Sheriff Michael L. Chapman

LOUDOUN COUNTY SHERIFF'S OFFICE

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November 9, 2026

Ms. April Chandler
Chair
School Board
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Dear Chair Chandler,

Your November 8, 2026, letter criticizing my decision to provide Dr. Spence with a signed Memorandum of Understanding (MOU) with the Loudoun County Sheriff's Office (LCSO) regarding School Resource Officers (SROs) demonstrates exactly why I did so.

Taking over a year and a half to complete a routine MOU is ridiculous. Your letter's first sentence makes that point for me. The last MOU was signed in 2023, not 2025 as your letter states, which shows how a simple process has become an endless, unnecessary political exercise. You say that LCSO's approach "denigrates the collaborative process," but it is your approach that does so – once again turning public safety into political theater, not a good faith effort to improve the safety of Loudoun's public schools.

The revised MOU is not a surprise. It is a streamlined version of the last working draft, and it incorporates every substantive recommendation from Loudoun County Public Schools (LCPS) staff. It follows the Virginia Department of Criminal Justice Services (DCJS) model format, was reviewed and approved by the Loudoun County Attorney's Office, and is consistent with the previous MOUs I have signed with the LCPS during my fifteen years as sheriff. It removes redundancy, adds hyperlinks to relevant laws, and replaces an extensive addendum with clear text in the body of the document. You write that no party should feel coerced. Signing a document built from LCPS' own recommendations is not coercion; it is an opportunity to finish the job.

Here is the most telling fact: nothing in these drafts changes how our SRO program operates today. Eighteen months to produce a document that changes nothing is political theater, not substance. Our SRO program has been named a "model" program nationally, is efficient and effective, and it works because of our partnership with LCPS administration. My concern is not with Dr. Spence or LCPS staff. It is with a School Board process that has become overly politicized.

The "Select Committee" you created is part of the problem. It was created in February and did not meet for eight months, holding its first meeting on October 22, 2026, as you referenced. Its four School Board members control the meeting and can question our staff, with no equal ability for us to question the School Board. That is not the "open and transparent" process you describe. It replaced direct staff collaboration among our agencies with a process the School Board controls.

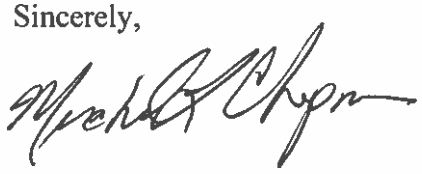
Separate agreements for LCSO and LPD make logical sense and are the right approach. Our agencies have different reporting structures and different attorneys, and a single document with no arbitrator invites conflict. Separate MOUs let each agency resolve issues directly with the School Board.

You raise transparency, and I agree. The last working draft was shared with all parties for review and feedback, and I have also attached both that draft and the final streamlined MOU so that you may post them for public review. Virginia law gives the School Board the responsibility to publish the MOU and invite public input. Nothing in my signature prevents that, and I encourage you to do so.

Finally, your references to national studies on disparate discipline have no bearing on this MOU. Both the existing MOU and the proposed drafts state clearly that SROs are not involved in school discipline.

The current MOU remains in place, and our deputies will continue serving students every day. Our SROs have an outstanding relationship with students, teachers, and administrators, and they deserve a signed agreement, not a political spectacle.

Sincerely,



Michael L. Chapman
Sheriff

CC: Chief Thea Pirnat, Leesburg Police Department
Dr. Aaron Spence, Superintendent, Loudoun County Public Schools
Rae Mitchell, Chief of Schools
Loudoun County School Board