



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Beverly M. Anderson, Chair
At-Large

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

Daniel D. Edwards District 2 – Kempsville	Sharon R. Felton District 6 – Beach	Dorothy M. Holtz At-Large
Laura K. Hughes At-Large	Victoria C. Manning At-Large	Vacant District 3 – Rose Hall
Trenace B. Riggs District 1 – Centerville	Carolyn T. Rye District 5 - Lynnhaven	Carolyn D. Weems District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Regular Meeting MINUTES

Tuesday, May 28, 2019

School Administration Building #6, Municipal Center
2512 George Mason Dr.
Virginia Beach, VA 23456

INFORMAL MEETING

1. ***Convene School Board Workshop:*** The School Board convened in the einstein.lab in workshop format at 4:02 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. Holtz who was absent from the meeting. Ms. Rye and Ms. Manning arrived late at 4:04 p.m. and 4:05 p.m., respectively.
 - A. **School Board Administrative Matters and Reports:** In addition to routing the graduation sign-up sheet for School Board members to advise of commencement exercises they plan to attend, Chairwoman Anderson noted applications received for Citizens' Advisory Committees were provided for the School Board's review via their SharePoint site for discussion during the scheduled closed session following the formal meeting.

There were no further reports given by School Board members. This portion of the workshop concluded at 4:04 p.m.
 - B. **Academic Supports for Military Affiliated Students:** Kipp D. Rogers, Ph.D., Chief Academic Officer, Department of Teaching and Learning, introduced the team from the Office of Student Support Services to present an update on academic supports for military affiliated students. Adrian J. Day, Director of Student Services; along with Natalie L. Meiggs, Coordinator of Military Connected and Academic Support Programs in the Office of Student Support Services; and military school counselors Amanda N. Yoder and Star L. Wiggins presented an overview of academic, social and emotional supports provided for military affiliated students.

This portion of the workshop concluded at 4:38 p.m.
 - C. **School Start Times: Review of Data from Community Outreach Plan:** Superintendent Spence reported the presentation is a continuation of the School Board's discussion around school start times. Daniel F. Keever, Senior Executive Director of High Schools in



the Department of School Leadership, presented results from the community feedback survey regarding four school start time options created in accordance with the School Board's resolution of November 2018 directing the Superintendent to develop options that allow adolescent students to start school later. A review of factors taken into consideration in the development of the options was provided along an overview of each option including strengths, challenges and associated costs as it relates to field lights. John "Jack" Freeman, Chief Operations Officer, responded to questions regarding the 2016 Transportation Study advising of a recent request for proposal (RFP) to explore the potential for substantial optimization in transportation routes that will result in a cost savings, but to what extent was unknown at the time. Superintendent Spence responded to an inquiry as to why a no change option wasn't offered by explaining Administration's adherence to the School Board's direction to develop options that will start schools later for adolescents, and stressed the importance for Administration to be able to act with confidence that the direction provided is the direction the School Board intends to pursue. School Board members were asked to review the information provided to prepare for further discussion at their July 8/9, 2019 scheduled retreat where Administration's recommendation will be presented.

This portion of the workshop concluded at 5:24p.m.

2. ***Closed Meeting:*** None at this time. See Item 18.
3. ***School Board Recess:*** The School Board recessed at 5:24 p.m. to reconvene in School Board Chambers for the formal meeting at 6:00 p.m.

FORMAL MEETING

4. ***Call to Order and Electronic Roll Call:*** Chairwoman Anderson called the formal meeting to order in School Board Chambers at 6:01 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. Holtz who Chairwoman Anderson announced was absent due to illness.
5. ***Moment of Silence followed by the Pledge of Allegiance***
6. ***Student, Employee and Public Awards and Recognition:***
 - A. **Class of Brickell Scholars:** The School Board recognized 23 Virginia Beach high school students from the Class of 2020 selected as Brickell Scholars in the E.E. Brickell Scholarship Program sponsored by the Virginia Rotary Club to honor students with exceptional academic performance.
 - B. **Brickell Scholarship Recipient:** Ocean Lakes High School senior Keano Rich was recognized by the School Board as the recipient of the 2019 Brickell Scholarship sponsored annually by the Virginia Beach Rotary Club awarded to one high school senior for exceptional academic achievement and school involvement including exemplary community service.
 - C. **Future Teacher Awards:** The School Board recognized the 2019 Virginia Beach City Public Schools (VBCPS) Future Teacher Award recipients who have indicated their intent to pursue teaching as a career, and awarded a provisional contract to become a VBCPS



teacher upon completion of a degree in an approved teacher education program as presented on the Personnel Report dated May 28, 2019 as follows:

- Bayside High School: Rachel Bacon-Jenkins, Abigail Gregory, and Caitlin McDonnell
- Bayside High School: Luke Rambo
- Cox High School: Abigale Faro, Kloe Jones, and Taylor Schoolar
- First Colonial High School: Cynthia Dunker and Kelli Gajewski
- Green Run High School: Alysha Ortiz-Claudio, Ramiraly Suelo, and Qui Tran-Castro
- Kellam High School: Elena Billington, Abigail Bruce, and Samantha Carlton
- Kellam High School: Maia Dickerson and Mary Robinson
- Kempsville High School: Reagan Keel and Claire Lundberg
- Ocean Lakes High School: Natalie Kasmarek and Blake Smith
- Princess Anne High School: Isabella Cabaccan-Picart, Sarah Culver, and Makenzie Crawford
- Princess Anne High School: Julie Hopper, Megen White, and Lindsey West
- Tallwood High School: Ceagan Hinson and Abigail Martin
- Technical & Career Education Center: Tiffany Gallegos and Christina Hance

- D. Citywide 2020 Teacher of the Year: Rachel K. Thompson, Princess Anne High School Spanish teacher, was recognized by the School Board as the 2020 Citywide Teacher of the Year, chosen from an initial pool of 87 Teachers of the Year.

7. **Superintendent's Report:** Due to audio difficulties, the Superintendent's Report featuring activities related to the *Something in the Water* event was postponed for a future meeting.
8. **Hearing of Citizens and Delegations on Agenda Items:** Prior to hearing comments from citizens and delegations on agenda items, Chairwoman Anderson delivered a public statement regarding the School Board appointment process and endeavor to enhance future procedures that offers transparency, improved vetting, and which better defines the role of the School Board in the selection process. The School Board then heard comments from 29 citizens with many advocating for more recess and/or to address the School Board's process in considering applicants to fill the District 3 Rose Hall vacancy on the School Board, or in support of a specific finalist.
9. **Approval of Minutes:**
- A. May 14, 2019 Regular School Board Meeting: Ms. Riggs made a motion, seconded by Vice Chair Melnyk, that the School Board approve the minutes of their May 14, 2019 regular School Board meeting as presented. The motion passed (ayes 9, nays 0).
- B. May 21, 2019 Special School Board Meeting: Ms. Manning made a motion, seconded by Vice Chair Melnyk, that the School Board approve the minutes of their May 21, 2019 special School Board meeting as presented. The motion passed (ayes 9, nays 0).
- C. May 22, 2019 Emergency School Board Meeting: Ms. Hughes made a motion, seconded by Ms. Riggs, that the School Board approve the minutes of their May 22, 2019 emergency School Board meeting as presented. The motion passed (ayes 9, nays 0).
10. **Adoption of the Agenda:** Ms. Rye made a motion, seconded by Vice Chair Melnyk, that the School Board adopt the agenda as published. The motion passed (ayes 9, nays 0).



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- 11. Consent Agenda:** After Chairwoman Anderson's overview of items presented for approval as part of the Consent Agenda, Ms. Manning made a motion, seconded by Ms. Hughes, that the School Board approve items on the Consent Agenda as presented. The motion passed (ayes 9, nays 0), and the following items were approved as part of the Consent Agenda:
- A. Dominion Energy Easement – Thoroughgood Elementary School: The School Board authorized the Chairman to execute an easement agreement with Dominion Energy to provide permanent electrical service to the new Thoroughgood Elementary School currently under construction
 - B. Policy Review Committee recommendations regarding review, amendment, and repeal of certain policies as reviewed by the committee at their April 16, 2019 meeting:
 - 1. New Policy 3-61/Tobacco and Nicotine Vapor Products created to ensure the division is in compliance with current state law
 - 2. Policy 5-2 Student Rights and Responsibilities reviewed for legal sufficiency
 - 3. Policy 5-56 Contagious and Infectious Diseases: Human Immunodeficiency Virus (HIV)/Acquired Immuno-Deficiency Syndrome (AIDS) updated to bring policy in line with current practice related to notification of staff
 - 4. Policy 7-31 Parent-Teacher Associations (PTAs) reviewed for legal sufficiency and with minor scrivener changes
 - 5. Policy 7-32 Gifts, Grants and Bequests reviewed for legal sufficiency and with minor scrivener changes
- 12. Action**
- A. Personnel Report / Administrative Appointments: Vice Chair Melnyk made a motion, seconded by Ms. Felton, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated May 28, 2019 along with four administrative appointments as recommended by the Superintendent. The motion passed (ayes 9, nays 0), and Superintendent Spence introduced the following approved administrative appointments with an effective date of July 1, 2019:
 - Andria J. Chambers, current Administrative Assistant, Landstown High School, to Assistant Principal, Landstown High School
 - Albin R. "Trey" Mailhes, III, current Administrative Assistant, Virginia Beach Middle School, to Coordinator, Distance Learning in the Department of Teaching and Learning
 - Jennifer J. Moulton, current Program Specialist for Portsmouth Public Schools, to Coordinator of Special Education in the Office of Programs for Exceptional Children in the Department of Teaching and Learning
 - Ryan C. Schubart, current Assistant Principal, Frank W. Cox High School, to Principal of Kellam High School
 - B. Salary Resolution FY2019-20: Ms. Rye made a motion, seconded by Mr. Edwards, that the School Board approve the Salary Resolution for fiscal year 2019-20 as presented. The motion passed (ayes 9, nays 0), and the resolution was approved as follows:



SALARY RESOLUTION

May 28, 2019

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 2.5% Cost of Living (COLA) adjustment and all employees on steps 1-30 will receive an additional 0.5% step increase; and

WHEREAS, the Instructional Experience-Based and Unified Experience-Based Step scales, Part-time Hourly Rates, High School Department Chairs and Non-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 (7/1/19 --- 6/30/20)
- Attachment C - Unified Experience-Based Step Pay Scale Grade Assignments (7/1/19 --- 6/30/20)
- Attachment D - Unified Experience-Based Step Pay Scale (7/1/19 --- 6/30/20)
- Attachment E - Part-time Temporary Hourly Rates – 1.75% (7/1/19 --- 6/30/20)
- Attachment F - Table of Allowances 2019/2020
- Attachment G – High School Department Chairs and Non-Athletic and Athletics Supplements 2019/20
- Attachment H – Student Activity Rates 2019/20

NOW, THEREFORE, LET IT BE

RESOLVED: That the Board adopts the Salary Scales and the compensation increases as outlined in this resolution and attachments.



Attachment A

Alphabetical Listing of Instructional Positions SY 2019-2020			
CODE	POSITION	CODE	POSITION
2001	1st Grade Teacher	2215	ISAEP Teacher
2002	2nd Grade Teacher	2610	Japanese Teacher
2003	3rd Grade Teacher	2120	Journalism Teacher
2004	4th Grade Teacher	2323	Keyboarding Teacher
2005	5th Grade Teacher	2000	Kindergarten Teacher
2100	6th Grade Teacher	2607	Latin Teacher
2101	7th Grade Teacher	2500	Library Media Specialist
2102	8th Grade Teacher	2577	Literacy Teacher
2400	Adaptive PE Teacher	2309	Marketing Education Teacher (11 m)
3231	Administrative Assistant Interns-Central Office	5249	Math Academy Teacher
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)
2545	Alternative School Teacher	2216	NOVEL Lab Instructor
2611	American Sign Language Teacher	2310	Nursing Teacher
2613	Arabic Teacher	2311	Nursing Teacher Coordinator (12 m)
2530	Art Teacher	2312	Occ Info & Exploratory Teacher
2529	Art Therapist (11 m)	2441	Orthopedic Impairment Teacher (8-hr)
2620	AVID Instructor	2440	Orthopedic Impairment Teacher
2520	Band Instructor	2015	Physical Education Teacher
2594	Behavior Intervention Teacher	2011	Pre-Kindergarten Teacher
2593	Behavior Intervention Specialist	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	2230	Ropes Course Instructor
2411	Cross Categorical - ED/LD/ID Teacher	2608	Russian Teacher
2412	Cross Categorical - ED/ID Teacher	2313	School-To-Work Transition Advisor (12 m)
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)
2025	Extended Day Teacher - Galaxy Program	5247	Teacher Specialist
2318	Family and Consumer Sciences Teacher	5248	Teacher Specialist (School Based)
2605	French Teacher	2314	Technology Education Teacher
2606	German Teacher	2315	Teen Living Teacher
2558	Gifted Resource Teacher	2559	Testing Assessment Specialist
2557	Gifted Teacher	2021	Title I Kindergarten Teacher
2596	Graduation Coach	2022	Title I Resource Teacher
2510	School Counselor	2023	Title II Resource Teacher
2511	School Counselor (Extended)	2316	Trade & Industrial Teacher
2565	Health & PE Teacher	2900	VBEA President
2433	Hearing Impairment Teacher	2465	Visual Impairment Teacher
2307	Hotel/Motel Operations Teacher	2466	Visual Impairment Teacher (8-hr)
2320	HS That Work Coordinator	2317	Vocational Evaluator
2308	Industrial Coop Training Teacher (11 m)	2319	Work Adjustment Teacher
2431	Intellectual Disability 1 Teacher		
2430	Intellectual Disability 2 Teacher		
2247	Intellectual Disability 3 Teacher		
2515	Instructional Technology Specialist (11 Month)		
		FLSA Status for all Instructional Positions is EXEMPT	



Attachment B

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE						
SY 2019-2020						
Effective: July 1, 2019 - June 30, 2020						
Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	47,017	49,615	51,026	51,956	61,129	32,938
1	47,132	49,736	51,150	52,083	61,278	33,018
2	47,247	49,858	51,276	52,210	61,428	33,099
3	47,469	50,092	51,516	52,455	61,716	33,254
4	47,695	50,331	51,762	52,706	62,010	33,413
5	48,172	50,833	52,279	53,232	62,630	33,746
6	48,381	51,054	52,506	53,463	62,902	33,893
7	48,659	51,347	52,808	53,770	63,263	34,088
8	48,869	51,569	53,036	54,003	63,537	34,235
9	49,101	51,813	53,287	54,258	63,838	34,397
10	49,614	52,355	53,845	54,826	64,505	34,757
11	50,141	52,912	54,417	55,409	65,191	35,126
12	50,589	53,384	54,902	55,903	65,773	35,440
13	51,322	54,158	55,698	56,714	66,726	35,953
14	52,270	55,159	56,727	57,761	67,959	36,618
15	53,419	56,370	57,974	59,031	69,452	37,422
16	54,567	57,582	59,220	60,300	70,945	38,227
17	55,717	58,796	60,468	61,571	72,440	39,032
18	56,864	60,006	61,713	62,838	73,931	39,836
19	58,013	61,218	62,959	64,107	75,425	40,641
20	59,162	62,430	64,206	65,376	76,918	41,445
21	60,310	63,642	65,452	66,645	78,411	42,250
22	61,458	64,854	66,699	67,915	79,904	43,054
23	62,607	66,066	67,945	69,184	81,397	43,859
24	63,756	67,278	69,192	70,453	82,891	44,664
25	64,904	68,490	70,438	71,722	84,384	45,468
26	66,052	69,702	71,684	72,991	85,877	46,273
27	67,201	70,914	72,931	74,260	87,370	47,077
28	68,349	72,126	74,177	75,529	88,864	47,882
29	69,496	73,336	75,422	76,797	90,355	48,685
30	70,646	74,549	75,647	78,067	91,850	49,491
ABOVE SCALE (2.5% COLA)						

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
 --Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
 -- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



Attachment C

Unified Experience-Based Step Pay Scale - Grade Assignments SY 2019-2020	
GRADE 28	
Chief of Staff	
GRADE 27	
Chief Academic Officer	Chief Media and Communications Officer
Chief Financial Officer	Chief Operations Officer for Division Services
Chief Human Resources Officer	Chief Schools Officer
Chief Information 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 Professional Growth and Innovation
Director Benefits	Director Purchasing Services
Director Business Services	Director Student Leadership
Director Compliance and Special Education Service	Director Student Services
Director Employee Relations	Director Technical & Career Education
Director Employment Services	Director Technical & Career Education Center
Director Food Services	Director Technology
Director Instructional Technology	Director Title I Programs
Director K-12 and Gifted Programs	Head of School (Green Run Collegiate)
Director Maintenance Services	Principal MS
GRADE 23	
Coordinator Information Services	Director Internal Audit
Coordinator Technical Services	Director Opportunity and Achievement
Director Advanced Technology Center	Director Research, Evaluation and Assessment
Director Communications	Director Safe Schools
Director Community Engagement	Director Testing
Director Custodial Services	Director Transportation
Director Distribution Services	Principal ES
GRADE 22	
Academic Dean	Coordinator Engineering/Technology
Administrative Coordinator	Coordinator English
Assistant Director Advanced Technology Center	Coordinator English Language Learners
Assistant Principal HS	Coordinator Entrepreneurship & Business Academy
Coordinator Academic Support Programs K-12	Coordinator Family and Consumer Sciences
Coordinator Accounting	Coordinator Fine Arts
Coordinator Adult Academic Programs	Coordinator Food Services
Coordinator Alternative Education	Coordinator Gifted Education
Coordinator Athletics	Coordinator Global Studies Academy
Coordinator Benefits	Coordinator Grants Development
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 Educational Foundation	Coordinator Instructional Media Service
Coordinator Elementary Curriculum	Coordinator Instructional Technology



Attachment C (continued)

Unified Experience-Based Step Pay Scale - Grade Assignments SY 2019-2020	
GRADE 22 (continue)	
Coordinator International Baccalaureate	Coordinator Student Activities
Coordinator K-12 Programs and Grants	Coordinator Student Leadership
Coordinator Language Arts	Coordinator Social Work Services
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 Technology Academy
Coordinator Middle Years Program	Coordinator Telecommunications
Coordinator Military Connected & Academic Support Program	Coordinator Title I Programs
Coordinator Parent and Stakeholder Services	Coordinator Visual and Performing Arts
Coordinator Planetarium	Coordinator World Languages
Coordinator Policy and Constituent Services	Database Administrator
Coordinator Professional Learning	Dean of Students (HS)
Coordinator Psychological Services	Educational Measurement and Assessment Specialist
Coordinator Public Relations	Neuropsychologist
Coordinator Recruitment and Retention	Specialist Employee Relations
Coordinator School/Community Partnerships	Specialist Human Resources
Coordinator Science	Specialist Program Evaluation
Coordinator Social Studies	Specialist Research
Coordinator Social Work Services	Specialist Testing
Coordinator Special Education	
GRADE 21	
Assistant Director Environmental Resources	Demographer/GIS Manager
Assistant Director Maintenance Services	Information Security Manager
Assistant Principal MS	Mechanical Systems Engineer
Coordinator Purchasing	Payroll Supervisor
Coordinator Security & Safe Schools	Project Manager - Information Services
Coordinator Technical Applications	Risk Manager
Coordinator Transportation	Staff Architect
Dean of Students (MS)	Systems Engineer - Supervisor
GRADE 20	
Assistant Principal ES	Programmer Analyst - Senior
Contract Specialist	Project Manager - Construction
Educational Data Specialist	Student Information Systems Specialist
Financial Management Specialist	Sustainability Officer
Food Services Operations Supervisor	Systems Analyst
Grants Manager	Transportation Systems Specialist
HR Information Systems Specialist	
GRADE 19	
Accountant - Principal	Physical Therapist
Assistant Payroll Supervisor	Positive Behavioral Interventions and Supports (PBIS) Specialist
Benefits Program Specialist	Procurement Specialist II
Coordinator Distribution Services	Psychologist
Coordinator Maintenance	School Social Worker
Coordinator Mechanical Systems	School-to-Work Transition Supervisor
Coordinator Special Projects	Specialist, Professional Learning
Fleet Manager	Student Activities Coordinator (HS)
Instructional Specialist	Supervisor Construction
Internal Auditor	Systems Administrator
Occupational Therapist	Systems Engineer



Attachment C (continued)

Unified Experience-Based Step Pay Scale - Grade Assignments SY 2019-2020	
GRADE 18	
Audiologist	Programmer Analyst
Family Engagement Specialist	School Improvement Specialist (HS)
Foundation Transition Planner	Guidance School Counselor Department Chair
Human Resources Marketing Specialist	School Nurse
Occupational Safety and Health Specialist	Student Activities Coordinator (MS)
Opportunity Inc. STEM Grant Specialist	
Hampton Roads Workforce Council Specialist	Transportation Area Supervisor
Positive Behavioral Interventions and Supports (PBIS) Coach	Webmaster
GRADE 17	
Accountant - Sr. (Title Only)	Student Support Specialist
Budget Analyst	Supervisor Carpentry
Construction Inspector, Senior	Supervisor Electrical
Geographic Information Systems (GIS) Analyst	Supervisor Electronics
Interpreter Specialist	Supervisor HVAC
Network Administrator	Supervisor Maintenance
Procurement Specialist I	Supervisor Night Crew
School Improvement Specialist (MS)	Supervisor Plumbing
GRADE 16	
Accounts Payable Systems Specialist	HVAC Specialist
Benefits Specialist II	Interpreter III (EIPA 3.5 - 3.9)
Boiler Specialist	Network Technician II
Construction Inspector	Nutritional/Training Coordinator
Data Operations Supervisor	Occupational Safety Specialist
District Chef	Procurement Systems Specialist
Educational Data Analyst	Procurement Card Program Manager
Executive Office Associate III	Supervising Cafeteria Manager
Fleet Supervisor	Technical Contract Manager
Food Services Program Analyst	Television Operations Technician
GRADE 15	
Assistant Accounts Payable Supervisor	HVAC Craftsman III
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	
GRADE 14	
Accountant (Title Only)	Graphic Designer
Assistant Distribution Center Supervisor	Interpreter II (EIPA 3.0 - 3.4)
Benefits Specialist I	Network Technician I
Carpentry Craftsman III	Painter Craftsman III
Executive Office Associate II	School Business Assistant
General Maintenance Craftsman III	



Attachment C (continued)

Unified Experience-Based Step Pay Scale - Grade Assignments SY 2019-2020	
GRADE 13	
Accounting Technician	Insurance Claims Analyst
Boiler Craftsman II	Interpreter I (EIPA 2.5 - 2.9)
Customer Support Technician II	Machinist Craftsman II
Data Management Analyst	Plumbing Craftsman II
Electrical Craftsman II	Procurement Assistant III
Electronics Craftsman II	Testing Assistant
Executive Office Associate I	Warehouse Manager - School Plant
Fleet Technician III	Warehouse and Distribution Technician
Food Services Craftsman II	Workers Compensation Claims Analyst
HVAC Craftsman II	
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 III	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	Library Cataloger
Cafeteria Manager II	Machinist Craftsman I
Customer Support Technician I	Pest Control Technician
Data Processing Specialist	Plumbing Craftsman I
Electrical Craftsman I	Procurement Assistant II
Electronics Craftsman I	School Administrative Associate I
Employee Relations Associate	Teacher Production Center Technician
Financial Assistant	Web Page Design Technician
GRADE 10	
Cafeteria Manager I	General Maintenance Craftsman I
Carpentry Craftsman I	Painter Craftsman I
Clinic Assistant - LPN	School Rental Assistant
Fleet Technician I	Special Education Assistant - BD
GRADE 09	
ALC General Assistant - BD	Library / Media Assistant - BD
Bus Driver	PE Assistant - BD
Bus Driver - Plan Bee	Pre-Kindergarten Assistant - BD
Clinic Assistant - EMT	Procurement Assistant I (Title only)
Custodian IV	Security Assistant - BD
Distance Learning Assistant - BD	Security Officer
Distribution Driver	Special Education Assistant - AD
Duplication Technician	Student Residency Verifier
General Assistant - BD	Title I Assistant - BD
ISS Coordinator	Transportation Dispatcher
Kindergarten Assistant - BD	



Attachment C (continued)

Unified Experience-Based Step Pay Scale - Grade Assignments SY 2019-2020	
GRADE 08	
ALC General Assistant - AD	Kindergarten Assistant - AD
Assistant Cafeteria Manager	Library / Media Assistant - AD
Auxilliary Driver	Office Associate II
Auxilliary Driver - Plan Bee	PE Assistant - AD
Circulation Clerk	Pre-Kindergarten Assistant - AD
Clinic Assistant - CNA	School Office Associate II
Distance Learning Assistant - AD	School Office Associated II - Data Technician
Drivers Education Instructor	Security Assistant - AD
Fiscal Technician (Title Only)	Special Education Assistant - Parapro/48 hrs
General Assistant - AD	Title I Assistant - AD
GRADE 07	
ALC General Assistant - Parapro/48 hrs	Library / Media Assistant - HD/Parapro/48 hrs
Cafeteria Manager in Training	Library Technician
Baker	PE Assistant - Parapro or 48 hrs
Baker/Cook	Pre-Kindergarten Assistant - Parapro or 48 hrs
Custodian III	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
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	
GRADE 05	
Bus Assistant	Cafeteria Assistant
Bus Assistant - Plan Bee	Custodian II
GRADE 04	
Custodian I	Fleet Shop Helper



School Board of the City of Virginia Beach
School Administration Building# 6, Municipal Center
2512 George Mason Dr., Virginia Beach, VA 23456

MINUTES
Tuesday, May 28, 2019
School Board Regular Meeting
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Attachment D

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)														
U04														
Annual Hours	Hourly Rate	10-mo 188 days 3.5hr/day	10-mo 188 days 4 hr/day	10-mo 188 days 4.5 hr/day	10-mo 188 days 5 hr/day	10-mo 188 days 5.5 hr/day	10-mo 188 days 6 hr/day	10-mo 188 days 6.5 hr/day	10-mo 188 days 7 hr/day	10-mo 188 days 7.5 hr/day	10-mo 188 days 8 hr/day	10-mo 188 days 8.5 hr/day	10-mo 188 days 9 hr/day	10-mo 188 days 9.5 hr/day
Creditable Yrs of Exp	Hourly Rate	10-mo 188 days 3.5hr/day	10-mo 188 days 4 hr/day	10-mo 188 days 4.5 hr/day	10-mo 188 days 5 hr/day	10-mo 188 days 5.5 hr/day	10-mo 188 days 6 hr/day	10-mo 188 days 6.5 hr/day	10-mo 188 days 7 hr/day	10-mo 188 days 7.5 hr/day	10-mo 188 days 8 hr/day	10-mo 188 days 8.5 hr/day	10-mo 188 days 9 hr/day	10-mo 188 days 9.5 hr/day
0	11,039.7	16,543	21,506	26,469	31,432	36,395	41,358	46,321	51,284	56,247	61,210	66,173	71,136	76,099
1	11,056.6	16,624	21,587	26,550	31,513	36,476	41,439	46,402	51,365	56,328	61,291	66,254	71,217	76,180
2	11,073.5	16,705	21,668	26,631	31,594	36,557	41,520	46,483	51,446	56,409	61,372	66,335	71,298	76,261
3	11,090.4	16,786	21,749	26,712	31,675	36,638	41,601	46,564	51,527	56,490	61,453	66,416	71,379	76,342
4	11,107.3	16,867	21,830	26,793	31,756	36,719	41,682	46,645	51,608	56,571	61,534	66,497	71,460	76,423
5	11,124.2	16,948	21,911	26,874	31,837	36,800	41,763	46,726	51,689	56,652	61,615	66,578	71,541	76,504
6	11,141.1	17,029	21,992	26,955	31,918	36,881	41,844	46,807	51,770	56,733	61,696	66,659	71,622	76,585
7	11,158.0	17,110	22,073	27,036	32,000	36,962	41,925	46,888	51,851	56,814	61,777	66,740	71,703	76,666
8	11,174.9	17,191	22,154	27,117	32,081	37,043	42,006	46,969	51,932	56,895	61,858	66,821	71,784	76,747
9	11,191.8	17,272	22,235	27,198	32,162	37,124	42,087	47,050	52,013	57,057	62,020	66,983	71,946	76,828
10	11,208.7	17,353	22,316	27,279	32,243	37,205	42,168	47,131	52,094	57,138	62,101	67,064	72,027	76,909
11	11,225.6	17,434	22,397	27,360	32,324	37,286	42,249	47,212	52,175	57,219	62,182	67,145	72,108	77,071
12	11,242.5	17,515	22,478	27,441	32,405	37,367	42,330	47,293	52,256	57,300	62,263	67,226	72,189	77,152
13	11,259.4	17,596	22,559	27,522	32,486	37,448	42,411	47,374	52,337	57,381	62,344	67,307	72,270	77,233
14	11,276.3	17,677	22,640	27,603	32,567	37,529	42,492	47,455	52,418	57,462	62,425	67,388	72,351	77,314
15	11,293.2	17,758	22,721	27,684	32,648	37,610	42,573	47,536	52,499	57,543	62,506	67,469	72,432	77,395
16	11,310.1	17,839	22,802	27,765	32,729	37,691	42,654	47,617	52,580	57,624	62,587	67,550	72,513	77,476
17	11,327.0	17,920	22,883	27,846	32,810	37,772	42,735	47,698	52,661	57,705	62,668	67,631	72,594	77,557
18	11,343.9	18,001	22,964	27,927	32,891	37,853	42,816	47,779	52,742	57,786	62,749	67,712	72,675	77,638
19	11,360.8	18,082	23,045	28,008	32,972	37,934	42,897	47,860	52,823	57,867	62,830	67,793	72,756	77,719
20	11,377.7	18,163	23,126	28,089	33,053	38,015	42,978	47,941	52,904	57,948	62,911	67,874	72,837	77,800
21	11,394.6	18,244	23,207	28,170	33,134	38,096	43,059	48,022	52,985	58,029	62,992	67,955	72,918	77,881
22	11,411.5	18,325	23,288	28,251	33,215	38,177	43,140	48,103	53,066	58,110	63,073	68,036	73,000	77,962
23	11,428.4	18,406	23,369	28,332	33,296	38,258	43,221	48,184	53,147	58,191	63,154	68,117	73,081	78,043
24	11,445.3	18,487	23,450	28,413	33,377	38,339	43,302	48,265	53,228	58,272	63,235	68,198	73,162	78,124
25	11,462.2	18,568	23,531	28,494	33,458	38,420	43,383	48,346	53,309	58,353	63,316	68,279	73,243	78,205
26	11,479.1	18,649	23,612	28,575	33,539	38,501	43,464	48,427	53,390	58,434	63,397	68,360	73,324	78,286
27	11,496.0	18,730	23,693	28,656	33,620	38,582	43,545	48,508	53,471	58,515	63,478	68,441	73,405	78,367
28	11,512.9	18,811	23,774	28,737	33,701	38,663	43,626	48,589	53,552	58,596	63,559	68,522	73,486	78,448
29	11,529.8	18,892	23,855	28,818	33,782	38,744	43,707	48,670	53,633	58,677	63,640	68,603	73,567	78,529
30	11,546.7	18,973	23,936	28,899	33,863	38,825	43,788	48,751	53,714	58,758	63,721	68,684	73,648	78,610
*ABOVE SCALE (2.5% COLA)														
1000 - Custodian I														
2080 - Custodian II														
2080 - Fleet Shop Helper														
U05														
Annual Hours	Hourly Rate	10-mo 188 days 3.5hr/day	10-mo 188 days 4 hr/day	10-mo 188 days 4.5 hr/day	10-mo 188 days 5 hr/day	10-mo 188 days 5.5 hr/day	10-mo 188 days 6 hr/day	10-mo 188 days 6.5 hr/day	10-mo 188 days 7 hr/day	10-mo 188 days 7.5 hr/day	10-mo 188 days 8 hr/day	10-mo 188 days 8.5 hr/day	10-mo 188 days 9 hr/day	10-mo 188 days 9.5 hr/day
Creditable Yrs of Exp	Hourly Rate	10-mo 188 days 3.5hr/day	10-mo 188 days 4 hr/day	10-mo 188 days 4.5 hr/day	10-mo 188 days 5 hr/day	10-mo 188 days 5.5 hr/day	10-mo 188 days 6 hr/day	10-mo 188 days 6.5 hr/day	10-mo 188 days 7 hr/day	10-mo 188 days 7.5 hr/day	10-mo 188 days 8 hr/day	10-mo 188 days 8.5 hr/day	10-mo 188 days 9 hr/day	10-mo 188 days 9.5 hr/day
0	11,078.7	7,212	9,242	11,272	13,302	15,332	17,362	19,392	21,422	23,452	25,482	27,512	29,542	31,572
1	11,095.6	7,293	9,323	11,353	13,383	15,413	17,443	19,473	21,503	23,533	25,563	27,593	29,623	31,653
2	11,112.5	7,374	9,404	11,434	13,464	15,494	17,524	19,554	21,584	23,614	25,644	27,674	29,704	31,734
3	11,129.4	7,455	9,485	11,515	13,545	15,575	17,605	19,635	21,665	23,695	25,725	27,755	29,785	31,815
4	11,146.3	7,536	9,566	11,596	13,626	15,656	17,686	19,716	21,746	23,776	25,806	27,836	29,866	31,896
5	11,163.2	7,617	9,647	11,677	13,707	15,737	17,767	19,797	21,827	23,857	25,887	27,917	29,947	31,977
6	11,180.1	7,698	9,728	11,758	13,788	15,818	17,848	19,878	21,908	23,938	25,968	27,998	30,028	32,058
7	11,197.0	7,779	9,809	11,839	13,869	15,899	17,929	19,959	21,989	24,019	26,049	28,079	30,109	32,139
8	11,213.9	7,860	9,890	11,920	13,950	15,980	18,010	20,040	22,070	24,100	26,130	28,160	30,190	32,220
9	11,230.8	7,941	9,971	12,001	14,031	16,061	18,091	20,121	22,151	24,181	26,211	28,241	30,271	32,301
10	11,247.7	8,022	10,052	12,082	14,112	16,142	18,172	20,202	22,232	24,262	26,292	28,322	30,352	32,382
11	11,264.6	8,103	10,133	12,163	14,193	16,223	18,253	20,283	22,313	24,343	26,373	28,403	30,433	32,463
12	11,281.5	8,184	10,214	12,244	14,274	16,304	18,334	20,364	22,394	24,424	26,454	28,484	30,514	32,544
13	11,298.4	8,265	10,295	12,325	14,355	16,385	18,415	20,445	22,475	24,505	26,535	28,565	30,595	32,625
14	11,315.3	8,346	10,376	12,406	14,436	16,466	18,496	20,526	22,556	24,586	26,616	28,596	30,676	32,706
15	11,332.2	8,427	10,457	12,487	14,517	16,547	18,577	20,607	22,586	24,667	26,697	28,727	30,757	32,787
16	11,349.1	8,508	10,538	12,568	14,598	16,628	18,658	20,688	22,718	24,748	26,778	28,808	30,838	32,868
17	11,366.0	8,589	10,619	12,649	14,679	16,709	18,739	20,769	22,799	24,829	26,859	28,889	30,919	32,949
18	11,382.9	8,670	10,700	12,730	14,760	16,790	18,820	20,850	22,880	24,910	26,940	28,970	31,000	33,030
19	11,399.8	8,751	10,781	12,811	14,841	16,871	18,901	20,931	22,961	25,001	27,031	29,061	31,091	33,121
20	11,416.7	8,832	10,862	12,892	14,922	16,952	18,982	21,012	23,042	25,072	27,102	29,132	31,162	33,192
21	11,433.6	8,913	10,943	12,973	15,003	17,033	19,063	21,093	23,123	25,153	27,183	29,213	31,243	33,273
22	11,450.5	8,994	11,024	13,054	15,084	17,114	19,144	21,174	23,204	25,234	27,264	29,294	31,324	33,354
23	11,467.4	9,075	11,105	13,135	15,165	17,195	19,225	21,255	23,285	25,315	27,345	29,375	31,405	33,435
24	11,484.3	9,156	11,186	13,216	15,246	17,276	19,306	21,336	23,366	25,396	27,426	29,456	31,486	33,516
25	11,501.2	9,237	11,267	13,297	15,327	17,357	19,387	21,417	23,447	25,477	27,507	29,537	31,567	33,597
26	11,518.1	9,318	11,348	13,378	15,408	17,438	19,468	21,498	23,528	25,558	27,588	29,618	31,648	33,678
27	11,535.0	9,399	11,429	13,459	15,489	17,519	19,549	21,579	23,609	25,639	27,669	29,699	31,729	33,759
28	11,551.9	9,480	11,510	13,540	15,570	17,600	19,630	21,660	23,690	25,720	27,750	29,780	31,810	33,840
29	11,568.8	9,561	11,591	13,621	15,651	17,681	19,711	21,741						



School Board of the City of Virginia Beach
School Administration Building# 6, Municipal Center
2512 George Mason Dr., Virginia Beach, VA 23456

MINUTES
Tuesday, May 28, 2019
School Board Regular Meeting
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Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)													
U07													
U08													
Annual Hours	Hourly Rate	1027	10-mo 187 day 7.33hr/day	1371	10-mo 189 days 7.33hr/day	1386	10-mo 190 days 7.33hr/day	1393	10-mo 193 days 7.33hr/day	1415	10-mo 200 days 8hr/day	1600	2080
Creditable Yrs of Exp	Rate	1027	10-mo 187 day 7.33hr/day	1371	10-mo 189 days 7.33hr/day	1386	10-mo 190 days 7.33hr/day	1393	10-mo 193 days 7.33hr/day	1415	10-mo 200 days 8hr/day	1600	2080
0	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2	13,631.2
1	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3	13,664.3
2	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4	13,697.4
3	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5	13,730.5
4	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6	13,763.6
5	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7	13,796.7
6	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8	13,829.8
7	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9	13,862.9
8	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0	13,896.0
9	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1	13,929.1
10	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2	13,962.2
11	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3	13,995.3
12	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4	14,028.4
13	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5	14,061.5
14	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6	14,094.6
15	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7	14,127.7
16	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8	14,160.8
17	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9	14,193.9
18	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0	14,227.0
19	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1	14,260.1
20	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2	14,293.2
21	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3	14,326.3
22	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4	14,359.4
23	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5	14,392.5
24	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6	14,425.6
25	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7	14,458.7
26	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8	14,491.8
27	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9	14,524.9
28	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0	14,558.0
29	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1	14,591.1
30	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2	14,624.2
ABOVE SCALE (2.5% COLA)													
1027 - ALC Assist - HQ													
1600 - Baker/Cook													
2080 - Custodian III													
1415 - Library/Media Assist - HD/HQ													
1386 - Security Assist - HQ													
1371 - SpEd Assist - HD													
1371 - Tchr Assist - HQ (excl SpEd)													
2080 - Warehouse Technician													
ABOVE SCALE (2.5% COLA)													
1027 - ALC Assist - AD													
1600 - Assist Cafeteria Manager													
1488 - Auxiliary Driver													
1788 - Auxiliary Driver - Plan Bee													
2080 - Circulation Clerk													
1371 - Clinic Assist - "CNA"													
1386 - Driver Ed Instructor													
1415 - Library/Media Assist - AD													
2080 - Office Assoc II													
1600 - School Office Assoc II													
2080 - School Office Assoc II - Data Tech													
1386 - Security Assist - AD													

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
- Employees with 1-30 years of creditable work experience received 3% of their 8/30/19 base salary which included a 2.5% experience step increase.
- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)																			
U09										U10									
Annual Hours →		→		→		→		→		→		→		→		→		→	
Creditable Yrs of Exp		Hourly Rate		10-mo 187 days 7.33hr/day		10-mo 188 days 7.33hr/day		10-mo 189 days 7.33hr/day		10-mo 190 days 7.33hr/day		10-mo 191 days 7.33hr/day		10-mo 192 days 7.33hr/day		10-mo 193 days 7.33hr/day		10-mo 194 days 7.33hr/day	
0	14,602.2	13,580	14,938	16,296	17,654	19,012	20,019	20,238	20,370	20,622	21,728	25,816	30,372	35,552	0	15,650.3	21,456	25,040	32,552
1	14,637.7	13,615	14,974	16,335	17,696	19,058	20,068	20,287	20,419	20,712	21,780	25,879	30,446	35,631	1	15,688.4	21,508	25,101	32,611
2	14,673.2	13,646	15,010	16,375	17,740	19,104	20,117	20,337	20,469	20,762	21,834	25,942	30,520	35,711	2	15,726.8	21,561	25,162	32,671
3	14,742.3	13,710	15,081	16,452	17,823	19,194	20,211	20,432	20,565	20,860	21,936	26,064	30,683	35,806	3	15,800.6	21,662	25,280	32,865
4	14,812.6	13,775	15,153	16,530	17,908	19,286	20,308	20,530	20,663	20,969	22,041	26,188	30,810	36,001	4	15,875.9	21,765	25,401	33,021
5	14,906.6	13,913	15,304	16,696	18,087	19,478	20,510	20,735	20,870	21,169	22,261	26,450	31,118	36,202	5	16,034.6	21,983	25,655	33,351
6	15,025.5	13,973	15,371	16,768	18,165	19,563	20,599	20,825	20,960	21,261	22,357	26,565	31,253	36,303	6	16,104.1	22,078	25,766	33,499
7	15,119	14,054	15,459	16,864	18,270	19,675	20,718	20,945	21,081	21,383	22,486	26,717	31,432	36,489	7	16,190.7	22,205	25,914	33,688
8	15,172.2	14,114	15,526	16,937	18,349	19,760	20,806	21,035	21,172	21,475	22,583	26,833	31,568	36,582	8	16,266.7	22,301	26,026	33,834
9	15,249.2	14,181	15,599	17,018	18,436	19,854	20,907	21,136	21,272	21,577	22,690	26,960	31,718	36,676	9	16,344.0	22,407	26,150	33,995
10	15,408.6	14,329	15,762	17,195	18,628	20,061	21,125	21,356	21,494	21,803	22,927	27,242	32,049	36,771	10	16,514.8	22,641	26,423	34,350
11	15,572.3	14,482	15,930	17,378	18,826	20,259	21,349	21,583	21,723	22,034	23,171	27,531	32,390	36,866	11	16,690.2	22,882	26,704	34,715
12	15,775.5	14,671	16,138	17,605	19,072	20,539	21,628	21,864	22,006	22,322	23,473	27,891	32,813	36,988	12	16,907.9	23,180	27,052	35,168
13	16,008.6	14,887	16,376	17,865	19,354	20,843	21,947	22,187	22,331	22,652	23,820	28,303	33,294	37,169	13	17,157.8	23,523	27,452	35,688
14	16,309.9	15,168	16,685	18,201	19,718	21,235	22,360	22,605	22,752	23,078	24,269	28,835	33,924	37,369	14	17,480.6	23,965	27,968	36,359
15	16,673.1	15,505	17,056	18,607	20,157	21,708	22,858	23,108	23,259	23,592	24,809	29,478	34,680	37,540	15	17,869.8	24,499	28,591	37,169
16	17,036.3	15,843	17,428	19,012	20,596	22,181	23,356	23,612	23,765	24,106	25,350	30,120	35,435	37,688	16	18,259.0	25,033	29,214	37,978
17	17,399.3	16,181	17,799	19,417	21,035	22,653	23,854	24,115	24,272	24,620	25,890	30,761	36,190	37,788	17	18,648.1	25,566	29,836	38,388
18	17,762.5	16,519	18,171	19,822	21,474	23,126	24,352	24,618	24,778	25,133	26,430	31,404	36,946	37,997	18	19,037.3	26,100	30,459	39,597
19	18,125.7	16,856	18,542	20,228	21,913	23,599	24,850	25,122	25,285	25,647	26,971	32,046	37,701	38,407	19	19,426.5	26,633	31,082	40,407
20	18,488.8	17,194	18,914	20,533	22,352	24,072	25,348	25,625	25,791	26,161	27,511	32,688	38,456	39,161	20	19,815.7	27,167	31,705	41,216
21	18,851.9	17,532	19,285	21,038	22,791	24,545	25,845	26,128	26,298	26,675	28,051	33,330	39,211	39,921	21	20,204.8	27,700	32,329	42,025
22	19,215.1	17,870	19,657	21,444	23,231	25,018	26,343	26,632	26,805	27,189	28,592	33,972	39,967	40,677	22	20,594.1	28,234	32,957	42,835
23	19,578.2	18,207	20,028	21,849	23,670	25,490	26,841	27,135	27,311	27,703	29,123	34,614	40,722	41,434	23	20,983.2	28,767	33,573	43,645
24	19,941.4	18,545	20,400	22,254	24,109	25,963	27,339	27,638	27,818	28,217	29,672	35,256	41,478	42,190	24	21,372.3	29,301	34,195	44,454
25	20,304.5	18,883	20,771	22,659	24,548	26,436	27,837	28,142	28,324	28,730	30,213	35,898	42,233	42,945	25	21,761.6	29,835	34,818	45,264
26	20,667.5	19,220	21,142	23,064	24,987	26,909	28,335	28,645	28,831	29,244	30,753	36,540	42,988	43,700	26	22,150.7	30,368	35,441	46,073
27	21,030.7	19,558	21,514	23,470	25,426	27,381	28,833	29,148	29,339	29,758	31,273	37,182	43,743	44,455	27	22,540.0	30,902	36,064	46,883
28	21,393.9	19,896	21,885	23,875	25,865	27,854	29,331	29,651	29,844	30,272	31,834	37,824	44,459	45,171	28	22,929.91	31,435	36,686	47,692
29	21,756.9	20,233	22,257	24,280	26,304	28,327	29,828	30,155	30,350	30,786	32,374	38,466	45,254	45,966	29	23,318.3	31,969	37,309	48,502
30	22,120.1	20,571	22,628	24,686	26,743	28,800	30,326	30,658	30,857	31,298	32,914	39,108	46,009	46,721	30	23,707.5	32,502	37,932	49,311
														ABOVE SCALE (2.5% COLA)					
														1600 - Cafeteria Manager I					
														2080 - Carpentry Craftsman I					
														1371 - Clinic Assist - LPN					
														2080 - Fleet Technician I					
														2080 - Maintenance Craftsman I					
														2080 - Painter Craftsman I					
														2080 - School Rentals Assist					
														1371 - SpEd Assist - BD					



Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)											
Grade 11											
U12											
U13											
Annual Hours	→	1600	1800	2000	2200	2400	2600	2800	3000	3200	3400
Credible Yrs of Exp	→	0	1	2	3	4	5	6	7	8	9
Hourly Rate	→	16.7679	16.8087	16.8499	16.8911	16.9323	16.9735	17.0147	17.0559	17.0971	17.1383
12-mo 260 days 8hr/day	→	26,828	26,923	27,018	27,113	27,208	27,303	27,398	27,493	27,588	27,683
187 days 7.33hr/day	→	23,512	23,570	23,628	23,686	23,744	23,802	23,860	23,918	23,976	24,034
10-mo 187 days 7.33hr/day	→	17,9625	18,0062	18,0500	18,0937	18,1375	18,1813	18,2250	18,2688	18,3125	18,3563
10-mo 187 days 7.33hr/day	→	28,740	28,809	28,878	28,947	29,016	29,085	29,154	29,223	29,292	29,361
10-mo 187 days 7.33hr/day	→	37,362	37,452	37,542	37,632	37,722	37,812	37,902	37,992	38,082	38,172
10-mo 187 days 7.33hr/day	→	40,044	40,142	40,240	40,338	40,436	40,534	40,632	40,730	40,828	40,926
10-mo 187 days 7.33hr/day	→	42,705	42,803	42,901	43,000	43,098	43,196	43,294	43,392	43,490	43,588
10-mo 187 days 7.33hr/day	→	45,242	45,340	45,438	45,536	45,634	45,732	45,830	45,928	46,026	46,124
10-mo 187 days 7.33hr/day	→	47,714	47,812	47,910	48,008	48,106	48,204	48,302	48,400	48,498	48,596
10-mo 187 days 7.33hr/day	→	50,161	50,259	50,357	50,455	50,553	50,651	50,749	50,847	50,945	51,043
10-mo 187 days 7.33hr/day	→	52,568	52,666	52,764	52,862	52,960	53,058	53,156	53,254	53,352	53,450
10-mo 187 days 7.33hr/day	→	54,834	54,932	55,030	55,128	55,226	55,324	55,422	55,520	55,618	55,716
10-mo 187 days 7.33hr/day	→	57,000	57,098	57,196	57,294	57,392	57,490	57,588	57,686	57,784	57,882
10-mo 187 days 7.33hr/day	→	59,166	59,264	59,362	59,460	59,558	59,656	59,754	59,852	59,950	60,048
10-mo 187 days 7.33hr/day	→	61,232	61,330	61,428	61,526	61,624	61,722	61,820	61,918	62,016	62,114
10-mo 187 days 7.33hr/day	→	63,298	63,396	63,494	63,592	63,690	63,788	63,886	63,984	64,082	64,180
10-mo 187 days 7.33hr/day	→	65,245	65,343	65,441	65,539	65,637	65,735	65,833	65,931	66,029	66,127
10-mo 187 days 7.33hr/day	→	67,192	67,290	67,388	67,486	67,584	67,682	67,780	67,878	67,976	68,074
10-mo 187 days 7.33hr/day	→	69,039	69,137	69,235	69,333	69,431	69,529	69,627	69,725	69,823	69,921
10-mo 187 days 7.33hr/day	→	70,886	70,984	71,082	71,180	71,278	71,376	71,474	71,572	71,670	71,768
10-mo 187 days 7.33hr/day	→	72,715	72,813	72,911	73,009	73,107	73,205	73,303	73,401	73,499	73,597
10-mo 187 days 7.33hr/day	→	74,622	74,720	74,818	74,916	75,014	75,112	75,210	75,308	75,406	75,504
10-mo 187 days 7.33hr/day	→	76,429	76,527	76,625	76,723	76,821	76,919	77,017	77,115	77,213	77,311
10-mo 187 days 7.33hr/day	→	78,236	78,334	78,432	78,530	78,628	78,726	78,824	78,922	79,020	79,118
10-mo 187 days 7.33hr/day	→	80,043	80,141	80,239	80,337	80,435	80,533	80,631	80,729	80,827	80,925
10-mo 187 days 7.33hr/day	→	82,050	82,148	82,246	82,344	82,442	82,540	82,638	82,736	82,834	82,932
10-mo 187 days 7.33hr/day	→	84,057	84,155	84,253	84,351	84,449	84,547	84,645	84,743	84,841	84,939
10-mo 187 days 7.33hr/day	→	86,064	86,162	86,260	86,358	86,456	86,554	86,652	86,750	86,848	86,946
10-mo 187 days 7.33hr/day	→	88,071	88,169	88,267	88,365	88,463	88,561	88,659	88,757	88,855	88,953
10-mo 187 days 7.33hr/day	→	90,080	90,178	90,276	90,374	90,472	90,570	90,668	90,766	90,864	90,962
10-mo 187 days 7.33hr/day	→	92,088	92,186	92,284	92,382	92,480	92,578	92,676	92,774	92,872	92,970
10-mo 187 days 7.33hr/day	→	94,096	94,194	94,292	94,390	94,488	94,586	94,684	94,782	94,880	94,978
10-mo 187 days 7.33hr/day	→	96,104	96,202	96,300	96,398	96,496	96,594	96,692	96,790	96,888	96,986
10-mo 187 days 7.33hr/day	→	98,112	98,210	98,308	98,406	98,504	98,602	98,700	98,798	98,896	98,994
10-mo 187 days 7.33hr/day	→	100,120	100,218	100,316	100,414	100,512	100,610	100,708	100,806	100,904	101,002
10-mo 187 days 7.33hr/day	→	102,128	102,226	102,324	102,422	102,520	102,618	102,716	102,814	102,912	103,010
10-mo 187 days 7.33hr/day	→	104,136	104,234	104,332	104,430	104,528	104,626	104,724	104,822	104,920	105,018
10-mo 187 days 7.33hr/day	→	106,144	106,242	106,340	106,438	106,536	106,634	106,732	106,830	106,928	107,026
10-mo 187 days 7.33hr/day	→	108,152	108,250	108,348	108,446	108,544	108,642	108,740	108,838	108,936	109,034
10-mo 187 days 7.33hr/day	→	110,160	110,258	110,356	110,454	110,552	110,650	110,748	110,846	110,944	111,042
10-mo 187 days 7.33hr/day	→	112,168	112,266	112,364	112,462	112,560	112,658	112,756	112,854	112,952	113,050
10-mo 187 days 7.33hr/day	→	114,176	114,274	114,372	114,470	114,568	114,666	114,764	114,862	114,960	115,058
10-mo 187 days 7.33hr/day	→	116,184	116,282	116,380	116,478	116,576	116,674	116,772	116,870	116,968	117,066
10-mo 187 days 7.33hr/day	→	118,192	118,290	118,388	118,486	118,584	118,682	118,780	118,878	118,976	119,074
10-mo 187 days 7.33hr/day	→	120,200	120,298	120,396	120,494	120,592	120,690	120,788	120,886	120,984	121,082
10-mo 187 days 7.33hr/day	→	122,208	122,306	122,404	122,502	122,600	122,698	122,796	122,894	122,992	123,090
10-mo 187 days 7.33hr/day	→	124,216	124,314	124,412	124,510	124,608	124,706	124,804	124,902	125,000	125,098
10-mo 187 days 7.33hr/day	→	126,224	126,322	126,420	126,518	126,616	126,714	126,812	126,910	127,008	127,106
10-mo 187 days 7.33hr/day	→	128,232	128,330	128,428	128,526	128,624	128,722	128,820	128,918	129,016	129,114
10-mo 187 days 7.33hr/day	→	130,240	130,338	130,436	130,534	130,632	130,730	130,828	130,926	131,024	131,122
10-mo 187 days 7.33hr/day	→	132,248	132,346	132,444	132,542	132,640	132,738	132,836	132,934	133,032	133,130
10-mo 187 days 7.33hr/day	→	134,256	134,354	134,452	134,550	134,648	134,746	134,844	134,942	135,040	135,138
10-mo 187 days 7.33hr/day	→	136,264	136,362	136,460	136,558	136,656	136,754	136,852	136,950	137,048	137,146
10-mo 187 days 7.33hr/day	→	138,272	138,370	138,468	138,566	138,664	138,762	138,860	138,958	139,056	139,154
10-mo 187 days 7.33hr/day	→	140,280	140,378	140,476	140,574	140,672	140,770	140,868	140,966	141,064	141,162
10-mo 187 days 7.33hr/day	→	142,288	142,386	142,484	142,582	142,680	142,778	142,876	142,974	143,072	143,170
10-mo 187 days 7.33hr/day	→	144,296	144,394	144,492	144,590	144,688	144,786	144,884	144,982	145,080	145,178
10-mo 187 days 7.33hr/day	→	146,304	146,402	146,500	146,598	146,696	146,794	146,892	146,990	147,088	147,186
10-mo 187 days 7.33hr/day	→	148,312	148,410	148,508	148,606	148,704	148,802	148,900	149,000	149,098	149,196
10-mo 187 days 7.33hr/day	→	150,320	150,418	150,516	150,614	150,712	150,810	150,908	151,006	151,104	151,202
10-mo 187 days 7.33hr/day	→	152,328	152,426	152,524	152,622	152,720	152,818	152,916	153,014	153,112	153,210
10-mo 187 days 7.33hr/day	→	154,336	154,434	154,532	154,630	154,728	154,826	154,924	155,022	155,120	155,218
10-mo 187 days 7.33hr/day	→	156,344	156,442	156,540	156,638	156,736	156,834	156,932	157,030	157,128	157,226
10-mo 187 days 7.33hr/day	→	158,352	158,450	158,548	158,646	158,744	158,842	158,940	159,038	159,136	159,234
10-mo 187 days 7.33hr/day	→	160,360	160,458	160,556	160,654	160,752	160,850	160,948	161,046	161,144	161,242
10-mo 187 days 7.33hr/day	→	162,368	162,466	162,564	162,662	162,760	162,858	162,956	163,054	163,152	163,250
10-mo 187 days 7.33hr/day	→	164,376	164,474	164,572	164,670	164,768	164,866	164,964	165,062	165,160	165,258
10-mo 187 days 7.33hr/day	→	166,384	166,482	166,580	166,678	166,776	166,874	166,972	167,070	167,168	167,266
10-mo 187 days 7.33hr/day	→	168,392	168,490	168,588	168,686	168,784	168,882	168,980	169,078	169,176	169,274
10-mo 187 days 7.33hr/day	→	170,400	170,498	170,596	170,694	170,792	170,890	170,988	171,086	171,184	171,282
10-mo 187 days 7.33hr/day	→	172,408	172,506	172,604	172,702	172,800	172,898	172,996	173,094	173,192	173,290
10-mo 187 days 7.33hr/day	→	174,416	174,514	174,612	174,710	174,808	174,906	175,004	175,102	175,200	175,298
10-mo 187 days 7.33hr/day	→	176,424	176,522	176,620	176,718	176,816	176,914	177,012	177,110	177,208	177,306
10-mo 187 days 7.33hr/day	→	178,432	178,530	178,628	178,726	178,824	178,922	179,020	179,118	179,216	179,314
10-mo 187 days 7.33hr/day	→	180,440	180,538	180,636	180,734	180,832	180,930	181,028	181,126	181,224	181,322
10-mo 187 days 7.33hr/day	→	182,448	182,546	182,644	182,742	182,840	182,938	183,036	183,134	183,232	183,330
10-mo 187 days 7.33hr/day	→	184,456	184,554	184,652	184,750	184,848	184,946	185,044	185,142	185,240	1



Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)									
U14					U15				
Annual Hours →					Annual Hours →				
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days Thru Friday	1309	2080	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days Thru Friday	1488	2080
				12-mo 260 days 8hr/day					12-mo 260 days 8hr/day
0	20,626.7	27,000	47,903		0	22,096.7	32,879	45,961	
1	20,676.9	27,066	43,007		1	22,150.5	32,959	46,073	
2	20,727.5	27,132	43,113		2	22,204.7	33,040	46,185	
3	20,824.7	27,259	43,514		3	22,309.0	33,195	46,402	
4	20,924.0	27,389	43,521		4	22,415.3	33,353	46,623	
5	21,133.0	27,663	43,966		5	22,639.2	33,687	47,089	
6	21,224.6	27,783	44,147		6	22,737.4	33,833	47,293	
7	21,346.8	27,942	44,401		7	22,868.2	34,027	47,565	
8	21,439.0	28,063	44,593		8	22,966.9	34,174	47,771	
9	21,540.8	28,196	44,804		9	23,076.0	34,337	47,998	
10	21,765.9	28,491	45,273		10	23,317.1	34,695	48,459	
11	21,997.2	28,794	45,764		11	23,564.9	35,064	49,014	
12	22,284.0	29,169	46,350		12	23,872.3	35,521	49,654	
13	22,613.3	29,600	47,035		13	24,225.0	36,046	50,388	
14	23,038.7	30,157	47,920		14	24,680.7	36,724	51,335	
15	23,551.5	30,828	48,967		15	25,230.1	37,542	52,478	
16	24,064.4	31,500	50,053		16	25,779.5	38,359	53,621	
17	24,577.2	32,171	51,120		17	26,329.0	39,177	54,764	
18	25,090.1	32,842	52,187		18	26,878.4	39,995	55,907	
19	25,603.0	33,514	53,254		19	27,427.8	40,812	57,049	
20	26,116.8	34,185	54,320		20	27,977.2	41,630	58,192	
21	26,629.6	34,856	55,387		21	28,526.6	42,447	59,335	
22	27,142.5	35,528	56,454		22	29,076.0	43,265	60,478	
23	27,655.3	36,199	57,520		23	29,625.5	44,082	61,621	
24	28,167.2	36,870	58,587		24	30,174.9	44,900	62,763	
25	28,680.0	37,542	59,654		25	30,724.3	45,717	63,906	
26	29,192.9	38,213	60,721		26	31,274.1	46,535	65,050	
27	29,705.8	38,884	61,788		27	31,823.6	47,353	66,193	
28	30,218.6	39,556	62,854		28	32,373.0	48,171	67,335	
29	30,731.4	40,227	63,921		29	32,922.4	48,988	68,478	
30	31,244.3	40,898	64,988		30	33,471.8	49,806	69,621	
ABOVE SCALE (2.5% COLA)					*ABOVE SCALE* (2.5% COLA)				
2080 - Asst Distrib Center Supervisor	2080 - Benefits Specialist I	2080 - Carpenter Craftsman III	2080 - Executive Office Assoc II	2080 - Graphic Designer	2080 - Asst. Accts Payable Supvrs	1488 - Occupational Therapy Assist (COTA)	2080 - Asst. Accts Payable Supvrs	1488 - Occupational Therapy Assist (COTA)	2080 - Asst. Accts Payable Supvrs
2080 - Interpreter II	2080 - Maintenance Craftsman III	2080 - Network Technician I	2080 - Painter Craftsman III	2080 - School Business Assistant	2080 - Building Manager	2080 - Physical Therapy Assist (LPTA)	2080 - Building Manager	2080 - Physical Therapy Assist (LPTA)	2080 - Asst. Accts Payable Supvrs
2080 - Network Technician I	2080 - Painter Craftsman III	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Custodial Supervisor	2080 - Plumbing Craftsman III	2080 - Custodial Supervisor	2080 - Plumbing Craftsman III	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Distrib Center Supervisor	2080 - Secretary & Clerk to the Board	2080 - Distrib Center Supervisor	2080 - Secretary & Clerk to the Board	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Electrical Craftsman III	2080 - Special Project Support	2080 - Electrical Craftsman III	2080 - Special Project Support	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Electronics Craftsman III	2080 - Electronics Craftsman III	2080 - Electronics Craftsman III	2080 - Electronics Craftsman III	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Fleet Foreman	2080 - Fleet Foreman	2080 - Fleet Foreman	2080 - Fleet Foreman	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Food Service Craftsman III	2080 - Food Service Craftsman III	2080 - Food Service Craftsman III	2080 - Food Service Craftsman III	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - HVAC Craftsman III	2080 - HVAC Craftsman III	2080 - HVAC Craftsman III	2080 - HVAC Craftsman III	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Machinist Craftsman III	2080 - Machinist Craftsman III	2080 - Machinist Craftsman III	2080 - Machinist Craftsman III	2080 - Asst. Accts Payable Supvrs
2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - School Business Assistant	2080 - Occupational Health & Safety Tech	2080 - Occupational Health & Safety Tech	2080 - Occupational Health & Safety Tech	2080 - Occupational Health & Safety Tech	2080 - Asst. Accts Payable Supvrs

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
-- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
-- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)

U18

Ann Hours	1408	1600	1768	2080
Creditable Yrs of Exp	10-mo 192 days 7.33hr/day	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	38,276	43,495	48,062	56,544
1	38,369	43,601	48,179	56,682
2	38,463	43,708	48,297	56,821
3	38,643	43,913	48,524	57,087
4	38,827	44,122	48,755	57,359
5	39,216	44,563	49,242	57,932
6	39,386	44,756	49,456	58,184
7	39,612	45,014	49,740	58,518
8	39,783	45,208	49,955	58,771
9	39,972	45,423	50,192	59,050
10	40,390	45,898	50,717	59,667
11	40,819	46,385	51,256	60,301
12	41,351	46,990	51,924	61,088
13	41,963	47,685	52,692	61,990
14	42,752	48,582	53,683	63,157
15	43,704	49,664	54,878	64,563
16	44,656	50,745	56,074	65,969
17	45,608	51,827	57,269	67,375
18	46,559	52,908	58,464	68,781
19	47,511	53,990	59,659	70,187
20	48,463	55,072	60,854	71,594
21	49,415	56,153	62,050	73,000
22	50,367	57,235	63,245	74,406
23	51,319	58,317	64,440	75,812
24	52,270	59,398	65,635	77,218
25	53,222	60,480	66,830	78,624
26	54,174	61,561	68,025	80,030
27	55,126	62,643	69,221	81,436
28	56,078	63,725	70,416	82,842
29	57,030	64,806	71,611	84,248
30	57,981	65,888	72,806	85,655

ABOVE SCALE (2.5% COLA)

2080 - Audiologist

2080 - Family Engagement Specialist

2080 - Foundation Transition Planner

2080 - Human Resources Marketing Specialist

2080 - Occupational Health and Safety Specialist

2080 - Hampton Roads Workforce Council Specialist

1768 - Positive Behav'l Intervn & Suprt (PBIS) Coach

2080 - Programmer/Analyst

2080 - School Counselor Department Chair

2080 - School Improvement Specialist (HS)

1408 - School Nurse

1600 - Student Activities Coordinator (MS)

2080 - Transportation Area Supervisor

2080 - Webmaster

U17

Ann Hours	1768	2080
Creditable Yrs of Exp	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	25,371	44,857
1	25,434	44,966
2	25,496	45,076
3	25,615	45,287
4	25,737	45,503
5	25,945	45,958
6	26,107	46,157
7	26,254	46,423
8	26,370	46,623
9	26,496	46,845
10	26,730	47,334
11	27,054	47,837
12	27,410	48,461
13	27,815	49,177
14	28,338	50,102
15	28,963	51,217
16	29,601	52,332
17	30,239	53,448
18	30,867	54,563
19	31,492	55,678
20	32,123	56,793
21	32,754	57,909
22	33,384	59,024
23	34,015	60,139
24	34,646	61,255
25	35,277	62,370
26	35,910	63,488
27	36,540	64,603
28	37,171	65,719
29	37,802	66,834
30	38,433	67,949

ABOVE SCALE (2.5% COLA)

2080 - Budget Analyst

2080 - Construction Inspector - Sr

2080 - Geographic Info Sys (GIS) Analyst

2080 - Interpreter Specialist

2080 - Network Administrator

2080 - Procurement Specialist I

2080 - School Improvement Specialist (MS)

1768 - Student Support Specialist

2080 - Supervisor Carpentry

2080 - Supervisor Electrical

2080 - Supervisor Electronics

2080 - Supervisor HVAC

2080 - Supervisor Maintenance

2080 - Supervisor Night Crew

2080 - Supervisor Plumbing

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
-- Employees with 1-30 years of creditable work experience received 3% of their 8/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
-- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



School Board of the City of Virginia Beach
School Administration Building# 6, Municipal Center
2512 George Mason Dr., Virginia Beach, VA 23456

MINUTES
Tuesday, May 28, 2019
School Board Regular Meeting
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Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)														
U19					U20					U21				
Ann Hours	1600	1768	1936	2104	Ann Hours	2080	2248	2416	2584	Ann Hours	2656	2824	2992	3160
Creditable Yrs of Exp	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 242 days 8hr/day	13-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day	13-mo 300 days 8hr/day	14-mo 340 days 8hr/day	15-mo 380 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day	13-mo 300 days 8hr/day	14-mo 340 days 8hr/day	15-mo 380 days 8hr/day
0	46,616	51,511	56,406	61,301	0	64,927	69,822	74,717	79,612	0	69,576	74,471	79,366	84,261
1	46,730	51,625	56,520	61,415	1	65,041	69,936	74,831	79,726	1	69,748	74,643	79,538	84,435
2	46,844	51,739	56,634	61,529	2	65,155	69,950	74,845	79,740	2	69,916	74,811	79,706	84,603
3	47,064	52,005	56,900	61,795	3	65,369	70,164	75,059	79,954	3	70,245	75,140	80,035	84,934
4	47,284	52,254	57,149	62,044	4	65,583	70,378	75,273	80,168	4	70,580	75,475	80,370	85,265
5	47,761	52,776	57,671	62,566	5	66,059	70,854	75,749	80,644	5	71,265	76,160	81,055	85,950
6	47,968	53,005	57,900	62,795	6	66,273	71,068	75,963	80,858	6	71,594	76,489	81,384	86,281
7	48,244	53,310	58,205	63,100	7	67,194	72,089	76,984	81,883	7	72,006	76,901	81,796	86,693
8	48,452	53,540	58,435	63,330	8	67,484	72,379	77,274	82,173	8	72,317	77,212	82,107	87,004
9	48,663	53,754	58,649	63,544	9	67,805	72,690	77,585	82,484	9	72,660	77,555	82,350	87,315
10	49,191	54,346	59,241	64,135	10	68,513	73,408	78,303	83,192	10	73,419	78,314	83,109	88,023
11	49,714	54,934	59,829	64,723	11	69,241	74,136	79,031	83,920	11	74,199	79,094	83,889	88,731
12	50,362	55,590	60,485	65,471	12	70,144	75,040	79,935	84,827	12	75,167	80,062	84,857	89,439
13	51,107	56,473	61,368	66,439	13	71,181	76,087	80,982	85,874	13	76,219	81,114	85,909	90,147
14	52,068	57,596	62,491	67,489	14	72,320	77,226	82,121	86,921	14	77,413	82,308	87,103	91,255
15	53,152	58,769	63,674	68,683	15	73,561	78,467	83,362	88,162	15	78,744	83,639	88,434	92,403
16	54,367	59,989	64,907	69,919	16	74,918	79,734	84,639	89,450	16	80,111	85,006	89,801	93,651
17	55,546	61,378	66,273	71,210	17	77,364	82,280	87,185	90,791	17	82,504	87,399	92,194	94,999
18	56,705	62,659	67,554	72,517	18	78,978	83,893	88,798	92,132	18	84,534	89,429	94,224	96,347
19	57,864	63,940	68,835	73,824	19	80,593	85,498	90,403	93,473	19	86,364	91,259	96,054	97,695
20	59,024	65,221	70,116	75,231	20	82,207	87,102	91,907	94,814	20	88,094	92,989	97,784	99,043
21	60,183	66,502	71,397	76,538	21	83,822	88,717	93,522	96,155	21	89,825	94,720	99,514	100,391
22	61,342	67,783	72,678	77,845	22	85,436	90,332	95,137	97,496	22	91,556	96,451	101,245	101,739
23	62,501	69,064	73,959	79,152	23	87,051	91,947	96,752	98,837	23	93,287	98,182	102,976	103,087
24	63,660	70,345	75,240	80,459	24	88,665	93,562	98,367	100,178	24	95,015	99,910	104,707	104,435
25	64,820	71,626	76,521	81,766	25	90,279	95,177	100,072	101,519	25	96,745	101,640	106,438	105,783
26	65,979	72,907	77,802	83,073	26	91,894	96,792	101,687	102,860	26	98,474	103,369	108,169	107,131
27	67,138	74,188	79,083	84,380	27	93,509	98,407	103,392	104,201	27	100,204	105,100	109,900	108,479
28	68,297	75,469	80,364	85,687	28	95,123	99,991	104,997	105,542	28	101,934	106,830	111,631	109,827
29	69,456	76,749	81,645	86,994	29	96,738	101,596	106,602	106,883	29	103,664	108,561	113,362	111,175
30	70,615	78,030	82,926	88,301	30	98,352	103,211	108,217	108,224	30	105,394	110,172	115,093	112,523
2080 - Accountant - Principal					2080 - Assistant Principal ES					2080 - Assistant Principal ES				
2080 - Assistant Payroll Supervisor					2080 - Contract Specialist					2080 - Asst Director Environ Resources				
2080 - Benefits Program Specialist					2080 - Educational Data Specialist					2080 - Asst Director Maintenance Svcs				
2080 - Coordinator Distribution Services					2080 - Financial Mgmt Specialist					2080 - Assistant Principal MS				
2080 - Coordinator Maintenance					2080 - Food Services Operations Supervisor					2080 - Coord Purchasing				
2080 - Coordinator Mechanical Systems					2080 - Grants Manager					2080 - Coord Security & Safe Schools				
2080 - Coordinator Special Projects					2080 - HR Info Systems Specialist					2080 - Coord Technical Applications				
2080 - Fleet Manager					2080 - Programmer/Analyst - Sr					2080 - Coord Transportation				
2080 - Instructional Specialist					2080 - Project Mgr - Construction					2080 - Dean of Students (MS)				
1768 - Instructional Specialist					2080 - Student Info Sys Specialist					2080 - Demographer / GIS Manager				
2080 - Internal Auditor					2080 - Sustainability Officer					2080 - Information Security Manager				
2080 - Occupational Therapist					2080 - Systems Engineer					2080 - Mechanical Systems Engineer				



Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)

U22

U23

Ann Hours	2080	12-mo 260 days 8hr/day
0	74,546	74,546
1	74,727	74,727
2	74,910	74,910
3	75,262	75,262
4	75,621	75,621
5	76,376	76,376
6	76,707	76,707
7	77,149	77,149
8	77,482	77,482
9	77,850	77,850
10	78,663	78,663
11	79,499	79,499
12	80,536	80,536
13	81,726	81,726
14	83,263	83,263
15	85,117	85,117
16	86,970	86,970
17	88,824	88,824
18	90,677	90,677
19	92,531	92,531
20	94,384	94,384
21	96,238	96,238
22	98,091	98,091
23	99,945	99,945
24	101,798	101,798
25	103,652	103,652
26	105,506	105,506
27	107,360	107,360
28	109,213	109,213
29	111,067	111,067
30	112,920	112,920
ABOVE SCALE (2.5% COLA)		
2080 - Academic Dean	2080 - Academic Dean	2080 - Academic Dean
2080 - Administrative Coordinator	2080 - Administrative Coordinator	2080 - Administrative Coordinator
2080 - Assistant Director ATC	2080 - Assistant Director ATC	2080 - Assistant Director ATC
2080 - Assistant Principal HS	2080 - Assistant Principal HS	2080 - Assistant Principal HS
2080 - Coord Accounting	2080 - Coord Accounting	2080 - Coord Accounting
2080 - Coord Adult Academic Programs	2080 - Coord Adult Academic Programs	2080 - Coord Adult Academic Programs
2080 - Coord Athletics	2080 - Coord Athletics	2080 - Coord Athletics
2080 - Coord Benefits	2080 - Coord Benefits	2080 - Coord Benefits
2080 - Coord Budget Development	2080 - Coord Budget Development	2080 - Coord Budget Development
2080 - Coord Business and Info Tech	2080 - Coord Business and Info Tech	2080 - Coord Business and Info Tech
2080 - Coord Cust Support/QA	2080 - Coord Cust Support/QA	2080 - Coord Cust Support/QA
2080 - Coord Educational Foundation	2080 - Coord Educational Foundation	2080 - Coord Educational Foundation

Ann Hours	2080	12-mo 260 days 8hr/day
0	79,873	79,873
1	80,067	80,067
2	80,263	80,263
3	80,640	80,640
4	81,024	81,024
5	81,834	81,834
6	82,189	82,189
7	82,662	82,662
8	83,019	83,019
9	83,413	83,413
10	84,284	84,284
11	85,180	85,180
12	86,291	86,291
13	87,566	87,566
14	89,214	89,214
15	91,200	91,200
16	93,186	93,186
17	95,172	95,172
18	97,158	97,158
19	99,144	99,144
20	101,130	101,130
21	103,116	103,116
22	105,102	105,102
23	107,088	107,088
24	109,074	109,074
25	111,060	111,060
26	113,047	113,047
27	115,033	115,033
28	117,019	117,019
29	119,005	119,005
30	120,991	120,991
ABOVE SCALE (2.5% COLA)		
2080 - Coordinator Information Services	2080 - Coordinator Information Services	2080 - Dir Transportation
2080 - Coordinator Technical Services	2080 - Coordinator Technical Services	2080 - Principal ES
2080 - Director Advanced Technology Center	2080 - Director Advanced Technology Center	
2080 - Director Communications	2080 - Director Communications	
2080 - Director Community Engagement	2080 - Director Community Engagement	
2080 - Director Custodial Services	2080 - Director Custodial Services	
2080 - Director Distribution Services	2080 - Director Distribution Services	
2080 - Director Internal Audit	2080 - Director Internal Audit	
2080 - Director Opportunity & Achievement	2080 - Director Opportunity & Achievement	
2080 - Director Research, Eval and Assessment	2080 - Director Research, Eval and Assessment	
2080 - Director Safe Schools	2080 - Director Safe Schools	
2080 - Director Testing	2080 - Director Testing	

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
-- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
-- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



Attachment D (continued)

Unified Experience-Based Step Pay Scale - SY 2019-20 (3.0%)									
U24					U25				
2080					2080				
Ann Hours	Creditable Yrs of Exp	12-mo 260 days 8hr/day	2080		Ann Hours	Creditable Yrs of Exp	12-mo 260 days 8hr/day	2080	
0	0	85,594	91,708		0	0	91,708	98,268	
1	1	85,802	91,931		1	1	91,931	98,508	
2	2	86,012	92,156		2	2	92,156	98,749	
3	3	86,416	92,588		3	3	92,588	99,212	
4	4	86,827	93,030		4	4	93,030	99,685	
5	5	87,695	93,959		5	5	93,959	100,681	
6	6	88,075	94,366		6	6	94,366	101,117	
7	7	88,582	94,909		7	7	94,909	101,699	
8	8	88,965	95,319		8	8	95,319	102,139	
9	9	89,387	95,772		9	9	95,772	102,624	
10	10	90,321	96,773		10	10	96,773	103,696	
11	11	91,281	97,801		11	11	97,801	104,798	
12	12	92,471	99,076		12	12	99,076	106,165	
13	13	93,838	100,541		13	13	100,541	107,734	
14	14	95,603	102,432		14	14	102,432	109,760	
15	15	97,732	104,712		15	15	104,712	112,204	
16	16	99,860	106,993		16	16	106,993	114,647	
17	17	101,989	109,273		17	17	109,273	117,091	
18	18	104,117	111,553		18	18	111,553	119,534	
19	19	106,246	113,834		19	19	113,834	121,978	
20	20	108,374	116,114		20	20	116,114	124,421	
21	21	110,502	118,394		21	21	118,394	126,865	
22	22	112,631	120,674		22	22	120,674	129,309	
23	23	114,759	122,955		23	23	122,955	131,752	
24	24	116,888	125,235		24	24	125,235	134,196	
25	25	119,016	127,515		25	25	127,515	136,639	
26	26	121,143	129,797		26	26	129,797	139,083	
27	27	123,272	132,077		27	27	132,077	141,527	
28	28	125,400	134,357		28	28	134,357	143,971	
29	29	127,529	136,638		29	29	136,638	146,414	
30	30	129,657	138,918		30	30	138,918	148,858	
ABOVE SCALE (2.5% COLA)					*ABOVE SCALE* (2.5% COLA)				
2080 - Director Adult Learning Center 2080 - Director Benefits 2080 - Director Business Services 2080 - Director Compliance and SpEd Services 2080 - Director Employee Relations 2080 - Director Employment Services 2080 - Director Food Services 2080 - Director Instructional Technology 2080 - Director K-12 and Gifted Programs 2080 - Director Maintenance Services 2080 - Director Professional Growth and Innov. 2080 - Director Purchasing Services					2080 - Director Alternative Education 2080 - Director Elementary Schools 2080 - Exec Director Elem Teaching & Learning 2080 - Exec Director Facilities Services 2080 - Exec Director Office of Prog for Exceptl Child 2080 - Exec Director Planning, Innov.&Accountability 2080 - Exec Director Secondary Teaching & Learning 2080 - Exec Director Student Support Services 2080 - Exec Director Transportation Fleet Mgmt. Svcs. 2080 - Principal HS				
2080 - Director Student Leadership 2080 - Director Student Services 2080 - Director Technical & Career Education 2080 - Director Technical & Career Ed Center 2080 - Director Technology 2080 - Director Title I Programs 2080 - Head of School (GRC) 2080 - Principal MS					2080 - Sr Exec Director, Elementary Schools 2080 - Sr Exec Director, Middle Schools 2080 - Sr Exec Director, High Schools				

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
-- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
-- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



Attachment D (continued)

Unified Experience-Based Step Pay Scale SY 2019-20 (3.0%)				
U27			U28	
Ann Hrs	2080		Ann Hrs	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	105,294		0	112,821
1	105,550		1	113,095
2	105,808		2	113,372
3	106,305		3	113,904
4	106,811		4	114,447
5	107,879		5	115,591
6	108,346		6	116,092
7	108,970		7	116,759
8	109,440		8	117,264
9	109,960		9	117,821
10	111,109		10	119,052
11	112,290		11	120,317
12	113,754		12	121,886
13	115,435		13	123,688
14	117,607		14	126,014
15	120,225		15	128,820
16	122,843		16	131,625
17	125,461		17	134,430
18	128,079		18	137,236
19	130,697		19	140,041
20	133,315		20	142,846
21	135,933		21	145,652
22	138,551		22	148,457
23	141,170		23	151,263
24	143,788		24	154,068
25	146,406		25	156,873
26	149,024		26	159,678
27	151,642		27	162,484
28	154,260		28	165,289
29	156,878		29	168,094
30	159,496		30	170,900
ABOVE SCALE (2.5% COLA)			*ABOVE SCALE* (2.5% COL)	
2080 - Chief Academic Officer Tch & Lrng 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Media & Communications Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer			2080 - Chief of Staff	

For the 2019/2020 school year, the School Board approved the following compensation adjustments:

- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.



Attachment E

Part-Time/Temporary Hourly Rates SY 2018 - 2019 Effective: July 1, 2018			
Position	July 1, 2018	July 1, 2019	Comments
SUBSTITUTES			
Bus Assistants	\$ 10.37	\$ 10.55	
Bus Assistants (summer only)	\$ 10.37	\$ 10.55	
Bus Assistants subbing for bus driver (employee must substitute a minimum of one-hour)	\$ 4.49	\$ 4.49	Additional per Hour
Bus Drivers	\$ 13.68	\$ 13.91	
Bus Drivers (summer only)	\$ 13.68	\$ 13.91	
Cafeteria Manager	\$ 14.65	\$ 14.91	
Cafeteria Assistant	\$ 10.37	\$ 10.55	
Cafeteria Assistant subbing for Cafeteria Manager (employee must substitute a minimum of one-hour)	\$ 4.49	\$ 4.49	Additional per Hour
Clerical	\$ 12.76	\$ 12.98	
Long Term	\$ 13.68	\$ 13.91	
Custodian	\$ 9.68	\$ 9.85	
Driver Ed Instructor	\$ 12.76	\$ 12.98	
Interpreter	\$ 18.03	\$ 18.34	
ISS Coordinator	\$ 13.68	\$ 13.91	
Library/Media Assistant	\$ 11.91	\$ 11.30	
Library/Media Assistant subbing for Library/Media Specialist (employee must substitute a minimum of one-hour)	\$ 4.49	\$ 4.49	Additional per Hour
Nurse Assistant	\$ 12.76	\$ 12.98	
Nurse Assistant subbing for the Nurse (employee must substitute a minimum of one-hour)	\$ 4.49	\$ 4.49	Additional per Hour
OT/PT	\$ 27.28	\$ 27.75	
OT/PT Assistant	\$ 20.69	\$ 21.05	
Security Assistant	\$ 11.11	\$ 11.30	
Teacher Assistant	\$ 11.11	\$ 11.30	
Long Term	\$ 11.91	\$ 12.11	
Teacher Assistant subbing for Teacher (employee must substitute a minimum of one-hour)	\$ 4.49	\$ 4.49	Additional per Hour
Technology Support Technician	\$ 16.82	\$ 17.11	
SUBSTITUTE DAILY RATES FOR TEACHERS and NURSES			
Teacher Daily Substitute (Non-Licensed)	\$ 89.00	\$ 89.00	Must have earned a minimum of 60 college credits
Teacher Daily Substitute (Substitute Training Certificate)	\$ 95.00	\$ 95.00	Must have earned a certificate of completion from a substitute training program approved by VBCPS.
Teacher Daily Substitute (Licensed)	\$ 99.00	\$ 99.00	Must have a valid active VA teacher license
Teacher Long-Term Substitute (Licensed)	\$ 150.00	\$ 165.00	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)	\$ 91.50	\$ 91.50	Must have earned a minimum of 60 college credits
Site Assigned Designated Subs (Substitute Training Certificate)	\$ 95.00	\$ 95.00	Must have earned a certificate of completion from a substitute training program approved by VBCPS.
Site Assigned Designated Subs - (Licensed)	\$ 99.00	\$ 99.00	Must have a valid active VA teacher license
School Nurse, RN - Daily	\$ 175.33	\$ 175.33	Must be a registered nurse
SUMMER SCHOOL EMPLOYEES			
Building Supervisor	\$ 13.68	\$ 13.91	
Bus Assistants	\$ 10.37	\$ 10.55	
Bus Drivers	\$ 13.68	\$ 13.91	
Clerical	\$ 12.50	\$ 12.71	
Custodian	\$ 9.68	\$ 9.85	
Driver Ed Teacher-Behind the Wheel (Licensed)	\$ 30.00	\$ 30.52	Summer School Teacher Rate
Driver Ed Parapro -Behind the Wheel (Non - Licensed)	\$ 15.87	\$ 15.97	
Driver Ed Teacher-Classroom	\$ 30.00	\$ 30.52	Summer School Teacher Rate

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



Attachment E (continued)

Part-Time/Temporary Hourly Rates SY 2018 - 2019 Effective: July 1, 2018			
Position	July 1, 2018	July 1, 2019	Comments
SUMMER SCHOOL EMPLOYEES (continued)			
Interpreter	\$ 18.03	\$ 18.34	
Library/Media Assistant	\$ 12.50	\$ 12.71	
Nurse (RN)	\$ 175.33	\$ 175.33	
Nurse Assistant	\$ 12.50	\$ 12.71	
OT/PT	\$ 27.28	\$ 27.75	
OT/PT Assistant	\$ 20.69	\$ 21.05	
Security Assistant	\$ 12.50	\$ 12.71	
Summer Feeding Program (Manager)	\$ 16.43	\$ 16.43	Grant Funds - increased rate to match special events rate
Summer Feeding Program (Worker)	\$ 12.50	\$ 12.71	Grant Funds - increased rate to match special events rate
Teacher Assistant subbing for Teacher (applies to non-VBCPS employees working summer school only)	\$ 16.99	\$ 16.99	Summer School Rate plus \$4.49
Teacher	\$ 30.00	\$ 30.52	Summer School Teacher Rate
Teacher - Fast Track Tutor	\$ 30.00	\$ 30.52	Summer School Teacher Rate
Teacher - IEP/Summer Eligibility Assessment	\$ 15.00	\$ 15.00	50% of the summer school teacher rate
Teacher Assistant	\$ 12.50	\$ 12.71	
MISCELLANEOUS HOURLY AND/OR DAILY RATES			
Acting Administrator	\$ 29.23-69.82	\$ 29.74-71.15	Superintendent or designee approval required (Grade 20-midpoint of 28)
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 30.03	\$ 30.55	
Bus Driver - Additional/Double Run	\$ 8.50	\$ 8.50	Per Run - Effective 3/1/17
Bus Driver - Field Trip Rate	\$ 8.50	\$ 8.50	
Bus Driver - Parks and Recreation	\$ 10.00	\$ 10.00	
CDL - Random Drug Testing	\$ 8.50	\$ 8.50	
Cafeteria Assistant-Special Events	\$ 12.00	\$ 12.00	
Cafeteria Manager-Special Events	\$ 16.43	\$ 16.43	
Cafeteria Monitor	\$ 10.37	\$ 10.55	
Clerical Support	\$ 12.76-18.03	\$ 12.98-18.34	
Computer Lab Facilitator-Technician (ALC)	\$ 15.36	\$ 30.52	
Curriculum Development/Textbook Adoption	\$ 25.00	\$ 25.00	
Evening Administrator	\$ 33.56	\$ 34.14	
Foreign Language Translator-Oral	\$ 14.00	\$ 14.00	
Foreign Language Translator-Written	\$ 16.00	\$ 16.00	
Guidance Representative - Hearings	\$ 35.00 per Hour	\$ 35.00	Per Hour
Hearing Officer - Student Discipline	\$ 45.00 per Hour	\$ 45.00	Per Hour
Hearing Officer - Case Cancelled	\$ 15.00 per Case	\$ 15.00	Per Case
Homebound Teacher - Certified	\$ 30.03	\$ 30.55	
Homebound Teacher - Non-Certified Teacher	\$ 24.32	\$ 24.74	Adj. by same % and Entry Level-Teacher
Homework Hotline - Non Certified Teacher	\$ 24.32	\$ 24.74	Adj. by same % and Entry Level-Teacher
Homework Hotline - Certified Teacher	\$ 30.03	\$ 30.55	
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 18.03	\$ 18.34	
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 19.31	\$ 19.65	
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 22.17	\$ 22.55	
IPT/VGLA Testing & Scoring	\$ 25.00	\$ 25.00	
Jail Education Program - Social Worker	\$ 40.00	\$ 40.00	
Jail Education Program - Psychologist	\$ 60.00	\$ 60.00	
Jail Education Program - Teacher	\$ 30.03	\$ 30.55	
Leadership Camp Counselor	\$ 9.04	\$ 9.19	
Music Clinicians/Judges	\$ 30.03	\$ 30.55	
Occupation Therapy Assistant (Certified)	\$ 20.69	\$ 21.05	
Occupation Therapist	\$ 34.25	\$ 34.25	
PALS Instructor (HD)	\$ 13.44	\$ 13.67	

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



Attachment E (continued)

Part-Time/Temporary Hourly Rates SY 2018 - 2019 Effective: July 1, 2018			
Position	July 1, 2018	July 1, 2019	Comments
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)			
PALS Instructor (BD)	\$ 16.13	\$ 16.40	
PALS Instructor (Certified)	\$ 18.21	\$ 18.53	
Physical Therapist	\$ 34.25	\$ 34.25	
Physical Therapy Assistant (Licensed)	\$ 20.69	\$ 21.05	
Professional Dev. Activity Instr. (PDA)	\$ 30.00	\$ 30.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	\$ 15.00	
Program Planner - ALC	\$ 30.03	\$ 30.55	
Project Support Staff	\$ 11.91-69.82	\$ 12.11-71.15	Superintendent or designee approval required (Grade 7-midpoint of 28)
Project Support Staff - PIA - Clerical	\$ 12.76	\$ 12.98	
Project Support Staff - Materials Asst.	\$ 13.68	\$ 13.91	
Retake Expedited Coordinator	\$ 20.00	\$ 20.00	
Saturday Detention	\$ 20.00	\$ 20.00	
Security - Police Officers (Non-athletic)	\$ 30.00	\$ 33.00	
Security - Police Officers (Graduation Only)	\$ 33.00	\$ 33.00	
Security - Police Supervisor (Graduation Only)	\$ 38.00	\$ 38.00	
Security - Police Lieutenant (Graduation Only)	\$ 40.00	\$ 40.00	
Special Education Job Coach - Training	\$ 10.32	\$ 10.50	
Special Education Job Coach - HD	\$ 13.76	\$ 14.00	
Special Education Job Coach - BD	\$ 16.05	\$ 16.33	
Specialty Camp Coach	\$ 14.33	\$ 14.57	
Student Workers	\$ 9.04	\$ 9.19	
Teacher - Academic Programs	\$ 30.03	\$ 30.55	
Teacher - After Hours (approval required)	\$ 30.03	\$ 30.55	
Teacher - ALC	\$ 30.03	\$ 30.55	
Teacher - Community Service Programs - 6 Students (ALC)	\$ 14.95	\$ 15.21	
Teacher - Community Service Programs - 7 Students (ALC)	\$ 17.08	\$ 17.38	
Teacher - Community Service Programs - 8 Students (ALC)	\$ 19.23	\$ 19.57	
Teacher - Community Service Programs - 9+ Students (ALC)	\$ 21.36	\$ 21.73	
Teacher - Workforce Development Training - 6 Students (ALC)	\$ 16.62	\$ 16.90	
Teacher - Workforce Development Training - 7 Students (ALC)	\$ 19.00	\$ 19.33	
Teacher - Workforce Development Training - 8 Students (ALC)	\$ 21.36	\$ 21.73	
Teacher - Workforce Development Training - 9+ Students (ALC)	\$ 23.74	\$ 24.15	
Teacher - Transition Program (Grant)	\$ 30.03	\$ 30.55	
Test Examiner	\$ 19.71	\$ 20.06	
Test Proctor	\$ 12.76	\$ 12.98	
TSIP Test Proctor	\$ 16.20	\$ 16.48	
Tutor - AVID Program	\$ 17.63	\$ 17.63	
Tutor - Certified	\$ 30.03	\$ 30.55	
Tutor - Non-certified	\$ 24.32	\$ 24.74	Adj. by same % as Entry Level-Teacher
Workshop Participants - Classified	\$ 8.77	\$ 8.92	
Workshop Participants - Teacher	\$ 19.48	\$ 19.82	

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



Attachment F

TABLE OF ALLOWANCES SY 2019-2020 Effective: July 1, 2019		
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>(ED.S or Masters plus 30)</i>	3,300.00
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	5,000.00
ZALW 7231	Doctorate Instructional	4,100.00
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	2,500.00
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 Allowance	1,500.00
ZALW 7075	Doctoral Intern in Professional Psychology <i>(Eligible for health insurance subsidy)</i>	28,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW 7285	School Plant Journeyman Tradesman License	350.00
ZALW 7286	School Plant Master Tradesman License	1,000.00
ZALW 7295	Teacher Assistant 180 Points Allowance	325.00
ZALW 7296	Teacher Assistant 360 Points Allowance	450.00
ZALW 7050	Temporary Duty Allowance	Varies
ZALW 7090	Travel Allowance - <i>(Per contract or employment agreement)</i>	Varies
2019-2020 SY	Tuition Reimbursement Rate <i>(Per Policy 4-39)</i>	850.00



Attachment G

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS SY 2018-2019					
DESCRIPTION	CODE	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	<i>One code is used to describe the department. Pay Adjustments are given to allow for the number of members in each department.</i>			
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				
Student Advisory Leads	ZDPT 7537				
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.					



Attachment G (continued)

ELEMENTARY SCHOOL NONATHLETIC SUPPLEMENTS SY 2018-2019				
CODE	DESCRIPTION	VALUE	SEASON	Comments
ZNTH 7600	Academic Coordinator	1,800.00	9/1-6/30	
ZNTH 7601	Administrative Assistant/Miscellaneous	700.00	9/1-6/30	
ZNTH 7614	Spanish Academy Coordinator	800.00	9/1-6/30	
ZNTH 7603-12	Grade Level Coordinator 3-7 Members	800.00	9/1-6/30	
ZNTH 7603-12	Grade Level Coordinator 8+ Members	1,000.00	9/1-6/30	
ZNTH 7620	Newspaper Sponsor/Miscellaneous	300 to 500	9/1-6/30	Ranges from \$300-\$500
ZNTH 7623	Partners In Education Coordinator	500.00	9/1-6/30	Managed by the Dept. of Media & Communications
ZNTH 7625	Safety Patrol	500.00	9/1-6/30	
ZNTH 7626	SCA Sponsor	700.00	9/1-6/30	
ZNTH 7630	School Improvement Coordinator/Miscellaneous	1,800.00	9/1-6/30	
ZNTH 7631	School Media Liaison	500.00	9/1-6/30	
ZNTH 7647	Select Choral Accompanist	1,200.00	9/1-6/30	
ZNTH 7646	Select Choral Conductor	1,500.00	9/1-6/30	
ZNTH 7602	Special Ed Committee	1,800.00	9/1-6/30	
ZNTH 7638	Transportation Assistant	900.00	9/1-6/30	
ZNTH 7645	Yearbook Sponsor/Miscellaneous	500.00	9/1-6/30	
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 2018-2019				
CODE	DESCRIPTION	VALUE	SEASON	Comments
ZNTH 7707	Choral Sponsor	1,150.00	9/1-6/30	
ZNTH 7708	Debate Sponsor	1,250.00	2/1-3/31	
ZNTH 7709	Drama Sponsor	1,050.00	9/1-11/15	
ZNTH 7711	Forensics Sponsor	1,050.00	3/16-5/31	
ZNTH 7810	Intramural Coordinator Fall	700.00	9/1-11/15	
ZNTH 7813	Intramural Coordinator Spring	700.00	3/16-5/31	
ZNTH 7811	Intramural Coordinator Winter 1	700.00	11/1-1/15	
ZNTH 7812	Intramural Coordinator Winter 2	700.00	2/1-3/31	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00	9/1-11/15	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00	9/1-11/15	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00	11/1-1/15	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00	11/1-1/15	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00	2/1-3/31	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00	2/1-3/31	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00	3/16-5/31	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00	3/16-5/31	
ZNTH 7712	Scholastic Bowl	1,250.00	11/1-1/15	
ZNTH 7714	National Junior Honor Society	700.00	9/1-6/30	
ZNTH 7701	Marching Band	1,400.00	9/1-6/30	
ZNTH 7716	Orchestra	750.00	9/1-6/30	
ZNTH 7717	Partners In Education (Community Ed)	500.00	9/1-6/30	Managed by the Dept. of Media & Communications
ZNTH 7718	SCA Sponsor	2,000.00	9/1-6/30	
ZNTH 7719	School Media Liaison Coordinator	500.00	9/1-6/30	
ZNTH 7706	Special Ed Committee Chair	1,800.00	9/1-6/30	\$1,800 to \$1,827
ZNTH 7720	Student Recognition Coordinator/Miscellaneous	1,327.00	9/1-6/30	\$1,327 to \$1,300
ZNTH 7721	Transportation Assistant	1,800.00	9/1-6/30	
ZNTH 7722	Yearbook Sponsor	2,000.00	9/1-6/30	



Attachment G (continued)

MIDDLE SCHOOL NONATHLETIC SUPPLEMENTS SY 2018-2019				
CODE	DESCRIPTION	VALUE	SEASON	Comments
ZNTH 7710	Drill Team Sponsor/Miscellaneous	700.00	9/1-6/30	Determined by Principal: Club sponsorship funding not to exceed a total of \$6,200 per school or \$1,200 per club. (previously \$2,500 per school and \$500 per club)
ZNTH 7702	Music Sectional 1/Miscellaneous	300.00	9/1-6/30	
ZNTH 7703	Music Sectional 2/Miscellaneous	600.00	9/1-6/30	
ZNTH 7704	Music Sectional 3/Miscellaneous	900.00	9/1-6/30	
ZNTH 7705	Music Sectional 4/Miscellaneous	1,200.00	9/1-6/30	
ZNTH 7715	Newspaper/Miscellaneous	700.00	9/1-6/30	
ZNTH 7750	AIASA Sponsor		9/1-6/30	
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	Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School
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	
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	

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



Attachment G (continued)

HIGH SCHOOL NONATHLETIC SUPPLEMENTS SY 2018-2019				
CODE	DESCRIPTION	VALUE	SEASON	Comments
ZNTH 7859	Civic Club Sponsor/Miscellaneous	300.00	9/1-6/30	Tier 1 - \$300
ZNTH 7884	School Accreditation Interim/Miscellaneous	500.00	9/1-6/30	Tier 1 - \$300
ZNTH 7901	HS Miscellaneous Club Sponsor 1	300.00	9/1-6/30	Tier 1 - \$300
ZNTH 7902	HS Miscellaneous Club Sponsor 2	300.00	9/1-6/30	Tier 1 - \$300
ZNTH 7903	HS Miscellaneous Club Sponsor 3	300.00	9/1-6/30	Tier 1 - \$300
ZNTH 7862	DECA Coordinator/Miscellaneous	700.00	9/1-6/30	Tier 2 - \$600
ZNTH 7866	FBLA Coordinator/Miscellaneous	600.00	8/1-6/30	Tier 2 - \$600
ZNTH 7868	FFA Coordinator/Miscellaneous	600.00	9/1-6/30	Tier 2 - \$600
ZNTH 7869	FCCLA /Miscellaneous	600.00	9/1-6/30	Tier 2 - \$600
ZNTH 7872	HOSA Coordinator/Miscellaneous	600.00	9/1-6/30	Tier 2 - \$600
ZNTH 7890	TSA Coordinator/Miscellaneous	600.00	9/1-6/30	Tier 2 - \$600
ZNTH 7891	VICA Coordinator/Miscellaneous	600.00	9/1-6/30	Tier 2 - \$600
ZNTH 7867	FEA Coordinator/Miscellaneous	1,000.00	9/1-6/30	Tier 3 - \$900
ZNTH 7878	Newspaper Sponsor/Miscellaneous	900.00	9/1-6/30	Tier 3 - \$900
ZNTH 7879	Destination Imagination/Miscellaneous	900.00	9/1-6/30	Tier 3 - \$900
ZNTH 7883	School Accreditation Chair/Miscellaneous	800.00	9/1-6/30	Tier 3 - \$900
ZNTH 7875	Magazine Sponsor/Miscellaneous	1,200.00	9/1-6/30	Tier 4 - \$1200
Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.				
ZNTH7895-7897	Activity Bus Driver	2,000.00	9/1-6/30	per season
ZNTH 7851	Assistant Student Activities Coordinator	3,600.00	8/1-6/30	
ZNTH 7858	Choral Sponsor	2,250.00	9/1-6/30	
ZNTH 7865	Crew Club Sponsor/Miscellaneous	4,500.00	9/1-6/30	
ZNTH 7861	Debate Sponsor	2,100.00	10/1-4/30	
ZNTH 7863	Drama Sponsor	2,250.00	10/1-4/30	
ZNTH 7864	Drill Team Sponsor	900.00	9/1-6/30	
ZNTH 7894	Film Festival Director	2,250.00	9/1-6/30	per season
ZNTH 7870	Forensics Sponsor	2,050.00	10/1-4/30	
ZNTH 7871	Freshman Class Sponsor	900.00	9/1-6/30	
ZNTH 7873	Scholastic Bowl	1,400.00	8/1-2/28	
ZNTH 7874	Junior Class Sponsor	1,500.00	9/1-6/30	
ZNTH 7852	Marching Band	3,600.00	8/1-6/30	
ZNTH 7853	Music Sectional 1	300.00	8/1-6/30	
ZNTH 7854	Music Sectional 2	600.00	8/1-6/30	
ZNTH 7855	Music Sectional 3	900.00	8/1-6/30	
ZNTH 7856	Music Sectional 4	1,200.00	8/1-6/30	
ZNTH 7877	National Honor Society	1,400.00	9/1-6/30	
ZNTH 7880	Orchestra	2,000.00	9/1-6/30	
ZNTH 7881	Partners in Education Coordinator	500.00	9/1-6/30	Managed by the Dept. of Media & Communications
ZNTH 7882	SCA Sponsor	2,500.00	9/1-2/28	
ZNTH 7885	School Media Liaison	500.00	9/1-6/30	
ZNTH 7886	Senior Class Sponsor	1,800.00	9/1-6/30	
ZNTH 7887	Sophomore Class Sponsor	900.00	9/1-6/30	
ZNTH 7857	Special Ed Committee Chair	1,800.00	9/1-6/30	
ZNTH 7888	Transition Coordinator	500.00	9/1-6/30	
ZNTH 7889	Transportation Assistant	1,800.00	9/1-6/30	
ZNTH 7892	Yearbook Sponsor	2,500.00	9/1-6/30	

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



Attachment G (continued)

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS SY 2019-2020				
CODE	SEASON	DESCRIPTION	VALUE	
ZATH 8000	Spring	Baseball Coach	2,100.00	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	
ZATH 8012	Semester 1	Cheerleading Coach	1,500.00	
ZATH 8013	Semester 1	Cheerleader Assistant	800.00	
ZATH 8016	Spring	Field Hockey	1,500.00	
ZATH 8019	Fall	Football Head Coach	2,500.00	
ZATH 8020	Fall	Football Asst Coach	1,750.00	
ZATH 8027	Fall	Soccer Coach - Boys	1,500.00	
ZATH 8031	Fall	Soccer Coach - Girls	1,500.00	
ZATH 8035	Spring	Softball Coach	2,100.00	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	
ZATH 8045	Spring	Track Assistant	1,000.00	
ZATH 8048	Winter 2	Volleyball Coach - Girls	1,800.00	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	

An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.

Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2019-2020				
CODE	SEASON	DESCRIPTION	VALUE	
ZATH 8204	Spring	Baseball Coach	3,500.00	
ZATH 8208	Winter	Basketball Coach - Boys	3,800.00	
ZATH 8212	Winter	Basketball Coach - Girls	3,800.00	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,200.00	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	1,600.00	
ZATH 8220	Winter	Diving Coach	2,500.00	
ZATH 8224	Fall	Field Hockey Coach	3,000.00	
ZATH 8228	Fall	Football Head Coach	6,500.00	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	
ZATH 8232	Fall	Golf Coach	2,000.00	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	
ZATH 8240	Spring	Soccer Coach - Boys	3,000.00	
ZATH 8244	Spring	Soccer Coach - Girls	3,000.00	
ZATH 8248	Spring	Softball Coach	3,500.00	
ZATH 8252	Winter	Swimming Coach - Boys	2,500.00	
ZATH 8254	Winter	Swimming Coach - Girls	2,500.00	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	
ZATH 8264	Winter	Track Indoor Coach - Boys	2,500.00	

An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.

Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.



Attachment G (continued)

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2019-2020			
CODE	SEASON	DESCRIPTION	VALUE
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00
ZATH 8268	Winter	Track Indoor Coach - Girls	2,500.00
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00
ZATH 8272	Spring	Track Outdoor Coach - Boys	2,800.00
ZATH 8273	Spring	Track Outdoor Assistant - Boys	1,600.00
ZATH 8276	Spring	Track Outdoor Coach - Girls	2,800.00
ZATH 8277	Spring	Track Outdoor Assistant - Girls	1,600.00
ZATH 8280	Fall	Cross Country - Boys	2,500.00
ZATH 8283	Fall	Cross Country - Girls	2,500.00
ZATH 8289	Fall	Volleyball Coach - Boys	2,400.00
ZATH 8293	Fall	Volleyball Coach - Girls	2,400.00
ZATH 8297	Winter	Wrestling Coach	3,500.00
ZATH 8350	Spring	JV Baseball Coach	2,100.00
ZATH 8354	Winter	JV Basketball Coach - Boys	2,500.00
ZATH 8358	Winter	JV Basketball Coach - Girls	2,500.00
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,100.00
ZATH 8365	Fall	JV Field Hockey Coach	1,700.00
ZATH 8368	Fall	JV Football Coach	2,700.00
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00
ZATH 8372	Spring	JV Soccer Coach - Boys	1,925.00
ZATH 8375	Spring	JV Soccer Coach - Girls	1,925.00
ZATH 8379	Spring	JV Softball Coach	2,200.00
ZATH 8382	Winter	JV Wrestling Coach	2,500.00

An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.

Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.



Attachment H

Student Activity Rates for Employees SY 2019-2020			
<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	



Attachment H (continued)

Student Activity Rates for Employees SY 2019-2020			
<i>All payments are a flat rate unless otherwise noted.</i>			
	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	



Attachment H (continued)

Student Activity Rates for Employees			
SY 2019-2020			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
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	
Forensics			
Judge	Middle/High		25.00
Typist		30.00	
Golf			
Bus Driver and Police Rates only (See Below)			
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	



Attachment H (continued)

Student Activity Rates for Employees			
SY 2019-2020			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
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	
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	
Scorer		25.00	
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	



Attachment H (continued)

Student Activity Rates for Employees			
SY 2019-2020			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
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	
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	



Attachment H (continued)

Student Activity Rates for Employees			
SY 2019-2020			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
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	
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	



Attachment H (continued)

Student Activity Rates for Employees			
SY 2019-2020			
<i>All payments are a flat rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
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			30.00 to 33.00
Police/Sheriff	Varsity Football		33.00
Police Supervisor	Varsity Football		38.00
Police Sergeant	Varsity Football		40.00

- C. Reversion Authorization: Ms. Riggs made a motion, seconded by Vice Chair Melnyk, that the School Board approve the use of FY2018/19 reversion funds to complete the funding of full-day kindergarten (FDK) in FY2019/20 with the exception of the three schools impacted by construction, and that the School Board authorize the Superintendent and Chief Financial Officer to implement full-day kindergarten in the remaining elementary schools not affected by current construction projects in FY2019/20. Ms. Manning stated her opposition to using reversion funds for recurring costs and expressed concern that funding to accelerate the program was not identified as a priority in the beginning of budget process. School Board members spoke to City Council's assertion that reversion funds be used for the stated purpose opining they had overstepped their direction on the use of reversion funds by making it clear those funds would be at risk if the school division did not follow their direction. In stating support for the motion, it was not without reservation, noting City Council's priorities for 2019-20 identified public education as number four on their list known as "the big five" specifically mentioning the benefits of FDK. In recounting the 1995 event where the School Board overspent its annual budget, Vice Chair Melnyk reaffirmed the budget practice of keeping two percent of the budget on hand for unforeseen expenses to be used for one-time expenses not intended to sustain ongoing initiatives like full-day kindergarten and compensation increases. She advised of a meeting held with City leaders where the School Board's reservations were expressed, but the City's direction remained unchanged. Farrell E. Hanzaker, Chief Financial Officers, reaffirmed Administration's position that reversion funds (or one-time monies) should not



- be used for ongoing expenses, but in this special circumstance, it is agreed this is the right thing to do. He further reported, during that meeting City leadership gave their assurances that during the first 4-5 months of the fiscal year, City staff will increase the School's cash flow by approximately \$400,000 to cover increased expenses since the appropriation of reversion funds will not be known until October, and that should there not be sufficient reversion funds to cover the \$5 million needed for FDK, a request for appropriation from the Schools' special reserve fund balance of approximately \$10.7 million can be made. Following discussion, the motion was approved (ayes 8, nays 1 - Manning).
- D. Budget Transfers: Ms. Riggs made a motion, seconded by Vice Chair Melnyk, that the School Board approve the budget transfers within the 2018-19 fiscal year operating budget in the amount of \$364,086. Farrell E. Hanzaker, Chief Financial Officer, explained the budget transfer is to be used to purchase Chromebooks for classrooms expanding to full-day kindergarten. Prior to a vote, Ms. Manning reported her opposition to the 1-1 technology initiative for elementary students stating she does not believe it is advantageous to provide a Chromebook to every kindergartener, and feels the division should be limiting technology. Superintendent Spence explained Chromebooks were not being purchased for every student, rather, it is to make a cart available to each classroom. Ms. Manning clarified her position is that kindergarteners do not need Chromebooks at all. Ms. Hughes agreed stating other basic skills should be taught instead of using technology all day. Superintendent Spence described the use of technology noting resounding support to provide adaptive and balanced learning opportunities for students. He suggested the School Board may want to receive another update to discuss how technology is used in the classroom, and reassured all children are not staring at Chromebook screens all day long. Following further discussion, the motion passed (ayes 6, nays 3 – Hughes, Manning, Weems), and the budget transfer dated May 28, 2019 in the amount of \$364,086 was approved to purchase Chromebooks for classrooms expanding to full-day kindergarten.
- E. Action Regarding Appointment of an Interim School Board Member Residing in District 3 Rose Hall: Vice Chair Melnyk made a motion, seconded by Ms. Felton, that the School Board vote on two finalists for appointment of an interim School Board member to the District 3 Rose Hall vacancy on the School Board to serve until a School Board member for District 3 Rose Hall is elected on, and qualified after, the November 5, 2019 special election. School Board members spoke to the appointment and appointment process; and Chairwoman Anderson advised of plans to develop a procedure to be used in the future for considering appointments to School Board vacancies that will address more transparency in the application and interview process to include appropriate vetting procedures, more extensive requests for applicant information, and better definition of the roles of the School Board and Administration in the application and appointment process. Following further comment, votes were cast for finalists Jessica L. Owens and Seko B. Varner. Ms. Owens received the majority votes (Anderson, Edwards, Felton, Melnyk, Riggs, Rye); and remaining votes were cast for Mr. Varner (Hughes, Manning,



Weems). Chairwoman Anderson welcomed Ms. Owens as the newest member of the School Board, and thanked all applicants, especially Mr. Varner for participating in the appointment process.

13. Information

- A. Notification of Intent to Apply for Federal Grants 2019-20: James M. Pohl, Ph.D., Executive Director of Secondary Teaching and Learning, presented an overview of 2019-2020 Federal Grant applications to be submitted to the Virginia Department of Education by the July 1, 2019 deadline. A review of past, current, and projected funding amounts for each grant was provided noting final amounts for all grants will be determined in late September or early October 2019. He summarized the anticipated funding level and services provided by each of the following grant applications:
- Title I, Part A (\$11,914,697): It was noted since full-day kindergarten is now officially funded, Bayside and Luxford elementary schools will be added to the list of schools receiving services.
 - Title I, Part D (\$225,905)
 - Title II, Part A (\$1,583,202)
 - Title III, Part A (\$118,489)
 - Title IV, Part A (\$857,952)
- B. Recess Committee Update: Nicole M. DeVries, Ph.D., Director of K-12 and Gifted Programs, reported the elementary recess committee comprised of parents, teachers, principals, counselors and central office staff, met four times and summarized topics discussed at each meeting. She then presented an overview of changes to be implemented in the 2019-2020 school year to increase recess for full-day kindergarten from 20 minutes daily to 40 minutes daily – 15 minutes prior to or following physical education; and 25 minutes at a time opposite from physical education during general classroom instructional time (language arts, math, social studies, and science). Recess for grades 1-5 will increase from 20 minutes daily to 30 minutes daily – 15 minutes prior to or following physical education; and 15 minutes at a time opposite from physical education during general classroom instructional time (language arts, math, social studies, and science). An outline of average movement time for students was presented along with next steps to include developing and implementing a communication plan and creating an implementation guidelines document that includes recess expectations, playground safety, recess monitoring, and weather guidelines. Additionally, she advised of plans to develop and implement teacher professional learning and conduct an evaluation of playground equipment. In response to an inquiry, Superintendent Spence explained guidelines could be encapsulated in Division Regulation 5-58.1 relative to student wellness, or the School Board could ask the Policy Review Committee to consider writing a policy regarding recess guidelines.
- C. Interim Financial Statements – April 2019: Crystal M. Pate, Director of Business Services, presented the division's financial position as of April 30, 2019 reporting overall revenues remain acceptable at this point in the fiscal year. She explained the basis for the projected



surplus in state revenue of approximately \$1.9 million composed of a shortfall due to lower than projected March 31 Average Daily Membership (ADM) offset by a projected surplus in the Supplemental Lottery Per Pupil Allocation. Federal revenues were reported on a favorable trend receiving approximately \$1.9 million or 116% more than the original budget year-to-date mainly due to Impact Aid receipts and Medicaid reimbursements coming in over budget. Sales tax receipts were reported on an acceptable trend at approximately \$1.2 million higher than the prior year with May seeing an increase of approximately \$86,000 when compared to the prior year. The expenditures/encumbrances trend was reported as continuing to remain acceptable at this point in the fiscal year.

- 14. Standing Committee Reports:** As chair of the School Board's Audit Committee, Mr. Edwards reported the committee met recently and received a report on the transportation audit available on the School Board's SharePoint site and online for the public to review.

Mr. Edwards advised the Ad Hoc Committee for An Achievable Dream Academy (AADA) met the prior week and affirmed a recommendation regarding the secondary facility proposal, and continued their review of the Memorandum of Agreement that exists between the AADA private board that funds a substantial part of the program and with the division. He advised they were largely in agreement with a few details to be worked out before being presented to the School Board in the summer months for review and subsequent approval.

On behalf of the School Board's Legislative Committee, Vice Chair Melnyk announced the next meeting on June 10 at 3:00 p.m. to start to prepare for legislative work, and invited School Board members to submit items to be considered.

As the School Board's liaison to the School Health Advisory Committee, Ms. Rye reported the next quarterly meeting will be held on June 5 at 9:00 a.m. Additionally, she reported the final meeting of the Strategic Plan Ad Hoc Committee will be held on June 5 at 4:00 p.m. so that recommendations can be brought forward to the School Board at their July retreat.

Ms. Felton reported on the May 22 WHRO HRETA meeting where a new program was presented and where Superintendent Spence was elected to the WHRO Board. Additionally, she reported on the May 18, 200+ Men Annual Scholarship event; the Adult Learning Center graduation; and Technical and Career Education's first career-signing event.

- 15. Conclusion of Formal Meeting:** The formal meeting concluded at 9:17 p.m.
- 16. Hearing of Citizens and Delegations on Non-Agenda Items:** None
- 17. Convene School Board Workshop:** None at this time.
- 18. Closed Meeting: Personnel Matters:** Vice Chair Melnyk made a motion, seconded by Ms. Riggs, that the School Board recess into a closed session pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraph 1 of the *Code of Virginia*, 1950, as amended, for Personnel Matters: Discussion of or consideration of interviews of prospective candidates for employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees, pursuant



to Section 2.2-3711, (A) (1); namely to discuss applicants for Citizen Advisory Committee positions.

The motion passed (ayes 9, nays 0) and the School Board recessed at 9:17 p.m. and reconvened in Room 113 in a closed session at 9:25 p.m.

Individuals present for discussion: School Board members with the exception of Ms. Holtz who was absent from the meeting; John F. Sutton, III, Coordinator of Policy and Constituent Services; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.

The School Board reconvened in an open meeting at 9:52 p.m.

Certification of Closed Meeting: Vice Chair Melnyk made a motion, seconded by Ms. Hughes, that the School Board certifies that to the best of each member's knowledge, 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 only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered. The motion passed (ayes 9, nays 0).

19. *Vote on Remaining Action Items:* None

20. *Adjournment:* There being no further business before the School Board, Chairwoman Anderson adjourned the meeting at 9:53 p.m.

Respectfully submitted:

Dianne P. Alexander, Clerk of the School Board

Approved:

Beverly M. Anderson, School Board Chair