



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Trenace B. Riggs, Chair
District 1 – Centerville

Carolyn D. Weems, Vice Chair
District 9

Beverly M. Anderson
At-Large

Kathleen J. Brown
District 10

Michael R. Callan
District 6

David Culpepper
District 8

Jennifer S. Franklin
District 2 – Kempsville

Victoria C. Manning
At-Large

Staci R. Martin
District 4

Kimberly A. Melnyk
District 2

Jessica L. Owens
District 3 – Rose Hall

Donald E. Robertson, Ph.D., Acting Superintendent

School Board Regular Meeting MINUTES **Tuesday, December 12, 2023**

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

Closed Session: Chair Riggs convened the Closed Session at 2:02 p.m. on the 12th day of December 2023 at the School Administration Building #6, School Board Chamber. At 2:03 p.m., Vice Chair Weems made the following motion, seconded by Ms. Melnyk that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph 1, 7, and 8 as amended, to deliberate on the following matters:

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals.
7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.
8. Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

Namely to discuss:

- A. Review and discuss next steps in the Superintendent Search process.
- B. Consultation with Legal Counsel related to personnel matters and/or pending litigation.

Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

The School Board recessed into Closed Session at 2:06 p.m.

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

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A. Review and discuss next steps in the Superintendent Search process: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Hazard, Young, Attea & Associates, Consultants: Dr. Ted Blaesing, Dr. Brad Draeger, and Dr. Connie Collins (via Zoom); and Regina M. Toneatto, School Board Clerk.

School Board Member, Ms. Franklin left the Closed Session at 3:57 p.m. and returned at 3:59 p.m.

The School Board reconvened at 4:05 p.m.

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

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

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

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

Vice Chair Weems made the motion, seconded by Ms. Manning. Chair Riggs called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion for Certification of Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Culpepper, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 8-0-0. Note: the following School Board members were not present in the School Board chamber at the time of the vote: Mr. Callan and Ms. Franklin.

The School Board recessed at 4:06 p.m. before the start of the Administrative, Informal, and Workshop session.

1. ***Administrative, Informal, and Workshop:*** Chair Riggs convened the Administrative, Informal, and Workshop session at 4:17 p.m. on the 12th day of December 2023 and announced members of the public will be able to observe the School Board meeting through live streaming on schoolboard.vbschools.com/meetings/live, broadcast on VBTB Channel 47, and on Zoom; welcomed members of the public both in person and online.

In addition to Donald E. Robertson, Ph.D., Acting Superintendent, the following School Board members were present in the School Administration Building #6, School Board chamber: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens.

- A. School Board Administrative Matters and Reports: Ms. Melnyk mentioned the Beach Bags Program, invited the School Board members to visit the program to see the work that is done, contact Ms. Melnyk if interested.
 1. Leadership Interest: Chair Riggs mentioned the first School Board meeting in January (January 9) is when the School Board votes for the Chair and Vice Chair; Chair Riggs opened the floor if any School Board members wanted to discuss their interest.
 2. Schedule of Meetings: Remaining FY24 Affirmed; FY25 Proposed: Chair Riggs reviewed the remaining School Board meeting dates through June 30, 2024 and proposed meeting dates for July 1, 2024 through June 30, 2025.

Chair Riggs also mentioned the sign-up sheet for the January one-on-one meetings with Dr. Robertson, Acting Superintendent; January 23: mini retreat, starting at 12 p.m. with lunch, start retreat at 12:30 p.m., topics for mini retreat: process for ODS, guest speaker, topics for summer retreat; Mr. Culpepper mentioned the Building Utilization Meeting (BUC) and the March presentation to the School Board; Chair Riggs also mentioned committee meetings and obtaining information regarding cost to broadcast; software update regarding the new voting system, scheduled use at the January 23rd meeting; mentioned the Citizens' Advisory Committee process – CAC meeting dates and times will be added to the application, start process earlier (end of January/beginning February); suggestion to add expectations for School Board members to the vbschools website, for general knowledge for the public, request to have School Board review information before posting information.

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- B. Teacher Evaluation: Matthew Delaney, Chief Schools Officer presented the School Board a brief on the required teacher evaluation standards as outlined by the Virginia Department of Education (VDOE) and how Virginia Beach City Public Schools (VBCPS) utilizes this information to evaluate teachers, particular attention will be given to the most recent requirement from the VDOE regarding culturally responsive teaching; reviewed purpose of presentation: identify the VDOE standards and ratings for teacher evaluations, demonstrate how VBCPS utilizes VDOE standards to evaluate teachers, share how VBCPS incorporates the VDOE *Culturally Responsive Teaching and Equitable Practices* requirements into our existing teacher evaluation process; VDOE principal and teacher performance standards: professional knowledge, instructional planning, instructional delivery, assessment of/for student learning, learning environment, culturally responsive teaching and equitable practices, professionalism, student academic progress; reviewed sample of standard definitions which VDOE requires school divisions to use; performance ratings: highly effective, effective, approaching effective, ineffective; expected level of performance – effective rating; VDOE teacher evaluation standard 6 – *Culturally Responsive Teaching and Equitable Practices*; VDOE: the teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and achievement for all students; shared example of teacher evaluation rubric; noted to move teachers to the effective or highly effective rating, professional learning is offered from the Office of Professional Growth and Innovation and Department of Teaching and Learning; mentioned the 2021 Virginia General Assembly passed SB1196 and HB1904 which addresses cultural competence; reviewed strategic alignment – *Compass to 2025*, school concept map, Plan for Continuous Improvement, observation & feedback. The presentation continued with questions and comments regarding changes to the teacher evaluation; coaching; target specific areas; Title I schools; teacher evaluation impacted by outside factors; classroom management; student behavior; TalentEd; timelines for expectations; professional development with TalentEd; culturally responsive teaching; curriculum to support all students; goal setting; collaboration; and suggestion of teacher evaluation as a topic at School Board summer retreat.
- C. Level Up Virginia: Robert Jamison, Executive Director, Office of Student Support Services, presented the School Board information regarding how Virginia Beach City Public Schools coordinates events in alignment with the statewide Level Up Virginia (LUV) initiative led by the State Council of Higher Education for Virginia and the Virginia Department of Education; the mission of this initiative is to increase postsecondary readiness, enrollment and completion for all students in the Commonwealth. Virginia Beach City Public Schools (VBCPS) shares a similar commitment to the LUV initiative by making college access information easily understandable and accessible for students of all backgrounds; shared data regarding Class of 2023 by the numbers: 56.6% attend a 4-year college/university, 21% attend a 2-year college, 5.8% pursue business/technical school/other educational plans; 8 appointments to the US Naval Academy, US Coast Guard Academy, and US Merchant Marine Academy; scholarships – offered over \$97 million and accepted over \$62 million; Level Up Virginia: statewide initiative, mission to increase postsecondary readiness, enrollment and completion for all students in the Commonwealth, committed to making college access information easily understandable and accessible for students of all backgrounds; goals – educate students, families, and staff about the many pathways to success, including 2-year colleges, 4-year colleges, trade schools, apprenticeships, certificate programs, and more; VBCPS alignment with Level Up Virginia: strategic framework – student ownership of learning, strategic action agenda – creating future-ready students; college and career readiness activities: AVID college field trips, career fairs, career wax museums and parades college options for military students, Virginia Beach Public Library field trips; 2023-2024 events: college nights in Virginia, Virginia college application week, FAFSA Next, Decision Day VA; VBCPS College Night was held October 24, 2023 at the Virginia Beach Convention Center: over 120 colleges/universities in attendance, ACCESS College Foundation, military-connected school counselors, parent resource center, mental health providers; College Application Week was October 23-27, 2023: activities provided the senior class the time and assistance needed to complete college applications, facilitating college representative visits, and parent information nights; Class of 2024 by the numbers (through November 16); 100% of seniors met with their school counselors to review graduation requirements and discuss post-secondary plans, VBCPS high schools hosted 304 college representative visits, and 1,434 seniors have submitted a college application through the Common App; FAFSA Next – goal is to increase FAFSA completion across Virginia, ACCESS College Foundation – 2 FAFSA seminars at VBCPS College Night, Parent Nights at each high school after the FAFSA is released; Decision Day – annual culminating event for Level Up Virginia to recognize all high school seniors for their postsecondary plans, high schools and centers across the division will also have site-based Decision Day activities; activities on the horizon: recorded presentation on Dual Enrollment and Postsecondary Pathways, course selection

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process – ATC and Tech Center events, Enroll, Enlist, Employ events, onsite admissions event, scholarship totals and senior survey data for the Class of 2024 will be available in late June.

The presentation continued with questions and comments regarding students meeting with school counselors; 6th grade and 9th grade orientations; transition days for rising 6th graders; transition meetings – student needs, course selection; Parent Information Nights; applications to West Point Naval Academy; applications to Merchant Marine Academy; and emailing questions to Mr. Jamison.

- D. Forecast of Regular School Board Meeting Agenda Topics FY24 – Third Quarter (January, February, March): Due to time constraints, Chair Riggs mentioned the forecast will be presented at the end of the meeting before Closed Session (Agenda item #17 – Return to Administrative, Informal, Workshop or Closed Session matters).

2. **Closed Session:** None during the Administrative, Informal, and Workshop session. See agenda items: Pre-Meeting and item #17 – Return to Administrative, Informal, Workshop or Closed Session matters.
3. **School Board Recess:** Chair Riggs adjourned the Administrative, Informal, and Workshop session at 5:35 p.m.
4. **Formal Meeting (School Administration Building #6 – School Board Room) 6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Riggs convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:04 p.m. on the 12th day of December 2023 and welcomed members of the public both in person and online.
In addition to Donald E. Robertson, Ph.D., Acting Superintendent, the following School Board members were present in the School Board Chamber: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
 - A. Girls Cross Country State Champion – Kellam High School: The School Board recognized Jane Phillips, a Kellam High School student, as the VHSL Class 5 Girls Cross Country Champion; she won the race in 18 minutes and 58 seconds; Jane is also the Region 5A Girls Cross Country Champion.
 - B. Girls Cross Country State Champions – Ocean Lakes High School: The School Board recognized the Ocean Lakes High School Girls' Cross Country team as the Class 5 State Champions; the team members are: Grace Thompson, Lindsay Meadows, Katie Thompson, Kierston Haney, Riley Gomez, Khadija Sissoko, and Lauren Rakov.
 - C. Girls Volleyball State Champions – First Colonial High School: The School Board recognized the First Colonial High School girls' volleyball team, who won the VHSL Class 5 state volleyball tournament; this championship marks the fourth state title for the First Colonial High School girls' volleyball; the team members are: Jules Dooren, Kayla Foley, Keely Heffelfinger, Madison Horn, Jordan Baker, Kaiyah Hines, Helen Murray, Gabby Taylor, Rachel Zimmer, Alayna Cole, Grace Davies-Hackenberg, Teagan Emdadi, Reagan Sherrill, Allie Skarbek, Lexie Anderson, Sophie Buddenhagen, Elisa Chamness, and Brynn LaQue; in addition the VHSL named Kayla Foley as the Class 5 Player of the Year and Edie Magula as the Class 5 Coach of the Year.
8. **Adoption of the Agenda:** Chair Riggs called for any modifications to the agenda as presented. Ms. Brown requested to add the VSBA Legislative Positions on the Action Agenda, Ms. Anderson seconded. Chair Riggs asked for clarification; Ms. Brown clarified to move item from Information item #13B to Action item #16E; Ms. Manning requested to move Consent item #15D – Disposition of School Board Owned Property (Laskin Road Annex) to Action item #16F, Mr. Callan seconded. Chair Riggs called for a motion to adopt the agenda as amended; Ms. Anderson made the motion, seconded by Ms. Franklin. Without discussion, Chair Riggs called for a vote to adopt the agenda as amended. The School Board Clerk announced there were eleven (11) ayes in favor of adopting the agenda as amended.
The motion passed unanimously, 11-0-0.
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings):** There was no Superintendent's Report but there was a recognition. Donald E. Robertson, Ph.D., Acting Superintendent, introduced the following appointment which was approved at the November 28, 2023 School Board meeting: Anthony J. Trovato, Administrative Assistant, Glenwood and Kempsville Elementary Schools as Assistant Principal, Glenwood Elementary School.

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10. Approval of Meeting Minutes

- A. November 28, 2023, Regular School Board Meeting: Chair Riggs called for any modifications to the November 28, 2023 regular School Board meeting minutes as presented. Hearing none, Chair Riggs called for a motion to approve the November 28, 2023 minutes as presented. Mr. Callan made the motion, seconded by Ms. Martin. Without discussion, Chair Riggs called for a vote to approve the November 28, 2023 minutes as presented. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the November 28, 2023 minutes as presented. The motion passed unanimously, 11-0-0.

11. Public Hearing on FY2024/25 School Operating Budget and FY2024/25 through FY2029/30 Capital Improvement Program:

There was one (1) speaker; budget topics discussed were staff compensation, pay scale, inflation and interest rates, teaching environment (virtual model, 4x4 schedule, hybrid).

12. Public Comments (until 8:00 p.m.)

There were six (6) in person speakers and one (1) online speaker; topics discussed were model policies; transgender students; gun violence in schools; moral teaching; Christianity in schools; School Board Chair elections; implantation of model policies; ParentVue; parental rights; PBIS; discipline issues; teacher retention; library materials; student identity; preferred name and pronoun; and nicknames.

The Public Comments concluded at 6:43 p.m.

13. Information

- A. Diversity, Equity, and Inclusion Update: Ty Harris, Director, Office for Diversity, Equity, and Inclusion presented the School Board an update on current and upcoming activities from the Office for Diversity, Equity, and Inclusion; provided an overview of the presentation topics: policy and practice, stakeholder engagement, on the horizon; anticipated launch of data dashboard in January; Equity Plan aligned with strategic framework: Goal 1 – educational excellence, Goal 2 – student well-being, Goal 3 – student ownership of learning, Goal 4 – an exemplary, diversified workforce, Goal 5 – mutually supportive partnerships, and Goal 6 – organizational effectiveness and efficiency; mentioned Code of Virginia section 22.1-298.7; cultural competency – mandatory VDOE requirements: school board adopt and implement policies requiring completion of cultural competency training every two years, each school board employee must complete initial cultural competency training by beginning of 2022 SY, all persons seeking initial licensure or renewal of a license shall complete cultural competency training.

Stakeholder engagement – the office has sponsored Beach Girls Rock! and the African American Male Summit for over 12 years, events are designed to build leadership capacity and self-efficacy; partnerships with ODU and Norfolk State, last month met with Virginia Wesleyan to leverage a new partnership; expand Beach Girls Rock! to include 4th graders; next African American Male Summit scheduled for January 20 at Cox High School, this year focusing on social awareness, mental health, and career exploration; TIDE Coalition – Togetherness through Inclusion, Diversity, & Equity; in August, partnered with the Virginia Museum of Contemporary Art and the VBCPS Visual Arts Office to bring artist, Steven Prince for a day of learning and creating with our art teachers; in October, arts students from around the city went to Salem High School for a hands-on workshop with Steven Prince; starting in the second semester, the Office for Diversity, Equity, and Inclusion will be leading the revival of Making Waves, which is a mentoring program; VOICE – Virginia Beach Opportunities for Innovation through Community Engagement: purpose to immerse students, particularly those in elementary school, with an emphasis on underrepresented groups, in STEM-related activities that strive for innovative sustainable solutions aligned to the missions of VBGOV agencies.

On the horizon – TIDE celebration in May, Beach Girls Rock! spring event on the campus of ODU, the Season for Nonviolence awareness drive – sponsor the poster and poetry contest which will be open to all VBCPS student and staff; Virginia Beach is being recognized for our exceptional work with Equal Opportunity Schools, the division will be showcased in late March or early April.

The presentation continued with questions and comments regarding partnership database (Goal 5); appreciation for work the office is doing; resources to share; work of the TIDE Coalition; extended learning (Goal 3); resources matter to students; student academic achievement; Season of Nonviolence program; and alignment of division work.

- B. VSBA Legislative Positions: Note: item was moved to Action agenda, item #16E. See Adoption of the Agenda, item #8.

14. Return to public comments if needed: As noted under Agenda item #12, Public Comments concluded at 6:43 p.m.

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- 15. Consent Agenda:** Chair Riggs read the following items on the Consent Agenda:
- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board approve Policy Review Committee (PRC) recommendations regarding review, amendment, and repeal of certain bylaws and policies as reviewed by the PRC at its November 9, 2023 meeting.
 - 1. 5-34/Student Conduct: There are no recommended changes to this policy. It came up for review in order for the review date to stay within the required 5-year review period.
 - 2. 5-37/Reporting Data About School Violence and Crime: The PRC recommends significant changes in order to bring the Policy up to date with recent changes made to Code of Virginia § 22.1-279.3:1.
 - 3. 5-64/Interrogations/ Investigations by Outsides Agencies: There are no recommended changes to this policy. It came up for review in order to stay within the required 5-year review period.
 - 4. 6-80/Summer School: The PRC recommends updating the Policy so that it aligns with recent Virginia Board of Education recommendations.
 - B. Resolution:
 - 1. National Mentoring Month: Recommended that the School Board approve a resolution recognizing National Mentoring Month.
 - C. Religious Exemption: Recommended that the School Board approve Religious Exemption RE-23-12, RE-23-13 and RE-23-14.
 - D. Disposition of School Board Owned Property (Laskin Road Annex): Note: item was moved to Action agenda, item #16F. See Adoption of the Agenda, item #8.

Chair Riggs called for a motion to approve the Consent Agenda. Ms. Owens made the motion, seconded by Ms. Brown. Ms. Melnyk read the following resolution:

RESOLUTION
National Mentoring Month
January 2024

WHEREAS, January 2024 will mark the 22nd anniversary of National Mentoring Month, an opportunity to focus attention on the need for mentors as well as how each of us can work together to increase the number of mentors to help ensure positive outcomes for our young people; and

WHEREAS, Virginia Beach City Public Schools honors volunteer mentors who support young people by showing up for them every day and demonstrating their commitment to helping them thrive; and

WHEREAS, mentoring programs make our communities and our school division stronger by driving impactful relationships that increase social capital for young people and provide invaluable support networks for adults; and

WHEREAS, mentoring plays a pivotal role in career exploration and supports workplace skills by helping young people set career goals, equipping mentors with the skills needed to support the professional growth of young people, and driving positive outcomes for young people and businesses; and

WHEREAS, the annual African American Male Summit on Jan. 20, 2024, hosted by Cox High School, is an example of mentorship that promotes healthy relationships and communication, positive self-esteem, emotional well-being, and growth of our young men and their relationships with adults both in our division and throughout the community; and

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes the month of January 2024 as National Mentoring Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourage citizens to celebrate, elevate and encourage mentoring across Virginia Beach City Public Schools; and be it

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

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Adopted by the School Board of the City of Virginia Beach this 12th day of December, 2022.

After the resolution was read, Chair Riggs called for a vote to approve the Consent Agenda. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the Consent Agenda. The motion passed unanimously, 11-0-0.

16. Action

- A. Personnel Report / Administrative Appointments: Chair Riggs called for motion to approve the December 12, 2023 personnel report and administrative appointments. Ms. Melnyk made the motion, seconded by Ms. Franklin that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the December 12, 2023 personnel report along with the administrative appointments as recommended by the Acting Superintendent. Without discussion, Chair Riggs called for a vote to approve the December 12, 2023 personnel report and administrative appointments. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the December 12, 2023 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.
Donald E. Robertson, Ph.D., Acting Superintendent, mentioned the following: Krista L. Clark, Assistant Principal, Arrowhead Elementary School as Principal, Pembroke Meadows Elementary School.
- B. Salary Resolution: Chair Riggs called for a motion to approve the revised salary resolution FY2023-24 and the attachments: Attachment A – Instructional Experienced-Based Step Pay Scale (1/1/24 – 6/30/24), Attachment B – Unified Experience-Based Pay Scale (1/1/24 – 6/30/24) as presented in the agenda packet. Ms. Owens made the motion, seconded by Ms. Anderson. Ms. Anderson read the following salary resolution:

Revised Salary Resolution for FY 2023/24

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

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

WHEREAS, the FY 2023/24 budget was adopted by the City Council on May 9, 2023; and

WHEREAS, Governor Youngkin signed the Virginia State Budget on September 14, 2023; and

WHEREAS, the School Board approved a resolution on October 24, 2023, to request an additional appropriation of \$3,408,066 to the School Operating fund; and

WHEREAS, the City Council approved the additional appropriation on November 21, 2023; and

WHEREAS, these funds will be used to provide an additional two percent compensation increase to all full-time equivalent employees effective January 1, 2024; and

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

- Attachment A - Instructional Experience-Based Step Pay Scale 2.0% (1/1/24-6/30/24)
- Attachment B - Unified Experience-Based Step Pay Scale 2.0% (1/1/24-6/30/24)

NOW, THEREFORE, BE IT

RESOLVED: that the School Board of the City of Virginia Beach adopts the revised salary scales and the compensation increase as outlined in this resolution and attachments; and be it

FINALLY RESOLVED: that a copy of this resolution be spread across the official minutes of this Board.

Adopted by the School Board of the City of Virginia Beach this 12th day of December 2023.



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2023 - 2024

Effective: January 1, 2024 - June 30, 2024

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	53,005	55,933	57,524	58,573	68,913	37,132
1	53,800	56,772	58,387	59,451	69,947	37,689
2	54,607	57,624	59,263	60,343	70,996	38,254
3	55,426	58,488	60,152	61,248	72,061	38,828
4	56,257	59,366	61,054	62,167	73,142	39,411
5	57,101	60,256	61,970	63,100	74,240	40,002
6	57,958	61,160	62,900	64,046	75,353	40,602
7	58,827	62,078	63,843	65,007	76,483	41,211
8	59,710	63,009	64,801	65,982	77,631	41,829
9	60,605	63,954	65,773	66,972	78,795	42,457
10	61,514	64,913	66,759	67,976	79,977	43,093
11	62,437	65,887	67,761	68,996	81,177	43,740
12	63,374	66,875	68,777	70,031	82,394	44,396
13	64,324	67,878	69,809	71,081	83,630	45,062
14	65,289	68,896	70,856	72,147	84,885	45,738
15	66,268	69,930	71,919	73,230	86,158	46,424
16	67,262	70,979	72,998	74,328	87,450	47,120
17	68,271	72,043	74,093	75,443	88,762	47,827
18	69,295	73,124	75,204	76,575	90,093	48,544
19	70,335	74,221	76,332	77,723	91,445	49,273
20	71,390	75,334	77,477	78,889	92,817	50,012
21	72,461	76,464	78,639	80,073	94,209	50,762
22	73,548	77,611	79,819	81,275	95,622	51,523
23	74,651	78,775	81,016	82,493	97,056	52,296
24	75,771	79,957	82,231	83,730	98,512	53,081
25	76,907	81,156	83,465	84,986	99,990	53,877
26	78,061	82,374	84,717	86,261	101,490	54,685
27	79,232	83,609	85,987	87,555	103,012	55,505
28	80,420	84,864	87,277	88,868	104,557	56,338
29	81,626	86,136	88,586	90,201	106,126	57,183
30	82,851	87,429	89,915	91,554	107,717	58,041
31	84,094	88,740	91,264	92,927	109,333	58,911
32	85,355	90,071	92,633	94,321	110,973	59,795
33	86,635	91,422	94,022	95,736	112,638	60,692
34	87,935	92,794	95,433	97,172	114,327	61,602
35	89,254	94,185	96,864	98,630	116,042	62,526
36	90,593	95,598	98,317	100,109	117,783	63,464
37	91,952	97,032	99,792	101,611	119,550	64,416
38	93,331	98,488	101,289	103,135	121,343	65,382
39	94,731	99,965	102,808	104,682	123,163	66,363
40	96,152	101,464	104,350	106,252	125,011	67,359
41	97,594	102,986	105,916	107,846	126,886	68,369
42	99,058	104,531	107,504	109,464	128,789	69,395
43	100,544	106,099	109,117	111,106	130,721	70,435
44	102,052	107,691	110,754	112,772	132,682	71,492

Experience steps 1-43 adjusted to reflect 1.5% between each year of experience.

Unified Experience-Based Pay Scale - SY 2023/2024 (Effect 1/1/2024)			
Professional Level II (PL2)			
Annual Hrs	1500	1658	1950
Creditable Yrs of Exp	10-mo 200 days 7.5 hr/day	11-mo 221 days 7.5 hr/day	12-mo 260 days 7.5 hr/day
0	57,375	63,418	74,587
1	57,948	64,052	75,333
2	58,528	64,693	76,086
3	59,113	65,340	76,847
4	59,704	65,993	77,616
5	60,301	66,653	78,392
6	60,904	67,320	79,176
7	61,513	67,993	79,968
8	62,129	68,673	80,767
9	62,750	69,359	81,575
10	63,377	70,053	82,391
11	64,011	70,754	83,215
12	64,651	71,461	84,047
13	65,298	72,176	84,887
14	65,951	72,898	85,736
15	66,940	73,991	87,022
16	67,944	75,101	88,327
17	68,963	76,227	89,652
18	69,998	77,371	90,997
19	71,048	78,531	92,362
20	72,113	79,709	93,748
21	73,195	80,905	95,154
22	74,293	82,119	96,581
23	75,408	83,350	98,030
24	76,539	84,601	99,500
25	77,687	85,870	100,993
26	78,852	87,158	102,508
27	80,035	88,465	104,045
28	81,235	89,792	105,606
29	82,454	91,139	107,190
30	83,691	92,506	108,798
31	84,946	93,894	110,430
32	86,220	95,302	112,086
33	87,513	96,732	113,768
34	88,826	98,183	115,474
35	90,159	99,655	117,206
36	91,511	101,150	118,965
37	92,884	102,667	120,749
38	94,277	104,207	122,560
39	95,691	105,771	124,399
40	97,126	107,357	126,265
41	98,583	108,967	128,158
42	100,062	110,602	130,081
43	101,563	112,261	132,032
44	103,087	113,945	134,013
1500/1658 - Behavior Intervention Specialist 1500 - Occupational Therapist 1500 - Physical Therapist 1950 - Pos Behav'l Interven & Support (PBIS) Spec 1500/1950 - School Psychologist 1500/1950 - School Social Worker			

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan. 1, 2024)																				
U07														U08						
Annual Hrs	1/1/2024	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	Annual Hrs	1/1/2024	1371	1393	1400	2080	
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 3.5hr/day	10-mo 186 days 4 hr/day	10-mo 186 days 4.5hr/day	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 190 days 7.33hr/day	10-mo 200 days 7hr/day	12-mo 260 days 8hr/day	
0	14.4838	9,428	10,775	12,122	13,469	14,816	16,163	17,510	18,857	20,204	21,551	23,174	30,126	0	15.5209	21,279	21,620	21,729	32,283	
1	14.6287	9,523	10,883	12,244	13,604	14,965	16,325	17,686	19,046	20,407	21,767	23,405	30,427	1	15.6761	21,491	21,836	21,946	32,606	
2	14.7751	9,618	10,992	12,366	13,740	15,114	16,489	17,863	19,237	20,611	21,985	23,640	30,732	2	15.8329	21,706	22,055	22,166	32,932	
3	14.9228	9,714	11,102	12,490	13,878	15,266	16,653	18,041	19,429	20,817	22,205	23,876	31,039	3	15.9912	21,923	22,275	22,387	33,261	
4	15.0720	9,811	11,213	12,615	14,016	15,418	16,820	18,222	19,623	21,025	22,427	24,115	31,349	4	16.1511	22,143	22,498	22,611	33,594	
5	15.2227	9,909	11,325	12,741	14,157	15,572	16,988	18,404	19,819	21,235	22,651	24,356	31,663	5	16.3126	22,364	22,723	22,837	33,930	
6	15.3749	10,009	11,438	12,868	14,298	15,728	17,158	18,588	20,018	21,447	22,877	24,599	31,979	6	16.4757	22,588	22,950	23,065	34,269	
7	15.5286	10,109	11,553	12,997	14,441	15,885	17,329	18,774	20,218	21,662	23,106	24,845	32,299	7	16.6405	22,814	23,180	23,296	34,612	
8	15.6840	10,210	11,668	13,127	14,586	16,044	17,503	18,961	20,420	21,879	23,337	25,094	32,622	8	16.8069	23,042	23,412	23,529	34,958	
9	15.8409	10,312	11,785	13,258	14,732	16,205	17,678	19,151	20,624	22,098	23,571	25,345	32,949	9	16.9750	23,272	23,646	23,765	35,308	
10	15.9993	10,415	11,903	13,391	14,879	16,367	17,855	19,343	20,831	22,319	23,806	25,598	33,278	10	17.1447	23,505	23,882	24,002	35,660	
11	16.1592	10,519	12,022	13,525	15,028	16,530	18,033	19,536	21,039	22,542	24,044	25,854	33,611	11	17.3162	23,740	24,121	24,242	36,017	
12	16.3208	10,624	12,142	13,660	15,178	16,696	18,214	19,731	21,249	22,767	24,285	26,113	33,947	12	17.4893	23,977	24,362	24,485	36,377	
13	16.4840	10,731	12,264	13,797	15,330	16,863	18,396	19,929	21,462	22,995	24,528	26,374	34,286	13	17.6642	24,217	24,606	24,729	36,741	
14	16.6488	10,838	12,386	13,935	15,483	17,031	18,580	20,128	21,676	23,225	24,773	26,638	34,629	14	17.8409	24,459	24,852	24,977	37,109	
15	16.8986	11,000	12,572	14,144	15,715	17,287	18,858	20,430	22,001	23,573	25,145	27,037	35,149	15	18.1084	24,826	25,225	25,351	37,665	
16	17.1521	11,166	12,761	14,356	15,951	17,546	19,141	20,736	22,332	23,927	25,522	27,443	35,676	16	18.3800	25,198	25,603	25,732	38,230	
17	17.4093	11,333	12,952	14,571	16,190	17,809	19,428	21,047	22,666	24,285	25,905	27,854	36,211	17	18.6557	25,576	25,987	26,117	38,803	
18	17.6704	11,503	13,146	14,790	16,433	18,076	19,720	21,363	23,006	24,650	26,293	28,272	36,754	18	18.9356	25,960	26,377	26,509	39,386	
19	17.9355	11,676	13,344	15,012	16,680	18,348	20,016	21,684	23,352	25,020	26,688	28,696	37,305	19	19.2196	26,350	26,772	26,907	39,976	
20	18.2046	11,851	13,544	15,237	16,930	18,623	20,316	22,009	23,702	25,395	27,088	29,127	37,865	20	19.5080	26,745	27,174	27,311	40,576	
21	18.4777	12,028	13,747	15,465	17,184	18,902	20,621	22,339	24,057	25,776	27,494	29,564	38,433	21	19.8006	27,146	27,582	27,720	41,185	
22	18.7548	12,209	13,953	15,697	17,441	19,186	20,930	22,674	24,418	26,162	27,907	30,007	39,009	22	20.0975	27,553	27,995	28,136	41,802	
23	19.0361	12,392	14,162	15,933	17,703	19,473	21,244	23,014	24,785	26,555	28,325	30,457	39,595	23	20.3990	27,967	28,415	28,558	42,429	
24	19.3216	12,578	14,375	16,172	17,969	19,765	21,562	23,359	25,156	26,953	28,750	30,914	40,188	24	20.7050	28,386	28,842	28,987	43,066	
25	19.6115	12,767	14,590	16,414	18,238	20,062	21,886	23,710	25,534	27,358	29,181	31,378	40,791	25	21.0156	28,812	29,274	29,421	43,712	
26	19.9057	12,958	14,809	16,661	18,512	20,363	22,214	24,065	25,917	27,768	29,619	31,849	41,403	26	21.3308	29,244	29,713	29,863	44,368	
27	20.2042	13,152	15,031	16,910	18,789	20,668	22,547	24,426	26,305	28,184	30,063	32,326	42,024	27	21.6508	29,683	30,159	30,311	45,033	
28	20.5073	13,350	15,257	17,164	19,071	20,978	22,886	24,793	26,700	28,607	30,514	32,811	42,655	28	21.9755	30,128	30,611	30,765	45,709	
29	20.8149	13,550	15,486	17,422	19,357	21,293	23,229	25,165	27,100	29,036	30,972	33,303	43,294	29	22.3052	30,580	31,071	31,227	46,394	
30	21.1271	13,753	15,718	17,683	19,648	21,613	23,577	25,542	27,507	29,472	31,437	33,803	43,944	30	22.6398	31,039	31,537	31,695	47,090	
31	21.4440	13,960	15,954	17,948	19,942	21,937	23,931	25,925	27,920	29,914	31,908	34,310	44,603	31	22.9793	31,504	32,010	32,171	47,796	
32	21.7656	14,169	16,193	18,217	20,242	22,266	24,290	26,314	28,338	30,363	32,387	34,824	45,272	32	23.3240	31,977	32,490	32,653	48,513	
33	22.0921	14,381	16,436	18,491	20,545	22,600	24,654	26,709	28,763	30,818	32,873	35,347	45,951	33	23.6738	32,456	32,977	33,143	49,241	
34	22.4235	14,597	16,683	18,768	20,853	22,939	25,024	27,110	29,195	31,280	33,366	35,877	46,640	34	24.0290	32,943	33,472	33,640	49,980	
35	22.7599	14,816	16,933	19,050	21,166	23,283	25,400	27,516	29,633	31,750	33,866	36,415	47,340	35	24.3895	33,438	33,974	34,145	50,730	
36	23.1013	15,038	17,187	19,335	21,484	23,632	25,781	27,929	30,077	32,226	34,374	36,962	48,050	36	24.7552	33,939	34,483	34,657	51,490	
37	23.4478	15,264	17,445	19,625	21,806	23,987	26,167	28,348	30,529	32,709	34,890	37,516	48,771	37	25.1266	34,448	35,001	35,177	52,263	
38	23.7995	15,493	17,706	19,920	22,133	24,346	26,560	28,773	30,986	33,200	35,413	38,079	49,502	38	25.5035	34,965	35,526	35,704	53,047	
39	24.1565	15,725	17,972	20,218	22,465	24,712	26,958	29,205	31,451	33,698	35,944	38,650	50,245	39	25.8860	35,489	36,059	36,240	53,842	
40	24.5188	15,961	18,241	20,522	22,802	25,082	27,362	29,643	31,923	34,203	36,483	39,230	50,999	40	26.2743	36,022	36,600	36,784	54,650	
41	24.8866	16,201	18,515	20,830	23,144	25,458	27,773	30,087	32,402	34,716	37,031	39,818	51,764	41	26.6685	36,562	37,149	37,335	55,470	
42	25.2599	16,444	18,793	21,142	23,491	25,840	28,190	30,539	32,888	35,237	37,586	40,415	52,540	42	27.0685	37,110	37,706	37,895	56,302	
43	25.6389	16,690	19,075	21,459	23,844	26,228	28,613	30,997	33,381	35,766	38,150	41,022	53,328	43	27.4745	37,667	38,271	38,464	57,146	
44	26.0234	16,941	19,361	21,781	24,201	26,621	29,042	31,462	33,882	36,302	38,722	41,637	54,128	44	27.8866	38,232	38,846	39,041	58,004	
930 - Bus Assistant @ 5 hrs 1023 - Bus Assistant @ 5.5 hrs 1116 - Bus Assistant @ 6 hrs 1209 - Bus Assistant @ 6.5 hrs 1302 - Bus Assistant @ 7 hrs 1395 - Bus Assistant @ 7.5 hrs														1400 - Baker/Cook @ 7 hrs 1400 - Cft Manager in Training @ 7 hrs 1371 - Clinic Assist - CMA/CNA 2080 - Custodian II 1393 - Driver Ed Instructor						
1488 - Bus Assistant @ 8 hrs 1720 - Bus Assistant - Plan Bee 651 - Cafeteria Assistant @ 3.5 hrs 744 - Cafeteria Assistant @ 4 hrs 837 - Cafeteria Assistant @ 4.5 hrs 930 - Cafeteria Assistant @ 5 hrs 1023 - Cafeteria Assistant @ 5.5 hrs																				
1116 - Cafeteria Assistant @ 6 hrs 1209 - Cafeteria Assistant @ 6.5 hrs 1302 - Cafeteria Assistant @ 7 hrs 1600 - Custodian I 2080 - Fleet Shop Helper																				

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)															
U09						U10									
Annual Hrs	1/1/2024	1371	1386	1600	2080	Annual Hrs	1/1/2024	1027	1371	1415	1488	1720	1768	2080	
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 189 days 7.33hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 7.33hr	10-mo 187 days 7.33hr	10-mo 193 days 7.33/hr	10-mo 186 days 8hr/day	11-mo 215 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	
0	16.6265	22,794	23,044	26,602	34,583	0	17.8199	18,301	24,431	25,215	26,516	30,650	31,505	37,065	
1	16.7927	23,022	23,274	26,868	34,928	1	17.9981	18,484	24,675	25,467	26,781	30,956	31,820	37,436	
2	16.9607	23,253	23,507	27,137	35,278	2	18.1781	18,668	24,922	25,722	27,049	31,266	32,138	37,810	
3	17.1303	23,485	23,742	27,408	35,631	3	18.3598	18,855	25,171	25,979	27,319	31,578	32,460	38,188	
4	17.3016	23,720	23,980	27,682	35,987	4	18.5434	19,044	25,423	26,238	27,592	31,894	32,784	38,570	
5	17.4746	23,957	24,219	27,959	36,347	5	18.7289	19,234	25,677	26,501	27,868	32,213	33,112	38,956	
6	17.6493	24,197	24,461	28,238	36,710	6	18.9162	19,426	25,934	26,766	28,147	32,535	33,443	39,345	
7	17.8259	24,439	24,706	28,521	37,077	7	19.1054	19,621	26,193	27,034	28,428	32,861	33,778	39,739	
8	18.0041	24,683	24,953	28,806	37,448	8	19.2964	19,817	26,455	27,304	28,713	33,189	34,116	40,136	
9	18.1841	24,930	25,203	29,094	37,822	9	19.4893	20,015	26,719	27,577	29,000	33,521	34,457	40,537	
10	18.3660	25,179	25,455	29,385	38,201	10	19.6842	20,215	26,987	27,853	29,290	33,856	34,801	40,943	
11	18.5497	25,431	25,709	29,679	38,583	11	19.8811	20,417	27,256	28,131	29,583	34,195	35,149	41,352	
12	18.7351	25,685	25,966	29,976	38,969	12	20.0799	20,622	27,529	28,413	29,878	34,537	35,501	41,766	
13	18.9225	25,942	26,226	30,276	39,358	13	20.2807	20,828	27,804	28,697	30,177	34,882	35,856	42,183	
14	19.1117	26,202	26,488	30,578	39,752	14	20.4835	21,036	28,082	28,984	30,479	35,231	36,214	42,605	
15	19.3984	26,595	26,886	31,037	40,348	15	20.7907	21,352	28,504	29,418	30,936	35,760	36,757	43,244	
16	19.6894	26,994	27,289	31,503	40,953	16	21.1026	21,672	28,931	29,860	31,400	36,296	37,309	43,893	
17	19.9847	27,399	27,698	31,975	41,568	17	21.4191	21,997	29,365	30,308	31,871	36,840	37,868	44,551	
18	20.2845	27,810	28,114	32,455	42,191	18	21.7404	22,327	29,806	30,762	32,349	37,393	38,437	45,220	
19	20.5887	28,227	28,535	32,941	42,824	19	22.0665	22,662	30,253	31,224	32,834	37,954	39,013	45,898	
20	20.8976	28,650	28,964	33,436	43,467	20	22.3975	23,002	30,706	31,692	33,327	38,523	39,598	46,586	
21	21.2111	29,080	29,398	33,937	44,119	21	22.7335	23,347	31,167	32,167	33,827	39,101	40,192	47,285	
22	21.5292	29,516	29,839	34,446	44,780	22	23.0745	23,697	31,635	32,650	34,334	39,688	40,795	47,994	
23	21.8521	29,959	30,287	34,963	45,452	23	23.4206	24,052	32,109	33,140	34,849	40,283	41,407	48,714	
24	22.1799	30,408	30,741	35,487	46,134	24	23.7719	24,413	32,591	33,637	35,372	40,887	42,028	49,445	
25	22.5126	30,864	31,202	36,020	46,826	25	24.1285	24,779	33,080	34,141	35,903	41,501	42,659	50,187	
26	22.8503	31,327	31,670	36,560	47,528	26	24.4904	25,151	33,576	34,653	36,441	42,123	43,299	50,940	
27	23.1930	31,797	32,145	37,108	48,241	27	24.8578	25,528	34,080	35,173	36,988	42,755	43,948	51,704	
28	23.5409	32,274	32,627	37,665	48,965	28	25.2307	25,911	34,591	35,701	37,543	43,396	44,607	52,479	
29	23.8941	32,758	33,117	38,230	49,699	29	25.6091	26,300	35,110	36,236	38,106	44,047	45,276	53,266	
30	24.2525	33,250	33,613	38,804	50,445	30	25.9932	26,695	35,636	36,780	38,677	44,708	45,955	54,065	
31	24.6162	33,748	34,118	39,385	51,201	31	26.3831	27,095	36,171	37,332	39,258	45,378	46,645	54,876	
32	24.9855	34,255	34,629	39,976	51,969	32	26.7788	27,501	36,713	37,892	39,846	46,059	47,344	55,699	
33	25.3603	34,768	35,149	40,576	52,749	33	27.1805	27,914	37,264	38,460	40,444	46,750	48,055	56,535	
34	25.7407	35,290	35,676	41,185	53,540	34	27.5882	28,333	37,823	39,037	41,051	47,451	48,775	57,383	
35	26.1267	35,819	36,211	41,802	54,343	35	28.0021	28,758	38,390	39,622	41,667	48,163	49,507	58,244	
36	26.5187	36,357	36,754	42,429	55,158	36	28.4220	29,189	38,966	40,217	42,291	48,885	50,250	59,117	
37	26.9164	36,902	37,306	43,066	55,986	37	28.8484	29,627	39,551	40,820	42,926	49,619	51,003	60,004	
38	27.3202	37,455	37,865	43,712	56,826	38	29.2812	30,071	40,144	41,432	43,570	50,363	51,769	60,904	
39	27.7300	38,017	38,433	44,368	57,678	39	29.7204	30,522	40,746	42,054	44,223	51,119	52,545	61,818	
40	28.1459	38,588	39,010	45,033	58,543	40	30.1661	30,980	41,357	42,685	44,887	51,885	53,333	62,745	
41	28.5681	39,166	39,595	45,708	59,421	41	30.6186	31,445	41,978	43,325	45,560	52,663	54,133	63,686	
42	28.9967	39,754	40,189	46,394	60,313	42	31.0779	31,917	42,607	43,975	46,243	53,453	54,945	64,642	
43	29.4316	40,350	40,792	47,090	61,217	43	31.5441	32,395	43,246	44,634	46,937	54,255	55,769	65,611	
44	29.8731	40,956	41,404	47,796	62,136	44	32.0172	32,881	43,895	45,304	47,641	55,069	56,606	66,595	
1600 - Assist Cafeteria Manager 1371 - Clinic Assist - EMT 2080 - Custodian III 1386 - ISS Coordinator						1027 - ALC General Asst 1488 - Auxiliary Bus Driver 1720 - Auxiliary Bus Driver - Plan Bee 2080 - Distribution Driver 2080 - Carpentry Craftsman I 1371 - Clinic Assist - LPN 2080 - Custodian IV									
						1371 - Distance Learning Asst 1371 - General Asst 1371 - Kindergarten Asst 1415 - Library/Media Asst 1371 - PE Asst 2080 - Maintenance Craftsman I 2080 - Painter Craftsman I									
						1371 - PreK Asst 1371 - SpEd Asst 1371 - Title I Asst 2080 - School Rentals Assist 1415 - Security Assist 1768 - School Security Officer I 1768 - Student Residency Verifier									

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)

Grade 11										U12									
Annual Hrs	1/1/2024	1415	1544	1632	2080					Annual Hrs	1/1/2024	1309	1415	1600	2080				
Creditable Yrs of Exp	Hourly Rate	10-mo 193 days 7.33/hr	10-mo 193 days 8hr/day	10-mo 204 days 8hr/day	12-mo 260 days 8hr/day					Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 193 days 7.33hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day				
0	19.0924	27,015	29,478	31,158	39,712					0	20.4526	25,987	28,091	32,724	42,541				
1	19.2834	27,286	29,773	31,470	40,109					1	20.6571	27,040	29,229	33,051	42,966				
2	19.4761	27,558	30,071	31,784	40,510					2	20.8636	27,310	29,521	33,381	43,396				
3	19.6709	27,834	30,371	32,102	40,915					3	21.0723	27,583	29,817	33,715	43,830				
4	19.8676	28,112	30,675	32,423	41,324					4	21.2830	27,859	30,115	34,052	44,268				
5	20.0663	28,393	30,982	32,748	41,737					5	21.4958	28,138	30,416	34,393	44,711				
6	20.2669	28,677	31,292	33,075	42,155					6	21.7107	28,419	30,720	34,737	45,158				
7	20.4696	28,964	31,605	33,406	42,576					7	21.9279	28,703	31,027	35,084	45,610				
8	20.6743	29,254	31,921	33,740	43,002					8	22.1472	28,990	31,338	35,435	46,066				
9	20.8811	29,546	32,240	34,077	43,432					9	22.3686	29,280	31,651	35,789	46,526				
10	21.0899	29,842	32,562	34,418	43,866					10	22.5923	29,573	31,968	36,147	46,991				
11	21.3007	30,140	32,888	34,762	44,305					11	22.8183	29,869	32,287	36,509	47,462				
12	21.5138	30,442	33,217	35,110	44,748					12	23.0464	30,167	32,610	36,874	47,936				
13	21.7289	30,746	33,549	35,461	45,196					13	23.2769	30,469	32,936	37,243	48,415				
14	21.9462	31,053	33,884	35,816	45,648					14	23.5097	30,774	33,266	37,615	48,900				
15	22.2754	31,519	34,393	36,353	46,332					15	23.8623	31,235	33,765	38,179	49,633				
16	22.6095	31,992	34,909	36,898	47,027					16	24.2203	31,704	34,271	38,752	50,378				
17	22.9486	32,472	35,432	37,452	47,733					17	24.5836	32,179	34,785	39,333	51,133				
18	23.2929	32,959	35,964	38,014	48,449					18	24.9523	32,662	35,307	39,923	51,900				
19	23.6422	33,453	36,503	38,584	49,175					19	25.3265	33,152	35,836	40,522	52,679				
20	23.9969	33,955	37,051	39,162	49,913					20	25.7065	33,649	36,374	41,130	53,469				
21	24.3568	34,464	37,606	39,750	50,662					21	26.0921	34,154	36,920	41,747	54,271				
22	24.7222	34,981	38,171	40,346	51,422					22	26.4834	34,666	37,474	42,373	55,085				
23	25.0931	35,506	38,743	40,951	52,193					23	26.8807	35,186	38,036	43,009	55,911				
24	25.4694	36,039	39,324	41,566	52,976					24	27.2839	35,714	38,606	43,654	56,750				
25	25.8514	36,579	39,914	42,189	53,770					25	27.6932	36,250	39,185	44,309	57,601				
26	26.2392	37,128	40,513	42,822	54,577					26	28.1086	36,794	39,773	44,973	58,465				
27	26.6329	37,685	41,121	43,464	55,396					27	28.5302	37,346	40,370	45,648	59,342				
28	27.0323	38,250	41,737	44,116	56,227					28	28.9582	37,906	40,975	46,333	60,233				
29	27.4378	38,824	42,363	44,778	57,070					29	29.3925	38,474	41,590	47,028	61,136				
30	27.8494	39,406	42,999	45,450	57,926					30	29.8334	39,051	42,214	47,733	62,053				
31	28.2671	39,997	43,644	46,131	58,795					31	30.2809	39,637	42,847	48,449	62,984				
32	28.6911	40,597	44,299	46,823	59,677					32	30.7351	40,232	43,490	49,176	63,929				
33	29.1215	41,206	44,963	47,526	60,572	2080 - Employee Relations Assoc				33	31.1961	40,835	44,142	49,913	64,887				
34	29.5583	41,824	45,638	48,239	61,481	2080 - Financial Assistant				34	31.6641	41,448	44,804	50,662	65,861				
35	30.0017	42,452	46,322	48,962	62,403	2080 - Fleet Technician I				35	32.1390	42,069	45,476	51,422	66,849				
36	30.4517	43,089	47,017	49,697	63,339	2080 - Food Service Craftsman I				36	32.6212	42,701	46,158	52,193	67,852				
37	30.9085	43,735	47,722	50,442	64,289	2080 - Human Resources Associate				37	33.1105	43,341	46,851	52,976	68,869				
38	31.3721	44,391	48,438	51,199	65,253	2080 - HVAC Craftsman I				38	33.6071	43,991	47,554	53,771	69,902				
39	31.8427	45,057	49,165	51,967	66,232	2080 - Library Cataloger				39	34.1112	44,651	48,267	54,577	70,951				
40	32.3203	45,733	49,902	52,746	67,226	2080 - Machinist Craftsman I				40	34.6228	45,321	48,991	55,396	72,015				
41	32.8051	46,419	50,651	53,537	68,234	2080 - Pest Control Technician				41	35.1422	46,001	49,726	56,227	73,095				
42	33.2972	47,115	51,410	54,341	69,258	2080 - Plumbing Craftsman I				42	35.6693	46,691	50,472	57,070	74,192				
43	33.7966	47,822	52,181	55,156	70,296	2080 - Procurement Assistant II				43	36.2043	47,391	51,229	57,926	75,304				
44	34.3036	48,539	52,964	55,983	71,351	2080 - Refrigeration Craftsman I				44	36.7475	48,102	51,997	58,796	76,434				
2080 - Admin Office Assoc I						2080 - School Admin Associate I				2080 - Accounts Payable Tech					2080 - Carpentry Craftsman II				2080 - Records Analyst
2080 - Bookkeeper - MS						1415 /1632 Security Asst - Renaissance				2080 - Admin Office Assoc II					2080 - General Maint Craftsman II				2080 - Research/Eval/Assess Asst
2080 - Communication Prog Assoc						1544 /2080 Security Officer				2080 - Assist Warehouse Mgr					1309 - Interpreter				2080 - School Admin Assoc II - HS
2080 - Customer Support Tech I						2080 - Teacher Production Center				2080 - Benefits Assistant					2080 - Inventory Technician				1415 - School Security Officer II
2080 - Data Processing Specialist						2080 - Web Page Design Tech				2080 - Bookkeeper - HS					2080 - Licensure Analyst				2080 - Substitute Office Assoc
2080 - Electrical Craftsman I										2080 - Building Operations Supvr					2080 - Painter Craftsman II				2080 - Technology Support Tech
2080 - Electronics Craftsman I										1600 - Cafeteria Manager I					2080 - Payroll Assistant				

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)													
U13													
Annual Hrs	7/1/2023	930	1023	1116	1209	1302	1309	1395	1488	1600	1680	1768	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 210 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	21.9210	20,386	22,425	24,463	26,502	28,541	28,694	30,579	32,618	35,073	36,827	38,756	45,595
1	22.1402	20,590	22,649	24,708	26,767	28,826	28,981	30,885	32,944	35,424	37,195	39,143	46,051
2	22.3616	20,796	22,875	24,955	27,035	29,114	29,271	31,194	33,274	35,778	37,567	39,535	46,512
3	22.5852	21,004	23,104	25,205	27,305	29,405	29,564	31,506	33,606	36,136	37,943	39,930	46,977
4	22.8111	21,214	23,335	25,457	27,578	29,700	29,859	31,821	33,942	36,497	38,322	40,330	47,447
5	23.0392	21,426	23,569	25,711	27,854	29,997	30,158	32,139	34,282	36,862	38,705	40,733	47,921
6	23.2696	21,640	23,804	25,968	28,132	30,297	30,459	32,461	34,625	37,231	39,092	41,140	48,400
7	23.5023	21,857	24,042	26,228	28,414	30,599	30,764	32,785	34,971	37,603	39,483	41,552	48,884
8	23.7373	22,075	24,283	26,490	28,698	30,905	31,072	33,113	35,321	37,979	39,878	41,967	49,373
9	23.9746	22,296	24,526	26,755	28,985	31,214	31,382	33,444	35,674	38,359	40,277	42,387	49,867
10	24.2144	22,519	24,771	27,023	29,275	31,527	31,696	33,779	36,031	38,743	40,680	42,811	50,365
11	24.4566	22,744	25,019	27,293	29,568	31,842	32,013	34,116	36,391	39,130	41,087	43,239	50,869
12	24.7011	22,972	25,269	27,566	29,863	32,160	32,333	34,458	36,755	39,521	41,497	43,671	51,378
13	24.9481	23,201	25,521	27,842	30,162	32,482	32,657	34,802	37,122	39,916	41,912	44,108	51,892
14	25.1976	23,433	25,777	28,120	30,463	32,807	32,983	35,150	37,494	40,316	42,331	44,549	52,411
15	25.5755	23,785	26,163	28,542	30,920	33,299	33,478	35,677	38,056	40,920	42,966	45,217	53,197
16	25.9593	24,142	26,556	28,970	31,384	33,799	33,980	36,213	38,627	41,534	43,611	45,896	53,995
17	26.3486	24,504	26,954	29,405	31,855	34,305	34,490	36,756	39,206	42,157	44,265	46,584	54,805
18	26.7438	24,871	27,358	29,846	32,333	34,820	35,007	37,307	39,794	42,790	44,929	47,283	55,627
19	27.1450	25,244	27,769	30,293	32,818	35,342	35,532	37,867	40,391	43,432	45,603	47,992	56,461
20	27.5522	25,623	28,185	30,748	33,310	35,872	36,065	38,435	40,997	44,083	46,287	48,712	57,308
21	27.9654	26,007	28,608	31,209	33,810	36,410	36,606	39,011	41,612	44,744	46,981	49,442	58,168
22	28.3849	26,397	29,037	31,677	34,317	36,957	37,155	39,596	42,236	45,415	47,686	50,184	59,040
23	28.8107	26,793	29,473	32,152	34,832	37,511	37,713	40,190	42,870	46,097	48,401	50,937	59,926
24	29.2428	27,195	29,915	32,634	35,354	38,074	38,278	40,793	43,513	46,788	49,127	51,701	60,825
25	29.6814	27,603	30,364	33,124	35,884	38,645	38,852	41,405	44,165	47,490	49,864	52,476	61,737
26	30.1267	28,017	30,819	33,621	36,423	39,224	39,435	42,026	44,828	48,202	50,612	53,264	62,663
27	30.5786	28,438	31,281	34,125	36,969	39,813	40,027	42,657	45,500	48,925	51,372	54,062	63,603
28	31.0373	28,864	31,751	34,637	37,524	40,410	40,627	43,297	46,183	49,659	52,142	54,873	64,557
29	31.5029	29,297	32,227	35,157	38,087	41,016	41,237	43,946	46,876	50,404	52,924	55,697	65,526
30	31.9754	29,737	32,710	35,684	38,658	41,631	41,855	44,605	47,579	51,160	53,718	56,532	66,508
31	32.4550	30,183	33,201	36,219	39,238	42,256	42,483	45,274	48,293	51,928	54,524	57,380	67,506
32	32.9419	30,635	33,699	36,763	39,826	42,890	43,120	45,953	49,017	52,707	55,342	58,241	68,519
33	33.4360	31,095	34,205	37,314	40,424	43,533	43,767	46,643	49,752	53,497	56,172	59,114	69,546
34	33.9375	31,561	34,718	37,874	41,030	44,186	44,424	47,342	50,499	54,300	57,015	60,001	70,590
35	34.4466	32,035	35,238	38,442	41,645	44,849	45,090	48,053	51,256	55,114	57,870	60,901	71,648
36	34.9633	32,515	35,767	39,019	42,270	45,522	45,766	48,773	52,025	55,941	58,738	61,815	72,723
37	35.4877	33,003	36,303	39,604	42,904	46,204	46,453	49,505	52,805	56,780	59,619	62,742	73,814
38	36.0200	33,498	36,848	40,198	43,548	46,898	47,150	50,247	53,597	57,632	60,513	63,683	74,921
39	36.5603	34,001	37,401	40,801	44,201	47,601	47,857	51,001	54,401	58,496	61,421	64,638	76,045
40	37.1088	34,511	37,962	41,413	44,864	48,315	48,575	51,766	55,217	59,374	62,342	65,608	77,186
41	37.6654	35,028	38,531	42,034	45,537	49,040	49,304	52,543	56,046	60,264	63,277	66,592	78,344
42	38.2304	35,554	39,109	42,665	46,220	49,775	50,043	53,331	56,886	61,168	64,227	67,591	79,519
43	38.8038	36,087	39,696	43,305	46,913	50,522	50,794	54,131	57,740	62,086	65,190	68,605	80,711
44	39.3858	36,628	40,291	43,954	47,617	51,280	51,556	54,943	58,606	63,017	66,168	69,634	81,922
2080 -	Accounting Technician				1395 -	Bus Driver @ 7.5 hrs		2080 -	Data Management Analyst				2080 - Insurance Claims Analyst
2080 -	Boiler Craftsman II				1488 -	Bus Driver @ 8.0 hrs		2080 -	Electrical Craftsman II				1309 - Interpreter I
930 -	Bus Driver @ 5.0 hrs				1680 -	Bus Driver Extended		2080 -	Electronics Craftsman II				2080 - Machinist Craftsman II
1023 -	Bus Driver @ 5.5 hrs				1768 -	Bus Driver - Plan Bee		2080 -	Executive Office Assoc I				2080 - Procurement Assist III
1116 -	Bus Driver @ 6.0 hrs				1600 -	Cafeteria Manager II		2080 -	Fleet Technician II				2080 - Refrigeration Craftsman II
1209 -	Bus Driver @ 6.5 hrs				2080 -	Culinary Development Chef		2080 -	Food Service Craftsman II				2080 - Testing Assistant
1302 -	Bus Driver @ 7.0 hrs				2080 -	Customer Support Tech II		2080 -	HVAC Craftsman II				2080 - Warehouse & Distribution Tech
													2080 - Workers Comp Claims Analyst

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)												
U14						U15						
Annual Hrs	1/1/2024	1309	1600	2080		Annual Hrs	1/1/2024	1488	2080			
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day		Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day			
0	23.4860	30,743	37,577	48,850		0	25.1598	37,437	52,332			
1	23.7209	31,050	37,953	49,339		1	25.4113	37,812	52,855			
2	23.9580	31,361	38,332	49,832		2	25.6655	38,190	53,384			
3	24.1976	31,674	38,716	50,331		3	25.9221	38,572	53,917			
4	24.4396	31,991	39,103	50,834		4	26.1813	38,957	54,457			
5	24.6839	32,311	39,494	51,342		5	26.4431	39,347	55,001			
6	24.9308	32,634	39,889	51,856		6	26.7075	39,740	55,551			
7	25.1802	32,960	40,288	52,374		7	26.9747	40,138	56,107			
8	25.4319	33,290	40,691	52,898		8	27.2444	40,539	56,668			
9	25.6863	33,623	41,098	53,427		9	27.5168	40,944	57,234			
10	25.9431	33,959	41,508	53,961		10	27.7920	41,354	57,807			
11	26.2025	34,299	41,924	54,501		11	28.0699	41,768	58,385			
12	26.4646	34,642	42,343	55,046		12	28.3506	42,185	58,969			
13	26.7293	34,988	42,766	55,596		13	28.6341	42,607	59,558			
14	26.9965	35,338	43,194	56,152		14	28.9204	43,033	60,154			
15	27.4014	35,868	43,842	56,994		15	29.3542	43,679	61,056			
16	27.8125	36,406	44,500	57,850		16	29.7946	44,334	61,972			
17	28.2297	36,952	45,167	58,717		17	30.2415	44,999	62,902			
18	28.6531	37,506	45,844	59,598		18	30.6951	45,674	63,845			
19	29.0829	38,069	46,532	60,492		19	31.1555	46,359	64,803			
20	29.5192	38,640	47,230	61,399		20	31.6229	47,054	65,775			
21	29.9619	39,220	47,939	62,320		21	32.0972	47,760	66,762			
22	30.4113	39,808	48,658	63,255		22	32.5786	48,476	67,763			
23	30.8675	40,405	49,388	64,204		23	33.0673	49,204	68,779			
24	31.3306	41,011	50,128	65,167		24	33.5634	49,942	69,811			
25	31.8005	41,626	50,880	66,145		25	34.0668	50,691	70,858			
26	32.2775	42,251	51,644	67,137		26	34.5778	51,451	71,921			
27	32.7616	42,884	52,418	68,144		27	35.0965	52,223	73,000			
28	33.2531	43,528	53,204	69,166		28	35.6229	53,006	74,095			
29	33.7518	44,181	54,002	70,203		29	36.1573	53,802	75,207			
30	34.2582	44,843	54,813	71,257		30	36.6996	54,609	76,335			
31	34.7721	45,516	55,635	72,325		31	37.2501	55,428	77,480			
32	35.2936	46,199	56,469	73,410		32	37.8089	56,259	78,642			
33	35.8231	46,892	57,316	74,512		33	38.3760	57,103	79,822			
34	36.3604	47,595	58,176	75,629		34	38.9516	57,959	81,019			
35	36.9058	48,309	59,049	76,764		35	39.5360	58,829	82,234			
36	37.4593	49,034	59,934	77,915		36	40.1290	59,711	83,468			
37	38.0213	49,769	60,834	79,084		37	40.7309	60,607	84,720			
38	38.5915	50,516	61,746	80,270		38	41.3419	61,516	85,991			
39	39.1704	51,274	62,672	81,474		39	41.9619	62,439	87,280			
40	39.7580	52,043	63,612	82,696		40	42.5914	63,376	88,590			
41	40.3543	52,823	64,566	83,936		41	43.2303	64,326	89,919			
42	40.9597	53,616	65,535	85,196		42	43.8787	65,291	91,267			2080 - Food Service Craftsman III
43	41.5740	54,420	66,518	86,473		43	44.5369	66,270	92,636			2080 - HVAC Craftsman III
44	42.1977	55,236	67,516	87,771		44	45.2049	67,264	94,026			2080 - Machinist Craftsman III
2080 - Asst Distribution Center Supvr					2080 - Graphic Designer	2080 - Boiler Craftsman III					2080 - Occupat'I Health & Safety Tech	
2080 - Benefits Specialist I					1309 - Interpreter II	2080 - Building Manager					1488 - Occupat'I Therapy Assist (COTA)	
2080 - Bus Driver Trainer					2080 - Network Technician I	2080 - Custodial Supervisor					2080 - Paralegal	
1600 - Cafeteria Manger III					2080 - Painter Craftsman III	2080 - Distrib Center Supervisor					1488 - Physical Therapy Assist (LPTA)	
2080 - Carpentry Craftsman III					2080 - School Business Assistant	2080 - Electrical Craftsman III					2080 - Plumbing Craftsman III	
2080 - Executive Office Assoc II					2080 - Transportation Dispatcher	2080 - Electronics Craftsman III					2080 - Refrigeration Craftsman III	
2080 - General Maint Craftsman III					2080 - Warehouse Manager	2080 - Fleet Technician III					2080 - Special Project Support (Title Only)	

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)									
U16					U17				
Annual Hrs	1/1/2024	1309	2080		Annual Hrs	1768	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day		Creditable Yrs of Exp	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day		
0	26.9608	35,291	56,078		0	51,075	60,088		
1	27.2304	35,644	56,639		1	51,585	60,689		
2	27.5026	36,000	57,205		2	52,101	61,296		
3	27.7777	36,361	57,777		3	52,622	61,909		
4	28.0555	36,724	58,355		4	53,149	62,528		
5	28.3361	37,091	58,939		5	53,680	63,153		
6	28.6194	37,462	59,528		6	54,217	63,784		
7	28.9055	37,837	60,123		7	54,759	64,423		
8	29.1946	38,215	60,724		8	55,306	65,066		
9	29.4865	38,597	61,331		9	55,860	65,717		
10	29.7814	38,983	61,945		10	56,418	66,375		
11	30.0792	39,373	62,564		11	56,982	67,038		
12	30.3800	39,767	63,190		12	57,552	67,708		
13	30.6838	40,165	63,822		13	58,128	68,386		
14	30.9907	40,566	64,460		14	58,709	69,070		
15	31.4555	41,175	65,427		15	59,590	70,105		
16	31.9274	41,792	66,408		16	60,483	71,157		
17	32.4063	42,419	67,405		17	61,391	72,225		
18	32.8924	43,056	68,416		18	62,312	73,308		
19	33.3858	43,702	69,442		19	63,246	74,408		
20	33.8865	44,357	70,483		20	64,195	75,524		
21	34.3949	45,022	71,541		21	65,158	76,657		
22	34.9108	45,698	72,614		22	66,135	77,806		
23	35.4344	46,383	73,703		23	67,127	78,973		
24	35.9660	47,079	74,809		24	68,134	80,158		
25	36.5054	47,785	75,931		25	69,156	81,360		
26	37.0530	48,502	77,070		26	70,194	82,581		
27	37.6088	49,229	78,226		27	71,247	83,820		
28	38.1729	49,968	79,399		28	72,315	85,077		
29	38.7455	50,717	80,590		29	73,400	86,353		
30	39.3267	51,478	81,799		30	74,501	87,648		
31	39.9166	52,250	83,026		31	75,619	88,963		
32	40.5154	53,034	84,272		32	76,753	90,298		
33	41.1231	53,830	85,536		33	77,904	91,652		
34	41.7399	54,637	86,818		34	79,073	93,027		
35	42.3660	55,457	88,121		35	80,259	94,422		
36	43.0015	56,288	89,443		36	81,463	95,838		
37	43.6465	57,133	90,784		37	82,685	97,276		
38	44.3012	57,990	92,146		38	83,925	98,735		
39	44.9657	58,860	93,528	2080 - Educational Data Analyst	39	85,184	100,216		
40	45.6402	59,743	94,931	2080 - Executive Office Assoc III	40	86,461	101,719		
41	46.3248	60,639	96,355	2080 - Facilities Asset Manager	41	87,758	103,245		
42	47.0197	61,548	97,800	2080 - Fleet Foreman	42	89,075	104,794		
43	47.7249	62,471	99,267	2080 - Food Service Prog Analyst	43	90,411	106,366		
44	48.4409	63,409	100,757	2080 - HVAC Specialist	44	91,767	107,961		
2080 - Accounting Systems Specialist 2080 - Area Supervisor, Food Services 2080 - Benefits Specialist II 2080 - Boiler Specialist 2080 - Construction Inspector 2080 - Crash Investigator 2080 - Customer Support Cntr Supv				1309 - Interpreter III 2080 - Network Technician II 2080 - Occupational Safety Specialist 2080 - Procurement Card Prog Analyst 2080 - Secretary & Clerk to the Board 2080 - Student Information Sys. Specialist	2080 - Accountant, Sr 2080 - Budget Analyst 2080 - Construction Inspector-Sr (Title Only) 2080 - Fleet Supervisor 2080 - Geographic Info Sys (GIS) Analyst 2080 - Interpreter Specialist				2080 - Procurement Specialist I 2080 - School Improvement Specialist (MS) 1768 - Student Support Specialist 2080 - Supervisor Maintenance 2080 - Technical Contract Manager

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)					
U18					
Annual Hrs	1408	1600	1768	2080	
Creditable Yrs of Exp	10-mo 192 days 7.33hr	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	
0	43,582	49,525	54,725	64,382	
1	44,017	50,020	55,272	65,026	
2	44,458	50,520	55,825	65,676	
3	44,902	51,025	56,383	66,333	
4	45,351	51,536	56,947	66,996	
5	45,805	52,051	57,516	67,666	
6	46,263	52,571	58,091	68,343	
7	46,725	53,097	58,672	69,026	
8	47,193	53,628	59,259	69,717	
9	47,665	54,164	59,852	70,414	
10	48,141	54,706	60,450	71,118	
11	48,623	55,253	61,055	71,829	
12	49,109	55,806	61,665	72,547	
13	49,600	56,364	62,282	73,273	
14	50,096	56,927	62,905	74,006	
15	50,847	57,781	63,848	75,116	
16	51,610	58,648	64,806	76,243	
17	52,384	59,528	65,778	77,386	
18	53,170	60,421	66,765	78,547	
19	53,968	61,327	67,766	79,725	
20	54,777	62,247	68,783	80,921	
21	55,599	63,180	69,814	82,135	
22	56,433	64,128	70,862	83,367	
23	57,279	65,090	71,925	84,617	
24	58,138	66,067	73,004	85,887	
25	59,010	67,057	74,099	87,175	
26	59,896	68,064	75,210	88,483	
27	60,794	69,084	76,338	89,810	
28	61,706	70,121	77,483	91,157	
29	62,632	71,172	78,646	92,524	
30	63,571	72,240	79,825	93,912	
31	64,525	73,324	81,023	95,321	
32	65,493	74,424	82,238	96,751	
33	66,475	75,540	83,472	98,202	
34	67,472	76,673	84,724	99,675	
35	68,484	77,823	85,994	101,170	
36	69,511	78,990	87,284	102,688	
37	70,554	80,175	88,594	104,228	
38	71,612	81,378	89,922	105,791	
39	72,687	82,599	91,271	107,378	
40	73,777	83,838	92,641	108,989	
41	74,884	85,095	94,030	110,624	
42	76,007	86,372	95,441	112,283	
43	77,147	87,667	96,872	113,967	
44	78,304	88,982	98,325	115,677	
2080 - Audiologist 2080 - Family Engagement Specialist 2080 - Family Outreach Representative 2080 - Foundation Transition Planner 1768 - Hampton Roads Workforce Council Spec 2080 - Network Administrator 2080 - Occupational Health and Safety Specialist 1768 - Positive Behav'l Intervent & Suprt (PBIS) Coach 2080 - School Improvement Specialist (HS) 1408 - School Nurse 2080 - Sous-Chef 1600 - Student Activities Coord. (MS) 2080 - Tech Services Support Supervisor 2080 - Transportation Area Supervisor 2080 - Work-Based Learning Specialist					

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)					
U19					
Annual Hrs	1600	1768	2080		
Creditable Yrs of Exp	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day		
0	53,078	58,652	69,002		
1	53,609	59,238	69,692		
2	54,145	59,831	70,389		
3	54,687	60,429	71,093		
4	55,234	61,033	71,804		
5	55,786	61,643	72,522		
6	56,344	62,260	73,247		
7	56,907	62,882	73,979		
8	57,476	63,511	74,719		
9	58,051	64,147	75,467		
10	58,632	64,788	76,221		
11	59,218	65,436	76,983		
12	59,810	66,090	77,753		
13	60,408	66,751	78,531		
14	61,012	67,419	79,316		
15	61,928	68,430	80,506		
16	62,856	69,456	81,714		
17	63,799	70,498	82,939		
18	64,756	71,556	84,183		
19	65,728	72,629	85,446		
20	66,713	73,718	86,728		
21	67,714	74,824	88,029		
22	68,730	75,947	89,349		
23	69,761	77,086	90,689		
24	70,807	78,242	92,050		
25	71,869	79,416	93,430		
26	72,947	80,607	94,832		
27	74,042	81,816	96,254		
28	75,152	83,043	97,698		
29	76,280	84,289	99,164		
30	77,424	85,553	100,651		
31	78,585	86,837	102,161		
32	79,764	88,139	103,693		
33	80,960	89,461	105,249		
34	82,175	90,803	106,827		
35	83,407	92,165	108,430		2080 - Coordinator Mechanical Systems
36	84,659	93,548	110,056		2080 - Coordinator, Public Relations I
37	85,928	94,951	111,707		2080 - Coordinator Special Projects
38	87,217	96,375	113,383		2080 - Energy Manager
39	88,526	97,821	115,083		2080 - Health Services Nursing Specialist
40	89,854	99,288	116,810		1768/2080 Instructional Specialist
41	91,201	100,777	118,562		2080 - Procurement Specialist II
42	92,569	102,289	120,340		2080 - Programmer/Analyst
43	93,958	103,824	122,145		2080 - School Counseling Department Chair
44	95,367	105,381	123,978		2080 - Specialist Professional Learning
2080 - Accountant - Principal 2080 - Assistant Payroll Supervisor 2080 - Benefits Program Specialist 2080 - Coordinator Custodial Services 2080 - Coordinator Distribution Services 2080 - Coordinator Food Services 2080 - Coordinator Maintenance 2080 - Student Activities Coordinator (HS) 2080 - Supervisor Construction 2080 - Systems Administrator 2080 - Systems Engineer 2080 - Teacher Induction Specialist 2080 - Webmaster					

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)

U20			U21		
Annual Hrs	2080		Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	73,928		0	79,221	
1	74,667		1	80,013	
2	75,413		2	80,813	
3	76,168		3	81,621	
4	76,929		4	82,437	
5	77,699		5	83,261	
6	78,475		6	84,094	
7	79,260		7	84,935	
8	80,053		8	85,784	
9	80,853		9	86,642	
10	81,662		10	87,509	
11	82,479		11	88,384	
12	83,303		12	89,268	
13	84,137		13	90,160	
14	84,978		14	91,062	
15	86,252		15	92,428	
16	87,546		16	93,814	
17	88,859		17	95,221	
18	90,192		18	96,650	
19	91,545		19	98,100	
20	92,919		20	99,571	
21	94,312		21	101,065	
22	95,727		22	102,581	
23	97,163		23	104,119	
24	98,620		24	105,681	
25	100,100		25	107,266	
26	101,601		26	108,875	
27	103,125		27	110,508	
28	104,672		28	112,166	
29	106,242		29	113,849	
30	107,836		30	115,556	
31	109,453		31	117,290	
32	111,095		32	119,049	
33	112,761		33	120,835	
34	114,453		34	122,647	
35	116,170		35	124,487	
36	117,912		36	126,354	
37	119,681		37	128,250	
38	121,476		38	130,173	
39	123,298		39	132,126	
40	125,148		40	134,108	
41	127,025		41	136,119	
42	128,930		42	138,161	
43	130,864		43	140,234	
44	132,827		44	142,337	
2080 - Assistant Principal ES		2080 - Procurement Contract Specialist	2080 - Academic Dean (MS)		2080 - Coord Public Relations II
2080 - Educational Data Specialist		2080 - Project Mgr - Construction	2080 - Asst. Director Custodial & Dist Svcs		2080 - Coord Security & Safe Schools
2080 - Financial Mgmt Specialist		2080 - Project Mgr - Safe Schools	2080 - Asst. Director Environ Resources		2080 - Coord Transportation
2080 - HR Info Systems Specialist		2080 - Specialist, Intergov't Affairs & Constituent Serv.	2080 - Asst. Director Maintenance Svcs		2080 - Coord Transportation Routing/Analytics
2080 - Internal Auditor		2080 - Student Info Sys Administrator	2080 - Asst. Director Mechanical Systems		2080 - Dean of Students (MS)
2080 - Marketing Specialist		2080 - Systems Analyst	2080 - Assistant Principal MS		2080 - Demographer / GIS Manager
		2080 - Transportation Sys Spec	2080 - Coord Procurement		2080 - Development Team Leader (DOT)
					2080 - Emergency Manager
					2080 - Fleet Manager
					2080 - Information Systems-Project Manager
					2080 - Information Security Manager
					2080 - Programmer Analyst - Sr
					2080 - Staff Architect
					2080 - Sustainability Officer
					2080 - Systems Engineer Supervisor

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)				
U22			U23	
Annual Hrs	2080		Annual Hrs	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	84,880		0	90,945
1	85,728		1	91,854
2	86,586		2	92,773
3	87,451		3	93,701
4	88,326		4	94,638
5	89,209		5	95,584
6	90,101		6	96,540
7	91,002		7	97,505
8	91,912	<i>Note: All coordinators of instruction titles are not listed</i>	8	98,480
9	92,832		9	99,465
10	93,760		10	100,460
11	94,698		11	101,464
12	95,644		12	102,479
13	96,601		13	103,504
14	97,567		14	104,539
15	99,030		15	106,107
16	100,516		16	107,699
17	102,024		17	109,314
18	103,554		18	110,954
19	105,107		19	112,618
20	106,684		20	114,307
21	108,284		21	116,022
22	109,908		22	117,762
23	111,557		23	119,529
24	113,230		24	121,322
25	114,929		25	123,142
26	116,653		26	124,989
27	118,402		27	126,863
28	120,179		28	128,766
29	121,981		29	130,698
30	123,811		30	132,658
31	125,668		31	134,648
32	127,553		32	136,668
33	129,466		33	138,718
34	131,408		34	140,799
35	133,380		35	142,911
36	135,380		36	145,055
37	137,411		37	147,230
38	139,472		38	149,439
39	141,564		39	151,680
40	143,688		40	153,955
41	145,843		41	156,265
42	148,031		42	158,609
43	150,251		43	160,988
44	152,505		44	163,403
2080 - Academic Dean (HS)		2080 - Risk Manager	2080 - Coordinator Information Services	2080 - Director Testing
2080 - Assistant Director ATC		2080 - Specialist Employee Relations	2080 - Coordinator Technical Services	2080 - Director Transportation
2080 - Assistant Director, Food Services		2080 - Specialist Human Resources	2080 - Director Advanced Technology Center	2080 - Principal ES
2080 - Assistant Principal HS		2080 - Specialist Program Evaluation	2080 - Director Family and Community Engagement	
2080 - Coord Accounting		2080 - Specialist Research	2080 - Director Research, Eval and Assessment	
2080 - Coord Adult Academic Programs		2080 - Specialist Testing	2080 - Director Safe Schools	
		2080 - Technical Architect		

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)

U24			U25		
Annual Hrs	2080		Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	97,458		0	104,420	
1	98,433		1	105,464	
2	99,417		2	106,519	
3	100,411		3	107,584	
4	101,416		4	108,660	
5	102,430		5	109,746	
6	103,454		6	110,844	
7	104,488		7	111,952	
8	105,533		8	113,072	
9	106,588		9	114,202	
10	107,654		10	115,344	
11	108,731		11	116,498	
12	109,818		12	117,663	
13	110,917		13	118,839	
14	112,026		14	120,028	
15	113,706		15	121,828	
16	115,412		16	123,656	
17	117,143		17	125,510	
18	118,900		18	127,393	
19	120,684		19	129,304	
20	122,494		20	131,244	
21	124,331		21	133,212	
22	126,196		22	135,211	
23	128,089		23	137,239	
24	130,010		24	139,297	
25	131,961		25	141,387	
26	133,940		26	143,508	
27	135,949		27	145,660	
28	137,988		28	147,845	
29	140,058		29	150,063	
30	142,159		30	152,314	
31	144,292		31	154,598	
32	146,456		32	156,917	
33	148,653		33	159,271	
34	150,882		34	161,660	
35	153,146		35	164,085	
36	155,443	2080 - Director Employee Relations	36	166,547	
37	157,775	2080 - Director Employment Services	37	169,045	
38	160,141	2080 - Director Food Services	38	171,580	
39	162,543	2080 - Director Instructional Technology	39	174,154	
40	164,982	2080 - Director K-12 and Gifted Programs	40	176,766	
41	167,456	2080 - Director Maintenance Services	41	179,418	
42	169,968	2080 - Director Professional Growth and Innov.	42	182,109	
43	172,517	2080 - Director Procurement Services	43	184,841	
44	175,105	2080 - Director Student Leadership	44	187,613	
2080 - Associate School Board Attorney		2080 - Director Student Services	2080 - Director Alternative Education		2080 - Exec Dir Secondary Teaching & Learning
2080 - Director Adult Learning Center		2080 - Director Technical & Career Education	2080 - Director Elementary Schools		2080 - Exec Dir Student Support Services
2080 - Director Benefits		2080 - Director Technical & Career Ed Center	2080 - Exec Dir Elem Teaching & Learning		2080 - Exec Dir Transportation Fleet Mgmt. Svcs.
2080 - Director Business Services		2080 - Director Technology	2080 - Exec Dir Facilities Services		2080 - Principal HS
2080 - Director Compliance and Special Ed Services		2080 - Director Title I Programs	2080 - Exec Dir Office of Prog for Except'l Child		2080 - Senior School Board Attorney
2080 - Director Custodial & Distribution Svcs		2080 - Head of School (GRC)	2080 - Exec Dir Planning, Innov & Accountability		
2080 - Director Diversity, Equity & Inclusion		2080 - Principal MS			

Unified Experience-Based Step Pay Scale - SY 2023-2024 (Effective: Jan 1, 2024)											
U26			U27			U28					
Annual Hrs	2080		Annual Hrs	2080		Annual Hrs	2080				
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day				
0	111,890		0	119,889		0	128,459				
1	113,009		1	121,088		1	129,744				
2	114,139		2	122,299		2	131,042				
3	115,280		3	123,522		3	132,352				
4	116,433		4	124,757		4	133,676				
5	117,598		5	126,004		5	135,012				
6	118,774		6	127,265		6	136,362				
7	119,961		7	128,537		7	137,726				
8	121,161		8	129,822		8	139,103				
9	122,373		9	131,121		9	140,495				
10	123,596		10	132,432		10	141,899				
11	124,832		11	133,756		11	143,318				
12	126,081		12	135,094		12	144,751				
13	127,341		13	136,445		13	146,199				
14	128,615		14	137,809		14	147,661				
15	130,544		15	139,876		15	149,876				
16	132,502		16	141,974		16	152,124				
17	134,490		17	144,104		17	154,406				
18	136,507		18	146,266		18	156,722				
19	138,555		19	148,460		19	159,073				
20	140,633		20	150,687		20	161,459				
21	142,743		21	152,947		21	163,881				
22	144,884		22	155,241		22	166,339				
23	147,057		23	157,569		23	168,834				
24	149,263		24	159,933		24	171,367				
25	151,502		25	162,332		25	173,937				
26	153,774		26	164,767		26	176,546				
27	156,081		27	167,239		27	179,194				
28	158,422		28	169,747		28	181,882				
29	160,798		29	172,293		29	184,611				
30	163,210		30	174,878		30	187,380				
31	165,659		31	177,501		31	190,190				
32	168,143		32	180,163		32	193,043				
33	170,666		33	182,866		33	195,939				
34	173,225		34	185,609		34	198,878				
35	175,824		35	188,393		35	201,861				
36	178,461		36	191,219		36	204,889				
37	181,138		37	194,087		37	207,963				
38	183,855		38	196,999		38	211,082				
39	186,613		39	199,954		39	214,248				
40	189,412		40	202,953		40	217,462				
41	192,253		41	205,997		41	220,724				
42	195,137		42	209,087		42	224,035				
43	198,064		43	212,224		43	227,395				
44	201,035		44	215,407		44	230,806				
2080 - Sr Exec Director Elementary Schools 2080 - Sr Exec Director Middle Schools 2080 - Sr Exec Director High Schools			2080 - Chief Academic Officer Tch & Lrng 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Communications & Community Engagement Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer			2080 - Chief of Staff 2080 - School Board Attorney 2080 - School Board Auditor					

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Without discussion, Chair Riggs called for a vote on the salary resolution. The School Board Clerk announced there were eleven (11) ayes in favor of the revised salary resolution FY2023-24 and the attachments: Attachment A – Instructional Experienced-Based Step Pay Scale (1/1/24 – 6/30/24), Attachment B – Unified Experience-Based Pay Scale (1/1/24 – 6/30/24) as presented in the agenda packet. The motion passed unanimously, 11-0-0.

- C. School Board Legislative Agenda for 2024 General Assembly Session: Chair Riggs called for a motion to approve the legislative agenda for the 2024 General Assembly session as proposed by the School Board Legislative Committee. Ms. Melnyk made the motion, seconded by Ms. Martin. Ms. Manning made a motion to divide the question, so the last item – Individualized and Innovative Learning Environments – can be voted on separately, seconded by Ms. Brown. Without discussion, Chair Riggs called for a vote on Ms. Manning’s motion. The School Board Clerk announced there were eleven (11) ayes in favor of Ms. Manning’s motion to divide the question, so the last item – Individualized and Innovative Learning Environments – can be voted on separately. The motion passed unanimously, 11-0-0.

There was a question regarding recovery school and where the topic was in the legislative agenda. Without further discussion, Chair Riggs called for a vote on the legislative agenda without the last item – Individualized and Innovative Learning Environments. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the legislative agenda for the 2024 General Assembly session excluding item – Individualized and Innovative Learning Environments: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) abstention: Mr. Culpepper. The motion passed, 10-0-1.

Chair Riggs called for a motion to approve the legislative item – Individualized and Innovative Learning Environments. Ms. Melnyk made the motion, seconded by Ms. Martin. A discussion followed regarding the language; establishing Laboratory Schools; current legislation; business partnerships in Lab Schools; public and higher education institutions and Lab Schools; public oversight and use of tax dollars; support of local community; engagement with local public schools and community; support for success; example - Green Run Collegiate; financial support; partnership and support; any issues with the current laws; looking at obstacles; seat time requirement; bringing innovation into the classroom; concerns with language; business involvement in lab schools, example – Newport News Ship Building; suggestion to change the verbiage; local support; encouragement for Lab Schools – suggestion to change verbiage from “must” to “should”. Without further discussion, Chair Riggs called for a vote on the Individualized and Innovative Learning Environments item as is. The School Board Clerk announced there were eight (8) ayes in favor to approve the legislative item – Individualized and Innovative Learning Environments as is: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Culpepper, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were three (3) nays opposed to the legislative item – Individualized and Innovative Learning Environments as is: Ms. Brown, Mr. Callan, and Ms. Manning. The motion passed, 8-3-0.

- D. Positive Behavioral Interventions and Supports (PBIS): Year-Three Evaluation (Advanced Tiers) Recommendations: Chair Riggs called for a motion to approve the administration’s recommendations that were proposed in response to the Positive Behavioral Interventions and Supports (PBIS): Year-Three Evaluation (Advanced Tiers). Ms. Melnyk made the motion, seconded by Ms. Franklin. A discussion followed regarding additional resources, staff, and training; professional learning opportunities for staff, no additional costs; cannot support; feedback on student behaviors; different path forward for classroom management and student discipline; discipline takes times; common language; PBIS and discipline; positive behavior; consequences; coaching approach, coach/develop a skill; culture shift; money costs; impact on discipline; not a perfect system; positive and negative behaviors; teacher transition; and time needed for change. Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the motion to approve the administration’s recommendations that were proposed in response to the Positive Behavioral Interventions and Supports (PBIS): Year-Three Evaluation (Advanced Tiers): Chair Riggs, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were five (5) nays opposed to the motion to approve the administration’s recommendations that were proposed in response to the Positive Behavioral Interventions and Supports (PBIS): Year-Three Evaluation (Advanced Tiers): Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. The motion passed, 6-5-0.
- E. VSBA Legislative Positions (Note: item moved from Information item #13B, see Adoption of the Agenda item #8): Chair Riggs provided brief background information regarding the VSBA legislative positions; School Board members, Ms. Manning and Ms. Brown provided the Chair with a list of VSBA legislative positions for discussion; Vice Chair Weems noted the following items are being removed from discussion: 7.2 – Non-Public School Students Participating

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in Virginia Beach High School League activities; Chair Riggs noted the VSBA no longer has a position on this topic; Vice Chair Weems mention item 10.5 – Counseling, was also removed; Vice Chair Weems mentioned the process of going through each position individually and School Board members will have one minute to comment on the position.

5.3 Twenty-first Century Communication for School Boards:

Ms. Brown made the following motion, that in accordance with the process outlined on page 68, we notify the VSBA of VBCPS' position on 5.3 (Twenty-first Century Communication for School Boards); Ms. Brown clarified the motion to reject the position, Mr. Culpepper seconded the motion. A discussion followed regarding attending meetings virtually; attending virtually can affect collaboration; position originally from VBCPS; state of emergency – allowed to meet virtually; amended in 2021, came from Fairfax; inclement weather the day of a meeting; having the opportunity to attend virtually due to sickness; FOIA and Virginia Code; other conditions for having a meeting virtually (no power, weather, flooding, etc.) pandemic; support for position as written; quorum of public body; development of policies regarding quorum; state of emergency and other circumstances; ability to have School Board members participate via electronic means.

Without further discussion, Chair Riggs called for a vote in favor of rejecting 5.3 Twenty-first Century Communication for School Boards. The School Board Clerk announced there were three (3) ayes in favor of rejecting 5.3 Twenty-first Century Communication for School Boards: Ms. Brown, Mr. Culpepper, and Ms. Manning. There were eight (8) nays opposed to rejecting 5.3 Twenty-first Century Communication for School Boards: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. The motion did not pass, 3-8-0. VBCPS will support the VSBA legislative position, 5-3 Twenty-first Century Communication for School Boards.

5.5 Local Choice Health Benefits for School Board Members:

Ms. Manning made a motion to reject item 5.5 Local Choice Health Benefits for School Board Members, seconded by Ms. Weems. A discussion followed regarding the fiscal impact; health care for School Board members; health care should end if you are not serving on the Board; cannot support position; inclusion of age and years of service in the position; being vested; taxpayer money; qualifying to receive health benefits; continuing with coverage and paying the premiums; allowing access to coverage; current verses former School Board members; taxpayer implications; COBRA payments; healthcare tax credit; mirror what employees receive; legislative positions may or may not impact the School Board.

Mr. Culpepper made a motion to move the topic to the end of discussion, Ms. Manning seconded the motion.

Without discussion, Chair Riggs called for a vote to move topic 5.5 Local Choice Health Benefits for School Board Members to the end of discussion. The School Board Clerk announced there were ten (10) ayes in favor to move topic 5.5 Local Choice Health Benefits for School Board Members to the end of discussion: Chair Riggs, Vice Chair Weems, Ms. Brown, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) nay opposed to the motion to move topic 5.5 Local Choice Health Benefits for School Board Members to the end of discussion: Mr. Callan. The motion passed 10-1-0.

5.9 Right of School Boards to Implement Education Reforms:

Ms. Brown made a motion to notify the VSBA that VBCPS does not support position 5.9 (Right of School Boards to Implement Education Reforms), Ms. Manning seconded the motion. A discussion followed regarding position; local control issue; response in regard to Charter School movements; funding for public schools; noted does not allow any public funds including state tax dollars to create a Charter School without the approval of a local School Board; not enough information regarding budget; mentioned section of legislative position regarding the VSBA and no changes to the charter school law; positions affect us if become law; cannot support position.

Without further discussion, Chair Riggs asked Ms. Brown to read the motion again. Ms. Brown stated motion was to notify the VSBA that the Virginia Beach City Public Schools (VBCPS) does not support the position 5.9 (Right of School Boards to Implement Education Reforms), seconded by Ms. Manning. Chair Riggs called for a vote. The School Board Clerk announced there were five (5) ayes in favor of the motion to notify the VSBA that the Virginia Beach City Public Schools (VBCPS) does not support the position 5.9 (Right of School Boards to Implement Education Reforms): Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. There were six (6) nays opposed to the motion to notify the VSBA that the Virginia Beach City Public Schools (VBCPS) does not support the position 5.9 (Right of School Boards to Implement Education Reforms). The motion did not pass, 5-6-0. VBCPS will support the VSBA legislative position 5.9 Right of School Boards to Implement Education Reforms.

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7.1 Support for Private Education, Vouchers, and Tax Credits:

Ms. Manning made a motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support item 7.1 Support for Private Education, Vouchers, and Tax Credits. Ms. Brown seconded the motion. A discussion followed regarding education freedom; state tax and/or federal tax dollars should follow the student; not get involved in party line topics; public funds need to stay with public schools; federal funding to private universities; competition is good; selective admissions; selectivity; agrees with some aspects of position; private schools; and budget.

Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were four (4) ayes in favor of the motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support item 7.1 Support for Private Education, Vouchers, and Tax Credits: Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. There were seven (7) nays opposed to the motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support item 7.1 Support for Private Education, Vouchers, and Tax Credits: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. The motion did not pass, 4-7-0. VBCPS will support the VSBA legislative position 7.1 Support for Private Education, Vouchers, and Tax Credits.

7.3 Compulsory Attendance Requirement:

Ms. Manning made a motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support item 7.3 Compulsory Attendance Requirement. Ms. Brown seconded the motion. A discussion followed regarding religious freedom; annually certify child; annual notice; position from Warren County, undue burden on parents, First Amendment Rights; rights of parents; Virginia Freedom Restoration Act; parental accountability; truancy; forms done once a year.

Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were four (4) ayes in favor of the motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support item 7.3 Compulsory Attendance Requirement: Ms. Brown, Mr. Callan, Mr. Culpepper, and Ms. Manning. There were seven (7) nays opposed to the motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support item 7.3 Compulsory Attendance Requirement: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. The motion did not pass, 4-7-0. VBCPS will support the VSBA legislative position 7.3 Compulsory Attendance Requirement.

9.13 Election of Board of Education Members

Ms. Brown made a motion to notify the VSBA that VBCPS does not support legislative position 9.13 (Election of Board of Education Members), Mr. Culpepper seconded the motion. A discussion followed regarding the position; Northern Virginia school districts and determining the Board of Education; elections in local school districts; local control; concerns about Governor appointing instead of being elected; elected by the people; do larger cities have more votes; Congressional Districts; review date is next year, up for review in 2024; questions about election process, unclear; people elect Governor; Governor makes other appointments; confused by language of position; legislative process in the beginning of year, to review items; School Board members voting verses the public.

Ms. Melnyk made a substitute motion to contact the VSBA and ask for, not only clarification but for position 9.13 to be reviewed for 2024 legislative review process and that it be seriously considered before we send a message from this Board, Ms. Owens seconded the motion. A discussion followed regarding the position and substitute motion; VSBA lobbying, will not reconsider before going to lobby; cannot support substitute motion; a bill has not come up since 1995; VSBA taking a position; support substitute motion and pushing the legislative item to a later date.

Without further discussion, Chair Riggs called for ask Ms. Melnyk to restate the motion. Ms. Melnyk stated motion, to contact the VSBA and ask this one (position 9.13 Election of Board of Education Members) to be reviewed as it is up for review in 2024 and clarification and an explanation. The School Board Clerk announced there were seven (7) ayes in favor of the substitute motion to contact the VSBA and ask this one (position 9.13 Election of Board of Education Members) to be reviewed as it is up for review in 2024 and clarification and an explanation: Chair Riggs, Ms. Anderson, Mr. Callan, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were four (4) nays opposed to the substitute motion to contact the VSBA and ask this one (position 9.13 Election of Board of Education Members) to be reviewed as it is up for review in 2024 and clarification and an explanation: Vice Chair Weems, Ms. Brown, Mr. Culpepper, and Ms. Manning. The substitute motion passed, 7-4-0.

10.9 Guns at School-Related Functions

Ms. Manning made a motion to notify the VSBA that VBCPS does not support item 10.9 Guns at School-Related Functions, Mr. Culpepper seconded the motion. A discussion followed regarding the position; U.S. Constitution and Virginia State Law; VSBA is not against guns or the Second Amendment; local authority position; example of a team

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practicing at a site where guns are present; local School Boards to decide; words matter; example of school functions at places of business, position oversteps Constitution; parental permission to go to school functions; and the authority of School Boards.

Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were six (6) ayes in favor of the motion to notify the VSBA that VBCPS does not support item 10.9 Guns at School-Related Functions: Vice Chair Weems, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, and Ms. Manning. There were four (4) nays opposed to the motion to notify the VSBA that VBCPS does not support item 10.9 Guns at School-Related Functions: Chair Riggs, Ms. Anderson, Ms. Martin, and Ms. Melnyk. There was one (1) abstention: Ms. Owens – not enough information to understand the context. The motion passed, 6-4-1. VBCPS will not support the VSBA legislative position 10.9 Guns at School-Related Functions.

10.17 Mandatory Reporting of Misdemeanors and Status Offenses

Ms. Brown made a motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does not support position 10.17 (Mandatory Reporting of Misdemeanors and Status Offenses), Ms. Manning seconded the motion. A discussion followed regarding the position; concerns about position; undue burden; puts school systems in a position to determine legalities; Warren County petitioned to have this removed; example of situation, disorderly conduct; give leeway in some situations; report specific codes; more codes than there used to be; workforce issue; law enforcement time; handling situations internally; vacancy rate in law enforcement across the state; reduce the burden on law enforcement; staff determining what is a crime, should be law enforcement; partnership with law enforcement, resource officers in schools; status offense; Virginia State Code 22.1-279.3:1; and cannot support motion.

Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there was one (1) aye in favor of the motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does support position 10.17 (Mandatory Reporting of Misdemeanors and Status Offenses): Mr. Callan. There were nine (9) nays opposed to the motion to notify the VSBA that Virginia Beach City Public Schools (VBCPS) does support position 10.17 (Mandatory Reporting of Misdemeanors and Status Offenses): Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Martin, Ms. Melnyk, and Ms. Owens. There was one (1) abstention: Ms. Brown – not enough information to make a determination. The motion did not pass, 1-9-1. VBCPS will support the VSBA legislative position 10.17 Mandatory Reporting of Misdemeanors and Status Offenses.

5.5 Local Choice Health Benefits for School Board Members

Chair Riggs noted the item was brought back for discussion; information was shared for clarification; two different concepts (VRS and Health Benefits); access to health care; meeting the definition of a retiree; using the same definition from VRS; local choice issue; Local Choice Health Plan, state government owned plan, not related to VRS, not an option for this division.

Ms. Melnyk made a substitute motion that we add this (5.5 Local Choice Health Benefits for School Board Members) to our list of questions for VSBA for review and ask for clarification, Vice Chair Weems seconded the substitute motion. There was a brief mention of a health coverage option. Without further discussion, Chair Riggs called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the substitute motion to add this (5.5 Local Choice Health Benefits for School Board Members) to our list of questions for VSBA for review and ask for clarification: Chair Riggs, Vice Chair Weems, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Martin, Ms. Melnyk, and Ms. Owens. There were two (2) nays opposed to the substitute motion to add this (5.5 Local Choice Health Benefits for School Board Members) to our list of questions for VSBA for review and ask for clarification: Ms. Brown and Ms. Manning. The substitute motion passed, 9-2-0.

- F. Disposition of School Board Owned Property (Laskin Road Annex) (Note: item moved from Consent Agenda item #15D, see Adoption of the Agenda item #8): Chair Riggs called for a motion on the Disposition of School Board Owned Property (Laskin Road Annex) to open for discussion. Ms. Brown made the motion; Vice Chair Weems seconded the motion. A discussion followed regarding information on the topic; suggestion to bring topic into Closed Session. Ms. Manning made a motion to go into Closed Session to discuss the topic (Disposition of School Board Owned Property (Laskin Road Annex), Ms. Owens seconded the motion. For clarification, Ms. Manning made a substitute motion to go into Closed Session for this topic (Disposition of School Board Owned Property (Laskin Road Annex) but to go ahead and finish any of our remaining business first, Ms. Owens seconded the substitute motion. Without discussion, Chair Riggs called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the substitute

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motion to go into Closed Session for this topic (Disposition of School Board Owned Property (Laskin Road Annex) but to go ahead and finish any of our remaining business first. The motion passed unanimously, 11-0-0.

- 17. Committee, Organization or Board Reports:** Vice Chair Weems first thanked the School Board members for keeping to the one minute speaking time for the VSBA Legislative positions discussion; mentioned attending the General Advisory Council for Technical and Career Education, upcoming events in March, April and May, examples: Kid Win Challenge, STEM Trifecto, STEM Robotics Challenge, Maker Expo Challenge, noted need for judges at the various events, Workforce Development Committee has been working on recommendations for the School Board; Ms. Anderson mention the Sister Cities Association is in the process of accepting applications for youth ambassador, high schools have the information to distribute to 9th, 10th and 11th grade students, scholarships available – winner \$4,000, second place \$2,000, and third place \$1,000, deadline for applications February 2nd; Ms. Owens shared last week had the opportunity to observe the Seatack Achievable Dream iFly Club, students learn confidence, team building and STEM concepts, also shared holiday wishes as this is the last meeting of the year; Ms. Melnyk mentioned the Legislative send off is December 21 at 8:00 a.m. at the Renaissance Academy in the Schola, meet and greet the legislators, tour of school after the meeting; Mr. Culpepper mentioned the Building Utilization Committee met last week, three recommendations came from the meeting, look at zoning, flow of elementary schools to middle and high schools in the northwest part of the city; capacity of students in elementary schools; low capacity in a middle school and impact on playing certain sports, short term rentals in middle school zones, a BUC report will be presented to the School Board in March; Ms. Manning mentioned the School Health Advisory Board committee meeting, student leaders from Ocean Lakes High School who partnered with an organization, to encourage Virginians to drink more water, brought forward some language to consider in a regulation; Chair Riggs mentioned tomorrow she will be attending the Bayside 6th Grade Campus Shake Competition, skills of basic handshakes, eye contact and small talk, shared information regarding a book about bullying, *It's Not Okay*, the author gifted a copy of the book.

Vice Chair Weems made a motion that we include the previously voted on legislative items, number two and four, that we do not support them (vote 8 to 2 and 10 to zero), I make the motion that we add those to our list of the positions that we're going to send that we voted on tonight, Ms. Manning seconded the motion. Without discussion, Chair Riggs called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion by Vice Chair Weems. The motion passed unanimously, 11-0-0.

- 18. Return to Administrative, Informal, Workshop or Closed Session matters:**

D. Forecast of Regular School Board Meeting Agenda Topics FY24 – Third Quarter (January, February, March): Item moved to #18 due to time constraints. See agenda item #1D.

Donald E. Robertson, Ph.D., Acting Superintendent provided the School Board the Administration's forecast of agenda topics to be presented at School Board meetings during the third quarter (January, February, and March) of the 2023-2024 school year; provided an overview of topics: January 9 – Budget Process Overview, PPEA Design Update, Gifted Resource-Cluster Program; January 23 – School Board Mini Retreat to begin at 12:00 p.m., Preliminary Operating Budget, Compensation Update, Calendar for 2024-2025 School Year; February begins budget meetings (February 6, February 20); February 13 – Sustainable Schools, Chronic Absenteeism, Old Donation School Selection Process; February 27 – Strategic Plan Update, Renaissance Academy Alternative Education Program: Year-One Implementation Evaluation; March 5 – Budget/CIP adoption; March 12 – All in Virginia Update, Mental Health Update; March 26 – Building Utilization Committee Brief, Academic Support Update, 4th Quarter Forecast; mentioned the document is just a forecast and subject to change. A discussion followed regarding having a topic on for Information and Action at the same meeting; public input on topic; a request to the Board, adjust topic accordingly, train staff appropriately; respect the will of the Board.

Note, School Board member, Ms. Martin left the meeting at 9:39 p.m.

At 9:44 p.m., Vice Chair Weems made the following motion, seconded by Ms. Melnyk that the School Board recess into Closed Session That the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraph, 3, 7, and 8 as amended, to deliberate on the following matters:

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3. 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.

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

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

Namely to discuss:

- A. Discussion with staff regarding status of certain matters related to real property related to educational services.
- B. Status of pending litigation or administrative cases.
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

The School Board recessed into Closed Session at 9:53 p.m.

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

- A. Discussion with staff regarding status of certain matters related to real property related to educational services: School Board members: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Jack Freeman, Chief Operations Officer; and Regina M. Toneatto, School Board Clerk.
- B. Status of pending litigation or administrative cases; and
- C. Consultation with legal counsel regarding probable litigation and pending litigation matters: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Acting Superintendent; Jack Freeman, Chief Operations Officer; and Regina M. Toneatto, School Board Clerk.

Note: School Board member, Ms. Franklin left the Closed Session at 10:23 p.m. and returned at 10:25 p.m.

The School Board reconvened at 10:30 p.m.

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

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

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

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

Vice Chair Weems made the motion, Ms. Manning seconded the motion. Chair Riggs called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

Ms. Anderson made a motion to defer item #16F - Disposition of School Board Owned Property (Laskin Road Annex), we defer it until January 9, Ms. Manning seconded the motion. Without discussion, Chair Riggs called for a vote. the School Board Clerk announced there were ten (10) ayes in favor of the motion to defer item #16F - Disposition of School Board Owned Property (Laskin Road Annex), we defer it until January 9: Chair Riggs, Vice Chair Weems, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Franklin, Ms. Manning, Ms. Melnyk, and Ms. Owens. The motion passed, 10-0-0.

19. Adjournment: Chair Riggs adjourned the meeting at 10:32 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Trenace B. Riggs, School Board Chair