



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

School Board Services

Beverly M. Anderson, Chair
At-Large

Joel A. McDonald, Vice Chair
District 3 – Rose Hall

Daniel D. Edwards District 2 – Kempsville	Sharon R. Felton District 6 – Beach	Dorothy M. Holtz At-Large
Victoria C. Manning At-Large	Ashley K. McLeod At-Large	Kimberly A. Melnyk District 7 – Princess Anne
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

Monday, June 11, 2018

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 at 4:03 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. Holtz who Chairwoman Anderson noted would not be present for the workshop, but expected to arrive for the formal meeting; and Ms. McLeod, who Chairwoman Anderson reported was absent due to a work assignment.

A. School Board Administrative Matters and Reports:

- 1. Pre-Retreat Planning:** Chairwoman Anderson distributed a draft agenda for the July 10 School Board Retreat with a request to forward questions and/or comments to the School Board Chair, Vice Chair and/or Superintendent.
- 2. FY2018/19 Committee Assignment Overview:** Chairwoman Anderson distributed proposed assignments for School Board members to serve on committees and boards for the 2018-19 school year with a request for any needed changes to be submitted to the School Board Chair.

Other School Board administrative matters encompassed a request for an RSVP to the July Virginia School Boards Association (VSBA) Annual Conference of Education, parking during graduation ceremonies, and notice of support personnel being available to assist School Board members during the workshop with technical difficulties they may be experiencing. Chairwoman Anderson then congratulated Amy E. Cashwell, Ed.D., Chief Academic Officer, for recently being named Superintendent of Henrico County Public Schools, and thanked her for her service to Virginia Beach City Public Schools. Superintendent Spence announced Lesley L. Hughes, Ed.D., Executive Director of Elementary Teaching and Learning, will serve in the interim working with Dr. Cashwell throughout the transition.



Chairwoman Anderson advised of a closed meeting to be held prior to the formal meeting, and another for two items to follow the formal meeting.

School Board members then reported on events they attended to include high school senior award ceremonies; presentation on school safety by fifth graders at Kempsville Meadows Elementary School; Seatack Elementary School's Solution to Pollution Summit; Academy ceremonies with a salute to Academy Directors; and a Golden Fold event where several district seniors were scholarship recipients.

This portion of the workshop concluded at 4:12 p.m.

- B. Pre-Kindergarten Update: Amy E. Cashwell, Ed.D., Chief Academic Officer, recounted the division taking advantage of the Virginia Pre-School Initiative along with a local match, and the transition from the YMCA's Early Discoveries Program to Virginia Beach City Public Schools shifting funds to maximize and create more opportunities for pre-school students. She introduced Lesley L. Hughes, Ed.D., Executive Director of Elementary Teaching and Learning; and Cristina N. Alsop, Director of Title I, who presented an update on the program during the two year transition to include an overview of the purpose, funding, enrollment, curriculum, community partners, outreach, family engagement, and pre-K foundations. The principal and pre-K teacher from Bayside Elementary School presented a reflection of the program.

This portion of the workshop concluded at 4:37 p.m.

- C. Plaza Middle Years Program (MYP) Whole School Update: James M. Pohl, Ph.D., Executive Director of Secondary Teaching and Learning; Plaza Middle School Principal, Deborah Price; and MYP Coordinator, Cathy Susewind; were joined by teachers and students to present a report on the progress of Plaza Middle School's Middle Years Program (MYP) transition to a whole school (school-wide) initiative implemented in the 2017-18 school year. The report included a timeline to implementation, overview of focus areas, and Year 1 successes; as well as teachers and students sharing specific learning examples. Next steps include continuing full implementation in Grade 7, initial implementation in Grade 8, and professional learning opportunities that ensure teachers receive training based on their readiness level. This portion of the workshop concluded at 4:56 p.m.

The workshop concluded at 4:56 p.m.

2. **Closed Meeting #1 of 2**: Vice Chair McDonald made a motion, seconded by Ms. Melnyk, 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 3, *Code of Virginia*, 1950, as amended, for **REAL PROPERTY**: Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body pursuant to



Section 2.2-3711(A) (3); namely to discuss sale of School Board owned property in the Princess Anne district.

The motion passed (ayes 9, nays 0; Holtz had not yet arrived), and the School Board entered a closed meeting at 4:58 p.m.

Individuals present for discussion: School Board members with the exception of Ms. Holtz and Ms. McLeod; Superintendent Spence; Marc A Bergin, Chief of Staff; Anthony L. Arnold, P.E., Executive Director of Facilities 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 5:05 p.m.

Certification of Closed Meeting: Vice Chair McDonald made a motion, seconded by Ms. Melnyk, 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; Holtz had not yet arrived).

3. ***School Board Recess:*** Prior to the recess, School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, advised School Board members of pending litigation related to speakers signed up for the hearing on non-agenda items, and cautioned against any communication. The School Board recessed at 5:10 p.m. to reconvene in the School Board Chambers for the formal meeting at 6:00 p.m.

FORMAL MEETING

4. ***Call to Order and Roll Call:*** Chairwoman Anderson called the formal meeting to order at 6:00 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Ms. McLeod who Chairwoman Anderson announced was out of town due to a work obligation.
5. ***Moment of Silence followed by the Pledge of Allegiance***
6. ***Student, Employee and Public Awards and Recognition:***
 - A. NJROTC Academic Brain Brawl National Champion: The School Board recognized Princess Anne High School sophomore Scott Durkin who won first place honors at the Navy Junior Reserve Officers Training Corps (NJROTC) Academic Brain Brawl competition where teams compete against one another answering a series of questions about NJROTC curriculum covering current events, history, science and math.
 - B. State Forensics Champions: The School Board recognized 2017-18 Virginia High School League (VHSL) State Forensics first place winners Yordan Shabazz from Landstown High



School in serious dramatic interpretation; and Ajeya Hawkins from Kellam High School in poetry interpretation.

- C. World Series of Entrepreneurship Champions: A four-member team named Supply Hut from the INCubatoredu class at the Entrepreneurship and Business Academy (EBA) at Kempsville High School was recognized for having one first place at the World Series Entrepreneurship venture pitch competition.
 - D. State Track and Field Champions: The School Board recognized Ocean Lakes High School and First Colonial High School students who won first place in their respective team and individual events at the VHSL state indoor track and field championships. Dauviah Bradshaw and Trey Delong from First Colonial High School won the triple jump and pole vault events, respectively; and Ocean Lakes High School's 3,200-meter relay team comprised of Brent Baily, Jacob Bushey, Davis Young and Tyler Lipps won in that event with Baily also winning individual honors in the 1,000 and 1,600 meter events.
 - E. State Swim Champions: First Colonial High School students who won individual and team first place honors in Class 6 at the VHSL swim and dive championships were recognized by the School Board. Elle Caldow, Sam Tadder, Olivia Tillett and Kierstin Godfrey were recognized for winning the women's 400-yard freestyle relay. Caldow won individual honors in the girls' 100-yard backstroke. In the boys' swim competition, Cason Wilburn won first place in the 50-yard and 100-yard freestyle events.
 - F. State Debate Championship Team: First Colonial High School's debate team was recognized by the School Board for winning the VHSL 2018, Class 6, state debate championship title.
 - G. Citywide Teacher of the Year: The School Board recognized Melissa Follin, third-grade teacher at Old Donation School, as the 2019 Virginia Beach City Public Schools (VBCPS) Citywide Teacher of the Year from an initial pool of 87 school Teachers of the Year. Follin, a teacher of 14 years with the division, was named the Virginia Association for the Gifted Region 2 Teacher of the Year in 2015. She began her teaching career as a first-grade teacher. Since then, she earned her endorsement in gifted education and has been a gifted cluster teacher and a gifted resource teacher. Although she enjoyed being a gifted resource teacher for several years, she wanted to return to the classroom where she currently serves.
7. **Superintendent's Report**: Five things shared in the Superintendent's Report were related to a) upcoming graduation ceremonies where approximately 5,000 students from 13 high schools will receive their diplomas; b) scholarship offerings totaling a record of \$104 million with \$64 million accepted to date; c) the 10th annual STEM Trifecta where more than 1,000 students from 71 schools took part in the event where students in grades K-12 engage in specific challenges in robotics, makerspace and cybersecurity, demonstrating skillsets garnered from the culmination of



a yearlong initiative where student participate in afterschool science, technology, engineering and math (STEM) activities; d) the division's 2018 Summer School program scheduled to begin June 26; and e) the end of the 2017-18 school year with appreciation to all for a wonderful year, and wishes for a wonderful summer break.

8. **Hearing of Citizens and Delegations on Agenda Items:** None
9. **Approval of Minutes:** May 22, 2018 Regular School Board Meeting: Ms. Riggs made a motion, seconded by Ms. Melnyk, that the School Board approve the minutes of their May 22 regular meeting as presented. The motion passed (ayes 10, nays 0).
10. **Adoption of the Agenda:** Prior to a motion, Chairwoman Anderson notified the School Board of Ms. Manning's requested to move Consent Item 11A – Notification of Intent to Apply for Federal Grants for SY2018/19 to Action Item 11D. There being no objection, Ms. Manning made a motion, seconded by Ms. Rye, that the School Board adopt the agenda as amended. The motion passed (ayes 10, nays 0).
11. **Consent Agenda:** After the School Board Chair's review of items presented as part of the Consent Agenda, Mr. Edwards made a motion, seconded by Ms. Riggs, that the School Board approve the Consent Agenda. The motion passed (ayes 10, nays 0), and the following items were approved as part of the Consent Agenda:
 - A. [Item moved during Adoption of the Agenda to Action 12D]
 - B. The Re-Election List comprised of all school division employees recommended for employment for the 2018-19 school year commencing July 1, 2018 and ending June 30, 2019 with all future recommendations to be channeled to the School Board via Personnel Reports provided by the Superintendent at each School Board meeting throughout the year
 - C. The School Board authorized the Superintendent to execute a contract with Bissette Construction Corp. in the amount of \$498,645 for the parking lot expansion at Plaza Annex
 - D. The School Board authorized the Chairman to execute a right-of-way agreement for a Dominion Energy utility easement at Old Donation School for Dominion Energy to provide underground electrical service to the school
 - E. Religious Exemption Case Numbers RE-17-26 through 29
12. **Action**
 - A. Personnel Report: Ms. Holtz made a motion, seconded by Ms. Weems, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated June 11, 2018 along with seven administrative appointments as recommended by the Superintendent. The motion passed (ayes 10, nays 0), and Superintendent Spence introduced the following administrative appointments:



NAME	CURRENT POSITION	RECOMMENDATION
Robyn Backer	Assistant Principal Kempsville Meadows Elementary School	Principal Christopher Farms Elementary School (effective 7/1/2018)
Adam J. Brown	Principal Southeastern Cooperative Educational Program (SECEP)	Dean of Students (High School) Renaissance Academy
Andrew R. Filipowicz	Assistant Principal Independence Middle School	Assistant Principal Kellam High School (effective 7/1/2018)
Sheila J. Jones	K-12 Supervisor for Health, Physical Education, Adapted Physical Education and Drive Education Loudoun County Public Schools	Coordinator of Health and Physical Education Department of Teaching and Learning (effective 7/9/2018)
Caitlin R. Stravino	Administrative Assistant Ocean Lakes High School	Assistant Principal Kempsville High School (effective 7/1/2018)
Kimani K. Vaughan	Assistant Principal Brookwood Elementary School	Principal Arrowhead Elementary School (effective 7/1/2018)
Dornswalo M. Wilkins-McCorey	Instructional Specialist Gifted Education, Office of Programs for Exceptional Children	Coordinator of Gifted Education Department of Teaching and Learning (effective 7/1/2018)

Additionally, Superintendent Spence announced the Green Run Collegiate (GRC) Governing Board had voted 4-0 in favor of elevating Rianne Patricio from Coordinator of International Baccalaureate at Green Run Collegiate Charter School to the role of Head of School at Green Run Collegiate Charter School effective Jun 1, 2018. He recounted notifying the School Board of the GRC Governing Board's plan to elevate Ms. Patricio in a closed meeting held May 22, 2018 for personnel matters.

- B. Salary Resolution FY2018/19: Ms. Riggs made a motion, seconded by Ms. Melnyk, that the School Board approve the Salary Resolution for fiscal year 2018-19 with related attachments exhibiting salary scales and compensation increases outlined in the resolution. Prior to a vote, Farrell E. Hanzaker, Chief Financial Officer, explained the Senate/House compromise budget along with the recently provided state calculation tool resulted in additional funds sufficient to increase the Cost of Living Allowance (COLA) to 1.9 percent for all employees from 1.5 percent as originally proposed. The motion passed (ayes 10, nays 0) and the resolution was approved as follows:



SALARY RESOLUTION

JUNE 11, 2018

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, \$2,062,000 will be distributed to those qualifying employees on the Unified Salary Scale effective July 1, 2018; and

WHEREAS, all employees will receive a 1.9% 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 and part-time hourly 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 2.4% (7/1/18 --- 6/30/19)
- Attachment C - Unified Experience-Based Step Pay Scale Assignments
- Attachment D - Unified Experience-Based Step Pay Scale 2.4% (7/1/18 --- 6/30/19)
- Attachment E - Part-time Temporary Hourly Rates – same as current year except for noted exceptions (7/1/18 --- 6/30/19)
- Attachment F - Table of Allowances 2018/2019

Now, therefore, let it be

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



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

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ATTACHMENT A



Alphabetical Listing of Instructional Positions SY 2018-2019			
CODE	POSITION	CODE	POSITION
2001	1st Grade Teacher	2215	ISAP 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
2301	Business Education Teacher	2012	Pre-Kindergarten Resource Teacher
2321	Career and Academic Prep (CAP) Teacher	2405	Program Compliance Support Teacher
2324	Career Skills Teacher	2322	Public Safety Instructor (11 m)
2612	Chinese Teacher	2020	Reading Recovery Teacher
2550	Computer Science Teacher	2575	Reading Specialist
2409	Cross Categorical Teacher (8-hr)	2570	Reading Teacher
2410	Cross Categorical - ED/LD Teacher	2225	Remediation Specialist
2411	Cross Categorical - ED/LD/ID Teacher	2230	Ropes Course Instructor
2412	Cross Categorical - ED/ID Teacher	2608	Russian Teacher
2413	Cross Categorical - LD/ID Teacher	2313	School-To-Work Transition Advisor (12 m)
2555	Dance Teacher	2203	Science Teacher
2533	Drama Teacher	2201	Social Studies Teacher
2210	Drivers Education Teacher	2609	Spanish Teacher
2010	Early Childhood Initiative Grant (Title Only)	2455	Speech/Language Pathologist
2425	Early Childhood Special Ed Teacher	2456	Speech/Language Pathologist (11m)
2426	Early Childhood Special Ed Teacher (11 m)	2450	Speech/Learning Disabilities Teacher
2305	Education for Employment Teacher	2451	Speech/Learning Disabilities Teacher (11m)
2306	Electronic Commerce Teacher	2585	Study Skills Teacher
2445	Emotional Disability Teacher	2590	Substance Abuse Intervention
2535	English Second Language	2460	Supported Employment Teacher
2200	English Teacher	2595	Suspension Intervention Teacher
2025	Extended Day Teacher - Galaxy Program	2650	Teacher/Facilitator (Green Run Collegiate)
2318	Family and Consumer Sciences Teacher	5247	Teaching Specialist
2605	French Teacher	5248	Teacher Specialist (School Based)
2606	German Teacher	2314	Technology Education Teacher
2558	Gifted Resource Teacher	2315	Teen Living Teacher
2557	Gifted Teacher	2559	Testing Assessment Specialist
2596	Graduation Coach	2021	Title I Kindergarten Teacher
2510	School Counselor	2022	Title I Resource Teacher
2511	School Counselor (Extended)	2023	Title II Resource Teacher
2565	Health & PE Teacher	2316	Trade & Industrial Teacher
2433	Hearing Impairment Teacher	2900	VBEA President
2307	Hotel/Motel Operations Teacher	2465	Visual Impairment Teacher
2320	HS That Work Coordinator	2466	Visual Impairment Teacher (8-hr)
2308	Industrial Coop Training Teacher (11 m)	2317	Vocational Evaluator
2431	Intellectual Disability 1 Teacher	2319	Work Adjustment 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 2018 2019						
Effective: July 1, 2018 - June 30, 2019						
Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	45,759	48,287	49,661	50,566	59,493	32,056
1	45,871	48,405	49,782	50,690	59,639	32,135
2	45,984	48,524	49,905	50,814	59,785	32,214
3	46,207	48,760	50,147	51,061	60,076	32,370
4	46,431	48,996	50,390	51,308	60,366	32,527
5	46,908	49,499	50,907	51,835	60,987	32,861
6	47,114	49,717	51,131	52,063	61,254	33,005
7	47,391	50,009	51,431	52,369	61,614	33,199
8	47,601	50,231	51,660	52,602	61,888	33,347
9	47,835	50,478	51,913	52,860	62,192	33,510
10	48,348	51,019	52,470	53,427	62,859	33,870
11	48,873	51,574	53,041	54,007	63,542	34,238
12	49,635	52,377	53,867	54,849	64,532	34,771
13	50,748	53,552	55,075	56,079	65,979	35,551
14	51,863	54,729	56,285	57,311	67,429	36,332
15	52,978	55,905	57,495	58,543	68,879	37,113
16	54,095	57,084	58,707	59,777	70,331	37,896
17	55,208	58,258	59,915	61,007	71,778	38,676
18	56,323	59,435	61,126	62,240	73,228	39,457
19	57,438	60,612	62,336	63,472	74,678	40,238
20	58,553	61,788	63,546	64,704	76,127	41,019
21	59,668	62,965	64,756	65,936	77,577	41,800
22	60,783	64,142	65,966	67,168	79,027	42,581
23	61,899	65,319	67,176	68,401	80,477	43,363
24	63,013	66,495	68,386	69,633	81,926	44,144
25	64,128	67,672	69,596	70,865	83,376	44,925
26	65,243	68,848	70,807	72,097	84,826	45,706
27	66,359	70,025	72,017	73,329	86,275	46,487
28	67,472	71,200	73,225	74,560	87,723	47,267
29	68,588	72,378	74,437	75,794	89,174	48,049
30	69,703	73,555	75,647	77,026	90,624	48,830
31+	*ABOVE SCALE					
For the 2018/2019 school year, the School Board approved the following compensation adjustments: —Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase. —*Employees with 31+ years of creditable work experience received 1.9% cost of living adjustment and are now considered to be "Above Scale."						



ATTACHMENT C-1



Unified Experience-Based Step Pay Scale - Grade Assignments SY 2018-2019	
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	Chief Strategy and Innovation 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 Office of Programs for Exceptional Children
Director Elementary Schools	Executive Director Secondary Teaching and Learning
Director Transportation	Executive Director Student Support Services
Executive Director Elementary Teaching and Learning	Principal HS
Executive Director Facilities Services	
GRADE 24	
Director Administrator Learning and Leadership	Director School Plant
Director Adult Learning Center	Director Student Leadership
Director Benefits	Director Student Services
Director Business Services	Director Technical & Career Education
Director Compliance and Special Education Service	Director Technical & Career Education Center
Director Employee Relations	Director Technology
Director Employment Services	Director Teacher Learning and Leadership
Director Food Services	Director Title I Programs
Director Innovation & Strategic Planning	Founding Head of School (Green Run Collegiate)
Director Instructional Technology	Principal MS
Director Purchasing Services	
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 Safety and Loss Control
Director Community Engagement	Director Testing
Director Custodial Services	Principal ES
Director Distribution Services	
GRADE 22	
Academic Dean	Coordinator English Language Learners
Administrative Coordinator	Coordinator Entrepreneurship & Business Academy
Assistant Director Advanced Technology Center	Coordinator Family and Consumer Sciences
Assistant Principal HS	Coordinator Fine Arts
Coordinator Academic Support Programs K-12	Coordinator Food Services
Coordinator Accounting	Coordinator Gifted Education
Coordinator Adult Academic Programs	Coordinator Global Studies Academy
Coordinator Alternative Education	Coordinator Grants Development
Coordinator Athletics	Coordinator Guidance
Coordinator Benefits	Coordinator Health Academy
Coordinator Budget Development	Coordinator Health Services
Coordinator Business & Information Technology	Coordinator Health/Physical Education
Coordinator Distance Learning	Coordinator Instructional Media Service
Coordinator Educational Foundation	Coordinator Instructional Technology
Coordinator Elementary Curriculum	Coordinator International Baccalaureate
Coordinator English	Coordinator Language Arts



ATTACHMENT C-2



Unified Experience-Based Step Pay Scale - Grade Assignments SY 2018-2019	
GRADE 22 (continue)	
Coordinator Legal Academy	Coordinator Social Work Services
Coordinator Library Services	Coordinator TCE Administration and Marketing Program
Coordinator Math/Science Academy	Coordinator Student Conduct/Services
Coordinator Mathematics	Coordinator Technical and Career Education
Coordinator Middle Years Program	Coordinator Technology Academy
Coordinator Military Connected & Academic Support Program	Coordinator Telecommunications
Coordinator Parent and Stakeholder Services	Coordinator Title I Programs
Coordinator Planetarium	Coordinator Visual and Performing Arts
Coordinator Policy and Constituent Services	Coordinator World Languages
Coordinator Professional Learning	Database Administrator
Coordinator Psychological Services	Dean of Students (HS)
Coordinator Public Relations	Neuropsychologist
Coordinator Recruitment and Retention	Specialist Educational Measurement and Assessment
Coordinator School/Community Partnerships	Specialist Employee Relations
Coordinator Science	Specialist Human Resources
Coordinator Social Studies	Specialist Professional Learning
Coordinator Social Work Services	Specialist Program Evaluation
Coordinator Special Education	Specialist Research
Coordinator Student Activities	Specialist Testing
Coordinator Student Leadership	
GRADE 21	
Assistant Director Environment/Energy	Demographer/GIS Manager
Assistant Director School Plant	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	Project Manager - Construction
Educational Data Specialist	Safety and Loss Control Specialist
Financial Management Specialist	Student Information Systems Specialist
Food Services Operations Supervisor	Sustainability Officer
Grants Manager	Systems Analyst
HR Information Systems Specialist	Transportation Systems Specialist
Programmer Analyst - Senior	
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-3



Unified Experience-Based Step Pay Scale - Grade Assignments SY 2018-2019	
GRADE 18	
Audiologist	Positive Behavioral Interventions and Supports (PBIS) Coach
Family Engagement Specialist	Programmer Analyst
Foundation Transition Planner	School Improvement Specialist (HS)
Guidance Department Chair	School Nurse
Human Resources Marketing Specialist	Student Activities Coordinator (MS)
Occupational Safety and Health Specialist	Transportation Area Supervisor
Opportunity Inc. STEM Grant Specialist	Webmaster
GRADE 17	
Accountant - Sr. <i>(Title Only)</i>	Student Support Specialist
Budget Analyst	Supervisor Carpentry
Geographic Information Systems (GIS) Analyst	Supervisor Electrical
Interpreter Specialist	Supervisor Electronics
Network Administrator	Supervisor HVAC
Procurement Specialist I	Supervisor Maintenance
School Improvement Specialist (MS)	Supervisor Night Crew
Senior Construction Inspector	Supervisor Plumbing
GRADE 16	
Accounts Payable Systems Specialist	Interpreter III (EIPA 3.5 - 3.9)
Boiler Specialist	Network Technician II
Construction Inspector	Nutritional/Training Coordinator
Data Operations Supervisor	Occupational Safety Specialist
Educational Data Analyst	Procurement Systems Specialist
Executive Office Associate III	Procurement Card Program Manager
Fleet Supervisor	Supervising Cafeteria Manager
Food Services Program Analyst	Technical Contract Manager
HVAC Specialist	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 <i>(Title Only)</i>	Graphic Designer
Assistant Distribution Center Supervisor <i>(formerly Asst. Warehouse Supv.)</i>	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	
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
Executive Office Associate I	Procurement Assistant III
Electrical Craftsman II	Testing Assistant
Electronics Craftsman II	Warehouse Manager - School Plant
Fleet Technician III	Warehouse and Distribution Technician
Food Services Craftsman II	Workers Compensation Claims Analyst
HVAC Craftsman II	



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ATTACHMENT C-4



Unified Experience-Based Step Pay Scale - Grade Assignments SY 2018-2019	
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
Clinic Assistant - EMT	Pre-Kindergarten Assistant - BD
Custodian IV	Procurement Assistant I (Title only)
Distance Learning Assistant - BD	Security Assistant - BD
Distribution Driver	Security Officer
Duplication Technician	Special Education Assistant - AD
General Assistant - BD	Student Residency Verifier
ISS Coordinator	Title I Assistant - BD
Kindergarten Assistant - BD	Transportation Dispatcher
GRADE 08	
ALC General Assistant - AD	Library / Media Assistant - AD
Assistant Cafeteria Manager	Office Associate II
Auxiliary Driver	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
Kindergarten Assistant - AD	



ATTACHMENT C-5



Unified Experience-Based Step Pay Scale - Grade Assignments SY 2018-2019	
GRADE 07	
ALC General Assistant - Parapro/48 hrs	Library Technician
Cafeteria Manager in Training	PE Assistant - Parapro or 48 hrs
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
Library / Media Assistant - HD/Parapro/48 hrs	
GRADE 06	
ALC General Assistant - HD	PE Assistant - HD
Distance Learning Assistant - HD	Pre-Kindergarten Assistant - HD
General Assistant - HD	Security Assistant - HD
Kindergarten Assistant - HD	
GRADE 05	
Bus Assistant	Custodian II
Cafeteria Assistant	
GRADE 04	
Custodian I	Fleet Shop Helper



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Unified Experience-Based Step Pay Scale - SY 2018-19																																									
U04						U05																																			
Annual Hours			Annual Hours			Annual Hours			Annual Hours			Annual Hours			Annual Hours			Annual Hours			Annual Hours			Annual Hours																	
1800			2080			851			744			837			930			1023			1116			1208			1302			1320			1488			2080					
Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp			Creditable Yrs of Exp					
Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate			Hourly Rate					
280 days 8 hr/day			280 days 8 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day			186 days 4.5 hr/day					
0			0			0			0			0			0			0			0			0			0			0			0			0			0		
10,0630			10,1000			10,8123			10,7822			10,7822			10,7822			10,7822			10,7822			10,7822			10,7822			10,7822			10,7822			10,7822					
1			1			1			1			1			1			1			1			1			1			1			1			1			1		
10,0879			10,1400			10,8088			10,8088			10,8088			10,8088			10,8088			10,8088			10,8088			10,8088			10,8088			10,8088			10,8088					
2			2			2			2			2			2			2			2			2			2			2			2			2			2		
10,1124			10,1779			10,8362			10,8362			10,8362			10,8362			10,8362			10,8362			10,8362			10,8362			10,8362			10,8362			10,8362					
3			3			3			3			3			3			3			3			3			3			3			3			3			3		
10,1818			10,2626			10,8879			10,8879			10,8879			10,8879			10,8879			10,8879			10,8879			10,8879			10,8879			10,8879			10,8879					
4			4			4			4			4			4			4			4			4			4			4			4			4			4		
10,2108			10,3338			10,9406			10,9406			10,9406			10,9406			10,9406			10,9406			10,9406			10,9406			10,9406			10,9406			10,9406					
5			5			5			5			5			5			5			5			5			5			5			5			5			5		
10,2805			10,4118			10,9840			10,9840			10,9840			10,9840			10,9840			10,9840			10,9840			10,9840			10,9840			10,9840			10,9840					
6			6			6			6			6			6			6			6			6			6			6			6			6			6		
10,3105			10,4545			11,0479			11,0479			11,0479			11,0479			11,0479			11,0479			11,0479			11,0479			11,0479			11,0479			11,0479					
7			7			7			7			7			7			7			7			7			7			7			7			7			7		
10,4118			10,6658			11,1569			11,1569			11,1569			11,1569			11,1569			11,1569			11,1569			11,1569			11,1569			11,1569			11,1569					
8			8			8			8			8			8			8			8			8			8			8			8			8			8		
10,4379			10,7100			11,1838			11,1838			11,1838			11,1838			11,1838			11,1838			11,1838			11,1838			11,1838			11,1838			11,1838					
9			9			9			9			9			9			9			9			9			9			9			9			9			9		
10,4480			10,7133			11,1960			11,1960			11,1960			11,1960			11,1960			11,1960			11,1960			11,1960			11,1960			11,1960			11,1960					
10			10			10			10			10			10			10			10			10			10			10			10			10			10		
10,4838			10,7474			11,2117			11,2117			11,2117			11,2117			11,2117			11,2117			11,2117			11,2117			11,2117			11,2117			11,2117					
11			11			11			11			11			11			11			11			11			11			11			11			11			11		
10,7133			10,7141			11,4792			11,4792			11,4792			11,4792			11,4792			11,4792			11,4792			11,4792			11,4792			11,4792			11,4792					
12			12			12			12			12			12			12			12			12			12			12			12			12			12		
10,8629			10,8620			11,7467			11,7467			11,7467			11,7467			11,7467			11,7467			11,7467			11,7467			11,7467			11,7467			11,7467					
13			13			13			13			13			13			13			13			13			13			13			13			13			13		
11,2125			10,8400			12,0142			12,0142			12,0142			12,0142			12,0142			12,0142			12,0142			12,0142			12,0142			12,0142			12,0142					
14			14			14			14			14			14			14			14			14			14			14			14			14			14		
11,4822			10,8384			12,2817			12,2817			12,2817			12,2817			12,2817			12,2817			12,2817			12,2817			12,2817			12,2817			12,2817					
15			15			15			15			15			15			15			15			15			15			15			15			15			15		
11,7118			10,7338			12,5492			12,5492			12,5492			12,5492			12,5492			12,5492			12,5492			12,5492			12,5492			12,5492			12,5492					
16			16			16			16			16			16			16			16			16			16			16			16			16			16		
11,9615			10,7338			12,8167			12,8167			12,8167			12,8167			12,8167			12,8167			12,8167			12,8167			12,8167			12,8167			12,8167					
17			17			17			17			17			17			17			17			17			17			17			17			17			17		
12,2111			10,6379			13,0843			13,0843			13,0843			13,0843			13,0843			13,0843			13,0843			13,0843			13,0843			13,0843			13,0843					
18			18			18			18			18			18			18			18			18			18			18			18			18			18		
12,4907			10,6379			13,3618			13,3618			13,3618			13,3618			13,3618			13,3618			13,3618			13,3618			13,3618			13,3618			13,3618					
19			19			19			19			19			19			19			19			19			19			19			19			19			19		
12,7104			10,6379			13,6393			13,6393			13,6393			13,6393			13,6393			13,6393			13,6393			13,6393			13,6393			13,6393			13,6393					
20			20			20			20			20			20			20			20			20			20			20			20			20			20		
12,9800			10,7338			13,9168			13,9168			13,9168			13,9168			13,9168			13,9168			13,9168			13,9168			13,9168			13,9168			13,9168					
21			21			21			21			21			21			21			21			21			21			21			21			21			21		
13,2596			10,7338			14,1943			14,1943			14,1943			14,1943			14,1943			14,1943			14,1943			14,1943			14,1943			14,1943			14,1943					
22			22			22			22			22			22			22			22			22			22			22			22			22			22		
13,5392			10,7338			14,4718			14,4718			14,4718			14,4718			14,4718			14,4718			14,4718			14,4718			14,4718			14,4718			14,4718					
23			23			23			23			23			23			23			23			23			23			23			23			23			23		
13,8188			10,7338			14,7493			14,7493			14,7493			14,7493			14,7493			14,7493			14,7493			14,7493			14,7493			14,7493			14,7493					
24			24			24			24			24			24			24			24			24			24			24			24			24			24		
14,0984			10,7338			15,0268			15,0268			15,0268			15,0268			15,0268			15,0268			15,0268			15,0268			15,0268			15,0268			15,0268					
25			25			25			25			25			25			25			25			25			25			25			25			25			25		
14,3780			10,7338			15,3043			15,3043			15,3043			15,3043			15,3043			15,3043			15,3043			15,3043			15,3043			15,3043			15,3043					
26			26			26			26			26			26			26			26			26			26			26			26			26			26		
14,6576			10,7338			15,5818			15,5818			15,5818			15,5818			15,5818			15,5818			15,5818			15,5818			15,5818			15,5818			15,5818					
27			27			27			27			27			27			27			27			27			27			27			27			27			27		
14,9372			10,7338			15,8593			15,8593			15,8593			15,8593			15,8593			15,8593			15,8593			15,8593			15,8593			15,8593			15,8593					
28			28			28			28			28			28			28			28			28			28			28			28			28			28		
15,2168			10,7338			16,1368			16,1368			16,1368			16,1368			16,1368			16,1368			16,1368			16,1368			16,1368			16,1368			16,1368					
29			29			29			29			29			29			29			29			29			29			29			29			29			29		
15,4964			10,7338			16,4143			16,4143			16,4143			16,4143			16,4143			16,4143			16,4143			16,4143			16,4143			16,414								



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U06							U07							U08															
Annual Hours	1027	1371	1398				Annual Hours	1027	1371	1398	1415	1800	2080	Annual Hours	1027	1371	1398	1415	1800	2080				Annual Hours	1027	1371	1398		
Creditable Yrs of Exp	Hourly Rate	18-mo 185 da 6.8hr/day	18-mo 187 da 7.33hr/day	18-mo 189 da 7.33hr/day				Creditable Yrs of Exp	Hourly Rate	18-mo 185 da 6.8hr/day	18-mo 187 da 7.33hr/day	18-mo 189 da 7.33hr/day	18-mo 191 da 7.33hr/day	18-mo 193 da 7.33hr/day	Creditable Yrs of Exp	Hourly Rate	18-mo 185 da 6.8hr/day	18-mo 187 da 7.33hr/day	18-mo 189 da 7.33hr/day	18-mo 191 da 7.33hr/day	18-mo 193 da 7.33hr/day	18-mo 195 da 7.33hr/day	18-mo 197 da 7.33hr/day	Creditable Yrs of Exp	Hourly Rate	18-mo 185 da 6.8hr/day	18-mo 187 da 7.33hr/day	18-mo 189 da 7.33hr/day	
0	11.6618	11,883	16,837	16,010				0	12.3800	12,714	16,872	17,158	17,617	18,808	25,760	0	13.2864	13,824	18,188	18,387	18,480	18,771	21,228	27,584	0	13.2864	13,824	18,188	18,387
1	11.6801	11,892	16,878	16,060				1	12.4103	12,746	17,014	17,200	17,680	18,868	25,813	1	13.2888	13,867	18,232	18,432	18,635	18,817	21,278	27,661	1	13.2888	13,867	18,232	18,432
2	11.6985	11,921	16,916	16,089				2	12.4408	12,778	17,068	17,242	17,803	18,906	25,878	2	13.3316	13,891	18,277	18,477	18,670	18,884	21,330	27,729	2	13.3316	13,891	18,277	18,477
3	11.6960	11,878	16,892	16,167				3	12.6013	12,838	17,138	17,328	17,889	20,002	26,002	3	13.3963	13,768	18,388	18,687	18,981	18,966	21,434	27,864	3	13.3963	13,768	18,388	18,687
4	11.7213	12,037	16,988	16,246				4	12.6817	12,900	17,222	17,410	17,774	20,088	26,128	4	13.4610	13,824	18,466	18,666	18,761	18,947	21,537	27,988	4	13.4610	13,824	18,466	18,666
5	11.7795	12,098	16,148	16,325				5	12.8230	12,963	17,308	17,496	17,861	20,198	26,256	5	13.5267	13,891	18,546	18,748	18,842	18,140	21,642	28,136	5	13.5267	13,891	18,546	18,748
6	11.8368	12,166	16,227	16,404				6	12.8848	13,027	17,380	17,580	17,848	20,296	26,383	6	13.5827	13,968	18,636	18,838	18,934	18,233	21,748	28,272	6	13.5827	13,968	18,636	18,838
7	11.8520	12,274	16,388	16,585				7	12.8089	13,164	17,681	17,763	18,124	20,484	26,842	7	13.7259	14,088	18,818	18,924	19,120	18,422	21,881	28,548	7	13.7259	14,088	18,818	18,924
8	11.8819	12,305	16,427	16,608				8	12.9408	13,187	17,804	17,797	18,189	20,546	26,708	8	13.7803	14,131	18,886	18,971	19,168	18,470	22,018	28,621	8	13.7803	14,131	18,886	18,971
9	11.8838	12,317	16,443	16,623				9	12.8637	13,200	17,822	17,815	18,187	20,686	26,736	9	13.7740	14,146	18,884	18,980	19,187	18,480	22,038	28,648	9	13.7740	14,146	18,884	18,980
10	12.0117	12,338	16,488	16,848				10	12.8728	13,220	17,848	17,841	18,216	20,688	26,776	10	13.7848	14,167	18,912	18,118	19,215	18,618	22,071	28,682	10	13.7848	14,167	18,912	18,118
11	12.2884	12,630	16,881	17,046				11	13.1801	13,635	18,089	18,287	18,640	21,088	27,414	11	14.1238	14,504	19,383	19,675	19,874	19,884	22,687	29,377	11	14.1238	14,504	19,383	19,675
12	12.6860	12,824	17,364	17,442				12	13.4871	13,851	18,480	18,683	19,084	21,678	28,063	12	14.4628	14,842	19,814	20,031	20,132	20,450	23,134	30,061	12	14.4628	14,842	19,814	20,031
13	12.8718	13,218	17,848	17,840				13	13.7841	14,188	18,911	19,118	19,618	22,070	28,881	13	14.7818	15,180	20,286	20,487	20,680	20,916	23,650	30,746	13	14.7818	15,180	20,286	20,487
14	13.1682	13,613	18,038	18,237				14	14.1013	14,482	19,332	19,544	19,963	22,682	29,330	14	15.1187	15,618	20,718	20,943	21,048	21,381	24,177	31,430	14	15.1187	15,618	20,718	20,943
15	13.4488	13,807	18,432	18,634				15	14.4083	14,787	19,763	19,988	20,387	23,053	29,888	15	15.4387	15,858	21,187	21,388	21,507	21,847	24,703	32,114	15	15.4387	15,858	21,187	21,388
16	13.7316	14,102	18,826	19,031				16	14.7165	15,112	20,174	20,386	20,822	23,544	30,808	16	15.7887	16,184	21,618	21,818	21,866	22,312	25,229	32,788	16	15.7887	16,184	21,618	21,818
17	14.0181	14,398	19,218	19,428				17	15.0225	15,428	20,585	20,821	21,258	24,038	31,248	17	16.0877	16,532	22,089	22,311	22,424	22,778	25,758	33,483	17	16.0877	16,532	22,089	22,311
18	14.3047	14,690	19,611	19,828				18	15.3286	15,743	21,016	21,248	21,681	24,527	31,885	18	16.4288	16,870	22,621	22,787	22,882	23,245	26,252	34,187	18	16.4288	16,870	22,621	22,787
19	14.5913	14,885	19,804	20,223				19	15.6367	16,068	21,437	21,672	22,125	25,018	32,624	19	16.7658	17,205	23,272	23,228	23,340	23,708	26,809	34,862	19	16.7658	17,205	23,272	23,228
20	14.8778	15,278	20,387	20,620				20	15.9438	16,374	21,868	22,088	22,580	25,510	33,183	20	17.0848	17,546	23,823	23,878	23,789	24,174	27,336	35,596	20	17.0848	17,546	23,823	23,878
21	15.1646	15,673	20,780	21,017				21	16.2508	16,688	22,278	22,623	22,984	26,001	33,801	21	17.4138	17,883	24,374	24,136	24,267	24,640	27,882	36,220	21	17.4138	17,883	24,374	24,136
22	15.4612	16,088	21,183	21,416				22	16.5580	17,006	22,701	22,948	23,429	26,482	34,440	22	17.7429	18,221	24,825	24,681	24,716	25,109	28,388	36,906	22	17.7429	18,221	24,825	24,681
23	15.7578	16,482	21,578	21,812				23	16.8650	17,320	23,121	23,374	23,863	26,984	35,079	23	18.0719	18,568	24,778	25,047	25,174	25,671	28,671	37,588	23	18.0719	18,568	24,778	25,047
24	16.0544	16,877	21,988	22,209				24	17.1720	17,836	23,542	23,800	24,288	27,476	35,717	24	18.4008	18,887	25,227	25,403	25,632	26,037	28,941	38,273	24	18.4008	18,887	25,227	25,403
25	16.3510	17,269	22,381	22,608				25	17.4782	17,951	23,963	24,228	24,733	27,988	36,368	25	18.7308	19,238	25,680	25,981	26,082	26,504	29,988	38,960	25	18.7308	19,238	25,680	25,981
26	16.6870	17,646	22,764	23,003				26	17.7882	18,288	24,384	24,651	25,167	28,467	36,986	26	19.0588	19,674	26,131	26,417	26,550	26,988	30,486	39,644	26	19.0588	19,674	26,131	26,417
27	16.8838	17,338	23,147	23,400				27	18.0834	18,681	24,806	25,077	25,602	28,948	37,634	27	19.3880	19,912	26,582	26,873	27,008	27,436	31,022	40,328	27	19.3880	19,912	26,582	26,873
28	17.1702	17,833	23,540	23,787				28	18.4004	18,887	25,228	25,502	26,038	29,440	38,272	28	19.7180	20,260	27,033	27,328	27,467	27,900	31,648	41,013	28	19.7180	20,260	27,033	27,328
29	17.4688	17,828	23,833	24,185				29	18.7076	18,212	25,847	26,128	26,671	29,832	38,911	29	20.0470	20,688	27,484	27,785	27,825	28,288	32,075	41,887	29	20.0470	20,688	27,484	27,785
30	17.7435	18,222	24,326	24,682				30	19.0148	18,627	26,088	26,364	26,906	30,423	38,650	30	20.3780	20,928	27,836	28,241	28,383	28,832	32,601	42,582	30	20.3780	20,928	27,836	28,241
31+	*ABOVE SCALE						31+	19.32						31+	*ABOVE SCALE														
1027 - ALC Assist - HD							1027 - ALC Assist - HQ							1027 - ALC Assist - AD															
1386 - Security Assist - HD							1600 - Baker							1600 - Assist Cafeteria Manager															
1371 - Teacher Assist - HD (excluding SpEd)							1600 - Craft Manager in Training							1488 - Auxiliary Driver															
							1600 - Cook							2080 - Circulation Clerk															
							2080 - Custodian III							1371 - Clinic Assist - CAN															
							1415 - Library/Media Assist -HD/HQ							1393 - Driver Ed Instructor															
							1386 - Security Assist - HQ							1415 - Library/Media Assist - AD															
							1371 - SpEd Assist - HD							2080 - Office Assoc II															
							1371 - Teacher Assist - HQ (excluding SpEd)							1600 - School Office Assoc II															
							2080 - Warehouse Technician							2080 - School Office Assoc II - Data Tech															
														1386 - Security Assist - AD															

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
- Employees with 1-30 years of creditable work experience received 2.4% of their 2018 base salary which included a 1.5% cost of living adjustment as well as a 0.5% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.5% cost of living adjustment and are now considered to be "Above Scale."



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

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Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)																																			
U09															U10										Grade 11										
Annual Hours →		1571		1588		1615		1688		1700		Annual Hours →		1571		1600		2000		Annual Hours →		1600		2000											
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week	10-mo 187 days 7.33hrs/week												
0	14,214	18,483	18,697	20,109	21,148	22,558						0	16,2316	20,882	24,370	31,681			0	18,3192	26,110	33,943													
1	14,341	18,631	19,145	20,168	21,198	22,631						1	16,2988	20,933	24,430	31,769			1	18,3682	26,174	34,027													
2	14,311	18,678	19,783	20,207	21,250	22,704						2	16,3083	20,984	24,490	31,837			2	18,3983	26,238	34,110													
3	14,3559	18,674	19,889	20,208	21,263	22,649						3	16,3807	21,088	24,609	31,913			3	18,4790	26,306	34,278													
4	14,4199	18,789	19,885	20,404	21,458	22,883						4	16,4551	21,188	24,728	32,146			4	18,5589	26,483	34,441													
5	14,4802	18,889	20,083	20,503	21,561	30,139						5	16,5304	21,292	24,848	32,303			5	18,6384	26,623	34,608													
6	14,5899	19,982	20,181	20,603	21,888	30,298						6	16,6082	21,398	24,968	32,480			6	18,7209	26,762	34,778													
7	14,7037	20,158	20,578	20,606	21,878	30,683						7	16,7682	21,806	25,214	32,778			7	18,8846	27,016	36,119													
8	14,7404	20,209	20,430	20,857	21,833	30,680						8	16,7988	21,858	25,277	32,891			8	18,8267	27,082	36,287													
9	14,7652	20,229	20,460	20,878	21,866	30,680						9	16,8144	21,881	25,303	32,893			9	18,8439	27,109	36,242													
10	14,7772	20,258	20,481	20,899	21,888	30,738						10	16,8380	21,713	25,340	32,943			10	18,8689	27,160	36,296													
11	16,1286	20,742	20,968	21,408	22,613	31,489						11	16,2168	22,231	25,846	33,728			11	17,3788	27,788	38,137													
12	16,4823	21,226	21,458	21,807	23,037	32,203						12	16,6857	22,748	26,648	34,514			12	17,7788	28,446	38,878													
13	16,8348	21,709	21,847	22,408	23,082	32,938						13	16,9715	23,267	27,164	35,300			13	18,1836	28,083	37,821													
14	18,1875	22,183	22,436	22,806	24,087	33,670						14	17,3484	23,788	27,768	36,088			14	18,6883	28,741	38,683													
15	18,5491	22,675	22,824	23,404	24,811	34,403						15	17,7272	24,303	28,383	36,872			15	18,9821	30,388	39,606													
16	18,8928	23,169	23,413	23,803	25,136	35,138						16	18,1060	24,821	28,988	37,658			16	19,2880	31,098	40,149													
17	17,2452	23,843	23,901	24,401	25,880	35,870						17	18,4829	25,340	29,672	38,444			17	19,8028	31,884	41,387													
18	17,5878	24,128	24,380	24,900	26,186	36,803						18	18,9807	25,858	30,177	38,230			18	20,2077	32,332	42,032													
19	17,8603	24,808	24,578	25,389	26,710	37,338						19	19,2388	26,378	30,781	40,018			19	20,6126	32,880	42,874													
20	18,3029	25,083	25,267	25,888	27,234	38,070						20	19,6184	26,894	31,388	40,802			20	21,0173	33,827	43,716													
21	18,8565	25,678	25,668	26,387	27,768	38,803						21	19,9943	27,412	31,980	41,588			21	21,4222	34,276	44,568													
22	18,0080	26,069	26,345	26,886	28,283	38,538						22	20,3721	27,930	32,686	42,373			22	21,8270	34,923	46,400													
23	18,3608	26,643	26,833	27,386	28,806	40,270						23	20,7489	28,448	33,188	43,168			23	22,2318	35,670	48,242													
24	18,7132	27,028	27,322	27,884	29,333	41,003						24	21,1278	28,968	33,804	43,946			24	22,6367	36,218	47,084													
25	20,0869	27,509	27,810	28,382	29,857	41,738						25	21,5068	29,484	34,408	44,731			25	23,0414	36,888	47,828													
26	20,4182	27,983	28,286	28,881	30,382	42,489						26	21,8836	30,002	35,013	45,517			26	23,4482	37,613	48,788													
27	20,7708	28,476	28,788	29,380	30,908	43,203						27	22,2613	30,520	35,618	46,303			27	23,8511	38,181	49,718													
28	21,1233	28,960	29,278	29,888	31,431	43,938						28	22,6382	31,038	36,222	47,088			28	24,2568	38,809	50,452													
29	21,4769	29,443	29,765	30,388	31,958	44,688						29	23,0170	31,558	36,827	47,876			29	24,6808	39,457	51,294													
30	21,8286	29,926	30,254	30,887	32,480	45,403						30	23,3948	32,076	37,431	48,681			30	25,0958	40,104	52,138													
31+		*ABOVE SCALE										31+		*ABOVE SCALE										31+		*ABOVE SCALE									
1027 -	ALC Assist - BD	1386 -	Security Assist - BD	1600 -	Cafeteria Manager I	2080 -	Food Service Craftsman I	1371 -	Clinic Assist - EMT	1768 -	Student Residency Verifier	2080 -	Human Resources Assist	1488 -	Bus Driver	2080 -	Security Officer	1371 -	SpEd Assist - AD	2080 -	Transportation Dispatcher	1386 -	ISD Coordinator	2080 -	Teacher Prod Center Tech	1415 -	Library/Media Assist - BD	2080 -	Web Page Design Tech						



School Board of the City of Virginia Beach
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Unified Experience-Based Step Pay Scale - SY 2018-19												
U12					U13					U14		
Annual Hours	→	1309	1600	2080	Annual Hours	→	1309	2080	Annual Hours	→	1309	2080
Creditable Yrs of Exp	Hourly Rate	19-mo 187 days 7:33hr/day	19-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	19-mo 187 days 7hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	19-mo 187 days 7hr/day	12-mo 260 days 8hr/day
0	17.4818	22,883	27,970	38,582	0	18.7370	24,528	38,872	0	20.0747	26,277	41,756
1	17.6246	22,898	28,038	38,661	1	18.7829	24,688	39,088	1	20.1238	26,342	41,867
2	17.6677	22,896	28,108	38,640	2	18.8290	24,847	39,184	2	20.1732	26,406	41,960
3	17.6631	23,107	28,244	38,718	3	18.8206	24,788	39,264	3	20.2715	26,536	42,194
4	17.7384	23,219	28,381	38,896	4	18.9120	24,888	39,444	4	20.3882	26,663	42,387
5	17.8248	23,332	28,519	37,076	5	18.1047	25,008	39,737	5	20.4888	26,783	42,674
6	17.9119	23,448	28,658	37,258	6	18.1879	25,130	39,831	6	20.5886	26,834	42,782
7	18.0876	23,678	28,840	37,822	7	18.3881	25,378	40,323	7	20.7701	27,188	43,201
8	18.1527	23,736	28,912	37,718	8	18.4348	25,438	40,423	8	20.8229	27,256	43,308
9	18.1608	23,768	29,041	37,763	9	18.4640	25,486	40,484	9	20.8428	27,283	43,363
10	18.1779	23,784	29,084	37,810	10	18.4830	25,503	40,524	10	20.8740	27,324	43,417
11	18.8118	24,382	29,778	38,712	11	18.8478	26,111	41,491	11	21.3718	27,876	44,463
12	19.0463	24,830	30,472	38,814	12	20.4126	26,718	42,468	12	21.8888	28,827	45,488
13	19.4790	25,488	31,188	40,618	13	20.8773	27,328	43,424	13	22.3877	29,278	46,524
14	19.8127	26,066	31,880	41,418	14	21.3420	27,938	44,381	14	22.8868	29,831	47,580
15	20.3483	26,833	32,654	42,320	15	21.8088	28,546	45,368	15	23.3836	30,582	48,688
16	20.7909	27,291	33,248	43,222	16	22.2716	29,163	46,324	16	23.8814	31,234	49,681
17	21.2137	27,788	33,841	44,124	17	22.7385	29,781	47,291	17	24.3584	31,888	50,857
18	21.6474	28,336	34,636	45,028	18	23.2910	30,370	48,268	18	24.8573	32,538	51,703
19	22.0811	28,894	35,329	45,928	19	23.8868	30,978	49,224	19	25.3662	33,188	52,738
20	22.6148	29,471	36,023	46,830	20	24.1306	31,588	50,181	20	25.8631	33,841	53,874
21	22.8486	30,038	36,717	47,732	21	24.6863	32,186	51,168	21	26.3610	34,488	54,810
22	23.3821	30,607	37,411	48,634	22	25.0901	32,803	52,126	22	26.8489	35,146	55,846
23	23.8168	31,174	38,106	49,536	23	25.6248	33,411	53,081	23	27.3488	35,796	56,881
24	24.2486	31,742	38,799	50,438	24	25.8986	34,020	54,068	24	27.8447	36,448	57,918
25	24.8831	32,310	39,482	51,340	25	26.4643	34,628	55,024	25	28.3427	37,100	58,962
26	25.1188	32,877	40,188	52,242	26	26.9181	35,237	55,981	26	28.8408	37,752	59,888
27	25.6604	33,446	40,880	53,144	27	27.3838	35,846	56,968	27	29.3386	38,404	61,024
28	25.9841	34,013	41,574	54,048	28	27.8488	36,463	57,925	28	29.8384	39,056	62,068
29	26.4178	34,680	42,288	54,948	29	28.3133	37,082	58,891	29	30.3343	39,707	63,086
30	26.8616	35,148	42,982	55,861	30	28.7781	37,670	59,868	30	30.8322	40,358	64,130
31+	*ABOVE SCALE			31+	*ABOVE SCALE			31+	*ABOVE SCALE			
2080 - Accounts Payable Tech			2080 - Licensure Analyst	2080 - Accounting Technician			2080 - Insurance Claims Analyst	2080 - Asst Distrib Center Supervisor				
2080 - Admin Office Assoc II			2080 - Maintenance Craftsman II	2080 - Boiler Craftsman II			1309 - Interpreter I	2080 - Benefits Specialist I				
2080 - Benefits Assistant			2080 - Painter Craftsman II	2080 - Customer Support Tech II			2080 - Machinist Craftsman II	2080 - Carpentry Craftsman III				
2080 - Bookkeeper - HS			2080 - Payroll Assistant	2080 - Data Management Analyst			2080 - Plumbing Craftsman II	2080 - Executive Office Assoc II				
2080 - Building Operations Supvr			2080 - Research/Eval/Assess Asst	2080 - Electrical Craftsman II			2080 - Procurement Assist III	2080 - Graphic Designer				
1600 - Cafeteria Manager III			2080 - School Admin Assoc II - HS	2080 - Electronics Craftsman II			2080 - Testing Assistant	1309 - Interpreter II				
2080 - Carpentry Craftsman II			2080 - Substitute Office Assoc	2080 - Executive Office Assoc I			2080 - Warehouse & Distribution Tech	2080 - Maintenance Craftsman III				
2080 - Fleet Technician II			2080 - Technology Support Tech	2080 - Fleet Technician III			2080 - Warehouse Manager	2080 - Network Technician I				
1309 - Interpreter				2080 - Food Service Craftsman II			2080 - Workers Comp Claims Analyst	2080 - Painter Craftsman III				
2080 - Inventory Technician				2080 - HVAC Craftsman II				2080 - School Business Assistant				

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.3% cost of living adjustment as well as a 0.5% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.3% cost of living adjustment and are now considered to be "Above Scale."

ATTACHMENT D-4



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

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Unified Experience-Based Step Pay Scale - SY 2018-19											
U15						U16					
Annual Hours	→	1488	2080			Annual Hours	→	1309	2080		
Creditable Yrs of Exp	Hourly Rate	18-mo 187 days Thursday	12-mo 260 days Thursday			Creditable Yrs of Exp	Hourly Rate	18-mo 187 days Thursday	12-mo 260 days Thursday		
0	21.6064	32,000	44,731			0	23.0448	30,186	47,833		
1	21.6680	32,078	44,840			1	23.1012	30,238	48,060		
2	21.8110	32,167	44,960			2	23.1680	30,313	48,188		
3	21.7181	32,313	45,188			3	23.2708	30,481	48,402		
4	21.8210	32,489	45,387			4	23.3830	30,608	48,638		
5	21.8274	32,827	45,808			5	23.4871	30,767	48,873		
6	22.0344	32,787	45,831			6	23.6117	30,907	48,112		
7	22.3504	33,108	48,288			7	23.8432	31,210	48,683		
8	22.3080	33,181	48,388			8	23.9028	31,288	48,717		
9	22.3283	33,234	48,442			9	23.8288	31,318	48,787		
10	22.3617	33,274	48,612			10	23.8824	31,388	48,841		
11	22.8961	34,067	47,821			11	24.6340	32,115	61,030		
12	23.4286	34,881	48,731			12	25.1067	32,883	62,218		
13	23.9818	35,655	49,840			13	25.6773	33,811	63,408		
14	24.4863	36,448	50,960			14	26.2488	34,369	64,687		
15	25.0287	37,242	52,068			15	26.8208	35,108	65,788		
16	25.6822	38,038	53,188			16	27.3922	35,868	66,976		
17	26.0968	38,830	54,278			17	27.9638	36,804	68,184		
18	26.6290	39,629	55,388			18	28.5366	37,362	68,363		
19	27.1854	40,417	56,487			19	29.1071	38,101	69,642		
20	27.8868	41,211	57,607			20	29.6767	38,848	71,731		
21	28.2292	42,006	58,718			21	30.2504	39,587	72,820		
22	28.7627	42,798	59,828			22	30.8220	40,346	74,108		
23	29.2961	43,592	60,936			23	31.3958	41,084	75,298		
24	29.8296	44,388	62,046			24	31.9663	41,842	76,487		
25	30.3833	45,180	63,166			25	32.5389	42,680	77,678		
26	30.8987	45,974	64,286			26	33.1086	43,338	78,866		
27	31.4301	46,767	65,374			27	33.6802	44,087	79,064		
28	31.9836	47,561	66,484			28	34.2518	44,836	80,243		
29	32.4988	48,356	67,583			29	34.8234	45,683	81,432		
30	33.0304	49,148	68,703			30	35.3960	46,332	82,621		
31+	*ABOVE SCALE					31+	*ABOVE SCALE				
2080 - Assist Accts Payable Supvr				2080 - HVAC Craftsman III			2080 - Accts Payable Sys Specialist				2080 - HVAC Specialist
2080 - Boiler Craftsman III				2080 - Machinist Craftsman III			2080 - Benefits Specialist II				1309 - Interpreter III
2080 - Building Manager				2080 - Occupat'l Health & Safety Tech			2080 - Boiler Specialist				2080 - Network Technician II
2080 - Custodial Supervisor				1488 - Occupat'l Therapy Assist (COTA)			2080 - Construction Inspector				2080 - Nutritional/Training Coordinator
2080 - Distrib Center Supervisor				1488 - Physical Therapy Assist (LPTA)			2080 - Data Operations Supervisor				2080 - Occupational Safety Specialist
2080 - Electrical Craftsman III				2080 - Plumbing Craftsman III			2080 - District Chief				2080 - Procurement Card Program Mgr
2080 - Electronics Craftsman III				2080 - Secretary & Clerk to the Board			2080 - Educational Data Analyst				2080 - Procurement Systems Specialist
2080 - Fleet Foreman				2080 - Special Project Support			2080 - Executive Office Assoc III				2080 - Supervising Cafeteria Manager
2080 - Food Service Craftsman III							2080 - Fleet Supervisor				2080 - Technical Contract Manager
							2080 - Food Service Prog Analyst				2080 - TV Operations Technician

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
- Employees with 1-30 years of creditable work experience received 2.4% of their 03/01/18 base salary which included a 1.0% cost of living adjustment as well as a 0.5% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.0% cost of living adjustment and are now considered to be "Above Scale."

ATTACHMENT D-5



School Board of the City of Virginia Beach
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Unified Experience-Based Step Pay Scale - SY 2018-19												
U17						U18						
Ann Hours	1788	2080				Ann Hours	1408	1800	1788	2080		
Creditable Yrs of Exp	11-mo 221 days 8thday	12-mo 260 days 8thday				Creditable Yrs of Exp	10-mo 192 days 7.33rd day	10-mo 209 days 8thday	11-mo 221 days 8thday	12-mo 260 days 8thday		
0	43,868	61,380				0	37,262	42,331	48,778	66,031		
1	43,763	61,488				1	37,543	42,436	48,881	66,188		
2	43,870	61,612				2	37,434	42,538	47,008	66,301		
3	44,084	61,883				3	37,618	42,746	47,234	66,670		
4	44,287	62,114				4	37,788	42,962	47,463	66,838		
5	44,613	62,388				5	37,883	43,182	47,884	68,111		
6	44,730	62,624				6	38,188	43,373	47,827	68,386		
7	46,188	63,140				7	38,542	43,788	48,387	68,937		
8	46,281	63,272				8	38,838	43,907	48,618	67,080		
9	46,327	63,328				9	38,877	43,961	48,688	67,138		
10	46,384	63,406				10	38,736	44,017	48,839	67,222		
11	46,477	64,878				11	38,858	45,067	48,788	68,587		
12	47,680	66,963				12	40,683	46,117	60,858	68,962		
13	48,843	67,227				13	41,607	47,187	62,120	81,317		
14	48,728	68,601				14	42,431	48,217	63,289	82,883		
15	50,808	68,776				15	43,366	49,287	64,440	84,048		
16	51,881	81,048				16	44,279	50,317	65,801	86,413		
17	52,874	82,322				17	45,203	51,388	68,781	88,778		
18	54,067	83,586				18	46,128	52,418	67,822	88,143		
19	55,138	84,870				19	47,062	53,488	68,082	89,608		
20	56,222	86,144				20	47,878	54,618	80,242	70,873		
21	57,306	87,418				21	48,900	55,688	81,403	72,238		
22	58,388	88,882				22	48,824	56,818	82,683	73,804		
23	58,471	88,988				23	50,748	57,888	83,724	74,988		
24	60,663	71,238				24	51,672	58,718	84,884	76,334		
25	61,838	72,617				25	62,688	68,788	88,044	77,888		
26	62,722	73,781				26	63,620	80,818	87,206	79,084		
27	63,806	75,086				27	64,444	81,888	88,386	80,430		
28	64,888	76,338				28	65,388	82,918	89,626	81,796		
29	65,870	77,812				29	66,283	83,988	70,888	83,180		
30	67,063	78,888				30	67,217	85,018	71,848	84,626		
31+	*ABOVE SCALE					31+	*ABOVE SCALE					
2080 - Budget Analyst			2080 - Supervisor Carpentry			2080 - Audiologist			2080 - Programmer/Analyst			
2080 - Construction Inspector - Sr			2080 - Supervisor Electrical			2080 - Family Engagement Specialist			2080 - School Improvement Specialist (HS)			
2080 - Geographic Info Sys (GIS) Analyst			2080 - Supervisor Electronics			2080 - Foundation Transition Planner			1408 - School Nurse			
2080 - Interpreter Specialist			2080 - Supervisor HVAC			2080 - Guidance Department Chair			1600 - Student Activities Coordinator (MS)			
2080 - Network Administrator			2080 - Supervisor Maintenance			2080 - Human Resources Marketing Specialist			2080 - Transportation Area Supervisor			
2080 - Procurement Specialist I			2080 - Supervisor Night Crew			2080 - Occupational Health and Safety Specialist			2080 - Webmaster			
2080 - School Improvement Specialist (MS)			2080 - Supervisor Plumbing			2080 - Opportunity Inc. STEM Grant Specialist						
1758 - Student Support Specialist						1758 - Positive Behav'l Interv'n & Suprt (PBIS) Coach						



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Unified Experience-Based Step Pay Scale - SY 2018-19												
U19				U20				U21				
Ann Hours	1990	1790	2590	Ann Hours	2090			Ann Hours	2090			
Creditable Yrs of Exp	10-mo 200 days 8thday	11-mo 221 days 8thday	12-mo 260 days 8thday	Creditable Yrs of Exp	12-mo 260 days 8thday			Creditable Yrs of Exp	12-mo 260 days 8thday			
0	46,389	50,133	68,980	0	63,180			0	67,714			
1	46,480	50,265	69,124	1	63,344			1	67,880			
2	46,592	50,378	69,268	2	63,500			2	68,047			
3	46,813	50,824	69,568	3	63,808			3	68,378			
4	48,035	50,888	69,845	4	64,117			4	68,708			
5	48,259	51,117	70,137	5	64,430			5	69,043			
6	48,485	51,388	70,431	6	64,744			6	69,380			
7	48,841	51,888	71,023	7	65,378			7	70,080			
8	47,068	51,998	71,178	8	65,642			8	70,238			
9	47,195	52,061	71,237	9	65,808			9	70,305			
10	47,175	52,128	71,328	10	65,708			10	70,411			
11	48,301	53,372	72,791	11	67,273			11	72,080			
12	48,428	54,616	74,254	12	68,841			12	73,770			
13	50,552	55,860	75,718	13	70,408			13	75,459			
14	51,877	57,103	77,181	14	71,978			14	77,130			
15	52,803	58,347	78,644	15	73,543			15	78,810			
16	53,928	59,591	79,107	16	75,110			16	80,489			
17	55,054	60,834	80,570	17	76,678			17	82,168			
18	56,179	62,078	82,033	18	78,245			18	83,848			
19	57,305	63,322	83,496	19	79,813			19	85,528			
20	58,430	64,566	84,959	20	81,380			20	87,208			
21	59,556	65,809	86,422	21	82,948			21	88,888			
22	60,681	67,052	87,885	22	84,516			22	90,568			
23	61,806	68,296	89,348	23	86,083			23	92,248			
24	62,932	69,540	90,811	24	87,650			24	93,927			
25	64,057	70,783	92,274	25	89,218			25	95,608			
26	65,182	72,026	93,737	26	90,785			26	97,288			
27	66,308	73,270	95,200	27	92,353			27	98,968			
28	67,433	74,514	96,663	28	93,920			28	100,648			
29	68,558	75,757	98,126	29	95,488			29	102,328			
30	69,684	77,001	99,589	30	97,055			30	104,008			
31+	*ABOVE SCALE			31+	*ABOVE SCALE			31+	*ABOVE SCALE			
2080 - Accountant - Principal			1600 - Physical Therapist	Assistant Principal ES				Asst Director Environ Resources				Demographer / GIS Manager
2080 - Assistant Payroll Supervisor			2080 - Pos Behav1 Intervn & Supports Spec	Educational Data Specialist				Asst Director School Plant				Information Security Manager
2080 - Benefits Program Specialist			2080 - Procurement Specialist II	Financial Mgmt Specialist				Assistant Principal MS				Mechanical Systems Engineer
2080 - Coordinator Distribution Services			1600 - Psychologist	Food Services Operations Supervisor				Coord Purchasing				Payroll Supervisor
2080 - Coordinator Maintenance			1600 - School Social Worker	Grants Manager				Coord Safety & Loss Control				Project Manager-Infor. Serv.
2080 - Coordinator Mechanical Systems			2080 - School-to-Work Transition Supervisor	HR Info Systems Specialist				Coord Technical Applications				Risk Manager
2080 - Coordinator Special Projects			2080 - Specialist Professional Learning	Programmer/Analyst - Sr				Coord Transportation				Staff Architect
2080 - Fleet Manager			2080 - Student Activities Coordinator (HS)	Project Mgr - Construction				Dean of Students (MS)				Systems Engineer Supervisor
2080 - Instructional Specialist			2080 - Supervisor Construction	Student Info Sys Specialist								
2080 - Instructional Specialist			2080 - Systems Administrator	Sustainability Officer								
2080 - Internal Auditor			2080 - Systems Engineer	Systems Analyst								
1600 - Occupational Therapist				Transportation Sys Specialist								

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.2% cost of living adjustment as well as a 0.5% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.2% cost of living adjustment and are now considered to be "Above Scale."

ATTACHMENT D-7



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Unified Experience-Based Step Pay Scale - SY 2018-19									
U22			U23			U24			
Ann Hours	2000		Ann Hours	2000		Ann Hours	2000		
Creditable Yrs of Exp	12-mo 200 days Thursday		Creditable Yrs of Exp	12-mo 200 days Thursday		Creditable Yrs of Exp	12-mo 200 days Thursday		
0	72,661		0	77,736		0	83,303		
1	72,729		1	77,828		1	83,607		
2	72,807		2	78,117		2	83,712		
3	73,282		3	78,487		3	84,118		
4	73,616		4	78,878		4	84,626		
5	73,876		5	79,261		5	84,838		
6	74,338		6	79,847		6	85,362		
7	75,084		7	80,428		7	86,189		
8	75,262		8	80,829		8	86,404		
9	75,327		9	80,710		9	86,490		
10	75,440		10	80,831		10	86,820		
11	77,238		11	82,768		11	88,688		
12	79,039		12	84,887		12	90,763		
13	80,838		13	86,816		13	92,818		
14	82,838		14	88,643		14	94,886		
15	84,837		15	90,472		15	96,862		
16	86,237		16	92,400		16	98,018		
17	88,038		17	94,328		17	101,085		
18	89,838		18	96,256		18	103,161		
19	91,635		19	98,185		19	105,218		
20	93,436		20	100,113		20	107,284		
21	95,234		21	102,041		21	109,361		
22	97,034		22	103,969		22	111,417		
23	98,833		23	105,896		23	113,483		
24	100,833		24	107,828		24	116,660		
25	102,833	Coord Food Services	25	109,764		25	117,816		
26	104,233	Coord Grants Development	26	111,882		26	119,881		
27	106,032	Coord Health Services	27	113,811		27	121,748		
28	107,832	Coord Military Con'd & Acad Suprt Prog	28	115,638		28	123,814		
29	109,832	Coord Parent and Stakeholder Svcs	29	117,487		29	126,881		
30	111,431	Coord Planetarium	30	119,386		30	127,947		
31+	*ABOVE SCALE	Coord Policy and Constituent Svcs	31+	*ABOVE SCALE		31+	*ABOVE SCALE		
Academic Dean		Coord Professional Learning	Coordinator Information Services	Principal MS		Director Admin Learning & Leadership		Director Student Leadership	
Administrative Coordinator		Coord Telecommunications	Coordinator Technical Services			Director Adult Learning Center		Director Student Services	
Assistant Director ATC		Coordinators of Instruction	Director Advanced Technology Center			Director Benefits		Director Teacher Learning & Leadership	
Assistant Principal HS		Database Administrator	Director Communications			Director Business Services		Director Technical & Career Education	
Coord Accounting		Dean of Students (HS)	Director Community Engagement			Director Compliance and SpEd Services		Director Technical & Career Ed Center	
Coord Adult Academic Program		Neuropsychologist	Director Custodial Services			Director Employee Relations		Director Technology	
Coord Athletics		Specialist Educatl Measure & Asmnt	Director Distribution Services			Director Employment Services		Director Title I Programs	
Coord Benefits		Specialist Employee Relations	Director Internal Audit			Director Food Services		Founding Head of School (GRC)	
Coord Budget Development		Specialist Human Resources	Director Opportunity & Achievement			Director Innovation & Strategic Planning		Principal MS	
Coord Business and Info Tech		Specialist Program Evaluation	Director Safety and Loss Control			Director Instructional Technology			
Coord Educational Foundation		Specialist Research	Director Research, Eval and Assessment			Director Purchasing Services			
Coord Engineering/Tech		Specialist Testing	Director Testing			Director School Plant			

For the 2018/2019 school year, the School Board approved the following compensation adjustments:

- Employees with 1-30 years of creditable work experience received 2.4% of their 5/31/18 base salary which included a 1.5% cost of living adjustment as well as a 0.9% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.5% cost of living adjustment and are now considered to be "Above Scale."

ATTACHMENT D-8



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Unified Experience-Based Step Pay Scale - SY 2018-19															
U25				U26				U27				U28			
Ann Hrs	2080			Ann Hrs	2080			Ann Hrs	2080			Ann Hrs	2080		
Creditable Yrs of Exp	12-mo 260 days	Stepday		Creditable Yrs of Exp	12-mo 260 days	Stepday		Creditable Yrs of Exp	12-mo 260 days	Stepday		Creditable Yrs of Exp	12-mo 260 days	Stepday	
0	88,253			0	95,838			0	102,478			0	109,801		
1	88,472			1	96,873			1	102,727			1	110,070		
2	88,691			2	96,108			2	102,979			2	110,340		
3	90,128			3	96,676			3	103,480			3	110,877		
4	90,583			4	97,042			4	103,980			4	111,413		
5	91,006			5	97,516			5	104,487			5	111,868		
6	91,448			6	97,991			6	104,988			6	112,502		
7	92,346			7	98,862			7	106,028			7	113,805		
8	92,678			8	99,198			8	106,291			8	113,888		
9	92,688			9	99,288			9	106,387			9	114,003		
10	92,807			10	99,447			10	106,568			10	114,173		
11	95,021			11	101,818			11	108,088			11	116,887		
12	97,236			12	104,191			12	111,840			12	119,821		
13	99,449			13	106,684			13	114,181			13	122,344		
14	101,882			14	108,938			14	116,723			14	125,068		
15	103,878			15	111,308			15	119,286			15	127,781		
16	106,090			16	113,681			16	121,807			16	130,516		
17	108,304			17	116,063			17	124,348			17	133,238		
18	110,518			18	118,426			18	126,891			18	136,962		
19	112,732			19	120,798			19	129,432			19	138,886		
20	114,946			20	123,170			20	131,974			20	141,410		
21	117,160			21	125,642			21	134,516			21	144,133		
22	119,374			22	127,816			22	137,068			22	146,867		
23	121,587			23	130,287			23	139,600			23	149,580		
24	123,801			24	132,869			24	142,142			24	152,304		
25	126,018			25	135,033			25	144,683			25	155,028		
26	128,230			26	137,406			26	147,226			26	157,761		
27	130,444			27	139,778			27	149,767			27	160,476		
28	132,658			28	142,160			28	152,309			28	163,199		
29	134,872			29	144,622			29	154,851			29	165,922		
30	137,088			30	146,886			30	157,383			30	168,648		
31+	*ABOVE SCALE			31+	*ABOVE SCALE			31+	*ABOVE SCALE			31+	*ABOVE SCALE		
Director Alternative Education Director Elementary Schools Director Transportation Exec Director Elem Teaching & Learning Exec Director Facilities Services Exec Director Office of Prog for Exceptl Child Exec Director Secondary Teaching & Learning Exec Director Student Support Services Principal HS				Sr Exec Director, Elementary Schools Sr Exec Director, Middle Schools Sr Exec Director, High Schools				Chief Academic Officer Chief Financial Officer Chief Human Resources Officer Chief Information Officer Chief Media & Communications Officer Chief Operations Officer for Div Svcs Chief Schools Officer Chief Strategy & Innovation Officer				Chief of Staff			

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
-- Employees with 1-30 years of creditable work experience received 2.4% of their 2018/19 base salary which included a 1.2% cost of living adjustment as well as a 0.5% experience step increase.
-- Employees with 31+ years of creditable work experience received a 1.2% cost of living adjustment and are now considered to be "Above Scale."

ATTACHMENT D-9



ATTACHMENT E-1



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



ATTACHMENT E-2



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Part-Time/Temporary Hourly Rates SY 2018 - 2019 Effective: July 1, 2018		
Position	July 1, 2018	Comments
SUMMER SCHOOL EMPLOYEES (continued)		
Interpreter	\$ 18.03	
Library/Media Assistant	\$ 12.50	
Nurse (RN)	\$ 175.33	
Nurse Assistant	\$ 12.50	
OT/PT	\$ 27.28	
OT/PT Assistant	\$ 20.69	
Security Assistant	\$ 12.50	
Summer Feeding Program (Manager)	\$ 16.43	Grant Funds - increased rate to match special events rate
Summer Feeding Program (Worker)	\$ 12.50	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	Summer School Rate plus \$4.49
Teacher	\$ 30.00	Summer School Teacher Rate
Teacher - Fast Track Tutor	\$ 30.00	Summer School Teacher Rate
Teacher - IEP/Summer Eligibility Assessment	\$ 15.00	50% of the summer school teacher rate
Teacher Assistant	\$ 12.50	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 29.23-69.82	Superintendent or designee approval required (Grade 20-m)
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 30.03	
Bus Driver - Behind the Wheel Trainee		Paid as a stipend based on the minimum wage rate.
Bus Driver - Behind the Wheel Training Specialist	N/A	Pay employee's hourly rate
Bus Driver - Additional/Double Run	\$ 8.50	Per Run - Effective 3/1/17
Bus Driver - Field Trip Rate	\$ 8.50	
Bus Driver - Parks and Recreation	\$ 10.00	
CDL - Random Drug Testing	\$ 8.50	
Cafeteria Assistant-Special Events	\$ 12.00	
Cafeteria Manager-Special Events	\$ 16.43	
Cafeteria Monitor	\$ 9.68	
Clerical Support	\$ 12.76-18.03	
Computer Lab Facilitator-Technician (ALC)	\$ 15.36	
Curriculum Development/Textbook Adoption	\$ 25.00	
Evening Administrator	\$ 33.56	
Foreign Language Translator-Oral	\$ 14.00	
Foreign Language Translator-Written	\$ 16.00	
Guidance Representative - Hearings	\$ 35.00 per hour	
Hearing Officer - Student Discipline	\$ 45.00 per hour	
Hearing Officer - Case Cancelled	\$ 15.00 per Case	
Homebound Teacher - Certified	\$ 30.03	
Homebound Teacher - Non-Certified Teacher	\$ 24.32	Adj. by same % and Entry Level-Teacher
Homework Hotline - Non Certified Teacher	\$ 24.32	Adj. by same % and Entry Level-Teacher
Homework Hotline - Certified Teacher	\$ 30.03	
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 18.03	
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 19.31	
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 22.17	
IPT/VGLA Testing & Scoring	\$ 25.00	
Jail Education Program - Social Worker	\$ 40.00	
Jail Education Program - Psychologist	\$ 60.00	
Jail Education Program - Teacher	\$ 30.03	
Leadership Camp Counselor	\$ 9.04	
Music Clinicians/Judges	\$ 30.03	
Occupation Therapy Assistant (Certified)	\$ 20.69	
Occupation Therapist	\$ 34.25	
PALS Instructor (HD)	\$ 13.44	



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ATTACHMENT E-3



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Part-Time/Temporary Hourly Rates SY 2018 - 2019 Effective: July 1, 2018		
Position	July 1, 2018	Comments
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
PALS Instructor (BD)	\$ 16.13	
PALS Instructor (Certified)	\$ 18.21	
Physical Therapist	\$ 34.25	
Physical Therapy Assistant (Licensed)	\$ 20.69	
Professional Dev. Activity Instr. (PDA)	\$ 30.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	
Program Planner - ALC	\$ 30.03	
Project Support Staff	\$ 11.91-69.82	Superintendent or designee approval required (Grade 7-mid
Project Support Staff - PIA - Clerical	\$ 12.76	
Project Support Staff - Materials Asst.	\$ 13.68	
Retake Expedited Coordinator	\$ 20.00	
Saturday Detention	\$ 20.00	
Security Officers (Sworn Officers)	\$ 27.00	Based on agreement with the City
Security - Police Officers (Graduation Only)	\$ 30.00	Based on agreement with the City
Security - Police Supervisor (Graduation Only)	\$ 35.00	Based on agreement with the City
Special Education Job Coach - Training	\$ 10.32	
Special Education Job Coach - HD	\$ 13.76	
Special Education Job Coach - BD	\$ 16.05	
Specialty Camp Coach	\$ 14.33	
Student Workers	\$ 9.04	
Teacher - Academic Programs	\$ 30.03	
Teacher - After Hours (approval required)	\$ 30.03	
Teacher - ALC	\$ 30.03	
Teacher - Community Service Programs - 6 Students (ALC)	\$ 14.95	
Teacher - Community Service Programs - 7 Students (ALC)	\$ 17.08	
Teacher - Community Service Programs - 8 Students (ALC)	\$ 19.23	
Teacher - Community Service Programs - 9+ Students (ALC)	\$ 21.36	
Teacher - Workforce Development Training - 6 Students (ALC)	\$ 16.62	
Teacher - Workforce Development Training - 7 Students (ALC)	\$ 19.00	
Teacher - Workforce Development Training - 8 Students (ALC)	\$ 21.36	
Teacher - Workforce Development Training - 9+ Students (ALC)	\$ 23.74	
Teacher - Transition Program (Grant)	\$ 30.03	
Test Examiner	\$ 19.71	
Test Proctor	\$ 12.76	
TSIP Test Proctor	\$ 16.20	
Tutor - AVID Program	\$ 17.63	
Tutor - Certified	\$ 30.03	
Tutor - Non-certified	\$ 24.32	Adj. by same % as Entry Level-Teacher
Workshop Participants - Classified	\$ 8.77	
Workshop Participants - Teacher	\$ 19.48	



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

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ATTACHMENT F



TABLE OF ALLOWANCES SY 2018-2019 Effective: July 1, 2018		
CODE	DESCRIPTION	VALUE
ZALW 7016	Acting Pay - (Per Regulation 2-48.2)	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 - (ED.S or Masters plus 30)	3,300.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher - (3-year cycle)	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 (Eligible for health insurance subsidy)	28,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW 7285	School Plant Journeyman	350.00
ZALW 7286	School Plant Master	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 7018	Temporary Duty Allowance - (Legislative Liaison)	Varies
ZALW 7090	Travel Allowance - (Per contract or employment agreement)	Varies
2018-2019 SY	*Tuition Reimbursement Rate (Per Policy 4-39)	750.00

* Denotes allowances that are not subject to VRS



- C. Policy 1-28 Committees, Organizations and Boards – School Board Member Assignments:
Ms. Riggs made a motion, seconded by Mr. McDonald, that the School Board approve amendments to Policy 1-28 Committees, Organizations and Boards – School Board Assignments as presented. Prior to a vote, School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, summarized changes related to the selection of committee chairs. The motion passed (ayes 10, nays 0).
- D. [formerly 11A] Notification of Intent to Apply for Federal Grants for SY2018/19: Vice Chair McDonald made a motion, seconded by Ms. Holtz, that the School Board approve Administration's application for federal grants for the 2018-19 school year as proposed. Prior to a vote, Ms. Manning explained her opposition to the way the grant is written for Title IV, Part A, because it does not address her request to cut back on professional development to supplement safety and security. Following discussion, the motion passed (ayes 8, nays 2 – Manning and Weems) and federal grant applications for SY2018-19 approved as follows:

Name	Description	Anticipated Funding Level	Services
Title I, Part A	Improving the Academic Achievement of the Disadvantaged: Improving Basic Programs Operated by Local Educational Agencies (LEA)	\$11,952,630 <i>62% Free & Reduced Meals Eligibility Rate</i>	<ul style="list-style-type: none">• Full Day Kindergarten• Pre-K Support Staff and Resources• Literacy Leaders• Mathematics Specialists• Professional Learning• Family Engagement
Title I, Part D	Improving the Academic Achievement of the Disadvantaged: Prevention and Intervention Programs for Children and Youth Who are Neglected, Delinquent, or At-Risk	\$272,636	<ul style="list-style-type: none">• Grant supports educational services for students in delinquent facilities• Supports transition of students from those facilities and JDC back to VBCPS
Title II, Part A	Preparing, Training and Recruiting High Quality Teachers and Principals: Supporting Effective Instruction	\$1,644,963	<ul style="list-style-type: none">• Literacy Leaders• Mathematics Specialists



Name	Description	Anticipated Funding Level	Services
Title III, Part A	Language Instruction for English Learners and Immigrant Students	\$104,703	<ul style="list-style-type: none"> English Learner Instructional Specialists
Title IV, Part A	Student Support and Academic Enrichment Grant	\$298,029	<ul style="list-style-type: none"> Advanced Placement testing fee assistance Support the English as a Second Language program Support of Positive Behavior Intervention Strategies Programs to support on-time graduation Support for the equitable and effective use of technology

13. Information

- A. Community Advisory Committee Appointments: Chairwoman Anderson reported thirty-four applications were submitted as a result of the division's "Call to Action" to fill vacancies on Community Advisory Committees subsequent to the School Board's approval of policy changes. She then presented the School Board's recommendations reflecting the outcome from their discussion of applicants in a closed meeting held May 22 for personnel matters noting the terms beginning July 1, 2018 for a three year period for Gifted Education and Technical and Career Education advisory committees; and a one year period for Special Education while they finalize changes to their bylaws:

Advisory Committee	Position	Recommended Appointment
Community Advisory Committee for Gifted Education (3-year term)	Landstown High School Zone	Beth Deir
	Kellam High School Zone	Jeryl Phillips
	At-Large	Jennifer Krzewinski
Special Education Advisory Committee (One-year term)	Teacher Representative	Leanna Landry
	Agency/Community Representative	Cheryl Ward, Endependence Center
	Person with Disability or Parent or Student with Disability	Dawn Candia Ainsley Proctor Jill Reid Tina Santee Cheryl Smith Pamela Tanner
	Other	Sandra Hermann Dorothy McGuire Donna Robel Frances Thompson
General Advisory Council for Technical and Career Education (3-year term)		Alaine Britt



- B. Three Oaks Elementary School – Princess Anne Road Phase VII Agreement of Sale for Conveyance of Property: Anthony L. Arnold, P.E. Executive Director of Facilities Services, presented an overview of the proposed resolution and purchase agreement for the conveyance of property to the City of Virginia Beach along with a temporary construction easement and Dominion Energy utility easement at Three Oaks Elementary School associated with the Princess Anne Road Phase VII project. It was noted the project will have no impact on school operations nor will it have any adverse impact on the school site.
- C. Policy Review Committee Recommendations: School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, presented an overview of the following Policy Review Committee recommendations regarding review, amendment and/repeal of certain policies reviewed by the committee at their May 10, 2018 meeting:
1. Policy 4-17 Suspension from Work of Teachers or Classified Employees: Title and language changes.
 2. Policy 5-3 Formulation of Student Rules and Regulations: Policy deemed redundant and recommended for repeal
 3. Policy 5-11 Age of Compulsory Attendance/Exemptions: Language updated along with adding adult student designation.
 4. Policy 5-12 Legal Withdrawal: Minor changes made to designations
14. **Standing Committee Reports**: Ms. Weems reported on matters discussed at the SouthEastern Cooperative Education Programs (SECEP) meeting held the prior week to include a vote on the budget and review of their strategic plan and five year plan. She also reported on the meeting of the Special Education Advisory Committee she attended earlier in the day where she reported on status of the School Board's appointment of members to fill vacancies on the committee.
- On behalf of the Governor's School for the Arts (GSA), Ms. Melnyk reported \$9 million in scholarships were accepted and thanked Superintendent Spence for attending their graduation.
- As chair of the Policy Review Committee, Ms. Rye reported the committee will continue to meet over the summer with the next meeting scheduled for July 12.
15. **Conclusion of Formal Meeting**: The formal meeting concluded at 6:50 p.m.
16. **Hearing of Citizens and Delegations on Non-Agenda Items**: The School Board heard comments from Michelle Norman and Catharine Heinz regarding special education, Individualized Education Plans (IEP's), and 504 plans. The hearing concluded at 6:59 p.m.
17. **Recess into Workshop**: None
18. **Closed Meeting #2 of 2**: Vice Chair McDonald made a motion, seconded by Ms. Melnyk, that the School Board recess into a closed session pursuant to the exemptions from open meetings



allowed by Section 2.2-3711, Part A, Paragraphs 1 and 7 of the *Code of Virginia*, 1950, as amended, for

- A. Personnel Matters: Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees pursuant to Section 2.2-3711, (A) (1); namely to discuss
 - 1. performance evaluation of a specific administrator; and
 - 2. a determination regarding Employee Grievance Case No. 518-03-23-18.
- B. Legal Matters: Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation where such consultation or briefing in an open meeting would adversely affect the negotiating or litigating posture of the Board or consultation with legal counsel employed or retained by the Board regarding specific legal matters requiring the provision of legal advice by such counsel, pursuant to Section 2.2-3711 (A) (7); namely to discuss procedure for employee grievance case.

The motion passed (ayes 10, nays 0), and the School Board recessed at 7:00 p.m. and reconvened in Room 113 in a closed meeting at 7:15 p.m.

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

- A. Personnel Matters:
 - 1. Performance evaluation of a specific administrator: School Board members with the exception of Ms. McLeod who was absent from the meeting; Superintendent Spence; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- B. Legal Matters: Procedure for employee grievance case: School Board members with the exception of Ms. McLeod who was absent from the meeting; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.
- A. Personnel Matters:
 - 2. A determination regarding Employee Grievance Case No. 518-03-23-18: School Board members with the exception of Ms. McLeod who was absent from the meeting, and Dianne P. Alexander, Clerk of the School Board.

The School Board reconvened in an open meeting at 9:11 p.m.

Certification of Closed Meeting: Vice Chair McDonald made a motion, seconded by Ms. Melnyk, 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 10, nays 0).

- 19. *Vote on Remaining Action Items:*** Vice Chair McDonald made a motion, seconded by Ms. Melnyk, that the School Board approve a resolution regarding Grievance Case No. 518-03-23-18 that alters the decision of the Hearing Officer for dismissal; and reinstates the employee on probation effective June 12, 2018 through December 31, 2018 with a Plan of Action and placement to be determined by Administration. The motion passed (ayes 7, nays 3 – Edwards, Felton and Melnyk), and the resolution was approved as follows:

RESOLUTION REGARDING GRIEVANCE CASE NO. 518-03-23-18

RESOLVED: That on June 11, 2018, the School Board considered the Findings of Fact and Recommendation of the Hearing Officer, the transcripts of the May 14 & 22, hearings and the exhibits, post hearing briefs and, based upon such consideration, it is;

RESOLVED: That the School Board alters the Findings of Fact and Recommendation of the Hearing Officer that the Grievant be dismissed from employment, and finds the following: that the employee be placed on probation effective June 12, 2018 through December 31, 2018, and be placed on a Plan of Action. Placement of employment to be determined by administration with a recommendation that the employee be placed at a different school; and

FURTHER RESOLVED: That the Clerk is directed to send a copy of this Resolution to the Grievant, the Grievant's attorney, the City Attorney, the Employee Relations Specialist, the Principal of King's Grant Elementary School, and the Chief Human Resources Officer, who is directed to place a copy of this Resolution, the Hearing Officer's Findings of Fact and Recommendation and exhibits in the Grievant's personnel file.

- 20. *Adjournment:*** There being no further business before the School Board, Chairwoman Anderson adjourned the meeting at 9:14 p.m.

Respectfully submitted:

Dianne P. Alexander, Clerk of the School Board

Approved:

Beverly M. Anderson, School Board Chair