



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Carolyn T. Rye, Chair
District 5 - Lynnhaven

Kimberly A. Melnyk, Vice Chair
District 7 – Princess Anne

Beverly M. Anderson
At-Large

Sharon R. Felton
District 6 – Beach

Jennifer S. Franklin
District 2 – Kempsville

Dorothy M. Holtz
At-Large

Laura K. Hughes
At-Large

Victoria C. Manning
At-Large

Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 – Centerville

Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting Proposed Agenda Monday, June 13, 2022

School Administration Building #6, Municipal Center
2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456
(757) 263-1000

Public seating will be made available on a first-come, first-serve basis. Members of the public will also be able to observe the School Board Meeting through livestreaming on www.vbschools.com, broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: <https://us02web.zoom.us/join/9tJf6eG6QgGyehEamGa9DQ> Call-in (301) 715-8592 ID 875 6695 4888

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at vbcpschoolboard@googlegroups.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on June 10, 2022.

Closed Session (Einstein.Lab)4:00 p.m.

1. Administrative, Informal, and Workshop (Einstein.Lab)(following Closed Session) approximately 4:30 p.m.

- A. School Board Administrative Matters and Reports
 - 1. SY 2022-2023 School Board Committee and Liaison Assignment Status
- B. 2021-22 Professional Development Update

2. Closed Session (as needed)

3. School Board Recess5:30 p.m.

4. Formal Meeting (School Board Chambers)6:00 p.m.

5. Call to Order and Roll Call

6. Moment of Silence followed by the Pledge of Allegiance

7. Student, Employee and Public Awards and Recognition

- A. Bayside High School – Daughters of the American Revolution, State Citizenship Award
- B. Princess Anne High School/Bayside High School – Winner, NJROTC National Brain Brawl Championships
- C. Old Donation School – Virginia State Scholastic Chess Champions
- D. Advanced Technology Center – Technology Student Association, State First Place in Board Games & CAD
- E. Landstown High School – First Place MATE Mid-Atlantic Underwater Remotely Operated Vehicle (ROV)
- F. Glenwood Elementary School – Virginia PTA, Volunteer of the Year, Elementary Division
- G. Malibu Elementary School – VBCPS Primary Schools Volunteer of the Year
- H. Larkspur Middle School – VBCPS Secondary Schools Volunteer of the Year
- I. Tallwood Elementary School – VBEA Citywide Elementary Teacher Assistant of the Year
- J. Independence Middle School – VBEA Citywide Secondary Teacher Assistant of the Year
- K. Advanced Technology Center – National Runners-Up, American Society of Materials 2022 High School Materials Challenge
- L. Kempsville High School - Sister Cities Student Ambassador



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Regular Meeting Proposed Agenda (continued)
Monday, June 13, 2022

8. **Adoption of the Agenda**

9. **Superintendent's Report** (second monthly meeting)

10. **Approval of Meeting Minutes**

- A. May 24, 2022 Regular School Board Meeting **Added 06/12/2022**

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

The School Board will hear public comments at the June 13, 2022 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on June 13, 2022. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the School Administration Building, 2512 George Mason Drive, Building 6, Municipal Center, Virginia Beach, Virginia 23456 by 5:45 p.m. June 13, 2022. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, 1-47 and 1-48 requirements for Public Comment and Decorum and Order.

12. **Information**

13. **Return to public comments if needed**

14. **Consent Agenda**

- A. Resolution: Juneteenth
- B. Policy Review Recommendations:
 - 1. Policy 3-79/Schedules, Routes and Stops: Activity Buses
 - 2. Policy 4-21/Payment to the Estate of Deceased Employees: Earned/Accrued Leave
 - 3. Policy 6-1/Mission Statement/Vision Statement
 - 4. Policy 6-2/Goals and Objectives
 - 5. Policy 6-8/Controversial Issues
 - 6. Policy 6-10/Guest Speakers
 - 7. Policy 6-11/No Child Left Behind
 - 8. Policy 6-14/Emergency Drills and Planning
 - 9. Policy 6-15/Delayed Opening/Emergency Closing of Schools
 - 10. Policy 6-61/Instructional Material/Selection
- C. Religious Exemption(s)
- D. New Course: Data Science
- E. School Board Organizational Matters
 - 1. Superintendent's Designee in the Absence of the Superintendent
 - 2. Superintendent's Signature Authority
 - 3. Payroll Deductions

15. **Action**

- A. Personnel Report / Administrative Appointments **Updated 06/14/2022**
- B. Salary Resolution FY 22/23 **Updated 06/10/2022**
- C. Policy Review Recommendations:
 - 1. Policy 3-85/Outside Food and Drink in Schools and Classroom

16. **Committee, Organization or Board Reports**

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

18. **Adjournment**



Subject: Closed Session **Item Number:** Pre-Meeting

Section: Closed Session **Date:** June 13, 2022

Senior Staff: Aaron C. Spence, Ed.D., Superintendent

Prepared by: N/A

Presenter(s): Carolyn Rye, Chair, Deborah Collins, Esq.

Recommendation:

That the School Board recess into Closed Session to deliberate on the following matters: into a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 1, 8 of the Code of Virginia, 1950, as amended, for

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body.

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

Namely:

A. Discussion with outside legal counsel regarding the School Board Attorney's employment contract terms.

Source:

Code of Virginia §2.2-3711, as amended



Subject: Professional Development Update **Item Number:** 1B

Section: Workshop **Date:** June 13, 2022

Senior Staff: Eugene F. Soltner, Ed.D., Chief Schools Officer

Prepared by: Janene K. Gorham, Ed.D., Director, Professional Growth and Innovation

Presenter(s): Janene K. Gorham, Ed.D., Director, Professional Growth and Innovation

Recommendation:

That the School Board receive information regarding professional learning for the 2021-2022 school year and a preview of professional learning for the 2022-2023 school year.

Background Summary:

The Virginia Standards of Quality require divisions to provide a program of high-quality professional development (§ 22.1-253.13:5). This workshop presentation will provide the School Board with information regarding professional learning for teachers, administrators, and support staff.

Source:

Code of Virginia § 22.1-253.13:5

Budget Impact:

N/A



Subject: School Board Recognitions

Item Number: 7A-L

Section: Student, Employee and Public Awards and Recognitions Date: June 13, 2022

Senior Staff: Admon Alexander, Ed.D., Acting Chief Communications and Community Engagement Officer

Prepared by: Jason C. Nichols, Public Relations Coordinator, Dept. of Communications and Community Engagement

Presenter(s): Kimberly A. Melnyk, Vice Chair

Recommendation:

That the School Board recognize the outstanding accomplishments of those receiving the June 13, 2022, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

1. Bayside High School – Daughters of the American Revolution, State Citizenship Award
2. Princess Anne High School/Bayside High School – Winner, NJROTC National Brain Brawl Championships
3. Old Donation School – Virginia State Scholastic Chess Champions
4. Advanced Technology Center – Technology Student Association, State First Place in Board Games & CAD
5. Landstown High School – First Place MATE Mid-Atlantic Underwater Remotely Operated Vehicle (ROV)
6. Glenwood Elementary School – Virginia PTA, Volunteer of the Year, Elementary Division
7. Malibu Elementary School – VBCPS Primary Schools Volunteer of the Year
8. Larkspur Middle School – VBCPS Secondary Schools Volunteer of the Year
9. Tallwood Elementary School – VBEA Citywide Elementary Teacher Assistant of the Year
10. Independence Middle School – VBEA Citywide Secondary Teacher Assistant of the Year
11. Advanced Technology Center – National Runners-Up, American Society of Materials 2022 HS Materials Challenge
12. Kempsville High School – Sister Cities Student Ambassador

Background Summary:

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

Recognition Criteria:

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

Source:

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

Budget Impact:

None



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

Section: Approval of Minutes **Date:** June 13, 2022

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Regina M. Toneatto, School Board Clerk

Recommendation:

That the School Board adopt the following set of minutes as presented:

- A. May 24, 2022 Regular School Board Meeting

***Note:** Supporting documentation will be provided to the School Board under separate cover prior to the meeting.

Background Summary:

Source:

Bylaw 1-40

Budget Impact:

N/A



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Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting MINUTES **Tuesday, May 24, 2022**

School Administration Building #6, Municipal Center
2512 George Mason Drive
P.O. Box 6038
Virginia Beach, VA 23456
(757) 263-1000

- 1. Administrative, Informal, and Workshop:** Chairwoman Rye convened the administrative, informal, and workshop session at 3:00 p.m. on the 24th day of May 2022 and announced members of the public will be able to observe the School Board meeting through live streaming on vbschools.com, broadcast on VBT Channel 47 and on Zoom. It is the School Board's protocol to break at 5:30 p.m. to prepare for the Formal Session at 6:00 p.m. At 5:30 p.m., the School Board will conclude unless the School Board votes to continue to no later than 5:45 p.m. to allow the School Board and the School Administration to prepare for the Formal Session of the School Board Meeting at 6:00 p.m.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, Ms. Riggs (arrived at 3:03 p.m.), and Ms. Weems.

- A. **School Board Administrative Matters and Reports:** Chairwoman Rye thanked Vice Chair Melnyk for acting in her stead at the May 11 meeting; reminder of upcoming graduation ceremonies; Project SEARCH graduation – Tuesday, June 14 from 1:30 p.m. to 2:30 p.m.; Summer School graduations – August 18; mentioned school dedications – Princess Anne Middle School, Thoroughgood Elementary School, and Brock classroom; Ms. Weems mentioned trip to New Jersey with Dr. Soltner, Dr. Jamison, and Mr. Delaney to visit a recovery high school, and putting together a speaking group of panelists to visit four high schools to discuss substance abuse and misuse; Ms. Felton mentioned the VSBA Executive Board meeting June 2-3 and the June 3 School Law Conference.
- B. **Update on Practices, Procedures, and Regulations for Instructional and Library Materials:** Kipp Rogers, Ph.D., Chief Academic Officer provided the School Board an update on policies and regulations for instructional and library materials; provided a recap of information previously shared with the School Board; mentioned VBCPS Core Value – Value Differences; work with families to honor their values and address concerns relative to instructional resources and library resources; recapped definitions of instructional materials (textbooks, workbooks, videos, digital resources) and library materials (supplemental resources, books, periodicals, reference databases; instructional materials selection considerations: aligned to Virginia Standard of Learning, VBCPS curriculum, copyright date and cost, input from staff, student interest, ease of access and difficulty level, feedback from public; library materials: Library Media Specialists (LMS) follow VBCPS Regulation 6-65.2, materials are ordered through two main vetted services: Mackin and Junior Library Guild; partnering with parents to address student access to mature content in libraries: emphasizing existing processes for families to place notifications in Destiny to restrict student ability to check out library material, increase parental awareness of existing options to restrict or challenge instructional or library materials; recommendations being made to revise VBCPS policies and regulations on instructional and library materials; ongoing professional development for staff on selection of

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instructional and library materials; VDOE is developing model policies by July 31, 2022 for sexually explicit content.

The presentation continued with questions and comments regarding number of new books arriving at beginning of school year; list of new books; LMS annual review of books; requesting books from other school libraries; ways to implement parents' restriction for children to access books; donated books; LMS duties more than ordering books; policy on challenged books; accountability to public; having students interested in reading – graphic novels not helping with development of reading; explicit content of books; regulations and policies; diversity; partnering with parents and notifications in Destiny; relationship with LMS and parents; education and professionalism of Library Medial Specialists; vendors providing a summary of book titles; list of titles in Destiny; suggestion having LMS as part of challenged materials review; reviewing of policies and regulations.

- C. Employee Input Survey Results: Allison Bock, Ph.D., Program Evaluation Specialist, Office of Planning, Innovation, and Accountability, provided the School Board information about the 2022 Employee Input Survey results; provided an overview of the employee survey process and overall division-level results; the feedback supports Policy 2-15 and provides opportunities for staff to express ideas and make suggestions for continuous improvement in the division; the survey was administered online using a five-point agreement scale; the results were compared to the last two years; noted four new working condition items and two new benefits-related items were added this year; reviewed following results:

- Resources and Information – results indicated a 67 to 82 percent agreement for 2022.
- Working Relationships at the School or Work Site – results indicated a 69-86 percent agreement for 2022, but 75 percent of employees agreed with a new item that they feel a sense of belonging at their school or work site.
- Professional Development in the School Division – results indicated a 55 to 66 percent agreement in 2022, and 55 to 61 percent of employees agreed with new items regarding support of leadership development, opportunities for advancement, and the role in supporting educational equity being clear.
- Opportunities Within the School Division – results indicated a 60 to 81 percent agreement in 2022, but there were declines in the agreement percentages for all items.
- Fifty-five percent of employees were satisfied with the benefits package and 26 percent of employees were satisfied with salary/compensation, but the satisfaction percentages for other benefits were 37 to 59 percent. There were decreases in agreement for all items. Thirty-seven percent of the respondents were satisfied with health plan premiums, which was a new item this year.
- Other benefits results such as, long-term disability, legal, life insurance, VRS, indicated a 38 to 69 percent satisfaction level; however, there were decreases in satisfaction percentages for all items. In addition, 57 percent of employees were satisfied with savings and spending accounts, which was a new item this year.
- Reports were provided that showed survey data analyzed by employee group, staff reported years of experience, gender, and race/ethnicity.

Reviewed next steps: senior staff and departments engaging in a review of the data to identify implications for their work, and an update will be presented at the School Board Retreat in July. The presentation continued with questions and comments regarding data comparison of previous years; response rate; breakdown of participation; compliment to elementary school principals.

- D. School Security Officers: Thomas DeMartini, Director of Safe Schools provided the School Board an update from the Office of Safe Schools outlining the progress of the conversion of qualified security assistants to School Security Officers (SSOs) to support schools where School Resource Officers (SROs) are not present; Jack Freeman, Chief Operations Officer began the presentation with a recap of information shared with the School Board previously – temporary relocation of SROs from schools, development of detailed plan, reminder plan to address one portion of an SRO's responsibility, keeping schools safe – layered prevention and mitigation strategy; Mr. Freeman introduced Mr. DeMartini; the presentation continued with a recapped of items previously discussed: VBPD staffing shortages requiring the repurposing of several SROs, former law enforcement officers on VBCPS

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staff, development of the School Security Officer Program; security enhancement plan: allows eligible retired police officers to carry a firearm, selected the appropriate personnel to provide a presence in schools, utilized previous training and experience, collaboration with the VBPD – policy, training, & certifications; reviewed initial phase: identified security assistants selected to fill high school SRO vacancies, training conducted with VBCPS Firearms Training Unit; training included: law, policy and VBCPS expectations review, received firearms refresher and qualification training, emergency evacuation training, threat assessment training; schools Security Officers will be assigned to high schools with SRO vacancies; train remaining eligible staff members who volunteer for the program.

The presentation continued with questions and comments regarding training security assistants; arming SSOs; security and safety of schools; clarification on retired law enforcement; mandated retirement age of police officers; clarification of SROs and SSOs; purchasing of equipment/weapons for SSOs; shortage of police officers; preventing a crisis and responding to a crisis.

- E. Bayside 6th Grade Campus/Jericho Road Briefing: Melisa Ingram, Executive Director of Facilities Services provided the School Board information on Bayside 6th Grade Campus on Jericho Road as it relates to the upcoming CIP 1-028 Bettie F. Williams Elementary/Bayside 6th (grades 4-6) Replacement; provided a brief history of building; mentioned the Bayside Middle School attendance zone; Bayside Sixth Grade Campus established in the 2014-2015 school year; CIP 1-028 proposes new school for these 6th grade students with the replacement of Williams Elementary grade 4-5, in the Tri-Campus Learning Circle on the Williams Elementary School site; when construction is completed students from the Bayside 6th Grade Campus would no longer need the building, the property would become excess property; reviewed the property lines of Pembroke Elementary School special education wing; the property would need to be re-subdivided to satisfy adequate room for the needs of Pembroke Elementary School; appraisal of property would have to be conducted; the possible disposition of the property at Jericho Road will be discussed.

The presentation continued with comments and questions regarding the history of the property; what to do with excess property; next steps in process; public input; subdividing of property; conversations with City and Parks and Recreation; property lines.

2. **Closed Session:** None during the administrative, informal, and workshop session. See agenda item #17.

3. **School Board Recess:** Chairwoman Rye adjourned the administrative, informal, and workshop session at 5:15 p.m.

4. **Formal Meeting (School Board Chambers)**

5. **Call to Order and Roll Call:** Chairwoman Rye convened the meeting of the School Board in the School Board chamber at 6:00 p.m. on the 24th day of May 2022 and noted members of the public will be able to observe the School Board meeting through livestreaming on vbschools.com, broadcast on VBTV Channel 47, and on Zoom.

The following School Board members were present in the School Board chamber: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The following School Board member was not present: Ms. Weems due to a personal illness.

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

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

1. Virginia Music Educators Association – All Virginia Band, Chorus, and Orchestra: The School Board recognized thirty-four students who were named to either the Virginia Music Education Association's All Virginia Band, All Virginia Chorus, All Virginia Orchestra, and Honors Choir.
2. Virginia Music Educators Association – Honors Chorus: See above recognition.
3. Virginia Music Educators Association – Blue Ribbon Schools and VA Honor Band (staff awards): The School Board recognized school music departments for receiving a Blue Ribbon Distinction: from Corporate Landing Middle School – Victor Hugo, Chorus Teacher; Lee Anne Stevahn, Orchestra Teacher; Amy Shaffer, Band Teacher; from Old Donation School – Andrew Lusher, Chorus Teacher; Paul Baird, Orchestra Teacher; Jim Reid, Band Teacher; from Ocean Lakes High School – William Boardman, Chorus Teacher; Karey Sitzler, Orchestra Teacher; J. Michael Parker, Band Teacher; from Princess Anne High School – Katie Davis, Chorus Teacher; Alex Kelly, Orchestra

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Teacher; John Boyd, Band Teacher; and from Tallwood High School – Karen Nemeth, Chorus Teacher; Adrienne Pucky, Orchestra Teacher, Timothy Rossetini, Band Teacher.

The School Board recognized the following schools and bands who have been named a Virginia Honor Band: from Cox High School – Mike Lane; from Princess Anne High School – John Boyd; from Ocean Lakes High School – J. Michael Parker; and from Tallwood High School – Timothy Rossetini.

4. Technology Education Center – FCCLA First Place State Champions: The School Board recognized four students from the Technical and Career for their first place wins as state champions in the Family, Career, and Community Leaders of America (FCCLA) competitions.
5. Advanced Technology Center – SkillsUSA First Place State 3D Visualization and Animation: The School Board recognized two students from the Advanced Technology Center who placed first in the category of 3D visualization and animation Virginia State Skills USA competition.
6. Advanced Technology Center – FBLA First Place State Leadership Conference Awards: The School Board recognized six students from the Advanced Technology Center who took home first place awards while competing in the Future Business Leaders of America (FBLA) state leadership conference.
7. Virginia Teachers for Tomorrow – 2022 VBSchools Future Teachers: Twenty-two students were recognized by the School Board for having completed the Virginia Teachers for Tomorrow program and/or the Early Childhood Education Program, and recommended by their HS principal, expressed their intent to obtain a teaching degree and return to VBCPS to teach. The School Board conditionally approved a probationary contract of employment for these candidates upon meeting the terms of VBCPS Future Teacher Contract Agreement as part and parcel of the Personnel Report presented under Action.
8. Virginia Beach City Public Schools – 2023 Citywide Teacher of the Year: The School Board recognized Great Neck Middle School Earth/Physical Science teacher, Joshua Whitlinger, as the 2023 Citywide Teacher of the Year.

8. **Adoption of the Agenda:** Chairwoman Rye called for any modifications to the agenda as presented. Hearing none, Chairwoman Rye called for a motion to approve the agenda as presented. Ms. Riggs made the motion, seconded by Ms. Felton. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 10-0-0.

9. **Superintendent's Report:** Superintendent Spence shared the following information: 1) reminder, all schools and administrative offices will be closed for students and staff in observance of Memorial Day, Monday, May 30, and last of school for students is Friday, June 17 (adjusted dismissal); 2) June 2022 Graduations – dates and times of each graduation on the division calendar at vbschools.com, graduations will also be livestreamed on vbschools.com; 3) celebrated in May National Teacher Appreciation Week, National School Nurse Day, National Educational Bosses Week and Technology Appreciation Day for all their hard work and dedication; 4) recognized Nurse Colleen Torbush, Cooke Elementary School, for being named VBCPS Nurse of the Year, Nurse Torbush has been with the division for 24 years, and at Cooke Elementary since 2002; 5) recognized Sofia Cateternam, an eighth grade student at Virginia Beach Middle School, who won first place in our region for middle school art with her piece of work titled "Bungalow"; her work was part of the art contest held each spring at the Virginia School Board Association's Regional Spring Networking Forums.

10. **Approval of Meeting Minutes**

1. May 10, 2022 Regular School Board Meeting: Chairwoman Rye called for any modification to the May 10, 2022 regular School Board meeting minutes as presented. Hearing none, Chairwoman Rye called for a motion to approve the May 10, 2022 meeting minutes as presented. Vice Chair Melnyk made the motion, seconded by Ms. Holtz. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion: Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. There was one (1) abstention: Chairwoman Rye, was not in attendance at the May 10, 2022 School Board meeting. The motion passed, 9-0-1.

11. **Public Comments (until 8:00 p.m.):** Chairwoman Rye announced the School Board will hear public comments on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division from citizens and delegations who signed up with the School Board Clerk prior to the meeting.

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Chairwoman Rye mentioned information regarding speaker process, decorum and order, and submitting comments via group email.

There were twenty (20) in person speakers (including four (4) student speakers) and seven (7) online speakers (including one (1) student speaker); topics discussed were: school librarians; book banning; limiting of readers; controversial books; SRO's; challenged books; parental rights/decisions; library media specialists (LMS); compensation of VBCPS employees; teacher pay; staff retention; LMS certifications; daily tasks of LMS; literacy skills; LGBTQ ideology; access to information; cyberbullying; library materials; polices; armed security officers; freedom of information; support for LMS.

The public comments ended at 8:00 p.m.

12. Information

- A. Interim Financial Statements – April 2022: Daniel Hopkins, Director of Business Services, presented the following financial information as of April 30, 2022 to the School Board: overall revenue trend remains acceptable; March 31 ADM came in at 63,579 which is 163 students above the State's projection on December 16 and 1,032 students below the ADM used to build our budget; federal revenues are showing a favorable trend as of the end of April; received Impact Aid payments of approximately \$14 million year-to-date; other sources of revenue through the month are favorable at this point in the fiscal year; sales tax receipts are at a favorable level; year-to-date through April, approximately \$8.5 million higher than same time last year; May sales tax receipts are approximately \$600,000 over last May; expenditures and encumbrances trend continue to remain acceptable at this point in the fiscal year.
- B. Policy Review Recommendations: That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its May 12, 2022 meeting. School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney presented the following:
 1. Policy 3-79/Schedules, Routes and Stops: Activity Buses: The PRC recommends amendments to clarify the expectations activity buses dropping off or picking up students as well as scrivener's changes.
 2. Policy 3-85/ Outside Food and Drink in Schools and Classroom: The PRC recommends adoption of a new policy to address the procedures and expectations regarding outside food and beverages in schools. There was a brief discussion regarding the policy and certain language; the current policy language; language in the policy to be reviewed.
 3. Policy 4-21/Payment to the Estate of Deceased Employees: Earned/Accrued Leave: The PRC recommends amending Policy 4-21 to clarify how earned and accrued leave will be paid to the estate of a deceased employee.
 4. Policy 6-1/Mission Statement/Vision Statement: The PRC recommends amending Policy 6-1 to include the School Division's Core Values as a new section.
 5. Policy 6-2/Goals and Objectives: The PRC recommends amending the legal references to Policy 6-2.
 6. Policy 6-8/Controversial Issues: The PRC recommends scrivener's changes to Policy 6-8.
 7. Policy 6-10/Guest Speakers: The PRC recommends scrivener's changes to Policy 6-10.
 8. Policy 6-11/No Child Left Behind: The PRC recommends deletion of Policy 6-11 as this Act is no longer applicable.
 9. Policy 6-12/School Calendar: The PRC recommends scrivener's changes to Policy 6-12. Superintendent Spence requested to have Policy 6-12 removed; additional work to be done on policy.
 10. Policy 6-14/Emergency Drills and Planning: The PRC recommends scrivener's changes to Editor's notes and the legal references.
 11. Policy 6-15/Delayed Opening/Emergency Closing of Schools: The PRC recommends scrivener's changes to Policy 6-15.
 12. Policy 6-61/Instructional Material/Selection: The PRC recommends clarification of print and media materials as well as scrivener's changes.

13. **Return to public comments if needed:** As noted under agenda item #11, public comments ended at 8:00 p.m.

14. **Consent Agenda:** Chairwoman Rye read the item on the Consent Agenda.

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- A. Recommendation of General Contractor: School Administration Building 6 HVAC Replacement: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with D. E. Kirby, Inc. for the School Administration Building 6 HVAC Replacement in the amount of \$3,098,000.

Chairwoman Rye called for a motion to approve the consent agenda. Ms. Riggs made the motion, seconded by Ms. Anderson. Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 10-0-0.

15. **Action**

1. Personnel Report / Administrative Appointments: Chairwoman Rye called for a motion to approve the May 24, 2022 personnel report and administrative appointments. Ms. Owens made the motion, seconded by Ms. Melnyk that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the May 24, 2022 personnel report along with administrative appointments as recommended by the Superintendent. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 10-0-0.
Superintendent Spence introduced the following: Shannon R. Donahue, Administrative Assistant, White Oaks Elementary School as Assistant Principal, Centerville Elementary School; Lisa M. Riley, Assistant Principal, Bettie F. Williams Elementary School as Principal, Arrowhead Elementary School; Sheena Smith, Administrative Assistant, Landstown Elementary School as Assistant Principal, North Landing Elementary School; TaSheena R. Wiggins, Ed.D., Assistant Principal, Green Run Elementary School as Principal, Lynnhaven Elementary School; Julie M. Erwin, Administrative Assistant, Virginia Beach Middle School as Assistant Principal, Brandon Middle School; Dennis O. Kelly, Jr., Administrative Assistant, Bayside Middle School as Dean of Students, Bayside Middle School; Michael A. Bedell, Teacher, Bayside High School as Assistant Principal, First Colonial High School; Jennifer S. Hill, Teacher, First Colonial High School as Assistant Principal, Tallwood High School; Daniel J. Miani, Ed.D., Principal, Lafayette High School, Williamsburg-James City County Schools as Principal, First Colonial High School; James A. Myrick, Teacher, Princess Anne High School as Assistant Principal, Green Run High School; Jessica G. Pagan, Administrative Assistant, Ocean Lakes High School as Assistant Principal, Ocean Lakes High School; and Robert A. Wnukowski, Assistant Principal, Lynnhaven Middle School as Coordinator, Parent Stakeholder Services, Department of School Leadership.
2. Notification of Intent to Apply for Federal Grants SY22/23: Chairwoman Rye called for a motion to approve the notification of intent to apply for Federal grants SY22-23. Ms. Franklin made the motion, seconded by Ms. Riggs. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 10-0-0.
3. Budget Transfers: Chairwoman Rye called for a motion to approve the budget transfers withing the FY2021-22 Operating Budget. Ms. Riggs made the motion, seconded by Ms. Hughes. Without discussion, Chairwoman Rye called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 10-0-0.

16. **Committee, Organization or Board Reports:** Vice Chair Melnyk mentioned the Audit Committee meeting cancelled for Thursday, auditors are still working on projects; Ms. Franklin mentioned attending the NJROTC award ceremony at Green Run High School; Chair Rye mentioned the Governance Committee and upcoming Superintendent evaluation, July 1 target date of establishing Legal Department.

The formal meeting concluded at 8:41 p.m.

17. **Return to Administrative, Informal, Workshop or Closed Session matters:** Vice Chair Melnyk made a motion, seconded by Ms. Riggs that the School Board recess into Closed Session to deliberate on the following matters:

School Board of the City of Virginia Beach
School Administration Building #6 Municipal Center
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1. A closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 1, 7, and 8, as amended,

A.1 Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body, and evaluation of performance of departments or schools of public institution of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.

Namely to discuss:

1. The weighting for the superintendent's evaluation instrument and the procedure for the superintendent's evaluation process

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

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

Namely to discuss:

1. Settlement conference related to pending federal court cases.

There were ten (10) ayes in favor of the motion to recess into closed session: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs.

The School Board members remained in the School Board chambers for the closed session.

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

A1. PERSONNEL MATTERS

A7. CONSULTATION WITH LEGAL COUNSEL

A8. CONSULTATION WITH LEGAL COUNSEL

School Board members: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Hughes, Ms. Manning, Ms. Owens, and Ms. Riggs; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; Superintendent Spence; Donald E. Robertson, Ph.D., Chief of Staff; Regina M. Toneatto, Clerk of the Board.

Note: School Board member, Ms. Hughes recused herself from the closed session at 9:07 p.m.

The School Board reconvened at 9:45 p.m.

Certification of Closed Session: Vice Chair Melnyk read the Certification of Closed Session:

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

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

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

Ms. Anderson made the motion for the Certification of Closed Session, seconded by Ms. Holtz. There were nine (9) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 9-0-0.

Chairwoman Rye made the motion to approve the summative performance evaluation process effective fiscal year 2022 as discussed and to approve the entire school evaluation instrument which includes the new weighted weights for the standards, seconded by Ms. Anderson. There were nine (9) ayes in favor of the motion: Chairwoman Rye, Vice Chair Melnyk, Ms. Anderson, Ms. Felton, Ms. Franklin, Ms. Holtz, Ms. Manning, Ms. Owens, and Ms. Riggs. The motion passed, 9-0-0.

- 18. Adjournment:** Chairwoman Rye adjourned the meeting at 9:47 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair



Subject: Resolution: Juneteenth **Item Number:** 14A

Section: Consent **Date:** June 13, 2022

Senior Staff: LaQuiche R. Parrott, Ed.D., Director of Diversity, Equity and Inclusion

Prepared by: LaQuiche R. Parrott, Ed.D., Director of Diversity, Equity and Inclusion

Presenter(s): LaQuiche R. Parrott, Ed.D., Director of Diversity, Equity and Inclusion

Recommendation:

That the School Board approve a resolution recognizing the nineteenth day of June of each year, also known as Juneteenth.

Background Summary:

Juneteenth, celebrated on June 19, 2022, is the oldest known commemoration of the end of slavery in the United States. It marks the day in 1865 that enslaved people in Galveston, Texas, the last of the former Confederate states to abolish slavery, finally heard that the Civil War had ended, and learned that the Emancipation Proclamation had made them free nearly two years earlier.

In 2020, Governor Ralph Northam, and other community members, announced that Juneteenth would be a permanent state holiday, making 2022 the third year for Juneteenth being an official state holiday.

Source:

[House Bill 5052](#)

[Senate Bill 5031](#)

<https://lis.virginia.gov/cgi-bin/legp604.exe?202+sum+SB5031>

<https://pressroom.virginia.org/2021/05/celebrate-juneteenth-in-virginia/#:~:text=In%202020%2C%20Governor%20Ralph%20Northam,being%20an%20official%20state%20holiday.>

Budget Impact:

N/A

RESOLUTION

Juneteenth

June 13, 2022

WHEREAS, Juneteenth commemorates the day freedom was proclaimed to all enslaved people in the south by the Union General Gordon Granger who arrived in Galveston, Texas proclaiming the authority of the United States over Texas in the name of then President Andrew Johnson on June 19, 1865, more than two and half years after the signing of the Emancipation Proclamation by President Abraham Lincoln; and

WHEREAS, not caring so much to which day of freedom had come as to the fact it had come, the freed men and women referred to this day as “Juneteenth”, which provides the historical reference for Juneteenth National Freedom Day, also known as “Emancipation Day”, “Emancipation Celebration”, and “Freedom Day” to commemorate the June 19, 1865, announcement of the abolition of slavery in the State of Texas, and in general the emancipation of enslaved African Americans throughout the Confederacy; and

WHEREAS, Americans of all ethnic backgrounds, creeds, cultures, and religions, share in a common love of and respect for freedom, as well as a determination to protect their right to freedom- the freedom to choose a life direction, manner of earning a livelihood, and creating a community in which a free people live with dignity; and

WHEREAS, although remembering and celebrating Juneteenth promotes the unique lived experience, plight, and persistence of African American, African, and Black peoples, it also provides an opportunity for those not of this demographic to seek knowledge and awareness, obtain skills necessary to interact and communicate in a global society, and to learn from the past to better serve all current and future generations.

NOW, THEREFORE, BE IT

RESOLVED: That Virginia Beach City Public School Board observes Juneteenth, and other months of cultural remembrance, as the first step to acknowledging our core values and commitments to advance educational equity, cultural competency, and accountability; and

BE IT FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 13th day of June 2022.

Carolyn T. Rye, School Board Chair

S E A L

Aaron C. Spence, Ed.D., Superintendent

Attest:

Regina M. Toneatto, Clerk of the Board



Subject: Policy Review Committee Recommendations Item Number: 14B1-10

Section: Consent Date: June 13, 2022

Senior Staff: Donald E Robertson, Ph.D., Chief of Staff

Prepared by: Kamala Lannetti, Deputy City Attorney; John Sutton, III, Coordinator, Policy and Intergovernmental Affairs

Presenter(s): School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its May 12, 2022 meeting.

Background Summary

1. ***Policy 3-79/Schedules, Routes and Stops: Activity Buses*** - the PRC recommends amendments to clarify the expectations for activity buses dropping off or picking up students as well as scrivener's changes.
2. ***Policy 4-21/Payment to the Estate of Deceased Employees*** - Earned/Accrued Leave- the PRC recommends amending Policy 4-21 to clarify how earned and accrued leave will be paid to the estate of a deceased employee.
3. ***Policy 6-1/Mission Statement/Vision Statement*** - the PRC recommends amending Policy 6-1 to include the School Division's Core Values as a new section.
4. ***Policy 6-2/Goals and Objectives*** - the PRC recommends amending the legal references to Policy 6-2.
5. ***Policy 6-8/Controversial Issues*** - the PRC recommends scrivener's changes to Policy 6-8.
6. ***Policy 6-10/Guest Speakers*** - the PRC recommends scrivener's changes to Policy 6-10.
7. ***Policy 6-11/No Child Left Behind*** - the PRC recommends deletion of Policy 6-11 as this Act is no longer applicable.
8. ***Policy 6-14/Emergency Drills and Planning*** - the PRC recommends scrivener's changes to Editor's notes and the legal references.
9. ***Policy 6-15/Delayed Opening/Emergency Closing of Schools*** - the PRC recommends scrivener's changes to Policy 6-15.
10. ***Policy 6-61/Instructional Material/Selection*** - the PRC recommends clarification of print and media materials as well as scrivener's changes.

Source:

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.
Policy Review Committee Meeting of May 12, 2022

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Schedules, Routes and Stops: Activity Buses

Activity buses, for which funds have been provided in the School Board's budget or those of individual schools, may be operated between the schools and various locations in the School Division. The purpose of the activity bus is to allow students to participate in approved School Division activities ~~after school~~. Activity buses are not intended to provide transportation to and from student's home bus stops. These activities must be supervised by employees of the School Board and follow all applicable laws and regulations for transportation, drop off and pick up of students.

Principals shall advise parents and students of schedules, routes and stops for activity buses. All of the School Division's regular bus policies and regulations will be in effect during the activity bus ride.

Editor's Note

~~*For field trips see School Board Policy 6-56.*~~

Legal Reference

Virginia Board of Education Regulations Governing Pupil Transportation, 8-VAC-20-70-525, as amended. Regulations and standards.

Code of Virginia § 22.1-176, as amended. Transportation of pupils authorized; when fee may be charged; contributions; regulations of Board of Education.

Related Links

School Board **Policy 6-56**

Adopted by School Board: February 16, 1993

Scrivener's Amendments: June 5, 2014

Amended by School Board: 2022

PERSONNEL

Payment to the Estate of Deceased Employees: Earned/Accrued Leave

The School Board shall pay to the estate of a deceased employee all earned and accrued sick/annual leave. All front-loaded leave would be evaluated and pro-rated based on length of employment. ~~the greater amount for either all accumulated annual leave or the period until the end of the pay period during which death occurred.~~

Adopted by School Board: October 21, 1969

Amended by School Board: October 15, 1974

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: January 23, 2018

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti

INSTRUCTION

Mission Statement/Vision Statement

A. Mission Statement

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

B. Vision Statement

Every student is achieving at his or her maximum potential in an engaging, inspiring and challenging learning environment.

C. Core Values

We Put Students First:

Student-Centered Decision Making – Choosing action that, above all else, benefit and support student learning, growth, and safety.

We ask ourselves: How am I putting student interests and needs first when making decisions?

We Seek Growth:

Continuous Learning- Pursuing formal and informal learning opportunities to foster personal growth and improvement for all.

We ask ourselves: In what ways am I making learning a priority?

We Are Open to Change:

Innovation – Encouraging new ideas or improved ways of teaching, learning, and working together to achieve our mission.

We ask ourselves: How am I implementing new or improved ideas to benefit my work and the work of the school division?

We Do Great Work Together:

Collaboration- Working together and building partnerships that will benefit out students, division, and community.

We ask ourselves: How and where am I working with others to improve my work and the work of the school division?

We Value Differences:

Respect- Fostering a trusting, open, ethical, honest, and inclusive environment where diversity of thought and individual contributions are prized.

We ask ourselves: what am I doing to invite, recognize and esteem perspective of those around me?

Adopted by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: October 19, 1993

Amended by School Board: October 21, 2008

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti

INSTRUCTION

Goals/Objectives

A. Goals

Virginia Beach City Public Schools is committed to excellence in education, equality of educational opportunity, and the recognition of each student's individuality. Inasmuch as students differ in their rate of physical, mental, emotional and social growth and vary in their needs and abilities, learning opportunities shall be provided that are consistent with personal development and potential. Programs shall emphasize diagnostic and prescriptive instruction, allowing an individual approach to each student's learning style and educational needs.

The educational program shall introduce each student to a variety of interests and areas that offer exposure to the range of opportunities available in later years. These experiences produce the basis for further education and future employment. As students demonstrate increased maturity, they may assume more responsibility for the decisions regarding their education.

The school environment should be responsive and conducive to learning. The physical environment facilitates and enhances the learning experiences available to each student. A responsive environment includes competent, dedicated teachers using a variety of techniques and a classroom atmosphere where students can function and develop according to their abilities. Safety, physical comfort, and appearance also are vital environmental components.

B. Standards of Quality and Objectives

The School Board accepts the overall goals of public education as expressed by the standards of quality legislated by the Virginia General Assembly and implemented by Virginia Board of Education regulations. Education seeks to aid each student to the full extent of his or her abilities to develop the skills that are necessary for success in school, preparation for life, and reaching his/her full potential.

C. Standards of Quality - Programs and Services

The School Board commits itself to providing programs and services as stated in the Standards of Quality only to an extent proportionate to the funding thereof provided by the General Assembly and the local School Board.

Legal Reference

Code of Virginia, § 22.1-253.13:1, as amended, Standard 1. Instructional ~~P~~programs ~~Supporting~~supporting the Standards of Learning, and other ~~instruction~~educational objectives.

Regulations Establishing Standards for Accrediting Public School in Virginia, 8 VAC 20-131-10
et. seq., as amended.

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: August 4, 1998

Amended by School Board: June 6, 2006

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamela H. Lenoir

INSTRUCTION

Controversial Issues

A. Generally

Students, under the guidance of a teacher, are encouraged to explore, to present and to discuss divergent points of view in the quest for knowledge and truth. However, the discussion of a controversial issue must be tempered by a consideration of the age and maturity of the students.

B. Definition

A controversial issue may be the following: (1) any problem that society is in the process of debating; (2) any problem for which more than one solution is being supported; or (3) any issue that may arouse strong emotions. These issues may be a part of the instructional program only when they are germane to the subject being taught and only after consideration has been given to the age and maturity of the students. No individual may impose personal views on the students, and a balance must be maintained through the presentation of all sides of an issue.

C. Rights of Students

Students shall have the right:

1. To study at the level appropriate to the student's age those controversial issues germane to course objectives. These issues include, but are not limited to, those that have political, economic, social, scientific or moral significance.
2. To have free access to major ideas and information related to the topic.
3. To study under qualified instructors in an atmosphere free from bias, prejudice and intimidation and to form and express opinions on controversial issues without jeopardizing their relation with the teacher or the school. This provision does not imply license to infringe on the rights of others.

D. Responsibility of the Teacher

In discussing controversial issues, the teacher shall keep in mind that the classroom is a forum and not a committee for producing resolutions or dogmatic pronouncements. The class should feel no responsibility for reaching an agreement. The teacher has the responsibility to bring out the major facts concerning controversial questions.

The approach of the teacher to controversial issues must be impartial and objective and must include balanced assignments of materials. Before introducing materials to the class, the teacher

must discuss with the principal those materials that the teacher believes might contain potentially objectionable language, concepts or graphics. The principal will rule on the appropriateness of these materials and concepts.

Editor's Note

~~*For challenged controversial materials, see School Board Policy 7-12 and any implementing regulations.*~~

Related Links

School Board **Policy 7-12**

School Board **Regulation 7-12.1**

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Larrick

INSTRUCTION

Guest Speakers

A. Generally

The ~~s~~School ~~b~~Board encourages the use of capable and well-informed persons from the community as outside speakers and resource persons.

B. Classrooms

Teachers desiring to invite outside speakers to present pertinent information to their classes should be guided by the maturity of the students and the relationship of the material to be presented to the instructional program. Teachers shall obtain the permission and the advice of the principal or designee prior to extending any invitations to outside speakers. Outside speakers are not authorized for use in Family Life Education classes.

C. Assemblies

Outside speakers invited or engaged to speak before any school assembly shall be approved by the principal or designee.

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lenoir

INSTRUCTION

No Child Left Behind

~~The School Board acknowledges and is committed to the purpose, performance goals, and areas of responsibilities for Local Educational Agencies (LEA's) under the No Child Left Behind Act of 2001 (NCLB) and as consistent with state and federal law. The School Board further acknowledges the purpose of this federal program is "to close the achievement gap with accountability, flexibility, and choice, so that no child is left behind."~~

~~The School Board acknowledges the five (5) NCLB performance goals as follows:~~

- ~~1. All students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics by 2014;~~
- ~~2. all limited English proficient students will become proficient in English and reach high academic standards, at a minimum, attaining proficiency or better in reading/language and mathematics;~~
- ~~3. all students will be taught by highly qualified teachers by 2005-2006;~~
- ~~4. all students will learn in schools that are safe, conducive to learning and drug free; and~~
- ~~5. all students will graduate from high school.~~

~~The School Board directs the Superintendent to develop regulations and programs to implement the No Child Left Behind mandates and subsequent amendments.~~

Legal Reference

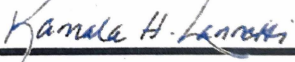
~~No Child Left Behind Act of 2001. PL 107-110, 115 Stat: 1425, as amended.~~

Adopted by School Board: June 22, 2004

Amended by School Board: June 6, 2006

Repealed by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY



INSTRUCTION

Emergency Drills and Planning

A. Generally

The Superintendent is assigned the responsibility for developing a program for school emergencies and to coordinate its various aspects. Each school shall develop procedures to handle emergency situations specific to its building(s) and grounds. Copies of these procedures shall be included in each school's Safe School Plan.

B. Fire Drills

Each school is to comply with the laws regarding fire drills as enforced by the Virginia Statewide Fire Prevention Code. Specific instructions shall be formulated so that every person in the building knows how to evacuate the building by the most expedient routes.

C. Bus Drills

Each student riding a bus and the drivers of buses shall participate in emergency evacuation bus drills in accordance with the Code of Virginia cited in the legal reference to this policy.

D. Bomb Threat Drills

Each school shall participate in responding to bomb threat drills in accordance with School Board Regulation 6-14.1. Specific instructions addressing the assessment of, response to, and reporting of bomb threats, shall be formulated by each school.

E. Lock-Down Drills

Each school shall participate in emergency lock-downs in accordance with School Board Regulation 6-14.1. Specific instructions addressing the procedure in response to a bomb threat shall be formulated by each school.

F. Tornado Drills

Each school shall participate in emergency tornado drills in accordance with School Board Regulation 6-14.1. Specific instructions addressing the procedure shall be formulated by each school.

G. Shelter-in-Place

Each school shall include a Shelter-in-Place response in their Safe School Plans to deal with the possibility of biological/atmospheric threats. Specific instructions addressing the procedure shall be formulated by each school.

Editor's Note

~~See School Board Regulation 6-14.1—Emergency Drills.~~

Legal References

Virginia Statewide Fire Prevention Code 13-VAC-5-51.

Code of Virginia, § 22.1-137, as amended, Fire drills.

Code of Virginia, § 22.1-237.1, as amended, Tornado drills.

Code of Virginia, § 22.1-184 *et seq*, as amended. School bus emergency drills.

Virginia Board of Education Regulations 8-VAC-20-131-260, as amended, School ~~F~~acilities and ~~S~~safety.

Related Links

School Board **Regulation 6-14.1**

Adopted by School Board: October 21, 1969

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: May 20, 1997

Amended by School Board: July 15, 2003

Amended by School Board: June 6, 2006

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti

INSTRUCTION

Delayed Opening/Emergency Closing of School(s)

When, in the opinion of the superintendent, conditions exist which might prove hazardous to the safety and welfare of the students and teachers of this ~~School D~~ivision, the ~~S~~uperintendent shall have the authority to alter the schedule of the schools - or a school until such hazardous conditions cease to exist.

The administration shall devise adequate plans for notifying students and parents in the event that weather, or other conditions are the cause for closing or delayed opening of the school(s).

Adopted by School Board: October 21, 1969

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Larrick

INSTRUCTION

Instructional Materials/Selection

Print and media/digital materials to be used as part of the course curriculum (Division or teacher assigned materials) ~~in the classrooms~~ shall be selected in accordance with the following criteria:

1. Copyright date and price.
2. The licensed staff, representing the various age groups of students and the disciplines in the curriculum, shall have a primary voice in the selection process.
3. Instructional materials shall be selected for the enlightenment and interest of all students. A book, publication, or media/digital resource shall not be excluded solely for reasons of the race, nationality or political or religious views of the writer.
4. Materials selected should be balanced to present many points of view concerning problems and issues on local, state, national and international levels and should have contemporary significance or permanent value.
5. The factual accuracy, authoritativeness, balance and integrity of the material shall be considered along with the presentation of both the material and ideas therein, including appropriateness of the medium.
6. Ease of access and readability for students shall be considered, as well as alignment to the curriculum.

Editor's Note

For animal care see School Board Regulation 6-40.1. For library media centers see School Board Policy 6-65.

Legal Reference

Code of Virginia § 22.1-238, as amended; Approval of textbooks and appliances.

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

Virginia Board of Education 8 VAC 20-770, as amended. Regulations Governing Local School Boards and School Divisions.

Related Links

School Board Regulation 6-40.1
School Board Regulation 6-61.1
School Board Regulation 6-61.2
School Board Policy 6-65

Adopted by School Board: August 21, 1990
Amended by School Board: July 16, 1991
Amended by School Board: July 13, 1993 (Effective August 14, 1993)
Amended by School Board: June 6, 2006
Amended by School Board: April 18, 2017
Amended by School Board: 2022

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lennetti



Subject: Religious Exemptions **Item Number:** 14C

Section: Consent Agenda **Date:** June 13, 2022

Senior Staff: Eugene F. Soltner, Ed.D., Chief of Staff

Prepared by: Denise White, Student Conduct/Services Coordinator

Presenter(s): Michael B. McGee, Director, Office of Student Leadership

Recommendation:

That the School Board approve Religious Exemption Case No. RE-21-17.

Background Summary:

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

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

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

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

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

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

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

Source:

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

Budget Impact:

None



Subject: New Course: Data Science **Item Number:** 14D

Section: Consent **Date:** June 13, 2022

Senior Staff: Kipp D. Rogers, Ph.D., Chief Academic Officer

Prepared by: Angela L. Seiders, Executive Director of Secondary Teaching and Learning

George Coker, Secondary Mathematics Coordinator

Presenter(s): Angela L. Seiders, Executive Director of Secondary Teaching and Learning

Recommendation:

That the School Board approve the proposed course *Data Science* and corresponding standards for implementation in the 2022-2023 school year.

Background Summary:

The proposed *Data Science* course would serve as an advanced mathematics elective credit for students in the division. This course is specifically designed for students who have completed Algebra II or Algebra II/Trig but wish to further develop their mathematical knowledge and pursue careers in business, communications, energy, finance, government & public administration, information technology, law, public safety, STEM, transportation, or distribution & logistics. The course will focus on the intersections of mathematics, statistics, computer science, and information technology by exploring the variety of ways that data can be visually displayed and explained.

Budget Impact:

There will be no budget impact to implement this course.

Course Proposal:

Data Science

Course Description:

Data Science will provide an introduction to the learning principles associated with analyzing big data. Through the use of open source technology tools, it is anticipated that students participating in these courses developed from these standards will identify and explore problems that involve the use of relational database concepts and data-intensive computing to find solutions and make generalizations. Students will engage in a data science problem solving structure to interact with large data sets as a means to formulate problems, collect and clean data, visualize data, model to predict, and communicate effectively about data formulated solutions.

The *Data Science Standards of Learning* proposed by the VDOE include the following strands:

- **Data in Context** - Understanding data science facilitates critical examination of questions and supports informed data-driven decision making.
- **Data Bias**- Data bias may result from the types of methods used for data collection, processing, representation, analysis, and use.
- **Data and Communication** - Data visualizations are used to communicate insights about complex data sets to support making decisions.
- **Data Modeling** - Mathematical models are used to predict future, unobserved data values.
- **Data and Computing** - Technology is used to effectively prepare, analyze, and communicate with data.

Pre-requisites:

Algebra II or Algebra II/Trig

Budget Impact:

No budget impact for the implementation of the *Data Science* course is expected. The course will be taught by staff already allocated to Virginia Beach City Public Schools for the 2022-23 school year. No new expenses are anticipated to support the implementation.

Standards of Learning: (Adopted April 2022)

The following standards outline the content of a one-year course in Data Science. The Data Science Standards of Learning provide an introduction to the learning principles associated with analyzing big data. Through the use of open source technology tools, students will identify and explore problems that involve the use of relational database concepts and data-intensive computing to find solutions and make generalizations. Students will engage in a data science problem-solving structure to interact with large data sets as a means to formulate problems, collect and clean.

Data in Context - Understanding data science facilitates critical examination of questions and supports informed data-driven decision making.

DS.1 The student will identify specific examples of real-world problems that can be effectively addressed using data science.

DS.2 The student will be able to formulate a top down plan for data collection and analysis, with quantifiable results, based on the context of a problem.

Data Bias- Data bias may result from the types of methods used for data collection, processing, representation, analysis, and use.

DS.3 The student will recognize the importance of data literacy and develop an awareness of how the analysis of data can be used in problem solving to effect change and create innovative solutions.

DS.4 The student will be able to identify data biases in the data collection process, and understand the implications and privacy issues surrounding data collection and processing.

Data and Communication - Data visualizations are used to communicate insights about complex data sets to support making decisions.

DS.5 The student will use storytelling as a strategy to effectively communicate with data.

DS.6 The student will justify the design, use, and effectiveness of different forms of data visualizations.

Data Modeling - Mathematical models are used to predict future, unobserved data values.

DS.7 The student will be able to assess reliability of source data in preparation for mathematical modeling.

DS.8 The student will be able to acquire and prepare big data sets for modeling and analysis.

DS.9 The student will select and analyze data models to make predictions, while assessing accuracy and sources of uncertainty.

DS.10 The student will be able to summarize and interpret data represented in both conventional and emerging visualizations.

DS.11 The student will select statistical models and use goodness of fit testing to extract actionable knowledge directly from data.

Data and Computing - Technology is used to effectively prepare, analyze, and communicate with data.

DS.12 The student will be able to select and utilize appropriate technological tools and functions within those tools to process and prepare data for analysis.

DS.13 The student will be able to select and utilize appropriate technological tools and functions within those tools to analyze and communicate data effectively.



Subject: School Board Organizational Matters

Item Number: 14E1-3

Section: Consent

Date: June 22, 2021

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Carolyn T. Rye, School Board Chair

Recommendation:

That the School Board

1. **Superintendent's Designee in the Absence of the Superintendent:** Approve the Superintendent's recommendation to appoint Donald E. Robertson, Ph.D., Chief of Staff, and Crystal M. Pate, Chief Financial Officer, as designees of the division superintendent to attend meetings of the School Board in the absence or inability to attend of the superintendent for the 2022-23 fiscal year pursuant to *Code of Virginia* § 22.1-76, ... approval of division superintendent's designee.
2. **Signature Authority in the Absence of the Superintendent:** Authorize the Superintendent's recommendation to extend the term of signature authority for Donald E. Robertson, Ph.D., Chief of Staff; and/or Crystal M. Pate, Chief Financial Officer, through June 30, 2023 to sign all Virginia Department of Education correspondence (VDOE), reports, documents, requisitions and other official correspondence in the absence of the division superintendent.
3. **Payroll Deductions:** Authorize the following list of payroll deductions for the 2022-23 fiscal year pursuant to Board Policy 4-36 – Payroll Deductions; and its corresponding Regulation 4-36.1 – Payroll Deductions:

- | | | |
|------------------------------|-------------------------------------|--|
| 1. Health Plans | 10. Federal Tax Liens | 19. Salary/Leave Adjustments |
| 2. Dental Plans | 11. State Tax Liens | 20. Employee Authorized Payment(s) owed to the School Division |
| 3. Tax Sheltered Annuities | 12. Local Tax Liens | 21. VRS Service Buy Back |
| 4. Flexible Benefit Plans | 13. State Education (Student Loans) | 22. Workers' Compensation Salary/Leave Adjustments |
| 5. Long Term Disability Plan | 14. Child Support | 23. Travel Advance and Other Purchase Repayments |
| 6. Association Dues | 15. Court Orders/Bankruptcies | 24. Voluntary Benefits |
| 7. United Way | 16. Legal Resources | 25. Administrative Processing Fees, where applicable |
| 8. Deferred Compensation | 17. Direct Deposit | 26. VRS Retirement – Member Contribution Rate |
| 9. Garnishments | 18. VRS Optional Life Insurance | 27. Virginia Beach Education Foundation |

Background Summary:

Source:

Code of Virginia § 22.1-72, as amended. Annual organizational meetings of school boards.

Code of Virginia § 22.1-76, as amended, ...approval of division superintendent's designee.

Board Policy 4-36: Payroll Deductions

Division Regulation 4-36.1: Payroll Deductions

Budget Impact:



Subject: Personnel Report **Item Number:** 15A

Section: Action **Date:** June 13, 2022

Senior Staff: Mrs. Cheryl R. Woodhouse, Chief Human Resources Officer

Prepared by: Cheryl R. Woodhouse

Presenter(s): Aaron C. Spence, Ed.D., Superintendent

Recommendation:

That the Superintendent recommends the approval of the appointments and the acceptance of the resignations, retirements and other employment actions as listed on the June 13, 2022, personnel report.

Background Summary:

List of appointments, resignations and retirements for all personnel.

Source:

School Board Policy #4-11, Appointment

Budget Impact:

Appropriate funding and allocations

Personnel Report
Virginia Beach City Public Schools
June 13, 2022
2021-2022

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	5/24/2022	Keesha S Gregory	School Office Associate II	Not Applicable	Heartland Dental, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Landstown	6/1/2022	Crystal C Davis	School Administrative Associate I	Not Applicable	AmeriGas Propane, VA
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	5/26/2022	Maria M Farrell	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	7/1/2022	Marilyn A Clark	Bookkeeper	Not Applicable	VBCPS, VA
Assigned to Unified Salary Scale	Appointments - High School	Kempsville	5/26/2022	Jaye D Holland	Custodian I	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - High School	Tallwood	5/26/2022	Amber L Davis	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Budget & Finance	6/13/2022	Necole M Cortes	Accountant - Principal	Liberty University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	5/25/2022	Everett D Wilson	Network Technician II	Not Applicable	United States Navy, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Custodial and Distribution Services	5/23/2022	Kevin R Hoyle	Distribution Driver	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	5/25/2022	Diana Goldstein	Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	5/26/2022	Darryl L Andrews	Cook, 7.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Gifted Education & Academy Programs	5/26/2022	Marie B Rousseau	Administrative Office Associate I	Not Applicable	Coastal Edge, VA
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Purchasing Services	6/13/2022	Sara M Duplain	Procurement Assistant II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	6/1/2022	Kelly C Harrington	Administrative Office Associate II	George Mason University, VA	VBCPS, VA
Assigned to Unified Salary Scale	Resignations - Elementary School	Alanton	5/27/2022	Deborah K Trembley	General Assistant, .500 (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Alanton	6/30/2022	Brooke M Tucker	Kindergarten Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Brookwood	6/14/2022	Lisa A Sadowski	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Brookwood	6/30/2022	Emily K Williams	Kindergarten Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Centerville	6/30/2022	Rachael C Patel	Kindergarten Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Corporate Landing	6/30/2022	Carolyn Boucher	Library/Media Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	6/17/2022	David R Lee Sr	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Indian Lakes	6/21/2022	Phillip W Harrison	Custodian II Head Night (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2022	Ainaliz Caloway	Special Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2022	Kristin A Malone	School Nurse (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Landstown	5/19/2022	Sharon Harrison	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	New Castle	6/10/2022	Amy G Bowler	School Office Associate II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Parkway	5/18/2022	Michael B Carden	Security Assistant (death)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	6/30/2022	Jeanne G Kledzik	School Nurse (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Princess Anne	6/30/2022	Deborah M Fogarty	General Assistant (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Princess Anne	6/30/2022	Eva Zarandi	Security Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Tallwood	6/8/2022	DJuan T Tucker	General Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	5/27/2022	Michael D Lee	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Three Oaks	6/30/2022	Lisa L Helmick	School Nurse (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2022	Lauren A Dodson	Physical Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	5/31/2022	Sybil E Alcorn	General Assistant, .500 (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	5/31/2022	Bruce R Lindsey	Custodian II Head Night (expiration of long-term leave)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	5/26/2022	Darrell E Brown	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Larkspur	6/30/2022	Mercelita Birkle	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	6/30/2022	Ernesto G Dullas	Custodian I (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Plaza	6/30/2022	Liam A Shaw	Special Education Assistant (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Salem	6/30/2022	Mary Ann J Barham	Custodian I (continuing education)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/8/2022	Kaiyana D Harris	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	6/30/2022	Andrea H Williams	Cafeteria Assistant, 5.0 Hours (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	5/16/2022	Ahmed Amin	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	6/7/2022	Veronica Grefaldo	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Landstown	6/10/2022	Kimberly A Schakel	School Office Associate II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	6/30/2022	Lauren R Gipson	School Counseling Department Chair (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Adult Learning Center	6/30/2022	Thomas B Meehan Jr	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Technology	5/27/2022	Michael F Bing	Technology Support Technician (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Technology	6/2/2022	James M Neal	Technology Support Technician (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Professional Growth and Innovation	6/30/2022	Jenna M Walsh	Specialist Professional Learning (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2022	Maria I Grewatz	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of the Superintendent	6/22/2022	LaQuiche R Parrott	Director of Diversity, Equity, and Inclusion (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/26/2022	Dakota R Tolentino	Bus Assistant Plan Bee, 7.0 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/27/2022	Marco Evans	Fleet Technician I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/3/2022	Marion P Williams	Bus Driver, 7.0 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/24/2022	Ashley S Fussell	Transportation Area Supervisor (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Christopher Farms	6/30/2022	Michelle L Pace	Physical Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Cooke	6/30/2022	Colleen L Torbush	School Nurse	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Corporate Landing	6/30/2022	Kathleen Randolph	Cafeteria Manager I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Glenwood	6/30/2022	Debra L Jones	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Kempsville	6/30/2022	Debra L Church	School Office Associate II	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Kempsville	6/30/2022	Elizabeth A DeCarlo	Cafeteria Manager I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Malibu	6/30/2022	Kristine R Turpin	Custodian III Head Day	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Strawbridge	4/30/2022	Nona J Gonse	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Woodstock	6/30/2022	Alveda L Baskerville	Cafeteria Manager I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Independence	6/30/2022	Susan Metsker	Assistant Principal	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Larkspur	6/30/2022	Cheryl L Richardson	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Plaza	6/30/2022	Maribel D Dullas	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Plaza	6/30/2022	Kin C Wong	Cafeteria Assistant, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - High School	Renaissance Academy	6/30/2022	LyVonnia C Revels	Library/Media Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of School Leadership	8/31/2022	Eugene F Soltner	Chief Schools Officer	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Technology	8/31/2022	Kimberley A Johnson	Systems Administrator	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2022	Kirk A Balfanz	Fleet Technician I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2022	Linda D Spradley	Bus Driver - Special Ed, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	7/29/2022	William J Wyse	Transportation Area Supervisor	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Hermitage	5/27/2022	Denise J Glatt	Special Education Assistant (employee changed resignation date from 06/30/2022 to 05/27/2022)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - Middle School	Not Applicable	10/18/2021	Cynthia D Runaldue	School Nurse (employee changed from retireent to resignation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - High School	Technical And Career Education Center	7/15/2022	Denise C Flores	Nursing Instructor	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2022	Olivia M Lowman	Kindergarten Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Birdneck	6/30/2022	Kaitlynn P Rowland	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Cooke	6/30/2022	Katrina M Wright	School Counselor (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Corporate Landing	6/30/2022	Aimee P Knight	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Diamond Springs	5/16/2022	JoAnna R Mills-Sampson	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Diamond Springs	6/30/2022	Elisabeth M Biswas	Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	6/30/2022	Brandi L Blauvelt	Kindergarten Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2022	Kimberly J Beach	Second Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2022	Margaret M Hoioos	Third Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2022	Kenya S Doyle	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2022	Sally S Valerio	School Counselor (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	King's Grant	6/30/2022	Lisa R Anderson Riley	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	King's Grant	6/30/2022	Heather L Parker	Fourth Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kingston	6/30/2022	Holly M Graves	Art Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kingston	6/30/2022	Kelly T LaRue	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	6/1/2022	Nicole M Cabral	Instructional Technology Specialist (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	6/3/2022	Margaret Wynne	Third Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	6/30/2022	Madison L Honore	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2022	Courtney Magee	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Malibu	6/30/2022	Letitia M Rendon	Kindergarten Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	5/26/2022	Jordan W Smith	Music/Vocal Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	5/31/2022	Alfred T Vasta	Physical Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Parkway	6/30/2022	Faith E Ferrulli	First Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke Meadows	5/31/2022	Kylee M Schoolcraft	Kindergarten Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Princess Anne	6/30/2022	Stephanie M Austin	Special Education Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Princess Anne	6/30/2022	Morgan R Scheible	Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont Forest	6/3/2022	Brianna L Wille	Third Grade Teacher (accepted a private sector job)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Seatack	6/30/2022	Matthew Cheatham	Fourth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	6/30/2022	Caroline K Bowden	First Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thalia	6/30/2022	Ellen C Kensy	Fourth Grade Teacher (accepted a private sector job)	Not Applicable	Not Applicable

Personnel Report
Virginia Beach City Public Schools
June 13, 2022
2021-2022

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2022	Tess T Benson	Second Grade Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2022	Sarah E Blessington	Second Grade Teacher (moved to private school)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2022	Samantha G Doty	Second Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	White Oaks	6/30/2022	Kelly Allen	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2022	Lorraine T Connors	First Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2022	Kelly A Williams	Reading Specialist (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Woodstock	6/30/2022	Danielle L Dow	First Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	6/30/2022	Joshua A Dewar	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	6/30/2022	Stefanie A Spradling	Seventh Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	6/30/2022	Sarah Walters	Seventh Grade Teacher (active duty military)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Kempsville	6/30/2022	Andrea N Poppiti	Sixth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2022	Sara K O'Malley	Seventh Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2022	Kathleen A Pessini	Sixth Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Renaissance Academy	6/30/2022	Terry L Primm Jr	Seventh Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Salem	6/30/2022	Lindsay J Cantone	Sixth Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2022	Ross P Cardwell	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2022	Elizabeth B Parker	English Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2022	Brendan J Beatty	Social Studies Teacher (continuing education)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2022	Devon T Snow	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2022	Katelyn G Jones	English Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2022	Yvonne L Rosario	School Counselor (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	5/13/2022	Samantha D Kher	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	6/30/2022	Charles K Ermer	Social Studies Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Salem	6/30/2022	Summer L Cozzens	English Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Salem	6/30/2022	Bryan C Lynch	School Counselor (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2022	Amy M Fannon	School Counselor (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Adult Learning Center	6/30/2022	Erin N Charles	English Second Language (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Centerville	6/30/2022	Edith A Bonney	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Diamond Springs	6/30/2022	Kathleen C Alberts	Pre-Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Diamond Springs	6/30/2022	Mary C Bottomley	Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Glenwood	6/30/2022	Andrea C Neal	Second Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Ocean Lakes	6/30/2022	Sherri J Winnett	Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Princess Anne	6/30/2022	Elaine S Dale	Third Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Providence	6/30/2022	Tammy M Alfonsi	Pre-Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Rosemont	6/30/2022	Theresa W Holloran	Pre-Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Windsor Oaks	6/30/2022	Cathy W Bookhart	First Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Great Neck	9/30/2022	Maureen E Malla	Sixth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	First Colonial	6/30/2022	Shirley A Deiters	Custodian I	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Green Run Collegiate	6/30/2022	Cheryl S Lange	English Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Landstown	6/30/2022	Sheryl A Grumney	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	9/30/2022	Lee A Armbruster	Visual Impairment Teacher	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Bayside	7/25/2022	Amy H O'Connor	Assistant Principal	San Diego State University, CA	VBCPS
Administrative	Appointments - Elementary School	Rosemont	7/1/2022	Jennifer C Born	Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Middle School	Great Neck	7/1/2022	Bryce Mitchell	Assistant Principal	Shenandoah University, VA	VBCPS
Administrative	Appointments - Middle School	Independence	7/1/2022	Kenneth J Walsh	Assistant Principal	University of Rochester, NY	VBCPS
Administrative	Appointments - High School	Advanced Technology Center	7/1/2022	Rashida Y Moore-Williams	Assistant Director Advanced Technology Center	George Washington University, DC	VBCPS
Administrative	Appointments - Miscellaneous	Department of School Leadership	7/1/2022	Matthew Delaney	Chief Schools Officer	George Washington University, DC	VBCPS
Administrative	Appointments - Miscellaneous	Department of Teaching and Learning	7/1/2022	Jennifer A Clements	Coordinator Instructional Technology	Longwood University, VA	VBCPS



Subject: Salary Resolution FY 2022/23 **Item Number:** 15B

Section: Action **Date:** June 13, 2022

Senior Staff: Crystal M Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

It is recommended that the School Board approve the Salary Resolution FY 2022/23 and the following attachments:

- Attachment A - Alphabetical Listing of Instructional Positions
- Attachment B - Instructional Experience-Based Step Pay Scale 5.0% (7/1/22 --- 6/30/23)
- Attachment C - Unified Experience-Based Step Pay Scale Grade Assignments (7/1/22 --- 6/30/23)
- Attachment D - Unified Experience-Based Step Pay Scale 5.0% (7/1/22 --- 6/30/23)
- Attachment E - Part-time Temporary Hourly Rates (7/1/22 --- 6/30/23)
- Attachment F - Table of Allowances 2022/2023
- Attachment G – High School Department Chairs and Non-Athletic and Athletic Supplements 2022/23
- Attachment H - Student Activity Rates 2022/23

Background Summary:

The City Council approved FY 2022/23 Budget Ordinance including funding for a 5.0% pay increase for school employees effective July 1, 2022.

Source:

Budget Impact:

Funds are budgeted in the various funds and budget unit codes for FY 2022/23.

SALARY RESOLUTION

June 13, 2022

WHEREAS, the mission of the Virginia Beach City Public Schools, in partnership with our entire community, is to ensure that each student is empowered with the knowledge and skills necessary to meet the challenges of the future; and

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

WHEREAS, the School Board has studied the recommended School Operating Budget in view of state and federal requirements, additional demands for space and operations, the strategic plan, priorities, expectations, competitive compensation for employees and the best educational interests of its students; and

WHEREAS, the School Board Proposed Operating Budget has been reconciled to meet the funding from the City Council; and

WHEREAS, all employees will receive a 4.5% Cost of Living (COLA) adjustment and an additional 0.5% step increase; and

WHEREAS, the Instructional Experience-Based and Unified Experience-Based Step Pay scales, Part-time Hourly Rates, Table of Allowances, High School Department Chairs, Non-Athletic Supplements, Athletic Supplements and Student Activity Rates titled below and as shown in the attachments are approved and will be effective as shown below; and

WHEREAS, the percent of compensation increases and the effective dates of the increases are shown below:

- Attachment A - Alphabetical Listing of Instructional Positions
- Attachment B - Instructional Experience-Based Step Pay Scale (7/1/22 --- 6/30/23)
- Attachment C - Unified Experience-Based Step Pay Scale Grade Assignments (7/1/22 --- 6/30/23)
- Attachment D - Unified Experience-Based Step Pay Scale (7/1/22 --- 6/30/23)
- Attachment E - Part-time Temporary Hourly Rates (7/1/22 --- 6/30/23)
- Attachment F - Table of Allowances 2022/2023
- Attachment G – High School Department Chairs and Non-Athletic and Athletic Supplements 2022/23
- Attachment H – Student Activity Rates 2022/23

NOW, THEREFORE, LET IT BE

RESOLVED: That the School Board of the City of Virginia Beach adopts the Salary Scales and the compensation increases as outlined in this resolution and attachments.

Adopted by the School Board this 13th day of June, 2022

S E A L

Carolyn T. Rye, Chairwoman

Aaron C. Spence, Superintendent

Attest:

Regina M. Toneatto, Clerk of the Board



Alphabetical Listing of Instructional Positions SY 2022 - 2023			
CODE	POSITION	CODE	POSITION
2001	1st Grade Teacher	2610	Japanese Teacher
2002	2nd Grade Teacher	2120	Journalism Teacher
2003	3rd Grade Teacher	2323	Keyboarding Teacher
2004	4th Grade Teacher	2000	Kindergarten Teacher
2005	5th Grade Teacher	2607	Latin Teacher
2100	6th Grade Teacher	2500	Library Media Specialist
2101	7th Grade Teacher	2577	Literacy Teacher
2102	8th Grade Teacher	2309	Marketing Education Teacher (11 m)
2400	Adaptive PE Teacher	5249	Math Academy Teacher
3231	Administrative Assistant Interns-Central Office	2505	Math Coach
3232	Administrative Assistant Interns-Elementary	2202	Math Teacher
2026	Administrative Assistant Interns-Extended Day	2023	Math Specialist
3234	Administrative Assistant Interns-High School	2437	Multiple Disabilities Teacher
3233	Administrative Assistant Interns-Middle School	2524	Music - Instrumental Teacher
2300	Agriculture Education Teacher (Extended)	2528	Music Therapist (11 m)
2540	ALC Teacher	2522	Music - Vocal Teacher
2541	ALC Teacher (158-day)	2220	Naval Science Instructor (Extended)
2611	American Sign Language Teacher	2310	Nursing Instructor
2613	Arabic Teacher	2311	Nursing Instructor Coordinator (12 m)
2530	Art Teacher	2312	Occ Info & Exploratory Teacher
2529	Art Therapist (11 m)	2441	Orthopedic Impairment Teacher (8-hr)
2621	AVID Coach	2440	Orthopedic Impairment Teacher
2620	AVID Instructor	2015	Physical Education Teacher
2520	Band Instructor	2011	Pre-Kindergarten Teacher
2594	Behavior Intervention Teacher	2012	Pre-Kindergarten Resource Teacher
2301	Business Education Teacher	2405	Program Compliance Support Teacher
2321	Career and Academic Prep (CAP) Teacher	2322	Public Safety Instructor (11 m)
2324	Career Skills Teacher	2020	Reading Recovery Teacher
2612	Chinese Teacher	2575	Reading Specialist
2550	Computer Science Teacher	2570	Reading Teacher
2409	Cross Categorical Teacher (8-hr)	2225	Remediation Specialist
2410	Cross Categorical - ED/LD Teacher	2608	Russian Teacher
2411	Cross Categorical - ED/LD/ID Teacher	2510	School Counselor
2412	Cross Categorical - ED/ID Teacher	2511	School Counselor (Extended)
2413	Cross Categorical - LD/ID Teacher	2203	Science Teacher
2555	Dance Teacher	2201	Social Studies Teacher
2533	Drama Teacher	2609	Spanish Teacher
2210	Drivers Education Teacher	2455	Speech/Language Pathologist
2010	Early Childhood Initiative Grant (Title Only)	2456	Speech/Language Pathologist (11m)
2425	Early Childhood Special Ed Teacher	2450	Speech/Learning Disabilities Teacher
2426	Early Childhood Special Ed Teacher (11 m)	2451	Speech/Learning Disabilities Teacher (11m)
2305	Education for Employment Teacher	2585	Study Skills Teacher
2306	Electronic Commerce Teacher	2590	Substance Abuse Intervention
2445	Emotional Disability Teacher	2460	Supported Employment Teacher
2535	English Second Language	2595	Suspension Intervention Teacher
2200	English Teacher	2650	Teacher/Facilitator (Green Run Collegiate)
2217	Environmental Studies Teachers	2314	Technology Education Teacher
2318	Family and Consumer Sciences Teacher	2315	Teen Living Teacher
2605	French Teacher	2559	Testing Assessment Specialist
2606	German Teacher	2021	Title I Kindergarten Teacher
2558	Gifted Resource Teacher	2022	Title I Resource Teacher
2557	Gifted Teacher	2023	Title II Resource Teacher
2596	Graduation Coach	2316	Trade & Industrial Teacher
2565	Health & PE Teacher	2465	Visual Impairment Teacher
2433	Hearing Impairment Teacher	2466	Visual Impairment Teacher (8-hr)
2307	Hotel/Motel Operations Teacher		
2320	HS That Work Coordinator		
2308	Industrial Coop Training Teacher (11 m)		
2431	Intellectual Disability 1 Teacher		
2430	Intellectual Disability 2 Teacher		
2247	Intellectual Disability 3 Teacher		
2515	Instructional Technology Specialist (11 Month)		
2215	ISAEP Teacher		

FLSA Status for all Instructional Positions is EXEMPT



Unified Experience-Based Step Pay Scale - Grade Assignments
SY 2022 - 2023

GRADE 28

Chief of Staff

GRADE 27

Chief Academic Officer

Chief Information Officer

Chief Communications and Community Engagement Officer

Chief Operations Officer for Division Services

Chief Financial Officer

Chief Schools Officer

Chief Human Resources Officer

GRADE 26

Senior Executive Director Elementary Schools

Senior Executive Director Middle Schools

Senior Executive Director High Schools

GRADE 25

Director Alternative Education

Executive Director Planning, Innovation and Accountability

Director Elementary Schools

Executive Director Secondary Teaching and Learning

Executive Director Elementary Teaching and Learning

Executive Director Student Support Services

Executive Director Facilities Services

Executive Director Transportation and Fleet Management Services

Executive Director Office of Programs for Exceptional Children

Principal HS

GRADE 24

Director Adult Learning Center

Director Maintenance Services

Director Benefits

Director Professional Growth and Innovation

Director Business Services

Director Purchasing Services

Director Compliance and Special Education Service

Director Student Leadership

Director Custodial and Distribution Services

Director Student Services

Director Employee Relations

Director Technical & Career Education

Director Employment Services

Director Technical & Career Education Center

Director Diversity, Equity, and Inclusion

Director Technology

Director Food Services

Director Title I Programs

Director Instructional Technology

Head of School (Green Run Collegiate)

Director K-12 and Gifted Programs

Principal MS

GRADE 23

Coordinator Information Services

Director Research, Evaluation and Assessment

Coordinator Technical Services

Director Safe Schools

Director Advanced Technology Center

Director Testing

Director Family and Community Engagement

Director Transportation

Director Internal Audit

Principal ES

GRADE 22

Academic Dean

Coordinator English

Administrative Coordinator (*Title Only*)

Coordinator English Language Learners

Assistant Director Advanced Technology Center

Coordinator Entrepreneurship & Business Academy

Assistant Principal HS

Coordinator Environmental Studies Program

Coordinator Academic Support Programs K-12

Coordinator Equity and Opportunity

Coordinator Accounting

Coordinator Family and Consumer Sciences

Coordinator Adult Academic Programs

Coordinator Fine Arts

Coordinator Alternative Education

Coordinator Food Services

Coordinator Athletics

Coordinator Gifted Education

Coordinator Benefits

Coordinator Global Studies Academy

Coordinator Budget Development

Coordinator Guidance

Coordinator Business & Information Technology

Coordinator Health Academy

Coordinator Customer Support & Quality Assurance

Coordinator Health Services

Coordinator Distance Learning

Coordinator Health/Physical Education

Coordinator Early Literacy (*Formerly PALs*)

Coordinator Instructional Media Service

Coordinator Educational Foundation

Coordinator Instructional Technology

Coordinator Elementary Curriculum

Coordinator International Baccalaureate

Coordinator Engineering/Technology



Unified Experience-Based Step Pay Scale - Grade Assignments
SY 2022 - 2023

GRADE 22 (continue)

Coordinator K-12 Programs and Grants	Coordinator Student Activities
Coordinator Language Arts	Coordinator Student Leadership
Coordinator Legal Academy	Coordinator Student Conduct/Services
Coordinator Library Services	Coordinator TCE Administration and Marketing Program
Coordinator Math/Science Academy	Coordinator Technical and Career Education
Coordinator Mathematics	Coordinator Technical Applications
Coordinator Middle Years Program	Coordinator Technology Academy
Coordinator Military Connected & Academic Support Program	Coordinator Title I Programs
Coordinator Parent and Stakeholder Services	Coordinator Title IX
Coordinator Planetarium	Coordinator, Virtual Learning
Coordinator Policy and Intergovernmental Affairs	Coordinator Visual and Performing Arts
Coordinator Professional Learning	Coordinator World Languages
Coordinator Psychological Services	Database Administrator
Coordinator Public Relations III	Grants Manager
Coordinator Recruitment and Retention	Neuropsychologist
Coordinator School/Community Partnerships	Specialist Employee Relations
Coordinator Science	Specialist Human Resources
Coordinator Social Studies	Specialist Program Evaluation
Coordinator Social Work Services	Specialist Research
Coordinator Special Education	Specialist Testing
	Technical Architect

GRADE 21

Academic Dean (MS)	Demographer/GIS Manager
Assistant Director Custodial and Distribution Services	Development Team Leader (DOT)
Assistant Director Environmental Resources	Information Security Manager
Assistant Director Maintenance Services	Mechanical Systems Engineer
Assistant Principal MS	Payroll Supervisor
Coordinator Purchasing	Project Manager - Information Services
Coordinator Security & Safe Schools	Risk Manager
Coordinator Transportation	Staff Architect
Coordinator Transportation Routing and Analytics	Sustainability Officer
Dean of Students (MS)	Systems Engineer - Supervisor

GRADE 20

Assistant Principal ES	Human Resources Marketing Specialist
Contract Specialist	Programmer Analyst - Senior
Coordinator Public Relations II	Project Manager - Construction
Educational Data Specialist	Project Manager-Safe Schools
Financial Management Specialist	Student Information Systems Specialist
Food Services Operations Supervisor	Systems Analyst
Human Resources Information Systems Specialist	Transportation Systems Specialist



Unified Experience-Based Step Pay Scale - Grade Assignments
SY 2022 - 2023

GRADE 19

Accountant - Principal	Internal Auditor
Assistant Payroll Supervisor	Occupational Therapist
Behavior Intervention Specialist	Physical Therapist
Benefits Program Specialist	Positive Behavioral Interventions and Supports (PBIS) Specialist
Coordinator of Custodial Services	Procurement Specialist II
Coordinator Distribution Services	Psychologist
Coordinator Maintenance	School Counseling Department Chair
Coordinator Mechanical Systems	School Social Worker
Coordinator Special Projects	Specialist, Professional Learning
Energy Manager	Student Activities Coordinator (HS)
Fleet Manager	Supervisor Construction
Health Services Nursing Specialist	Systems Administrator
Instructional Specialist	Systems Engineer

GRADE 18

Audiologist	Positive Behavioral Interventions and Supports (PBIS) Coach
Coordinator, Public Relations I	Programmer Analyst
District Chef	School Improvement Specialist (HS)
Family Engagement Specialist	School Nurse
Family Outreach Representative	Student Activities Coordinator (MS)
Foundation Transition Planner	Transportation Area Supervisor
Hampton Roads Workforce Council Specialist	Webmaster
Occupational Safety and Health Specialist	Work-Based Learning Specialist

GRADE 17

Accountant - Sr.	Procurement Specialist I
Budget Analyst	School Improvement Specialist (MS)
Construction Inspector, Senior	Student Support Specialist
Geographic Information Systems (GIS) Analyst	Supervisor Maintenance
Interpreter Specialist	Technical Services Support Supervisor
Network Administrator	

GRADE 16

Accounting Systems Specialist	Food Services Program Analyst
Benefits Specialist II	HVAC Specialist
Boiler Specialist	Interpreter III (EIPA 3.5 - 3.9)
Construction Inspector	Network Technician II
Crash Investigator	Nutritional/Training Coordinator
Customer Support Center Supervisor	Occupational Safety Specialist
Educational Data Analyst	Procurement Systems Specialist
Executive Office Associate III	Supervising Cafeteria Manager
Facilities Asset Manager	Technical Contract Manager
Fleet Supervisor	

GRADE 15

Boiler Craftsman III	Machinist Craftsman III
Building Manager	Occupational Health and Safety Technician
Custodial Supervisor	Occupational Therapy Assistant (COTA)
Distribution Center Supervisor	Physical Therapy Assistant (LPTA)
Electrical Craftsman III	Plumbing Craftsman III
Electronics Craftsman III	Secretary & Clerk to Board
Fleet Foreman	Special Project Support
Food Services Craftsman III	
HVAC Craftsman III	



Unified Experience-Based Step Pay Scale - Grade Assignments
SY 2022 - 2023

GRADE 14

Assistant Distribution Center Supervisor	Graphic Designer
Benefits Specialist I	Interpreter II (EIPA 3.0 - 3.4)
Bus Driver Trainer	Network Technician I
Cafeteria Manager III	Painter Craftsman III
Carpentry Craftsman III	School Business Assistant
Executive Office Associate II	Transportation Dispatcher
General Maintenance Craftsman III	

GRADE 13

Bus Driver	Fleet Technician III
Bus Driver - Plan Bee	Food Services Craftsman II
Bus Driver Trainee	HVAC Craftsman II
Accounting Technician	Insurance Claims Analyst
Boiler Craftsman II	Interpreter I (EIPA 2.5 - 2.9)
Cafeteria Manager II	Machinist Craftsman II
Culinary Development Chef Assistant	Plumbing Craftsman II
Customer Support Technician II	Procurement Assistant III
Data Management Analyst	Testing Assistant
Electrical Craftsman II	Warehouse Manager - Maintenance Services
Electronics Craftsman II	Warehouse and Distribution Technician
Executive Office Associate I	Workers Compensation Claims Analyst

GRADE 12

Accounts Payable Technician	Interpreter
Administrative Office Associate II	Inventory Technician
Benefits Assistant	Licensure Analyst
Bookkeeper - HS	Painter Craftsman II
Building Operations Supervisor	Payroll Assistant
Cafeteria Manager I	Research, Evaluation & Assessment (REA) Assistant
Carpentry Craftsman II	School Administrative Associate II (HS)
Fleet Technician II	Substitute Office Associate
General Maintenance Craftsman II	Technology Support Technician

GRADE 11

Administrative Office Associate I	Food Services Craftsman I
Assistant Warehouse Manager - School Plant	Human Resources Associate
Bookkeeper - MS	HVAC Craftsman I
Bus Driver Trainer	Machinist Craftsman I
Communications Program Associate	Pest Control Technician
Customer Support Technician I	Plumbing Craftsman I
Data Processing Specialist	School Administrative Associate I
Electrical Craftsman I	Teacher Production Center Technician
Electronics Craftsman I	Web Page Design Technician
Employee Relations Associate	Security Officer
Financial Assistant	Security Assistant - Renaissance Academy

GRADE 10

ALC General Assistant	Library/Media Assistant
Bus Driver	PE Assistant
Bus Driver - Plan Bee	Pre-Kindergarten Assistant
Carpentry Craftsman I	General Maintenance Craftsman I
Clinic Assistant - LPN	Painter Craftsman I
Custodian IV	School Rental Assistant
Distance Learning Assistant	Security Assistant
Fleet Technician I	Security Assistant - Renaissance Academy
General Assistant	Special Education Assistant - BD
Kindergarten Assistant	Title I Assistant



Unified Experience-Based Step Pay Scale - Grade Assignments
SY 2022 - 2023

GRADE 09

ALC General Assistant – BD	PE Assistant – BD
Auxilliary Driver	Pre-Kindergarten Assistant – BD
Auxilliary Driver - Plan Bee	Procurement Assistant I (Title only)
Clinic Assistant - EMT	School Office Associate II
Distance Learning Assistant – BD	School Office Associated II - Data Technician
Distribution Driver	Security Assistant – BD
General Assistant – BD	Security Officer
ISS Coordinator	Special Education Assistant – AD
Kindergarten Assistant – BD	Student Residency Verifier
Library / Media Assistant – BD	Title I Assistant – BD
Office Associate II	Transportation Dispatcher

GRADE 08

ALC General Assistant – AD	Kindergarten Assistant – AD
Assistant Cafeteria Manager	Library / Media Assistant – AD
Clinic Assistant - CNA	PE Assistant – AD
Custodian III	Pre-Kindergarten Assistant – AD
Distance Learning Assistant – AD	Security Assistant – AD
Drivers Education Instructor	Special Education Assistant – Parapro/48 hrs
Fiscal Technician (Title Only)	Title I Assistant – AD
General Assistant – AD	

GRADE 07

ALC General Assistant – Parapro/48 hrs	PE Assistant – Parapro or 48 hrs
Baker/Cook	Pre-Kindergarten Assistant – Parapro or 48 hrs
Cafeteria Manager in Training	Security Assistant – HQ
Distance Learning Assistant – Parapro/48 hrs	Special Education Assistant – HD
General Assistant – Parapro/48 hrs	Title I Assistant – HQ
Kindergarten Assistant – Parapro/48 hrs	Warehouse Technician
Library / Media Assistant – HD/Parapro/48 hrs	

GRADE 06

ALC General Assistant – HD	PE Assistant – HD
Distance Learning Assistant – HD	Pre-Kindergarten Assistant – HD
General Assistant – HD	Security Assistant – HD
Kindergarten Assistant – HD	Custodian II

GRADE 05

Bus Assistant	Cafeteria Assistant
Bus Assistant - Plan Bee	Custodian I

GRADE 04

~~Fleet Shop Helper~~



Effective: July 1, 2021

Step 0 was adjusted by 4.5%. All employees received a 4.5% COLA and employees on steps 1-30 received an additional 0.50% experience step increase.

Unified Experience Based Step Pay Scale SY 2022 23																	
U04			U05														
Annual Hrs	7/1/2022	2080	Annual Hrs	7/1/2022	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	1720	2080
Creditable Yrs of Exp	Hourly Rate	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 3.5hr/day	10-mo 186 days 4 hr/day	10-mo 186 days 4.5hr/day	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day
0	11.3196	23,544	0	12.1285	7,895	9,023	10,151	11,279	12,407	13,535	14,663	15,791	16,919	18,047	19,405	20,861	25,227
1	11.3738	23,657	1	12.1866	7,933	9,066	10,200	11,333	12,466	13,600	14,733	15,866	17,000	18,133	19,498	20,960	25,348
2	11.4281	23,770	2	12.2449	7,971	9,110	10,248	11,387	12,526	13,665	14,804	15,942	17,081	18,220	19,591	21,061	25,469
3	11.4566	23,829	3	12.2755	7,991	9,132	10,274	11,416	12,557	13,699	14,841	15,982	17,124	18,265	19,640	21,113	25,533
4	11.4845	23,887	4	12.3053	8,010	9,155	10,299	11,443	12,588	13,732	14,877	16,021	17,165	18,310	19,688	21,165	25,595
5	11.5477	24,019	5	12.3730	8,054	9,205	10,356	11,506	12,657	13,808	14,958	16,109	17,260	18,411	19,796	21,281	25,735
6	11.6052	24,138	6	12.4347	8,094	9,251	10,407	11,564	12,720	13,877	15,033	16,189	17,346	18,502	19,895	21,387	25,864
7	11.6662	24,265	7	12.4999	8,137	9,299	10,462	11,624	12,787	13,949	15,112	16,274	17,437	18,599	19,999	21,499	25,999
8	11.7378	24,414	8	12.5769	8,187	9,357	10,526	11,696	12,866	14,035	15,205	16,375	17,544	18,714	20,123	21,632	26,159
9	11.8001	24,544	9	12.6435	8,230	9,406	10,582	11,758	12,934	14,110	15,285	16,461	17,637	18,813	20,229	21,746	26,298
10	11.8634	24,675	10	12.7115	8,275	9,457	10,639	11,821	13,003	14,186	15,368	16,550	17,732	18,914	20,338	21,863	26,439
11	11.9306	24,815	11	12.7834	8,321	9,510	10,699	11,888	13,077	14,266	15,455	16,643	17,832	19,021	20,453	21,987	26,589
12	12.0065	24,973	12	12.8650	8,375	9,571	10,768	11,964	13,160	14,357	15,553	16,750	17,946	19,143	20,584	22,127	26,759
13	12.0893	25,145	13	12.9536	8,432	9,637	10,842	12,046	13,251	14,456	15,660	16,865	18,070	19,274	20,725	22,280	26,943
14	12.2177	25,412	14	13.0911	8,522	9,739	10,957	12,174	13,392	14,609	15,827	17,044	18,262	19,479	20,945	22,516	27,229
15	12.3771	25,744	15	13.2621	8,633	9,867	11,100	12,333	13,567	14,800	16,033	17,267	18,500	19,734	21,219	22,810	27,585
16	12.5733	26,152	16	13.4722	8,770	10,023	11,276	12,529	13,782	15,034	16,287	17,540	18,793	20,046	21,555	23,172	28,022
17	12.7964	26,616	17	13.7114	8,926	10,201	11,476	12,751	14,026	15,301	16,577	17,852	19,127	20,402	21,938	23,583	28,519
18	13.0814	27,209	18	14.0166	9,124	10,428	11,731	13,035	14,338	15,642	16,946	18,249	19,553	20,856	22,426	24,108	29,154
19	13.3662	27,801	19	14.3219	9,323	10,655	11,987	13,319	14,651	15,983	17,315	18,647	19,979	21,310	22,915	24,633	29,789
20	13.6512	28,394	20	14.6273	9,522	10,882	12,243	13,603	14,963	16,324	17,684	19,044	20,405	21,765	23,403	25,158	30,424
21	13.9361	28,987	21	14.9326	9,721	11,109	12,498	13,887	15,276	16,664	18,053	19,442	20,830	22,219	23,892	25,684	31,059
22	14.2209	29,579	22	15.2379	9,919	11,336	12,754	14,171	15,588	17,005	18,422	19,839	21,256	22,673	24,380	26,209	31,694
23	14.5059	30,172	23	15.5431	10,118	11,564	13,009	14,455	15,900	17,346	18,791	20,237	21,682	23,128	24,868	26,734	32,329
24	14.7908	30,764	24	15.8485	10,317	11,791	13,265	14,739	16,213	17,686	19,160	20,634	22,108	23,582	25,357	27,259	32,964
25	15.0755	31,357	25	16.1537	10,516	12,018	13,520	15,022	16,525	18,027	19,529	21,032	22,534	24,036	25,845	27,784	33,599
26	15.3606	31,950	26	16.4590	10,714	12,245	13,776	15,306	16,837	18,368	19,898	21,429	22,960	24,490	26,334	28,309	34,234
27	15.6455	32,542	27	16.7642	10,913	12,472	14,031	15,590	17,149	18,708	20,267	21,826	23,386	24,945	26,822	28,834	34,869
28	15.9302	33,134	28	17.0697	11,112	12,699	14,287	15,874	17,462	19,049	20,637	22,224	23,812	25,399	27,311	29,359	35,504
29	16.2152	33,727	29	17.3749	11,311	12,926	14,542	16,158	17,774	19,390	21,006	22,622	24,237	25,853	27,799	29,884	36,139
30	16.5001	34,320	30	17.6802	11,509	13,154	14,798	16,442	18,086	19,731	21,375	23,019	24,663	26,308	28,288	30,409	36,774
31+	*ABOVE SCALE		31+	*ABOVE SCALE													
2080 - Fleet Shop Helper			930 - Bus Assistant @ 5 hrs 1720 - Bus Assistant - Plan Bee 1209 - Cafeteria Assistant @ 6.5 hrs 1023 - Bus Assistant @ 5.5 hrs 651 - Cafeteria Assistant @ 3.5 hrs 1302 - Cafeteria Assistant @ 7 hrs 1116 - Bus Assistant @ 6 hrs 744 - Cafeteria Assistant @ 4 hrs 1600 - Custodian I 1209 - Bus Assistant @ 6.5 hrs 837 - Cafeteria Assistant @ 4.5 hrs 2080 - Custodian I 1302 - Bus Assistant @ 7 hrs 930 - Cafeteria Assistant @ 5 hrs 1395 - Bus Assistant @ 7.5 hrs 1023 - Cafeteria Assistant @ 5.5 hrs 1488 - Bus Assistant @ 8 hrs 1116 - Cafeteria Assistant @ 6 hrs														

Unified Experience Based Step Pay Scale SY 2022 23

U06			U07				U08									
Annual Hrs	7/1/2022	2080	Annual Hrs	7/1/2022	1600	2080	Annual Hrs	7/1/2022	1027	1371	1393	1415	1488	1720	1600	2080
Creditable Yrs of Exp	Hourly Rate	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 6.5hr/day	1371 187 days 7.33hr/day	1393 190 days 7.33hr/day	1415 193 days 7.33hr/day	1488 186 days 7.5hr/day	1720 215 days 8hr/day	1600 200 days 8hr/day	2080 260 days 8hr/day
0	12.9942	27,027	0	13.9259	22,281	28,965	0	14.9230	15,325	20,459	20,787	21,116	22,205	25,667	23,876	31,039
1	13.0564	27,157	1	13.9926	22,388	29,104	1	14.9944	15,399	20,557	20,887	21,217	22,311	25,790	23,991	31,188
2	13.1189	27,287	2	14.0595	22,495	29,243	2	15.0661	15,472	20,655	20,987	21,318	22,418	25,913	24,105	31,337
3	13.1516	27,355	3	14.0946	22,551	29,316	3	15.1037	15,511	20,707	21,039	21,371	22,474	25,978	24,165	31,415
4	13.1835	27,421	4	14.1288	22,606	29,387	4	15.1404	15,549	20,757	21,090	21,423	22,528	26,041	24,224	31,492
5	13.2563	27,573	5	14.2067	22,730	29,549	5	15.2236	15,634	20,871	21,206	21,541	22,652	26,184	24,357	31,665
6	13.3222	27,710	6	14.2774	22,843	29,696	6	15.2996	15,712	20,975	21,312	21,648	22,765	26,315	24,479	31,823
7	13.3922	27,855	7	14.3522	22,963	29,852	7	15.3797	15,794	21,085	21,423	21,762	22,884	26,453	24,607	31,989
8	13.4745	28,026	8	14.4405	23,104	30,036	8	15.4743	15,892	21,215	21,555	21,896	23,025	26,615	24,758	32,186
9	13.5459	28,175	9	14.5169	23,227	30,195	9	15.5563	15,976	21,327	21,669	22,012	23,147	26,756	24,890	32,357
10	13.6185	28,326	10	14.5949	23,351	30,357	10	15.6398	16,062	21,442	21,786	22,130	23,272	26,900	25,023	32,530
11	13.6956	28,486	11	14.6776	23,484	30,529	11	15.7283	16,152	21,563	21,909	22,255	23,403	27,052	25,165	32,714
12	13.7829	28,668	12	14.7710	23,633	30,723	12	15.8286	16,255	21,701	22,049	22,397	23,552	27,225	25,325	32,923
13	13.8780	28,866	13	14.8731	23,796	30,936	13	15.9377	16,368	21,850	22,201	22,551	23,715	27,412	25,500	33,150
14	14.0254	29,172	14	15.0310	24,049	31,264	14	16.1070	16,541	22,082	22,437	22,791	23,967	27,704	25,771	33,502
15	14.2084	29,553	15	15.2271	24,363	31,672	15	16.3170	16,757	22,370	22,729	23,088	24,279	28,065	26,107	33,939
16	14.4336	30,021	16	15.4682	24,749	32,173	16	16.5756	17,023	22,725	23,089	23,454	24,664	28,510	26,520	34,477
17	14.6898	30,554	17	15.7427	25,188	32,744	17	16.8697	17,325	23,128	23,499	23,870	25,102	29,015	26,991	35,088
18	15.0169	31,235	18	16.0933	25,749	33,474	18	17.2452	17,710	23,643	24,022	24,401	25,660	29,661	27,592	35,870
19	15.3440	31,915	19	16.4437	26,309	34,202	19	17.6207	18,096	24,157	24,545	24,933	26,219	30,307	28,193	36,651
20	15.6713	32,596	20	16.7942	26,870	34,931	20	17.9962	18,482	24,672	25,068	25,464	26,778	30,953	28,793	37,432
21	15.9983	33,276	21	17.1446	27,431	35,660	21	18.3717	18,867	25,187	25,591	25,995	27,337	31,599	29,394	38,213
22	16.3253	33,956	22	17.4950	27,992	36,389	22	18.7473	19,253	25,702	26,114	26,527	27,895	32,245	29,995	38,994
23	16.6525	34,637	23	17.8456	28,552	37,118	23	19.1226	19,638	26,217	26,637	27,058	28,454	32,890	30,596	39,775
24	16.9796	35,317	24	18.1961	29,113	37,847	24	19.4981	20,024	26,731	27,160	27,589	29,013	33,536	31,196	40,556
25	17.3066	35,997	25	18.5463	29,674	38,576	25	19.8736	20,410	27,246	27,683	28,121	29,571	34,182	31,797	41,337
26	17.6339	36,678	26	18.8969	30,235	39,305	26	20.2492	20,795	27,761	28,207	28,652	30,130	34,828	32,398	42,118
27	17.9609	37,358	27	19.2473	30,795	40,034	27	20.6247	21,181	28,276	28,730	29,183	30,689	35,474	32,999	42,899
28	18.2880	38,039	28	19.5977	31,356	40,763	28	21.0002	21,567	28,791	29,253	29,715	31,248	36,120	33,600	43,680
29	18.6143	38,717	29	19.9483	31,917	41,492	29	21.3768	21,953	29,307	29,777	30,248	31,808	36,768	34,202	44,463
30	18.9415	39,398	30	20.2985	32,477	42,220	30	21.7522	22,339	29,822	30,300	30,779	32,367	37,413	34,803	45,244
31+	*ABOVE SCALE		31+	*ABOVE SCALE			31+	*ABOVE SCALE								
2080 - Custodian II			1600 - Baker/Cook (.875 or 7hr/day) 1600 - Cafeteria Manager in Training 2080 - Warehouse Technician				1600 - Assist Cafeteria Manager 1371 - Clinic Assist - CNA 2080 - Custodian III 1393 - Driver Ed Instructor 2080 - Fiscal Technician (Title Only)									

Unified Experience Based Step Pay Scale SY 2022 23

U09								U10											
Annual Hrs	7/1/2022	1371	1386	1488	1600	1720	2080	Annual Hrs	7/1/2022	1027	1371	1415	1768	2080					
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 189 days 7.33hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo Ext 215 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 7.33hr	10-mo 187 days 7.33hr	10-mo 193 days 7.33/hr	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day					
0	15.9860	21,916	22,156	23,787	25,577	27,495	33,250	0	17.1335	17,596	23,490	24,243	30,292	35,637					
1	16.0625	22,021	22,262	23,901	25,700	27,627	33,410	1	17.2154	17,680	23,602	24,359	30,436	35,808					
2	16.1394	22,127	22,369	24,015	25,823	27,759	33,569	2	17.2977	17,764	23,715	24,476	30,582	35,979					
3	16.1796	22,182	22,424	24,075	25,887	27,828	33,653	3	17.3409	17,809	23,774	24,537	30,658	36,069					
4	16.2189	22,236	22,479	24,133	25,950	27,896	33,735	4	17.3831	17,852	23,832	24,597	30,733	36,156					
5	16.3080	22,358	22,602	24,266	26,092	28,049	33,920	5	17.4788	17,950	23,963	24,732	30,902	36,355					
6	16.3893	22,469	22,715	24,387	26,222	28,189	34,089	6	17.5658	18,040	24,082	24,855	31,056	36,536					
7	16.4752	22,587	22,834	24,515	26,360	28,337	34,268	7	17.6578	18,134	24,208	24,985	31,218	36,728					
8	16.5767	22,726	22,975	24,666	26,522	28,511	34,479	8	17.7667	18,246	24,358	25,139	31,411	36,954					
9	16.6645	22,847	23,096	24,796	26,663	28,662	34,662	9	17.8608	18,343	24,487	25,273	31,577	37,150					
10	16.7538	22,969	23,220	24,929	26,806	28,816	34,847	10	17.9565	18,441	24,618	25,408	31,747	37,349					
11	16.8487	23,099	23,352	25,070	26,957	28,979	35,045	11	18.0583	18,545	24,757	25,552	31,927	37,561					
12	16.9560	23,246	23,501	25,230	27,129	29,164	35,268	12	18.1733	18,663	24,915	25,715	32,130	37,800					
13	17.0730	23,407	23,663	25,404	27,316	29,365	35,511	13	18.2987	18,792	25,087	25,892	32,352	38,061					
14	17.2545	23,655	23,914	25,674	27,607	29,677	35,889	14	18.4931	18,992	25,354	26,167	32,695	38,465					
15	17.4796	23,964	24,226	26,009	27,967	30,064	36,357	15	18.7344	19,240	25,684	26,509	33,122	38,967					
16	17.7565	24,344	24,610	26,421	28,410	30,541	36,933	16	19.0311	19,544	26,091	26,929	33,646	39,584					
17	18.0717	24,776	25,047	26,890	28,914	31,083	37,589	17	19.3690	19,891	26,554	27,407	34,244	40,287					
18	18.4742	25,328	25,605	27,489	29,558	31,775	38,426	18	19.8001	20,334	27,145	28,017	35,006	41,184					
19	18.8765	25,879	26,162	28,088	30,202	32,467	39,263	19	20.2313	20,777	27,737	28,627	35,768	42,081					
20	19.2788	26,431	26,720	28,686	30,846	33,159	40,099	20	20.6625	21,220	28,328	29,237	36,531	42,978					
21	19.6812	26,982	27,278	29,285	31,489	33,851	40,936	21	21.0937	21,663	28,919	29,847	37,293	43,874					
22	20.0837	27,534	27,836	29,884	32,133	34,543	41,774	22	21.5249	22,106	29,510	30,457	38,056	44,771					
23	20.4860	28,086	28,393	30,483	32,777	35,235	42,610	23	21.9562	22,549	30,101	31,068	38,818	45,668					
24	20.8883	28,637	28,951	31,081	33,421	35,927	43,447	24	22.3873	22,991	30,692	31,678	39,580	46,565					
25	21.2907	29,189	29,508	31,680	34,065	36,620	44,284	25	22.8186	23,434	31,284	32,288	40,343	47,462					
26	21.6930	29,741	30,066	32,279	34,708	37,311	45,121	26	23.2499	23,877	31,875	32,898	41,105	48,359					
27	22.0955	30,292	30,624	32,878	35,352	38,004	45,958	27	23.6809	24,320	32,466	33,508	41,867	49,256					
28	22.4979	30,844	31,182	33,476	35,996	38,696	46,795	28	24.1124	24,763	33,058	34,119	42,630	50,153					
29	22.9000	31,395	31,739	34,075	36,640	39,388	47,632	29	24.5434	25,206	33,649	34,728	43,392	51,050					
30	23.3024	31,947	32,297	34,673	37,283	40,080	48,468	30	24.9747	25,649	34,240	35,339	44,155	51,947					
31+	*ABOVE SCALE							31+	*ABOVE SCALE										
1488 - Auxiliary Bus Driver 1720 - Auxiliary Bus Driver - Plan Bee 1371 - Clinic Assist - EMT 2080 - Distribution Driver 1386 - ISS Coordinator 2080 - Office Assoc II 2080 - Procurement Assistant I (Title Only)								1027 - ALC Asst 2080 - Carpentry Craftsman I 1371 - Clinic Assist - LPN 2080 - Custodian IV 1371 - Distance Learning Asst 2080 - Fleet Technician I 1371 - General Asst								1371 - Kindergarten Asst 1415 - Library/Media Asst 1371 - PE Asst 2080 - Maintenance Craftsman 2080 - Painter Craftsman I 1371 - PreK Asst 1371 - SpEd Asst		1768 - Student Residency Verifier 1371 - Title I Asst 2080 - School Rentals Assist 1415 - Security Assist	

Unified Experience Based Step Pay Scale SY 2022 23						
Grade 11						
Annual Hrs	7/1/2022	1415	1544	1632	2080	
Creditable Yrs of Exp	Hourly Rate	10-mo 193 days 7.33/hr	10-mo 193 days 8hr/day	10-mo 204 days 8hr/day	12-mo 260 days 8hr/day	
0	18.3569	25,975	28,343	29,958	38,182	
1	18.4448	26,099	28,478	30,101	38,365	
2	18.5330	26,224	28,614	30,245	38,548	
3	18.5792	26,289	28,686	30,321	38,644	
4	18.6244	26,353	28,756	30,395	38,738	
5	18.7269	26,498	28,914	30,562	38,951	
6	18.8201	26,630	29,058	30,714	39,145	
7	18.9188	26,770	29,210	30,875	39,351	
8	19.0352	26,934	29,390	31,065	39,593	
9	19.1360	27,077	29,545	31,229	39,802	
10	19.2388	27,222	29,704	31,397	40,016	
11	19.3478	27,377	29,873	31,575	40,243	
12	19.4709	27,551	30,063	31,776	40,499	
13	19.6053	27,741	30,270	31,995	40,779	
14	19.8137	28,036	30,592	32,335	41,212	
15	20.0720	28,401	30,991	32,757	41,749	
16	20.3901	28,851	31,482	33,276	42,411	
17	20.7521	29,364	32,041	33,867	43,164	
18	21.2140	30,017	32,754	34,621	44,125	
19	21.6760	30,671	33,467	35,375	45,086	
20	22.1380	31,325	34,181	36,129	46,047	2080 - Electronics Craftsman I
21	22.6000	31,979	34,894	36,883	47,008	2080 - Employee Relations Assoc
22	23.0621	32,632	35,607	37,637	47,969	2080 - Financial Assistant
23	23.5241	33,286	36,321	38,391	48,930	2080 - Food Service Craftsman I
24	23.9862	33,940	37,034	39,145	49,891	2080 - Human Resources Associate
25	24.4482	34,594	37,748	39,899	50,852	2080 - HVAC Craftsman I
26	24.9104	35,248	38,461	40,653	51,813	2080 - Library Cataloger
27	25.3721	35,901	39,174	41,407	52,773	2080 - Machinist Craftsman I
28	25.8344	36,555	39,888	42,161	53,735	2080 - Pest Control Technician
29	26.2961	37,208	40,601	42,915	54,695	2080 - Plumbing Craftsman I
30	26.7581	37,862	41,314	43,669	55,656	2080 - Procurement Assistant II
31+	*ABOVE SCALE					
2080 - Admin Office Assoc I			2080 - School Admin Associate I			
2080 - Assist Warehouse Mgr			1415 - Security Asst - Renaissance			
2080 - Bookkeeper - MS			1632 - Security Asst - Renaissance			
2080 - Communication Prog Assoc			1544 - Security Officer			
2080 - Customer Support Tech I			2080 - Security Officer			
2080 - Data Processing Specialist			2080 - Teacher Prod Center Tech			
2080 - Electrical Craftsman I			2080 - Web Page Design Tech			

Unified Experience Based Step Pay Scale SY 2022 23						
U12						
Annual Hrs	7/1/2022	1309	1415	1488	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 193 days 7.33/hr	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	19.6648	25,741	27,825	29,261	31,463	40,902
1	19.7588	25,864	27,958	29,401	31,614	41,098
2	19.8533	25,987	28,092	29,541	31,765	41,294
3	19.9029	26,052	28,162	29,615	31,844	41,398
4	19.9513	26,116	28,231	29,687	31,922	41,498
5	20.0610	26,259	28,386	29,850	32,097	41,726
6	20.1610	26,390	28,527	29,999	32,257	41,934
7	20.2667	26,529	28,677	30,156	32,426	42,154
8	20.3915	26,692	28,853	30,342	32,626	42,414
9	20.4995	26,833	29,006	30,503	32,799	42,638
10	20.6094	26,977	29,162	30,666	32,975	42,867
11	20.7260	27,130	29,327	30,840	33,161	43,110
12	20.8581	27,303	29,514	31,036	33,372	43,384
13	21.0021	27,491	29,717	31,251	33,603	43,684
14	21.2252	27,783	30,033	31,583	33,960	44,148
15	21.5022	28,146	30,425	31,995	34,403	44,724
16	21.8429	28,592	30,907	32,502	34,948	45,433
17	22.2305	29,099	31,456	33,078	35,568	46,239
18	22.7255	29,747	32,156	33,815	36,360	47,269
19	23.2203	30,395	32,856	34,551	37,152	48,298
20	23.7155	31,043	33,557	35,288	37,944	49,328
21	24.2103	31,691	34,257	36,024	38,736	50,357
22	24.7053	32,339	34,957	36,761	39,528	51,387
23	25.2003	32,987	35,658	37,498	40,320	52,416
24	25.6952	33,635	36,358	38,234	41,112	53,446
25	26.1901	34,282	37,058	38,970	41,904	54,475
26	26.6850	34,930	37,759	39,707	42,696	55,504
27	27.1799	35,578	38,459	40,443	43,487	56,534
28	27.6748	36,226	39,159	41,180	44,279	57,563
29	28.1698	36,874	39,860	41,916	45,071	58,593
30	28.6647	37,522	40,560	42,653	45,863	59,622
31+	*ABOVE SCALE					
2080 - Accounts Payable Tech			2080 - Painter Craftsman II			
2080 - Admin Office Assoc II			2080 - Payroll Assistant			
2080 - Benefits Assistant			2080 - Research/Eval/Assess Asst			
2080 - Bookkeeper - HS			2080 - School Admin Assoc II - HS			
2080 - Building Operations Supvsr			1415 - School Security Officer			
1600 - Cafeteria Manager I			2080 - Substitute Office Assoc			
2080 - Carpentry Craftsman II			2080 - Technology Support Tech			

Unified Experience Based Step Pay Scale SY 2022 23

U13

Annual Hrs	7/1/2022	930	1023	1116	1209	1302	1309	1395	1488	1600	1680	1768	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day		
0	21.0767	19,601	21,561	23,521	25,481	27,441	27,589	29,401	31,362	33,722	35,408	37,263	43,839		
1	21.1775	19,695	21,664	23,634	25,603	27,573	27,721	29,542	31,512	33,884	35,578	37,441	44,049		
2	21.2788	19,789	21,768	23,747	25,726	27,704	27,853	29,683	31,662	34,046	35,748	37,620	44,259		
3	21.3318	19,838	21,822	23,806	25,790	27,774	27,923	29,757	31,741	34,130	35,837	37,714	44,370		
4	21.3837	19,886	21,875	23,864	25,852	27,841	27,991	29,830	31,818	34,213	35,924	37,806	44,478		
5	21.5014	19,996	21,995	23,995	25,995	27,994	28,145	29,994	31,994	34,402	36,122	38,014	44,722		
6	21.6084	20,095	22,105	24,114	26,124	28,134	28,285	30,143	32,153	34,573	36,302	38,203	44,945		
7	21.7217	20,201	22,221	24,241	26,261	28,281	28,433	30,301	32,321	34,754	36,492	38,403	45,181		
8	21.8556	20,325	22,358	24,390	26,423	28,455	28,608	30,488	32,521	34,968	36,717	38,640	45,459		
9	21.9712	20,433	22,476	24,519	26,563	28,606	28,760	30,649	32,693	35,153	36,911	38,845	45,700		
10	22.0892	20,542	22,597	24,651	26,705	28,760	28,914	30,814	32,868	35,342	37,109	39,053	45,945		
11	22.2142	20,659	22,725	24,791	26,856	28,922	29,078	30,988	33,054	35,542	37,319	39,274	46,205		
12	22.3557	20,790	22,869	24,948	27,028	29,107	29,263	31,186	33,265	35,769	37,557	39,524	46,499		
13	22.5099	20,934	23,027	25,121	27,214	29,307	29,465	31,401	33,494	36,015	37,816	39,797	46,820		
14	22.7492	21,156	23,272	25,388	27,503	29,619	29,778	31,735	33,850	36,398	38,218	40,220	47,318		
15	23.0458	21,432	23,575	25,719	27,862	30,005	30,166	32,148	34,292	36,873	38,716	40,744	47,935		
16	23.4110	21,772	23,949	26,126	28,303	30,481	30,644	32,658	34,835	37,457	39,330	41,390	48,694		
17	23.8264	22,158	24,374	26,590	28,806	31,021	31,188	33,237	35,453	38,122	40,028	42,125	49,558		
18	24.3568	22,651	24,917	27,182	29,447	31,712	31,883	33,977	36,242	38,970	40,919	43,062	50,662		
19	24.8873	23,145	25,459	27,774	30,088	32,403	32,577	34,717	37,032	39,819	41,810	44,000	51,765		
20	25.4175	23,638	26,002	28,365	30,729	33,093	33,271	35,457	37,821	40,668	42,701	44,938	52,868		
21	25.9479	24,131	26,544	28,957	31,371	33,784	33,965	36,197	38,610	41,516	43,592	45,875	53,971		
22	26.4783	24,624	27,087	29,549	32,012	34,474	34,660	36,937	39,399	42,365	44,483	46,813	55,074		
23	27.0087	25,118	27,629	30,141	32,653	35,165	35,354	37,677	40,188	43,213	45,374	47,751	56,178		
24	27.5391	25,611	28,172	30,733	33,294	35,855	36,048	38,417	40,978	44,062	46,265	48,689	57,281		
25	28.0695	26,104	28,715	31,325	33,936	36,546	36,742	39,156	41,767	44,911	47,156	49,626	58,384		
26	28.6001	26,598	29,257	31,917	34,577	37,237	37,437	39,897	42,556	45,760	48,048	50,564	59,488		
27	29.1303	27,091	29,800	32,509	35,218	37,927	38,131	40,636	43,345	46,608	48,938	51,502	60,591		
28	29.6608	27,584	30,342	33,101	35,859	38,618	38,825	41,376	44,135	47,457	49,830	52,440	61,694		
29	30.1912	28,077	30,885	33,693	36,501	39,308	39,520	42,116	44,924	48,305	50,721	53,378	62,797		
30	30.7216	28,571	31,428	34,285	37,142	39,999	40,214	42,856	45,713	49,154	51,612	54,315	63,900		
31+	*ABOVE SCALE														
2080 - Accounting Technician				1395 - Bus Driver @ 7.5 hrs				2080 - Electrical Craftsman II				2080 - Machinist Craftsman II			
2080 - Boiler Craftsman II				1488 - Bus Driver @ 8.0 hrs				2080 - Electronics Craftsman II				2080 - Plumbing Craftsman II			
930 - Bus Driver @ 5.0 hrs				1768 - Bus Driver - Plan Bee				2080 - Executive Office Assoc I				2080 - Procurement Assist III			
1023 - Bus Driver @ 5.5 hrs				1600 - Cafeteria Manager II				2080 - Fleet Technician III				2080 - Testing Assistant			
1116 - Bus Driver @ 6.0 hrs				2080 - Culinary Development Chef				2080 - Food Service Craftsman II				2080 - Warehouse & Distribution Tech			
1209 - Bus Driver @ 6.5 hrs				2080 - Customer Support Tech II				2080 - HVAC Craftsman II				2080 - Warehouse Manager (Maint Services)			
1302 - Bus Driver @ 7.0 hrs				2080 - Data Management Analyst				2080 - Insurance Claims Analyst				2080 - Workers Comp Claims Analyst			

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U14					U15									
Annual Hrs	7/1/2022	1309	1600	2080	Annual Hrs	7/1/2022	1488	2080						
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day						
0	22.5814	29,559	36,130	46,969	0	24.1907	35,995	50,316						
1	22.6894	29,700	36,303	47,193	1	24.3064	36,167	50,557						
2	22.7980	29,842	36,476	47,419	2	24.4226	36,340	50,799						
3	22.8548	29,916	36,567	47,537	3	24.4835	36,431	50,925						
4	22.9104	29,989	36,656	47,653	4	24.5432	36,520	51,049						
5	23.0365	30,154	36,858	47,915	5	24.6783	36,721	51,330						
6	23.1511	30,304	37,041	48,154	6	24.8013	36,904	51,586						
7	23.2726	30,463	37,236	48,407	7	24.9311	37,097	51,856						
8	23.4158	30,651	37,465	48,704	8	25.0847	37,326	52,176						
9	23.5397	30,813	37,663	48,962	9	25.2175	37,523	52,452						
10	23.6662	30,979	37,865	49,225	10	25.3529	37,725	52,734						
11	23.8001	31,154	38,080	49,504	11	25.4963	37,938	53,032						
12	23.9518	31,352	38,322	49,819	12	25.6587	38,180	53,370						
13	24.1171	31,569	38,587	50,163	13	25.8357	38,443	53,738						
14	24.3733	31,904	38,997	50,696	14	26.1104	38,852	54,309						
15	24.6911	32,320	39,505	51,357	15	26.4509	39,358	55,017						
16	25.0822	32,832	40,131	52,170	16	26.8699	39,982	55,889						
17	25.5272	33,415	40,843	53,096	17	27.3468	40,692	56,881						
18	26.0955	34,159	41,752	54,278	18	27.9555	41,597	58,147						
19	26.6639	34,903	42,662	55,460	19	28.5641	42,503	59,413						
20	27.2320	35,646	43,571	56,642	20	29.1730	43,409	60,679						
21	27.8003	36,390	44,480	57,824	21	29.7817	44,315	61,945						
22	28.3686	37,134	45,389	59,006	22	30.3905	45,221	63,212						
23	28.9368	37,878	46,298	60,188	23	30.9992	46,126	64,478						
24	29.5049	38,621	47,207	61,370	24	31.6080	47,032	65,744						
25	30.0733	39,365	48,117	62,552	25	32.2167	47,938	67,010						
26	30.6415	40,109	49,026	63,734	26	32.8256	48,844	68,277						
27	31.2098	40,853	49,935	64,916	27	33.4343	49,750	69,543						
28	31.7779	41,597	50,844	66,098	28	34.0430	50,655	70,809						
29	32.3462	42,341	51,753	67,280	29	34.6523	51,562	72,076						
30	32.9146	43,085	52,663	68,462	30	35.2611	52,468	73,343						
31+	*ABOVE SCALE				31+	*ABOVE SCALE								
2080 - Asst Distribution Center Supvsr 2080 - Benefits Specialist I 2080 - Bus Driver Trainer 1600 - Cafeteria Manger III 2080 - Carpentry Craftsman III 2080 - Executive Office Assoc II 2080 - General Maint Craftsman III					2080 - Boiler Craftsman III 2080 - Building Manager 2080 - Custodial Supervisor 2080 - Distrib Center Supervisor 2080 - Electrical Craftsman III 2080 - Electronics Craftsman III 2080 - Fleet Foreman					2080 - Machinist Craftsman III 2080 - Occupat'I Health & Safety Tech 1488 - Occupat'I Therapy Assist (COTA) 1488 - Physical Therapy Assist (LPTA) 2080 - Plumbing Craftsman III 2080 - Secretary & Clerk to the Board 2080 - Special Project Support				

Unified Experience Based Step Pay Scale SY 2022 23

U16					U17				
Annual Hrs	7/1/2022	1309	2080		Annual Hrs	1768	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day		Creditable Yrs of Exp	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day		
0	25.9222	33,932	53,918		0	49,107	57,773		
1	26.0462	34,094	54,176		1	49,342	58,050		
2	26.1709	34,257	54,435		2	49,578	58,328		
3	26.2362	34,343	54,571		3	49,702	58,473		
4	26.3000	34,426	54,704		4	49,823	58,615		
5	26.4447	34,616	55,004		5	50,097	58,938		
6	26.5766	34,788	55,279		6	50,346	59,231		
7	26.7158	34,970	55,568		7	50,610	59,542		
8	26.8803	35,186	55,911		8	50,922	59,908		
9	27.0226	35,372	56,207		9	51,192	60,226		
10	27.1677	35,562	56,508		10	51,466	60,549		
11	27.3215	35,763	56,828		11	51,758	60,892		
12	27.4956	35,991	57,190		12	52,088	61,280		
13	27.6853	36,240	57,585		13	52,447	61,703		
14	27.9795	36,625	58,197		14	53,004	62,358		
15	28.3444	37,102	58,956		15	53,695	63,171		
16	28.7934	37,690	59,890		16	54,546	64,172		
17	29.3044	38,359	60,953		17	55,514	65,310		
18	29.9567	39,213	62,309		18	56,750	66,764		
19	30.6092	40,067	63,667		19	57,985	68,218		
20	31.2615	40,921	65,023		20	59,221	69,672		
21	31.9140	41,775	66,381		21	60,457	71,126		
22	32.5663	42,629	67,737		22	61,692	72,579		
23	33.2188	43,483	69,095		23	62,928	74,033		
24	33.8709	44,337	70,451		24	64,164	75,487		
25	34.5234	45,191	71,808		25	65,400	76,941		
26	35.1758	46,045	73,165	2080 - Executive Office Assoc III	26	66,635	78,395		
27	35.8281	46,898	74,522	2080 - Facilities Asset Manager	27	67,871	79,849		
28	36.4806	47,753	75,879	2080 - Fleet Supervisor	28	69,107	81,302		
29	37.1330	48,607	77,236	2080 - Food Service Prog Analyst	29	70,346	82,760		
30	37.7853	49,460	78,593	2080 - HVAC Specialist	30	71,582	84,214		
31+	* ABOVE SCALE				31+	* ABOVE SCALE			
2080 - Accounting Systems Specialist	1309 - Interpreter III				2080 - Accountant, Sr	2080 - School Improvement Specialist (MS)			
2080 - Benefits Specialist II	2080 - Network Technician II				2080 - Budget Analyst	1768 - Student Support Specialist			
2080 - Boiler Specialist	2080 - Nutritional/Training Coordinator				2080 - Construction Inspector - Sr	2080 - Supervisor Maintenance			
2080 - Construction Inspector	2080 - Occupational Safety Specialist				2080 - Geographic Info Sys (GIS) Analyst	2080 - Tech Services Support Supervisor			
2080 - Crash Investigator	2080 - Procurement Systems Specialist				2080 - Interpreter Specialist				
2080 - Customer Support Cntr Supv	2080 - Supervising Cafeteria Manager				2080 - Network Administrator				
2080 - Educational Data Analyst	2080 - Technical Contract Manager				2080 - Procurement Specialist I				

Unified Experience Based Step Pay Scale SY 2022 23				
U18				
Annual Hrs	1408	1600	1768	2080
Creditable Yrs of Exp	10-mo 192 days 7.33hr	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	41,903	47,617	52,617	61,902
1	42,103	47,845	52,869	62,198
2	42,305	48,074	53,122	62,496
3	42,410	48,194	53,254	62,652
4	42,514	48,311	53,384	62,804
5	42,748	48,577	53,677	63,150
6	42,961	48,819	53,945	63,465
7	43,185	49,074	54,227	63,797
8	43,452	49,377	54,561	64,190
9	43,682	49,638	54,850	64,530
10	43,916	49,904	55,144	64,876
11	44,164	50,187	55,457	65,243
12	44,446	50,507	55,810	65,659
13	44,753	50,855	56,195	66,112
14	45,228	51,396	56,792	66,815
15	45,818	52,066	57,533	67,686
16	46,544	52,891	58,445	68,758
17	47,370	53,830	59,482	69,979
18	48,425	55,028	60,806	71,537
19	49,479	56,227	62,131	73,095
20	50,534	57,425	63,455	74,653
21	51,589	58,624	64,779	76,211
22	52,643	59,822	66,104	77,769
23	53,698	61,021	67,428	79,327
24	54,753	62,219	68,752	80,885
25	55,807	63,417	70,076	82,443
26	56,862	64,616	71,401	84,001
27	57,916	65,814	72,725	85,559
28	58,971	67,013	74,049	87,117
29	60,026	68,211	75,373	88,675
30	61,081	69,410	76,698	90,233
31+				
2080 - Occupational Health and Safety Specialist				
2080 - Positive Behav'I Intervn & Suprt (PBIS) Coach				
*ABOVE SCALE				
2080 - Audiologist				
2080 - Coordinator, Public Relations I				
2080 - District Chef				
2080 - Family Engagement Specialist				
2080 - Family Outreach Representative				
2080 - Foundation Transition Planner				
1768 - Hampton Roads Workforce Council Spec				
2080 - Programmer/Analyst				
2080 - School Improvement Specialist (HS)				
1408 - School Nurse				
1600 - Student Activities Coord. (MS)				
2080 - Transportation Area Supervisor				
2080 - Webmaster				
2080 - Work-Based Learning Specialist				

Unified Experience Based Step Pay Scale SY 2022 23				
U19				
Annual Hrs	1600	1768	2080	
Creditable Yrs of Exp	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	
0	51,034	56,393	66,344	
1	51,278	56,662	66,662	
2	51,524	56,934	66,981	
3	51,652	57,075	67,148	
4	51,778	57,214	67,311	
5	52,062	57,529	67,681	
6	52,322	57,816	68,018	
7	52,596	58,119	68,375	
8	52,920	58,477	68,796	
9	53,200	58,786	69,161	
10	53,486	59,102	69,532	
11	53,788	59,436	69,925	
12	54,131	59,815	70,371	
13	54,505	60,228	70,856	
14	55,084	60,868	71,609	
15	55,802	61,662	72,543	
16	56,687	62,639	73,693	
17	57,693	63,750	75,001	
18	58,977	65,170	76,670	
19	60,261	66,589	78,340	
20	61,546	68,008	80,010	2080 - Coordinator Special Projects
21	62,830	69,428	81,680	2080 - Energy Manager
22	64,115	70,847	83,349	2080 - Fleet Manager
23	65,399	72,266	85,019	1768 - Instructional Specialist
24	66,684	73,685	86,689	2080 - Instructional Specialist
25	67,968	75,105	88,359	2080 - Internal Auditor
26	69,252	76,524	90,028	1600 - Occupational Therapist
27	70,537	77,943	91,698	1600 - Physical Therapist
28	71,821	79,363	93,368	2080 - Pos Behav'l Interven & Support Spec
29	73,105	80,781	95,037	2080 - Procurement Specialist II
30	74,390	82,201	96,707	1600 - Psychologist
31+	*ABOVE SCALE			
	2080 - Accountant - Principal		2080 - School Counseling Department Chair	
	2080 - Assistant Payroll Supervisor		1600 - School Social Worker	
	2080 - Behavior Intervention Specialist		2080 - Specialist Professional Learning	
	2080 - Benefits Program Specialist		2080 - Student Activities Coordinator (HS)	
	2080 - Coordinator Distribution Services		2080 - Supervisor Construction	
	2080 - Coordinator Maintenance		2080 - Systems Administrator	
	2080 - Coordinator Mechanical Systems		2080 - Systems Engineer	

Unified Experience Based Step Pay Scale SY 2022 23

U20			U21		
Annual Hrs	2080		Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	71,080		0	76,169	
1	71,420		1	76,534	
2	71,762		2	76,900	
3	71,940		3	77,091	
4	72,116		4	77,279	
5	72,512		5	77,704	
6	72,874		6	78,091	
7	73,256		7	78,501	
8	73,707		8	78,984	
9	74,097		9	79,402	
10	74,495		10	79,828	
11	74,916		11	80,280	
12	75,394		12	80,792	
13	75,914		13	81,349	
14	76,721		14	82,214	
15	77,721		15	83,286	
16	78,953		16	84,606	
17	80,354		17	86,107	
18	82,143		18	88,024	
19	83,931		19	89,941	
20	85,720		20	91,858	
21	87,509		21	93,775	
22	89,298		22	95,692	
23	91,087		23	97,609	
24	92,876		24	99,527	
25	94,665		25	101,444	
26	96,453		26	103,361	2080 - Coord Transportation
27	98,242		27	105,278	2080 - Coord Transportation Routing/Analytics
28	100,031		28	107,195	2080 - Dean of Students (MS)
29	101,820		29	109,110	2080 - Demographer / GIS Manager
30	103,609		30	111,027	2080 - IS Project Manager
31+	*ABOVE SCALE		31+	*ABOVE SCALE	
2080 - Assistant Principal ES		2080 - HR Info Systems Specialist	2080 - Academic Dean (MS)		2080 - Information Security Manager
2080 - Contract Specialist		2080 - HR Marketing Specialist	2080 - Asst. Director Custodial & Dist Svcs		2080 - Mechanical Systems Engineer
2080 - Coord Public Relations II		2080 - Programmer/Analyst - Sr	2080 - Asst. Director Environ Resources		2080 - Payroll Supervisor
2080 - Educational Data Specialist		2080 - Project Mgr - Construction	2080 - Asst. Director Maintenance Svcs		2080 - Risk Manager
2080 - Financial Mgmt Specialist		2080 - Student Info Sys Specialist	2080 - Assistant Principal MS		2080 - Staff Architect
2080 - Food Services Operations Supvsr		2080 - Systems Analyst	2080 - Coord Purchasing		2080 - Sustainability Officer
2080 - Grants Manager		2080 - Transportation Sys Spec	2080 - Coord Security & Safe Schools		2080 - Systems Engineer Supervisor

Unified Experience Based Step Pay Scale SY 2022 23			
U22			
Annual Hrs	2080		
Creditable Yrs of Exp	12-mo 260 days 8hr/day		
0	81,610	<i>*Note: All coordinators of instruction titles are not listed</i>	
1	82,001	2080 - Coord School/Community Partnerships	2080 - Coord Policy & Intergovernmental Affairs
2	82,393	2080 - Coord School Social Work Services	2080 - Coord Professional Learning
3	82,598	2080 - Coord Special Education	2080 - Coord Psychological Services
4	82,799	2080 - Coord Student Activities	2080 - Coord Public Relations III
5	83,255	2080 - Coord Student Leadership	2080 - Coord Recruitment & Retention
6	83,670	2080 - Coord Student Conduct/Services	2080 - Coord School/Community Partnerships
7	84,108	2080 - Coord TCE Admin and Marketing Prog.	2080 - Coord School Social Work Services
8	84,626	2080 - Coord Technical and Career Ed.	2080 - Coord Special Education
9	85,074	2080 - Coord Technical Applications	2080 - Coord Student Activities
10	85,531	2080 - Coord Title I	2080 - Coord Student Leadership
11	86,015	2080 - Coord Title IX	2080 - Coord Student Conduct/Services
12	86,563	2080 - Coord Virtual Learning	2080 - Coord TCE Admin and Marketing Prog.
13	87,160	2080 - Database Administrator	2080 - Coord Technical and Career Ed.
14	88,086	2080 - Coord Benefits	2080 - Coord Technical Applications
15	89,235	2080 - Coord Budget Development	
16	90,648	2080 - Coord Business and Info Tech	
17	92,257	2080 - Coord Cust Support/QA	
18	94,311	2080 - Coord Early Literacy	
19	96,364	2080 - Coord Educational Foundation	
20	98,418	2080 - Coord Engineering/Tech	
21	100,472	2080 - Coord Environmental Studies Program	
22	102,526	2080 - Coord Equity and Opportunity	
23	104,579	2080 - Coord Food Services	
24	106,633	2080 - Coord Guidance	
25	108,687	2080 - Coord Health Services	
26	110,741	2080 - Coordinators of Instruction*	
27	112,794	2080 - Coord K-12 Programs and Grants	
28	114,848	2080 - Coord Parent and Stakeholder Svcs	
29	116,903	2080 - Coord Planetarium	
30	118,956		
31+		*ABOVE SCALE	
		2080 - Academic Dean (HS)	2080 - Dean of Students (HS)
		2080 - Administrative Coordinator	2080 - Neuropsychologist
		2080 - Assistant Director ATC	2080 - Specialist Employee Relations
		2080 - Assistant Principal HS	2080 - Specialist Human Resources
		2080 - Coord Accounting	2080 - Specialist Program Evaluation
		2080 - Coord Adult Academic Programs	2080 - Specialist Research
		2080 - Coord Athletics	2080 - Specialist Testing

Unified Experience Based Step Pay Scale SY 2022 23

U23		
Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	87,442	
1	87,860	
2	88,281	
3	88,501	
4	88,716	
5	89,204	
6	89,648	
7	90,118	
8	90,674	
9	91,153	
10	91,643	
11	92,161	
12	92,749	
13	93,389	
14	94,381	
15	95,612	
16	97,127	
17	98,850	
18	101,051	
19	103,252	
20	105,452	
21	107,653	
22	109,853	
23	112,054	
24	114,255	
25	116,455	
26	118,656	
27	120,856	
28	123,057	
29	125,258	
30	127,458	
31+	*ABOVE SCALE	
2080 - Coordinator Information Services 2080 - Director Testing		
2080 - Coordinator Technical Services 2080 - Director Transportation		
2080 - Director Advanced Technology Center 2080 - Principal ES		
2080 - Director Family & Community Engagement		
2080 - Director Internal Audit		
2080 - Director Research, Eval & Assessment		
2080 - Director Safe Schools		

Unified Experience Based Step Pay Scale SY 2022 23		
U24		
Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	93,704	
1	94,153	
2	94,603	
3	94,839	
4	95,070	
5	95,593	
6	96,069	
7	96,573	
8	97,168	
9	97,682	
10	98,206	
11	98,762	
12	99,391	
13	100,077	
14	101,140	
15	102,459	
16	104,083	
17	105,930	
18	108,288	
19	110,647	
20	113,005	
21	115,364	
22	117,722	
23	120,080	2080 - Director Employment Services
24	122,438	2080 - Director Food Services
25	124,797	2080 - Director Instructional Technology
26	127,155	2080 - Director K-12 and Gifted Programs
27	129,513	2080 - Director Maintenance Services
28	131,872	2080 - Director Professional Growth and Innov.
29	134,229	2080 - Director Purchasing Services
30	136,587	2080 - Director Student Leadership
31+	*ABOVE SCALE	
2080 - Director Adult Learning Center	2080 - Director Student Services	
2080 - Director Benefits	2080 - Director Technical & Career Education	
2080 - Director Business Services	2080 - Director Technical & Career Ed Center	
2080 - Director Compliance and SpEd Services	2080 - Director Technology	
2080 - Director Custodial & Distribution Svcs	2080 - Director Title I Programs	
2080 - Director Diversity, Equity & Inclusion	2080 - Head of School (GRC)	
2080 - Director Employee Relations	2080 - Principal MS	

Unified Experience Based Step Pay Scale SY 2022 23		
U25		
Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	100,398	
1	100,878	
2	101,361	
3	101,614	
4	101,861	
5	102,421	
6	102,931	
7	103,471	
8	104,108	
9	104,659	
10	105,221	
11	105,817	
12	106,491	
13	107,226	
14	108,365	
15	109,778	
16	111,517	
17	113,496	
18	116,023	
19	118,550	
20	121,076	
21	123,602	
22	126,129	
23	128,656	
24	131,182	
25	133,709	
26	136,236	
27	138,762	
28	141,289	
29	143,817	
30	146,343	
31+	*ABOVE SCALE	
2080 - Director Alternative Education		
2080 - Director Elementary Schools		
2080 - Exec Dir Elem Teaching & Learning		
2080 - Exec Dir Facilities Services		
2080 - Exec Dir Office of Prog for Except'l Child		
2080 - Exec Dir Planning, Innov & Accoutability		
2080 - Exec Dir Secondary Teaching & Learning		
2080 - Exec Dir Student Support Services		
2080 - Exec Dir Transportation Fleet Mgmt. Svcs.		
2080 - Principal HS		

Unified Experience Based Step Pay Scale SY 2022 23									
U26			U27				U28		
Annual Hrs	2080		Annual Hrs	2080			Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day			Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	107,580		0	115,271			0	123,512	
1	108,095		1	115,823			1	124,102	
2	108,612		2	116,377			2	124,696	
3	108,883		3	116,667			3	125,007	
4	109,148		4	116,951			4	125,311	
5	109,748		5	117,594			5	126,001	
6	110,295		6	118,180			6	126,629	
7	110,873		7	118,800			7	127,292	
8	111,556		8	119,531			8	128,076	
9	112,146		9	120,164			9	128,754	
10	112,749		10	120,809			10	129,445	
11	113,387		11	121,493			11	130,178	
12	114,110		12	122,267			12	131,007	
13	114,897		13	123,110			13	131,911	
14	116,118		14	124,419			14	133,313	
15	117,632		15	126,041			15	135,052	
16	119,496		16	128,038			16	137,191	
17	121,616		17	130,310			17	139,626	
18	124,324		18	133,211			18	142,734	
19	127,031		19	136,112			19	145,842	
20	129,739		20	139,013			20	148,951	
21	132,446		21	141,914			21	152,059	
22	135,154		22	144,814			22	155,168	
23	137,861		23	147,715			23	158,276	
24	140,568		24	150,616			24	161,384	
25	143,276		25	153,517			25	164,493	
26	145,983		26	156,418			26	167,601	
27	148,691		27	159,319			27	170,709	
28	151,398		28	162,220			28	173,818	
29	154,106		29	165,121			29	176,926	
30	156,814		30	168,021			30	180,035	
31+	*ABOVE SCALE		31+	*ABOVE SCALE			31+	*ABOVE SCALE	
2080 - Sr Exec Director Elementary Schools 2080 - Sr Exec Director Middle Schools 2080 - Sr Exec Director High Schools			2080 - Chief Academic Officer Tch & Lrng 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Communications & Community Engagement Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer				2080 - Chief of Staff		


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

**Part-Time/Temporary Hourly Rates
 SY 2022-2023 (DRAFT)**

Position	July 1, 2022	Comments
<i>(Note: With the exception of Summer School, rates based on 19/20 entry)</i>		
SUBSTITUTES		
Auxiliary Bus Driver	\$ 14.6022	
Bus Assistants	\$ 11.0787	Entry rate for Bus Driver Asst.
Bus Assistants (summer only)	\$ 11.0787	Entry rate for Bus Driver Asst.
Bus Assistants subbing for bus driver (employee must substitute a minimum of one-hour)	\$ 4.4900	Additional per Hour
Bus Drivers	\$ 15.6505	Entry Rate for Bus Driver
Bus Drivers (summer only)	\$ 15.6505	Entry rate for Bus Driver
Cafeteria Manager	\$ 17.9625	Entry Rate for Cafeteria Mgr. I
Cafeteria Assistant	\$ 11.0787	Entry Rate for Cafeteria Asst.
Cafeteria Assistant subbing for Cafeteria Manager (employee must substitute a minimum of one-hour)	\$ 4.4900	Additional per Hour
Clerical	\$ 14.6022	Entry Rate for Office Assoc. II
Long Term	\$ 15.6505	Entry Rate for Grade 10
Custodian	\$ 11.0787	Entry Rate for Custodian I
Driver Ed Instructor	\$ 13.6312	Entry Rate for Drivers Ed. Inst.
Interpreter	\$ 19.2522	Entry Rate for Interpreter I
ISS Coordinator	\$ 14.6022	Entry Rate for ISS Coordinator
Library/Media Assistant	\$ 12.7204	Entry Rate for Library Media Asst.
Library/Media Assistant subbing for Library/Media Specialist (employee must substitute a minimum of one-hour)	\$ 4.4900	Additional per Hour
Clinic Assistant	\$ 13.6312	Entry Rate for Clinic Asst.
Nurse Assistant subbing for the Nurse (employee must substitute a minimum of one-hour)	\$ 4.4900	Additional per Hour
OT/PT	\$ 29.1356	Entry Rate for OT/PT
OT/PT Assistant	\$ 22.0967	Entry Rate for OT/PT Asst.
Security Assistant	\$ 11.8694	Entry Rate for Security Asst.
Teacher Assistant	\$ 11.8694	Entry Rate for Teacher Asst.
Long Term	\$ 12.7204	Entry Rate for Teacher Asst. HQ
Teacher Assistant subbing for Teacher (employee must substitute a minimum of one-hour)	\$ 4.49	Additional per Hour
Technology Support Technician	\$ 17.9625	Entry Rate for TST
SUBSTITUTE DAILY RATES FOR TEACHERS and NURSES		
Teacher Daily Substitute (Non-Licensed)	\$ 110.00	Must have earned a minimum of 30 college credits.
Teacher Daily Substitute (Substitute Training Certificate)	\$ 115.00	Must have earned a certificate of completion from a substitute training program approved by VBCPS.
Teacher Daily Substitute (Licensed)	\$ 120.00	Must have a valid active V A teacher license
Teacher Long-Term Substitute (Licensed)	\$ 190.00	Must have or be eligible for an active Va. teaching license with an endorsement in the subject area to be taught.
Site Assigned Designated Subs - (Non-Licensed)	\$ 112.00	Must have earned a minimum of 30 college credits
Site Assigned Designated Subs (Substitute Training Certificate)	\$ 115.00	Must have earned a certificate of completion from a substitute training program approved by VBCPS.
Site Assigned Designated Subs - (Licensed)	\$ 120.00	Must have a valid active VA teacher license
School Nurse, RN - Daily	\$ 175.33	Must be a registered nurse
SUMMER SCHOOL EMPLOYEES		
Auxiliary Bus Driver	\$ 14.2800	Effective 6/28/21
Bus Assistants	\$ 11.6000	Effective 6/28/21
Bus Drivers - non VBCPS	\$ 15.2900	Effective 6/28/21
Bus Drivers - VBCPS (non-temporary)	Various	VBCPS Bus Drivers in an allocation received their own rate
Clerical	\$ 13.9800	Effective 6/28/21
Custodian	\$ 11.6000	Entry Rate of Grade 5 for 21-22
Driver Ed Teacher-Behind the Wheel (Licensed)	\$ 35.0000	Summer School Teacher Rate
Driver Ed Parapro -Behind the Wheel (Non - Licensed)	\$ 17.5500	
Driver Ed Teacher-Classroom	\$ 35.0000	Summer School Teacher Rate
Interpreter	\$ 20.1600	
Library/Media Assistant	\$ 13.9848	
Nurse (RN)	\$ 32.0000	Summer School Rate
Nurse Assistant	\$ 13.9840	
OT/PT	\$ 35.0000	

Note: Retirees filling Temporary Employment Agreements may receive the midpoint of the grade for which they are working.


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2022-2023 (DRAFT)

Position	July 1, 2022	Comments
<i>(Note: With the exception of Summer School, rates based on 19/20 entry)</i>		
SUMMER SCHOOL EMPLOYEES (continue)		
OT/PT Assistant	\$ 23.1440	
Security Assistant	\$ 13.9848	
Summer Feeding Program (Manager)	\$ 21.6000	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 18.4750	<i>Summer School Rate of \$13.985 plus \$4.49</i>
Teacher	\$ 35.0000	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.0000	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 25.9770	
Teacher - IEP/Summer Eligibility Assessment	\$ 16.7700	
Teacher Assistant	\$ 13.9848	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 31.21-74.45	<i>Superintendent or designee approval required (Grade 20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 13.3455	
Baille Translator	\$ 17.9625	
Bus Driver - Additonal/Double Run	\$ 8.5000	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 9.5000	<i>Effective January 1, 2022, move to \$11.00 per hour</i>
Bus Driver - Parks and Recreation	\$ 14.6022	
Bus Driver Trainee	\$ 21.0767	
Bus Driver - Wait Time (non-contracted Employee)	\$ 9.5000	
CDL - Random Drug Testing	\$ 8.5000	
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.6000	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 11.0787	
Clerical Support	\$ 14.60-19.25	
Computer Lab Facilitator-Technician (ALC)	\$ 16.4010	
Contact Tracer (RN)	\$ 39.9911	
Contact Tracer (LPN)	\$ 21.4186	
Contact Tracer (Non-medical)	\$ 18.7000	
Contact Tracer (Weekend-all)	\$ 50.0000	
Curriculum Development/Textbook Adoption	\$ 35.0000	
Disc Jockey	\$ 25.00	
Evening Administrator	\$ 35.84	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 14.00	
Foreign Language Translator-Written	\$ 16.00	
Guidance Representative - Hearings	\$ 35.00	<i>Per Hour</i>
Hearing Officer - Student Discipline	\$ 45.00	<i>Per Hour</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Homebound Teacher - Certified	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 25.9770	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 25.9770	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 19.2522	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 20.6267	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 23.6785	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.0000	
Jail Education Program - Social Worker	\$ 40.0000	
Jail Education Program - Psychologist	\$ 60.0000	
Jail Education Program - Teacher	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	STIPEND	<i>To be paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 25.9770	
Music Accompanist	\$ 25.0000	
Music Clinicians/Judges	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 22.0967	<i>Entry Rate for OT/PT Asst.</i>
Occupation Therapist	\$ 34.2500	
PALS Instructor (HD)	\$ 15.5000	
PALS Instructor (BD)	\$ 18.5000	
PALS Instructor (Certified)	\$ 21.5000	
Physical Therapist	\$ 34.2500	

Note: Retirees filling Temporary Employment Agreements may receive the midpoint of the grade for which they are working.


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

**Part-Time/Temporary Hourly Rates
 SY 2022-2023 (DRAFT)**

Position	July 1, 2022	Comments
<i>(Note: With the exception of Summer School, rates based on 19/20 entry)</i>		
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Physical Therapy Assistant (Licensed)	\$ 22.0967	Entry Rate for OT/PT Asst.
Professional Dev. Activity Instr. (PDA)	\$ 30.0000	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.0000	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.0000	
Program Planner - ALC	\$ 32.0722	Entry Rate for a Teacher
Project Support Staff	\$ 12.72-74.45	Superintendent or designee approval required (Grade 7-midpoint of 28)
Project Support Staff - PIA - Clerical	\$ 14.6022	Entry Rate for Office Assoc. II
Project Support Staff - Materials Asst.	\$ 14.6022	Entry Rate for Grade 9
Retake Expedited Coordinator	\$ 20.0000	
Saturday Detention	\$ 20.0000	
Security- Police Officers (Non-athletic)	\$ 50.0000	
Security - Police Officers (Graduation Only)	\$ 50.0000	
Security - Police Supervisor (Graduation Only)	\$ 52.0000	
Security - Police Lieutenant (Graduation Only)	\$ 54.0000	
Special Education Job Coach - Training	\$ 11.0250	
Special Education Job Coach - HD	\$ 14.7000	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	\$ 15.3090	
Student Workers	\$ 11.0000	Minimum Wage Requirement
Teacher - Academic Programs	\$ 32.0722	Entry Rate for a Teacher
Teacher - After Hours (approval required)	\$ 32.0722	Entry Rate for a Teacher
Teacher - ALC	\$ 32.0722	Entry Rate for a Teacher
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 32.0722	Entry Rate for a Teacher
Test Examiner	\$ 21.0600	
Test Proctor	\$ 14.6022	Entry Rate for Office Assoc. II
TSIP Test Proctor	\$ 17.3040	
Tutor - AVID Program	\$ 17.6300	
Tutor - Certified	\$ 32.0722	Entry Rate for a Teacher
Tutor - Non-certified	\$ 25.9770	Adj. by same % as Entry Level-Teacher
Workshop Participants - Classified	\$ 9.3660	
Workshop Participants - Teacher	\$ 20.8110	50% of the Teacher Scale for 19 years of exp.

Note: Retirees filling Temporary Employment
 Agreements may receive the midpoint of the grade for which they are working.



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

TABLE OF ALLOWANCES

SY 2022 - 2023

Effective: July 1, 2022

CODE	DESCRIPTION	VALUE
ZALW 7016	Acting Pay* - (<i>Per Regulation 2-48.2</i>)	Varies
ZALW 7010	Additional Class - HS Teacher	5,600.00
ZALW 7011	Additional Class - MS Teacher	5,600.00
ZALW 7000	Additional Time - Vocational Teacher	400.00
ZALW 7200	Advanced Certificate - (<i>CAGS, ED.S., or Masters plus 30</i>)	4,490.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher - (<i>3-year cycle</i>)	1,000.00
ZALW 7211	Clerical 180 Points Allowance	350.00
ZALW 7212	Clerical 360 Points Allowance	475.00
ZALW 7213	Clerical Associate Degree	525.00
ZALW 7214	Clerical Bachelor Degree	750.00
ZALW 7220	Clinical Competency Certification	1,000.00
ZALW 7097	Data Communication Allowance	540.00
ZALW 7230	Doctorate Administrative	6,500.00
ZALW 7231	Doctorate Instructional	6,065.00
ZALW 7095	Executive Communication Allowance	1,200.00
ZALW 7096	Emergency Communication Allowance	420.00
ZALW 7235	School Nutrition Specialist	1,000.00
ZALW 7245	Interpreter 180 Points Allowance	350.00
ZALW 7246	Interpreter 360 Points Allowance	475.00
ZALW 7250	Masters Allowance Instructional	3,050.00
ZALW 7271	Masters Allowance Professional	2,585.00
ZALW 7051	Miscellaneous Credit*	Varies
ZALW 7255	MS Certified Systems Eng/Dev	1,500.00
ZALW 7260	National Board for Teaching Standards Certification	2,000.00
ZALW 7267	Nursing Bachelors Degree	750.00
ZALW 7270	Professional Licenses/Certifications	1,500.00
ZALW 7075	Doctoral Intern in Professional Psychology* (<i>Eligible for health insurance subsidy</i>)	32,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW 7285	Journeyman Tradesman License	350.00
ZALW 7286	Master Tradesman License	1,000.00
ZALW 7295	Teacher Assistant 180 Points Allowance	350.00
ZALW 7296	Teacher Assistant 360 Points Allowance	475.00
ZALW 7297	Teacher/Security Assistant Bachelor's Degree	475.00
ZALW 7050	Temporary Duty Allowance*	Varies
ZALW 7090	Travel Allowance - (<i>Per contract or employment agreement</i>)	Varies
2022-2023 SY	Tuition Reimbursement Rate (<i>Per Policy 4-39</i>)	1,000.00

* Denotes allowances that are not subject to VRS



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS SY 2022 - 2023					
CODE	SEASON	DESCRIPTION	VALUE	TIER	
ZATH 8000	Spring	Baseball Coach	2,100.00	2	<p><i>An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.</i></p> <p><i>Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.</i></p>
ZATH 8001	Spring	Baseball Asst Coach	800.00	6	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	2	
ZATH 8005	Winter 1	Basketball Asst. Coach - Boys	800.00	6	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	2	
ZATH 8009	Winter 1	Basketball Asst Coach - Girls	800.00	6	
ZATH 8012	Semester 1	Cheerleading Coach	2,500.00	1	
ZATH 8013	Semester 1	Cheerleader Assistant	1,500.00	4	
ZATH 8016	Spring	Field Hockey	2,100.00	2	
ZATH 8017	Spring	Field Hockey Asst Coach	800.00	6	
ZATH 8019	Fall	Football Head Coach	2,500.00	1	
ZATH 8020	Fall	Football Asst Coach (2 versus school)	1,750.00	3	
ZATH 8027	Fall	Soccer Coach - Boys	2,100.00	2	
ZATH 8028	Fall	Soccer Asst Coach - Boys	800.00	6	
ZATH 8031	Fall	Soccer Coach - Girls	2,100.00	2	
ZATH 8032	Fall	Soccer Asst Coach - Girls	800.00	6	
ZATH 8035	Spring	Softball Coach	2,100.00	2	
ZATH 8032	Spring	Softball Asst Coach	800.00	6	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	2	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	2	
ZATH 8045	Spring	Track Assistant	1,000.00	5	
ZATH 8048	Winter 2	Volleyball Coach - Girls	2,100.00	2	
ZATH 8049	Winter 2	Volleyball Asst Coach - Girls	800.00	6	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	2	
ZATH 8053	Winter 2	Wrestling Asst Coach	800.00	6	

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2022 - 2023					
CODE	SEASON	DESCRIPTION	VALUE	TIER	
ZATH 8204	Spring	Baseball Coach	3,500.00	3	<p><i>An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.</i></p> <p><i>Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.</i></p>
ZATH 8208	Spring	Baseball Asst Coach	1,300.00	5A	
ZATH 8208	Winter	Basketball Coach - Boys	4,000.00	2	
ZATH 8209	Winter	Basketball Asst Coach Boys	1,500.00	4A	
ZATH 8212	Winter	Basketball Coach - Girls	4,000.00	2	
ZATH 8213	Winter	Basketball Asst Coach Girls	1,500.00	4A	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,500.00	3	
ZATH 8218	Fall	Cheerleader Asst Coach	1,300.00	5A	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	2,000.00	6	
ZATH 8220	Winter	Diving Coach	2,500.00	5	
ZATH 8224	Fall	Field Hockey Coach	3,500.00	3	
ZATH 8225	Fall	Field Hockey Asst Coach	1,300.00	5A	
ZATH 8228	Fall	Football Head Coach	7,000.00	1	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	1A	
ZATH 8232	Fall	Golf Coach	2,000.00	6	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	4	
ZATH8300	Spring	Lacrosse Coach - Boys	3,500.00	3	
ZATH8301	Spring	Lacrosse Assistant Coach - Boys	1,300.00	5A	
ZATH8302	Spring	Lacrosse Coach - Girls	3,500.00	3	
ZATH8303	Spring	Lacrosse Assistant Coach - Girls	1,300.00	5A	
ZATH 8240	Spring	Soccer Coach - Boys	3,000.00	3	
ZATH 8028	Spring	Soccer Asst Coach Boys	1,300.00	5A	
ZATH 8244	Spring	Soccer Coach - Girls	3,500.00	3	
ZATH 8032	Spring	Soccer Asst Coach Girls	1,300.00	5A	
ZATH 8248	Spring	Softball Coach	3,500.00	3	
ZATH 8036	Spring	Softball Asst Coach	1,300.00	5A	
ZATH 8252	Winter	Swimming Coach - Boys	3,000.00	4	
ZATH 8253	Winter	Swimming Asst Coach Boys	1,100.00	6A	
ZATH 8254	Winter	Swimming Coach - Girls	3,000.00	4	
ZATH 8255	Winter	Swimming Asst Coach Girls	1,100.00	6A	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	5	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	5	
ZATH 8264	Winter	Track Indoor Coach - Boys	3,000.00	4	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
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HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2022 - 2023				
CODE	SEASON	DESCRIPTION	VALUE	TIER
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00	3A
ZATH 8268	Winter	Track Indoor Coach - Girls	3,000.00	4
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00	3A
ZATH 8272	Spring	Track Outdoor Coach - Boys	3,500.00	3
ZATH 8273	Spring	Track Outdoor Assistant - Boys	2,200.00	2A
ZATH 8276	Spring	Track Outdoor Coach - Girls	3,500.00	3
ZATH 8277	Spring	Track Outdoor Assistant - Girls	2,200.00	2A
ZATH 8280	Fall	Cross Country - Boys	2,500.00	5
ZATH 8283	Fall	Cross Country - Girls	2,500.00	5
ZATH 8289	Fall	Volleyball Coach - Boys	3,500.00	3
ZATH 8290	Fall	Volleyball Asst Coach Boys	1,300.00	5A
ZATH 8293	Fall	Volleyball Coach - Girls	3,500.00	3
ZATH 8294	Fall	Volleyball Asst Coach Girls	1,300.00	5A
ZATH 8297	Winter	Wrestling Coach	4,000.00	2
ZATH 8298	Winter	Wrestling Asst Coach	1,500.00	4
ZATH 8299	Fall	Weight Room Coordinator	1,500.00	n/a
ZATH 8350	Spring	JV Baseball Coach	2,200.00	3JV
ZATH 8354	Winter	JV Basketball Coach - Boys	2,600.00	2JV
ZATH 8358	Winter	JV Basketball Coach - Girls	2,600.00	2JV
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,200.00	3JV
ZATH 8365	Fall	JV Field Hockey Coach	2,200.00	3JV
ZATH 8368	Fall	JV Football Coach	3,000.00	1JV
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00	3JV
ZATH 8372	Spring	JV Soccer Coach - Boys	2,200.00	3JV
ZATH 8375	Spring	JV Soccer Coach - Girls	2,200.00	3JV
ZATH 8379	Spring	JV Softball Coach	2,200.00	3JV
ZATH 8382	Winter	JV Wrestling Coach	2,600.00	2JV


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS
SY 2022 - 2023

DESCRIPTION	CODE	0 - 2 Members \$500	3 - 7 Members \$1,050	8 - 12 Members \$1,350	13 - 17 Members \$1,500	18 or More \$1,650
Agriculture Department Chair	ZDPT 7500	<p><i>One code is used to describe the department. Pay Adjustments are given to allow for the number of members in each department.</i></p>				
Business Department Chair	ZDPT 7502					
Distributive Ed Department Chair	ZDPT 7504					
Driver Ed Team Leader	ZDPT 7506					
English Department Chair	ZDPT 7508					
Fine Arts Department Chair	ZDPT 7510					
Foreign Language Department Chair	ZDPT 7512					
Family & Consumer Science Department Chair	ZDPT 7514					
Industrial Arts Department Chair	ZDPT 7516					
Library Department Chair	ZDPT 7518					
Mathematics Department Chair	ZDPT 7522					
Marketing Department Chair	ZDPT 7520					
Nursing Department Chair	ZDPT 7524					
Health & P.E. Department Chair	ZDPT 7526					
Science Department Chair	ZDPT 7528					
Social Studies Department Chair	ZDPT 7530					
Special Education Department Chair	ZDPT 7532					
Specialist Department Chair	ZDPT 7534					
Technology Department Chair	ZDPT 7536					

Department Chair supplements will be paid to employee over 10 months, Sept-June.

Department Chair supplements are paid based on the academic area covered. Any deviation from this payment method must be submitted in writing to the Department of School Leadership for their review and recommendation. Approved recommendations will be forwarded to the Department of Human Resources for final approval.



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

ELEMENTARY SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2022 - 2023

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7600	Academic Coordinator	2,000.00	9/1-6/30	1	
ZNTH 7612	Spanish Academy Coordinator/ <i>Miscellaneous</i>	800.00	9/1-6/30	4	
ZNTH 7603-12	Grade Level Coordinator 3-7 Members	800.00	9/1-6/30	4	
ZNTH 7603-12	Grade Level Coordinator 8+ Members	1,200.00	9/1-6/30	n/a	Additional \$400 for 8+ members
ZNTH 7620	Newspaper Sponsor/ <i>Miscellaneous</i>	600.00	9/1-6/30	5	
ZNTH 7623	Partners In Education Coordinator	600.00	9/1-6/30	5	Managed by the Dept. of Media & Communications
ZNTH 7625	Safety Patrol	600.00	9/1-6/30	5	
ZNTH 7626	SCA Advisor	1,000.00	9/1-6/30	3	
ZNTH 7630	School Improvement Coordinator/SRT	1,800.00	9/1-6/30	2	SRT = Student Response Team
ZNTH 7631	School Media Liaison	600.00	9/1-6/30	5	
ZNTH 7602	Special Ed Committee Coordinator	2,000.00	9/1-6/30	1	
ZNTH 7638	Transportation Assistant	1,000.00	9/1-6/30	3	
ZNTH 7645	Yearbook Sponsor/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	3	
New	Miscellaneous Club Sponsors			n/a	Funds used to meet program unique to the school

Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.

MIDDLE SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2022 - 2023

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7701	Band	1,500.00	9/1-6/30	3	
ZNTH 7707	Choral Sponsor	1,500.00	9/1-6/30	3	
ZNTH 7708	Debate Sponsor	1,500.00	2/1-3/31	3	
ZNTH 7709	Drama Sponsor	1,500.00	9/1-11/15	3	
ZNTH 7711	Forensics Sponsor	1,500.00	3/16-5/31	3	
ZNTH 7810	Intramural Coordinator Fall	700.00	9/1-11/15	4	
ZNTH 7813	Intramural Coordinator Spring	700.00	3/16-5/31	4	
ZNTH 7811	Intramural Coordinator Winter 1	700.00	11/1-1/15	4	
ZNTH 7812	Intramural Coordinator Winter 2	700.00	2/1-3/31	4	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00	9/1-11/15	6	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00	9/1-11/15	6	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00	11/1-1/15	6	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00	11/1-1/15	6	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00	2/1-3/31	6	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00	2/1-3/31	6	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00	3/16-5/31	6	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00	3/16-5/31	6	
ZNTH 7712	Scholastic Bowl	1,500.00	11/1-1/15	3	
ZNTH 7714	National Junior Honor Society	1,500.00	9/1-6/30	3	
ZNTH 7716	Orchestra	1,500.00	9/1-6/30	3	
ZNTH 7717	Partners In Education (Community Ed)	600.00	9/1-6/30	6	Managed by the Dept. of Media & Communications
ZNTH 7718	SCA Advisor	2,500.00	9/1-6/30	1	
ZNTH 7719	School Media Liaison	600.00	9/1-6/30	6	
ZNTH 7706	Special Ed Committee Coordinator	2,500.00	9/1-6/30	1	
ZNTH 7720	Student Recognition Coordinator	1,500.00	9/1-6/30	3	
ZNTH 7728	Student Response Team Coord	2,500.00	9/1-6/30	1	
ZNTH 7721	Transportation Assistant	1,800.00	9/1-6/30	2	
ZNTH 7722	Yearbook Sponsor	2,500.00	9/1-6/30	1	
ZNTH 7724	MS Activity Driver Fall	800.00	9/1-11/15	5	
ZNTH 7725	MS Activity Driver Winter 1	800.00	11/1-1/15	5	
ZNTH 7726	MS Activity Driver Winter 2	800.00	2/1-3/31	5	
ZNTH 7727	MS Activity Driver Spring	800.00	3/16-5/31	5	


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

MIDDLE SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2022 - 2023

CODE	DESCRIPTION	SEASON	Comments
ZNTH 7750	AIASA Sponsor	9/1-6/30	Determined by Principal: Club sponsorship funding not to exceed a total of \$5,250 per school not to exceed \$1,050 per club.
ZNTH 7752	Art Club Sponsor	9/1-6/30	
ZNTH 7754	Chess Club Sponsor	9/1-6/30	
ZNTH 7755	Chrome Club Sponsor	9/1-6/30	
ZNTH 7756	Computer Club Sponsor	9/1-6/30	
ZNTH 7758	Crime Solvers Sponsor	9/1-6/30	
ZNTH 7759	Culture Club Sponsor	9/1-6/30	
ZNTH 7781	Destination Imagination	9/1-6/30	
ZNTH 7760	Drama Club Sponsor	9/1-6/30	
ZNTH 7763	FEA Sponsor	9/1-6/30	
ZNTH 7764	FCCLA Sponsor	9/1-6/30	
ZNTH 7767	French Club Sponsor	9/1-6/30	
ZNTH 7774	Latin Club Sponsor	9/1-6/30	
ZNTH 7776	Mathematics Club Sponsor	9/1-6/30	
ZNTH 7782	Photography Club Sponsor	9/1-6/30	
ZNTH 7786	Science Club Sponsor	9/1-6/30	
ZNTH 7789	Spanish Club Sponsor	9/1-6/30	
ZNTH 7793	Technology Club Sponsor	9/1-6/30	
ZNTH 7841	Misc. Club Sponsor - 1st	9/1-6/30	
ZNTH 7842	Misc. Club Sponsor - 2nd	9/1-6/30	
ZNTH 7843	Misc. Club Sponsor - 3rd	9/1-6/30	
ZNTH 7796	Video Prod Club Sponsor	9/1-6/30	Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School
ZNTH 7797	Wellness Coordinator	9/1-6/30	
ZNTH 7751	Applied Arts Coordinator	9/1-6/30	
ZNTH 7757	Computer Coordinator	9/1-6/30	
ZNTH 7761	Electives Coordinator	9/1-6/30	
ZNTH 7762	English Coordinator	9/1-6/30	
ZNTH 7765	Fine Arts Coordinator	9/1-6/30	
ZNTH 7766	Foreign Language Coordinator	9/1-6/30	
ZNTH 7768	Grade Level 6 Coordinator	9/1-6/30	
ZNTH 7769	Grade Level 7 Coordinator	9/1-6/30	
ZNTH 7770	Grade Level 8 Coordinator	9/1-6/30	
ZNTH 7772	Health/PE Coordinator	9/1-6/30	
ZNTH 7773	Language Arts Coordinator	9/1-6/30	
ZNTH 7775	Library Coordinator	9/1-6/30	
ZNTH 7777	Mathematics Coordinator	9/1-6/30	
ZNTH 7779	Miscellaneous Coordinator	9/1-6/30	
ZNTH 7713	Miscellaneous Leadership Sponsor	9/1-6/30	
ZNTH 7780	Music Coordinator	9/1-6/30	
ZNTH 7783	Practical Arts Coordinator	9/1-6/30	
ZNTH 7784	Principal's Advisory Committee Chair	9/1-6/30	
ZNTH 7785	Resource Coordinator	9/1-6/30	
ZNTH 7787	Science Coordinator	9/1-6/30	
ZNTH 7788	Social Studies Coordinator	9/1-6/30	
ZNTH 7790	Special Ed Committee Coordinator	9/1-6/30	
ZNTH 7791	Staff Development Coordinator	9/1-6/30	
ZNTH 7792	Strategic Planning Coordinator	9/1-6/30	
ZNTH 7794	Technology Coordinator	9/1-6/30	
ZNTH 7795	Teen Living Coordinator	9/1-6/30	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2022 - 2023

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00	9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00	9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00	9/1-6/30	7	
ZNTH 7862	DECA Coordinator/ <i>Miscellaneous</i>	800.00	9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/ <i>Miscellaneous</i>	600.00	8/1-6/30	9	
ZNTH 7868	FFA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7869	FCCLA / <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7890	TSA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7891	VICA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7867	FEA Coordinator/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/ <i>Miscellaneous</i>	1,800.00	9/1-6/30	6	
ZNTH 7879	Destination Imagination/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/ <i>Miscellaneous</i>	1,800.00	9/1-6/30	6	
<i>Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.</i>					
ZNTH7895-7897	Activity Bus Driver	2,000.00	9/1-6/30	5	<i>per season</i>
ZNTH 7851	Assistant Student Activities Coordinator	4,000.00	8/1-6/30	1	2 per school
ZNTH 7858	Choral Sponsor	2,500.00	9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00	9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7863	Drama Sponsor	2,500.00	10/1-4/30	3	
	e-Sports	2,500.00	9/1-6/30	3	
ZNTH 7894	Film Festival Director	2,500.00	9/1-6/30	3	<i>per season</i>
ZNTH 7870	Forensics Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7871	Freshman Class Sponsor	1,000.00	9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	8/1-2/28	3	
ZNTH 7874	Junior Class Sponsor	1,800.00	9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00	9/1-6/30	4	2 per school
ZNTH 7852	Marching Band	3,600.00	8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00	8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00	9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00	9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00	9/1-6/30	9	<i>Managed by the Dept. of Comm. & Community Engage.</i>
ZNTH 7898	SCA Advisor Assistant	2,500.00	9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00	9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00	9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00	9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00	9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00	9/1-6/30	4	<i>Moved from Dept Chair to Non-Athletic</i>
ZNTH 7900	Student Response Team Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00	9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00	9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00	9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00	9/1-6/30	2	

Acronym	Description		
AIASA	American Industrial Arts Student Association		
DECA	Distributed Education Clubs of America		
FBLA	Future Business Leaders of America		
FEA	Future Educators of America		
FFA	Future Farmers of America		
FCCLA	Family, Career & Community Leaders of America		
HOSA	Health Occupations Students of America		
TSA	Technical Students Association		
VICA	Vocational Industrial Clubs of America		



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2022 - 2023			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Baseball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scoreboard Operator		25.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	60.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Basketball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Locker Room Monitor		40.00	
Scoreboard Operator/Timer	1 Game	25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scoreboard Operator/Timer	HS Event	45.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	45.00	
Site Coordinator		50.00	
Ticket Sellers	1 Game	25.00	
Ticket Sellers	2 Games	40.00	
Ticket Takers	1 Game	25.00	
Ticket Takers	2 Games	40.00	
Typist		30.00	
Cheerleading			
Announcer		55.00	
Announcer	MS Event	40.00	
Camera Operator		130.00	
Scorer		65.00	
Tabulators		65.00	
Ticket Sellers		70.00	
Ticket Sellers	MS Event	40.00	
Ticket Takers		70.00	
Ticket Takers	MS Event	40.00	
Timer		65.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

Student Activity Rates for Employees SY 2022 - 2023			
All payments are a flat rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Cross Country			
Chute Managers		40.00	
Chute Workers		20.00	
Computer Programmer		40.00	
Judge		30.00	
Marshal		20.00	
Recorder		30.00	
Scorer	1 Game	30.00	
Scorer	2 Games	40.00	
Starter		40.00	
Ticket Sellers		40.00	
Ticket Takers		40.00	
Timer		40.00	
Debate			
Asst. Director		50.00	
Judge	MS Event		25.00
Judge	HS Event		25.00
Judge Coordinator	MS Event		45.00
Scorer/Tabulator	HS Event	30.00	
Typist		30.00	
Field Hockey			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Football			
Announcer	MS Event	25.00	
Announcer		40.00	
Camera Operator		70.00	
Chain Crew	MS Event	25.00	
Clock Operator	MS Event	25.00	
Clock Operator		40.00	
Site Coordinator	MS Event	50.00	
Site Coordinator		75.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers		40.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees SY 2022 - 2023			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Forensics			
Judge	Middle/High		25.00
Typist		30.00	
Golf			
Scorer		50.00	
Gymnastics			
Announcer		40.00	
Announcer	Multi-Games	55.00	
Scorer		40.00	
Scorer	Multi-Games	55.00	
Site Coordinator		75.00	
Ticket Taker and Sellers		40.00	
Ticket Taker and Sellers	Multi-Games	55.00	
Typist		25.00	
One Act Play			
Critics		55.00	
Light Tech		150.00	
Program Coordinator		50.00	
Site Coordinator		150.00	
Sound Tech		150.00	
Ticket Taker and Sellers		20.00	
Timer		150.00	
Typist		100.00	
Scheduling Committee			
Typist		200.00	
Scholastic Bowl			
Judge		35.00	
Moderator		20.00	
Quizmaster		35.00	
Readers		35.00	
Timer		25.00	
Timer	Multi-Games	35.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2022 - 2023			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Soccer			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	45.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Softball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Field Preparation			25.00
Scoreboard Operators		25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scorer		25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Seller and Takers	1 Games	25.00	
Ticket Seller and Takers	2 Games	40.00	
Swimming			
Announcer		40.00	
Camera Operator		50.00	
Dive Supervisor		50.00	
Site Coordinator		75.00	
Ticket Seller and Takers		40.00	
Typist		75.00	
Track			
Announcer	MS Event	45.00	
Announcer	HS Event	55.00	
Assistant Finish Line Judge		55.00	
Assistant Starter		80.00	
Assistant Timer		25.00	
Clerk of Course	MS Event	55.00	
Computer Assistant		35.00	
Computer Programmer		80.00	
Dual Starter		60.00	
Dual Starter	MS Event	35.00	
FAT Operator		80.00	
Field Event Assistants		25.00	
Field Event Assistants	MS Event	25.00	
Finish Line Judge		65.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2022 - 2023			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Track (continue)			
Finish Line Judge	MS Event	45.00	
Head Timer	MS Event	30.00	
Hurdle Crew Manager		35.00	
Scorer		55.00	
Scorer	MS Event	45.00	
Site Coordinator		100.00	
Site Coordinator	MS Event	50.00	
Starter	Multi-Games	105.00	
Ticket Seller and Takers		40.00	
Timer	MS Event	30.00	
Tri-Starter		70.00	
Tri-Starter	MS Event	45.00	
Volleyball			
Announcers	1 Game	25.00	
Announcers	2 Games	40.00	
Libero Tracker	1 Game	25.00	
Libero Tracker	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Taker and Sellers	1 Game	25.00	
Ticket Taker and Sellers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Wrestling			
Announcer	Dbl Dual	50.00	
Announcer	Dual	40.00	
Announcer	MS Event	25.00	
Announcer	Tri/Quad	70.00	
Matchmaker		55.00	
Matchscorer		80.00	
Scorer	Consolation/Dual	35/40	
Scorer	Dbl Dual	50.00	
Scorer	Finals	25.00	
Scorer	HS Event	65.00	
Scorer	MS Event	25.00	
Scorer	Tri/Quad	70.00	
Site Coordinator		100.00	
Ticket Taker and Sellers	Dbl Dual	50.00	
Ticket Taker and Sellers	Dual	40.00	
Ticket Taker and Sellers	Finals	80.00	
Ticket Taker and Sellers	MS Event	25.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2022 - 2023			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Wrestling (continued)			
Ticket Taker and Sellers	Tri/Quad	70.00	
Timer	Dbl Dual	50.00	
Timer	Dual	40.00	
Timer	MS Event	25.00	
Timer	Tri/Quad	70.00	
Weight Recorder	MS Event	25.00	
Weight Checker	MS Event	25.00	
Director Fees			
Directors Fees - Multi-Games	Level 1	50.00	
Directors Fees - Multi-Games	Level 2	75.00	
Directors Fees - Multi-Games	Level 3	80.00	
Directors Fees - Multi-Games	Level 4	100.00	
Directors Fees - Multi-Games	Level 5	120.00	
Directors Fees - Multi-Games	Level 6	150.00	
Directors Fees - Multi-Games	Level 7	200.00	
Directors Fees - Multi-Games	Level 8	300.00	
Directors Fees - Multi-Games	Level 9	400.00	
Directors Fees - Multi-Games	Level 10	250.00	
Directors Fees - Multi-Games	Level 11	500.00	
Directors Fees - Multi-Games	Level 12	600.00	
Director Fees (continued)			
Directors Fees - Multi-Games	Level 13	700.00	
Directors Fees - Multi-Games	Level 14	800.00	
Directors Fees - Multi-Games	Level 15	900.00	
Directors Fees - Multi-Games	Level 16	1,000.00	
Support Staff			
Bus Drivers	Non-Contracted		8.50
Custodians			Variable
Nurse	Multiple	40.00	
Police			50.00
Police/Sheriff	Varsity Football		50.00
Police Supervisor	Varsity Football		52.00
Police Sergeant	Varsity Football		54.00



Subject: Policy Review Committee Recommendations **Item Number:** 15C1

Section: Action **Date:** June 13, 2022

Senior Staff: Donald E Robertson, Ph.D., Chief of Staff

Prepared by: Kamala Lannetti, Deputy City Attorney; John Sutton, III, Coordinator, Policy and Intergovernmental Affairs

Presenter(s): School Board Legal Counsel, Kamala Lannetti, Deputy City Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its May 12, 2022 meeting.

Background Summary:

- 1. Policy 3-85/ Outside Food and Drink in Schools and Classroom* - the PRC recommends adoption of a new policy to address the procedures and expectations regarding outside food and beverages in schools.

Source:

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.
Policy Review Committee Meeting of May 12, 2022

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Outside Food and Beverage in Schools

A. Generally

Serving nutritious, healthy, and balanced meals is a critical component of the School Division's safety measures for students and staff. The School Division has well-established policies and procedures relating to student and staff wellness, and food safety in our kitchens and cafeterias. These policies and procedures are continuously evaluated for improvement, with the foremost focus remaining on health, nutrition, and food safety within the schools.

The School Division has qualified nutrition professionals who administer the school meal programs in school cafeterias. Nutrition professionals are trained in food preparation, handling, serving, allergies, sanitation, and local, state, and federal statutes and regulations. Therefore, served school meals and healthy school snacks meet or exceed current United States Department of Agriculture (USDA) nutrition requirements aimed at promoting student wellness education for lifelong healthy eating and physical activity habits. Additionally, any snacks sold on school property during the school day (i.e. school stores, fundraisers, etc.) must follow USDA Smart Snacks in Schools regulations.

B. Outside Food and Beverage

Life-threatening allergy management in school requires a team effort from the student, parent/legal guardian, healthcare provider, school nurse and school staff. Outside food manufacturer food labeling interpretation has significant challenges for nurses and teaching staff due to limited FDA mandates on manufacturer ingredient listings. Additionally, outside food may lack federal meal component requirements and increase classroom distraction. Elementary and middle schoolers are especially vulnerable to these challenges. Therefore, outside food and/or drink brought into a classroom school setting by parents/legal guardians, volunteers, students, or staff members for holidays, celebrations, and rewards that is intended to be shared with other students during the school day shall be discouragedrare and approved by the Principal/designee.

Please refer to the Food and Beverage Guidelines document, which includes healthy snack and beverage ideas, located on the Office of Food Services website.

C. Use of Food in Curriculum Activities & School/Classroom Celebrations

The use of food in curriculum activities will be limited. Teachers will work with the school nurse to ensure students' allergy needs are addressed.

Principal/designee approval must be obtained for any school-related events, such as honor roll, perfect attendance, holiday, graduation, snack closet, etc.

D. Birthday Celebrations

All birthday celebrations shall be served during lunchtime. Parents/legal guardians may elect to order Elementary Birthday Celebrations through the school cafeteria.

Elementary Birthday Celebration order requests must be submitted to the cafeteria manager at the student's respective school. The cafeteria manager will review and follow student food allergy directives for birthday celebrations.

E. Rewards

Instructional staff should always consider non-food rewards first in lieu of food rewards (particularly candy). A list of non-food alternatives and healthy food ideas may be found on the Office of Food Services' website.

This Policy does not pertain to consumption of outside food and/or ~~drink~~beverage on school property during after-school activities.

Legal Reference

Virginia Board of Education Regulations Governing School Lunch Sale of Food Items, 8 VAC 20-290-10, as amended.

U.S. Department of Agriculture Rules and Regulations, National School Lunch Program and School Breakfast Program: Nutrition Standards for All Foods Sold in School as Required by the Healthy, Hunger-Free Kids Act of 2010, 7 C.F.R. Parts 210 and 220.

Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. § 1751, as amended.

Related Links

School Board Policy 3-84

School Board Policy 3-86

School Board Policy 5-58

School Board Regulation 3-86.1

School Board Regulation 5-58.1

Adopted by School Board:

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lannetti



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

Section: Closed Session **Date:** June 13, 2022

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, Deputy City Attorney, John Sutton, Coordinator of Policy and Intergovernmental Affairs

Presenter(s): Kamala H. Lannetti, Deputy City Attorney, John Sutton, Coordinator of Policy and Intergovernmental Affairs

Recommendation:

That the School Board recess into Closed Session to deliberate on the following matters: into a closed meeting pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraphs 1, 7 and 8, of the Code of Virginia, 1950, as amended, for

A.1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; namely

a) Discussion with regarding the Superintendent's employment contract terms.

b) Appointment of citizen members to School Board Citizen Advisory Committees effective July 1, 2022.

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

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

Namely to discuss: Status of pending litigation and new litigation matters.

Source:

Code of Virginia §2.2-3711, as amended



Decorum and Order-School Board Meetings 1-48

School Board of the City of Virginia Beach
Bylaw 1-48

SCHOOL BOARD BYLAWS

Decorum and Order-School Board Meetings

A. Purpose of decorum and order during meetings

The School Board determines that decorum and order are necessary during School Board Meetings. The purposes for maintaining decorum and order are:

1. to ensure that the affairs of the School Board and School Board Committees may be conducted in an open, safe, and orderly manner during meetings;
2. that all persons signed up to address the School Board during public comment sections of meetings have the opportunity to do so in an orderly and respectful manner and without being interrupted;
3. that persons in attendance may observe and hear the proceedings of the School Board without distraction and interruption;
4. that students and other young audience members who attend or watch such meetings are not subject to inappropriate language or conduct;
5. that School Board Members and School Division employees or other agents can transact the business of the School Board and the School Division with minimal disruption.

B. Limitations on addressing the School Board

Persons addressing the School Board during public comment sections of the meeting shall:

1. Limit their comments to matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division.
2. Refrain from obscenity, vulgarity, profanity, and comments or actions with the intent to incite violence or other breach of peace.
3. Comply with the time limits and other rules for public comment set forth in the agenda or Bylaws.
4. During special meetings or public hearings, the School Board may set different rules or time limits for public comments.

C. Other expressive activities during meetings

1. Public comments during meetings limited to matters relevant to public education and the business of the School Board

At regular School Board Meetings, the School Board accepts public comment during designated sections of the Meeting Agenda. The public comment sections of School Board Meetings are limited public forums for the sole purpose of accepting comments from members of the public relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. The School Board does not accept other forms of public comment during Meetings or at those times immediately preceding or following a Meeting.



2. Expressive activities during meetings

To maintain decorum and order and conduct the business of the School Board and the School Division during meetings, expressive activities by members of the public in meetings will be limited or prohibited. On any day that a meeting is scheduled to take place, the School Board prohibits certain expressive activity, including but not limited to the following, expressive activities:

- Petitioning, demonstrating, picketing, pamphlet distribution, conducting polls, or solicitation in the Building where the Meeting is taking place.
- Displaying or using signs, posters or other items brought into the meeting room that block the view of persons in or observing the meeting or create a safety concern. Possession of such items while in the meeting location will not be prohibited.
- Use of noise making devices.
- Use of excessive cheering, booing, clapping, or similar activity that disrupts the meeting, as determined by the Chair or designee.
- Calling out or making comments when not called to address the School Board.
- Intimidation, harassment or threats to persons in the meeting or who are entering or departing the meeting or the location of the meeting.
- Instigating or attempting to instigate confrontations or other conduct for the purpose of disrupting the meeting.
- Other conduct that violates decorum and order as determined by the Chair or designee.

3. School Administration Building or other locations for meetings are not open public forums for public expression

The School Administration Building (or another building or location where a meeting is scheduled to take place) its grounds and reserved parking spaces are not open for expressive activities unless a facility use request or application has been approved by the Superintendent or designees. The Superintendent or designees are authorized to designate areas of the School Administration Building (or other building or location for a meeting), the grounds and parking lots that may be considered for facility use request or application. The Superintendent or designee are authorized to develop and implement regulations and/or procedures related to such facility use requests or applications.

D. Other methods of communicating with the School Board

The School Board encourages citizens and other interested parties to communicate with the School Board regarding matters related to public education. Due to the limited time scheduled to conduct business and the need to follow approved agenda items, School Board meetings may not be conducive for all forms of communication to the School Board. Persons seeking to communicate with the School Board may contact School Board Members through other methods of communication, including VBCPSSchoolboard@googlegroups.com or email individual School Board Members in addition to those provided at School Board meetings.



This Bylaw does not preclude persons addressing the School Board from delivering the School Board or its Clerk written materials including reports, statements, exhibits, letters, or signed petitions prior to or after a Meeting. While public speakers are addressing the School Board, they may not approach the School Board to hand out items but will instead be directed to leave items with the Clerk or designee for the School Board to consider after the Meeting.

This Bylaw does not preclude persons called to address the School Board during public comment sections from using a chart, graph, or other item during their public comments so long as that item does not interfere with the School Board and other persons observing the Meeting from hearing or seeing the speaker and the item does not create a safety issue or otherwise violate the decorum and order rules. Furthermore, nothing herein shall be interpreted to prohibit members of the public from communicating with the School Board or the School Administration on matters relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division at times other than meetings.

E. The Chair with the assistance of the Superintendent or their designees shall preserve decorum and order in the room where the Meeting is taking place and shall decide all questions of decorum and order during the Meeting. School Board Members may vote to overrule the Chair's or designee's decision at the time that the Chair or designee makes the decision. The Chair or designee is authorized to work with the Superintendent, designees, law enforcement and authorized agents to maintain order and decorum prior to the start of, during and immediately after any Meeting.

F. The School Administration, law enforcement and authorized agents will have responsibility for maintaining decorum and order outside of the Meeting room and outside of a building where a meeting will be or is taking place.

G. No person attending a meeting of the School Board, in any capacity, shall use, or allow to sound, any device in a manner that disrupts the conduct of business within the room in which the School Board or a Committee thereof is meeting. Notice of this restriction shall be posted outside of School Board Meeting Room and on the agenda for any School Board meeting.

H. At the request of the Chair or Superintendent or their designees, a city police officer or other law enforcement officer shall act as sergeant-at-arms at all School Board meetings.