fall 2025 - 19)	14	9	29
Word Reading (Fall 2025 - 28)	23	6	24	Word Reading (Fall 2025 - 22)	15	6	24	Word Reading (Fall 2025 - 20)	19	11	22

For each subtest, students receive one of three mastery levels based on the percentage of correct items: **Well-Below**, **Approaching**, and **Adequate**. NOTE: Students with **WCPM (Word Correct Per Minute)** above 105 (grades 4-5) and above 130 (grades 6-8) do not have to take Word Reading and Nonsense Word Reading subtests.

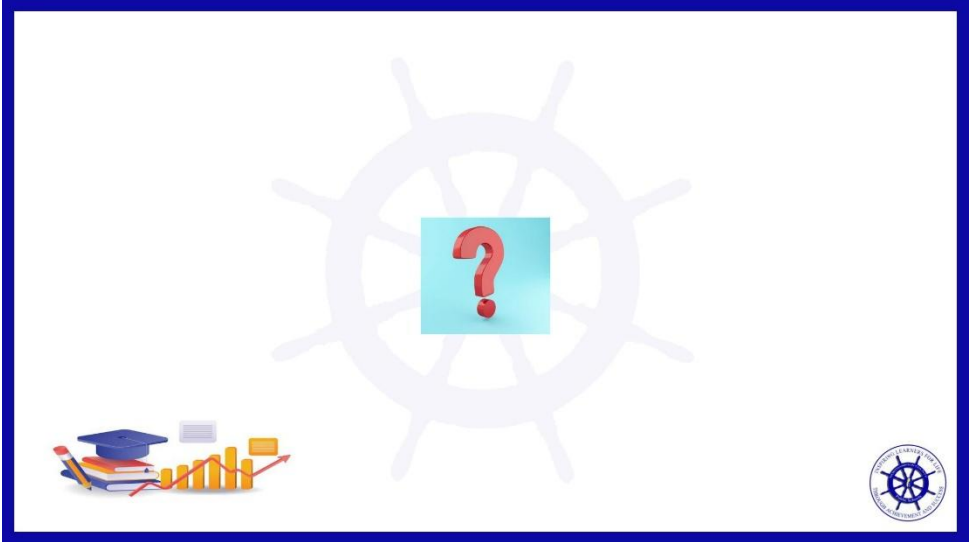
VALLSS (Virginia Language & Literacy Screening System)
NMS Grades 7 – 8: Quarter II- Midyear 2026
Student Mastery Level by Subtests

Per VLA: VALLSS testing has been implemented during the 2025- 2026 School Term in Grades 4 - 8.
Students in grades 7- 8 who performed below the fail range (Below 400) on the Spring 2025 Reading SOL Test must participate in VALLSS testing.

Grade 7 = 31 Total Students				Grade 8 = 27 Total Students			
Subtest	Well-Below	Approaching	Adequate	Subtest	Well-Below	Approaching	Adequate
Oral Reading Fluency (7 students took conditional subtests due to WCPM below 130)	17 (Fall 2025 - 17)	5	2	Oral Reading Fluency (3 students took conditional subtests due to WCPM below 130)	24 (Fall 2025 - 18)	0	0
Spelling (Fall 2025 - 18)	14	3	14	Spelling (Fall 2025 - 13)	12	2	13
Word Reading (Fall 2025 - 17)	9	10	12	Word Reading (Fall 2025 - 15)	15	4	8

For each subtest, students receive one of three mastery levels based on the percentage of correct items: **Well-Below**, **Approaching**, and **Adequate**. NOTE: Students with **WCPM (Word Correct Per Minute)** above 105 (grades 4-5) and above 130 (grades 6-8) do not have to take Word Reading and Nonsense Word Reading subtests.

NCPS 2025- 2026 District Priority			
Goal Area: Academic Excellence			
VALLSS: Reduce the percentage of High Risk (Grades K – 3) and Well Below (Grades 4 – 8) with regards to subtest performance			
Goal Statement: By Spring 2026, the division will reduce the percentage of students in Grades K – 3 identified as High Risk by 5 percentage points as compared to the Fall 2025 baseline data and reduce the percentage of students in Grades 4 – 8 identified in the Well Below mastery level on the various subtests.			
Goal Progress Monitoring to Date:			
NCPS: VALLSS K – 3 (High Risk)		NCPS: VALLSS 4 - 8 (Well Below)	
Fall 2025	Midyear 2026	Fall 2025	Midyear 2026
159 students which is 45% of students assessed (357) in Grades K – 3 were identified as High Risk.	126 students which is 35% of students assessed (358) in Grades K – 3 were identified as High Risk NOTE: Currently, NCPS has decreased the percentage of High - Risk students by 10 percentage points and 33 students!	155 students which is 51% of the students assessed (304) in Grades 4 - 8 were identified as Well Below Level for the Oral Reading Fluency (ORF) Subtest. 136 students which is 45% of the students assessed (304) in Grades 4 - 8 were identified as Well Below Level for the Spelling Subtest. 162 students which is 53% of the students assessed (304) in Grades 4 - 8 were identified as Well Below Level for the Word Reading Subtest. NOTE: NCPS reduced the percentage of students in Grades 4 – 8 identified in the Well Below mastery level on the various subtests!	139 students which is 45% of the students assessed (308) in Grades 4 - 8 were identified as Well Below Level for the Oral Reading Fluency (ORF) Subtest. 117 students which is 38% of the students assessed (308) in Grades 4 - 8 were identified as Well Below Level for the Spelling Subtest. 126 students which is 41% of the students assessed (308) in Grades 4 - 8 were identified as Well Below Level for the Word Reading Subtest.



Rollout of History Curriculum

Dr. Taneshia Rachal, Assistant Superintendent of Curriculum and Instruction, said she would give a brief presentation on the history curriculum and what they have done in that department. Dr. Rachal started by giving board members a little history. Dr. Rachal said that in 1995, the Virginia Board of Education published the Standards of Learning for the first time. Dr. Rachal continued and said that ultimately these standards were designed to raise academic achievements for all students in Virginia by providing clear and specific benchmarks at each grade level about what students should know and should be able to do. Dr. Rachal said that following the pursuit of legislation from the 2000 General Assembly, the Board of Education established a seven-year review cycle of the Standards of Learning. Dr. Rachal said they had the 1995 history and social science standards that were then reviewed in 2001, 2008, and 2015. Dr. Rachal also said the Board of Education convened review committees in 2021 and 2022 to review and revise the history standards in 2015. Dr. Rachal then said that in 2023, history and social science standards were finalized by the Board of Education in April 2025. Dr. Rachal then continued with the presentation and answered questions from board members.

Northampton County Public Schools

History Curriculum Update

Dr. Taneshia Rachal
Assistant Superintendent of Curriculum and Instruction

Chapter 680: Textbooks and HQIM

The General Assembly's passage of HB 2777 (Chapter 680) in 2025 formally defines High-Quality Textbooks and Instructional Materials and specifies its use as the foundational curriculum basis for all elementary and secondary instruction.

- Per the VDOE, we should select HQIM that:
- ❖ align to the Virginia Standards of Learning;
 - ❖ exhibit a coherent sequence of targeted skills, instructional practices, and understandings;
 - ❖ are accessible for all all students, including students with disabilities, students working above or below grade level, and English learners;
 - ❖ support the use of inclusive and culturally responsive teaching practices, and
 - ❖ include multiple assessment structures.



Pacing Guides

2026 Civics Pacing Guide							
Supplemental Instructional Resources	Please note, Many of the resources linked herein are Google Ready. As such, it is recommended for teachers to copy them all into their own Google Drive. Click here for directions to copy the entire course content all at once.						Suggested # of days- Please be aware that these suggestions may need to be adjusted based on the needs of the students in each class.
K-12 Crosswalk 2015-2023 HSS							
Quarter/ Semester	2015 Standards	Skill	2023 Standards	Skill	Block	Year Long	Notes
Ongoing	CE.1 The student will demonstrate skills for historical thinking, geographical analysis, economic decision making, and responsible citizenship.	These skills are to be used in conjunction with other skills throughout the year.	Skills CE	The student will apply history and social science skills to the content by	Ongoing		Refer to the 1st page of the 2023 Crosswalk for changes based on the VS.1 standards
			CE.7	The student will apply history and social science skills that exhibit effective and respectful participation in civic life including, but not limited to civility, trustworthiness and honesty, courtesy, respect for the rights of others, personal responsibility, military service, self-reliance, hard work, respect for the law, patriotism, and service in one's community.	Ongoing		
	CE.3 The student will apply social science skills to understand the foundations of American constitutional government by	a) explaining the fundamental principles of consent of the governed, limited government, rule of law, democracy, and representative government. b) examining and evaluating the impact of the Magna Carta, charters of the Virginia Company of London, the Virginia Declaration of Rights, the Declaration of Independence, the Articles of Confederation, and the Virginia Statute for Religious Freedom on the Constitution of Virginia and the Constitution of the United States, including the Bill of Rights. c) describing the purposes	CE.1	a) explaining the fundamental principles of limited government, republicanism, checks and balances, federalism, separation of powers, and popular sovereignty. b) describing the influence of the Magna Carta, English Common Law, the charters of the Virginia Company of London (April 10, 1606; May 23, 1609; and March 12, 1612), the Virginia Declaration of Rights, the Declaration of Independence, the Articles of Confederation, and the Virginia Statute for Religious Freedom on the Constitution of Virginia and the Constitution of the United States, including the Bill of Rights. c) comparing and contrasting debates, compromises, and plans surrounding the drafting and ratification of the Constitution of the United States and the Bill of Rights. d) describing the purpose of the Constitution of the United States as stated in its preamble.	8-10	16-20	



Instructional Guides

American Constitutional Democracy: Fundamental Principles and Concepts
CE.1 The student will apply history and social science skills to explain the foundations of American constitutional democracy by
a. explaining the **fundamental principles** of limited government, republicanism, federalism, checks and balances, separation of powers, and popular sovereignty;
b. describing the **Magna Carta**, English common law, the **charters of the Virginia Company of London** (April 10, 1606; May 23, 1609; and March 12, 1612), the **Virginia Declaration of Rights**, the **Declaration of Independence**, the **Articles of Confederation**, and the **Virginia Statute for Religious Freedom** and their influence on the **Constitution of Virginia** and the **Constitution of the United States**, including the **Bill of Rights**;
c. comparing and contrasting debates, compromises, and plans surrounding the drafting and ratification of the **Constitution of the United States** and the **Bill of Rights**;
d. describing the purpose of the Constitution of the United States as stated in its **preamble**;
e. explaining the **fundamental concepts** of the U.S. government including, but not limited to due process, equal justice under the law, equal protection, elections and a representative government, limited government, right to private property, rule of law, Supremacy Clause, and separation of powers.

- Concepts and Connections**
- Freedom** – the power or right to act, speak, or think as one wants without hindrance or restraint within the law.
- Agency – the capacity of individuals to act independently and to make their own free choices.
- Civic Ideals and Practices** – the fundamental knowledge, principles, and actions to fully participate in a democratic society.
- "We the People" – explores the idea of "the people" as a political concept and members of a nation who share political ideals and institutions while also regularly disagreeing about their meaning and efficacy.
- Supporting Questions**
- How do fundamental political principles and concepts affect everyday life?
 - At the time our nation was founded, who was considered a citizen and whose rights were protected?
 - How did earlier documents influence the **constitutions of Virginia** and the United States, including the Bill of Rights?
 - What fundamental principles and concepts are reflected in the founding documents?
 - What is the significance of "We the People"?
 - How does the Preamble to the Constitution of the United States express the purposes of the government?
 - What arguments were used to advocate for or against the ratification of the constitution?

American Constitutional Democracy: Fundamental Principles and Concepts
CE.1 The student will apply history and social science skills to explain the foundations of American constitutional democracy by
a. explaining the **fundamental principles** of limited government, republicanism, federalism, checks and balances, separation of powers, and popular sovereignty;
b. describing the **Magna Carta**, English common law, the **charters of the Virginia Company of London** (April 10, 1606; May 23, 1609; and March 12, 1612), the **Virginia Declaration of Rights**, the **Declaration of Independence**, the **Articles of Confederation**, and the **Virginia Statute for Religious Freedom** and their influence on the **Constitution of Virginia** and the **Constitution of the United States**, including the **Bill of Rights**;
c. comparing and contrasting debates, compromises, and plans surrounding the drafting and ratification of the **Constitution of the United States** and the **Bill of Rights**;
d. describing the purpose of the Constitution of the United States as stated in its **preamble**;
e. explaining the **fundamental concepts** of the U.S. government including, but not limited to due process, equal justice under the law, equal protection, elections and a representative government, limited government, right to private property, rule of law, Supremacy Clause, and separation of powers.

Skills in Practice

- Use excerpts from the **Constitution of the United States**, founding documents, and other primary sources that illustrate the **fundamental concepts and principles** of the U.S. government to analyze and identify examples of due process, equal justice under the law, equal protection, elections, representative government, limited government, the right to private property, the rule of law, the **Supremacy Clause**, and separation of powers.
- Make connections between political principles and actions of a responsible community member; identify evidence of the principles in current events.
- Use excerpts from the founding documents to explain the connection to the fundamental political principles and concepts.
- Examine** the founding documents and explain how they relate to the constitutions of Virginia and the United States, including the Bill of Rights.
- Use excerpts from the Constitution of the United States, specifically the preamble, to identify its purpose and explain the connection to the fundamental political principles.
- Examine various information sources to summarize and evaluate the arguments made in support for and against the ratification of the Constitution of the United States.
- Use primary and secondary sources to examine the **Bill of Rights**, its purpose, and how it is relevant to current events.

Additional Resources:
This section will be expanded upon with resources from history and social science partners and educators.

- Board-approved Textbooks and HQIM (TBD)
- Additional VDOE resources to support local curriculum implementation



Next Steps:

- The VDOE will vote on their new textbook adoption process in March
 - Sometime after that, VDOE will adopt HQIM options for History
 - After the VDOE adopts, we will have an opportunity to review and adopt new materials
- In the meantime,
 - Our staff will continue to use the pacing, materials and resources provided by the Comprehensive Instructional Program (CIP)
 - Admin will continue to support staff thru walkthrough observations, feedback, PLC's, and professional development





Policy Review - 2nd Read

Dr. Martin said she did not receive any feedback on any of the policies from the 1st read at the February 12th school board meeting and is therefore seeking approval of the policies for the second read.

Book	Policies
Section	B - 1000 - School Board Governance and Operations District Organization, Philosophy, and Goals
Title	Unexpired Term Fulfillment/Vacant School Board
Seat	
Code	BBE 1126
Status	Active
Adopted	June 8, 2017
Last Revised	May 31, 2016, December 12, 2025
Last Reviewed	May 25, 2017, December 12, 2025

Purpose: Ensures a transparent process for filling unexpired School Board vacancies

When a vacancy occurs on the Northampton County Public Schools (NCPS) School Board, the School Board shall initiate an open, transparent process to solicit qualified applicants. The Clerk of the NCPS School Board will publicly advertise the vacancy, specify the deadline and application method, and make available an application form to facilitate a consistent and fair process.

Vacancies occurring in the membership of the School Board, including the position of the tie breaker, if any, are shall be filled as provided by law.

Legal Ref.: Code of Virginia, 1950, as amended, §§ 2.2-2802, 15.2-410, 15.2-531, 15.2-837, 15.2-627, 22.1-39, 22.1-40, 22.1-44, 22.1-47, 22.1-50, 22.1-53, 22.1-57.3, 24.2-226, 24.2-228.

Book	Policies
Section	C 1000 - General School Administration District Organization, Philosophy, and Goals
Title	Severance Benefits
Code	CBE 1205
Status	Active
Adopted	May 16, 2007
Last Revised	May 1, 2007
Last Reviewed	November 4, 2009 December 12, 2025

PURPOSE: To establish transparency for providing severance benefits to the Superintendent.

Any severance benefits provided to a departing Superintendent will shall be publicly announced by the Northampton County Public School's School Board prior to the Superintendent's departure.

Legal Ref.: Code of Virginia, 1950, as amended, § 15.2-1510.1.

VSBA Cross Ref: CBE

Book	Policies
Section	B 1000 - School Board Governance and Operations
Title	District Organization, Philosophy and Goals
Code	School Attorney Legal Counsel and Legal Services
Status	BGG 1301
Adopted	Active
Last Revised	July 26, 2015
Last Reviewed	May 1, 2015, December 12, 2025
	June 25, 2015, December 12, 2025

PURPOSE: To establish the board’s authority to retain legal counsel and legal services

The School Board may retain an attorney(s) to provide legal counsel to advise it concerning any legal matter, to attend any regular meeting of the School Board or its committees when requested, or to represent it, any member thereof or any school official in any legal proceeding to which the School Board, member or official may be a party, when such proceeding is instituted by or against the member or official by virtue of their actions in connection with their duties as such member or official.

In the event that the School Board, member or official may be covered by insurance as to representation or liability, the School Board must first refer any claim against it to its insurance carrier for possible representation and/or coverage.

All costs and expenses of such advice and, where not covered by insurance, all costs, expenses and liabilities of such proceedings shall be paid out of funds appropriated for such purpose to the School Board.

Legal Ref.: Code of Virginia, 1950, as amended, § 22.1-82.

Book	Policies
Section	1000 - District Organization, Philosophy and Goals
Title	A – Foundations and Basic Commitments
Code	Comprehensive Division Strategic Plan
Status	AF 1701
Adopted	Active
Last Revised	April 25, 2014
Last Reviewed	April 25, 2019, December 12, 2025
	April 24, 2014, December 12, 2025

Purpose: To establish requirements for developing, implementing, and monitoring the school division’s long-range Strategic Plan

COMPREHENSIVE PLAN

The Northampton County School Board shall adopts and maintain a division-wide Strategic Plan that guides improvement efforts, ensures alignment with the Standards of Quality, and supports high levels of student achievement. The Strategic Plan shall be a comprehensive, unified, long-range plan based on data collection, an analysis of the data, and how the data will be utilized to improve classroom instruction and student achievement.

- The Strategic Plan shall include, at a minimum:
1. Goals and measurable objectives for student achievement and school improvement.
 2. Strategies to support accreditation, instructional programs, and division priorities.
 3. Plans addressing facilities, personnel, technology, safety, and community engagement.
 4. Performance benchmarks to assess progress.
 5. A process for stakeholder engagement, including staff, families, students, and community members.

The plan shall be developed with staff and community involvement and includes, or be is consistent with, all other division-wide plans required by state and federal laws and regulations. The NCPS School Board will reviews the plan biennially and adopts any necessary revisions.

Prior to the adoption of the plan or revisions thereto, the School Board will posts the plan or revisions on the school division’s Internet website if practicable, makes a hard copy of the plan or revisions available for public inspection and copying, and conducts at least one public hearing to solicit public comment on the plan or revisions.

The Superintendent is responsible for developing and implementing the Strategic Plan and providing annual updates to the School Board.

Legal Ref.: Code of Virginia, 1950, as amended, § 22.1-253.13:6.

—The divisionwide comprehensive plan includes

- (i) —the objectives of the school division, including strategies for first improving student achievement, particularly the achievement of educationally at-risk students, then maintaining high levels of student achievement;
 - (ii) —an assessment of the extent to which these objectives are being achieved;
 - (iii) —a forecast of enrollment changes;
 - (iv) —a plan for projecting and managing enrollment changes including consideration of the consolidation of schools to provide for a more comprehensive and effective delivery of instructional services to students and economies in school operations;
 - (v) —an evaluation of the appropriateness of establishing regional programs and services in cooperation with neighboring school divisions;
 - (vi) —a plan for implementing such regional programs and services when appropriate;
 - (vii) —a technology plan designed to integrate educational technology into the instructional programs of the school division, including the division's career and technical education programs, consistent with or as part of the comprehensive technology plan for Virginia adopted by the Board of Education;
 - (viii) —an assessment of the needs of the school division and evidence of community participation, including parental participation, in the development of the plan;
 - (ix) —any corrective action plan required pursuant to Va. Code § 22.1-253.13:3; and
 - (x) —a plan for parent and family involvement to include building successful school and parent partnerships that will be developed with staff and community involvement, including participation by parents.
- The school board presents a report to the public by November 1 of each odd-numbered year on the extent to which the objectives of the divisionwide comprehensive plan have been met during the previous two school years.
- Each school prepares a comprehensive, unified, long-range plan, which the school board considers in the development of the divisionwide comprehensive plan.

Legal Ref.: Code of Virginia, 1950, as amended, § 22.1-253.13:6.

Book	Policies
Section	G- 4000 - Human Resources Services Personnel
Title	Child Abuse and Neglect Reporting
Code	GAE 4205
Status	Active
Adopted	July 17, 2014
Last Revised	May 1, 2019, November 14, 2025
Last Reviewed	July 16, 2015
Prior Revised Dates	5/15

Purpose: To require reporting of suspected child abuse and neglect

An abused/neglected child, as defined by Virginia Code, is any child less than eighteen years of age:

- Whose parents or other person responsible for their care creates or inflicts, threatens to create or inflict, or allows to be created or inflicted upon such child a physical or mental injury by other than accidental means, or creates a substantial risk of death, disfigurement, impairment, or bodily or mental functions;
- Whose parents or other person responsible for their care neglects or refuses to provide care necessary for their health, however, no child who, in good faith, is under treatment solely by spiritual means through prayer in accordance with the tenets and practices of a recognized church or religious denomination shall, for that reason alone, be considered to be an abused or neglected child;
- Whose parents or other person responsible for their care abandons such child;
- Whose parents or other person responsible for their care commits or allows to be committed any act of sexual exploitation or any sexual act in violation of the law;
- Who is without parental care of guardianship caused by the unreasonable absence or the mental or physical incapacity of the child's parent, guardian, legal custodian, or other person standing in loco parentis;
- Whose parents or other person responsible for their care creates a substantial risk of physical or mental injury by knowingly leaving the child alone in the same dwelling, including an apartment as defined in Va. Code §55-79.2. with a person to whom the child is not related by blood or marriage and who the parent or other person responsible for their care knows has been convicted of an offense against a minor for which registration is required as a violent sexual offender pursuant to Va. Code §9.1-902; or
- Who has been identified as a victim of sex trafficking or severe forms of trafficking as defined in the Trafficking Victims Protection Act of 2000, 22 U.S.C. §7102 et seq, and in the Justice for Victims of Trafficking Act of 2015, 42 U.S.C. 5101 et. seq.

Reporting Requirement

Every employee of the Northampton County School Board who, in his professional or official capacity, in a professional or official capacity who has reason to suspect that a child is an

abused or neglected child, in compliance with the Code of Virginia § 63.2-1509 et seq. neglected shall immediately report the matter to:

- the local department of social services where the child resides or where the abuse or neglect is believed to have occurred; or
- to the Virginia Department of Social Services' toll-free child abuse and neglect hotline; or
- to the person/designee in charge of the school or department, or his designee, who shall make the report. forthwith to the local or state agency. The person making the report to the local or state agency must notify the person making the initial report when the report of suspected abuse or neglect is made to the local or state agency, and of the name of the individual receiving the report, and must forward any communication resulting from the report, including any information about any actions taken regarding the report, to the person who made the initial report.

Notice of Reporting Requirement
The School Board NCPS School Division shall provide and post in a prominent place within each school a notice that communicates the following:

- any teacher or employee other person employed there, who has reason to suspect that a child is an abused or neglected child, including any child who may be abandoned, is required to report such suspected cases of child abuse or neglect to local or state social services agencies or the person or designee in charge of at the relevant school or his designee; and
- all persons required to report cases of suspected child abuse or neglect are immune from civil or criminal liability, administrative penalty, or sanction on account of such reports unless such person has acted in bad faith or with malicious purpose.
- The notice shall also include the Virginia Department of Social Services' toll-free child abuse and neglect hotline.

Complaints of Abuse and Neglect
The NCPS School Board and the local department of social services have adopted a written interagency agreement as a protocol for investigating child abuse and neglect reports, including reports of sexual abuse of a student. The interagency agreement is based on recommended procedures for conducting investigations developed by the Departments of Education and Social Services. The School Board Northampton County Public School Division shall report substantial modifications of the agreement to the Board of Education.

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-253.13:7, 22.1-291.3, 63.2-1509, 63.2-1511.

Cross Refs.: EFB Food Services
JFHA/GBA Prohibition Against Harassment and Retaliation
GA Personnel Policies Goals
GBLA Third-Party Complaints Against Employees

Book	Regulations
Section	District Organization, Philosophy, and Goals
Title	Unexpired Term Fulfillment/Vacant School Board Seat
Code	1126
Status	
Adopted	
Last Revised	
Last Reviewed	

Purpose: To establish the process for School Board vacancy appointments

Regulation 1126 and the associated documents define the Northampton County Public School (NCPS) Division's compliance with Virginia Code § 24.2-228 and related statutory requirements governing the appointment of individuals to fill School Board vacancies, ensuring legal integrity and accountability.

This regulation establishes uniform procedures for advertising, collecting, reviewing, and selecting applicants to fill a vacant seat on the Northampton County School Board in accordance with Virginia Code § 24.2-228.

- I. **Definitions**
- Vacancy:** A seat on the School Board that becomes open due to resignation, death, removal, relocation, or any other lawful cause.
 - Applicant:** Any individual who submits a completed application for appointment to the vacant seat.
 - Appointing Authority:** The Northampton County School Board.
- II. **Roles and Responsibilities**
- A. **School Board**
- Formally declares a vacancy and sets a timeline for appointment.
 - Reviews all submitted applications.
 - Determines interview procedure and criteria.
 - Votes to appoint the successful candidate.
 - Procedures shall be in place for recusals or conflicts of interest to uphold transparency and fairness.
- B. **Clerk of the NCPS School Board (Clerk)**
- Prepares and publishes the vacancy announcement.
 - Ensures that the application form and instructions are available to the public.

- Receives and logs applications.
- Provides the School Board with an applicant folder containing all eligible submissions.
- Maintains the official record of applications, communications, and notices.
- Ensures compliance with public notice and FOIA requirements.

III. Public Notice Requirements

1. Posting

- A vacancy announcement shall be posted on the NCPS division website within five (5) business days of the School Board's declaration of vacancy.

2. Distribution

- The Clerk shall send notices to:
 - Local newspaper(s)
 - School Division website
 - County website or public bulletin boards
 - Social media channels
 - Civic organizations, upon request

3. Timeline

- The announcement shall remain posted for no fewer than ten (10) calendar days before the application deadline.

IV. Application Process

1. Application Availability

- The official application form shall be made available:
 - On the NCPS website as an online, fillable, electronic document
 - In the School Board Office
 - Upon request via email or mail

2. Required Documents

- Completed application form
- Proof of residency in the appropriate electoral district, or in case of an at-large seat, proof of residency in Northampton County, and
- Optional résumé or statement of interest

3. Submission Methods

- Email, in-person delivery, or postal mail.
- All applications must be received by the stated deadline in the office of the Clerk.

4. Late or Incomplete Applications

2

- Will not be considered unless the School Board authorizes an extension for good cause.

V. Review and Screening of Applicants

1. Eligibility Verification

- The Clerk of the NCPS School Board shall confirm whether the applicant meets the qualifications as set forth in the Virginia Code (residency, voter eligibility, etc.).

2. Compilation of Application Packet

- The Clerk shall compile all eligible applications into a folder for the NCPS School Board members.
- A summary table listing applicants, district residency, and submission status shall also be provided.

3. Initial Board Review

- Board members independently review applications prior to the scheduled meeting.

VI. Interview Process

1. Determining Interviewees

- The NCPS School Board may interview all applicants or narrow the pool by majority vote, based on predefined criteria or standards to ensure fairness.

2. Public Meeting Requirement

- Interviews shall occur in one or more properly noticed public meetings of the NCPS School Board.

3. Interview Format

- The NCPS School Board shall use consistent questions for all applicants.
- Additional follow-up questions may be asked as needed for clarification.

4. Public Comment

- The NCPS School Board shall allocate a specific period during the public meeting for community input on candidates, ensuring transparency and community involvement.

VII. Appointment

1. Voting Procedure

- The appointment shall occur during an open meeting following a majority vote of the NCPS School Board.

2. Oath of Office

- Ordinally, the selected appointee must take the oath of office before assuming duties.
3. Notification

- The Clerk must notify the Northampton County Circuit Court and appropriate local officials of the appointment.
- VIII. Recordkeeping

- All applications and related materials shall be retained in accordance with the Virginia Public Records Act.
 - Application materials become public records unless exempt under law.

Legal Ref.: Code of Virginia, 1950, as amended, §§ 2.2-2802, 15.2-410, 15.2-531, 15.2-837, 15.2-627, 22.1-39, 22.1-40, 22.1-44, 22.1-47, 22.1-50, 22.1-53, 22.1-57.3, 24.2-226, 24.2-228.

Northampton School Board Vacancy

Notice Regarding School Board Vacancy, Application Process, and Public Hearing Date

The School Board of Northampton County will appoint an interim School Board Member, **District XX or At Large**, to fill the vacancy created by the resignation of **(Person Name)** on **(Date)** at 11:59 p.m. The person appointed will serve until a School Board Member **District XX or At Large** is elected and qualified after the **(Date)** special election. To be eligible for appointment, a citizen must be a qualified voter and bona fide resident of **District XX or At Large**, of the County of Northampton, and meet all other requirements set by law.

The Northampton County School Board invites interested citizens to submit the application form that includes:

- reasons for interest in School Board service;
- summary of work experience and public/community service;
- educational background;
- past volunteer experience or employment with Northampton County Public Schools or other school systems;
- evidence of residence and voter registration, and
- additional qualifications for the position.

Applications must be received no later than 3:00 p.m. on **(Date)** in the office of **Karen A Reid**, Clerk of the Northampton County School Board, 7202 Young Street, Machipongo, Virginia 23405. The application form is available in the Clerk's Office, or you can download it from the link provided in the following paragraph.

Download the application form here.

On **(Date)** at 6:00 p.m. or thereafter, the School Board will hold a public hearing to receive public comments regarding this appointment. The purpose of this hearing is to provide a platform for citizens to express their views on the potential candidates. The public hearing will be held at the Northampton School Administration Building, 7207 Young Street, Machipongo, Virginia. Any citizen who desires to speak at this hearing should contact the Clerk of the School Board at 757-678-5151. The School Board will make an appointment no later than **(DATE)**.

Important dates for applicants for appointment as the Interim School Board Member for **District XX or At Large** include:

XXXX XX, 2025	Applications are due no later than 3:00 pm. Late applications will not be considered.
XXXX XX, 2025	Names of applicants will be publicly posted and included in the School Board Agenda package
XXXX XX, 2025	Public Hearing on applicants. Applicants are strongly encouraged to sign up to speak at the public hearing on their behalf. The School Board will hold a Closed Session during the (Date) School Board meeting to select applicants to interview. Applicants will be notified within forty-eight hours of the School Board's choice of applicants to be interviewed.
XXXX XX, 2025	The School Board will interview selected applicants in a closed

Northampton School Board Vacancy

XXXX XX, 2025	session. The School Board will vote in Open Session to appoint the Interim School Board Member for District XX or At Large.
XXXX XX, 2025	Swearing-in In Ceremony for Interim School Board Member and Orientation.
November 20XX	Interim School Board Member - District XX or At Large, will complete the term of service upon the election and qualification of a new School Board Member, District XX or At Large, after the November XX, 20XX, special election or general election.

Timeline: Petition for Special Election/Appointment Interim School Board Member District XX or At Large Seat.

Date	Event/Actions
XXXX XX, 202X	Announcement of intent to resign effective XXXX XX, 202X.
XXXX XX, 202X	Special meeting to discuss the appointment process and review the application.
XXXX XX, 202X	Recognition of (Name of Resigning Board Member)'s service as a School Board Member.
XXXX XX, 202X	School Board adopts a resolution regarding the Petition for Writ for Special Election, Application and Appointment Process. 11:59 pm - Final day of (Name of Resigning Board Member)'s term.
XXXX XX, 202X	First day of vacancy of the District XX or At Large position
XXXX XX, 202X	Notice of Vacancy posted on the NCPS Division webpage, and applications are available online.
XXXX XX, 202X	School Board Attorney files a Petition For Writ of Special Election with the court.
XXXX XX, 202X	Submit Public Hearing Notice to Eastern Shore Post, WESR, and on the NCPS Webpage.
XXXX XX, 202X	Public Hearing Notice to be published in Eastern Shore Post, WESR, and on the NCPS Webpage for the approximate date.
XXXX XX, 202X	The application deadline is 3:00 pm.
XXXX XX, 202X	Final date for the Public Hearing Notice to be published in Eastern Shore Post, WESR/Notice. Notice on the NCPS Division webpage remains posted.
XXXX XX, 202X	Background checks and social media checks are ongoing.
XXXX XX, 202X	List of candidates published on NCPS Board Docs/Agenda/
XXXX XX, 202X	Public hearing on applicants.
XXXX XX, 202X	Closed Session: The School Board selects applicants for interviews.
XXXX XX, 202X	Open Session: The School Board interviews selected applicants.
XXXX XX, 202X	Vote on the appointment of School Board Member District XX.
XXXX XX, 202X	Swearing-In of School Board Member District XX or At Large.
XXXX XX, 202X	Orientation of School Board Member District XX or At Large.
XXXX XX, 202X	Last day of the 45-day period to appoint a School Board Member to the District XX or At Large seat.
November XX, 202X	Special Election of School Board Member District XX or At Large seat.
November 202X	Elected School Board Member, District XX or At Large, takes office.

Book	Regulations
Section	2000 - Community Relations
Title	Community Resource Persons/School Volunteers
Code	2109
Status	
Adopted	
Last Revised	
Last Reviewed	
Prior Revised Dates	

Purpose: Establishes procedures for selecting, training, and supervising school volunteers

- I.

Generally,

This regulation establishes procedures for the selection, approval, orientation, and supervision of volunteers who support instructional and school-based activities within Northampton County Public Schools (NCPS).
- II.

Definitions

•

Volunteer:

An individual who provides services to the NCPS school division without compensation, who is directly engaged in supporting school-sponsored programs, activities, or operations at the request or approval of NCPS school personnel.

This definition does not apply to

○

Individuals who are scheduled guest speakers or presenters for specific programs or events, such as Career Day, assemblies, or military recruiters, or;

○

Individuals who are associated with community agencies, religious organizations or churches, governmental bodies, or other organizations that rent or utilize NCPS facilities for activities, programs, or special interest groups.

■

Such individuals are considered representatives of their respective organizations—not school volunteers.

•

Supervised Volunteer:

A volunteer who works in the presence and under direct oversight of a school employee.

•

Unsupervised Volunteer:

A volunteer who may work with students without continuous direct supervision by school staff. Additional screening requirements apply.
- III.

Volunteer Approval Process

•

Application

○

All prospective volunteers must complete the NCPS Volunteer Application (Regulation 2109 - Exhibit 1).

○

Principals or their designees shall review applications to determine suitability and the appropriate assignment.

- **Background Checks and Fingerprinting**
 - Volunteers who will have **unsupervised** contact with students shall be required to undergo a criminal background check and/or fingerprinting as required by division procedures and applicable law to reinforce safety measures.
 - Volunteers with **supervised** contact may be subject to background screening at the discretion of the principal or Superintendent/designee.
 - The school division reserves the right to decline volunteer participation based on the results of background checks or other relevant information.

IV. VISITOR IDENTIFICATION SYSTEM

Northampton County Public Schools has implemented a Visitor Identification System (VIS) for the purpose of identifying registered sex offenders. This system also allows NCPS to monitor visitors to the school for emergency and security purposes.

The VIS cross-references information against states' sex offender registries. All visitors must produce one of the following forms of valid government issued identification, containing a full name, date of birth and photograph:

1. U.S. or foreign driver's license;
2. U.S. or foreign government ID;
3. Military ID;
4. Department of Motor Vehicles photo ID;
5. Passport;
6. Permanent Resident Card (Green Card); or
7. Re-entry permit.

Visitors who are unable to produce identification acceptable to the VIS must meet with the school or building administrator.

All state and federal laws will be adhered to for any individual positively identified as a registered sex offender. Data generated by the VIS shall not be used for any purpose other than the identification of registered sex offenders, monitoring the security and safety of students and staff and logging volunteer hours.

V. Orientation and Training

- All volunteers must review and sign the **NCPS School Volunteer Agreement (Exhibit 2109 - E2)** prior to beginning service. The agreement outlines expectations for conduct, confidentiality, safety, and professionalism.
- Volunteers must complete a school-level orientation before beginning service. Orientation may include:
 - Expectations and responsibilities
 - Student confidentiality (FERPA)
 - School safety and emergency procedures
 - Reporting requirements for suspected child abuse or neglect
- Assignment-specific training must be provided for volunteers engaged in specialized or high-responsibility tasks.

VI. Volunteer Assignments

2

- Principals or designees assign volunteers based on school needs and ensure alignment with instructional and operational goals.
- Volunteer tasks may include classroom assistance, mentoring, tutoring, event support, enrichment activities, or other approved services.
- Volunteers may not:
 - Administer discipline
 - Have access to student records unless authorized and trained
 - Provide medical treatment (except in an emergency)
 - Assume the duties of paid staff

VII. Supervision

- Volunteers serve under the direct supervision of school administrators or designated staff.
- Staff members are responsible for directing volunteer activities and ensuring safe interactions with students.
- Volunteers must comply with all School Board policies, school rules, and staff instructions.

VIII. Conduct and Expectations

- Volunteers must maintain professionalism, confidentiality, and appropriate boundaries with students.
- Volunteers must wear identification badges/sticker at all times while on school property.
- Volunteers must follow all safety protocols and immediately report concerns related to student welfare.

IX. Termination or Suspension of Service

- The school division reserves the right to discontinue volunteer service at any time.
- A volunteer may be removed for failure to follow rules, inappropriate conduct, or any action inconsistent with School Board policy or student safety.

X. Recordkeeping

Each school must maintain records of approved volunteers, background check clearance (as required), assignments, and service dates.

Legal Refs.: Code of Virginia, 1950, as amended, § 22.1-78.

8 VAC 20-131-270.

3

Book	Regulations
Section	4000 - Human Resources Services
Title	Reporting Child Abuse or Neglect
Code	4205-R
Status	XXXX
Adopted	XXXX
Last Reviewed	XXXX

PURPOSE: To describe responsibilities relative to reporting child abuse and/or neglect

School Personnel: Responsibility/Immunity

Although all individuals who witness an alleged child abuse/ neglect incident are urged to report it, teachers or any other persons employed in a public school are required to report such incidents. All persons making reports pursuant to Va. Code §63.2-1509 are immune from civil or criminal liability unless it is proven that such person acted in bad faith or with malicious intent.

The referral form and the complainant's name will be considered confidential information unless the court directs otherwise. School personnel shall cooperate with the Coordinator of Child Protective Services (**CPS**). Any person required to make a report of investigation may talk to any child suspected of being abused or any siblings of said child without the consent of the child's parent/guardian.

Procedures

In reporting suspected child abuse/neglect as observed within a school setting, the following procedures should be followed:

1. Suspected child abuse/neglect cases should be reported to the principal/designee, who shall make such report forthwith.
 - The principal may also request assistance from the school counselor, nurse, or social worker.
 - The principal/designee who makes the report to social services must provide the original complainant (the one who made the initial report) the following information:
 - i. Confirm that the report was made by whom and when.
 - ii. Provide the name of the person who received the report.

- iii. That reporting party must forward any communication resulting from the report, including any information about any actions taken regarding the report, to the person who made the initial report.
 2. The principal may elect not to make the report if there is clear and convincing evidence that the report is invalid and was made with malicious intent.
 - Consultation with social services is advisable in these situations.
 - Such refusal by the principal/designee to make a report should be reported immediately to the complainant, who shall, should they continue to legitimately suspect child abuse or neglect, make the report themself.
 3. The principal/designee, or preferably, the complainant, with the principal's permission, shall contact a child protective services worker at the Department of Social Services.
 - When practical, the complainant should be present during the call in case questions arise.
 - After hours, the call should be directed to the Child Abuse Hotline:
 - CPS Hotline(804-786-8536)
 - The Department of Social Services handles all local cases. (757-678-5183)
 - The reporter should give their name and phone number and be prepared to give the child's name, address, birth date, caretaker's name, alleged abuser's name, and any other pertinent information requested.
 - The complainant's name shall be confidential unless the court directs otherwise.
 - Social Services shall make every effort to be readily accessible to the school. Timely feedback will be given whenever possible.
 4. School personnel shall cooperate with the protective service worker in the detection and prevention of abuse/neglect. This cooperation includes permission for the CPS social worker to interview the child at school without the presence of school personnel. If appropriate, the worker may request the presence of school personnel.

Legal Refs.: Va. Code §§22.1-253.13:7.A, , 63.2-1509, 22.1-291.3, 63.2-1511
VSBA Cross Ref.: Policy 4205 GAE/JHG-Reporting Child Abuse or Neglect



NORTHAMPTON COUNTY PUBLIC SCHOOLS
School Volunteer Application

Thank you for your interest in volunteering with Northampton County Public Schools (NCPS). Please complete all sections below. Volunteers may list multiple schools on this single application. Separate applications are not required. Please note all schools where you wish to volunteer.

Schools You Wish to Volunteer At (select all that apply):

- ☐ Kiptopeke Elementary
- ☐ Occohannock Elementary
- ☐ Northampton Middle School
- ☐ Northampton High School

SECTION 1 – PERSONAL INFORMATION

Full Name: _____
Address: _____
City/State/Zip: _____
Phone Number: _____ Email Address: _____
Date of Birth (Optional unless background check is required): _____
Social Security Number (Optional unless background check is required): _____
Emergency Contact Name: _____
Emergency Contact Phone: _____ Relationship: _____

What day(s) of the week can you volunteer: ☐ All or ☐ Mon. ☐ Tues. ☐ Wed. ☐ Thur. ☐ Fri.

What time(s) of day can you volunteer: ☐ Morning ☐ Afternoons ☐ After School

Do you speak any **other languages** ☐ Yes: (Specify) _____ ☐ No

Do you have any special needs or restrictions: _____

SECTION 2 – VOLUNTEER INTERESTS

Do you prefer to work: ☐ Directly w/ Children ☐ w/computers ☐ Support work in school/Admin. work

Please check areas where you are interested in volunteering (**Check as many as you like**):

- ☐ Classroom assistance
- ☐ Office/clerical support
- ☐ SOL Test Support/Prep
- ☐ Tutoring/mentoring
- ☐ Specific Grade/Subject: _____
- ☐ Library/media center
- ☐ Cafeteria or arrival/dismissal support
- ☐ PTO/PTA support
- ☐ Athletics or extracurricular activities
- ☐ Field trips
- ☐ Special events (book fairs, festivals, etc.)
- ☐ Any opportunity to Volunteer!
- ☐ Other (please specify): _____

SECTION 3 – EXPERIENCE OR SKILLS (Optional)

Describe any relevant experience, skills, or special interests (Languages, certifications, professional skills, etc.) to help us recognize your unique strengths and make you feel valued as a volunteer.



NORTHAMPTON COUNTY PUBLIC SCHOOLS
School Volunteer Application



NORTHAMPTON COUNTY PUBLIC SCHOOLS
School Volunteer Application

SECTION 4 – BACKGROUND INFORMATION

For the protection of our students, NCPS may require background checks for particular volunteer assignments. These screenings may include fingerprinting when necessary. Please respond to the following:

- 1. **Have you ever been convicted of a felony?**
☐ Yes ☐ No
- 2. **Have you ever been convicted of a misdemeanor involving children or harm to others?**
☐ Yes ☐ No
- 3. **Are you currently the subject of any criminal investigation?**
☐ Yes ☐ No

Answering “Yes” does not automatically disqualify you from volunteering. All information is kept confidential to respect your privacy and build trust. If you answered **Yes** to any question, you may provide an explanation (optional):

SECTION 5 – VOLUNTEER ACKNOWLEDGEMENT

Please read and **check each box** to indicate acknowledgement and agreement:

- ☐ I agree to follow all NCPS policies, procedures, and staff directions.
- ☐ I understand I must maintain strict confidentiality regarding student information.
- ☐ I agree to report any concerns about student safety or well-being to school administration.
- ☐ I will adhere to all safety protocols while on school property to ensure a safe environment and demonstrate my commitment to student well-being.
- ☐ I understand that volunteer service may be discontinued at any time.

SECTION 6 – CERTIFICATION AND SIGNATURE

I certify that the information provided in this application is true, accurate, and complete. I understand that falsification or omissions may result in denial or termination of volunteer service.

Applicant Signature: _____ **Date:** _____

SECTION 7 – SCHOOL USE ONLY (To be completed by staff)

Background Check Required: ☐ Yes ☐ No Volunteer Agreement Signed: ☐ Yes ☐ No

Approved: ☐ Yes ☐ No Assignment/Notes: _____



NORTHAMPTON COUNTY PUBLIC SCHOOLS
School Volunteer Application

Reviewed by: _____ **Date:** _____

Book	Policies
Section	1 2000 - Instruction Community Relations
Title	Community Resource Persons/School Volunteers
Code	HCB/HCC 2109
Status	Active
Adopted	May 15, 2013
Last Revised	February 1, 2021
Last Reviewed	April 22, 2021
Prior Revised Dates	9/5/2017

Purpose: Supports and encourages parent, guardian, and community involvement in school programs.

COMMUNITY-RESOURCE PERSONS/SCHOOL-VOLUNTEERS

The Northampton County School Board supports and encourages the active participation of parents, guardians, and members of the community community members in providing and extending enhancing educational opportunities for students. The involvement of parents, volunteers, and others in the community community partners is a fundamentally important and essential component of successful school programs and contributes to a positive, engaged learning environment.

Each school's administration is responsible for directing, supervising, and coordinating the activities of parents, guardians, volunteers, and community members who serve as resources within the school. All volunteer activities must support the division's instructional and operational goals and comply with applicable laws, School Board policies, and school procedures.

Volunteers may assist in classrooms, support school activities, contribute expertise, or participate in other approved roles as determined by the principal or designee. The division may require background checks, confidentiality agreements, orientation, or training as appropriate to the volunteer assignment.

The School Board values the contributions of volunteers and recognizes their role in strengthening school–community partnerships.

Legal Refs.: Code of Virginia, 1950, as amended, § 22.1-78.

8 VAC 20-131-270.



NORTHAMPTON COUNTY PUBLIC SCHOOLS
School Volunteer Agreement

Thank you for offering to serve as a Volunteer for Northampton County Public Schools (NCPS). Volunteers truly make a difference in the lives of students. NCPS values your service!

This agreement is to establish an understanding of the role of a Volunteer and provides guidelines to ensure understanding of school culture. Volunteers will be approved by and work at the discretion of the building Principal.

Volunteers may be used for:

- Tutoring
- Coaching
- Chaperoning or assisting with school/classroom activities and field trips
- Other services as assigned that will align with the schools to support reading, writing, math, and science academic improvements for students.

Volunteers agree to the following:

- Background clearance, which may include fingerprinting, depending on volunteer position, from the Human Resources Department.
- Always wear visible identification (badge or guest pass).
- **Sign IN and OUT** for every shift.
- Use technology resources for educational purposes.
- No video or photos shall be taken without written permission/consent.
- Maintain Confidentiality of ALL student and staff information
- Political topics discussed as part of instruction must always be presented in a **Neutral and Unbiased** manner.
- Must immediately inform the Principal, Administrator, or appropriate Authority of any known or suspected instance where a student's health or welfare has been or may have been harmed due to abuse or neglect.
- Serve under the supervision of professional personnel and never alone.
- Never assume the responsibility of the supervision of a class.
- Never work with students in secluded areas.
- Always **voice concerns** to the supervising teacher or administrator if uncomfortable doing the task assigned.
- Be helpful not hurtful, have patience, maintain a positive attitude

I understand this agreement and will follow the guidelines set forth:

Print Name: _____
First Name Middle Initial Last Name

Signature Date

Public Comment(s)

None

Consent Agenda Items

Approval of School Board Meeting Minutes for January 2026

Chair Jones asked board members if any of them had any changes or additions for the January 2026 meeting minutes. None were given.

Vice Chair and Board member Jill Bieri both noted that everything looked like it was in order.

Ms. Brook Thomas, CFO, said the appropriation request for \$353,582 was to reflect the reward of the Comprehensive Literacy State Development Grant for the Elementary and Middle Schools.

For Finance Department Use:									
NWS:		920-0034-44775 Other Federal Grants					Increase 5353,582		
		920-6500-55740 Other Federal Grants Exp					Increase 5353,582		
RDA:									
202	261	843710					CLSD LITERACY NETWORK GRANT		\$291,046.00
202	262	843710					CLSD FAMILY ENGAGEMENT GRANT		\$62,536.00
202	261	002	452	0100	61310	1620	CLSD LITERACY - KES SUPPLEMENTAL WAGES		\$16,800.00
202	261	002	452	0100	61310	2100	CLSD LITERACY - KES FICA		\$1,286.00
202	261	002	452	0100	61310	3000	CLSD LITERACY - KES CONT SVCS		\$42,438.00
202	261	002	452	0100	61310	6000	CLSD LITERACY - KES MATERIALS & SUPPLIES		\$21,666.00
202	261	002	451	0100	61310	1620	CLSD LITERACY - QES SUPPLEMENTAL WAGES		\$24,000.00
202	261	002	451	0100	61310	2100	CLSD LITERACY - QES FICA		\$1,836.00
202	261	002	451	0100	61310	3000	CLSD LITERACY - QES CONT SVCS		\$71,193.00
202	261	002	451	0100	61310	6000	CLSD LITERACY - QES MATERIALS & SUPPLIES		\$22,056.00
202	261	003	360	0600	61310	1130	CLSD LITERACY - NWS SLW SCHOOL TEACHER WAGES		\$5,120.00
202	261	003	360	0600	61310	2100	CLSD LITERACY - NWS SLW SCHOOL FICA		\$352.00
202	261	003	360	0100	61310	1130	CLSD LITERACY - NWS PARENT ENG COORD WAGES		\$13,323.00
202	261	003	360	0100	61310	1620	CLSD LITERACY - NWS SUPPLEMENTAL WAGES		\$7,200.00
202	261	003	360	0100	61310	2100	CLSD LITERACY - NWS FICA		\$1,571.00
202	261	003	360	0100	61310	3000	CLSD LITERACY - NWS CONT SVCS		\$36,850.00
202	261	003	360	0100	61310	6000	CLSD LITERACY - NWS MATERIALS & SUPPLIES		\$25,300.00
202	262	002	452	0100	61310	1130	CLSD FAMILY ENGAG - KES PARENT ENG COORD WAGES		\$13,323.00
202	262	002	452	0100	61310	2100	CLSD FAMILY ENGAG - KES FICA		\$1,020.00
202	262	002	452	0100	61310	2600	CLSD FAMILY ENGAG - KES UNEMPLOYMENT		\$0.00
202	262	002	452	0100	61310	3000	CLSD FAMILY ENGAG - KES CONT SVCS		\$14,669.00
202	262	002	452	0100	61310	6000	CLSD FAMILY ENGAG - KES MATERIALS & SUPPLIES		\$9,355.00
202	262	002	451	0100	61310	1130	CLSD FAMILY ENGAG - QES PARENT ENG COORD WAGES		\$13,323.00
202	262	002	451	0100	61310	2100	CLSD FAMILY ENGAG - QES FICA		\$1,020.00
202	262	002	451	0100	61310	3000	CLSD FAMILY ENGAG - QES CONT SVCS		\$450.00
202	262	002	451	0100	61310	6000	CLSD FAMILY ENGAG - QES MATERIALS & SUPPLIES		\$9,356.00

Ms. Brook Thomas, CFO, said the appropriation for \$14,000 was for funds received from the Northampton County Education Foundation for: Innovative Teaching Grant, STEM Supplies, and Excellence in Education Event.

[illegible]

INSPIRING LEARNERS FOR LIFE THROUGH ACHIEVEMENT AND SUCCESS

Approval of Appropriation FY 25-26 #29 – Federal Balance Update

Ms. Brook Thomas, CFO, said the appropriation reduction for \$268,285 was to true up the appropriation balance to reflect the actual amount of federal funds carried over at the end of fiscal year 2025. Ms. Thomas said each of the grants has a 27-month grant cycle, so that was the 2nd and partial 3rd that was remaining in addition to the actual current award.

NORTHAMPTON COUNTY PUBLIC SCHOOLS

7207 Young Street
Machipongo, Virginia 23105
www.ncpsk12.com

February 26, 2026

Req. 2026-29

Mr. John Chandler
Director of Finance
County of Northampton
P.O. Box 66
Fastville, VA 23347

Dear Mr. Chandler:

Subsequent to a vote taken on the date shown above, the Northampton County School Board respectfully requests a budget appropriation decrease of \$268,285 for Fiscal Year 2026. This is to adjust the appropriation to match the actual balances remaining in the 27-month grant cycle of the Federal awards listed below.

GRANT	AMOUNT
TITLE I, PART A (BASIC PROGRAMS)	\$ (240,721.00)
3005(A) SCHOOL IMPROVEMENT GRANT	\$ 141,926.00
TITLE I, PART C (MIGRANTS)	\$ (9,661.00)
TITLE V-B SPECIAL EDUCATION (SECT. 611)	\$ 7,650.00
1400N 7 (SPECIAL) CTS	\$ (7,450.00)
TITLE V-B SPED PK (SECT. 619)	\$ 6,518.00
TITLE IV, PART A (STUDENT SUPPORT & ACAD ENRICHMENT)	\$ (7,798.00)
TITLE IV, TRANSFERRED TO TITLE I A	\$ (15,414.00)
TITLE IV, TRANSFERRED TO TITLE IIIA	\$ 53,081.00
TITLE IV, TRANSFERRED TO TITLE IC	\$ 3,944.00
TITLE F V RURAL AND LOW INCOME SCHOOLS	\$ 108.00
TITLE III, PART A (LANGUAGE ACQUISITION)	\$ (5,159.00)
PERKINS	\$ 13,349.00
SWD LITERACY NETWORK	\$ 623.00
ESSER 3	\$ (200,000.00)
TITLE II, PART A (TEACHER QUALITY)	\$ 31,355.00
TOTAL FEDERAL GRANT APPROPRIATION REDUCTION	\$ (268,285.00)

This appropriation is requested for the Federal Grants Fund, decreases of \$35,717 in Instruction, \$28,203 in Admin, Attendance & Health, \$4,370 in Transportation, and \$200,000 in Facilities.

Please notify me in writing when this request has been passed by the Northampton County Board of Supervisors. Thank you for your help with this matter.

Sincerely,

E. Brook Thomas, CPA, SFO
Chief Financial Officer

CC: Dr. Lisa L. Martin, Superintendent of Schools
Members, Northampton County School Board

Date: _____

Chairman, Northampton County



INSPIRING LEARNERS FOR LIFE THROUGH ACHIEVEMENT AND SUCCESS

Approval of Appropriation FY 25-26 #30 – Race to GED & PIVA

Ms. Brook Thomas, CFO, said the \$35,939 appropriation request was for the Race to GED and PluggednVA programs, which Eastern Shore Community College pays out, but Northampton serves as the fiscal agent for the grant.

NORTHAMPTON COUNTY PUBLIC SCHOOLS

7207 Young Street.
Machipongo, Virginia 23405
www.ncpsk12.com

February 26, 2026

Req. 2026-30

Mr. John Chandler
Director of Finance
County of Northampton
P.O. Box 66
Eastville, VA 23347

Dear Mr. Chandler:

Subsequent to a vote taken on the date noted above, the Northampton County School Board respectfully requests an appropriation of \$35,939 in the 2025-2026 School Operating Budget. The Eastern Shore Community College (ESCC) was again awarded Race to GDP and Plugged-inVA grants by the Virginia Department of Education, and Northampton County Public Schools has again agreed to act as fiscal agent for the grant.

Race to GED: \$31,738
PluggedInVA: \$4,201

This grant will be tracked separately as State Revenue and expenditures will be classified under the School Operating Fund within the category of Instruction.

Please notify me in writing when this request has been passed by the Northampton County Board of Supervisors. Thank you for your help with this matter.

Sincerely,

E. Brook Thomas, CPA, SFO
Chief Financial Officer

Cc: Dr. Lisa Martin, Superintendent of Schools
Members, Northampton County School Board

Date: _____

Chairman, Northampton County

For Finance Department Use Only:

NWS Coding: Rev: 910-0025-43683 \$35,939 Exp: 910-6000-56555 \$35,939

RDA Coding:		
100 000 240298	\$31,738	100 431 240344 \$4,201
100-130-009-000-0700-61100-3000	\$24,834	100-431-009-000-0700-61100-3000 \$4,201
100 430 009 000 0700 61100 6000	\$6,904	



INSPIRING LEARNERS FOR LIFE THROUGH ACHIEVEMENT AND SUCCESS

Chair Jones asked for a motion to accept the consent agenda as presented. A motion was made by Mrs. Molera and seconded by Mrs. Borden.

Roll call vote:

Ms. Molera voted yes.

Ms. Bieri voted yes.

Mr. Wayne Bell, Jr., voted yes.

Mr. Borden voted yes.

Ms. Brenson voted yes.

Mr. Andrews voted yes.

Ms. Jones voted yes.

Motion was unanimously carried.

Action Items

Approval of Personnel

Chair Jones asked for a motion to accept the personal items as discussed by the Superintendent in closed session. A motion was made by Mr. Brenson and seconded by Mrs. Borden.

Roll call vote:

Ms. Molera voted yes.

Ms. Bieri voted yes.

Mr. Wayne Bell, Jr., voted yes.

Mr. Borden voted yes.

Ms. Brenson voted yes.

Mr. Andrews voted yes.

Ms. Jones voted yes.

Motion was unanimously carried.

Approval of Policy Review – 2nd Read

Chair Jones asked for a motion to accept the policy review that was discussed in the work session held on February 12th. A motion was made by Mr. Brenson and seconded by Mrs. Borden.

Ms. Molera voted yes.

Ms. Bieri voted yes.

Mr. Wayne Bell, Jr., voted yes.

Mr. Borden voted yes.

Ms. Brenson voted yes.

Mr. Andrews voted yes.

Ms. Jones voted yes.

Motion was unanimously carried.

Before moving forward, the Vice Chair asked to speak about the approval of personnel. Mr. Andrews said he does not believe the board needs to vote on personnel matters.

Chair Jones stated that in the past, the board has permitted Dr. Martin to proceed with hiring individuals at the assistant principal level and below, but she believes the board still has to approve the personnel report. Dr. Martin added that the board has given her permission to make an offer to include a contract, but the board still has to approve it.

New/Old Business

Dates of Notes

Chair Jones and Dr. Martin reminded board members of the upcoming school board meeting to be held at Kiptopeke Elementary. Chair Jones said she will email board members to start time once it has been confirmed. Dr. Martin reminded board members that the Northampton Education Foundation will be having the Oyster for Education event to be held on March 14th.

Date	Meetings and Events
2/26/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (Public comments will be accepted)
3/12/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (No public comments will be accepted)
3/26/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (Public comments will be accepted)
4/9/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (No public comments will be accepted)
4/23/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (Public comments will be accepted)
5/14/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (No public comments will be accepted)
5/28/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (Public comments will be accepted)
6/11/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (No public comments will be accepted)
6/25/2026	School Board Meeting held @ Central Administration Bldg. 5:30 pm - Closed Session 6:00 pm - Open Session (Public comments will be accepted)

Adjournment

Chair Jones asked for a motion to adjourn. A motion was made by Mrs. Bieri and seconded by Mr. Brenson. Without objection, the meeting adjourned at 8:00 p.m.

**Please note these minutes were approved by the school board on March 26, 2026. (K. Reid)*