



## VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

### School Board Services

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

### ***School Board Regular Meeting Proposed Agenda*** **Monday, June 10, 2024**

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

Public seating will be made available on a first-come, first-served basis. Members of the public will also be able to observe the School Board Meeting through livestreaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, and on Zoom through the link below.

Attendee link: [https://us02web.zoom.us/webinar/register/WN\\_RCt4pzNWR8exQeh3eOmN7w](https://us02web.zoom.us/webinar/register/WN_RCt4pzNWR8exQeh3eOmN7w) Call-in (301) 715-8592 ID 854 1571 3599

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at [SchoolBoard@VBCPSboard.com](mailto:SchoolBoard@VBCPSboard.com) or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on June 7, 2024.

- 1. Administrative, Informal, and Workshop (School Administration Building #6 – School Board Room)..... 4:00 p.m.**
  - A. School Board Administrative Matters and Reports
  - B. Legislative Updates
  - C. Princess Anne High School Discussion
- 2. Closed Session (as needed)**
- 3. School Board Recess.....5:30 p.m.**
- 4. Formal Meeting (School Administration Building #6 – School Board Room) .....6:00 p.m.**
- 5. Call to Order and Roll Call**
- 6. Moment of Silence followed by the Pledge of Allegiance**
- 7. Student, Employee and Public Awards and Recognition**
- 8. Adoption of the Agenda**
- 9. Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**
- 10. Approval of Meeting Minutes**
  - A. May 28, 2024 Regular School Board Meeting **Added 06/09/2024**
- 11. Public Comments (until 8:00 p.m.)**

The School Board will hear public comments at the June 10, 2024 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on June 10, 2024. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the School Administration Building #6, 2512 George Mason Drive, Virginia Beach, Virginia 23456 by 5:45 p.m. June 10, 2024. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.



**12. Information**

- A. Recovery School Update/Resolution Reaffirmation
- B. FY 2024-25 Amended Budget Resolution **Documentation added 06/07/2024**
- C. Virginia School Boards Association (VSBA) Renewal

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

**14. Consent Agenda**

- A. Policy Review Committee (PRC) Recommendations:
  - 1. Policy 5-10/Admission Requirements
  - 2. Policy 5-15/Transfer Students
  - 3. Policy 5-20/Married Students
  - 4. Policy 5-35/Discipline and Control of Students
  - 5. Policy 5-47/School Sponsored Associations, Club and School Organizations
  - 6. Policy 5-48/Student Social Activities Sponsored by School Division
  - 7. Policy 5-51/Student Vehicles
  - 8. Policy 5-53/Activities: Access to School Facilities
  - 9. Policy 5-56/Contagious and Infectious Diseases: Human Immunodeficiency Virus (HIV)
  - 10. Policy 6-56/Student Travel for School-Sponsored Events
  - 11. Policy 7-48/Community Use of School Facilities/Generally
- B. Right of Entry Easement for Arrowhead Elementary School
- C. Corporate Landing Elementary School HVAC Replacement
- D. Red Mill Elementary School Sidewalk Easement
- E. Landstown High School HVAC Replacement **Title Updated 06/06/2024**
- F. Citizen's Advisory Committee Appointment Recommendations

**15. Action**

- A. Personnel Report / Administrative Appointments **Updated 06/12/2024**
- B. Policy Review Committee (PRC) Recommendations:
  - 1. Bylaw 1-28/Committees, Organizations and Boards – School Board Member Assignments
- C. Textbook Adoption:
  - 1. AP Psychology
  - 2. AP European History
- D. FY 2024-25 Amended Budget Resolution **Documentation added 06/07/2024**
- E. Salary Resolution **Documentation added 06/07/2024; Documentation updated/revised 06/10/2024**

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

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

**18. Adjournment**



**Subject:** Legislative Updates **Item Number:** 1B

**Section:** Administrative, Informal, and Workshop **Date:** June 10, 2024

**Senior Staff:** N/A

**Prepared by:** Legislative Liaisons from Kemper Consulting

**Presenter(s):** Legislative Liaisons from Kemper Consulting

**Recommendation:**

That the School Board's legislative liaisons from Kemper Consulting will present a review of the 2024 General Assembly Session.

**Background Summary:**

N/A

**Source:**

N/A

**Budget Impact:**

N/A



**Subject:** Princess Anne High School Discussion **Item Number:** 1C

**Section:** Administrative, Informal, and Workshop **Date:** June 10, 2024

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director of Facilities Services

**Presenter(s):** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Recommendation:**

That the School Board receive information and participate in a discussion regarding the educational program, design, and associated square footage for the Princess Anne High School Replacement Project. The goal of this discussion is to begin the process of moving the Princess Anne High School Replacement Project past 30% design.

**Background Summary:**

Virginia Beach City Public Schools has completed 30% design documents and educational specifications for the Princess Anne High School Replacement Project as part of the Public-Private Education Facilities and Infrastructure Act (PPEA) Interim Agreement, entered into on March 30, 2023. As part of the CIP FY24/25 process, the School Board will receive information and input on the continued design for this replacement project as design continues past 30%.

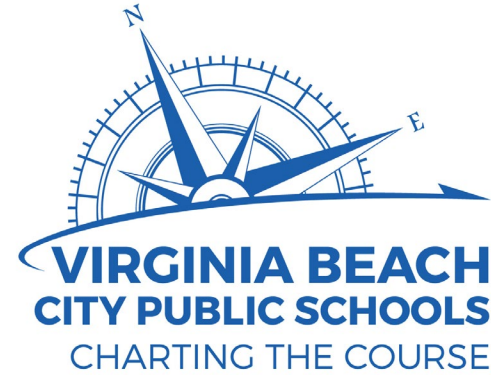
**Source:**

School Board Policy 3-12

**Budget Impact:**

N/A





# Princess Anne High School Discussion

*Department of School Division Services*

*Office of Facilities Services*

*Tuesday, June 10, 2024*

# Agenda

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1. Overview of PAHS Project Components
2. School Size Comparison 30% Design
3. Post 30% Design Reductions
4. Post 30% Design High School Comparisons
5. Estimated Cost Factors
6. Small Group Discussion
7. School Board Guidance Review

## ***Princess Anne High School Replacement Project***

*30% Design Aspirational Rendering*



# Overview of Project Components

## Replacement of the Existing PAHS on the Current Site

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### PAHS

**Ed Specs Include:**

- 9<sup>th</sup> through 12<sup>th</sup> Grades
- Enrollment: 1,550 students  
Zoned & Academy
- 72-74 Teaching Stations

<u>Facility:</u>	<u>Maximum Operating Capacity:</u>	<u>Unique Programs &amp; Functions:</u>
Princess Anne High School	1,550 students (Zoned & Academy)	<ul style="list-style-type: none"><li>- International Baccalaureate (IB) Curriculum</li><li>- Special Education Center</li><li>- NJROTC Program (PAHS &amp; BHS students)</li><li>- Hybrid schedule</li><li>- "1-lunch" schedule for food service</li></ul>
Divisionwide SpEd Center	+ 150 students (Divisionwide SPED)	<ul style="list-style-type: none"><li>- Separate program serving students from throughout the Division</li><li>- Connected to PAHS with some shared facilities</li></ul>
Swing Space	1,700 students	<ul style="list-style-type: none"><li>- Temporary location of students during construction of replacement school</li></ul>

### Divisionwide SpEd Center

**Ed Specs Include:**

- Enrollment: 150 students
- 20 teaching stations

- Current Enrollment totals 120 SPED & SECEP
- 17 core classrooms with support spaces
- 3 classrooms for SECEP
- Class sizes vary per program: 6-10 students
- Independent Living & Adaptive PE spaces
- Serves students through age 21





# Balancing Enrollments Across High Schools

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## ➤ Princess Anne HS:

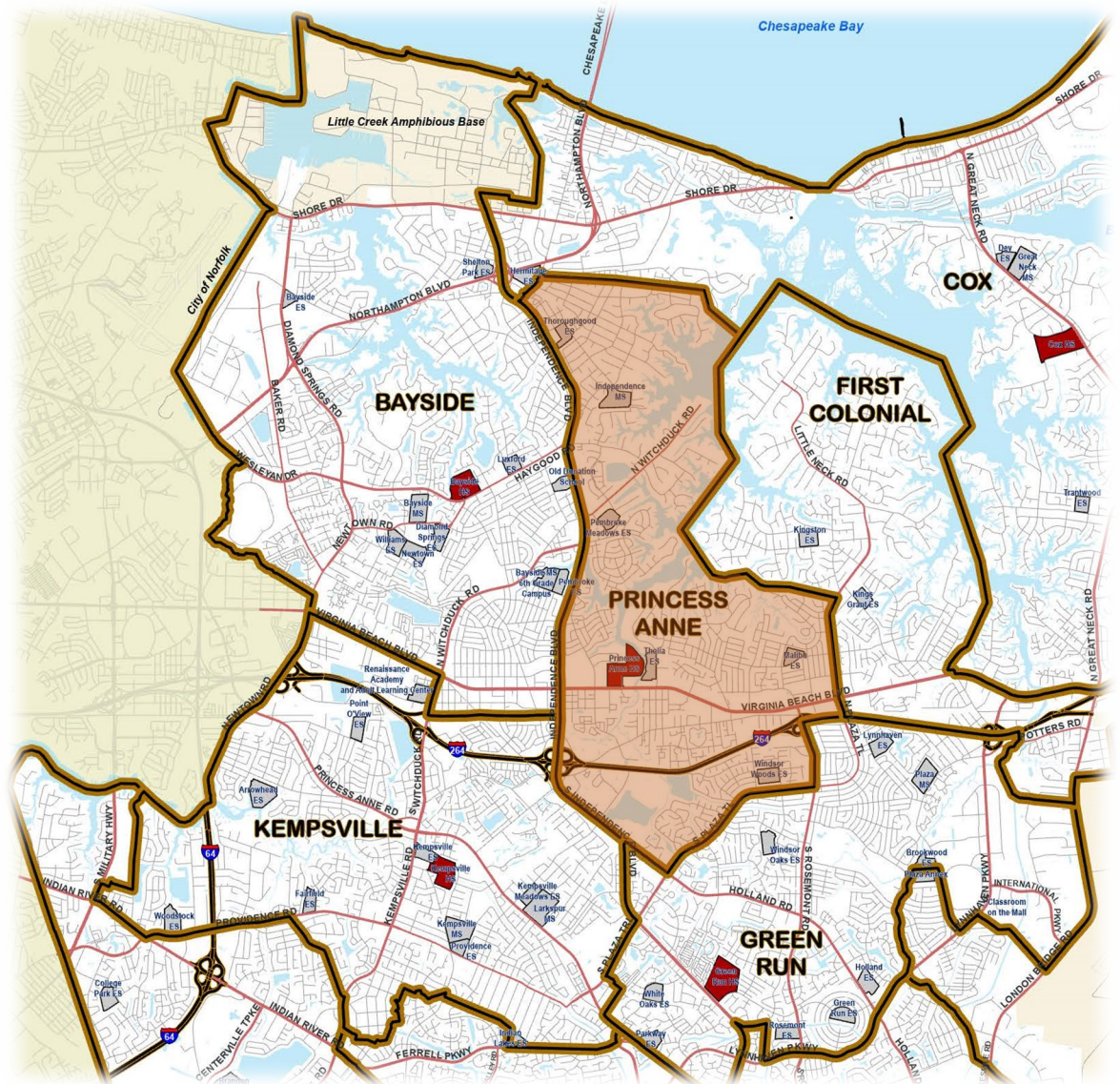
- SY 23/24 Enrollment: 1,720 (1,600 + 120)
- SY 25/26 - SY 28/29 Projections: 1,540 - 1,650
- SY 31/32 Projections: 1,700 (1,550 + 150)

## ➤ Bayside HS:

- SY 23/24 Enrollment: 1,910
- SY 25/26 - SY 28/29 Projections: 1,940 - 2,010
- SY 31/32 Projections: 2,010

## ➤ Kempsville HS:

- SY 23/24 Enrollment: 2,000
- SY 25/26 - SY 28/29 Projections: 1,990 - 1,960
- SY 31/32 Projections: 1,920



Note: Numbers are rounded.

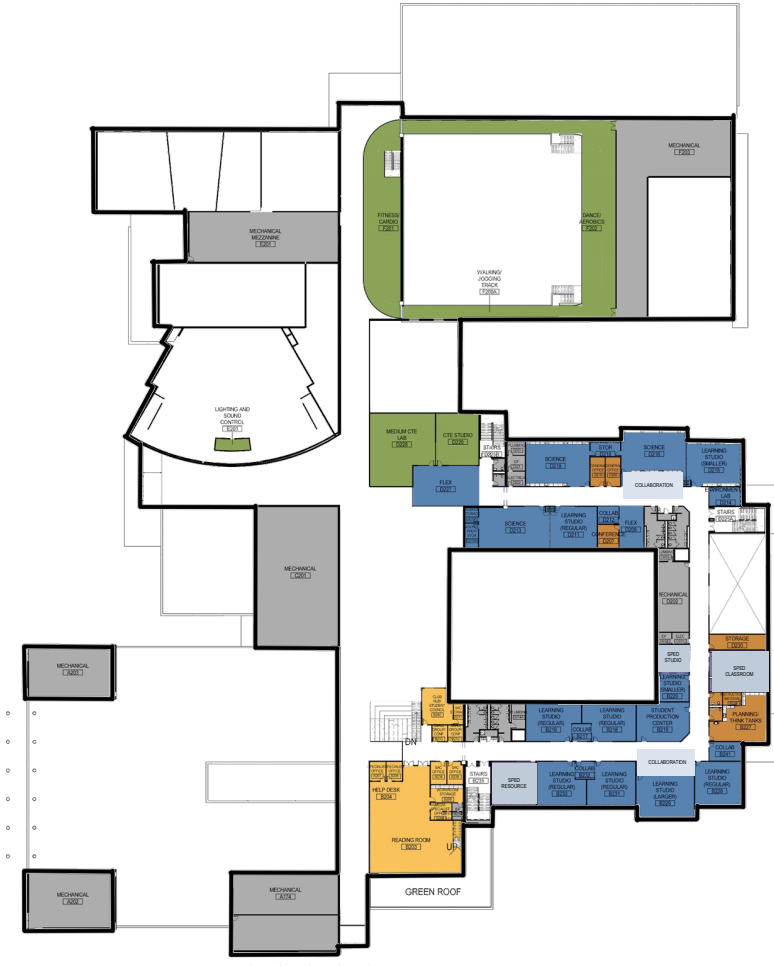
# PAHS 30% Design Floor Plans

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## Overview of Building Layout



FIRST FLOOR PLAN



SECOND FLOOR PLAN



FOURTH FLOOR PLAN



THIRD FLOOR PLAN

# Comparisons to Recent VA High Schools

PAHS 30% Design

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		Bid Year	Student Capacity	Building Area (SF)	SF/Pupil
Lightridge High School	Loudoun Co.	2018-19	1,903	305,133	160
13th High School	Prince William Co.	2018-19	2,601	334,885	129
Washington & Lee HS	Westmoreland Co	2019-20	837	141,089	169
JR Tucker HS	Henrico Co.	2020-21	1,990	265,101	133
Highland Springs HS	Henrico Co.	2020-21	2,028	265,101	131
George Mason HS	Falls Church City	2021-22	1,448	294,700	204
Rocktown HS	Harrisonburg City	2023-24	1,696	258,253	152
Stafford County HS #6	Stafford Co.	2023-24	2,151	299,192	139
Princess Anne HS Replacement Proposed			1,550	292,600	189
VA Statewide Average 2010 to 2022					160
Average of 2 High Schools with Similar Capacities (George Mason and Rocktown)					176

Data from VDOE Construction website



# Comparisons to Recent VA High Schools

PAHS 30% Design Comparisons with Similar Capacity VA High Schools

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		Bid Year	Student Capacity	Building Area (SF)	SF/Pupil
Lightridge High School	Loudoun Co.	2018-19	1,903	305,133	160
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## Key Take-Away:

Schools with smaller enrollments typically have higher SF/Pupil.

Data from VDOE Construction website

# Comparisons to Recent VA High Schools

PAHS 30% Design Comparisons with Low SF/Pupil VA High Schools

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		Bid Year	Student Capacity	Building Area (SF)	SF/Pupil
Lightridge High School	Loudoun Co.	2018-19	1,903	305,133	160
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Princess Anne HS Replacement Proposed			1,550	292,600	189
VA Statewide Average 2010 to 2022					160

## Key Take-Away:

Schools with larger capacities typically have lower SF/Pupil.

Data from VDOE Construction website



# Comparisons with JR Tucker High School

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Spaces that DO NOT EXIST in JR Tucker HS

## Classrooms & Support Spaces:

**5,600 GSF (3.5 SF/Pupil)**

- Student Production Centers
- Environmental Labs

## PE / Team Spaces:

**7,500 GSF (2.25 SF/Pupil)**

- Wrestling (dedicated)
- Walking / Jogging Track

Spaces that are SIGNIFICANTLY SMALLER in JR Tucker HS

**12,100 GSF (7 SF/Pupil)**

- Collaborative Spaces & Small Group Rooms
- Music Spaces
- Black Box / Drama Classroom (Performing Arts support space)
- Scenery Shop (Performing Arts support space)
- NJROTC (also supports BHS students)

## Career & Tech Ed Spaces:

**17,100 GSF (11 SF/Pupil)**

- Culinary Lab
- Design Lab
- CADD/ Coding Lab
- Maritime Mechanics Lab
- Flex CTE Labs (Multiple)

## Indoor Mechanical:

**3,750 GSF (2.25 SF/Pupil)**

## Key Take-Aways:

These Spaces account for **46,000 GSF**, or **16%**, of the Total Building Area of the proposed Princess Anne HS.

These spaces account for **30 SF/pupil** in the proposed PAHS

# Comparisons with JR Tucker High School

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## Key Take-Aways:

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These spaces account for **30 SF/pupil** in the proposed PAHS

# Summary of Comparisons

**PAHS 30% Design** Comparisons with **Low SF/Pupil** VA High Schools **DRAFT COPY**

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## Comparable / Similar Spaces:

- Science Labs
- Visual Arts

## PAHS has More Space per Student:

- Career Technical Education (CTE)
- IB Academy
- Flexible Extended Learning Areas for Collaborative, Hands-on Learning
- NJROTC
- Special Education
- Music & Performing Arts
- Physical & Wellness Education, Athletics
- Dining Commons/ Food Services
- Building Services / Maintenance

## PAHS has Less Space per Student :

- Library / Media Center (*some LMC functions distributed to Learning Communities*)

**Focus for potential reductions**

## Key Take-Away:

*School facilities are planned and sized to meet specific educational program needs of their respective communities.*

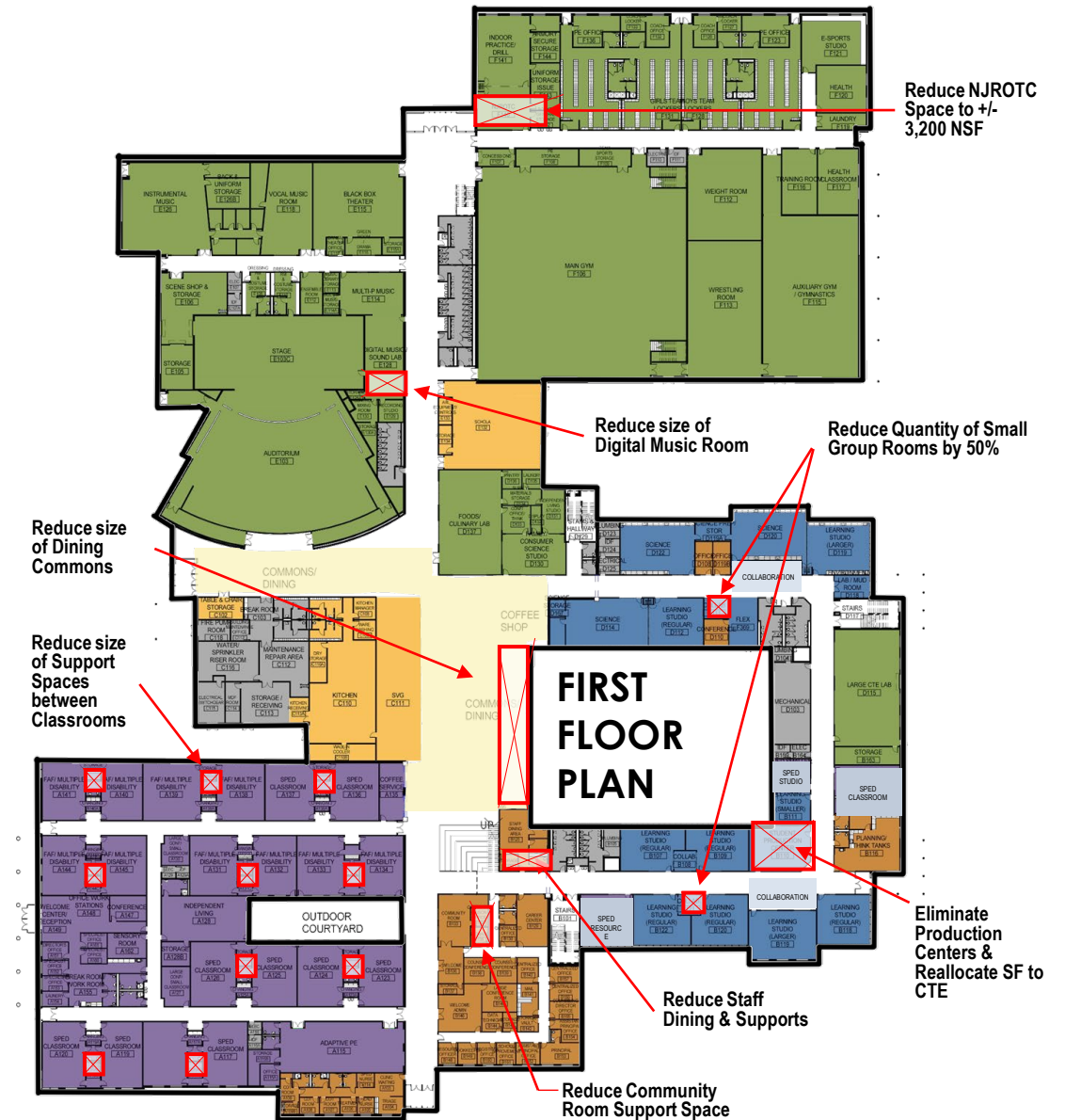
*“Apples-to-Apples” comparisons among facilities can be misleading without also accounting for and understanding local differences in these programs & buildings.*

# Post 30% Design Reductions

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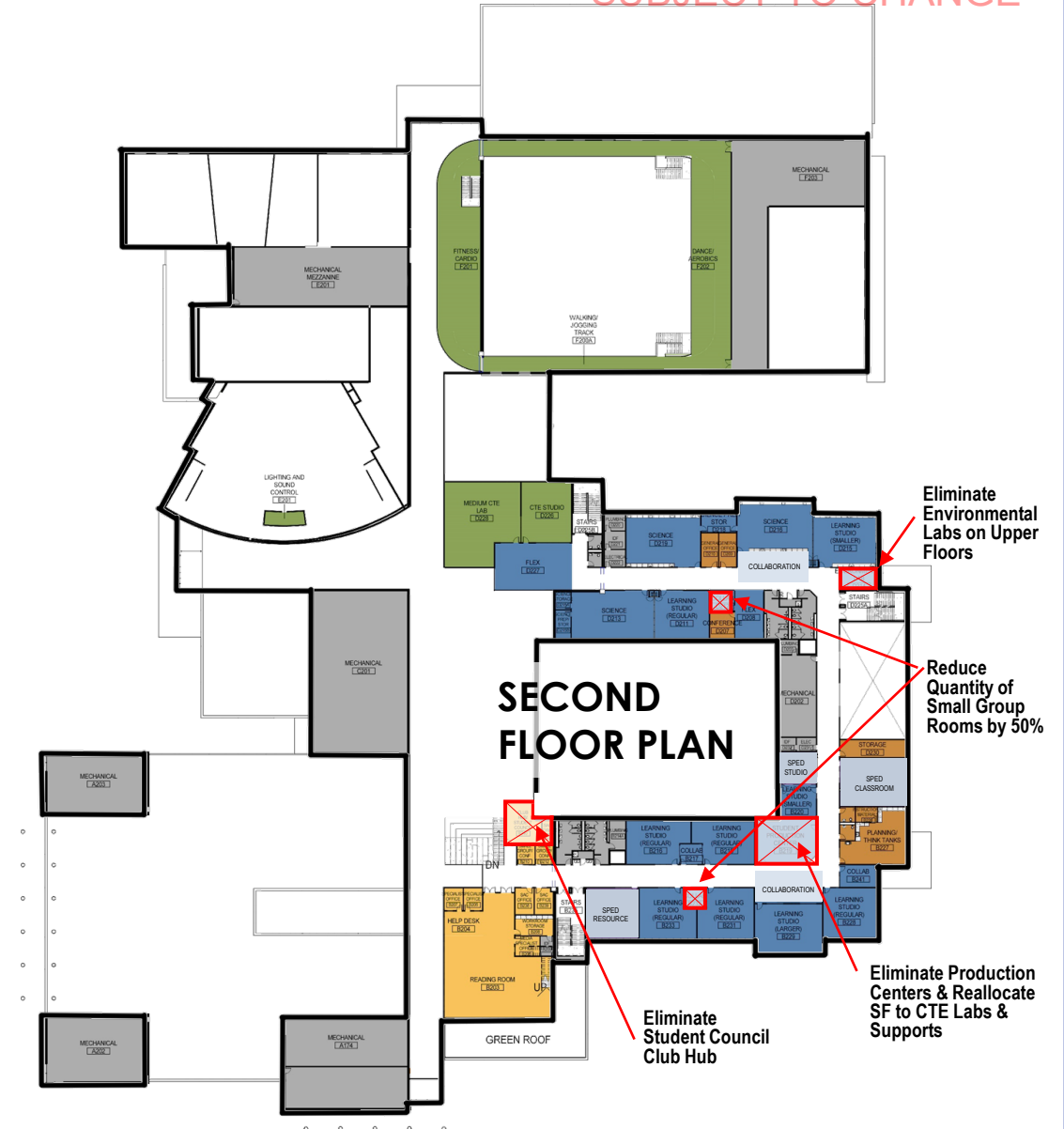
## Space Reductions Identified by Staff

Learning Communities	(gross SF)
Replace Student Production Centers with CTE Spaces	See CTE below
Reduce quantity of Small Group Rooms to 2 per Learning Community (vs 4)	- 1,700
Reduce quantity of Environmental Labs to 1 (vs 4)	- 1,400
Increase Student : Teacher Ratio for regular classrooms to 27:1 (vs 25:1)	- 1,100
Activity Programs	
Combine 3D/Ceramics with one of the 2D Art Rooms (vs stand-alone 3D Art)	- 700
Reduce the size of Digital Music / Keyboarding Lab to 800 nsf (vs 1,000 nsf)	- 300
Reallocate area from Student Production Center into CTE/Marine Science Labs	- 300
Reduce sum of NJROTC spaces to 3,200 nsf (down from 3,500 nsf)	- 400
Campus Commons Areas:	
Reduce size of Media Center Maker Space	- 300
Reduce size of student dining space to accommodate ¼ of students (vs 1/3)	-1,400
Omit Club Hub / Student Council spaces	- 900
Administration / Main Office:	
Reduce size of Staff Dining Room	- 400
Reduce size of Community Engagement Center	- 100
VBCPS SpEd Center	
Reduce size of shared support spaces between classrooms	- 1,400
<b>TOTAL REDUCTIONS (GROSS SQUARE FEET)</b>	<b>-10,400</b>



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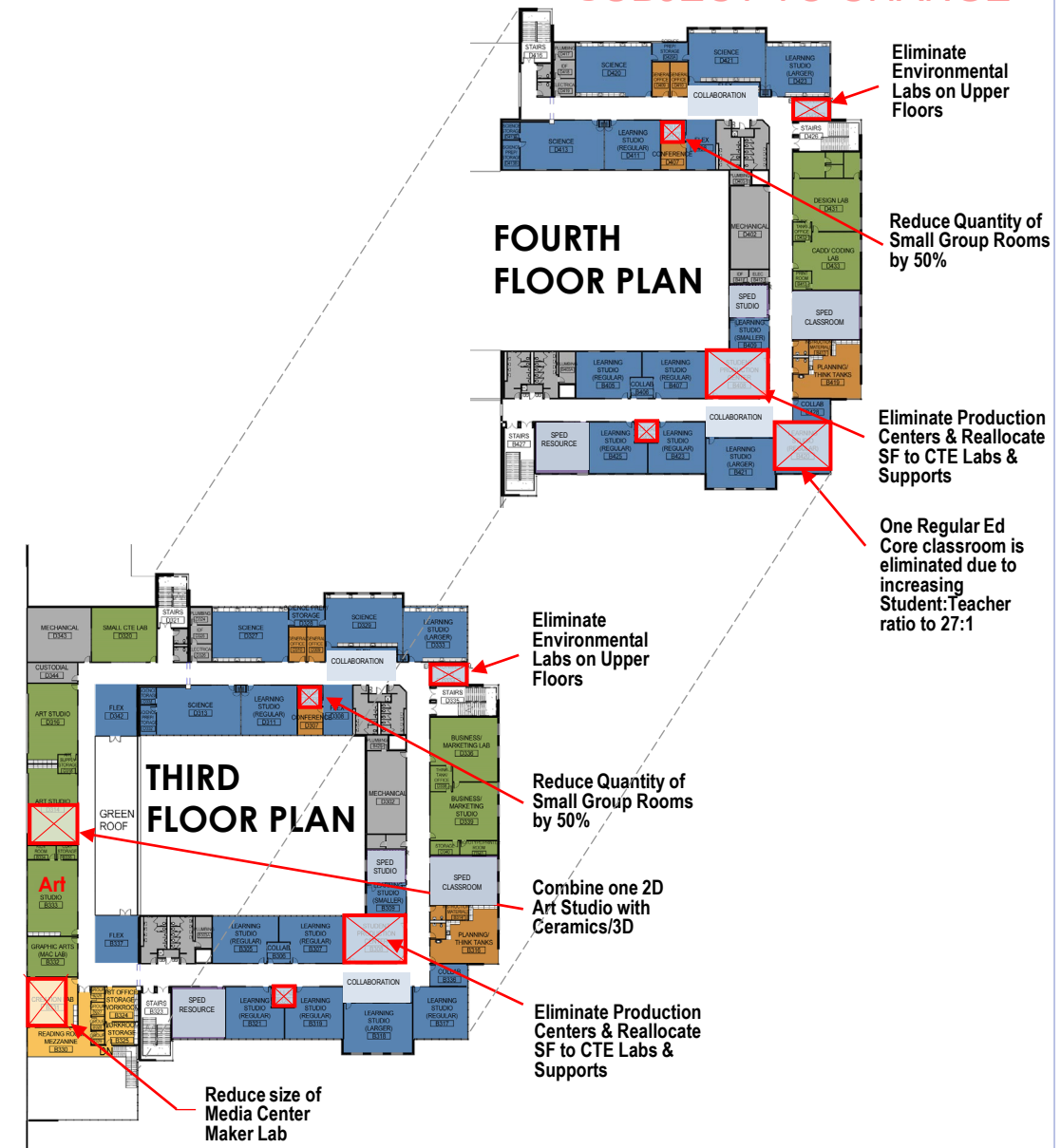


# Post 30% Design Reductions

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<b>TOTAL REDUCTIONS (GROSS SQUARE FEET)</b>	<b>-10,400</b>

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# Overall High School Comparisons

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Current Princess Anne HS	30 % Design	Efficiencies Post 30%
REGULAR EDUCATION WING		
+/- 139 SF per student	+/- 189 SF per student	+/- 183 SF per student
<b>208,900 SF</b> <small>*does not include SPED wing or 10 portables</small>	<b>292,600 SF</b> <small>*does not include SPED wing or field house</small>	<b>283,600 SF</b> <small>*does not include SPED wing or field house</small>
SPECIAL EDUCATION WING		
+/- 200 SF per student	+/- 255 SF per student	+/- 245 SF per student
<b>20,000 SF</b> <small>*includes SPED wing only</small>	<b>38,200 SF</b> <small>* includes SPED wing only</small>	<b>36,800 SF</b> <small>* includes SPED wing only</small>

Max Operating Capacity	Total Sq. Feet	Sq. Feet / Pupil	Grades	Project Name	Division Name	Contract Award Date	Total Cost/ Sq. Feet	Total Construction Cost
1,550	283,600	+/- 183	9-12	PAHS Comprehensive	VBCPS Proposed	2026	\$ 605.68	+/- \$ 172,000,000
-	13,200	-	-	PAHS Field House	VBCPS Proposed	2026	\$ 605.68	+/- \$ 8,000,000
150	36,800	+/- 245	9-12+	PAHS SPED Center	VBCPS Proposed	2026	\$ 605.68	+/- \$ 22,000,000
1,700	333,600	+/- 196	9-12+	PAHS Post 30%				+/- \$ 202,000,000

## Notes

School Construction Cost Data from Virginia DOE

- Total Construction Cost: Usually Includes: construction, site development, water system, sewage disposal, built-in equipment and demolition. (without change orders)
- Total Construction Cost: Excludes A&E fees, value engineering, construction management fees, cost of site, loose equipment, and furniture.
- Capacity: State SOL capacity based on a pupil teacher ratio of 25:1 in core classrooms.

Source:  
<https://www.doe.virginia.gov/program-services/school-operations-support-services/facility-construction-maintenance/school-construction-cost-data>




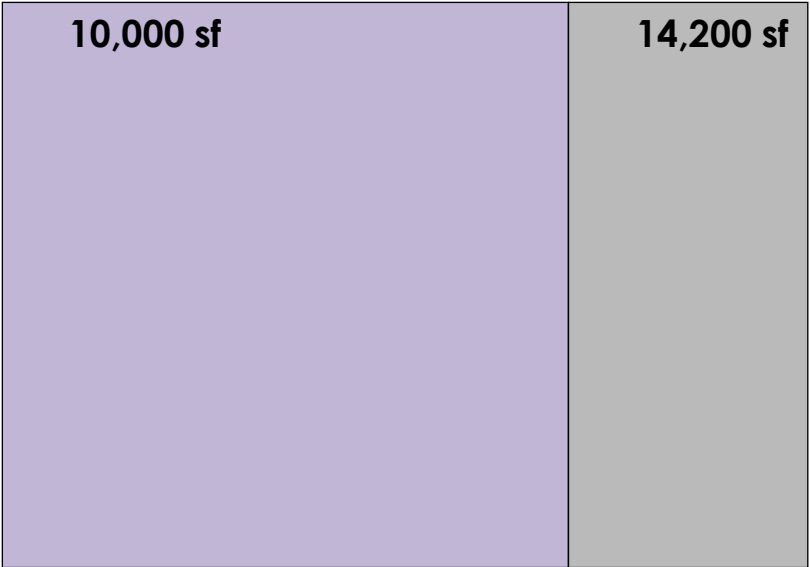
## School Construction Cost Data | Virginia Department of Education

Max. Operating Capacity	Total Sq. Feet	Sq. Feet/ Pupil	Grades	Project Name	Division Name	Contract Award Date	Total Cost/ Sq. Feet	Total Construction Cost
2,151	299,192	139	9-12	Stafford County HS 6	Stafford County (089)	Sep-2023	\$ 481.52	\$ 144,065,702
1,696	258,253	152	9-12	Rocktown HS	Harrisonburg City (113)	Dec-2019	\$ 337.81	\$ 87,240,574
837	141,089	169	9-12	Washington and Lee	Westmoreland County	Oct-2019	\$ 329.74	\$ 46,523,000
2,028	265,101	131	9-12	Highland Springs HS	Henrico County (043)	Aug-2019	\$ 370.80	\$ 98,300,000
1,990	265,101	133	9-12	J. R. Tucker HS	Henrico County (043)	Aug-2019	\$ 349.69	\$ 92,702,206
2,601	334,885	129	9-12	13th High School	Prince William County	Nov-2018	\$ 323.99	\$ 108,500,000
1,903	305,133	160	9-12	Lightridge HS	Loudoun County (053)	Jul-2018	\$ 361.17	\$ 110,205,296
1,448	294,700	204	9-12	George Mason HS	Falls Church City (109)	Jul-2018	\$ 291.09	\$ 85,783,598

**Total Estimated Project Budget for PAHS Post 30% is +/- \$277,000,000**

# Estimated Impacts on Up-Front Costs

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SF Reductions	x 1.42 Gross SF	Estimated Cost (2026 = \$605.68/sf)
10 sf 	14.2 sf = 0.017 sf/student	\$ 8,600
100 sf 	142 sf = 0.17 sf/student	\$ 86,000
1,000 sf 	1,420 sf = 1.70 sf/student	\$ 860,000
10,000 sf 	14,200 sf = 17.0 sf/student	\$ 8,600,000

## Estimated Cost Impacts of Project Delay

(assumes a bid date in 2026)

1 Year @ 6.21%/year ± \$ 15,000,000

2 Years @ 6.21%/year ± \$ 31,000,000

## Key Take-Away:

Use the SF chart to gauge the cost impact of square-footage reductions.

Refer to the estimates above to gauge impacts of time / inflation.



## INTENT: Identify Areas to Explore Space Modifications

## Discussion Group Topics (20-Minute Rotating Discussions)

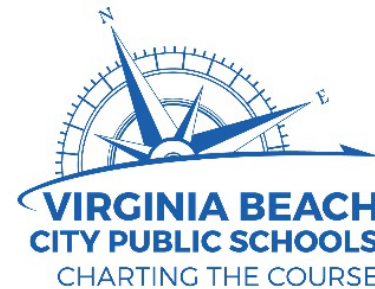
- **Size of Classrooms**
  - Core: 800 SF    State min: 700 SF
  - SpEd Resource: 800 SF    State min: 400 SF
- **Student Collaboration Areas**
  - Reduce size of 4 spaces
- **SpEd Center Capacity**
  - Reduce Capacity to below 150 students (current enrollment = 120 SECEP + SpEd)
- **Other Ideas**

- CTE Spaces & Associated Programs
  - Reduce the scope of CTE
- Wrestling Room
  - Eliminate & share Aux Gym / Gymnastics Gym
- Mezzanine at Main Gym
  - Eliminate indoor Track & Fitness Areas
- Auditorium / Theater
  - Increase seating capacity to avoid outside rental fees
- Other Ideas

- **Balancing Enrollments in High Schools (Attendance Zones)**
- **Combine Schola Seating area with Dining**
  - Overlap Schola seating with open area of the dining space, keep Schola stage & supports
- **Operational / Maintenance**
  - Reduce extent of indoor mechanicals, hallway widths, etc.
- **Other Ideas**



# Next Steps



Department of School Division Services  
Jack Freeman, Chief Operations Officer

Office of Facilities Services  
Melisa A. Ingram, Executive Director



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

**Section:** Approval of Meeting Minutes **Date:** June 10, 2024

**Senior Staff:** N/A

**Prepared by:** Regina M. Toneatto, School Board Clerk

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

**Recommendation:**

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

A. May 28, 2024 Regular School Board Meeting

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

**Background Summary:**

N/A

**Source:**

Bylaw 1-40

**Budget Impact:**

N/A



School Board Services

**Kimberly A. Melnyk, Chair**  
District 2

**Jennifer S. Franklin, Vice Chair**  
District 2 – Kempsville

**Beverly M. Anderson**  
At-Large

**Kathleen J. Brown**  
District 10

**Michael R. Callan**  
District 6

**David Culpepper**  
District 8

**Shannon L. Kendrick**  
District 4  
Interim

**Victoria C. Manning**  
At-Large

**Jessica L. Owens**  
District 3 – Rose Hall

**Trenace B. Riggs**  
District 1 – Centerville

**Carolyn D. Weems**  
District 9

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

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**School Board Regular Meeting MINUTES**  
**Tuesday, May 28, 2024**

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

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1. **Administrative, Informal, and Workshop:** Chair Melnyk convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 28th of May 2024.  
In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown (arrived at 4:02 p.m.), Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens (arrived at 4:01 p.m.), Ms. Riggs (arrived at 4:03 p.m.), and Ms. Weems.  
Chair Melnyk stated members of the public will be able to observe the School Board Meeting through livestreaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, and on Zoom; and thanked those that have joined us in person and online.
  - A. **School Board Administrative Matters and Reports:** Ms. Anderson mentioned attending the GSA play and it was fantastic, the students were amazing; Chair Melnyk mentioned the June 4 Special School Board meeting for the Superintendent's evaluation, meeting start time is 4:00 p.m.; sign-up sheet for June meetings with the Superintendent; School Board committee assignments, reassigned in July, let the Chair and Vice Chair know your committee interests.  
Dr. Robertson mentioned still waiting for the CAL Tool to prepare the budget, should have information by the end of the week, there will be a budget workshop on June 4; updated the School Board on shooting event that happened over the weekend, conversation with VBPD and setting up a meeting to deal with challenge of gun violence; and will provide the School Board with any updates.
  - B. **CIP Funded Facilities Maintenance Projects Update:** Melisa Ingram, Executive Director, Facilities Services, provided the School Board information regarding the Capital Improvement Program (CIP) at it relates to CIP funded facilities maintenance projects; Jack Freeman, Chief Operations Officer, shared a brief introduction regarding the adopted CIP, planning for maintenance projects, summertime to preform work; Ms. Ingram continued the presentation and reviewed the approved FY24-25 CIP funding summary; shared chart of funding summary for maintenance strategy; existing schools building systems maintenance needs: HVAC (CIP 1-018), reroofing (CIP 1-019), and various (CIP 1-020) – foundation repairs, fire alarm replacements, etc.; reviewed list of schools for renovations and replacements HVAC and shared an example; school kitchens – HVAC additional needs: HVAC needs at 23 sites, operational safety and health concern, mitigation strategies – supplemental systems, optimize ventilation, continued monitoring and maintenance, summer 2024: Rosemont Elementary School and Kings Grant Elementary School; reviewed list of schools for renovations and replacements roofing and shared example and video of leaking ceiling; reviewed list of schools for renovations and replacements various projects (fire alarm replacement, ceiling replacement, foundation repair) and shared an example;

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deferred maintenance – new construction projects: Princess Anne High School – 14 building systems being reviewed; B.F. Williams Elementary School – 12 building systems being reviewed; Bayside 6<sup>th</sup> Grade Campus – 10 building systems being reviewed; Bayside High School – 10 building systems being reviewed; outdoor athletic facilities accessibility improvements (CIP 1-017 Grounds); SY 23-24 improvements: high school athletic sites ADA compliant; SY 24-25 and SY 25-26 middle school athletic sites: assessments underway, implementation Phase I, continued collaboration; funding summary – maintenance strategy: goal – support safe, healthy, and effective learning environments; maintenance replacement strategies – lower operating and utility costs, update systems to prolong life cycles, and continue preventative maintenance.

The presentation continued with questions and comments regarding information on renovation projects and priority projects; Bayside Middle School repair project; approved funding in CIP; funding of maintenance and new construction over six years; facilities being made ADA compliant; list of various renovations and replacements projects.

- C. Employee Input Survey Results Summary: Robert Veigel, Research Specialist, Office of Planning, Innovation, and Accountability, provided the School Board information about the 2024 Employee Input Survey results; about the survey – express ideas and make suggestions for continuous improvement (working conditions, benefits), 5-point response scales with neutral option, anonymous, online survey, response rate: 5,088 of 10,832 (47%) of staff; agreement levels for 2024: resources and information – overall agreement levels ranged from 67 to 83 percent; working relationships – overall agreement levels ranged from 67 to 86 percent; professional development – overall agreement levels ranged from 59 to 70 percent; opportunities within VBCPS – overall agreement levels ranged from 62 to 83 percent; benefits – satisfaction levels ranged from 43 percent for financial support for professional learning to 70 percent for the BEWell program; provided a handout regarding results by employee groups; summary of findings by employee group: four main employee groups (instructional, administrative, clerical, school division services), administrator group – highest agreement and satisfaction on almost all items in all categories, school division services – lowest agreement on majority of items in the resources and information category and all items in the working relationships category, clerical personnel – lowest agreement on all items in professional development category, instructional staff – lowest agreement level on items about being proud to work in VBCPS, lowest satisfaction on nearly all benefit items; items with higher levels of agreement across all employee groups: proud to work in school/department (82%-87%), individual differences are respected (79%-91%), encouraged to work as part of a team (79%-88%), have quality resources to do job well (78%-91%).

Summary of findings by years of experience: 24+ years of experience – highest agreement on all items in the resources and information category, 8 to 23 years of experience – highest satisfaction with saving/spending accounts, 7 years or experience or less – highest agreement and satisfaction on the following items: proud to work in VBCPS, health plan, health plan premiums, dental benefits, financial support for professional development/training; next steps: preparing to share summary results reports for all staff to view, senior staff and departments engaging in a review of the data to identify implications for their work, Human Resources planning to share how emerging trends in the EIP data will be addressed as part of an upcoming School Board meeting. The presentation continued with questions and comments regarding participation rates; distribution of survey to employees; reaching out to School Division Services (transportation, food services, custodians) regarding taking the survey; information shared with staff, how broken down (by school); transportation; chief officers received data/information, determine action steps; staff participation; benefits; difference between VRS plans.

2. **Closed Session:** At 5:05 p.m., Vice Chair Franklin made the following motion, seconded by Ms. Riggs, 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, 2, 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.

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2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.

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. Superintendent's contract and/or evaluation.
- B. Appointment of a specific administrator.
- C. Status of student related cases – student discrimination complaints, student injury case.
- D. Old Donation School 2024-25 options discussion with legal counsel.
- E. Status of pending litigation or administrative cases.
- F. Consultation with legal counsel regarding probable litigation and pending litigation matters.

There was a brief discussion; Mr. Culpepper requested to defer item D. Old Donation School 2024-25 options discussion with legal counsel; Ms. Manning concurred regarding differing the item; Ms. Brown made a motion to remove item D at this time until after the formal meeting, Ms. Manning seconded the motion; Chair Melnyk confirmed item D will not be discussed in Closed Session at this time and will be deferred to the end of the meeting. Without further discussion, Chair Melnyk called for a vote to convene into Closed Session. The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. There was one (1) abstention: Ms. Brown. The motion passed, 10-0-1.

The School Board recessed in Closed Session at 5:10 p.m.

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

- B. Appointment of a specific administrator: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.
- C. Status of student related cases – student discrimination complaints, student injury case: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.

The School Board reconvened at 5:34 p.m.



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Certification of Closed Session: Vice Chair Franklin 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.

Ms. Riggs made the motion, seconded by Ms. Kendrick for the Certification of Closed Session. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion for Certification of Closed Session. The motion passed unanimously, 11-0-0.

3. **School Board Recess:** Chair Melnyk adjourned the Administrative, Informal, and Workshop session at 5:36 p.m.
4. **Formal Meeting (School Administration Building #6 – School Board Room)** ..... **6:00 p.m.**
5. **Call to Order and Roll Call:** Chair Melnyk convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m. on the 28th day of May 2024.  
In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems.  
Chair Melnyk thanked the members of the public joining the meeting in person and online.
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
  - A. Virginia Beach Future Teachers for Tomorrow: The School Board recognized recipients of Virginia Teachers for Tomorrow from each high school as well as the Technical and Career Education Center. This “grow your own” program is an opportunity for the division to develop and cultivate new teachers from our very own students. This year, a total of 38 contracts have been awarded.
  - B. Virginia Mathematics Leader of the Year, Virginia Council for Mathematics Supervision: The School Board recognized Tina Mazzacane as the Virginia Mathematics Leader of the Year from Virginia Council for Mathematics Supervision.
  - C. 2024 VSBA Tidewater Regional Art Contest winner: The School Board recognized Oliva Kennon, a senior at Landstown High School, as a 2024 VSBA Tidewater Regional Art Contest Winner. The winning artwork is framed and displayed in the offices of the VSBA in Charlottesville.
  - D. Top 20 Under 20, Hampton Roads Workforce Council: The School Board recognized the following three students for the Top 20 Under 20 Award given by the Hampton Roads Workforce Council: Madeline Lane and Erin Sutton, both juniors at Kempsville High School in the Entrepreneurship and Business Academy, and Smit Kothair, a freshman at Ocean Lakes High School.
  - E. VBCPS Digital Citizenship winners: The School Board recognized the VBCPS Digital Citizenship Contest winners from the following schools: Rowan Pope, Trantwood Elementary School; Noemi Lopez, Corporate Landing Elementary School; Jakhia Morris, Katie Wilkins, and Stella Swartz, Independence Middle School; and Kara Miller, Kempsville High School. The Judges’ Choice Winners were Parker Phillips, and Kayla Marie Pagtakhan, Virginia Beach Middle School.
  - F. VBCPS Podcast Contest winners: The School Board recognized the winners of the first-ever district-wide podcast contest. The theme for the contest was “Elevate Your Voice!”. The winners were: Michelle Pearce, Scarlett Cokley, Lyla Nash, and Addison Headley from Tallwood Elementary School; Jude Fulgencio and Harrison Rousseau from Kempsville Middle School; and Kalena Botelho from Tallwood High School.

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- G. Future Business Leaders of America (FBLA) first place state competition winners: The School Board recognized 24 students as first-place winners in the Future Business Leaders of America competition. To earn a first-place award, students demonstrate expertise in a role-playing scenario, providing feasible solutions to a plan developed by the students – demonstrating confidence, poise, and assertiveness during their presentation, or by earning the highest score on a 100-multiple choice question assessment.
- H. Area 5 Drill, Athletic and Academic Invitational Champion – Green Run High School (Navy Junior ROTC): The School Board recognized the students and staff from Green Run High School NJROTC as the Area 5 Navy Junior ROTC Champions. The Green Run team took first place in curl-ups, pushups, unit personnel inspection and unarmed exhibition. The team also placed first in academics and second in armed exhibition, armed standard drill, and unarmed standard drill.

- 8. Adoption of the Agenda:** Chair Melnyk called for any modifications to the agenda as presented. Ms. Manning made a motion to move item 17B (Old Donation School 2024-25 options discussion) to Information item #12G. Ms. Weems seconded the motion. A discussion followed regarding the motion; discussion of topic in open session and closed session; transparency and public input; attorney-client privilege; emails from public; reasons for closed session (i.e., personnel, property, etc.); Freedom of Information Act; motion restated – Old Donation School 2024-25 options discussion; Code of Virginia 2.2-3711 Part A, Section 8. Without further discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were two (2) ayes in favor of the motion to move item 17B (Old Donation School 2024-25 options discussion) to Information item #12G: Ms. Manning, and Ms. Weems. There were nine (9) nays opposed to the motion to move item 17B (Old Donation School 2024-25 options discussion) to Information item #12G: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs. The motion failed, 2-9-0.

Chair Melnyk called for a motion to approve the agenda as presented. Ms. Owens made the motion, seconded by Ms. Brown. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were nine ayes in favor of the motion to approve the agenda as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs. There were two (2) nays opposed to the motion to approve the agenda as presented: Ms. Manning, and Ms. Weems. The motion passed, 9-2-0.

- 9. Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings):** Superintendent Robertson shared the following information: 1) The feedback from the Superintendent's Teacher Advisory Committee was invaluable and helped division leadership make adjustments in real time to support teaching and learning. Thanked the Teacher Forum Leadership Council and the Teacher Assembly for providing invaluable input to division leadership this school year; 2) school communities are doing a great job celebrating Teacher Appreciation Month; thanked community partners, volunteers, and PTA members for showing support for our teachers; 3) over 600 people came to the Family and Wellness Expo at Bayside High School on May 11, thanked the Office of Student Support Services and community partners for a successful event; 4) students embarked on their journey to a bright future at the Junior Career Fair at Bayside 6<sup>th</sup> Grade Campus earlier this month. They explored a variety of possible career tracks and the educational path to get there; 5) more than 300 student athletes and their peer buddies filled Tallwood High School stadium on May 8 for the annual Little Feet Meet; 6) over 1,000 VBCPS students collaborated in teams at the 15<sup>th</sup> annual STEM Trifecta Challenge on May 15 at the Virginia Beach Convention Center. Teams participated in one of three challenges: robotics, "maker" or cybersecurity; and 7) reminders for students and families: register students by June 14 for transportation for the 2024-25 school year, encourage community to participate in "Love for VB Day on May 31, celebrating graduation of our senior classes at the Virginia Beach Convention Center from June 11 through June 15, and last day of school is Friday, June 14.

**10. Approval of Meeting Minutes**

- A. May 14, 2024 Regular School Board Meeting: Chair Melnyk called for any modifications to the May 14, 2024 regular School Board meeting minutes as presented. Hearing none, Chair Melnyk called for a motion to approve the May 14, 2024 as presented. Ms. Brown made the motion, seconded by Ms. Riggs. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were seven (7) ayes in favor of the motion to approve the May 14, 2024 meeting minutes as presented: Chair Melnyk, Ms. Anderson, Ms. Brown, Mr. Callan,



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Ms. Kendrick, Ms. Owens, and Ms. Riggs. The following School Board members abstained: Vice Chair Franklin, Mr. Culpepper, Ms. Manning, and Ms. Weems. The motion passed, 7-0-4.

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

There were seventeen (17) in person speakers (including five (5) student speakers) and three (3) online speakers (including one (1) student speaker); topics discussed were ODS; selection process; adding a third grade class; rating system; gifted education; Policy 5-35; raises; seat belt lock; gifted cluster classes; gifted testing; racism; bullying; vouchers and tax credits; racial discrimination; Kempsville High School; DEI policy; race, equity, equality; safe learning environment; and increasing access to gifted education.

The Public Comments concluded at 7:44 p.m.

**12. Information**

- A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board approve Policy Review Committee (PRC) recommendations regarding review and amendment of certain bylaws and policies as reviewed by the PRC at its May 20, 2024 meeting. Kamala Lannetti, School Board Attorney presented the following:
1. Bylaw 1-28/Committees, Organizations and Boards – School Board Member Assignments: The PRC recommends removing the Planning and Performance Monitoring Committee from the Bylaw and the reference to it from the Governance Committee section. There was a brief discussion regarding changes to Bylaw 1-28 for members of the Governance Committee.
  2. Policy 5-10/Admission Requirements: The PRC recommends adding clarifying language regarding applying and consideration for Continued Enrollment after a student moves out of the City. There was a brief discussion regarding a different policy for students in a kinship care agreement; legislation regarding kinship care.
  3. Policy 5-15/Transfer Students: There are no recommended changes to this policy. This policy is being presented to comply with the 5-year review period.
  4. Policy 5-20/Married Students: The PRC recommends adding language pertaining to a spouse's access to a married student records and removing the Editor's Note to align with other recent policy changes.
  5. Policy 5-35/Discipline and Control of Students: The PRC recommends removing the Editor's Note to align with other recent policy changes.
  6. Policy 5-47/School Sponsored Associations, Club and School Organizations: The PRC recommends adding "will" to the clarify the requirements of school-sponsored associations, clubs, and organizations.
  7. Policy 5-48/Student Social Activities Sponsored by School Division: There are no recommended changes to this policy. This policy is being presented to comply with the 5-year review period.
  8. Policy 5-51/Student Vehicles: The PRC recommends adding language to limit the intent of the Policy to school hours and to clarify language regarding consent to search student vehicles.
  9. Policy 5-53/Activities: Access to School Facilities: The PRC recommends removing the Editor's Note to align with other recent policy changes.
  10. Policy 5-56/Contagious and Infectious Diseases: Human Immunodeficiency Virus (HIV): The PRC recommends removing the Editor's Note to align with other recent policy changes and other scrivener's changes.
  11. Policy 5-73/Voter Registration: There are no recommended changes to this policy. This policy is being presented to comply with the 5-year review period. There was a discussion regarding authorizing teachers; review policy language; feedback from administrative staff; recommendation from staff regarding wording; policy 5-73 to go back to the Policy Review Committee.
  12. Policy 6-56/Student Travel for School-Sponsored Events: The PRC recommends clarifying language regarding the appropriate use of School Board vehicles and the request for use of commercial transportation.
  13. Policy 7-48/Community Use of School Facilities/Generally: The PRC recommends adding language that authorizes the Superintendent to create regulations and procedures regarding the report to the School

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Board. There was a brief discussion on policy; clarification on what to report; facilities use form; use of athletic fields; and development of process.

- B. Revised General Fees Schedule 2024-2025: Crystal Pate, Chief Financial Officer provided the School Board additional revisions to the FY 2024-2025 General Fees Schedule; Adult Learning Center - PN I-II Adult Student Licensed Practical Nursing Program: \$2,7450; PN2 New Adult Licensed Practical Nursing (LPN) Program: \$4,730; PN3 Adult Student Licensed Practical Nursing (LPN) Program: \$6,985; Technical and Career Education Center Courses – Practical Nursing I and II (LPN High School): \$995; Cosmetology (tool kits): \$300; Pharmacy Technician: no fees required for SY 24-25
- C. Academic Support Update: Monica Robinson, Ed.D., K-12 Academic Support Programs Coordinator, provided the School Board information regarding Academic Support Programs; defined Academic Support – a wide variety of instructional methods, educational services, or school resources provided to students to help remediate or accelerate learning; reviewed alignment to goals: Goal 1: Educational Excellence, Equity Emphasis, Strategies 3, 7, and 8; Goal 2: Student Well-Being – Equity Emphasis, Strategies 1 and 3; Goal 3: Student Ownership of Learning – Equity Emphasis, Strategies 1, 2, 3, and 6; Goal 5: Mutually Supportive Partnerships – Equity Emphasis, Strategies 1 and 4; National Math + Science Initiative (NMSI) purpose – increase enrollments in AP/IB and Dual Enrollment Programs; increase success on AP exams through year-round training, coaching, resources for teachers, and study materials for student; monitor academic progress through action planning, regular meeting, and focused recruitment and retention support; Equal Opportunity Schools (EOS) purpose – increase access to AP math, science, computer science and English Language courses for all students; additional resources for student success; supports for advance level coursework: NMSI – 50% off all math and science assessments, academic supports and tutoring, content specific professional learning; EOS – outreach lists, Insight Cards, pathways report, support and belonging report; shared example of a sample Insight Card; shared student voice from Insight Cards, “What do you wish your teacher knew about you?”; reviewed data regarding advanced level coursework (Advanced Placement, International Baccalaureate, and Dual Enrollment) - all high schools, AP and DE – Tallwood High School, AP – Green Run High School, noted there was improvement in all groups; core content academic supports – effective and independent reading courses, tutoring; Read 180 – teacher-led instruction: whole and small group, student app, independent reading; Lexile growth for reading intervention students: Lexile gain: 78%, met EOY growth goal: 56%, met 2x growth goal: 33%, advanced reading level: 29%; VBCPS partner with FEV Tutor, 24/7 tutoring: targeted, self-scheduled, and on-demand; shared sample of FEV Tutoring dashboard; FEV Tutor – 2023-2024 (May 2024) tutoring: number of students participating: 2,233; number of attended scheduled lessons: 10,515; number of on-demand lessons: 2,827; shared QR codes for academic support and acceleration program for tutoring (ASAP tutoring) and virtual summer academy.

The presentation continued with questions and comments regarding supports for math and science assessments; grants provided to schools; accessing FEV Tutoring; Classlink; AP and Dual Enrollment classes; READ 180 – lower numbers on high school level, want students to be on reading level, don’t want high numbers at the secondary level; and READ 180 well received at the elementary level.

D. Textbook Adoptions:

1. AP Psychology
2. AP European History

Recommended that the School Board receive information regarding textbook adoptions for AP Psychology and AP European History. The recommendation is for the School Board to review and approve the following high school AP Psychology and AP European textbooks and materials sent by publishers for implementation in the Fall of 2024.

Course Title	Textbook	Publisher	Copyright
AP Psychology	<i>Myers' Psychology, 4<sup>th</sup> Edition</i>	Bedford, Freeman, Worth	2024
AP European History	<i>Western Heritage Since 1300, 12<sup>th</sup> Edition</i>	Pearson	2020

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Thomas Quinn, Executive Director of Secondary Teaching and Learning presented the School Board information on the above textbook adoptions; reviewed the textbook adoption process; noted no OER (Open Educational Resources) was found; AP Psychology first-choice textbook: *Myers' Psychology, 4<sup>th</sup> Edition*; rationale: aligned to the new College Board objectives and promotes traits in the VBCPS Graduate Profile; includes color graphs, charts, diagrams, images, videos, and visuals that support learning; provides practice exams and assessments that can be assigned through Canvas; integrates with Canvas and is available offline; implementation costs: 850 student enrollment, approximately \$151,622.77 initial implementation cost, approximately \$163,703.24 total implementation cost (over seven years); digital text for each student; one class set of 15 for each teacher. AP European History first-choice textbook: *Western Heritage Since 1300, 12<sup>th</sup> Edition*; rationale: aligned to the College Board objectives and promotes the traits of the VBCPS Graduate Profile; integrates with Canvas; provides robust digital resources with interactive opportunities, including reading and note-taking guides; provides extensive test preparation, including tips, topics, and full practice assessment; implementation costs: 640 student enrollment, approximately \$116,697.76 initial implementation cost, approximately \$126,195.91 total implementation cost (over seven years); digital text for each student; one class set of 15 for each teacher. There was a brief discussion regarding the AP European History textbook and a request to review the recommended textbooks.

- E. Citizens' Advisory Committee Appointment Recommendations: Recommended that the School Board approve appointments to Citizens' Advisory Committees for a three-year term beginning July 1, 2023 and ending June 30, 2026 reflecting the outcome of School Board discussion of applications as personnel matters during a closed meeting on May 14, 2024; Laura Beth Mattson, Intergovernmental Affairs and Constituent Services Specialist read the recommendations to fill voting member vacancies as listed below:

**CITIZEN ADVISORY COMMITTEE FOR GIFTED EDUCATION:**

Chanel Minter – Kempsville  
Holly Edwards – Bayside  
Amanda Ash – At Large  
Samuel Levin – Tallwood  
Mary (Cathy) Smith – At Large  
Holly Bennett – First Colonial

**SPECIAL EDUCATION ADVISORY COMMITTEE:**

Samantha-Ann Hagger  
Amber Miller  
Alternative – Tracey Olson  
Meghan Ashburn – Reappoint  
Katie Ali – Reappoint  
Lee Woodard – Reappoint  
Sarah Cook – Reappoint  
\*Remove Matthew Gentile

**GENERAL ADVISORY COUNCIL FOR TECHNICAL AND CAREER:**

Chandler Pitcher – Ocean Lakes  
James Cervera – Salem  
Yvonne Swain – Landstown

After the names were read, there was a brief discussion regarding the process and how the members were selected.

- F. Virginia School Boards Association (VSBA) Legislative Positions: The School Board discuss certain VSBA Legislative Positions and determine whether amendments or other actions regarding positions are needed; School Board Member and Legislative Committee Chair, Mr. Culpepper reviewed the following information: In the spring of each year, the VSBA begins an eight-month process to determine statewide legislative positions for the next year. This process has numerous steps: (1) position proposals from member boards are solicited (usually in March or April); (2) the VSBA Legislative Positions Committee reviews them (July) and forwards the

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proposed new or modified positions to the VSBA Board of Directors, which (3) considers them (August) and recommends changes to the VSBA Delegate Assembly (November), which, in turn, (4) approves, deletes, revises and proposes changes to old and new legislative positions.

No school board in Virginia is bound by any position of the Association. Any board that wishes to adopt a legislative position differing from the actions taken by the VSBA Delegate Assembly needs only to meet after the VSBA Delegate Assembly meeting and adopt a local position. Absent that action, and notification to VSBA, school boards that participate in the VSBA Delegate Assembly - even if they were on the losing side of a particular vote - will be represented as supporting the VSBA position. If the Virginia General Assembly or the U.S. Congress enacts a law that is voted against by a state or federal lawmaker, it is still the law of the land, even in that lawmaker's jurisdiction, and every citizen must abide by the decision.

VSBA Legislative Positions for discussion: 4.16 Employee Criminal Background Checks, 5.5 Local Choice Health Benefits for School Board Members, 5.7 Fiscal Authority of School Boards, 7.1 Support for Private Education, Vouchers, and Tax Credits, 9.13 Election of Board of Education Members, 10.9 Guns at School-Related Functions.

A discussion followed regarding background checks; costs; VBCPS employees and paying for background checks; need to have legislation matching VSBA positions; positions from other school districts; state funds to help with cost of background checks; vouchers and tax credits; Ms. Riggs shared a statement regarding vouchers, tax credits and private education; recovery school, concerns and questions regarding item from VSBA...The VSBA also opposes measures requiring the transfer of local taxpayer funds to other jurisdictions or to private providers should a student choose to enroll in a virtual program outside of their home school division; Virtual Virginia; changes/additions to VSBA positions; reaching out to the VSBA regarding legislative process; and voting at VSBA convention in November on legislative positions.

**13. Return to public comments if needed:** As noted under Agenda item #11, Public Comments concluded at 7:44 p.m.

**14. Consent Agenda:** Chair Melnyk read the following items on the Consent Agenda:

- A. Resolution: Juneteenth: Recommended that the School Board approve a resolution recognizing the 19<sup>th</sup> day of June of each year, also known as Juneteenth.
- B. Divisionwide Literacy Plan: Recommended that the School Board approve the Division Literacy Plan as mandated by the Virginia Literacy Act (VLA).
- C. Elementary School Playground Equipment Upgrade: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract in the amount of \$993,487.59 with Play & Park Structures for the replacement of elementary school playground equipment at the following schools: North Landing Elementary School, Point O'View Elementary School, Landstown Elementary School, Indian Lakes Elementary School, Parkway Elementary School.
- D. Bayside Middle School Foundation Repair – Phase I: Recommended that the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA for the Bayside Middle School Foundation Repair- Phase I in the amount of \$568,100.

After reading the items on the Consent Agenda, Chair Melnyk called for any objections from the School Board voting on the Consent Agenda items. Hearing none, Chair Melnyk called for a motion to approve the Consent Agenda as presented. Ms. Anderson made the motion, seconded by Ms. Kendrick. Chair Melnyk asked for the resolution to be read.

Ms. Kendrick read the following resolution:

**RESOLUTION  
Juneteenth  
June 2024**

**WHEREAS**, Juneteenth commemorates the day freedom was proclaimed to all enslaved people in the South by the Union General Gordon Granger, who arrived in Galveston, Texas, proclaiming the authority of the United States



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over Texas in the name of then President Andrew Johnson on June 19, 1865, more than two and half years after the signing of the Emancipation Proclamation by President Abraham Lincoln; and

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

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

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

**NOW, THEREFORE, BE IT**

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

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

Adopted by the School Board of the City of Virginia Beach this 28<sup>th</sup> day of May, 2024

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

**15. Action**

- A. Personnel Report / Administrative Appointments: Chair Melnyk called for a motion to approve the May 28, 2024 personnel report and administrative appointments. Ms. Anderson made the motion, seconded by Ms. Owens that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the April 30, 2024 personnel report along with the administrative appointments as recommended by the Superintendent. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion to approve the May 28, 2024 personnel report and administrative appointments: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Ms. Kendrick, Ms. Owens, Ms. Riggs, and Ms. Weems. There were three (3) nays opposed to the motion to approve the May 28, 2024 personnel report and administrative appointments: Ms. Brown, Mr. Culpepper, and Ms. Manning. The motion passed, 8-3-0.  
Superintendent Robertson mentioned the following: Melissa W. Disher, Teacher, First Colonial High School as Coordinator of Legal Studies Academy, First Colonial High School.
- B. Federal Grant Applications: Chair Melnyk called for a motion to approve the administrations intent to apply for the following federal grants for the 2024-2025 school year:
- Title I, Part A - Improving the Academic Achievement of the Disadvantaged: Improving Basic Programs Operated by Local Educational Agencies (LEA)

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- Title I, Part D - Improving the Academic Achievement of the Disadvantaged: Prevention and Intervention Programs for Children and Youth Who are Neglected, Delinquent, or At Risk
- Title II, Part A - Preparing, Training, and Recruiting High Quality Teachers and Principals: Teacher and Principal Training and Recruiting Fund
- Title III, Part A - Language Instruction for English Learners and Immigrant Students
- Title IV, Part A - Student Support and Academic Enrichment Grants

Ms. Brown made the motion, seconded by Ms. Owens. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the administrations intent to apply for the federal grants as presented for the 2024-2025. The motion passed unanimously, 11-0-0.

- C. Revised General Fees Schedule 2024-2025: Chair Melnyk called for a motion to approve the revised FY 2024-25 General Fees Schedule as presented including the rates for student fees for optional/ancillary services or activities. Ms. Anderson made the motion, seconded by Ms. Kendrick. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the revised FY 2024-25 General Fees Schedule as presented including the rates for student fees for optional/ancillary services or activities. The motion passed unanimously, 11-0-0.
- D. Budget Transfers: Chair Melnyk called for a motion to approve the budget transfers as presented in the agenda packet. Vice Chair Franklin made the motion, seconded by Ms. Riggs. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the budget transfers as presented in the agenda packet. The motion passed unanimously, 11-0-0.

- 16. ***Committee, Organization or Board Reports***: Vice Chair Franklin asked a question regarding a formal PRC meeting schedule, Ms. Owens stated dates have been chosen at the end of the PRC meetings, currently working on a schedule of meetings.
- 17. ***Return to Administrative, Informal, Workshop or Closed Session matters***: At 9:33 p.m. Vice Chair Franklin made the following motion, seconded by Ms. Anderson 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, 2, 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.
  - 2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in a scholastic record concerning any student of any public institution of higher education in the Commonwealth or any state school system. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents, or guardians so request in writing and such request is submitted to the presiding officer of the appropriate board.
  - 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.

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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. Superintendent's contract and/or evaluation.
- B. Status of student related cases.
- C. Old Donation School 2024-25 options discussion with legal counsel.
- D. Status of pending litigation or administrative cases.
- E. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Melnyk called for a vote. The School Board Clerk announced there were eight (8) ayes in favor of the motion to recess into Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs. There were three (3) nays opposed to the motion to recess into Closed Session: Ms. Brown, Ms. Manning, and Ms. Weems. The motion passed, 8-3-0.

The following School Board Members left the meeting at 9:37 p.m.: Ms. Brown, Ms. Manning, and Ms. Weems.

The School Board recessed into Closed Session at 9:39 p.m.

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

- C. Old Donation School 2024-25 options discussion with legal counsel: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; Eugene F. Soltner, Ed.D., Chief of Staff; Danielle E. Colucci, Chief Academic Officer; Crystal Lewis-Wilkerson, Ph.D., Director, Office of K-12 and Gifted Programs; and Regina M. Toneatto, School Board Clerk.

At 9:42 p.m., School Board Members, Ms. Kendrick and Ms. Riggs left the Closed Session. Ms. Riggs returned at 9:43 p.m. Ms. Kendrick returned at 9:46 p.m.

At 9:46 p.m., School Board Member, Ms. Brown returned to the meeting and joined the Closed Session.

At 9:48 p.m., School Board Member, Ms. Anderson left the Closed Session and returned at 9:49 p.m.

Chair Melnyk left the Closed Session at 9:55 p.m. and returned at 9:56 p.m.

Eugene F. Soltner, Ed.D., Chief of Staff, left the Closed Session and returned at 10:01 p.m.

School Board Member, Mr. Culpepper left the Closed Session at 10:28 p.m. and returned at 10:30 p.m.

At 10:33 p.m., the following staff members left the Closed Session: Eugene F. Soltner, Ed.D., Chief of Staff; Danielle E. Colucci, Chief Academic Officer; and Crystal Lewis-Wilkerson, Ph.D., Director, Office of K-12 and Gifted Programs.

- A. Superintendent's contract and/or evaluation: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.
- D. Status of pending litigation or administrative cases; and
- E. Consultation with legal counsel regarding probable litigation and pending litigation matters: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.

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- B. Status of student related cases: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.

The School Board reconvened at 10:48 p.m.

Certification of Closed Session: Vice Chair Franklin 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.

Mr. Callan made the motion, seconded by Ms. Owens. Chair Melnyk 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 Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs. There was one (1) abstention: Ms. Brown (missed a significant portion of the Closed Session). The motion passed, 8-0-1.

Chair Melnyk called for a motion to approve amendment number one (1) of the Superintendent's contract. Ms. Owens made the motion, seconded by Ms. Riggs. Chair Melnyk called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve amendment number one (1) of the Superintendent's contract: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Owens, and Ms. Riggs. The motion passed, 9-0-0.

- 18. Adjournment:** Chair Melnyk adjourned the meeting at 10:50 p.m.

Respectfully submitted:

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Regina M. Toneatto, Clerk of the School Board

Approved:

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Kimberly A. Melnyk, School Board Chair





**Subject:** Recovery School Update/Resolution Reaffirmation **Item Number:** 12A

**Section:** Information **Date:** June 10, 2024

**Senior Staff:** Eugene F. Soltner, Chief of Staff

**Prepared by:** Eugene F. Soltner, Chief of Staff

Bobby Jamison, Executive Director of Student Support Services

**Presenter(s):** Eugene F. Soltner, Chief of Staff

Bobby Jamison, Executive Director of Student Support Services

**Recommendation:**

That the School Board receive information regarding the continued developments of planning for a Region II Recovery School and review the Resolution of Commitment to an Investigation of a Region II Recovery School.

**Background Summary:**

The School Board was first introduced to the concept of a recovery school at the July 18, 2022, School Board Retreat. Three months later, for Information, developments for a Virginia Beach City Public Schools recovery school were presented along with the proposed funding streams of Innovative Lab School Grants and General Assembly funding. Neither funding source was granted. In an August 22, 2023, Board Workshop, the concept of a recovery school was revived with an expanded approach to a Region II Recovery School coupled with a legislative request for funding. On January 23, 2024, the school Board approved a Resolution of Commitment to an Investigation of a Region II Recovery School, and on February 13, 2024, the Board approved a motion to set aside \$500,000 in JUUL Settlement funds for a recovery school.

- July 18, 2022 (School Board Retreat)
- November 22, 2022 (Information)
- August 22, 2023 (Workshop)
- January 23, 2024 (Action)
- February 13, 2024 (Action)

**Source:**

N/A

**Budget Impact:**

TBD



# Recovery School Update/ Resolution Reaffirmation

School Board Information  
Office of the Superintendent  
June 10, 2024

# Timeline Overview




# Recovery High Schools (RHS)

- Support students recovering from substance abuse disorders by offering a range of academic and therapeutic services in a structured environment which promotes recovery
- Enhance a person's recovery capital—financial, human, social, and community factors

***RHSs attempt to support their students' recovery and academic achievement by creating connectedness and social capital in a context that supports the building of adolescent recovery capital.***

# Regional Recovery School Resolution

## Five Regional Superintendents Agreed to Explore and Plan



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

*School Board Services*

Kimberly A. Melnyk, Chair District 2	Jennifer S. Franklin, Vice Chair District 2 – Kempville
Beverly M. Anderson At-Large	Kathleen J. Brown District 10
David Culpepper District 8	Victoria C. Manning At-Large
Jessica L. Owens District 3 – Rose Hall	Trenace B. Riggs District 1 – Centerville
Michael R. Callan District 6	Staci R. Martin District 4
	Carolyn D. Weems District 9

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

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**Resolution of Commitment to an Investigation of a Region II Recovery School**

WHEREAS, the opioid epidemic coupled with mental health issues and the use of alcohol and other drugs has adversely affected students and the educational environment in Superintendent's Region II; and

WHEREAS, public schools in Region II offer no recovery school for students who have completed a residential and/or formal recovery program, and lack of a recovery school impacts the timely return for these students to a public school educational environment; and

WHEREAS, recent overdoses, deaths, school suspensions, and other indicators of drug and alcohol use are increasing among our youth, it is incumbent on our schools to provide support for those students with substance use disorder, through a recovery school in Region II; and

WHEREAS, the Association of Recovery Schools (ARS) defines a recovery high school as a secondary school designed specifically for students in recovery from substance use disorder. Recovery schools all share common goals: to educate all students in recovery from a substance use disorder in a safe and nurturing environment, to ensure all students in a recovery high school receive an academic curriculum which meets state standards and leads to attainment of a high school diploma, to provide supports to include counseling and public access to resources which strengthens students' social-emotional health while ensuring recovery and possible reintegration into the traditional high school, and to engage and educate families in a partnership to support their student in the recovery program and beyond.

NOW, THEREFORE BE IT RESOLVED

- That Dr. Donald E. Robertson, Jr., Acting Superintendent, and the School Board of the City of Virginia Beach begin the exploration, planning and establishment of a year-round regional recovery school to be located within one of the five initial participating school divisions in Region II: Chesapeake, Norfolk, Portsmouth, Suffolk, and Virginia Beach; and
- That the five initial superintendents will continue exploring and planning for a regional recovery school through the securing of a state appropriation for continued planning and startup costs, identifying a central location, seeking partnerships to address the substance use and co-occurring mental health challenges, identifying online and in person academic programs to meet the needs of students regardless of their point of entry and developing a program structure, determining viable transportation options, identifying staffing needs, creating a planning timeline for the target date for opening for the 2025-26 school year.

Adopted by the School Board of the City of Virginia Beach, Virginia this 23<sup>rd</sup> day of January 2024.

*Kimberly A. Melnyk*  
Kimberly A. Melnyk, School Board Chair

ATTEST:  
*Regina M. Toneatto*  
Regina M. Toneatto, School Board Clerk

**SEAL**  
SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH  
200038 • VIRGINIA BEACH

*Put Students First • Seek Growth • Be Open to Change • Do Great Work Together • Value Differences*

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- Secure Funding through State Appropriations
- Identify Central Location
- Seek Mental Health Partnerships
- Identify Curriculum
- Develop Program Structure
- Examine Transportation Options
- Target a 2025-2026 Opening



# Recovery School Funding General Assembly Appropriation

*Out of this appropriation, **\$1,000,000 the first year and \$500,000 the second year** from the general fund is provided to support the establishment of year-round high schools that are open to any student residing in the defined region who is in the early stages of recovery from substance use disorder or dependency. Students in the high school shall be provided academic, emotional, and social support needed to progress toward earning a high school diploma and reintegrating into a traditional high school setting. School divisions and regions are encouraged to use their Opioid Abatement Authority City/County Settlement Funds to support operations of the high schools.*

*Of this amount, \$500,000 the first year and \$250,000 the second year is **provided to Virginia Beach Public Schools** to support the establishment of a school for students residing in Superintendent's Region II. Virginia Beach Public Schools **shall submit a report regarding the planning, implementation, and outcomes** of the recovery high school to the Chairs of the House Appropriations Committee and Senate Finance and Appropriations Committee by December 1 each year.*

# Next Steps

- Reaffirm Support for Resolution through Action Agenda (June 25)
- Convene Regional Planning Committee/Create Full Implementation Plan (August 1-December 1)
- Present Comprehensive Regional Recovery School Plan through Information Agenda (December 10)
- Present Comprehensive Regional Recovery School Plan through Action Agenda (January 14)
- Assess Regional Approval and Adjust Regional Plan Accordingly (January-February)
- Staff and Prepare for 2025-2026 Opening (February-April)



## VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

### School Board Services

Kimberly A. Melnyk, Chair  
District 2

Jennifer S. Franklin, Vice Chair  
District 2 – Kempville

Beverly M. Anderson At-Large District 8	Kathleen J. Brown District 10	Michael R. Callan District 6
David Culpepper District 8	Victoria C. Manning At-Large	Staci R. Martin District 4
Jessica L. Owens District 3 – Rose Hall	Trenace B. Riggs District 1 – Centerville	Carolyn D. Weems District 9

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

### Resolution of Commitment to an Investigation of a Region II Recovery School

WHEREAS, the opioid epidemic coupled with mental health issues and the use of alcohol and other drugs has adversely affected students and the educational environment in Superintendent's Region II; and

WHEREAS, public schools in Region II offer no recovery school for students who have completed a residential and/or formal recovery program, and lack of a recovery school impacts the timely return for these students to a public school educational environment; and

WHEREAS, recent overdoses, deaths, school suspensions, and other indicators of drug and alcohol use are increasing among our youth, it is incumbent on our schools to provide support for those students with substance use disorder, through a recovery school in Region II; and

WHEREAS, the Association of Recovery Schools (ARS) defines a recovery high school as a secondary school designed specifically for students in recovery from substance use disorder or dependency. Recovery schools all share common goals: to educate all students in recovery from a substance use disorder in a safe and nurturing environment, to ensure all students in a recovery high school receive an academic curriculum which meets state standards and leads to attainment of a high school diploma, to provide supports to include counseling and public access to resources which strengthens students' social-emotional health while ensuring recovery and possible reintegration into the traditional high school, and to engage and educate families in a partnership to support their student in the recovery program and beyond.

### NOW, THEREFORE BE IT RESOLVED

1. That Dr. Donald E. Robertson, Jr., Acting Superintendent, and the School Board of the City of Virginia Beach begin the exploration, planning and establishment of a year-round regional recovery school to be located within one of the five initial participating school divisions in Region II: Chesapeake, Norfolk, Portsmouth, Suffolk, and Virginia Beach; and
2. That the five initial superintendents will continue exploring and planning for a regional recovery school through the securing of a state appropriation for continued planning and startup costs, identifying a central location, seeking partnerships to address the substance use and co-occurring mental health challenges, identifying online and in person academic programs to meet the needs of students regardless of their point of entry and developing a program structure, determining viable transportation options, identifying staffing needs, creating a planning timeline for the target date for opening for the 2025-26 school year.

Adopted by the School Board of the City of Virginia Beach, Virginia this 23<sup>rd</sup> day of January 2024.



*Kimberly A. Melnyk*  
Kimberly A. Melnyk School Board Chair

ATTEST:

*Regina M. Tonnatto*  
Regina M. Tonnatto, School Board Clerk

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[www.vbschools.com](http://www.vbschools.com)

# Questions





**Subject:** FY 2024-25 Amended Budget Resolution **Item Number:** 12B

**Section:** Information **Date:** June 10, 2024

**Senior Staff:** Crystal M. Pate, Chief Financial Officer

**Prepared by:** Crystal M. Pate, Chief Financial Officer

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

**Recommendation:**

That the School Board approve the FY 2024/25 School Operating Amended Budget Resolution.

**Background Summary:**

Information and attachments are forthcoming.

**Source:**

Virginia Code Sections 22.1-115 and 22.1-89, Board Policy 3-10, and Board Regulations 3-10.1.

**Budget Impact:**

The Amended Budget Resolution – FY 2024/2025 reflect all the updated and correct budget numbers.

## **FY 2024-25 Amended Budget Resolution**

**WHEREAS**, the School Board of the City of Virginia Beach approved the FY 2024/25 School Board Proposed Operating Budget on March 12, 2024; and

**WHEREAS**, the FY 2024/25 budget was adopted by the City Council on May 14, 2024; and

**WHEREAS**, the adopted budget recognizes a decrease in local tax revenue streams used to calculate the Revenue Sharing Formula for the city's contribution to the schools; and

**WHEREAS**, a negative adjustment of \$218,208 has been placed in the schools' FY 2024/25 operating budget to account for the variance in city revenues; and

**WHEREAS**, this negative adjustment will be offset with additional state revenue; and

**WHEREAS**, Governor Youngkin convened a special session of the General Assembly on May 13, 2024; and

**WHEREAS**, the 2024 Special Session I General Assembly adopted a budget that amends FY 2025-2026 Direct Aid distributions to school divisions; and

**WHEREAS**, these amendments include, among other items, a 3% compensation supplement to school divisions for Standards of Quality (SOQ) instructional and support positions effective July 1, 2024; and

**WHEREAS**, Governor Youngkin signed the Virginia State Budget on May 13, 2024; and

**WHEREAS**, state funds for the School Operating fund will increase by \$18,937,444 and state sales tax will decrease by \$2,784,933; and

**WHEREAS**, the School Board of the City of Virginia Beach requests an additional appropriation of \$16,152,511 into the School Operating fund and \$105,000 into the Green Run Collegiate Charter School fund; and

**WHEREAS**, appropriations of funds must be approved by the City Council prior to the expenditure of funds by the School Board of the City of Virginia Beach; and

## **NOW, THEREFORE, BE IT**

**RESOLVED:** the School Board of the City of Virginia Beach requests an additional appropriation to the School Operating fund of \$16,152,511, which includes a \$105,000 transfer to the Green Run Collegiate Charter School fund; and be it

**FURTHER RESOLVED:** the School Board of the City of Virginia Beach requests an additional appropriation to the Green Run Collegiate Charter School fund of \$105,000; and be it



**FURTHER RESOLVED:** these funds will be used to provide additional special education support, one wellness day for benefit-eligible employees in an allocated position, and a 2% increase in the entry rates for both the unified and instructional experience-based step pay scales, effective August 1, 2024; and be it

**FURTHER RESOLVED:** that the School Board of the City of Virginia Beach approves and affirms the necessary appropriation and recommended uses of these funds; and be it

**FINALLY RESOLVED:** That a copy of this resolution be spread across the official minutes of this Board, and the Clerk of the Board is directed to deliver a copy of this resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 10<sup>th</sup> day of June 2024.

SEAL

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Kimberly A. Melnyk, School Board Chair

Attest:

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Regina M. Toneatto, Clerk of the Board



**Subject:** Virginia School Boards Association (VSBA) Renewal Dues **Item Number:** 12C

**Section:** Information **Date:** June 10, 2024

**Senior Staff:** N/A

**Prepared by:** Regina M. Toneatto, School Board Clerk

**Presenter(s):** Kimberly A. Melnyk, School Board Chair

**Recommendation:**

That the School Board discuss the Virginia School Board Association (VSBA) annual renewal dues.

**Background Summary:**

The Virginia School Board Association (VSBA) is a private, voluntary, organization of Virginia public schools boards. The VSBA provides training, publications, resources, access to some legal assistance, access to some services such as policies, superintendent searches, legislative services, conventions and networking and access to other school board associations nationwide.

The School Board has been a member of VSBA for over twenty years. The annual dues for VSBA are determined by a formula set by VSBA and member school boards can add additional services at certain costs. For FY24-25, the annual dues for The School Board of the City of Virginia Beach are \$13,779.73. Member school boards pay separately for attending conferences, trainings, or other services.

**Source:**

Virginia School Board Association (VSBA)

**Budget Impact:**

Membership Invoice: \$13,779.73

**VSBA****Virginia School Boards Association**

Leadership • Advocacy • Support

# VSBA MEMBER BENEFITS

Since 1906, the Virginia School Boards Association has stood as a cornerstone of member-driven leadership, offering unwavering support and advocacy to school boards statewide. As a respected association deeply committed to member-led initiatives, VSBA has consistently provided guidance and resources essential for educational excellence. With over a century of history, we've remained a voluntary, membership-driven organization, continuously offering guidance and essential resources to foster educational excellence statewide. Listed below are some of the numerous benefits of membership in the VSBA.

## BOARD LEADERSHIP DEVELOPMENT

Training and equipping governance teams to raise student achievement.

- Personalized Governance Team training
- Workshops on relevant topics
- In person and online conferences
- Board awards and recognition programs
- Free webinars on hot topics
- Monthly podcasts on board governance and relevant K-12 topics of interest
- Professional co-hort opportunities on governance topics

## PROFESSIONAL SERVICES

First-class, members-only and/or discounted services, supporting the work of the governance team.

- Exclusive access to policy services
- Access to legal information
- Strategic planning facilitation
- Superintendent search services
- VSBA BoardDocs
- Individualized consultation



## ADVOCACY AND COMMUNICATIONS

Sharing the good news and advocating for public education.

- Daily Virginia Education News
- Newsletter and Special Edition publications
- Access to a member-driven Delegate Assembly that establishes the legislative platform for the association
- Member guides
- Legislative bill tracking, research, reporting, and talking points
- Monitoring and reporting on State Board of Education meetings
- Legislative updates
- Comprehensive End of VA General Assembly Report

## NETWORKING AND COLLABORATION

Providing opportunities to engage and learn with fellow members.

- Participation in multiple committees and task forces
- Access to new member mentoring program
- Statewide meetings and conferences
- Best practice sharing through publications and events
- Ongoing Regional networking opportunities



Subject: Policy Review Committee Recommendations

Item Number: 14A1-11

Section: Consent

Date: June 10, 2024

Senior Staff: Eugene Soltner, Ph.D., Chief of Staff

Prepared by: Jessica Owens, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

**Recommendation:**

That the School Board approve Policy Review Committee (PRC) recommendations regarding review and amendment of certain policies as reviewed by the PRC at its May 20, 2024 meeting.

**Background Summary**

1. **Policy 5-10/ Admission Requirements** – the PRC recommends adding clarifying language regarding applying and consideration for Continued Enrollment after a student moves out of the City.
2. **Policy 5-15/ Transfer Students** – there are no recommended changes to this policy. This policy is being presented to comply with the 5-year review period.
3. **Policy 5-20/ Married Students** – the PRC recommends adding language pertaining to a spouse's access to a married student records and removing the Editor's Note to align with other recent policy changes.
4. **Policy 5-35/ Discipline and Control of Students** – the PRC recommends removing the Editor's Note to align with other recent policy changes.
5. **Policy 5-47/ School Sponsored Associations, Club and School Organizations** – the PRC recommends adding "will" to the clarify the requirements of school-sponsored associations, clubs, and organizations.
6. **Policy 5-48/ Student Social Activities Sponsored by School Division** - there are no recommended changes to this policy. This policy is being presented to comply with the 5-year review period.
7. **Policy 5-51/ Student Vehicles** – the PRC recommends adding language to limit the intent of the Policy to school hours and to clarify language regarding consent to search student vehicles.
8. **Policy 5-53/Activities: Access to School Facilities** – the PRC recommends removing the Editor's Note to align with other recent policy changes.
9. **Policy 5-56/ Contagious and Infectious Diseases: Human Immunodeficiency Virus (HIV)** – the PRC recommends removing the Editor's Note to align with other recent policy changes and other scrivener's changes.
10. **Policy 6-56/ Student Travel for School-Sponsored Events** – the PRC recommends clarifying language regarding the appropriate use of School Board vehicles and the request for use of commercial transportation.
11. **Policy 7-48/ Community Use of School Facilities/Generally** – the PRC recommends adding language that authorizes the Superintendent to create regulations and procedures regarding the report to the School Board.

**Source:**

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.  
Policy Review Committee Meeting of May 20, 2024

## STUDENTS

### Admission Requirements

#### A. Enrollment Requirements

The Superintendent shall have responsibility for developing and implementing regulations to ensure that students entering the public schools meet the requirements of federal law, state law and regulations of the Virginia Board of Education and other agencies as they apply to the admission of students to the public schools as cited in the legal references to this Policy.

#### B. Part-Time Students

Students enrolled in private or parochial schools and home school students shall not be permitted to enroll in this School Division on a part-time basis or participate in academic or extracurricular activities, except as required by law.

#### C. Nonresident Tuition Students

The School Board will not admit students from outside its jurisdiction except as required by law or regulation developed by the Superintendent or designee. Students who start the school year in VBCPS and then move to a neighboring district, may apply for Continued Enrollment for the rest of the current semester. If the student is a senior, the student may apply for consideration for enrollment for the entire school year. -Tuition fees for nonresident students will be approved annually by the School Board (See School Board Policy 3-22 Tuition Fees). Tuition is applied to approved Continued Enrollments at a rate of \$28.29 per day.

### Legal Reference

Code of Virginia § 22.1-1, as amended. Definitions.

Code of Virginia § 22.1-3, as amended. Persons to whom public schools shall be free.

Code of Virginia § 22.1-3.1, as amended. Birth certificates required upon admission; required notice to the local law-enforcement agency.

Code of Virginia § 22.1-3.2, as amended. Notice of student's school status required as condition of admission; penalty.



Code of Virginia § 22.1-4.1, as amended. Street addresses required in certain school admission documents.

Code of Virginia § 22.1-5, as amended. Regulations concerning admission of certain persons to schools; tuition charges.

Code of Virginia § 22.1-7.2, as amended. Enrollment of students residing on a military installation or in military housing.

Code of Virginia § 22.1-270, as amended. Preschool physical examinations.

Code of Virginia § 22.1-271.1, as amended. Definitions.

Code of Virginia § 22.1-271.2, as amended. Immunization requirements.

Code of Virginia § 22.1-288.1, as amended. Notation in school records of missing children; local law enforcement cooperation.

Code of Virginia § 32.1-46, as amended. Immunization of patients against certain diseases.

### **Related Links**

School Board [\*\*Policy 3-22\*\*](#)

Adopted by School Board: October 21, 1969

Amended by School Board: February 20, 1979

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: May 16, 2000

Amended by School Board: July 3, 2001

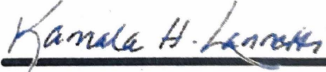
Scrivener's Amendments: November 22, 2010

Amended by School Board: June 19, 2012

Amended by School Board: July 9, 2019

[\*\*Amended by School Board: June 2024\*\*](#)

APPROVED AS TO  
LEGAL SUFFICIENCY

  
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School Board of the City of Virginia Beach  
Policy 5-15

**STUDENTS**

**Transfer Students**


The Superintendent shall implement necessary regulations regarding transfer students.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: February 12, 2019

Amended by School Board: 2024

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LEGAL SUFFICIENCY

  
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## STUDENTS

### Married Students

Married students of school age may be enrolled or continue in the schools. Such students shall be accorded the same rights, privileges and responsibilities as other students. Married students under the age of eighteen years old are considered emancipated and have the same rights as adult students. ~~Unless authorized by his/her spouse or court order, a married student does not have the right to access student records of or make educational decisions for his/her spouse~~ The spouse of a student may only access the education records of the student with the student's authorization or a court order.

#### *Editor's Note*

~~*For pregnant or parenting students see School Board Policy 5-19.*~~

### Legal Reference

Code of Virginia §16.1-334, as amended. Effects of order.

Code of Virginia § 22.1-3, as amended. Persons to whom public schools shall be free.

### Related Links

School Board **Policy 5-19**

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Adopted by School Board: August 18, 2015

Amended by School Board: February 12, 2019

Amended by School Board:— June 2024

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LEGAL SUFFICIENCY

Kamala H. Larratti

## STUDENTS

### **Discipline and Control of Students**

#### **A. Control of Students**

The discipline and control of students shall be the responsibility of the principal, the administrators, the teachers, bus drivers and other supervising staff.

#### **B. Group Punishment**

The use of group punishment in the School Division is not endorsed by the School Board, and its use is strongly discouraged.

#### **C. Detention**

The adult student, parent or legal guardian of a minor student will be notified in advance of the detention. Students in detention must be attended by a teacher, administrator, or teacher assistant. Students may be detained before or after school hours or on Saturday.

#### **D. Corporal punishment**

The Superintendent shall see that all employees of the School Board adhere to the Code of Virginia § 22.1-279.1, as amended. Employees shall also be informed that the School Board demands compliance with both the word and the intent of the law.

#### ***Editor's Note***

*For suspension and expulsion see School Board Policy 5-21.*

### **Legal Reference**

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

Code of Virginia § 22.1-277.2:1, as amended. Disciplinary authority of school boards under certain circumstances; alternative education program.

Code of Virginia § 22.1-279.1, as amended. Corporal punishment prohibited.

### **Related Links**

School Board [Policy 5-21](#)

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: April 4, 2006

Amended by School Board: September 5, 2012

Amended by School Board: February 12, 2019

Amended by School Board: 2024

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LEGAL SUFFICIENCY

Kamala H. Lencioni



## STUDENTS

### School sponsored Associations, Clubs and School Organizations

#### A. Generally

The School Board encourages and permits principals to establish school-sponsored associations, clubs and organizations for students that will supplement the school's goals and objectives. The Superintendent or designee is authorized to develop regulations, guidelines and procedures regarding such groups.

#### B. School-Sponsored

The school-sponsored associations, clubs or organizations will:

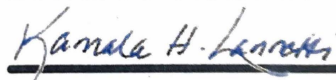
1. have the written approval of the principal or designee;
2. be sponsored by a faculty member;
3. have a constitution and statement of objectives approved by the principal and on file in the school office;
4. agree to comply with all applicable law, policy and regulation;
5. handle all of its funds through the student activity fund;
6. have a membership open to qualified students;
7. assess only reasonable dues/fees from student members, approved in advance by the principal or designee;
8. not be a secret society or club, sorority or fraternity whose membership depends upon the permission of the group rather than the free choice of the qualified student or the compliance with specified criteria and
9. other good and just conditions appropriate to the situation.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: April 30, 2019

Amended by School Board: June 2024

APPROVED AS TO  
LEGAL SUFFICIENCY

  
Kamala H. Lennett

## STUDENTS

### Student Social Activities Sponsored by School Division

#### A. Generally

All school-sponsored dances, parties and social activities must be limited to students of the school and invited guests approved by the school principal. All social activities sponsored by the school must be approved by the principal and faculty sponsors. These functions must be chaperoned by school personnel or authorized volunteers designated by the principal.

#### B. Off-Campus School Sponsored Student Social Activities

School-sponsored student social activities to be held off of school property must have the prior approval of school principal and the Department of School Leadership. Such activities shall not be permitted in areas where: supervision of students is impractical or impaired; where reasonable safety precautions cannot be implemented; or students and staff will have access to alcohol, tobacco or tobacco products; drugs; vaping products; electronic cigarettes or products; weapons or unauthorized materials. The Code of Student Conduct and all applicable policies, regulations and laws will be enforced during such activities.

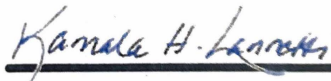
Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: July 3, 2001

Revised by Superintendent: March 26, 2019

Amended by School Board: June 2024

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## STUDENTS

### Student Vehicles

Students with valid driver's licenses may drive to and park at their assigned school during school hours in accordance with applicable regulation. The Superintendent or designee is authorized to develop regulations regarding student vehicles. Such regulations will include, but are not limited to:

1. procedures regarding obtaining parking passes to park student vehicles on school grounds;
2. providing prior written consent from the student and the vehicle owner ~~written consent~~ authorizing search of the vehicle upon reasonable articulable suspicion that a ~~violation of~~ policy, regulation or law has ~~ve~~ been violated or the health and safety concerns (such prior consent will be a condition of parking vehicles on school property during school hours or at locations where school sponsored events are taking place);
3. access to student vehicles while on school grounds or at school sponsored activities;
4. removal of unauthorized or inoperable vehicles from school grounds;
5. and notice to students and vehicle owners that the School Board will not be liable for damage to vehicles, activities in the vehicle, items stored in or near the vehicle, maintenance or repair of the vehicle;
6. driver and passenger conduct in the vehicles;
7. and the reservation of the School Division's right to enforce the Code of Student Conduct and applicable policies, laws and regulations with regard to student vehicles.

Parking fees will annually be approved by the School Board.

### Related Links

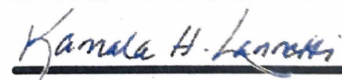
School Division [Code of Student Conduct](#)

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: March 26, 2019

Amended by School Board: June 2024

APPROVED AS TO  
LEGAL SUFFICIENCY

  
Kamala H. Lennetti

## STUDENTS

### **Activities: Access to School Facilities**

#### **A. Generally**

The Equal Access Act states that it shall be unlawful for any public secondary school that receives Federal financial assistance and which has a limited open forum to deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings. Boy Scouts and other youth groups listed as patriotic organizations by federal law must be allowed the same access.

The School Board hereby expresses its willingness to abide by federal law and regulation and enacts this Policy to do so.

#### **B. Applicability**

This Policy is applicable only to the secondary schools.

#### **C. Implementation**

The School Board authorizes the Superintendent or designee to prepare administrative regulations or procedures to create a limited open forum in accordance with applicable School Board policy and regulation.

#### **Editor's Note**

~~See School Board Policy 7-48: Community Use of School Facilities/Generally~~

~~See School Board Policy 7-49: Organizations Eligible to Use School Facilities~~

~~See School Board Policy 7-55: Fees for Use of School Facilities~~

~~See School Board Regulation 7-55.1: Fees for Use of School Facilities~~

#### **Legal Reference**

Boy Scouts of America Equal Access Act § 9525 of the Elementary and Secondary Education Act 1965 as amended by § 901 No Child Left Behind Act, 20 U.S.C. §7905, as amended.

36 U.S. C. Chapter 201 et seq., as amended. Patriotic and National Observances, ceremonies and organizations.

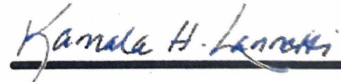
20 U.S.C. §4071, as amended. Equal Access Act of 1984.

#### **Related Links**

School Board [Policy 7-48](#)  
School Board [Policy 7-49](#)  
School Board [Policy 7-55](#)  
School Board [Regulation 7-55.1](#)

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)  
Amended by School Board: September 2, 2003  
Amended by School Board: April 4, 2006  
Amended by School Board: March 26, 2019  
[Amended by School Board: June 2024](#)

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## STUDENTS

### **Contagious and Infectious Diseases: Human Immunodeficiency Virus (HIV)**

#### **A. Purpose**

To establish policy regarding students who are infected with the Human Immunodeficiency Virus (HIV).

#### **B. Philosophy**

The School Board recognizes its obligation to protect the rights of individual students infected with HIV. Since HIV infection is not transmitted through casual contact, students with HIV infection must be allowed to attend school in unrestricted settings and participate in ~~an~~ academic programs as allowed by their health status. Employees involved in the implementation and monitoring of this Policy shall maintain confidentiality of records in compliance with state law, School Board policy, and regulations. The School Board shall maintain a program of information sharing and training for school employees that includes the rights of individual students with HIV infection, and the use of universal precautions by employees and students to decrease the risk of exposure to bloodborne pathogens (e.g. HIV).

#### **C. Required Personnel Training**

The Superintendent shall ensure that all school employees working in school areas receive training on the use of universal precautions to decrease the risk of exposure to bloodborne pathogens and the process for reporting these exposures through the School Division's Exposure Control Plan. Employee groups listed in the Exposure Control Plan that are at a higher risk of exposure to bloodborne pathogens in their regular job duties will receive additional training per the Virginia Occupational Safety and Health Program.

#### **D. Immunization Requirements**

Students must be in compliance with the Virginia Minimum Immunization Requirements for School Entry. When applicable, a Medical Exemption completed by a physician is acceptable to meet immunization compliance.

#### **E. Confidentiality of Records/Right to Privacy**



School employees notified by an adult student, parent or legal guardian of a minor student with HIV infection must obtain written consent from the adult student, parent or legal guardian of a minor student that includes the name(s) of school personnel that the adult student, parent or legal guardian of a minor student consents to have this information. The school employees listed on the consent must not share information related to the HIV infection diagnosis with others not on the ~~consent, and~~ consent and must maintain privacy and confidentiality of related records. These records shall not be included in the student's educational cumulative record.

## **F. Guidelines for School Attendance**

The guidelines for school attendance for students with HIV infection will model the School Division's guidelines for school attendance for students with health conditions that may impact attendance in school programs.

### **Editor's Note**

*See School Board Policy 4-9—Health Examinations/AIDS Awareness Orientation  
School Board Policy 4-10—Employee Infected with or Exposed to HIV/AIDS*

## **Legal Reference**

Code of Virginia, § 22.1-271.2, as amended. Immunization requirements.

Code of Virginia, § 22.1-271.3, as amended. Guidelines for school attendance for children infected with the human immunodeficiency virus; school personnel training required; notification of school personnel in certain cases.

Virginia State Board of Education, "Model Guidelines for School Attendance for Children with Human Immunodeficiency Virus." (2003)

## **Related Links**

School Board [Policy 4-9](#)

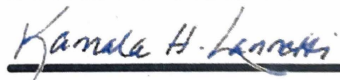
Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: October 20, 1998

Amended by School Board: May 28, 2019

[Amended by School Board: June 2024](#)

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LEGAL SUFFICIENCY

  
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## INSTRUCTION

### **Student Travel for School-Sponsored Events**

#### **A. Generally**

Student trips of significant educational value shall be encouraged and shall be permitted under regulations established by the Superintendent. Student safety and proper care of school vehicles shall be primary considerations. The School Board delegates the approval of all school-sponsored field trips to the Superintendent or designee. The Superintendent shall make an annual written report on such field trips to the School Board.

The School Board shall accept no responsibility for student travel that is not approved in writing in advance by the Superintendent or designee in accordance with established regulations.

No student who is a member of a group shall be denied the opportunity to participate in a field trip activity of that group because of a lack of funds and no fund raising efforts for activities governed by this Policy may commence until approval is received.

#### **B. Overnight Trips**

Student trips out of state or requiring overnight accommodations must be approved at least thirty (30) calendar days in advance by the Superintendent or designee. The thirty (30) calendar day requirement may be waived by the Superintendent or designee only in exceptional circumstances.

#### **C. Privately Sponsored Trips**

The School Board does not endorse or accept responsibility for any privately sponsored trips for students or any student trips not part of the instructional program. Employees are not permitted to solicit students for such trips. Administrators shall emphasize to any interested students and/or parents that trips of this nature are strictly private enterprises.

#### **D. Transportation**

##### **1. School-Owned Vehicles/Buses**

The School Board prefers the use of school-owned vehicles driven by School Division employees for school-related activities, both curricular and \_extracurricular. In the event that School Division employees are not available as drivers for such activities, ~~the School Board prefers that~~

School Board vehicles may not be used. In the event that School Board vehicles are not available for such activities and private vehicles are required, the School Board prefers that such vehicles be driven by School Division employees.

The School Board sanctions the use of school-owned vehicles for school related activities, both curricular and extracurricular, under the following guidelines:

- a. Regular bus runs shall have priority over special trips.
- b. Athletic teams, cheerleaders, or similar student groups may use the school-owned buses for trips after satisfactory arrangements have been made through the Office of Transportation Services.

## 2. Commercial Carriers

Commercial carriers listed on the School Division's Approved Passenger Motor Carrier List may be used when appropriate. Pre-approval through the School Division's Passenger Carrier Master Agreement must be obtained at least 30 days in advance for the use of non-local and out of state commercial carriers. VHSL activities are exempt from this provision.

## 3. Privately-Owned Vehicles

- a. General Requirements include:

- 1) No student, parent/legal guardian, or volunteer who has been convicted of two or more traffic violations within the preceding 12 months, has two or more unresolved traffic violations within the preceding 12 months, or has one conviction and one or more unresolved traffic violation(s) within the preceding 12 months, shall drive students on a field trip or to a school-related event.

- 2) No student, parent/legal guardian, or volunteer who has been convicted of driving under the influence of drugs or alcohol within the preceding five (5) years or who has a driving under the influence of drugs or alcohol charge pending, shall drive students on a field trip or to a school-related event.

3) The coach, activity sponsor, or building principal shall require any person driving students in a private vehicle to display a valid driver's license and parent permission slip, and to sign a written statement, on a school administration-approved form, that such driver does not have convictions or any pending charge(s) which violate the provisions of subsection E3a paragraphs 1 and/or 2, and further agreeing to provide a DMV abstract in response to a request by school administration, prior to such coach, sponsor, or building principal authorizing such driver to transport students. No driver who refuses to provide a DMV abstract upon the request of school administration shall be permitted to drive students on a field trip or to a school-related event.

b. Field Trips and Other School Events

Parents/legal guardians, students, volunteers, or other non-division persons, may drive students for field trips or other school events under the following circumstances:

1) School bus transportation is not available or feasible because of distance to the event, the limited number of students participating, or in other circumstances designated by the principal.

2) Adult students and minor students' parents/guardians are required to complete a field trip permission form, approved by the Department of School Administration, which clearly indicates the type of transportation, the type of driver (e.g. student, parent, volunteer), if not a member of the school staff, and other pertinent field trip information as required by the principal.

3) Persons not employed by the School Division and approved for driving for field trips will be required to furnish copies of certificates of insurance showing minimum combined liability limits per person, per accident of

\$100,000 and a copy of a valid driver's license which shall be kept on file by the school. (Certificate of insurance coverage may be waived in the event that a rental vehicle is used and insurance with the foregoing limits is part of the rental agreement.) Non-division persons must also sign the certification required by subsection E3a.

c. School Athletic Events

Parents/legal guardians, students and other non-division personnel may transport student athletes/athletic teams/cheerleaders to school-related athletic events only if:

- 1) Each adult student or minor student's parent/legal guardian has completed an Athletic Field Trip Form ~~at the beginning of the current athletic season~~prior to the trip; and
- 2) The adult student or minor student's parents/legal guardian has signed the Release, Waiver and Indemnification form and such form is on file with the athletic team coach; and
- 3) No school bus or van transportation is available because of distance to the event, the limited number of students participating or in other circumstances designated by the principal.

No parent/legal guardian, student or other non-School Division persons will be permitted to transport an athlete or athletic team unless a copy of a valid driver's license and proof of liability insurance showing minimum combined liability limits of \$100,000 per person, per accident for such driver are on file with the athletic team coach and such driver has signed the certification required by subsection E3a.

- d. For School Division employees who transport students on special occasions see Regulation 4-25.1.
- e. Scope of School Board Liability Insurance

School Board liability insurance policies will not cover drivers approved under E(3) from liability claims of

passengers or third parties, will not provide such drivers with medical pay insurance, and will not protect against uninsured motorists. Consequently, in emergency situations, such as the unavailability of a bus or insufficient seating in an employee's vehicle, non-division persons who transport students to school-related activities or events do so voluntarily and at their own risk. Such drivers shall comply with the minimum liability insurance requirements set forth in Subsection E3c.

f. Exceptions

Nothing in this Policy shall be interpreted to preclude a parent/legal guardian from transporting his/her own children to and from a sporting event or a school-related event with the prior permission of the coach or sponsor.

### **Legal Reference**

8 VAC 20-110-50, as amended. Virginia Board of Education Regulations Governing Pupil Accounting Records, Approval of school-sponsored field trips and other activities.

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

### **Related Links**

Division [\*\*Regulation 4-25.1\*\*](#)

Adopted by School Board: October 21, 1969

Amended by School Board: July 20, 1971

Amended by School Board: January 20, 1976

Amended by School Board: April 21, 1987

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

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

Amended by School Board: January 18, 1994 (Effective December 21, 1993)

Amended by School Board: February 16, 1999 (Effective February 2, 1999)

Amended by School Board: May 4, 1999

Amended by School Board: August 15, 2000

Amended by School Board: June 6, 2006

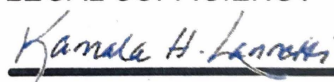
Amended by School Board: September 23, 2008

Amended by School Board: November 1, 2011

Amended by School Board: September 6, 2017

[\*\*Amended by School Board: June 2024\*\*](#)

APPROVED AS TO  
LEGAL SUFFICIENCY

  
Kamala H. Lennetti



## COMMUNITY RELATIONS

### **Community Use of School Facilities/Generally**

The School Board encourages the use of the auditoriums, gymnasiums, other areas and appurtenances of school buildings by reliable community agencies and institutions, and responsible individuals for civic, cultural, recreational, and limited commercial purposes, subject to certain terms and conditions, provided it does not interfere with regular school functions and operations and provided it does not unlawfully discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability, genetic information or veteran status in the provision of any service.

Charges and fees for the use of these school facilities are designed not to limit or prohibit use, but to protect citizens from expenditures of public money appropriated for classroom instruction and for other purposes.

The Superintendent or designee shall create regulations and procedures for reporting the permitted use of school facilities to the School Board, in accordance with applicable law and regulation.

Regulations governing the use of school facilities are stated in order to protect the public's property and to promote the safety of citizens enjoying the use of such facilities.

### **Legal Reference**

Code of Virginia § 22.1-131, as amended. Boards may permit use of school property; general conditions.

Code of Virginia § 22.1-132, as amended. Boards may impose certain conditions on use of property.

### **Related Links**

School Board **Policy 5-53**

School Board **Policy 7-49**

School Board **Policy 7-55**

School Board **Regulation 7-55.1**

Adopted by School Board: October 21, 1969

Amended by School Board: October 15, 1974

Amended by School Board: September 19, 1978

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: October 20, 1992

Amended by School Board: September 2, 2003

Scrivener's Amendments: May 23, 2014  
Amended by School Board: June 23, 2020  
Amended by School Board: June 2024

APPROVED AS TO  
LEGAL SUFFICIENCY

Kamala H. Lenzetti



**Subject:** Right of Entry Easement for Arrowhead Elementary School **Item Number:** 14B

**Section:** Consent **Date:** June 10, 2024

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingra, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve the Chair to execute a right of entry easement for Arrowhead Elementary School negotiated in order to improve wetland and floodplain conditions along the Elizabeth River and Arrowhead Elementary School.

**Background Summary:**

The City of Virginia Beach is executing CIP 1-551 Elizabeth River Wetland & Floodplain Restoration Project. The proposed right of entry easement has been negotiated as part of the improvements related to this project in order to reestablish existing trails by the City and to facilitate construction work to be performed in connection with the project.

**Source:**

School Board Policy 3-23

**Budget Impact:**

N/A

**TEMPORARY USE AGREEMENT  
FOR  
CITY PROJECT AT ARROWHEAD ELEMENTARY SCHOOL**

THIS AGREEMENT (“**Agreement**”), is made this \_\_\_\_\_ day of \_\_\_\_\_, 2024, by and between **THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH (“VBCPS”)**, a body politic as set forth in Article VIII, Section 7 of the Constitution of Virginia, and the **CITY OF VIRGINIA BEACH**, a municipal corporation of the Commonwealth of Virginia (“**CITY**”).

**RECITALS:**

1. VBCPS is the owner of the property located at 5549 Susquehanna Drive, Virginia Beach, Virginia (GPIN: 1467-00-1422) and generally known as Arrowhead Elementary School (the “**Property**”);
2. CITY has a public Stormwater Green Infrastructure project entitled, “Elizabeth River Wetland & Floodplain Restoration Project, CIP 100551 (the “**Project**”) in the vicinity of the Property; and
3. CITY has requested VBCPS to allow the temporary use of a portion of the Property for re-establishment of the existing trails by the CITY, to facilitate construction work to be performed in connection with the Project, and VBCPS is willing to allow such use, subject to the terms set forth herein.

**WITNESSETH:**

NOW THEREFORE, for and in consideration of the mutual covenants and agreements hereinafter set forth, VBCPS does hereby agree to permit CITY, its representatives, employees, agents, and contractors to use a portion of the Property identified below for a period of 60 days (the “**Term**”) beginning on June 17, 2025 (the “**Commencement Date**”). The portion of the Property to be used (hereinafter, the “**Premises**”) is more particularly described as follows:

All those certain areas designated and described with their respective hatching in the Legend as “Proposed Right of Entry (Existing Pavement),” “Proposed Right of Entry (Trail Access),” “Construction Entrance,” and “Proposed Arrowhead Trail” on that certain exhibit entitled “Arrowhead Trail Right-of-Entry Exhibit”, dated April 9, 2024, attached hereto as **Exhibit A** and made a part of this Agreement.

**1. Use of Premises.** During the Term, VBCPS allows CITY, its representatives, employees, agents, and contractors the right to use the Premises for re-establishment of the existing trails, and for the storage of CITY’s equipment, materials, the parking of construction trucks and other vehicles and for no other purpose. In connection with CITY’s use of the Premises for the foregoing

purposes, CITY may install ground protection materials, such as matting or gravel on the Premises as determined necessary by CITY and approved by VBCPS. CITY shall comply with all federal, state, and local government laws and regulations applicable to CITY's use of the Premises. CITY shall not install any signage or use the Premises for any purpose other than as stated herein, without the express, written consent of VBCPS.

**2. Assumption of Risk.** CITY accepts all risks of using the Premises and accepts the use of the Premises as is.

**3. Minimize Disturbance.** CITY shall use the Premises in a manner to minimize noise and disturbance of the use of the Property and adjacent private properties and shall cooperate with VBCPS to make a plan for the use of the site that will minimize disturbance.

**4. Condition of Premises.** During the term of this Agreement, CITY shall be responsible for any maintenance the Premises may require. Upon any expiration or termination of this Agreement, CITY shall, to the extent reasonably practical, restore the Premises to substantially the same condition as existed prior to the Commencement Date, reasonable wear and tear excepted.

**5. Applicable Law and Construction.** This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Virginia. Venue for all litigation shall be in the court of appropriate jurisdiction in the City of Virginia Beach, Virginia.

**6. Termination.** This Agreement is a license to use public property to assist with a public project and shall terminate on the earlier of (1) the expiration of the Term, or (2) thirty (30) days after the Project is deemed completed by CITY. In addition, VBCPS may terminate this Agreement upon sixty (60) days' advance written notice, for any reason, or upon forty-eight (48) hours' notice, if necessary for any public health or safety emergency.

**7. Miscellaneous.** This Agreement shall inure to the benefit of and shall be binding upon the parties hereto and their respective successors and assigns. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. This Agreement constitutes the entire agreement with respect to the subject matter hereof, and this Agreement may only be modified or amended by a written instrument duly executed by the parties hereto. It is expressly agreed that the rights and privileges granted in this Agreement are not transferable. Any signature delivered by a party by facsimile, email or other electronic transmission shall be deemed to be an original signature to this Agreement.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on their behalf by their duly authorized representative as of the date first above written.

**VBCPS:**

**THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH**

By: \_\_\_\_\_  
Kimberly Melnyk, Chair, School Board  
of the City of Virginia Beach

[SEAL]  
Attest:

\_\_\_\_\_  
Clerk of School Board

APPROVED AS TO FORM:

\_\_\_\_\_  
Virginia Beach City Public  
Schools / Facilities Services

APPROVED AS TO CONTENT:

\_\_\_\_\_  
School Board Attorney

**CITY:**

**CITY OF VIRGINIA BEACH**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Amanda Barnes, City Clerk

APPROVED AS TO CONTENT

\_\_\_\_\_  
Public Works/SWEC

APPROVED AS TO FORM

\_\_\_\_\_  
City Attorney



## **EXHIBIT “A”**

[Attach exhibit depicting area to be used showing location and dimensions]









**Subject:** Corporate Landing Elementary School HVAC Replacement **Item Number:** 14C

**Section:** Consent **Date:** June 10, 2024

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingram, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve a motion authorizing the Superintendent to execute a contract with Comfort Systems of Virginia, Inc. for the Corporate Landing Elementary School HVAC Replacement in the amount of \$6,812,000.

**Background Summary:**

Project Architect:	HBA Architecture & Interior Design
Contractor:	Comfort Systems of Virginia, Inc.
Contract Amount:	\$6,812,000
Construction Budget:	\$6,550,000
Number of Responsive Bidders:	4
Average Bid Amount:	\$7,565,885
High Bid:	\$8,477,540

**Source:**

School Board Policy 3-90

**Budget Impact:**

CIP 1-018 Renovations and Replacements – HVAC – Phase III

This Impacts CSLFRF Grant Funding.



**Subject:** Red Mill Elementary School Sidewalk Easement **Item Number:** 14D

**Section:** Consent **Date:** June 10, 2024

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingra, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve the Chair to execute an agreement of sale with the City for land, easement, and improvements, which will provide important safety mobility for members of the community along Sandbridge Road & fronting Red Mill Elementary School.

**Background Summary:**

The City of Virginia Beach is executing CIP 1-556 Sandbridge Road Sidewalk Project. The proposed land, easement, and improvements have been negotiated as part of the improvements related to execute this project and will provide important safety mobility for members of the community along Sandbridge Road & fronting Red Mill Elementary School.

**Source:**

School Board Policy 3-23

**Budget Impact:**

N/A

## AGREEMENT OF SALE

Parcel: 001  
Project: Sandbridge Road Sidewalk Project,  
CIP 100556 · VDOT Project # EN20-134-  
901, R/W201 · Federal Project # TAP-5B03  
(048) · UPC 117118  
Route/Street: Sandbridge Road  
City of Virginia Beach, Virginia

**THIS AGREEMENT OF SALE**, Made as of this \_\_\_\_\_ day of \_\_\_\_\_, 2024, by **THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, VIRGINIA**, hereinafter referred to as "Landowner", and the City of Virginia Beach, a municipal corporation of the Commonwealth of Virginia, hereinafter referred to as "City".

**WITNESSETH:** That for and in consideration of one dollar (\$1.00) and other valuable consideration, receipt and sufficiency of which is hereby acknowledged, the City agrees to buy and the Landowner agrees to sell all its rights and interests in the following described land and easement together with all improvements to the City by Deed of General Warranty, properly executed, acknowledged, and delivered with usual English Covenants of title, free from all encumbrances.

The land, easement, and improvements subject to this Agreement of Sale (hereinafter referred to collectively as the "Land") are described as follows:

All that certain lot, tract or parcel of land together with improvements thereon belonging, lying, situate and being in the City of Virginia Beach, Virginia and designated and described as: "PROPERTY TO BE ACQUIRED FOR RIGHT-OF-WAY PURPOSES AREA=9,050 S.F. (0.208 AC.)" and further designated as described as "PROPERTY TO BE ACQUIRED FOR RIGHT - OF-WAY PURPOSES 9,050 SQUARE FEET 0.208 ACRES," as shown on that certain plat entitled: "PLAT SHOWING PROPERTY AND EASEMENT TO BE ACQUIRED FROM THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH, VIRGINIA BY THE CITY OF VIRGINIA BEACH FOR SANDBRIDGE ROAD SIDEWALK PARCEL 001 PROJECT CIP 100556 VIRGINIA BEACH, VIRGINIA," Scale: 1" = 25', dated June 2, 2023 and prepared by VHB, to which reference is made for a more particular description.

Together with the temporary right and easement to use the additional area shown on the aforesaid plat for construction cut and/or fill slopes as being required for the proper execution and maintenance of work, containing 4,273 square feet/0.098 acres. Said temporary easement will terminate when all construction has been completed and the City accepts the work.

**GPIN: 2414-51-2445**

The total consideration is as follows: TWENTY-FOUR THOUSAND FOUR HUNDRED NINETY-SEVEN AND NO/100 DOLLARS (\$24,497.00) in full for the Land, all appurtenances and improvements thereon and any and all damages to the remaining lands of the Landowner.

#### **CLAUSE NO. 1**

\_\_\_\_\_ of the above consideration will be with the \_\_\_\_\_ and has been vacated in accordance with the terms of this Agreement of Sale. The owner will timely notify the city real estate agent for the building to be inspected and accepted. The City Attorney will be notified by the real estate agent whether to deliver the remaining part of the consideration.

#### **CLAUSE NO. 2**

The Landowner agrees that buildings within or encroaching upon the proposed right of way shall be removed by the Landowner within \_\_\_\_\_ days from date of the Agreement and that the consideration for removal in the amount of \$\_\_\_\_\_ will be with the City until said buildings have been removed. If buildings are not timely removed as required, the Landowner will forfeit both the said \$\_\_\_\_\_ and all rights in the buildings, which may then be removed or demolished at the City's discretion.

#### **CLAUSE NO. 3**

The Landowner will vacate and remove all personal property from the buildings within or encroaching upon the proposed right of way within NINETY (90) days from date of the Agreement.

#### **CLAUSE NO. 4**

The Landowner agrees that buildings within or encroaching upon the proposed right of way may be removed by the City, or its agents.

#### **CLAUSE NO. 5**

It is understood by the Landowner that Building(s) \_\_\_\_\_ (a description of buildings) is/are located partially on the right of way and partially on the remaining property of the Landowner. The Landowner allows the City, its agents or contractors, to remove the entire building and grants permission for such temporary encroachments as may be necessary in the construction of the above-referenced project.

#### **CLAUSE NO. 6**

The Landowner will grant unto Virginia Electric and Power Company a Virginia public service corporation (D/B/A Dominion Virginia Power and Virginia Electric Inc. /K/A Bell



Atlantic) deeds of easement for their facilities totaling @ square feet/@ acre (Virginia Electric and Power Company and Verizon Virginia, Inc.) and @ square feet/@ acre (Virginia Electric and Power Company and Verizon Virginia, Inc.) on a portion of the Landowner's remaining lands and adjacent to the new right of way. Upon the acceptance of this Agreement by the City, the utility companies, their employees, agents, or contractors have the right to enter upon the lands of the Landowner in order to proceed with the relocation of their facilities.

#### **CLAUSE NO. 7**

When buildings are vacated, the Landowner will not remove any fixtures from the property unless authorized in writing by the City.

#### **CLAUSE NO. 8**

The Landowner will compensate the tenant of said Land, if applicable, for any damages said tenant may suffer and sustain by reason of the conveyance agreed to hereunder and by reason of the said proposed construction, and will save the City harmless from any and all claims that may be made by said tenant by reason of such conveyance and/or construction.

#### **CLAUSE NO. 9**

The City, or its agents, may exercise the right to enter upon the Land for such purposes as may be necessary for the construction of this project without further notice to the Landowner.

#### **CLAUSE NO. 10**

The consideration herein above mentioned represents the value of all estates or interests in such Land, and the damages to remaining lands of the Landowner which may result by reason of the City's use of the Land. The Landowner agrees to accept the Landowner's legally proportionate share of such total consideration for the Landowner's interest and rights in the Land.

#### **CLAUSE NO. 11**

If the Landowner is unable to convey marketable title to the City as herein provided, and the City should elect to institute condemnation proceedings to acquire title to the Land, the Landowner agrees that this agreement may be introduced in such proceedings as evidence of the value of the Land and damages, if any, to the remaining property of the Landowner. Landowner shall supply affidavits and other documents required by the City's title insurance company for the issuance of policy of insurance.

#### **CLAUSE NO. 12**

Landowner hereby waives all rights to repurchase all or any part of the Land pursuant to Virginia Code § 25.1-108, if applicable.

### **CLAUSE NO. 13**

The Landowner hereby covenants and agrees for itself, its assigns and successors, that the consideration is in lieu of any and all claims to compensation and damages by reason of the location, construction and maintenance of the project by the City, and the City will have the right to enter upon and take possession of the Land prior to the execution and delivery of the deed.

### **CLAUSE NO. 14**

The Landowner acknowledges that the plans for the aforesaid project as it affects the Land have been fully explained to the Landowner.

### **CLAUSE NO. 15**

(A) For purposes of this clause the following definitions shall apply:

(1) "Hazardous Substances" means asbestos and any and all pollutants, dangerous substances, toxic substances, hazardous wastes, hazardous materials and hazardous substances as referenced or defined in, or pursuant to, any federal, state, local or other applicable environmental law, statute, ordinance, rule, order, regulation or standard in effect on the date hereof including, without limitation, the Resource Conservation and Recovery Act (42 U.S.C. 6901, et seq.), as amended, the Federal Insecticide, Fungicide and Rodenticide Act (7 U.S.C. 135, et seq.), as amended, the Comprehensive Environmental Response, Compensation and Liability Act (42 U.S.C. 9601, et seq.), as amended, and the Toxic Substance Control Act (15 U.S.C. 2601, et seq.), as amended.

(2) "Release" means placing, releasing, depositing, spilling, leaking, pumping, emitting, emptying, discharging, injecting, escaping, leaching, disposing or dumping.

(3) "Environmental Condition" means any condition, including, without limitation, the Release of Hazardous Substances, located on or affecting the Land that could require remedial action and/or may result in claims, demands, liabilities, costs and/or expenses to the City.

(4) "Notice" means any written, civil, administrative or criminal summons, citation, directive, order, claim, litigation, investigation, proceeding, judgment, letter or other communication from the United States Environmental Protection Agency ("USEPA"), the Virginia Department Environmental Quality, or other federal, state or local agency or authority, or any other entity or any individual, concerning any intentional or unintentional act or omission which has resulted or which may result in the Release of Hazardous Substances on or into the Land or otherwise relates to an Environmental Condition.

(B) Landowner covenants, represents and warrants to City that, 1) Landowner has received no Notice, 2) to the best of its knowledge and belief, Landowner has not caused or permitted any Environmental Condition on or affecting the Land, and knows of no such Environmental Condition caused or permitted by any other person or entity, and 3) to the best of his/her/its knowledge and belief, Landowner has not caused or permitted, and to the

knowledge of Landowner, no prior or current other owner, tenant, user, operator or other person or entity has caused or permitted, the Land to Release or contain, or to be used to generate, manufacture, refine, transport, treat, store, handle, dispose, transfer, produce or process, Hazardous Substances or other dangerous or toxic substances or solid wastes. The Landowner further covenants, represents and warrants that there is no action, suit, proceeding, claim, investigation, citizen suit or review pending or threatened against or affecting the title to the Land. Should any notice of such an action, suit, proceeding, claim, investigation or citizen suit be received, it will be immediately forwarded to the Office of the City Attorney of the City of Virginia Beach, Virginia.

#### **CLAUSE NO. 16**

The Landowner covenants, represents and warrants that, to its knowledge, there are no wetlands, hazardous wastes, or endangered species which would prevent the City's allowed use of the Land. It shall, however, be the responsibility of the City of Virginia Beach, Virginia, to determine whether or not there are any adverse conditions, including, but not limited to, environmental conditions, hazardous waste conditions, status as protected wetlands or endangered species which would prevent the City's proposed use of the Land. If any such conditions are determined to exist, the City may declare this Agreement of Sale null, void and of no further legal effect.

#### **CLAUSE NO. 17**

Settlement will be on or about 90 days from the date this Agreement of Sale is fully executed by all parties, or soon thereafter, allowing a reasonable time to correct any title defects reported by the title examiner and the preparation and signing of the necessary documents to enable the City of Virginia Beach to take proper title.

#### **CLAUSE NO. 18**

There have been no other promises, considerations or representations made which are not set forth in this Agreement of Sale.

#### **CLAUSE NO. 19**

THE COVENANTS, AGREEMENTS, REPRESENTATIONS, WARRANTIES AND INDEMNITIES OF LANDOWNER CONTAINED IN THESE PARAGRAPHS WILL SURVIVE FINAL CLOSING AND DELIVERY OF THE DEED.

#### **CLAUSE NO. 20**

In accordance with instructions by the Department of the Treasury, Internal Revenue Service, for Form 1099-S, Landowner is required by Law to provide the City Attorney's Office, Municipal Center, Virginia Beach, VA 23456 with its correct taxpayer identification number. If Landowner does not provide the City Attorney's Office with its correct taxpayer identification number, Landowner may be subject to civil or criminal penalties imposed by law. Landowner will also provide the City Attorney's Office with other documents necessary for City to comply with State reporting requirements.

#### **CLAUSE NO. 21**

Under the penalties of perjury, I certify that the number shown on this Agreement is the correct taxpayer identification number of the Landowner.

#### **CLAUSE NO. 22**

Brokerage Fee. Seller represents and warrants that \_\_\_\_\_ is the only broker ("Broker") involved in this transaction. Seller will pay Broker a brokerage fee pursuant to the terms of a separate agreement between the Seller and the Broker. Buyer is not responsible for any payment to Broker.

#### **CLAUSE NO. 23**

Signatures of parties. The following information must be provided on the signature lines below:

- a. Where the Landowner is an individual or individuals, each person shall sign and print his/her name and include his/her taxpayer identification number.
- b. Where the Landowner is a business, the authorized agent of the Landowner shall sign and print his/her name, provide his/her title, the taxpayer identification number of the business and, where necessary, a resolution authorizing the sale of the property.
- c. Where any person holds a Power of Attorney for a Landowner, a copy of the Power of Attorney shall be attached and the person shall sign for the Landowner as his/her "attorney-in-fact."

**THE REMAINDER OF THIS PAGE WAS INTENTIONALLY LEFT BLANK**

**WITNESS** the following signatures and seals:

**CITY OF VIRGINIA BEACH**

By: \_\_\_\_\_ (SEAL) \_\_\_\_\_ (DATE)  
City Manager/Authorized  
Designee of City Manager

Attest:

\_\_\_\_\_  
Amanda F. Barnes, City Clerk

Certified as to  
Availability of Funds

Content Approved

Form Approved

\_\_\_\_\_  
Director of Finance

\_\_\_\_\_  
Real Estate Agent

\_\_\_\_\_  
City Attorney

**LANDOWNER:**

**THE SCHOOL BOARD OF THE CITY OF  
VIRGINIA BEACH, VIRGINIA**

**TIN: 54-0722075**

By: \_\_\_\_\_ (SEAL)  
Kimberly Melnyk, Chair, School Board  
of the City of Virginia Beach

[SEAL]  
Attest:

\_\_\_\_\_  
Clerk of School Board

APPROVED AS TO FORM:

APPROVED AS TO CONTENT:

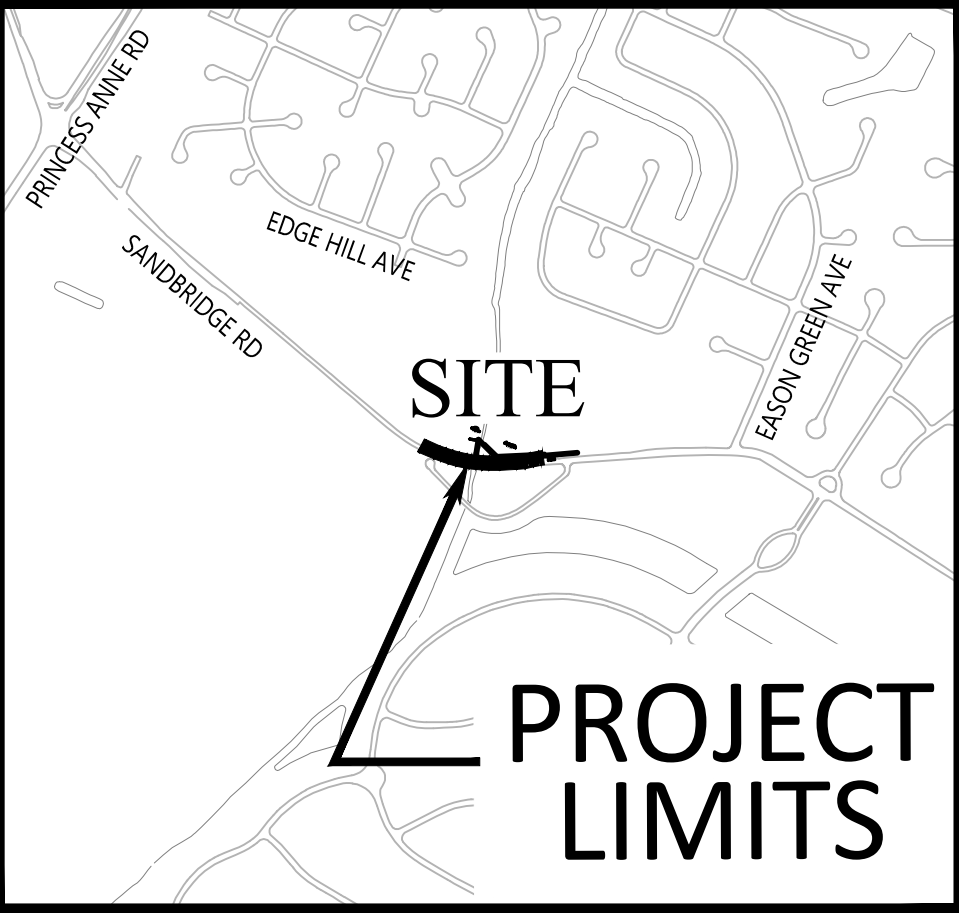
\_\_\_\_\_  
Virginia Beach City Public  
Schools / Facilities  
Services

\_\_\_\_\_  
School Board Attorney

MAILING ADDRESS:  
FACILITIES, PLANNING AND CONSTRUCTION  
1568 CORPORATE LANDING PARKWAY, SUITE 200  
VIRGINIA BEACH, VA 23454

TELEPHONE NUMBER: \_\_\_\_\_ -





VICINITY MAP: 1" = 1000'

Legend

D.B.	DEED BOOK
INST.	INSTRUMENT
LT.	LEFT
M.B.	MAP BOOK
PG.	PAGE
RT.	RIGHT
S.F.	SQUARE FEET
CMF	CONCRETE MONUMENT FOUND
IPF	PIPE/PIN FOUND
IRF	IRON ROD FOUND
CSPS	CONCRETE STEEL PIN SET
- - - - -	PROPOSED RIGHT-OF-WAY

( XX.XX'RT  
+XX.XX ) EXISTING RIGHT-OF-WAY

XX.XX'RT  
+XX.XX PROPOSED RIGHT-OF-WAY  
TO BE ACQUIRED

[ XX.XX'RT  
+XX.XX ] TEMPORARY CONSTRUCTION  
EASEMENT TO BE ACQUIRED

General Notes

1. MERIDIAN SOURCE: VIRGINIA STATE PLANE COORDINATE SYSTEM SOUTH ZONE NAD 1983/1993 HARN (U.S. SURVEY FEET) AND ARE BASED ON CITY OF VIRGINIA BEACH GEODETIC CONTROL DISK AT STATIONS PS615, PS624, 2414-1, 2414-2 AND PS608.
2. THIS PLAT IS INTENDED FOR ACQUISITION PURPOSES ONLY AND DOES NOT CONSTITUTE A BOUNDARY SURVEY OR SUBDIVISION OF LAND. PARCEL AREA DERIVED FROM MAP BOOK 190, PAGE 71.
3. THIS PLAT WAS PREPARED WITHOUT THE BENEFIT OF A TITLE REPORT AND DOES NOT SHOW PHYSICAL IMPROVEMENTS. ALL EASEMENTS AND RESTRICTIONS THAT MAY AFFECT THE PROPERTY MAY NOT BE SHOWN
4. PROPERTY LINE AND RIGHT-OF-WAY INFORMATION IS BASED ON VARIOUS PLATS, DEEDS OF RECORD AND FIELD MEASUREMENTS
5. PROPERTY AND EASEMENT TO BE ACQUIRED BY DEED.
6. PROJECT CIP 100556 SANDBRIDGE ROAD SIDEWALK  
RIGHT-OF-WAY AND PROPERTY MONUMENTATION SHALL BE INSTALLED WITHIN THE PROJECT CONSTRUCTION CONTRACT. ALL MONUMENTS SHALL BE INSTALLED BY A LAND SURVEYOR LICENSED WITHIN THE COMMONWEALTH OF VIRGINIA AND WILL NOT BE INSTALLED BY THIS SURVEYOR.  
ALL EXISTING PROPERTY AND RIGHTS-OF-WAY MONUMENTS SHOWN HEREON ARE TO BE PROTECTED FROM DAMAGE OR DISPLACED DURING CONSTRUCTION. ANY MONUMENT DAMAGED OR DISPLACED DURING CONSTRUCTION SHALL BE REPLACED AT THE FINAL STAGES OF CONSTRUCTION BY A LAND SURVEYOR LICENSED IN THE COMMONWEALTH OF VIRGINIA. THE COST FOR REPLACEMENT WILL BE AT THE CONTRACTOR'S EXPENSE, UNLESS OTHERWISE NOTED. THE LAND SURVEYOR SHALL CERTIFY TO THE OWNER, IN WRITING, THAT THE MONUMENTS ARE IN PLACE.

Source of Title

ACCORDING TO THE RECORDS OF THE CIRCUIT COURT OF THE CITY OF VIRGINIA BEACH, VIRGINIA, THE SOURCE DEED FOR THE PROPERTY SHOWN HEREON IS DEED BOOK 2572, PAGE 1005

Area Table

	SQUARE FEET	ACRES
AREA OF GPIN 2414-51-2445-0000	661,197	15.179
PROPERTY TO BE ACQUIRED FOR RIGHT-OF-WAY PURPOSES	9,050	0.208
TEMPORARY CONSTRUCTION EASEMENT TO BE ACQUIRED	4,273	0.098
RESIDUAL AREA OF GPIN 2414-51-2445-0000	652,147	14.971

Director's Disclaimer and Signature Line

BY APPROVAL, THE UNDERSIGNED DOES NOT CERTIFY AS TO THE CORRECTNESS OF THE BOUNDARY, STREETS OR OTHER LINES ON THIS PLAT. EXISTING PUBLIC RIGHTS-OF-WAY, EASEMENTS, OR OTHER PUBLIC INTERESTS SHOWN ON THIS PLAT REMAIN INTACT AND ARE NOT TERMINATED OR EXTINGUISHED BY OMISSION FROM THIS PLAT

APPROVED: \_\_\_\_\_ DATE \_\_\_\_\_  
DIRECTOR OF PUBLIC WORKS



Transportation  
Land Development  
Environmental Services

Two Columbus Center  
4500 Main Street, Suite 400  
Virginia Beach, Virginia 23462  
757.490.0132 • FAX 757.490.0136

No.	Revision	Date	Appvd.

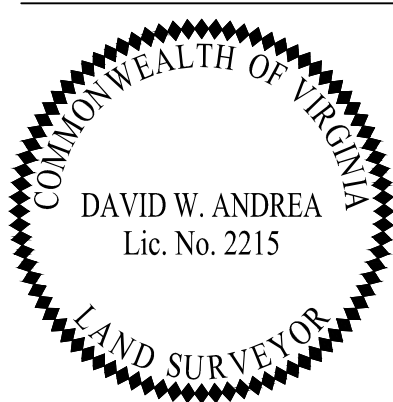
Project Title

Sandridge Road  
Sidewalk  
CIP 100556.000  
Virginia Beach, Virginia

Drawing Title

Plat Showing  
Property And Easement  
To Be Acquired From  
The School Board of the  
City of Virginia Beach, Virginia  
By The  
City of Virginia Beach  
For Sandbridge Road  
Sidewalk  
Parcel 001  
Project CIP 100556  
Virginia Beach, Virginia

June 02, 2023

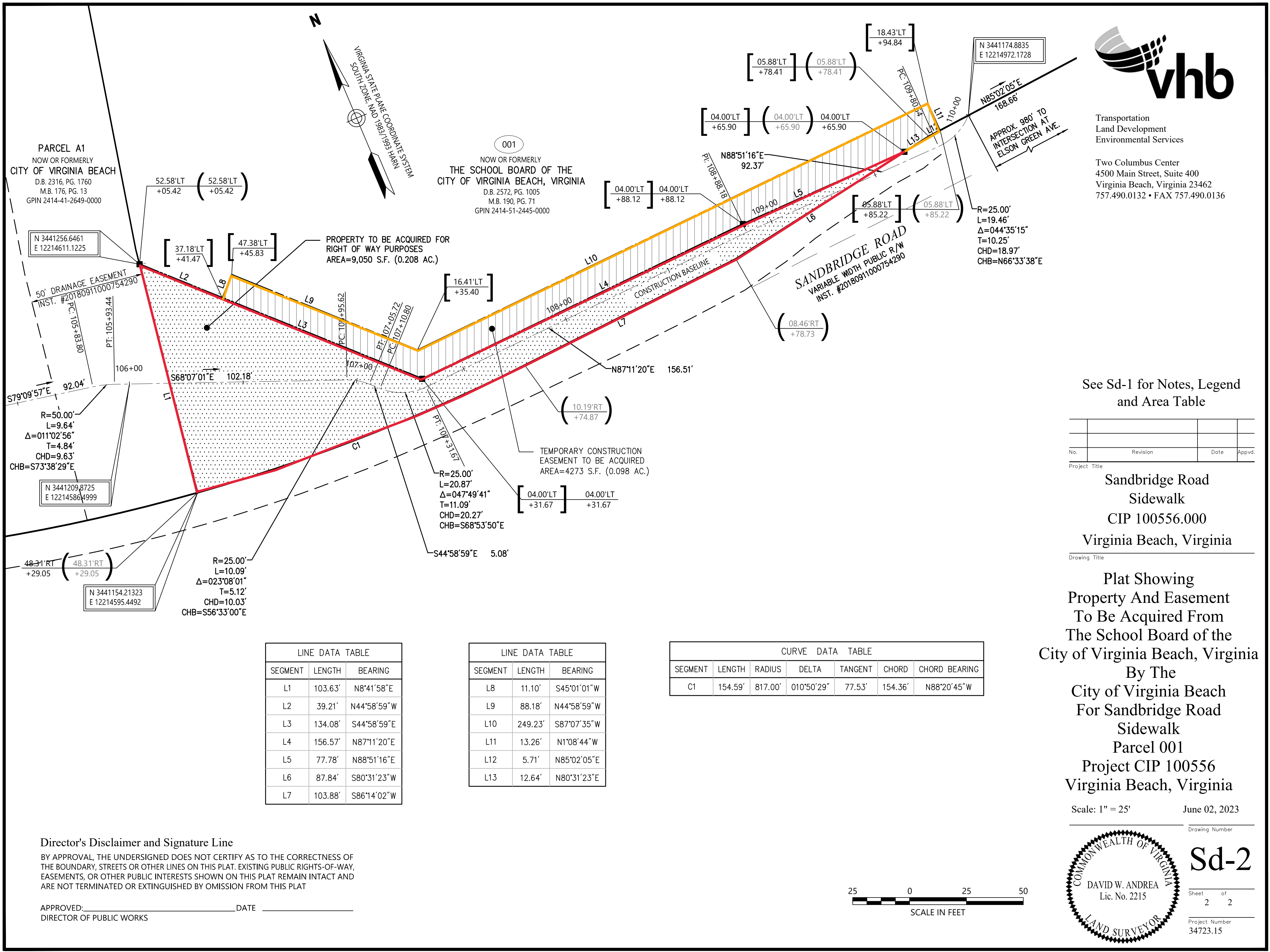


Drawing Number

Sd-1

Sheet 1 of 2

Project Number  
34723.15



Transportation  
Land Development  
Environmental Services

Two Columbus Center  
4500 Main Street, Suite 400  
Virginia Beach, Virginia 23462  
757.490.0132 • FAX 757.490.0136

See Sd-1 for Notes, Legend  
and Area Table

No.	Revision	Date	Appd.

Project Title  
**Sandbridge Road  
Sidewalk  
CIP 100556.000  
Virginia Beach, Virginia**

Drawing Title  
**Plat Showing  
Property And Easement  
To Be Acquired From  
The School Board of the  
City of Virginia Beach, Virginia  
By The  
City of Virginia Beach  
For Sandbridge Road  
Sidewalk  
Parcel 001  
Project CIP 100556  
Virginia Beach, Virginia**

Scale: 1" = 25' June 02, 2023

Drawing Number  
**Sd-2**

Sheet 2 of 2

Project Number  
34723.15

LINE DATA TABLE		
SEGMENT	LENGTH	BEARING
L1	103.63'	N8°41'58"E
L2	39.21'	N44°58'59"W
L3	134.08'	S44°58'59"E
L4	156.57'	N87°11'20"E
L5	77.78'	N88°51'16"E
L6	87.84'	S80°31'23"W
L7	103.88'	S86°14'02"W

LINE DATA TABLE		
SEGMENT	LENGTH	BEARING
L8	11.10'	S45°01'01"W
L9	88.18'	N44°58'59"W
L10	249.23'	S87°07'35"W
L11	13.26'	N1°08'44"W
L12	5.71'	N85°02'05"E
L13	12.64'	N80°31'23"E

CURVE DATA TABLE						
SEGMENT	LENGTH	RADIUS	DELTA	TANGENT	CHORD	CHORD BEARING
C1	154.59'	817.00'	010°50'29"	77.53'	154.36'	N88°20'45"W

Director's Disclaimer and Signature Line

BY APPROVAL, THE UNDERSIGNED DOES NOT CERTIFY AS TO THE CORRECTNESS OF THE BOUNDARY, STREETS OR OTHER LINES ON THIS PLAT. EXISTING PUBLIC RIGHTS-OF-WAY, EASEMENTS, OR OTHER PUBLIC INTERESTS SHOWN ON THIS PLAT REMAIN INTACT AND ARE NOT TERMINATED OR EXTINGUISHED BY OMISSION FROM THIS PLAT

APPROVED: \_\_\_\_\_ DATE \_\_\_\_\_  
DIRECTOR OF PUBLIC WORKS





**Subject:** Landstown High School HVAC Replacement **Item Number:** 14E

**Section:** Consent **Date:** June 10, 2024

**Senior Staff:** Jack Freeman, Chief Operations Officer, Department of School Division Services

**Prepared by:** Melisa A. Ingram, Executive Director, Facilities Services

**Presenter(s):** Melisa A. Ingram, Executive Director, Facilities Services

**Recommendation:**

That the School Board approve a motion authorizing the Superintendent to execute a contract with ColonialWebb Contractors Company for the Landstown High School HVAC replacement in the amount of \$5,324,170.

**Background Summary:**

Project Architect:	Dills Architects
Contractor:	ColonialWebb Contractors Company
Contract Amount:	\$5,324,170
Construction Budget:	\$6,614,694
Number of Responsive Bidders:	2
Average Bid Amount:	\$5,361,743
High Bid:	\$5,399,315

**Source:**

School Board Policy 3-90

**Budget Impact:**

CIP 1-018 Renovations and Replacements – HVAC – Phase III  
CSLFRF Grant Funding



Subject: Appointments to Citizens' Advisory Committees Item Number: 14F

Section: Consent Date: June 10, 2024

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Kimberly A. Melnyk, School Board Chair

**Recommendation:**

That the School Board approve appointments to Citizens' Advisory Committees for a three-year term beginning July 1, 2024 and ending June 30, 2027 reflecting the outcome of School Board discussion of applications as personnel matters during a closed meeting on May 14, 2024, and the School Board will vote to approve citizen members during a June School Board meeting 2024.

Recommendations introduced May 28, 2024, as part of the Information agenda to fill voting member vacancies as follows:

**CITIZEN ADVISORY COMMITTEE FOR GIFTED EDUCATION – 3-Year Term:**

Chanel Minter - Kempsville  
Holly Edwards - Bayside  
Amanda Ash - At Large  
Samuel Levin - Tallwood  
Mary (Cathy) Smith - At Large  
Holly Bennett - First Colonial

**SPECIAL EDUCATION ADVISORY COMMITTEE – 3-Year Term:**

Samantha-Ann Hagger  
Amber Miller  
Alternative - Tracey Olson  
Meghan Ashburn - Reappoint  
Katie Ali - Reappoint  
Lee Woodard - Reappoint  
Sarah Cook - Reappoint  
\*Remove Matthew Gentile

**GENERAL ADVISORY COUNCIL FOR TECHNICAL AND CAREER – 3-Year Term:**

Chandler Pitcher - Ocean Lakes  
James Cervera - Salem  
Yvonne Swain - Landstown

**Background Summary:**

The Division issued a Call to Action on January 18, 2024 seeking applications to fill voting member vacancies across three Citizens Advisory Committees. Representatives from the three committees with vacancies were invited to review applications and provide input for consideration in the School Board's selection process. As a product of the School Board's discussion May 14, 2024 in a closed session allowable pursuant to Section 2.2-3711, Part A, Paragraph 1 of the Code of Virginia, 1950 as amended, for personnel matters.

**Source:**

School Board Policy 7-21 Citizens' Advisory Committees  
Division Regulation 7-21.1 Citizens' Advisory Committees

**Budget Impact:**

N/A





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

**Section:** Action **Date:** June 10, 2024

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

**Prepared by:** Cheryl R. Woodhouse, Chief Human Resources Officer

**Presenter(s):** Donald E. Robertson Jr., Ph.D., Superintendent

**Recommendation:**

That the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the June 10, 2024, Personnel Report.

**Background Summary:**

List of appointments, resignations, and retirements for all personnel.

**Source:**

School Board Policy #4-11, Appointment

**Budget Impact:**

Appropriate funding and allocations

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	5/22/2024	Brianna G Barchard	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	5/29/2024	Tashna Rankine	Cafeteria Assistant, 4.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	5/29/2024	Sylvester L Cuffee	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Salem	5/22/2024	Donald Brinkley	Cafeteria Assistant, 4.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Teaching and Learning	6/17/2024	Kathryn M Dooley	Instructional Specialist	Liberty University, VA	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Maintenance Services	5/29/2024	Fred R Reynolds	Project Manager - Construction	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	6/7/2024	Katherine N Mejia Batista	Kindergarten Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	5/24/2024	Cody Benoit	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2024	Victoria E Chalker	Kindergarten Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Diamond Springs	5/31/2024	Natasha C Black	Physical Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Holland	5/17/2024	Shavell L Brown	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	John B. Dey	6/30/2024	Valentina Carroll	Kindergarten Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Landstown	6/30/2024	Juana M Cofer	Cafeteria Assistant, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Ocean Lakes	6/30/2024	Jacqueline Cruz	School Office Associate II (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Parkway	5/22/2024	Jennifer L Wright	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Point O'View	5/29/2024	Lindsey M Patterson	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Strawbridge	6/30/2024	Kelly E Pope	Cafeteria Assistant, 5.0 Hours (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Great Neck	6/30/2024	Alexander C Spain	Custodian I (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Old Donation School	6/30/2024	Jenna N Hinkel	Library/Media Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Old Donation School	6/30/2024	Jeffrey W Trimm	Security Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Salem	5/17/2024	Molly M Nicholson	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2024	Dorothy E Harris	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Virginia Beach	6/30/2024	Paul Schneider	Baker/Cook (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	5/23/2024	Monique S Johnson	Cafeteria Assistant, 4.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	5/23/2024	Justin H Brown	Security Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	6/30/2024	Melinda S Macner	Security Assistant (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Green Run	6/30/2024	Veronica Chapman	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	6/30/2023	Kathy J Johnson	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	6/30/2024	Erin Lewis	School Office Associate II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	6/30/2024	Richard E Vincelette	Cafeteria Assistant, 5.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Tallwood	5/29/2024	Trequad S Manning	Security Assistant (active duty military)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Tallwood	5/31/2024	Jennifer Grimes	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Communications & Community Engagement	6/14/2024	Justin M Priputin	Administrative Office Associate I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Technology	6/4/2024	Hallam A Guiler	Customer Support Technician II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Leadership	7/31/2024	MaryAnn D Laffer	Coordinator Student Leadership (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2024	Christien E Golich	Behavior Intervention Specialist (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/22/2024	Randolph B Stoughton	Bus Driver, 6.5 Hours (death)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/24/2024	Carlo J Gonzalez	Bus Assistant, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/24/2024	Fatima Ingram	Bus Driver, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/31/2024	Steven L Woodson	Bus Driver - Special Ed, 7.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/3/2024	Gilbert S Gifford	Bus Driver, 6.5 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2024	Malik S LaFon	Bus Assistant Plan Bee, 7.0 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Fairfield	6/30/2024	Rosemarie West	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Green Run	6/30/2024	Alejandra Cruz Delgado	Cafeteria Assistant, 5.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Woodstock	4/30/2024	Rochelle L Bozza	Kindergarten Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Salem	6/30/2024	Cynthia Eblacas	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	North Landing	6/30/2024	Jonathan A Hehl	Security Assistant (Employee changed from retirement ro resignation.)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Other Employment Actions - High School	Kellam	5/31/2024	Sylvia A Martin	Security Assistant (Employee changed retirement date from 6/30/2024 to 5/31/2024.)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Alanton	5/28/2024	Fara T Faust	Instructional Technology Specialist (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/14/2024	Justin R Eley	Music/Vocal Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2024	Jordan L Martin	Special Education Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2024	Madison J McLaughlin	Third Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Christopher Farms	5/31/2024	Katelyn M Hadder	School Counselor, - 600 (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Holland	6/30/2024	Amy M Reineberg	Music/Vocal Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2024	Amber Fredriksen	Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville Meadows	6/30/2024	Chanel L Griffin	Third Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	King's Grant	6/30/2024	Tamiera N Bost-Williams	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2024	Kelly M Kriss	Special Education Teacher (continuing education)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	6/30/2024	Marquita Lewis	Second Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Newtown	6/30/2024	Sade F Williams	Second Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Pembroke	6/30/2024	Colleen M Pompe	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont	6/30/2024	Christina M Mink-Adkins	Reading Specialist (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Rosemont Forest	6/30/2024	Kelsey L Turchan	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Windsor Oaks	6/30/2024	Elicia Schweitzer	First Grade Teacher (transfer of spouse)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside	6/30/2024	Jamie L Ramsey	Art Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandsen	6/30/2024	Karina Schumm	Seventh Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Brandon	6/30/2024	Morgan C Graham	Math Coach (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Princess Anne	6/30/2024	Stephen L Clendenin	Band Instructor (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2024	Margaret L James	School Counselor (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	First Colonial	6/30/2024	Tyler E Smith	Social Studies Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run	6/30/2024	Jennifer M Girvan	Music/Vocal Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	5/24/2024	Victoria Bethley	Science Teacher (family)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Landstown	6/30/2024	Sierra Rodgers	English Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Princess Anne	6/30/2024	Brian Hall	Latin Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Diamond Springs	6/30/2024	Darlene M Green	Kindergarten Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Linkhorn Park	6/30/2024	Suzanne S Cardwell	Special Education Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Princess Anne	6/30/2024	Claudia W Liebig	Sixth Grade Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Middle School	Lynnhaven	5/23/2024	Savannah D Morris	Special Education Teacher (Employee rescinded resignation request.)	Not Applicable	Not Applicable
Administrative	Appointments - Middle School	Salem	7/1/2024	Jeremy L Cox	Assistant Principal	Grand Canyon University, AZ	Charlotte Mecklenburg Schools, NC
Administrative	Appointments - Middle School	Salem	7/1/2024	Angela L Parsons	Assistant Principal	Old Dominion University, VA	VBAPS
Administrative	Appointments - High School	Salem	7/29/2024	Sharon R Byrd	Coordinator Visual & Perform Arts Academy	Virginia Tech, VA	VBAPS
Administrative	Appointments - Miscellaneous	Department of Human Resources	7/1/2024	Amy N Church	Director of Employment Services	George Washington University, DC	VBAPS





**Subject:** Policy Review Committee Recommendations **Item Number:** 15B1

**Section:** Action **Date:** June 10, 2024

**Senior Staff:** Eugene Soltner, Ph.D., Chief of Staff

**Prepared by:** Jessica Owens, PRC Chair and Kamala Lannetti, School Board Attorney

**Presenter(s):** Kamala Lannetti, School Board Attorney

**Recommendation:**

That the School Board approve Policy Review Committee (PRC) recommendations regarding approval of the amendment of certain bylaws reviewed by the PRC at its May 20, 2024 meeting.

**Background Summary:**

1. **Bylaw 1-28/ Committees, Organizations and Boards – School Board Member Assignments** – the PRC recommends removing the Planning and Performance Monitoring Committee from the Bylaw and the reference to it from the Governance Committee section.

**Source:**

Code of Virginia, 1950, as amended, § 22.1-253.12:7 School Board Policies.  
Policy Review Committee Meeting of May 20, 2024

## **SCHOOL BOARD BYLAWS**

### **Committees, Organizations and Boards – School Board Member Assignments**

The School Board utilizes committees, boards, and other organizations (hereinafter "Committee") to accomplish both internal and external goals. School Board Members may be assigned to represent the School Board's interest on any such Committee. School Board Members have no individual authority when serving in these assignments and may only exercise the authority specifically authorized by the School Board. The School Board recognizes the following types of Committees: a) Standing School Board Committees; b) Joint School Board/City Council Committees; c) Ad Hoc School Board Committees; d) School Division Standing Committees with School Board Liaisons; and e) Outside Committees.

#### **A. General matters**

##### **1. Creation**

The School Board may determine that certain School Division objectives require longer term study and analysis, and/or ongoing oversight. In such cases where concerns lend themselves to a committee approach, committees comprised of School Board Members either alone or in conjunction with members of the School Administration, other public bodies, or public organizations, and/or the public-at-large may be created by the School Board. The School Board shall describe the objectives of any such Committee in its minutes or other writing and provide it to the Committee.

##### **2. Authority**

Any such Committee shall have only such authority to bind the School Board as is expressly granted and shall have only such powers as the School Board has expressly granted or which, by implication, are reasonably necessary to accomplish the stated purpose(s).

##### **3. Assignments**

Unless otherwise specified, the School Board Chair in consultation with the Vice Chair will recommend to the School Board School Board Members and others to be assigned to Committees. The School Board by majority vote will appoint School Board Committee Members by July 1st of each year. Assignments may be reviewed in January of each year or when otherwise necessary. Each School Board Member should be assigned to at least one (1) Committee. Appointment to a Committee should take into consideration, but not be limited to, the following (the order of considerations does not

indicate priority of considerations) equitable distribution of Committee assignments among School Board Members; expressed interests of School Board Members; experience of School Board Member; a School Board Member's training, education and/or experience with the purpose of the committee; continuity of service and historical knowledge; availability for meetings; the need for diversity; the needs of the School Board; and other good and just cause.

Should one or more representatives of the School Board be needed to attend a Committee meeting prior to the School Board's adoption of Committee assignments, the Chair is authorized to temporarily appoint School Board Members to that Committee. Assignments to a Committee are effective until June 30th of each year or until such time as the School Board appoints new Committee Members, whichever is later.

The School Board is authorized to appoint alternates to Committees, should the School Board Member assigned require another School Board Member to substitute. In the absence of an alternate or when an alternate is unavailable, the Chair may assign another School Board Member to represent the School Board at a Committee meeting.

4. Individual Authority

Individual School Board Members appointed to any Committee shall have no authority to bind the School Board on any matter unless such authority is expressly granted by the School Board.

5. Reports

Assigned School Board Members shall report to the School Board on Committee activities when and in the format designated by the School Board.

6. Committee Chair

The Committee Chair will be chosen by the Members of the Committee unless otherwise specified. For the purposes of electing a Committee Chair, the most senior School Board Member attending the first meeting of the fiscal year (starting July 1st) (or the most senior assigned staff member attending the meeting if a School Board Member is not present at the first meeting) shall conduct the election of the Committee Chair. Until such time as a new Committee Chair is elected, the current Committee Chair may continue to serve as the Committee Chair so long as the Committee Chair remains appointed to that Committee. If the Committee Chair is no longer on the School Board, the most senior School Board Member on the Committee will serve as the Chair until a new chair is elected. All School Board

created Committees shall be chaired by an assigned School Board Member unless the Committee structure specifically requires that another person be the Committee Chair. When choosing a Committee Chair, the following shall be considered: a) continuity of membership; b) expressed interest of assigned School Board Members; c) diversity of membership; and d) needs of the School Board Committee.

7. Roles and Responsibilities of the Committee Chair

The Committee Chair shall have the responsibility for: a) presiding over the meetings or designating another Committee Member to preside in the Chair's absence; b) setting the direction for and establishing norms and protocols that allow for appropriate function and in an efficient manner; c) provide guidance and communicate expectations to other Committee Members; d) ensure that relevant, timely and effective decisions are executed and that all Committee Members are provided the opportunity to participate in the decision making process; e) ensure compliance with applicable law, bylaw, policy and regulation; f) ensure that appropriate notices are made, agendas and supporting materials are provided and that minutes of the meetings are kept if so required by law; g) contact new committee members; h) should try to maintain the agreed upon scheduled for Committee meetings and give consideration to the availability of Committee Members before changing the meeting date, time or location.

8. School Board Standing Committees will follow the School Board Standing Committee Procedures set forth in School Board Bylaw Appendix C.

**B. Committee Meetings**

1. Notices of Meetings by Committee Chair

The Committee Chair or the assigned staff member shall provide the School Board Clerk notice of the date, time, and location of Committee meetings so that the School Board Clerk or assigned staff member can give the public notice of meetings consistent with applicable law. The Committee Chair or the assigned staff member shall make available to the public, upon request, nonexempt agenda materials furnished to Members for the meeting as required by the Virginia Freedom of Information Act and other applicable law. Committee Meetings will be held in locations accessible to the public.

2. Public Access

Committee Meetings shall be open to the public but may be closed for all or a portion of the Meeting as permitted by the Virginia

Freedom of Information Act and other applicable law or regulation. The Committee Chair or assigned staff member will make arrangements for any persons needing accommodations or other services to access the Committee Meetings.

3. Rules of Order

School Board Committees may, but are not required to, follow the Standing Rules and the Special Rules of Order.

**C. School Board Standing Committees**

The Committees listed below shall be considered Standing Committees of the School Board:

1. Internal Audit Committee

The Internal Audit Committee consists of three to four Members, including two or three Members of the School Board and one or more citizens of the City of Virginia Beach to serve as the third and/or fourth Member.

The Internal Audit Committee assists the full School Board in considering internal and external audit matters, including the timely reporting to the School Board of material actions or inactions of school employees that could lead to charges of malfeasance in office by School Board Members or School Division employees or agents. The School Board has established the Department of Internal Audit, which reports directly to the Internal Audit Committee, and through the Internal Audit Committee, to the full School Board, as more particularly set forth in Policy 3-96 and the Internal Audit Charter.

2. Policy Review Committee

The School Board Policy Review Committee (PRC) will consist of three School Board Members. The School Board, at its discretion, may appoint a citizen to serve as a voting member. The School Board Attorney, the Chief of Staff and other staff members appointed by the Superintendent will serve as liaisons to the PRC but will not be voting members.

The responsibilities of the PRC will be to consider input from the public, students, staff, the school administration, or other stakeholders and advise the School Board and the Superintendent concerning the need to amend, adopt, repeal, and/or merge by-laws, policies and applicable regulations.

~~3. Planning and Performance Monitoring Committee~~

The Planning and Performance Monitoring Committee will consist of three School Board Members. The Superintendent and other staff members assigned by the Superintendent will serve as liaisons to the Committee but will not be voting members. The purpose of the Committee will be to provide transparent oversight of School Division resources and processes to ensure effective and efficient operations in support of the School Division's vision, mission and strategic goals as well as coordinating School Board Member engagement in strategic and operational planning, including budget development by:

a. Planning responsibilities will include, but not be limited to:

1. updating the strategic and operational planning/budgeting process and calendars;
2. establishing annual operating priorities and targets/goals to guide budget development;
3. identifying operational issues deserving special attention in the next year's budget (e.g., unmet needs, transportation, compensation, building safety);
4. identifying and prioritizing opportunities for significant innovation in particular areas;

b. Performance Monitoring responsibilities will include, but not be limited to:

1. recommending key planning "products" to the full School Board for review and approval (e.g., updates to the vision/mission statement, new strategic plan, the annual budget);
2. working with the School Administration in updating the content and format of performance reports being sent to the School Board (e.g., student testing, program evaluation calendar and reporting, strategic plan/navigational marker reporting);
3. reviewing performance reports, identifying issues and opportunities; and

~~4. assisting with presentation of performance reports at regular School Board Meetings.~~

4.3. Governance Committee

The Governance Committee will consist of the School Board Chair and the Chairs of the Internal Audit Committee, and the Policy Review Committee, ~~and the Planning and Performance Monitoring Committee~~. Additionally, one other School Board Member will be appointed by the School Board Chair and approved by the School Board to also serve on the Committee. The Chair of the Governance Committee will be the Chair of the School Board. The Superintendent and the School Board Attorney will serve as the liaisons to the Committee but will not be voting members. The Governance Committee will be responsible for the following:

- a. building and monitoring the School Board-Superintendent working relationship and addressing relationship issues as they occur, including approval of routine matters related to the Superintendent's contract and employment, initially addressing issues and concerns regarding the Superintendent's conditions of employment, and communication with the School Board concerning such matters;
- b. developing procedures and an evaluation instrument for the Superintendent's evaluation;
- c. developing and presenting to the School Board annual goals for the Superintendent;
- d. establishing School Board- Superintendent communication and interaction guidelines and monitoring compliance with such guidelines;
- e. planning strategic and/or operational retreats at which values and vision statements will be updated (as needed), environmental trends will be assessed, and strategic issues will be identified and analyzed;
- f. identifying training and educational opportunities for School Board Members to become better informed about School Board governance issues and public education matters and monitoring an annual budget to fund such opportunities;
- g. coordinating School Board self-evaluation procedures, instruments and training;



- h. developing guidelines for effective communication of School Board Committee work to the School Board, the School Administration, and the public;
- i. developing long range agenda forecasts for School Board consideration;
- j. reviewing and responding to complaints or concerns regarding School Board Members and developing procedures for handling such complaints;
- k. Establish protocol and procedures, subject to review by the School Board, regarding School Board Meetings and other matters relating to the School Board;
- l. Developing the School Board Attorney contract, job description and evaluation. Handling the annual evaluation process of the School Board Attorney, monitoring the needs and work of the Department of Legal Services; and
- m. such other duties assigned to the Governance Committee by the School Board.

#### 5.4.Legislative Committee

The Legislative Committee will consist of three School Board Members, School Board Attorney, the School Board's Legislative Consultant and those staff members appointed by the Superintendent who will serve as liaisons to the Committee but will not be voting members. The Legislative Committee is responsible for the development of the School Board's proposed annual legislative package. The legislative package, priorities and positions shall be based upon input from the School Board and the Superintendent. The Legislative Committee is also responsible for developing the School Board's regional legislative position and for acting as the School Board's liaison to the Virginia General Assembly as well as other publicly elected bodies.

#### 6.5.Building Utilization Committee

The Building Utilization Committee (BUC) will consist of three School Board Members. The Superintendent may assign appropriate staff members to assist the BUC in its review but such staff members will not be voting members. The BUC will annually review enrollment projections and impact on optimal building utilization. At its discretion, the BUC may invite input from PTAs or other community groups directly impacted by any recommendation from the BUC.

#### 7.6.Student Discipline Committees

Three Committees of the School Board shall be appointed to hear student discipline cases as needed. Each Committee shall consist of three (3) voting School Board Members and one (1) nonvoting School counselor. Each Member of a Committee, excluding the School counselor, has authority to make motions and vote on that Committee. Each Committee shall meet to determine cases dealing with expulsions and long-term suspensions as set forth in School Board policy or regulation. A unanimous decision of a Committee consisting of three School Board Members regarding long-term suspensions and expulsions is final. If a Committee's decision is not unanimous, or if the decision is made by a Committee of less than three (3) School Board Members, the decision of the Committee may be appealed to the full School Board. If only two School Board Members are present for a Committee hearing, the School Counselor may vote in place of the School Board Member, however any decision in which a School Counselor has cast a vote may be appealed to the School Board for a hearing.

#### **D. Joint Standing School Board and City Council Committees/Boards**

The Committees listed below shall be considered Joint Standing Committees of the School Board and the City Council. The Chair shall seek approval from the School Board for all Member appointments to such Committees. The Chair shall take into consideration the experience of the School Board Members, their interest in membership, diversity of membership and continuity of membership on a Committee. The Chair of each Joint Standing School Board/City Council Committee shall be selected by the Committee Members unless otherwise specified.

##### **1. CIP/Modernization Review Committee**

The School Board Chair will appoint, and the School Board will approve two School Board Members and one alternate to serve on the Committee. The School Board Chair will appoint the Committee Chair.

#### **E. School Board Ad Hoc Committees**

A School Board Ad Hoc Committee and Ad Hoc Committee Chair shall be proposed by the School Board Chair and appointed by the School Board, as the need arises, to carry out a specified task, at the completion of which - that is, on presentation of its final report to the School Board, such Ad Hoc Committee will automatically cease to exist. An Ad Hoc Committee shall have those powers designated by the School Board. The following Committee(s) are designated School Board Ad Hoc Committee(s):

##### **a. Ad Hoc School Site Selection Committee**

The School Site Selection Committee is an Ad Hoc School Board Committee that is appointed as needed to assist the School Board in considering proposals for new school sites.

- b. Other Ad Hoc Committees as needed.

#### **F. School Division Standing Committees with School Board Member Liaisons**

If requested by the Superintendent or as set forth by Policy, the School Board may assign School Board Members to serve as Members of School Division Standing Committees. Voting rights of School Board Members serving as liaisons are determined by the Committee. The Superintendent shall provide a list of all such Liaison positions to the School Board by June 1st of each year.

1. The following Committees are designated as School Division Standing Committees with School Board Members assigned as Liaisons:

- a. Equity Council

The Equity Council addresses issues related to diverse populations and how the organizational climate contributes to fostering: greater student achievement; effective communication across all levels and with the greater community; honoring and listening to all voices; providing focused opportunities discussion, feedback, input and support to the implementation of Compass to 2025 and future School Board goals; reporting on all aspects of diversity and equity with a special focus on students of color; resources and support to further the work educational equity within the School Division. The Superintendent will designate a staff member to serve as the Chair of the Equity Council. No more than two (2) School Board Members will be assigned as liaisons to the Equity Council.

- b. 403 b Plan Oversight Committee

- c. Mental Health Taskforce

No more than two School Board Members will be assigned as liaisons to the Mental Health Taskforce.

#### **G. Outside Committees, Organizations or Boards**

The School Board Chair will recommend, and the School Board will approve School Board Members to represent the School Board on Outside Committees. In those instances, School Board Members have authority to bind the School Board for the limited purpose for which the Outside Committee exists. The Superintendent shall provide a list of all Outside Committees to the School Board

by June 1st of each year. The School Board Chair will recommend, and the School Board shall appoint School Board Members to such Committees by majority vote. Outside Committees include, but are not limited to:

1. Green Run Collegiate Charter Board
2. Governor's School for the Arts;
3. Mayor's Committee for Persons with Disabilities;
4. SECEP - Southeastern Cooperative Educational Program;
5. VSBA - Virginia School Board Association Delegate Assembly;
6. Hampton Roads Educational Telecommunications Association (HRETA) WHRO Educational Advisory Committee;
7. Sister Cities Association of Virginia Beach;
8. Deferred Compensation Board;
9. Access College Foundation; and
10. Virginia Beach Human Rights Commission

### **Related Links**

School Board Bylaws [Appendix A](#)

School Board Bylaws [Appendix C](#)

School Board [Policy 3-96](#)

School Board [Internal Audit Charter](#), as amended.

Adopted by School Board: July 21, 1992

Amended by School Board: April 19, 1994

Amended by School Board: January 3, 1995

Amended by School Board: August 17, 1999

Amended by School Board: February 20, 2001

Amended by School Board: August 7, 2001

Amended by School Board: August 21, 2001

Amended by School Board: May 28, 2002

Amended by School Board: August 6, 2002

Amended by School Board: July 15, 2008

Amended by School Board: December 2, 2008

Amended by School Board: December 15, 2015

Amended by School Board: August 2, 2016

Amended by School Board: June 11, 2018

Amended by School Board: February 12, 2019

Amended by School Board: November 12, 2019

Amended by School Board: January 28, 2020

Amended by School Board: June 23, 2020

Amended by School Board: February 23, 2021  
Amended by School Board: September 28, 2021  
Amended by School Board: December 13, 2022  
Amended by School Board: April 4, 2023

Amended by School Board: June 2024

APPROVED AS TO  
LEGAL SUFFICIENCY

Kamala H. Lennetti



**Subject:** Textbooks Adoptions: AP Psychology & AP European History **Item Number:** 15C1 & 15C2

**Section:** Action **Date:** June 10, 2024

**Senior Staff:** Danielle E. Colucci, Chief Academic Officer

**Prepared by:** Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

Holly Means, Instructional Specialist, Secondary Social Studies

**Presenter(s):** Thomas W. Quinn, Executive Director of Secondary Teaching and Learning

**Recommendation:**

That the School Board approve the textbook adoptions for AP Psychology and AP European History. The recommendation is for the School Board to approve the following high school AP Psychology and AP European textbooks and materials sent by publishers for implementation in the Fall of 2024.

Course Title	Textbook	Publisher	Copyright
AP Psychology	<i>Myers' Psychology, 4<sup>th</sup> Edition</i>	Bedford, Freeman, Worth	2024
AP European History	<i>Western Heritage Since 1300, 12<sup>th</sup> Edition</i>	Pearson	2020

**Background Summary:**

The members of each of the AP Social Studies Textbook Adoption Committees reviewed textbooks and materials sent by publishers. No suitable open educational resource was found that could meet the requirements of the AP Course Audit. The committees evaluated the textbooks based on their alignment to the standards set forth by College Board and the digital resources it provides for students and teachers. The textbooks were reviewed by teachers, professors, parents, and student representatives. The textbooks were available for public comment and review at the School Administration Building and two Virginia Beach Public Libraries. After reviewing the textbooks, the Textbook Adoption Committees recommend the above textbooks as their first-choice recommendation for implementation in the fall of 2024. These choices are found on the AP Course Audit Textbook list.

A negotiation team including the Director of Instructional Technology and the Coordinator for Secondary Social Studies communicated with the appropriate personnel from the publishing companies to discuss a preliminary contract for the full adoption cycle pending approval by the School Board. The quantity provided in the request is for a class set of 15 hard copies per teacher for each course, with digital access for each student that is accessible offline, providing access to those who may not have internet access. This will allow access for all students.

The proposed textbooks will replace the current textbooks:

Course Title	Textbook	Copyright	Years in use (including this year)
AP Psychology	<i>Myers' Psychology, 2<sup>nd</sup> edition</i>	2014	8
AP European History	<i>A History of Western Society Since 1300 for the AP Course, 11<sup>th</sup> edition</i>	2015	8

**Source:**

Code of Va., § 22.1-238-22.1-239, § 22.1-251-22.1-252  
School Board of the City of Virginia Beach Policy 6-60

**Budget Impact:**

**AP PSYCHOLOGY  
TEXTBOOK ADOPTION**

Course(s)	Recommendations	Student Enrollment	Initial Implementation Cost	Six Year Additional Costs (3%/yr)	Total Implementation Cost
AP Psychology	<b>First Choice:</b> <i>Myers' Psychology, 4<sup>th</sup> edition</i>	850	\$151,622.77	\$12,080.47	<b>\$163,703.24</b>
	<b>Second Choice:</b> <i>AMSCO Advanced Placement Edition Psychology, Second Edition, (paperback consumable)</i>	850	\$124,582.50	\$33,994.17	<b>\$158,576.67</b>

The AP Psychology Textbook Adoption Committee recommend the following textbook as its first choice for adoption by Virginia Beach City Public Schools:

**AP Psychology:** *Myers' Psychology, 4th Edition*, Bedford, Freeman, Worth, 2024

The recommended textbook for AP Psychology displays the following strengths:

- Aligned to the College Board objectives and the VBCPS Graduate Profile
- Provides offline access to the text by downloading directly to a student's issued device
- Revised instructional modules based on 2019 course content
- Provides a diversity of graphs, charts, diagrams, and visuals that support learning and enhance student engagement
- Includes valuable teacher resources to include annotated teacher copy, an instructional manual, and example lesson plans with student activities and teaching tips
- Integration of Ancillary materials and practice assessments accessible through the Canvas Learning Management System
- Responsive customer service and support highlighted by AP curriculum update released in February



**SECONDARY SOCIAL STUDIES  
AP Psychology  
TEXTBOOK ADOPTION COMMITTEE**

**Instructor Representatives for AP Psychology**

Lisa Kopacz, Cox HS  
Becky Burnsworth, Green Run HS  
Kim Rowe, Salem HS  
Jackie Mowery, Bayside HS  
Carrie Coffee, Kellam HS

**Parent Representative**

Jennifer Ludford, Cox High School

**Student Representative**

Students from Cox High School

**Professor Representative**

Dr. Krystall Dunaway, Department of Psychology, Old Dominion University

**AP EUROPEAN HISTORY  
TEXTBOOK ADOPTION**

Course(s)	Recommendations	Student Enrollment	Initial Implementation Cost	Six Year Additional Costs (3%/yr)	Total Implementation Cost
AP European History	<b>First Choice:</b> <i>Western Heritage Since 1300, 12th edition</i>	640	\$116,697.76	\$9,498.15	<b>\$126,195.91</b>
	<b>Second Choice:</b> <i>Western Civilization Since 1300, 10<sup>th</sup> Edition</i>	640	\$109,027.50	\$10,832.00	<b>\$119,859.50</b>

The AP European History Textbook Adoption Committee recommends the following textbook as its first choice for adoption by Virginia Beach City Public Schools:

**AP European History:** *Western Heritage Since 1300, 12th Edition*, Pearson, 2020

The recommended textbook for AP European History displays the following strengths:

- Aligned to the College Board objectives and the VBCPS Graduate Profile
- Provides offline access to the text by downloading directly to a student's issued device
- Includes resources within text and online for teacher and student
- Provides a format that allows for easier readability to support different reading levels
- Provides primary source dissection – guided reading and “closer look” feature
- Provides robust digital resources with interactive opportunities, including reading, and note-taking guides
- Provides extensive AP test preparation including the “MyLab” online platform and assessment resources
- Includes comprehensive context for art and literature connections

**SECONDARY SOCIAL STUDIES**  
**AP European History**  
**TEXTBOOK ADOPTION COMMITTEE**

**Instructor Representatives for AP European History**

Donika Anderson-Wagner, First Colonial High School  
Jakob Saunders, Ocean Lakes High School  
Belinda Pond, Princess Anne High School  
Gregg Norquist, Cox High School  
Kelli Bradshaw, Landstown High School

**Parent Representative**

Diane O'Tuel, Landstown High School  
Aimee Belanger, Landstown High School

**Student Representatives**

Students from Landstown High School

**Professor Representative**

Robert del Corso, Department of History, Old Dominion University



**Subject:** FY 2024-25 Amended Budget Resolution **Item Number:** 15D

**Section:** Action **Date:** June 10, 2024

**Senior Staff:** Crystal M. Pate

**Prepared by:** Crystal M. Pate, Chief Financial Officer

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

**Recommendation:**

That the School Board approve the FY 2024/25 School Operating Amended Budget Resolution.

**Background Summary:**

Information and attachments are forthcoming.

**Source:**

Virginia Code Sections 22.1-115 and 22.1-89, Board Policy 3-10, and Board Regulations 3-10.1.

**Budget Impact:**

The Amended Budget Resolution – FY 2024/2025 reflect all the updated and correct budget numbers.

## **FY 2024-25 Amended Budget Resolution**

**WHEREAS**, the School Board of the City of Virginia Beach approved the FY 2024/25 School Board Proposed Operating Budget on March 12, 2024; and

**WHEREAS**, the FY 2024/25 budget was adopted by the City Council on May 14, 2024; and

**WHEREAS**, the adopted budget recognizes a decrease in local tax revenue streams used to calculate the Revenue Sharing Formula for the city's contribution to the schools; and

**WHEREAS**, a negative adjustment of \$218,208 has been placed in the schools' FY 2024/25 operating budget to account for the variance in city revenues; and

**WHEREAS**, this negative adjustment will be offset with additional state revenue; and

**WHEREAS**, Governor Youngkin convened a special session of the General Assembly on May 13, 2024; and

**WHEREAS**, the 2024 Special Session I General Assembly adopted a budget that amends FY 2025-2026 Direct Aid distributions to school divisions; and

**WHEREAS**, these amendments include, among other items, a 3% compensation supplement to school divisions for Standards of Quality (SOQ) instructional and support positions effective July 1, 2024; and

**WHEREAS**, Governor Youngkin signed the Virginia State Budget on May 13, 2024; and

**WHEREAS**, state funds for the School Operating fund will increase by \$18,937,444 and state sales tax will decrease by \$2,784,933; and

**WHEREAS**, the School Board of the City of Virginia Beach requests an additional appropriation of \$16,152,511 into the School Operating fund and \$105,000 into the Green Run Collegiate Charter School fund; and

**WHEREAS**, appropriations of funds must be approved by the City Council prior to the expenditure of funds by the School Board of the City of Virginia Beach; and

### **NOW, THEREFORE, BE IT**

**RESOLVED:** the School Board of the City of Virginia Beach requests an additional appropriation to the School Operating fund of \$16,152,511, which includes a \$105,000 transfer to the Green Run Collegiate Charter School fund; and be it

**FURTHER RESOLVED:** the School Board of the City of Virginia Beach requests an additional appropriation to the Green Run Collegiate Charter School fund of \$105,000; and be it

**FURTHER RESOLVED:** these funds will be used to provide additional special education support, one wellness day for benefit-eligible employees in an allocated position, and a 2% increase in the entry rates for both the unified and instructional experience-based step pay scales, effective August 1, 2024; and be it

**FURTHER RESOLVED:** that the School Board of the City of Virginia Beach approves and affirms the necessary appropriation and recommended uses of these funds; and be it

**FINALLY RESOLVED:** That a copy of this resolution be spread across the official minutes of this Board, and the Clerk of the Board is directed to deliver a copy of this resolution to the Mayor, each member of the City Council, the City Manager, and the City Clerk.

Adopted by the School Board of the City of Virginia Beach this 10<sup>th</sup> day of June 2024.

SEAL

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Kimberly A. Melnyk, School Board Chair

Attest:

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Regina M. Toneatto, Clerk of the Board



**Subject:** Salary Resolution FY 2024/25 **Item Number:** 15E

**Section:** Action **Date:** June 10, 2024

**Senior Staff:** Crystal M. Pate

**Prepared by:** Crystal M. Pate, Chief Financial Officer

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

**Recommendation:**

That the School Board receive and approve the Salary Resolution FY 2024/25 and the following attachments:

- Attachment A - Alphabetical Listing of Instructional Positions
- Attachment B - Instructional Experience-Based Step Pay Scale (7/1/24 --- 6/30/25)
- Attachment C - Unified Experience-Based Step Pay Scale Grade Assignments (7/1/24 --- 6/30/25)
- Attachment D - Unified Experience-Based Step Pay Scale (7/1/24 --- 6/30/25)
- Attachment E - Part-time Temporary Hourly Rates (7/1/24 --- 6/30/25)
- Attachment F - Table of Allowances 2024/2025
- Attachment G – High School Department Chairs and Non-Athletic and Athletic Supplements 2024/25
- Attachment H - Student Activity Rates 2024/25

Information and attachments are forthcoming.

**Background Summary:**

The City Council approved the FY 2024/25 Budget that places an emphasis on staffing and compensation needs.

**Source:**

N/A

**Budget Impact:**

Funds are budgeted in the various funds and budget cost centers for FY 2024/25.

**SALARY RESOLUTION**  
**June 10, 2024**

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

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

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

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

**WHEREAS**, the proposed FY 2024/25 Operating Budget includes a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-based Step Pay scale; and

**WHEREAS**, the proposed FY 2024/25 Operating Budget includes step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Unified Experience-based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15+ years of experience will receive a 1.5% increase; and

**WHEREAS**, the proposed FY 2024/25 Operating Budget includes the following changes: Driver's Education Instructors will be upgraded to grade 13, the entry rate for Bus Assistants, Cafeteria Assistants, Custodian I, and Fleet Shop Helper on grade 7 will be adjusted to \$15.00 per hour; and tuition reimbursement increased to \$1,000; and

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

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

- Attachment A - Alphabetical Listing of Instructional Positions (7/1/24)
- Attachment B - Instructional Experience-Based Step Pay Scale (7/1/24)
- Attachment C - Unified Experience-Based Step Pay Scale (7/1/24)
- Attachment D - Part-time Temporary Hourly Rates (7/1/24)
- Attachment E - Table of Allowances (7/1/24)
- Attachment F - High School Department Chairs Supplements (7/1/24)
- Attachment G - Non-Athletic and Athletic Supplements (7/1/24)
- Attachment H - Student Activity Rates (7/1/24)

**NOW, THEREFORE, LET IT BE**

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



**Alphabetical Listing of Instructional Positions  
SY 2024 - 2025**

CODE	POSITION	CODE	POSITION
2001	1st Grade Teacher	2610	Japanese Teacher
2002	2nd Grade Teacher	2120	Journalism Teacher
2003	3rd Grade Teacher	2323	Keyboarding Teacher
2004	4th Grade Teacher	2000	Kindergarten Teacher
2005	5th Grade Teacher	2607	Latin Teacher
2100	6th Grade Teacher	2500	Library Media Specialist
2101	7th Grade Teacher	2577	Literacy Teacher
2102	8th Grade Teacher	2309	Marketing Education Teacher (11 m)
2400	Adaptive PE Teacher	5249	Math Academy Teacher
3231	Administrative Assistant Interns-Central Office	2505	Math Coach
3232	Administrative Assistant Interns-Elementary	2202	Math Teacher
2026	Administrative Assistant Interns-Extended Day	2023	Math Specialist
3234	Administrative Assistant Interns-High School	2437	Multiple Disabilities Teacher
3233	Administrative Assistant Interns-Middle School	2524	Music - Instrumental Teacher
2300	Agriculture Education Teacher (Extended)	2528	Music Therapist (11 m)
2540	ALC Teacher	2522	Music - Vocal Teacher
2541	ALC Teacher (158-day)	2220	Naval Science Instructor (11-months)
2611	American Sign Language Teacher	2310	Nursing Instructor
2613	Arabic Teacher	2311	Nursing Instructor Coordinator (12 m)
2530	Art Teacher	2312	Occ Info & Exploratory Teacher
2529	Art Therapist (11 m)	2441	Orthopedic Impairment Teacher (8-hr)
2621	AVID Coach	2440	Orthopedic Impairment Teacher
2620	AVID Instructor	2304	Pharmacy Technician Teacher
2520	Band Instructor	2015	Physical Education Teacher
2594	Behavior Intervention Teacher	2011	Pre-Kindergarten Teacher
2301	Business Education Teacher	2012	Pre-Kindergarten Resource Teacher
2321	Career and Academic Prep (CAP) Teacher	2405	Program Compliance Support Teacher
2324	Career Skills Teacher	2322	Public Safety Instructor (11 m)
2612	Chinese Teacher	2020	Reading Recovery Teacher
2550	Computer Science Teacher	2575	Reading Specialist
2409	Cross Categorical Teacher (8-hr)	2570	Reading Teacher
2410	Cross Categorical - ED/LD Teacher	2225	Remediation Specialist
2411	Cross Categorical - ED/LD/ID Teacher	2608	Russian Teacher
2412	Cross Categorical - ED/ID Teacher	2510	School Counselor
2413	Cross Categorical - LD/ID Teacher	2511	School Counselor (Extended)
2555	Dance Teacher	2203	Science Teacher
2533	Drama Teacher	2201	Social Studies Teacher
2210	Drivers Education Teacher	2609	Spanish Teacher
2010	Early Childhood Initiative Grant (Title Only)	2455	Speech/Language Pathologist
2425	Early Childhood Special Ed Teacher	2456	Speech/Language Pathologist (11m)
2426	Early Childhood Special Ed Teacher (11 m)	2450	Speech/Learning Disabilities Teacher
2305	Education for Employment Teacher	2451	Speech/Learning Disabilities Teacher (11m)
2306	Electronic Commerce Teacher	2585	Study Skills Teacher
2445	Emotional Disability Teacher	2590	Substance Abuse Intervention
2535	English Second Language	2460	Supported Employment Teacher
2200	English Teacher	2595	Suspension Intervention Teacher
2217	Environmental Studies Teachers	2650	Teacher/Facilitator (Green Run Collegiate)
2318	Family and Consumer Sciences Teacher	2314	Technology Education Teacher
2605	French Teacher	2315	Teen Living Teacher
2606	German Teacher	2559	Testing Assessment Specialist
2558	Gifted Resource Teacher	2021	Title I Kindergarten Teacher
2557	Gifted Teacher	2022	Title I Resource Teacher
2596	Graduation Coach	2023	Title II Resource Teacher
2565	Health & PE Teacher	2316	Trade & Industrial Teacher
2433	Hearing Impairment Teacher	2465	Visual Impairment Teacher
2307	Hotel/Motel Operations Teacher	2466	Visual Impairment Teacher (8-hr)
2320	HS That Work Coordinator	<b>FLSA Status for all Instructional Positions is EXEMPT</b>	
2308	Industrial Coop Training Teacher (11 m)		
2431	Intellectual Disability 1 Teacher		
2430	Intellectual Disability 2 Teacher		
2247	Intellectual Disability 3 Teacher		
2515	Instructional Technology Specialist (11 Month)		
2215	ISAEP Teacher		



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

**INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE**

**SY 2023 - 2024**

**Effective: July 1, 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	37,602
1	53,800	56,772	58,387	59,451	69,947	38,166
2	54,607	57,624	59,263	60,343	70,996	38,739
3	55,426	58,488	60,152	61,248	72,061	39,320
4	56,257	59,366	61,054	62,167	73,142	39,910
5	57,101	60,256	61,970	63,100	74,240	40,508
6	57,958	61,160	62,900	64,046	75,353	41,116
7	58,827	62,078	63,843	65,007	76,483	41,733
8	59,710	63,009	64,801	65,982	77,631	42,359
9	60,605	63,954	65,773	66,972	78,795	42,994
10	61,514	64,913	66,759	67,976	79,977	43,639
11	62,437	65,887	67,761	68,996	81,177	44,294
12	63,374	66,875	68,777	70,031	82,394	44,958
13	64,324	67,878	69,809	71,081	83,630	45,632
14	65,289	68,896	70,856	72,147	84,885	46,317
15	66,268	69,930	71,919	73,230	86,158	47,011
16	67,262	70,979	72,998	74,328	87,450	47,717
17	68,271	72,043	74,093	75,443	88,762	48,432
18	69,295	73,124	75,204	76,575	90,093	49,159
19	70,335	74,221	76,332	77,723	91,445	49,896
20	71,390	75,334	77,477	78,889	92,817	50,645
21	72,461	76,464	78,639	80,073	94,209	51,404
22	73,548	77,611	79,819	81,275	95,622	52,175
23	74,651	78,775	81,016	82,493	97,056	52,958
24	75,771	79,957	82,231	83,730	98,512	53,753
25	76,907	81,156	83,465	84,986	99,990	54,559
26	78,061	82,374	84,717	86,261	101,490	55,377
27	79,232	83,609	85,987	87,555	103,012	56,208
28	80,420	84,864	87,277	88,868	104,557	57,051
29	81,626	86,136	88,586	90,201	106,126	57,907
30	82,851	87,429	89,915	91,554	107,717	58,775
31	84,094	88,740	91,264	92,927	109,333	59,657
32	85,355	90,071	92,633	94,321	110,973	60,552
33	86,635	91,422	94,022	95,736	112,638	61,460
34	87,935	92,794	95,433	97,172	114,327	62,382
35	89,254	94,185	96,864	98,630	116,042	63,318
36	90,593	95,598	98,317	100,109	117,783	64,267
37	91,952	97,032	99,792	101,611	119,550	65,232
38	93,331	98,488	101,289	103,135	121,343	66,210
39	94,731	99,965	102,808	104,682	123,163	67,203
40	96,152	101,464	104,350	106,252	125,011	68,211
41	97,594	102,986	105,916	107,846	126,886	69,234
42	99,058	104,531	107,504	109,464	128,789	70,273
43	100,544	106,099	109,117	111,106	130,721	71,327
44	102,052	107,691	110,754	112,772	132,682	72,397
45+	103,583	109,306	112,415	114,464	134,672	73,483

Experience steps 1-45 a reflects 1.5% between each year of experience.

Unified Exp Based Pay Scale - SY 2024/2025 (Effect. 7/1/24)				
Professional Level II (PL2)				
Annual Hrs	7/1/2024	1500	1658	1950
Creditable Yrs of Exp	Hourly Rate	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	38.2500	57,375	63,418	74,587
1	38.6325	57,948	64,052	75,333
2	39.0189	58,528	64,693	76,086
3	39.4091	59,113	65,340	76,847
4	39.8032	59,704	65,993	77,616
5	40.2012	60,301	66,653	78,392
6	40.6033	60,904	67,320	79,176
7	41.0093	61,513	67,993	79,968
8	41.4194	62,129	68,673	80,767
9	41.8335	62,750	69,359	81,575
10	42.2519	63,377	70,053	82,391
11	42.6744	64,011	70,754	83,215
12	43.1012	64,651	71,461	84,047
13	43.5321	65,298	72,176	84,887
14	43.9675	65,951	72,898	85,736
15	44.6270	66,940	73,991	87,022
16	45.2964	67,944	75,101	88,327
17	45.9758	68,963	76,227	89,652
18	46.6655	69,998	77,371	90,997
19	47.3655	71,048	78,531	92,362
20	48.0759	72,113	79,709	93,748
21	48.7971	73,195	80,905	95,154
22	49.5290	74,293	82,119	96,581
23	50.2720	75,408	83,350	98,030
24	51.0261	76,539	84,601	99,500
25	51.7915	77,687	85,870	100,993
26	52.5683	78,852	87,158	102,508
27	53.3569	80,035	88,465	104,045
28	54.1572	81,235	89,792	105,606
29	54.9696	82,454	91,139	107,190
30	55.7940	83,691	92,506	108,798
31	56.6310	84,946	93,894	110,430
32	57.4804	86,220	95,302	112,086
33	58.3426	87,513	96,732	113,768
34	59.2178	88,826	98,183	115,474
35	60.1061	90,159	99,655	117,206
36	61.0077	91,511	101,150	118,965
37	61.9227	92,884	102,667	120,749
38	62.8516	94,277	104,207	122,560
39	63.7944	95,691	105,771	124,399
40	64.7513	97,126	107,357	126,265
41	65.7225	98,583	108,967	128,158
42	66.7084	100,062	110,602	130,081
43	67.7090	101,563	112,261	132,032
44	68.7247	103,087	113,945	134,013
45	69.7556	104,633	115,654	136,023
1500/1658 - Behavior Intervention Specialist 1500/1658 - Occupational Therapist 1500/1658 - 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 2024 2025 (Effect. 7/1/24)																		
U07														U08				
Annual Hrs	7/1/2024	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	HRS	7/1/2024	1371	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 200 days 7hr/day	12-mo 260 days 8hr/day
0	15.0000	9,765	11,160	12,555	13,950	15,345	16,740	18,135	19,530	20,925	22,320	24,000	31,200	0	15.5209	21,279	21,729	32,283
1	15.1500	9,862	11,271	12,680	14,089	15,498	16,907	18,316	19,725	21,134	22,543	24,240	31,512	1	15.6761	21,491	21,946	32,606
2	15.3015	9,961	11,384	12,807	14,230	15,653	17,076	18,499	19,922	21,345	22,768	24,482	31,827	2	15.8329	21,706	22,166	32,932
3	15.4546	10,060	11,498	12,935	14,372	15,810	17,247	18,684	20,121	21,559	22,996	24,727	32,145	3	15.9912	21,923	22,387	33,261
4	15.6091	10,161	11,613	13,064	14,516	15,968	17,419	18,871	20,323	21,774	23,226	24,974	32,466	4	16.1511	22,143	22,611	33,594
5	15.7652	10,263	11,729	13,195	14,661	16,127	17,593	19,060	20,526	21,992	23,458	25,224	32,791	5	16.3126	22,364	22,837	33,930
6	15.9229	10,365	11,846	13,327	14,808	16,289	17,769	19,250	20,731	22,212	23,693	25,476	33,119	6	16.4757	22,588	23,065	34,269
7	16.0821	10,469	11,965	13,460	14,956	16,451	17,947	19,443	20,938	22,434	23,930	25,731	33,450	7	16.6405	22,814	23,296	34,612
8	16.2429	10,574	12,084	13,595	15,105	16,616	18,127	19,637	21,148	22,658	24,169	25,988	33,785	8	16.8069	23,042	23,529	34,958
9	16.4053	10,679	12,205	13,731	15,256	16,782	18,308	19,834	21,359	22,885	24,411	26,248	34,123	9	16.9750	23,272	23,765	35,308
10	16.5694	10,786	12,327	13,868	15,409	16,950	18,491	20,032	21,573	23,114	24,655	26,511	34,464	10	17.1447	23,505	24,002	35,660
11	16.7351	10,894	12,450	14,007	15,563	17,120	18,676	20,232	21,789	23,345	24,901	26,776	34,809	11	17.3162	23,740	24,242	36,017
12	16.9024	11,003	12,575	14,147	15,719	17,291	18,863	20,435	22,006	23,578	25,150	27,043	35,156	12	17.4893	23,977	24,485	36,377
13	17.0714	11,113	12,701	14,288	15,876	17,464	19,051	20,639	22,226	23,814	25,402	27,314	35,508	13	17.6642	24,217	24,729	36,741
14	17.2422	11,224	12,828	14,431	16,035	17,638	19,242	20,845	22,449	24,052	25,656	27,587	35,863	14	17.8409	24,459	24,977	37,109
15	17.5008	11,393	13,020	14,648	16,275	17,903	19,530	21,158	22,786	24,413	26,041	28,001	36,401	15	18.1084	24,826	25,351	37,665
16	17.7633	11,563	13,215	14,867	16,519	18,171	19,823	21,475	23,127	24,779	26,431	28,421	36,947	16	18.3800	25,198	25,732	38,230
17	18.0298	11,737	13,414	15,090	16,767	18,444	20,121	21,798	23,474	25,151	26,828	28,847	37,501	17	18.6557	25,576	26,117	38,803
18	18.3002	11,913	13,615	15,317	17,019	18,721	20,423	22,124	23,826	25,528	27,230	29,280	38,064	18	18.9356	25,960	26,509	39,386
19	18.5747	12,092	13,819	15,547	17,274	19,001	20,729	22,456	24,184	25,911	27,639	29,719	38,635	19	19.2196	26,350	26,907	39,976
20	18.8533	12,273	14,026	15,780	17,533	19,286	21,040	22,793	24,546	26,300	28,053	30,165	39,214	20	19.5080	26,745	27,311	40,576
21	19.1361	12,457	14,237	16,016	17,796	19,576	21,355	23,135	24,915	26,694	28,474	30,617	39,803	21	19.8006	27,146	27,720	41,185
22	19.4232	12,644	14,450	16,257	18,063	19,869	21,676	23,482	25,289	27,095	28,901	31,077	40,400	22	20.0975	27,553	28,136	41,802
23	19.7145	12,834	14,667	16,501	18,334	20,167	22,001	23,834	25,668	27,501	29,335	31,543	41,006	23	20.3990	27,967	28,558	42,429
24	20.0102	13,026	14,887	16,748	18,609	20,470	22,331	24,192	26,053	27,914	29,775	32,016	41,621	24	20.7050	28,386	28,987	43,066
25	20.3104	13,222	15,110	16,999	18,888	20,777	22,666	24,555	26,444	28,333	30,221	32,496	42,245	25	21.0156	28,812	29,421	43,712
26	20.6150	13,420	15,337	17,254	19,171	21,089	23,006	24,923	26,840	28,757	30,675	32,984	42,879	26	21.3308	29,244	29,863	44,368
27	20.9243	13,621	15,567	17,513	19,459	21,405	23,351	25,297	27,243	29,189	31,135	33,478	43,522	27	21.6508	29,683	30,311	45,033
28	21.2381	13,826	15,801	17,776	19,751	21,726	23,701	25,676	27,652	29,627	31,602	33,980	44,175	28	21.9755	30,128	30,765	45,709
29	21.5567	14,033	16,038	18,042	20,047	22,052	24,057	26,062	28,066	30,071	32,076	34,490	44,837	29	22.3052	30,580	31,227	46,394
30	21.8800	14,243	16,278	18,313	20,348	22,383	24,418	26,452	28,487	30,522	32,557	35,008	45,510	30	22.6398	31,039	31,695	47,090
31	22.2082	14,457	16,522	18,588	20,653	22,718	24,784	26,849	28,915	30,980	33,045	35,533	46,193	31	22.9793	31,504	32,171	47,796
32	22.5414	14,674	16,770	18,867	20,963	23,059	25,156	27,252	29,348	31,445	33,541	36,066	46,886	32	23.3240	31,977	32,653	48,513
33	22.8795	14,894	17,022	19,150	21,277	23,405	25,533	27,661	29,789	31,916	34,044	36,607	47,589	33	23.6738	32,456	33,143	49,241
34	23.2227	15,117	17,277	19,437	21,597	23,756	25,916	28,076	30,235	32,395	34,555	37,156	48,303	34	24.0290	32,943	33,640	49,980
35	23.5710	15,344	17,536	19,728	21,921	24,113	26,305	28,497	30,689	32,881	35,073	37,713	49,027	35	24.3895	33,438	34,145	50,730
36	23.9246	15,574	17,799	20,024	22,249	24,474	26,699	28,924	31,149	33,374	35,599	38,279	49,763	36	24.7552	33,939	34,657	51,490
37	24.2834	15,808	18,066	20,325	22,583	24,841	27,100	29,358	31,616	33,875	36,133	38,853	50,509	37	25.1266	34,448	35,177	52,263
38	24.6477	16,045	18,337	20,630	22,922	25,214	27,506	29,799	32,091	34,383	36,675	39,436	51,267	38	25.5035	34,965	35,704	53,047
39	25.0174	16,286	18,612	20,939	23,266	25,592	27,919	30,246	32,572	34,899	37,225	40,027	52,036	39	25.8860	35,489	36,240	53,842
40	25.3927	16,530	18,892	21,253	23,615	25,976	28,338	30,699	33,061	35,422	37,784	40,628	52,816	40	26.2743	36,022	36,784	54,650
41	25.7736	16,778	19,175	21,572	23,969	26,366	28,763	31,160	33,557	35,954	38,351	41,237	53,609	41	26.6685	36,562	37,335	55,470
42	26.1602	17,030	19,463	21,896	24,328	26,761	29,194	31,627	34,060	36,493	38,926	41,856	54,413	42	27.0685	37,110	37,895	56,302
43	26.5526	17,285	19,755	22,224	24,693	27,163	29,632	32,102	34,571	37,040	39,510	42,484	55,229	43	27.4745	37,667	38,464	57,146
44	26.9509	17,545	20,051	22,557	25,064	27,570	30,077	32,583	35,090	37,596	40,102	43,121	56,057	44	27.8866	38,232	39,041	58,004
45	27.3551	17,808	20,352	22,896	25,440	27,984	30,528	33,072	35,616	38,160	40,704	43,768	56,898	45	28.3049	38,806	39,626	58,874
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 1488 - Bus Assistant @ 8 hrs														1209 - Cafeteria Assistant @ 6.5 hrs 1302 - Cafeteria Assistant @ 7 hrs 1600 - Custodian I 2080 - Fleet Shop Helper				
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														1400 - Baker/Cook @ 7 hrs 1400 - Cafeteria Manager in Training @ 7 hrs 1371 - Clinic Assist - CMA/CNA 2080 - Custodian II				

Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)															
U09						U10									
Annual Hrs	7/1/2024	1371	1386	1600	2080	Annual Hrs	7/1/2024	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 7.33hr	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	
45	30.3212	41,570	42,025	48,513	63,068	45	32.4975	33,374	44,554	45,983	48,356	55,895	57,455	67,594	
1600 - Asst Cafeteria Manager						1027 - ALC General Asst						1371 - Distance Learning Asst			
1371 - Clinic Assist - EMT						1488 - Auxiliary Bus Driver						1371 - General Asst			
2080 - Custodian III						1720 - Auxiliary Bus Driver - Plan Bee						1371 - Kindergarten & Prd-Kindergarten Asst			
1386 - ISS Coordinator						2080 - Distribution Driver						1415 - Library/Media Asst			
2080 - Office Assoc II						2080 - Carpentry Craftsman I						1371 - PE Asst			
1600 - School Office Assoc II						1371 - Clinic Assist - LPN						2080 - Maintenance Craftsman I			
2080 - School Office Assoc II-Data Tech						2080 - Custodian IV						2080 - Painter Craftsman I			
												1371 - PreK Asst			
												1371 - SpEd Asst			
												1371 - Title I Asst			
												2080 - School Rentals Assist			
												1415 - Security Assistant			
												1415 - School Security Officer I			
												1768 - Student Residency Verifier			



Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)												
Grade 11						U12						
Annual Hrs	7/1/2024	1415	1544	1632	2080	Annual Hrs	7/1/2024	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	26,772	28,940	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	33	31.1961	40,835	44,142	49,913	64,887	
34	29.5583	41,824	45,638	48,239	61,481	34	31.6641	41,448	44,804	50,662	65,861	
35	30.0017	42,452	46,322	48,962	62,403	35	32.1390	42,069	45,476	51,422	66,849	
36	30.4517	43,089	47,017	49,697	63,339	36	32.6212	42,701	46,158	52,193	67,852	
37	30.9085	43,735	47,722	50,442	64,289	37	33.1105	43,341	46,851	52,976	68,869	
38	31.3721	44,391	48,438	51,199	65,253	38	33.6071	43,991	47,554	53,771	69,902	
39	31.8427	45,057	49,165	51,967	66,232	39	34.1112	44,651	48,267	54,577	70,951	
40	32.3203	45,733	49,902	52,746	67,226	40	34.6228	45,321	48,991	55,396	72,015	
41	32.8051	46,419	50,651	53,537	68,234	41	35.1422	46,001	49,726	56,227	73,095	
42	33.2972	47,115	51,410	54,341	69,258	42	35.6693	46,691	50,472	57,070	74,192	
43	33.7966	47,822	52,181	55,156	70,296	43	36.2043	47,391	51,229	57,926	75,304	
44	34.3036	48,539	52,964	55,983	71,351	44	36.7475	48,102	51,997	58,796	76,434	
45	34.8182	49,267	53,759	56,823	72,421	45	37.2987	48,824	52,777	59,677	77,581	
2080 - Admin Office Assoc I						2080 - Accounts Payable Tech						2080 - Carpentry Craftsman II
2080 - Bookkeeper - MS						2080 - Admin Office Assoc II						2080 - General Maint Craft II
2080 - Communication Prog Assoc						2080 - Assist Warehouse Mgr						1309 - Interpreter
2080 - Customer Support Tech I						2080 - Benefits Assistant						2080 - Inventory Technician
2080 - Data Processing Specialist						2080 - Bookkeeper - HS						2080 - Licensure Analyst
2080 - Electrical Craftsman I						2080 - Building Operations Supvrs						2080 - Painter Craftsman II
2080 - Electronics Craftsman I						1600 - Cafeteria Manager I						2080 - Payroll Assistant
2080 - Employee Relations Assoc												2080 - Records Analyst
2080 - Financial Assistant												2080 - Research/Eval/Assess Asst
2080 - Fleet Technician I												2080 - School Admin Assoc II-HS
2080 - Food Service Craftsman I												1415 - School Security Officer II
2080 - Human Resources Assoc												2080 - Substitute Office Assoc
2080 - HVAC Craftsman I												2080 - Technology Support Tech
2080 - Library Cataloger												
2080 - Machinist Craftsman I												
2080 - Pest Control Technician												
2080 - Plumbing Craftsman I												
2080 - Procurement Assistant II												
2080 - Refrigeration Craftsman I												
2080 - School Admin Associate I												
1415/1632 - Security Asst - Renaissance												
1544/2080 - Security Officer - 10 months												
2080 - Teacher Production Center												
2080 - Web Page Design Tech												

Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)														
U13														
Annual Hrs	7/1/2024	930	1023	1116	1209	1302	1309	1393	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 190 days 7.33hr/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	30,535	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	30,841	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	31,149	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	31,461	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	31,775	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	32,093	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	32,414	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	32,738	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	33,066	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	33,396	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	33,730	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	34,068	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	34,408	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	34,752	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	35,100	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	35,626	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	36,161	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	36,703	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	37,254	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	37,812	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	38,380	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	38,955	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	39,540	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	40,133	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	40,735	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	41,346	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	41,966	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	42,595	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	43,234	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	43,883	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	44,541	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	45,209	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	45,888	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	46,576	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	47,274	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	47,984	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	48,703	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	49,434	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	50,175	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	50,928	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	51,692	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	52,467	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	53,254	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	54,053	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	54,864	54,943	58,606	63,017	66,168	69,634	81,922
45	39.9766	37,178	40,896	44,613	48,331	52,049	52,329	55,687	55,767	59,485	63,962	67,160	70,678	83,151
2080 - Accounts Payable Tech		1395 - Bus Driver @ 7.5 hrs		2080 - Data Management Analyst		2080 - HVAC Craftsman II		2080 - Testing Assistant						
1023 - Boiler Craftsman II		1488 - Bus Driver @ 8.0 hrs		1393 - Driver's Education Instructor		2080 - Insurance Claims Analyst		2080 - Warehouse & Distribution Tech						
930 - Bus Driver @ 5.0 hrs		1680 - Bus Driver Extended		2080 - Electrical Craftsman II		1309 - Interpreter I		2080 - Workers Comp Claims Analyst						
1023 - Bus Driver @ 5.5 hrs		1768 - Bus Driver - Plan Bee		2080 - Electronics Craftsman II		2080 - Machinist Craftsman II								
1116 - Bus Driver @ 6.0 hrs		1600 - Cafeteria Manager II		2080 - Executive Office Assoc I		2080 - Plumbing Craftsman II								
1209 - Bus Driver @ 6.5 hrs		2080 - Culinary Development Chef		2080 - Fleet Technician II		2080 - Procurement Assist III								
1302 - Bus Driver @ 7.0 hrs		2080 - Customer Support Tech II		2080 - Food Service Craftsman II		2080 - Refrigeration Craftsman II								

Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)									
U14					U15				
Annual Hrs	7/1/2024	1309	1600	2080	Annual Hrs	7/1/2024	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	
43	41.5740	54,420	66,518	86,473	43	44.5369	66,270	92,636	2080 - Food Service Craftsman III
44	42.1977	55,236	67,516	87,771	44	45.2049	67,264	94,026	2080 - HVAC Craftsman III
45	42.8307	56,065	68,529	89,087	45	45.8830	68,273	95,436	2080 - Machinist Craftsman III
2080 - Asst Distribution Center Supvr					2080 - Boiler Craftsman III				
2080 - Benefits Specialist I					2080 - Building Manager				
2080 - Bus Driver Trainer					2080 - Custodial Supervisor				
1600 - Cafeteria Manger III					2080 - Distrib Center Supervisor				
2080 - Carpentry Craftsman III					2080 - Electrical Craftsman III				
2080 - Executive Office Assoc II					2080 - Electronics Craftsman III				
2080 - General Maint Craftsman III					2080 - Fleet Technician III				
2080 - Graphic Designer					2080 - Occupational Health & Safety Tech				
1309 - Interpreter II					1488 - Occupational Therapy Assist (COTA)				
2080 - Network Technician I					2080 - Paralegal				
2080 - Painter Craftsman III					1488 - Physical Therapy Assist (LPTA)				
2080 - School Business Assistant					2080 - Plumbing Craftsman III				
2080 - Transportation Dispatcher					2080 - Refrigeration Craftsman III				
2080 - Warehouse Manager					2080 - Special Project Support (Title Only)				



Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)									
U16					U17				
Annual Hrs	7/1/2024	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		39	85,184	100,216		
40	45.6402	59,743	94,931	2080 - Educational Data Analyst	40	86,461	101,719		
41	46.3248	60,639	96,355	2080 - Executive Office Assoc III	41	87,758	103,245		
42	47.0197	61,548	97,800	2080 - Facilities Asset Manager	42	89,075	104,794		
43	47.7249	62,471	99,267	2080 - Fleet Foreman	43	90,411	106,366		
44	48.4409	63,409	100,757	2080 - Food Service Prog Analyst	44	91,767	107,961		
45	49.1675	64,360	102,268	2080 - HVAC Specialist	45	93,144	109,581		
2080 - Accounting Systems Specialist				1309 - Interpreter III	2080 - Accountant, Sr				1768 - Student Support Specialist
2080 - Area Supervisor, Food Services				2080 - Network Technician II	2080 - Budget Analyst				2080 - Supervisor Maintenance
2080 - Benefits Specialist II				2080 - Occupational Safety Specialist	2080 - Construction Inspector - Sr (Title Only)				2080 - Technical Contract Manager
2080 - Boiler Specialist				2080 - Procurement Card Prog Analyst	2080 - Fleet Supervisor				
2080 - Construction Inspector				2080 - Secretary & Clerk to the Board	2080 - Geographic Info Sys (GIS) Analyst				
2080 - Crash Investigator				2080 - Student Information Sys. Specialist	2080 - Interpreter Specialist				
2080 - Customer Support Cntr Supv					2080 - School Improvement Specialist (MS)				

Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)									
U18					U19				
Annual Hrs	1408	1600	1768	2080	Annual Hrs	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	Creditable Yrs of Exp	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	0	53,078	58,652	69,002	
1	44,017	50,020	55,272	65,026	1	53,609	59,238	69,692	
2	44,458	50,520	55,825	65,676	2	54,145	59,831	70,389	
3	44,902	51,025	56,383	66,333	3	54,687	60,429	71,093	
4	45,351	51,536	56,947	66,996	4	55,234	61,033	71,804	
5	45,805	52,051	57,516	67,666	5	55,786	61,643	72,522	
6	46,263	52,571	58,091	68,343	6	56,344	62,260	73,247	
7	46,725	53,097	58,672	69,026	7	56,907	62,882	73,979	
8	47,193	53,628	59,259	69,717	8	57,476	63,511	74,719	
9	47,665	54,164	59,852	70,414	9	58,051	64,147	75,467	
10	48,141	54,706	60,450	71,118	10	58,632	64,788	76,221	
11	48,623	55,253	61,055	71,829	11	59,218	65,436	76,983	
12	49,109	55,806	61,665	72,547	12	59,810	66,090	77,753	
13	49,600	56,364	62,282	73,273	13	60,408	66,751	78,531	
14	50,096	56,927	62,905	74,006	14	61,012	67,419	79,316	
15	50,547	57,481	63,448	74,716	15	61,628	68,090	80,106	
16	51,101	58,048	64,006	75,443	16	62,246	68,766	80,896	
17	51,655	58,618	64,576	76,176	17	62,866	69,446	81,686	
18	52,210	59,191	65,151	76,914	18	63,488	70,129	82,479	
19	52,765	59,766	65,728	77,657	19	64,112	70,814	83,274	
20	53,321	60,343	66,308	78,404	20	64,738	71,501	84,071	
21	53,877	60,922	66,890	79,156	21	65,366	72,191	84,871	
22	54,434	61,503	67,474	79,912	22	65,996	72,882	85,673	
23	54,991	62,086	68,060	80,672	23	66,628	73,575	86,477	
24	55,549	62,671	68,648	81,436	24	67,262	74,270	87,283	
25	56,108	63,258	69,238	82,205	25	67,898	74,967	88,091	
26	56,668	63,847	69,833	82,975	26	68,536	75,666	88,901	
27	57,229	64,438	70,431	83,746	27	69,176	76,367	89,713	
28	57,791	65,031	71,031	84,518	28	69,818	77,070	90,526	
29	58,354	65,626	71,633	85,291	29	70,462	77,775	91,337	
30	58,918	66,223	72,237	86,065	30	71,108	78,482	92,150	
31	59,483	66,822	72,843	86,840	31	71,756	79,191	92,965	
32	60,049	67,423	73,451	87,616	32	72,406	79,902	93,782	
33	60,616	68,026	74,061	88,393	33	73,058	80,614	94,601	
34	61,184	68,631	74,673	89,171	34	73,712	81,328	95,422	
35	61,753	69,238	75,287	89,950	35	74,368	82,044	96,245	
36	62,323	69,847	75,903	90,730	36	75,026	82,761	97,070	
37	62,894	70,458	76,521	91,511	37	75,686	83,480	97,897	
38	63,466	71,071	77,141	92,293	38	76,348	84,201	98,726	
39	64,039	71,686	77,763	93,076	39	77,012	84,923	99,557	
40	64,613	72,303	78,387	93,860	40	77,678	85,647	100,390	
41	65,188	72,922	79,013	94,645	41	78,346	86,373	101,225	
42	65,764	73,543	79,641	95,431	42	79,016	87,101	102,062	
43	66,341	74,166	80,271	96,218	43	79,688	87,831	102,901	
44	66,919	74,791	80,903	97,006	44	80,362	88,563	103,742	
45	67,498	75,418	81,537	97,793	45	81,038	89,297	104,585	
2080 - Audiologist					2080 - Accountant - Principal				2080 - Coordinator Mechanical Systems
2080 - Family Engagement Specialist					2080 - Assistant Payroll Supervisor				2080 - Coordinator, Public Relations I
2080 - Family Outreach Representative					2080 - Benefits Program Specialist				2080 - Coordinator Special Projects
2080 - Foundation Transition Planner					2080 - Coordinator Custodial Services				2080 - Energy Manager
2080 - Hampton Roads Workforce Council Spec					2080 - Coordinator Distribution Services				2080- Health Services Nursing Specialist
2080 - Network Administrator					2080 - Coordinator Food Services				1768/2080 Instructional Specialist
2080 - Occupational Health and Safety Specialist					2080 - Coordinator Maintenance				2080 - Procurement Specialist II
									2080 - Programmer/Analyst
									2080 - School Counseling Department Chair
									2080 - Specialist Professional Learning
									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 2024 2025 (Effect. 7/1/24)									
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			2080 - Coord Public Relations II
39	123,298				39	132,126			2080 - Coord Security & Safe Schools
40	125,148				40	134,108			2080 - Coord Transportation
41	127,025				41	136,119			2080 - Coord Transportation Routing/Analytics
42	128,930				42	138,161			2080 - Dean of Students (MS)
43	130,864				43	140,234			2080 - Demographer / GIS Manager
44	132,827				44	142,337			2080 - Development Team Leader (DOT)
45	134,820				45	144,472			2080 - Emergency Manager
2080 - Assistant Principal ES		2080 - Project Mgr - Construction			2080 - Academic Dean (MS)				2080 - Fleet Manager
2080 - Educational Data Specialist		2080 - Project Mgr - Safe Schools			2080 - Asst. Director Custodial & Dist Svcs				2080 - Information Systems-Project Manager
2080 - Financial Mgmt Specialist		2080 - Specialist, Intergov't Affairs & Constituent Serv.			2080 - Asst. Director Environ Resources				2080 - Information Security Manager
2080 - HR Info Systems Specialist		2080 - Student Info Sys Administrator			2080 - Asst. Director Maintenance Svcs				2080 - Programmer Analyst - Sr
2080 - Internal Auditor		2080 - Systems Analyst			2080 - Asst. Director Mechanical Systems				2080 - Staff Architect
2080 - Marketing Specialist		2080 - Transportation Sys Spec			2080 - Assistant Principal MS				2080 - Sustainability Officer
2080 - Procurement Contract Specialist					2080 - Coord Procurement				2080 - Systems Engineer Supervisor

Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)					
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	8	98,480		
9	92,832	9	99,465		
10	93,760	Note: All coordinators of instruction titles are not listed		10	100,460
11	94,698	2080 - Coord Budget Development	11	101,464	
12	95,644	2080 - Coord Business and Info Tech	12	102,479	
13	96,601	2080 - Coord Classification and Compensation	13	103,504	
14	97,567	2080 - Coord Cust Support/QA	14	104,539	
15	99,030	2080 - Coord Early Literacy	15	106,107	
16	100,516	2080 - Coord Educational Foundation	16	107,699	
17	102,024	2080 - Coord Engineering/Tech	17	109,314	
18	103,554	2080 - Coord Environmental Studies Program	18	110,954	
19	105,107	2080 - Coord Equity and Opportunity	19	112,618	
20	106,684	2080 - Coord Guidance	20	114,307	
21	108,284	2080 - Coord Health Services	21	116,022	
22	109,908	2080 - Coord High School Redesign	22	117,762	
23	111,557	2080 - Coordinators of Instruction	23	119,529	
24	113,230	2080 - Coord K-12 Programs and Grants	24	121,322	
25	114,929	2080 - Coord Medicaid Programs & Related Svcs.	25	123,142	
26	116,653	2080 - Coord Parent and Stakeholder Svcs	26	124,989	
27	118,402	2080 - Coord PreK-12	27	126,863	
28	120,179	2080 - Coord Professional Learning	28	128,766	
29	121,981	2080 - Coord Psychological Services	29	130,698	
30	123,811	2080 - Coord Recruitment & Retention	30	132,658	
31	125,668	2080 - Coord School/Community Partnerships	31	134,648	
32	127,553	2080 - Coord School Social Work Services	32	136,668	
33	129,466	2080 - Coord Special Education	33	138,718	
34	131,408	2080 - Coord Student Activities	34	140,799	
35	133,380	2080 - Coord Student Leadership	35	142,911	
36	135,380	2080 - Coord Student Conduct/Services	36	145,055	
37	137,411	2080 - Coord TCE Admin and Marketing Prog.	37	147,230	
38	139,472	2080 - Coord Technical and Career Ed.	38	149,439	
39	141,564	2080 - Coord Technical Applications	39	151,680	
40	143,688	2080 - Coord Title I	40	153,955	
41	145,843	2080 - Coord Title IX	41	156,265	
42	148,031	2080 - Database Administrator	42	158,609	
43	150,251	2080 - Dean of Students (HS)	43	160,988	
44	152,505	2080 - Grants Manager	44	163,403	
45	154,792	2080 - Neuropsychologist	45	165,854	
		2080 - Payroll Supervisor			
2080 - Academic Dean (HS)		2080 - Risk Manager	2080 - Coordinator Information Services		2080 - Director Transportation
2080 - Assistant Director ATC		2080 - Specialist Employee Relations	2080 - Coordinator Technical Services		2080 - Principal ES
2080 - Assistant Director, Food Services		2080 - Specialist Human Resources	2080 - Director Advanced Technology Center		
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 - Coord Benefits		2080 - Technical Architect	2080 - Director Testing		

Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 7/1/24)					
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		36	166,547	
37	157,775	2080 - Director Employee Relations	37	169,045	
38	160,141	2080 - Director Employment Services	38	171,580	
39	162,543	2080 - Director Food Services	39	174,154	
40	164,982	2080 - Director Instructional Technology	40	176,766	
41	167,456	2080 - Director K-12 and Gifted Programs	41	179,418	
42	169,968	2080 - Director Maintenance Services	42	182,109	
43	172,517	2080 - Director Professional Growth and Innov.	43	184,841	
44	175,105	2080 - Director Procurement Services	44	187,613	
45	177,732	2080 - Director Student Leadership	45	190,428	
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 Svcs		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 2024 2025 (Effect. 7/1/24)									
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		
45	204,051		45	218,638		45	234,268		
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			




**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates SY 2024-2025		
Position	July 1, 2024	Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
<b>SUBSTITUTES</b>		
Auxilliary Bus Driver	\$ 16.3956	
Bus Assistants	\$ 13.3262	<i>Entry rate for Bus Driver Asst.</i>
Bus Assistants (summer only)	\$ 13.3262	<i>Entry rate for Bus Driver Asst.</i>
Bus Assistants subbing for bus driver <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
Bus Drivers	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Drivers (summer only)	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Cafeteria Manager	\$ 18.8179	<i>Entry Rate for Cafeteria Mgr. I</i>
Cafeteria Assistant	\$ 13.3262	<i>Entry Rate for Cafeteria Asst.</i>
Cafeteria Assistant subbing for Cafeteria Manager <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
Clerical	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Long Term	\$ 16.3956	<i>Entry Rate for Grade 10</i>
Custodian	\$ 13.3262	<i>Entry Rate for Custodian I</i>
Driver Ed Instructor	\$ 20.1690	<i>Entry Rate for Drivers Ed. Inst.</i>
Interpreter	\$ 20.1690	<i>Entry Rate for Interpreter I</i>
ISS Coordinator	\$ 15.2976	<i>Entry Rate for ISS Coordinator</i>
Library/Media Assistant	\$ 16.3956	<i>Entry Rate for Library Media Asst.</i>
Library/Media Assistant subbing for Library/Media Specialist <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
Clinic Assistant	\$ 14.2803	<i>Entry Rate for Clinic Asst.</i>
Clinic Assistant subbing for the Nurse <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
OT/PT	\$ 37.5000	<i>Entry Rate for OT/PT</i>
OT/PT Assistant	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Security Assistant	\$ 16.3956	<i>Entry Rate for Security Asst.</i>
Teacher Assistant	\$ 16.3956	<i>Entry Rate for Teacher Asst.</i>
Long Term	\$ 17.5664	<i>Entry Rate for U11</i>
Teacher Assistant subbing for Teacher <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
Technology Support Technician	\$ 18.8179	<i>Entry Rate for TST</i>
<b>SUBSTITUTE DAILY RATES FOR TEACHERS and NURSES</b>		
Teacher Daily Substitute (Non-Licensed)	\$ 125.00	<i>Must have earned a minimum of 30 college credits.</i>
Teacher Daily Substitute (Licensed)	\$ 135.00	<i>Must have a valid active VA teacher license</i>
Teacher Long-Term Substitute	\$ 205.00	<i>Must have or be eligible for an active VA teaching license with an endorsement in the subject area to be taught.</i>
Site Assigned Designated Subs - (Non-Licensed)	\$ 130.00	<i>Must have earned a minimum of 30 college credits</i>
Site Assigned Designated Subs - (Licensed)	\$ 140.00	<i>Must have a valid active VA teacher license</i>
School Nurse, RN - Daily	\$ 191.00	<i>Must be a registered nurse</i>
School Nurse, RN - Long-term Rate	\$ 205.00	<i>Must be a registered nurse</i>
Teacher Daily Substitute (Non-Licensed)	\$ 125.00	<i>Must have earned a minimum of 30 college credits.</i>
Teacher Daily Substitute (Licensed)	\$ 135.00	<i>Must have a valid active VA teacher license</i>
Teacher Long-Term Substitute	\$ 205.00	<i>Must have or be eligible for an active VA teaching license with an</i>
Site Assigned Designated Subs - (Non-Licensed)	\$ 130.00	<i>Must have earned a minimum of 30 college credits</i>
Site Assigned Designated Subs - (Licensed)	\$ 140.00	<i>Must have a valid active VA teacher license</i>
<b>SUMMER SCHOOL EMPLOYEES</b>		
Auxilliary Bus Driver	\$ 16.3956	<i>Entry Rate for Aux. Driver</i>
Building Supervisor	\$ 18.8179	<i>SAB Building Only</i>
Bus Assistants	\$ 13.3262	<i>Entry rate for Bus Driver Asst.</i>
Bus Drivers - non VBCPS	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Drivers - VBCPS (non-temporary)	\$ -	<i>VBCPS Bus Drivers in an allocation received their own rate</i>
Clerical	\$ 15.2976	<i>Effective 6/28/21</i>
Custodian	\$ 13.3262	<i>Entry Rate of Grade 7 for 21-22</i>
Driver Ed Teacher-Behind the Wheel (Licensed)	\$ 35.0000	<i>Summer School Teacher Rate</i>
Driver Ed Parparo -Behind the Wheel (Non - Licensed)	\$ 17.55	
Driver Ed Teacher-Classroom	\$ 35.00	<i>Summer School Teacher Rate</i>


**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates SY 2024-2025		
Position	July 1, 2024	Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
<b>SUMMER SCHOOL EMPLOYEES (continue)</b>		
Interpreter	\$ 20.1690	
Library/Media Assistant	\$ 16.3956	
Nurse (RN)	\$ 32.00	<i>Summer School Rate</i>
Nurse Assistant	\$ 14.2803	
OT/PT	\$ 37.5000	<i>Summer School Rate</i>
OT/PT Assistant	\$ 23.1489	
Security Assistant	\$ 16.3956	
Summer Feeding Program (Manager)	\$ 21.60	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 20.8856	<i>Summer School Rate of \$16.3956 plus \$4.49</i>
Teacher	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 27.2135	
Teacher - IEP/Summer Eligibility Assessment	\$ 35.0000	
Teacher Assistant	\$ 16.3956	
<b>MISCELLANEOUS HOURLY AND/OR DAILY RATES</b>		
Acting Administrator	\$ 32.7017-78.1187	<i>Superintendent or designee approval required (U20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 20.00	
Baille Translator	\$ 18.8179	<i>Grade 12</i>
Bus Driver - Additonal/Double Run	\$ 8.50	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 12.00	
Bus Driver - Parks and Recreation	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver Trainee	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 12.00	
CDL - Random Drug Testing	\$ 8.50	
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.60	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 13.3262	
Clerical Support	\$ 15.2976 - 24.8059	
Computer Lab Facilitator-Technician (ALC)	\$ -	
Curriculum Development/Textbook Adoption	\$ 35.00	
Disc Jockey	\$ 25.00	
Detention	\$ 25.00	
Early Literacy Support (non-certified) <i>Formerly PALS</i>	\$ 27.2135	
Early Literacy Support (Certified) <i>Formerly PALS</i>	\$ 33.5993	
Evening Administrator	\$ 37.5462	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 18.8179	
Foreign Language Translator-Written	\$ 20.1690	
Guidance Representative - Hearings	\$ 35.00	<i>Per Hour</i>
Hearing Officer - Student Discipline	\$ 45.00	<i>Per Hour</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Homebound Teacher - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 20.1690	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 21.6089	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 24.8059	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.00	
Jail Education Program - Psychologist	\$ 60.00	
Jail Education Program - Security	\$ 50.00	
Jail Education Program - Social Worker	\$ 40.00	
Jail Education Program - Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>Stipend</i>	<i>Paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 27.2135	<i>Non-Certified Teacher Rate</i>



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

Part-Time/Temporary Hourly Rates SY 2024-2025		
Position	July 1, 2024	Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Music Accompanist	\$ 31.0000	
Music Clinicians/Judges	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 23.15	<i>Entry Rate for OT/PT Asst.</i>
Physical Therapy Assistant (Licensed)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 35.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	
Project Support Staff	\$ 13.3262 - 78.1187	<i>Superintendent or designee approval required (Grade 7-MP of 28)</i>
Project Support Staff - PIA - Clerical/Material Assistant	\$ 15.2976	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.00	
Special Education Job Coach - Training	\$ 12.00	
Special Education Job Coach - HD	\$ 14.70	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 12.00	<i>Minimum Wage Requirement</i>
Teacher - Academic Programs	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.06	
Test Proctor	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Tutor - AVID Program	\$ 17.63	
Tutor - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 27.2135	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.75	<i>If training is required, participant receives their own rate of pay</i>
Workshop Participants - Teacher	\$ 20.8795	<i>50% of the Teacher Scale for 21 years of exp.</i>


**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
 CHARTING THE COURSE

**TABLE OF ALLOWANCES**
**SY 2024 - 2025**
**Effective: July 1, 2023**

CODE	DESCRIPTION	VALUE
ZALW 7016	Acting Pay* - ( <i>Per Regulation 2-48.2</i> )	Varies
ZALW 7010	Additional Class - HS Teacher	8,500.00
ZALW 7011	Additional Class - MS Teacher	8,500.00
ZALW 7000	Additional Time - Vocational Teacher	400.00
ZALW 7200	Advanced Certificate - ( <i>CAGS, ED.S., or Masters plus 30</i> )	4,825.00
ZALW7288	ASE Certification ( <i>Automotive Service Association</i> )	500.00
ZALW7289	ASE Master Certification ( <i>Automotive Service Association</i> )	1,500.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher - ( <i>3-year cycle</i> )	1,000.00
ZALW 7211	Clerical 180 Points Allowance	350.00
ZALW 7212	Clerical 360 Points Allowance	475.00
ZALW 7213	Clerical Associate Degree	525.00
ZALW 7214	Clerical Bachelor Degree	750.00
ZALW 7220	Clinical Competency Certification	1,000.00
ZALW 7097	Data Communication Allowance	540.00
ZALW 7230	Doctorate Administrative	6,920.00
ZALW 7231	Doctorate Instructional	6,620.00
ZALW 7095	Executive Communication Allowance	1,200.00
ZALW 7096	Emergency Communication Allowance	420.00
ZALW 7235	School Nutrition Specialist	1,000.00
ZALW 7245	Interpreter 180 Points Allowance	350.00
ZALW 7246	Interpreter 360 Points Allowance	475.00
ZALW 7250	Masters Allowance Instructional	3,265.00
ZALW 7271	Masters Allowance Professional	2,900.00
ZALW 7051	Miscellaneous Credit*	Varies
ZALW 7255	MS Certified Systems Eng/Dev	1,500.00
ZALW 7260	National Board for Teaching Standards Certification	2,000.00
ZALW 7267	Nursing Bachelors Degree	750.00
ZALW 7270	Professional Licenses/Certifications	1,500.00
ZALW 7075	Doctoral Intern in Professional Psychology* ( <i>Eligible for health insurance subsidy</i> )	32,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW7287	State Inspector's License	1,000.00
ZALW 7285	Journeyman Tradesman License	350.00
ZALW 7286	Master Tradesman License	1,000.00
ZALW 7297	Teacher/Security Assistant Bachelor's Degree	750.00
ZALW 7050	Temporary Duty Allowance*	Varies
ZALW 7090	Travel Allowance - ( <i>Per contract or employment agreement</i> )	Varies
*2024-2025	Tuition Reimbursement Rate ( <i>Per Policy 4-39</i> )	1,000.00

\* Denotes allowances that are not subject to VRS



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

**HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS**  
**SY 2024 - 2025**

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

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

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




**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
**CHARTING THE COURSE**
**ELEMENTARY SCHOOL**  
**NONATHLETIC SUPPLEMENTS**  
**SY 2024 - 2025**

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7600	Academic Coordinator	2,000.00	9/1-6/30	1	
ZNTH 7612	Spanish Academy Coordinator/ <i>Miscellaneous</i>	800.00	9/1-6/30	4	
ZNTH 7603-12	Grade Level Coordinator 3-7 Members	800.00	9/1-6/30	4	
ZNTH 7603-12	Grade Level Coordinator 8+ Members	1,200.00	9/1-6/30	n/a	Additional \$400 for 8+ members
ZNTH 7620	Newspaper Sponsor/ <i>Miscellaneous</i>	600.00	9/1-6/30	5	
ZNTH 7623	Partners In Education Coordinator	600.00	9/1-6/30	5	Managed by the Dept. of Media & Communications
ZNTH 7625	Safety Patrol	600.00	9/1-6/30	5	
ZNTH 7626	SCA Advisor	1,000.00	9/1-6/30	3	
ZNTH 7630	School Improvement Coordinator/SRT	1,800.00	9/1-6/30	2	SRT = Student Response Team
ZNTH 7631	School Media Liaison	600.00	9/1-6/30	5	
ZNTH 7602	Special Ed Committee Coordinator	2,000.00	9/1-6/30	1	
ZNTH 7638	Transportation Assistant	1,000.00	9/1-6/30	3	
ZNTH 7645	Yearbook Sponsor/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	3	
ZNTH7619	Miscellaneous Club Sponsors	2,200		n/a	Funds used to meet programs unique to the school

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

**MIDDLE SCHOOL**  
**NONATHLETIC SUPPLEMENTS**  
**SY 2023 - 2024**

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





**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

**MIDDLE SCHOOL  
NONATHLETIC SUPPLEMENTS  
SY 2023 - 2024**

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



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

**HIGH SCHOOL  
NONATHLETIC SUPPLEMENTS  
SY 2023 - 2024**

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/Miscellaneous	600.00	9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00	9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00	9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00	9/1-6/30	7	
ZNTH 7862	DECA Coordinator/Miscellaneous	800.00	9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/Miscellaneous	600.00	8/1-6/30	9	
ZNTH 7868	FFA Coordinator/Miscellaneous	600.00	9/1-6/30	9	
ZNTH 7869	FCCLA /Miscellaneous	600.00	9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/Miscellaneous	600.00	9/1-6/30	9	
ZNTH 7890	TSA Coordinator/Miscellaneous	600.00	9/1-6/30	9	
ZNTH 7891	VICA Coordinator/Miscellaneous	600.00	9/1-6/30	9	
ZNTH 7867	FEA Coordinator/Miscellaneous	1,000.00	9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/Miscellaneous	1,800.00	9/1-6/30	6	
ZNTH 7879	Destination Imagination/Miscellaneous	1,000.00	9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/Miscellaneous	1,800.00	9/1-6/30	6	
<i>Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.</i>					
ZNTH7895-7897	Activity Bus Driver	2,000.00	9/1-6/30	5	per season
ZNTH 7851	Assistant Student Activities Coordinator	8,500.00	8/1-6/30		2 per school
ZNTH 7858	Choral Sponsor	2,500.00	9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00	9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7863	Drama Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7906	e-Sports (Fall)	1,250.00	9/1-11/15	3	
ZNTH 7907	e-Sports (Spring)	1,250.00	3/16-5/31	3	
ZNTH 7894	Film Festival Director	2,500.00	9/1-6/30	3	per season
ZNTH 7870	Forensics Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7871	Freshman Class Sponsor	1,000.00	9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	8/1-2/28	3	
ZNTH 7874	Junior Class Sponsor	1,800.00	9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00	9/1-6/30	4	2 per school
ZNTH 7852	Marching Band	3,600.00	8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00	8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00	9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00	9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00	9/1-6/30	9	Managed by the Dept. of Comm. & Community Engage.
ZNTH 7898	SCA Advisor Assistant	2,500.00	9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00	9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00	9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00	9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00	9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00	9/1-6/30	4	Moved from Dept Chair to Non-Athletic
ZNTH 7900	Student Response Team Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00	9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00	9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00	9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00	9/1-6/30	2	

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



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

Student Activity Rates for Employees SY 2024 - 2025			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
<b>Baseball</b>			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scoreboard Operator		25.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	60.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
<b>Basketball</b>			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Locker Room Monitor		40.00	
Scoreboard Operator/Timer	1 Game	25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scoreboard Operator/Timer	HS Event	45.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	45.00	
Site Coordinator		50.00	
Ticket Sellers	1 Game	25.00	
Ticket Sellers	2 Games	40.00	
Ticket Takers	1 Game	25.00	
Ticket Takers	2 Games	40.00	
Typist		30.00	
<b>Cheerleading</b>			
Announcer		55.00	
Announcer	MS Event	40.00	
Camera Operator		130.00	
Scorer		65.00	
Tabulators		65.00	
Ticket Sellers		70.00	
Ticket Sellers	MS Event	40.00	
Ticket Takers		70.00	
Ticket Takers	MS Event	40.00	
Timer		65.00	



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

Student Activity Rates for Employees SY 2024 - 2025			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
<b>Cross Country</b>			
Chute Managers		40.00	
Chute Workers		20.00	
Computer Programmer		40.00	
Judge		30.00	
Marshal		20.00	
Recorder		30.00	
Scorer	1 Game	30.00	
Scorer	2 Games	40.00	
Starter		40.00	
Ticket Sellers		40.00	
Ticket Takers		40.00	
Timer		40.00	
<b>Debate</b>			
Asst. Director		50.00	
Judge	MS Event		25.00
Judge	HS Event		25.00
Judge Coordinator	MS Event		45.00
Scorer/Tabulator	HS Event	30.00	
Typist		30.00	
<b>Field Hockey</b>			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
<b>Football</b>			
Announcer	MS Event	25.00	
Announcer		40.00	
Camera Operator		70.00	
Chain Crew	MS Event	25.00	
Clock Operator	MS Event	25.00	
Clock Operator		40.00	
Site Coordinator	MS Event	50.00	
Site Coordinator		75.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers		40.00	



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

Student Activity Rates for Employees SY 2024 - 2025			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
<b>Forensics</b>			
Judge	Middle/High		25.00
Typist		30.00	
<b>Golf</b>			
Scorer		50.00	
<b>Gymnastics</b>			
Announcer		40.00	
Announcer	Multi-Games	55.00	
Scorer		40.00	
Scorer	Multi-Games	55.00	
Site Coordinator		75.00	
Ticket Taker and Sellers		40.00	
Ticket Taker and Sellers	Multi-Games	55.00	
Typist		25.00	
<b>Lacrosse</b>			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
<b>One Act Play</b>			
Critics		55.00	
Light Tech		150.00	
Program Coordinator		50.00	
Site Coordinator		150.00	
Sound Tech		150.00	
Ticket Taker and Sellers		20.00	
Timer		150.00	
Typist		100.00	
<b>Scheduling Committee</b>			
Typist		200.00	



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

Student Activity Rates for Employees SY 2024 - 2025			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
<b>Scholastic Bowl</b>			
Judge		35.00	
Moderator		20.00	
Quizmaster		35.00	
Readers		35.00	
Timer		25.00	
Timer	Multi-Games	35.00	
<b>Soccer</b>			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
<b>Softball</b>			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Field Preparation			25.00
Scoreboard Operators		25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scorer		25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Seller and Takers	1 Games	25.00	
Ticket Seller and Takers	2 Games	40.00	
<b>Swimming</b>			
Announcer		40.00	
Camera Operator		50.00	
Dive Supervisor		50.00	
Site Coordinator		75.00	
Ticket Seller and Takers		40.00	
Typist		75.00	
<b>Track</b>			
Announcer	MS Event	45.00	
Announcer	HS Event	55.00	
Assistant Finish Line Judge		55.00	
Assistant Starter		80.00	
Assistant Timer		25.00	
Clerk of Course	MS Event	55.00	





**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

<b>Student Activity Rates for Employees</b>			
<b>SY 2024 - 2025</b>			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	<b>Description</b>	<b>Flat Rate</b>	<b>Hourly Rate</b>
<b>Track (continue)</b>			
Computer Assistant		35.00	
Computer Programmer		80.00	
Dual Starter		60.00	
Dual Starter	MS Event	35.00	
FAT Operator		80.00	
Field Event Assistants		25.00	
Field Event Assistants	MS Event	25.00	
Finish Line Judge		65.00	
Finish Line Judge	MS Event	45.00	
Head Timer	MS Event	30.00	
Hurdle Crew Manager		35.00	
Scorer		55.00	
Scorer	MS Event	45.00	
Site Coordinator		100.00	
Site Coordinator	MS Event	50.00	
Starter	Multi-Games	105.00	
Ticket Seller and Takers		40.00	
Timer	MS Event	30.00	
Tri-Starter		70.00	
Tri-Starter	MS Event	45.00	
<b>Volleyball</b>			
Announcers	1 Game	25.00	
Announcers	2 Games	40.00	
Libero Tracker	1 Game	25.00	
Libero Tracker	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Taker and Sellers	1 Game	25.00	
Ticket Taker and Sellers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
<b>Wrestling</b>			
Announcer	Dbl Dual	50.00	
Announcer	Dual	40.00	
Announcer	MS Event	25.00	
Announcer	Tri/Quad	70.00	
Matchmaker		55.00	
Matchscorer		80.00	
Scorer	Consolation/Dual	35/40	
Scorer	Dbl Dual	50.00	



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

<b>Student Activity Rates for Employees</b>			
<b>SY 2024 - 2025</b>			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	<b>Description</b>	<b>Flat Rate</b>	<b>Hourly Rate</b>
<b>Wrestling (continued)</b>			
Scorer	Finals	25.00	
Scorer	HS Event	65.00	
Scorer	MS Event	25.00	
Scorer	Tri/Quad	70.00	
Site Coordinator		100.00	
Ticket Taker and Sellers	Dbl Dual	50.00	
Ticket Taker and Sellers	Dual	40.00	
Ticket Taker and Sellers	Finals	80.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers	Tri/Quad	70.00	
Timer	Dbl Dual	50.00	
Timer	Dual	40.00	
Timer	MS Event	25.00	
Timer	Tri/Quad	70.00	
Weight Recorder	MS Event	25.00	
Weight Checker	MS Event	25.00	
<b>Director Fees</b>			
Directors Fees - Multi-Games	Level 1	50.00	
Directors Fees - Multi-Games	Level 2	75.00	
Directors Fees - Multi-Games	Level 3	80.00	
Directors Fees - Multi-Games	Level 4	100.00	
Directors Fees - Multi-Games	Level 5	120.00	
Directors Fees - Multi-Games	Level 6	150.00	
Directors Fees - Multi-Games	Level 7	200.00	
Directors Fees - Multi-Games	Level 8	300.00	
Directors Fees - Multi-Games	Level 9	400.00	
Directors Fees - Multi-Games	Level 10	250.00	
Directors Fees - Multi-Games	Level 11	500.00	
Directors Fees - Multi-Games	Level 12	600.00	
<b>Director Fees (continued)</b>			
Directors Fees - Multi-Games	Level 13	700.00	
Directors Fees - Multi-Games	Level 14	800.00	
Directors Fees - Multi-Games	Level 15	900.00	
Directors Fees - Multi-Games	Level 16	1,000.00	

## **Decorum and Order-School Board Meetings 1-48**

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

### **SCHOOL BOARD BYLAWS**

#### **Decorum and Order-School Board Meetings**

##### **A. Purpose of decorum and order during meetings**

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

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

##### **B. Limitations on addressing the School Board**

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

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

##### **C. Other expressive activities during meetings**

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

At regular School Board Meetings, the School Board accepts public comment during designated sections of the Meeting Agenda. The public comment sections of School Board Meetings are limited public forums for the sole purpose of accepting comments from members of the public relevant to PreK-12 public education in Virginia Beach and the business of the School Board and the School Division. The

School Board does not accept other forms of public comment during Meetings or at those times immediately preceding or following a Meeting.

2. Expressive activities during meetings

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

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

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

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

**D. Other methods of communicating with the School Board**

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

This Bylaw does not preclude persons addressing the School Board from delivering the School Board or its Clerk written materials including reports, statements, exhibits, letters, or signed petitions prior to or after a Meeting. While public speakers are addressing the School Board, they may not approach the School Board to hand out

items but will instead be directed to leave items with the Clerk or designee for the School Board to consider after the Meeting.

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

- E.** The Chair with the assistance of the Superintendent or their designees shall preserve decorum and order in the room where the Meeting is taking place and shall decide all questions of decorum and order during the Meeting. School Board Members may vote to overrule the Chair's or designee's decision at the time that the Chair or designee makes the decision. The Chair or designee is authorized to work with the Superintendent, designees, law enforcement and authorized agents to maintain order and decorum prior to the start of, during and immediately after any Meeting.
- F.** The School Administration, law enforcement and authorized agents will have responsibility for maintaining decorum and order outside of the Meeting room and outside of a building where a meeting will be or is taking place.
- G.** No person attending a meeting of the School Board, in any capacity, shall use, or allow to sound, any device in a manner that disrupts the conduct of business within the room in which the School Board or a Committee thereof is meeting. Notice of this restriction shall be posted outside of School Board Meeting Room and on the agenda for any School Board meeting.
- H.** At the request of the Chair or Superintendent or their designees, a city police officer or other law enforcement officer shall act as sergeant-at-arms at all School Board meetings.