



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

August 18, 2021

CERTIFIED MAIL/RETURN RECEIPT REQUESTED  
SENT BY EMAIL WITH RETURN AND READ RECEIPT

Ms. Tara Chang

[REDACTED]  
Virginia Beach, VA [REDACTED]

RE: Warning Letter

Dear Ms. Chang,

This letter is sent to warn you that further conduct on your part to disrupt School Board Meetings will no longer be tolerated and may result in more serious action by School Administration. During the August 10, 2021, School Board Meeting and in the July 20, 2021, School Board Meeting, your actions were in direct violation of School Board Bylaw 1-48.

On August 10, 2021, after you concluded your four minutes of public comments to the School Board, you were returning to your seat as the next speaker was approaching the podium to begin speaking to the School Board. You then held up your middle finger in an obscene gesture and yelled "Fuck you." It was necessary for school staff to intervene and ask you to refrain from such conduct and to leave the School Board Meeting. Your conduct was clearly done for the purpose of disrupting the School Board Meeting.

On July 20, 2021, you failed to adhere to the requirement to remain seated while in School Board Chambers, even after repeated requests by school staff. You repeatedly stood as others were speaking, sat on a table in the rear of Chambers and placed your feet on the chair in front of you. Your failure to comply demonstrated your disrespect to the rules for decorum.

School Board Bylaw 1-48 sets forth the rules for decorum and order during School Board Meetings, and copies of the Bylaw are included with the agenda, are posted in the lobby to the School Board Chambers, and are posted in School Board Chambers. Additionally, during School Board Meetings, decorum and order rules are gone over prior to public comment sections.

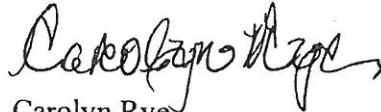
CHANG LIMITATION OF ACCESS AND BAN LETTER

Page 2

August 18, 2021

Should you violate any of the rules of decorum in any future School Board Meeting, you may be excluded from attendance in all future School Board Meetings.

Sincerely,



Carolyn Rye  
School Board Chair



Dr. Donald E. Robertson  
Chief of Staff

cc: Aaron C. Spence, Superintendent  
Thomas DeMartini, VBCPS Director of Safe Schools  
Jack Freeman, Chief Operations Officer  
Kamala H. Lannetti, Deputy City Attorney



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August 18, 2021

CERTIFIED MAIL/RETURN RECEIPT REQUESTED  
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Ms. Annie Palumbo

[REDACTED]  
Virginia Beach, VA [REDACTED]

RE: Warning Letter

Dear Ms. Palumbo,

This letter is sent to warn you that further conduct on your part to disrupt School Board Meetings will no longer be tolerated and may result in more serious action by the School Administration. At School Board Meetings on July 20 and August 10, 2021, you have repeatedly yelled out during meetings, "Arrest me, arrest me, America's watching," when you were not authorized to speak and when you were speaking on formal agenda items. Your conduct has clearly been in violation of the decorum and order rules set forth in Bylaw 1-48 and done for the purposes of disrupting the business of the School Board during its meetings. You have been verbally warned about this conduct, yet you continue to display this disruptive behavior.

School Board Bylaw 1-48 sets forth the rules for decorum and order during School Board Meetings, and copies of the Bylaw are included with the agenda, are posted in the lobby to the School Board Chambers, and are posted in School Board Chambers. Additionally, during School Board Meetings, decorum and order rules are gone over prior to public comment sections.

The School Board welcomes comments from the public during the public comment sections of the School Board Meeting agendas. Members of the public may also contact School Board Members directly to discuss their concerns. Cooperation with the decorum and order rules for School Board Meetings is required.

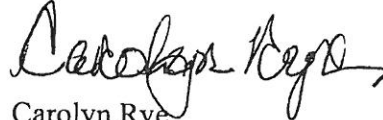
PALUMBO LIMITATION OF ACCESS AND BAN LETTER

Page 2

August 18, 2021

Should you violate any of the aforementioned rules of decorum in any future School Board Meeting, you may be excluded from attendance in all future School Board Meetings.

Sincerely,



Carolyn Rye  
School Board Chair



Dr. Donald E. Robertson  
Chief of Staff

cc: Aaron C. Spence, Superintendent  
Thomas DeMartini, VBCPS Director of Safe Schools  
Jack Freeman, Chief Operations Officer  
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