



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

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

School Board Retreat/Abridged Meeting Proposed Agenda

Tuesday, July 9, and Wednesday, July 10, 2024

Professional Development Center
641 Carriage Hill Road
Virginia Beach, VA 23452
(757) 263-1000

The School Board Retreat will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, as well as through Zoom through the link below, for viewing by the public.

The School Board Abridged Meeting on July 9, 2024, at 4:30 pm will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom through the link below. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building #6, and on the VBSchools.com website.

Attendee link: <https://us02web.zoom.us/j/88931640226> Call-in (301) 715-8592 ID 889 3164 0226

Media representatives should contact the Department of Communications and Community Engagement regarding accessing the Retreat and Abridged Meeting.

TUESDAY, JULY 9, 2024

Time	Activity	Lead(s)
8:30 a.m. – 9:00 a.m.	Breakfast	
9:00 a.m. – 9:15 a.m.	Welcome and Review of Agenda Board Member School Visits	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Kimberly A. Melnyk <i>School Board Chair</i>
9:15 a.m. – 10:15 a.m.	School Calendar Development 2025-2026 and 2026-2027	Matthew D. Delaney <i>Chief Schools Officer</i> Nicole Livas <i>Chief Communications and Community Engagement Officer</i>
10:15 a.m. – 10:30 a.m.	BREAK	
10:30 a.m. – 12:30 p.m.	Gifted Five-Year Plan	Danielle E. Colucci <i>Chief Academic Officer</i> Crystal L. Lewis-Wilkerson, Ed.D. <i>Director of K-12 and Gifted Programs</i>
12:30 p.m. – 1:30 p.m.	LUNCH/ FOOD TRUCK	Viorica A. Harrison <i>Director of Food Services</i>
1:30 p.m. – 2:15 p.m.	Accreditation and Accountability	Lisa A. Banicky, Ph.D. <i>Executive Director of Planning, Innovation and Accountability</i>
2:15 p.m. – 3:30 p.m.	Artificial Intelligence (AI)	David Din <i>Chief Information Officer</i>



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Time	Activity	Lead(s)
3:30 p.m. – 3:45 p.m.	Closing Thoughts	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Kimberly A. Melnyk <i>School Board Chair</i>
3:45 p.m. – 4:30 p.m.	Break Prepare for Abridged School Board Meeting	
4:30 p.m.	Abridged School Board Meeting	



School Calendar Development 2025-26 and 2026-27

School Board Retreat
Tuesday, July 9, 2024
Departments of School Leadership and
Communications and Community Engagement

Purpose of the Presentation

Initiate the process for developing the 2025-26 and 2026-27 school calendar

Identify the parameters for developing the 2025-26 and 2026-27 school calendar

Determine a timeline for calendar approval



School Calendar

SB Policy 6-12

A school calendar shall be prepared at least annually to indicate **pertinent dates and information essential to the operation of the division schools.** The calendar shall be planned by the Superintendent and staff in cooperation with patron organizations and approved by the School Board.



School Day and School Hours

SB Policy 6-13

The standard school year shall be at least **180** instructional days. The standard school day for students in grades 1 through 12 shall average at least 5 1/2 hours, **excluding intermissions for meals.**

The School Division may develop alternative schedules for meeting these requirements as long as a minimum of 990 hours of instructional time is provided for grades 1 through 12. Such alternative plans must be approved by the School Board and by the Virginia Board of Education, under guidelines established by the Virginia Board of Education. No alternative plan which reduces the instructional time in the core academics shall be approved.

Teacher Contract

VAC22.1-302

The standard 10-month contract shall include **200 days**, including (i) a minimum of 180 teaching days or 990 instructional hours and (ii) **up to 20 days for activities** such as teaching, participating in professional development, planning, evaluating, completing records and reports, participating on committees or in conferences, or such other activities as may be assigned or approved by the local school board.



Guidance for Calendar Creation

- Number of instructional days (180 days)
- Number of staff workdays (13)
- Holiday the Wednesday before Thanksgiving
- Two-week winter break
 - 2025-26: Dec. 22-Jan. 4 2026-27: Dec. 21-Jan.3
- Maximum of six days for teacher in-service week
- Two staff days at the end of the first quarter (Nov.)
- Two staff days at the end of the first term (Jan.)

Guidance for Calendar Creation

- Pre-labor day or post labor day
 - 2025-26: Sept. 1
 - 2026-27: Sept. 7
- Limiting adjusted dismissal days
- Spring Break that matches surrounding divisions
 - Easter 2025-26: Apr. 5
 - Easter 2026-27: Mar. 28
- Graduation Dates
 - 2026: June 1-6 or June 8-13



Guidance for Calendar Creation

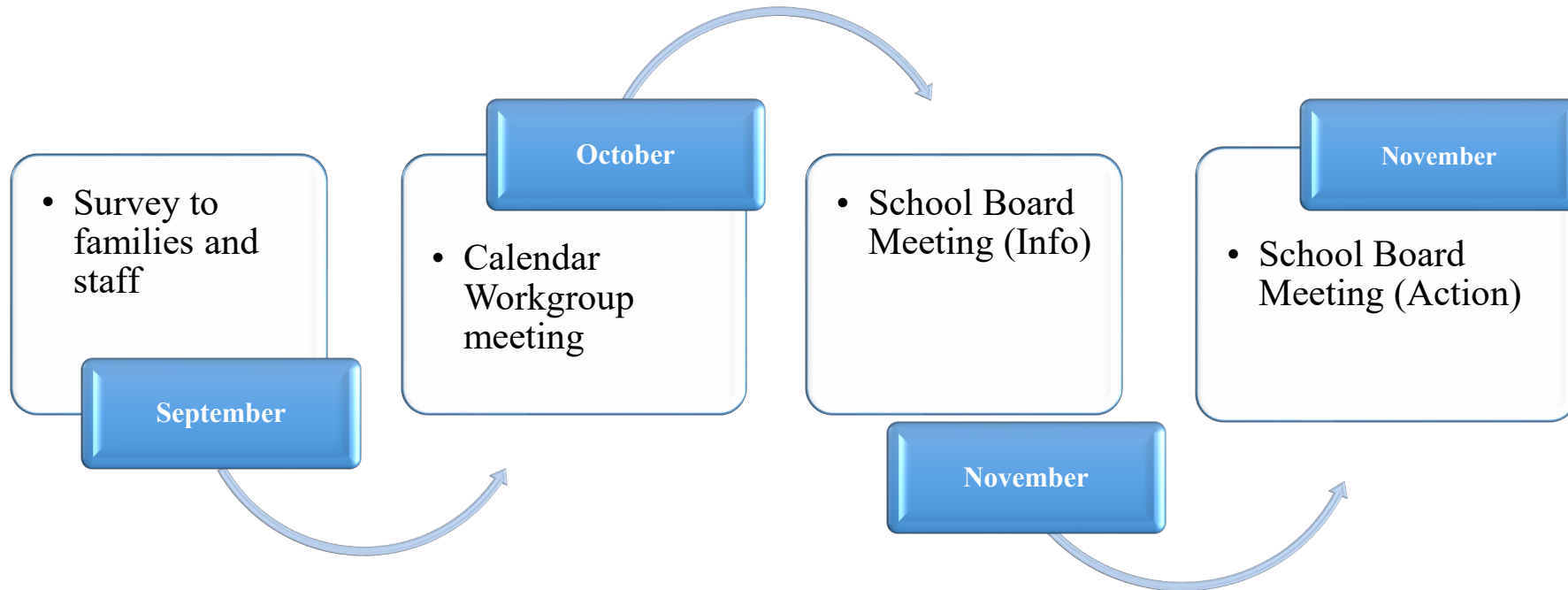
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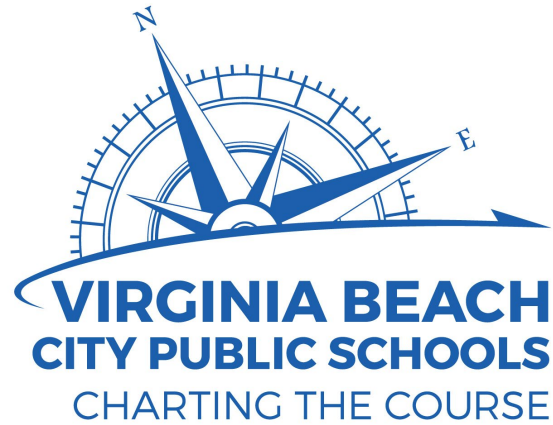


Calendar Development/Adoption Timeline



Questions?





Development of the Local Plan for the Education of the Gifted

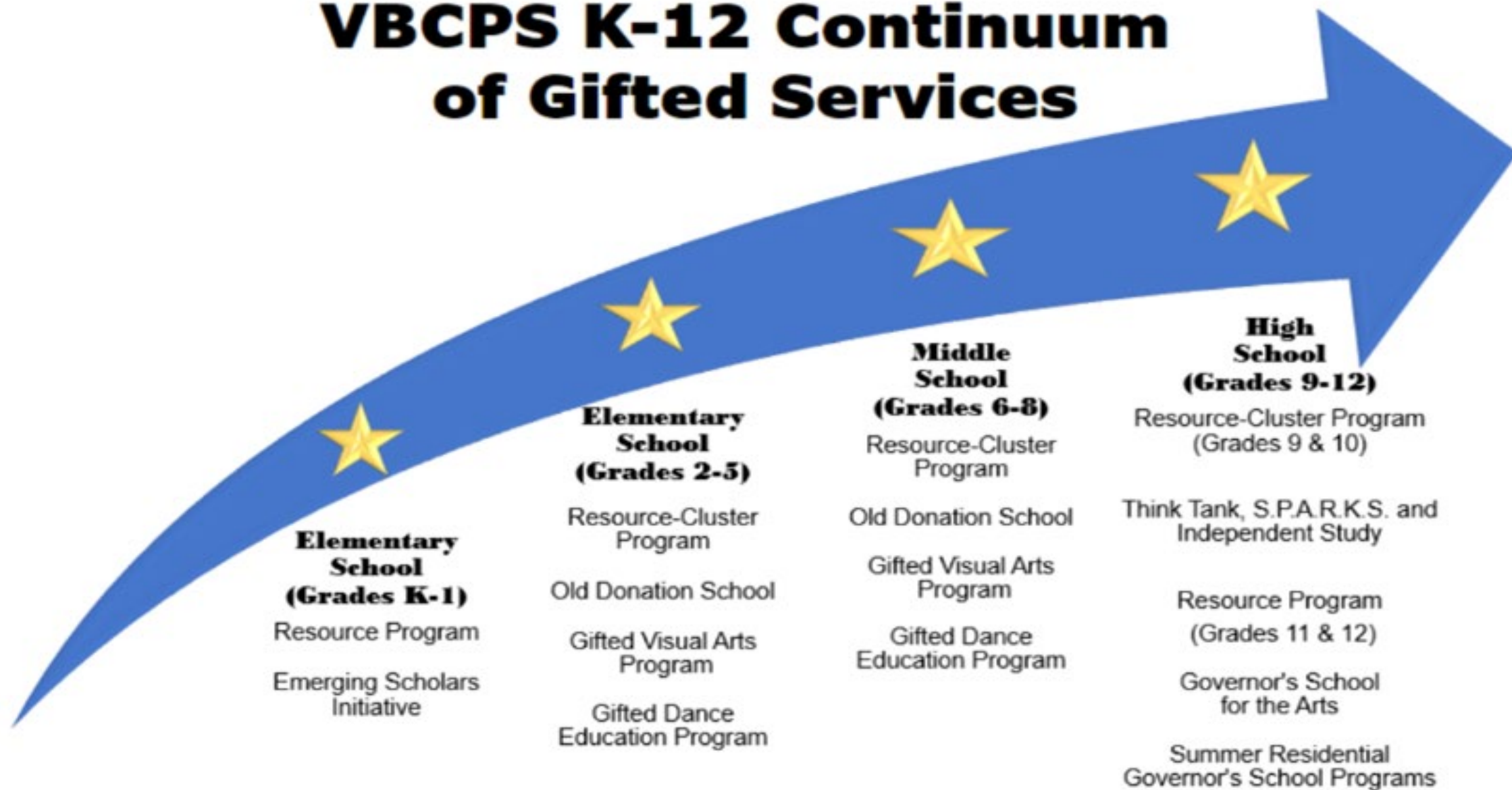
**School Board Retreat
July 9, 2024**

Department of Teaching and Learning

Purpose

Provide background information and seek School Board input to inform the development of the 2025-2030 Local Plan for the Education of the Gifted

VBCPS K-12 Continuum of Gifted Services



Elementary

Grades K-5

- **Kindergarten & 1st Grade**
 - Talent Development in all K & 1 Classes
 - Emerging Scholars Program in Title I and former Title I Schools
- **Grades 2-5 Gifted Program ***
 - Accelerated Instruction
 - Push-In Resource Cluster Program
 - Pull-Out with Gifted Resource Teacher
 - Supplemental Gifted Curriculum and Learning Experiences
 - Emerging Scholars Program in Title I and former Title I Schools
- **Programs Requiring an Application**
 - Old Donation School
 - Gifted Visual Arts (Grades 3-5)
 - Gifted Performing Arts (Grades 3-5)

Middle

Grades 6-8

- **Gifted Program ***
 - Accelerated Instruction
 - Push-In Resource Cluster Program
 - Pull-Out with Gifted Resource Teacher
 - Supplemental Gifted Curriculum and Learning Experiences
- **Programs Requiring an Application**
 - Old Donation School
 - Gifted Visual Arts (Grades 6-8)
 - Gifted Performing Arts (Grades 6-8)
 - Middle Years Program at Plaza Middle School**

High

Grades 9-12

- Resource Cluster Program Grades 9 & 10 *
- Resource Grades 11 & 12 *
- Elective Classes*
- Think Tank (Grades 9-10)
- S.P.A.R.K.S. (Grades 11-12)
- Independent Study (Grades 9-12)
- Honors, AP, and Dual Enrollment Courses**
- **Programs Requiring an Application**
 - Academy Programs**
 - The Governor's School for the Arts *
 - International Baccalaureate (IB)**
 - Summer Residential Governor's School *

VBCPS Gifted Identified Students 2023-24

	2	3	4	5	6	7	8	9	10	11	12	Total	Total Population Percentage
General Intellectual Aptitude (GIA)	949	966	844	1089	1158	1149	1071	1127	1038	952	880	11223	20.9%
Visual/ Performing Arts	0	34	82	93	84	85	99	131	133	107	130	978	1.8%

Students can be identified as both GIA and Visual/Performing Arts

Percentage of VBCPS Identified as Intellectually Gifted 2023-24

Percentage of elementary school (2-5) General Intellectual Aptitude students	19.8%
Percentage of middle school (6-8) General Intellectual Aptitude students	23.4%
Percentage of high school (9-12) General Intellectual Aptitude students	20.2%
Total percentage of General Intellectual Aptitude students	20.9%

Ethnicity of Intellectually Gifted Students 2023-24

	% of Gifted Population	% of VBCPS Student Population
American Indian or Alaska Native	0.2%	0.2%
Asian	10.8%	6.4%
Black, not of Hispanic origin	8.7%	22.8%
White, not of Hispanic origin	59.5%	45.5%
Native Hawaiian or Pacific Islander	0.5%	0.5%
Non-Hispanic, two or more races	10.9%	10.9%
Hispanic	9.15%	13.7%

Current Approximate Costs of Gifted Services for VBCPS Schools

Comprehensive Elementary School Staffing (GRTs) and Program Needs	FY24 - \$6,079,943
Comprehensive Middle School Staffing (GRTs) and Program Needs	FY24 - \$1,316,425
Comprehensive High School Staffing (GRTs) and Program Needs	FY24 - \$1,248,610






Excludes academy expenditures, academy coordinators, and central office support

Approximate Costs of Old Donation School (ODS)

VBCPS Approximate Spending on Gifted Services (Home schools and ODS)	FY24 - \$20,311,546
ODS (grades 2-8) Approximate Spending on Staffing and Program Needs	FY24 - \$11,666,568
Percentage of Gifted Budget Encumbered by ODS	57.4%
Percentage of GIA Students Attending ODS out of all VBCPS gifted students	11.4%

Signature Gifted Program Offerings in VBCPS

- ★ VBCPS is one of two Virginia school divisions with a school serving only gifted elementary and middle school-aged students.
- ★ VBCPS staffs a GRT in every comprehensive home school.
- ★ VBCPS utilizes division level testing assessment specialists to support schools in identification.
- ★ VBCPS staffs central office gifted administrators to support programming.

Gifted and Advanced Academic Models Used in Other Virginia School Divisions	Currently Used in VBCPS
Push-in model	
Pull-out model	
Honors or advanced courses (middle and high school)	
Subject specific identification and services	
Differentiated, enriched instruction	
Cluster grouping	
Grade or subject acceleration	
Advanced academic program at centers (satellite)	

Approximate Costs of One Elementary Gifted Satellite/Center Program in Virginia Beach (Four Classrooms)

Budget Item	Approximate Cost
Staffing	\$427,132 (annual)
Curriculum	\$20,000
Instructional Supplies	\$10,000 (annual)
Furniture	\$54,420
Transportation	\$272,000 - \$248,000 (annual)
Six Buses	\$900,000

Development of the 2025-2030 Local Plan

- ✓ Research
- ✓ National Gifted Programming Standards
- ✓ Virginia Code and Virginia Department of Education Requirements
- ✓ School Board Policies
- ✓ Available Funding
- ✓ Student Data
- ✓ Local Plans from other Virginia School Divisions
- ✓ Collaboration with other Virginia School Divisions
- ✓ Stakeholder Input

School Board Input Needed

- Delivery of services
- Screening and identification for gifted services
- Selection for ODS

School Board Input Activity

Three Small Group Rotations:

- Delivery of services
- Screening and identification for gifted services
- Selection for ODS

1) 5 minute overview of options and considerations

2) 20 minute discussion and input

3) 5 minutes to record feedback

4) Rotate

School Board Input Activity

Folder Contents:

- Draft 2025-2030 Local Plan for the Education of the Gifted
- Updated continuum infographic
- Data

School Board Input Activity

Three Small Group Rotations:

- Delivery of services
- Screening and identification for gifted services
- Selection for ODS

1) 5 minute overview of options and considerations

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3) 5 minutes to record feedback

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Next Steps for Local Plan Development

- Meet with Local Plan subcommittees on July 15
- Bring the proposed 2025-2030 Local Plan for the Education of the Gifted to the School Board for information on August 27
- Return to the School Board for consent on September 10

Questions?



Accreditation and Accountability

School Board Retreat

July 9, 2024

Office of Student Assessment

Planning, Innovation and Accountability

PRESENTATION OVERVIEW

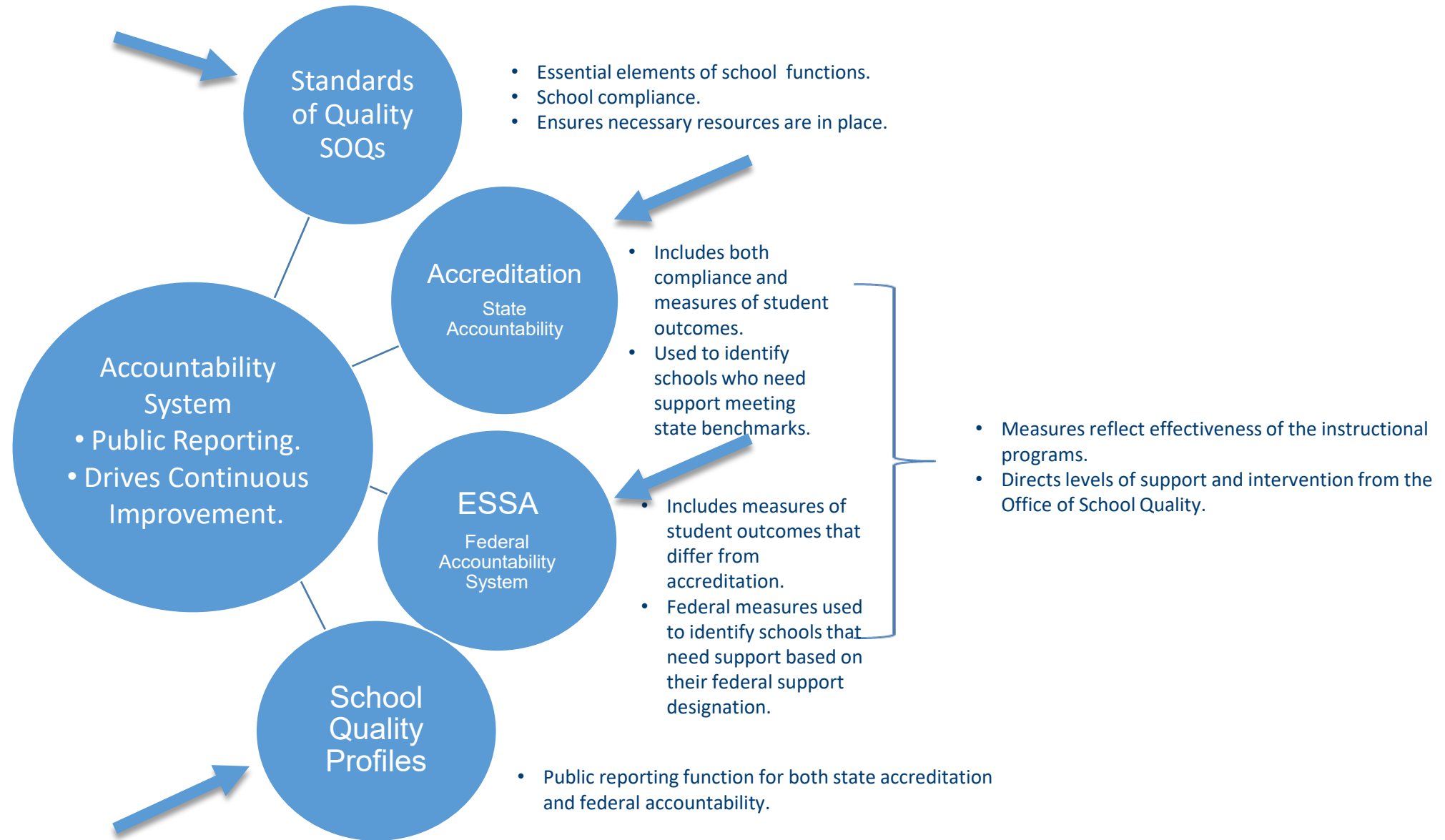
- Review the current accountability system in Virginia
- Review the timeline of events related to changes to the state's system of accrediting and supporting schools
- Review decisions the Virginia Board of Education (VBOE) have made to date
- Review pending decisions by Virginia Board of Education



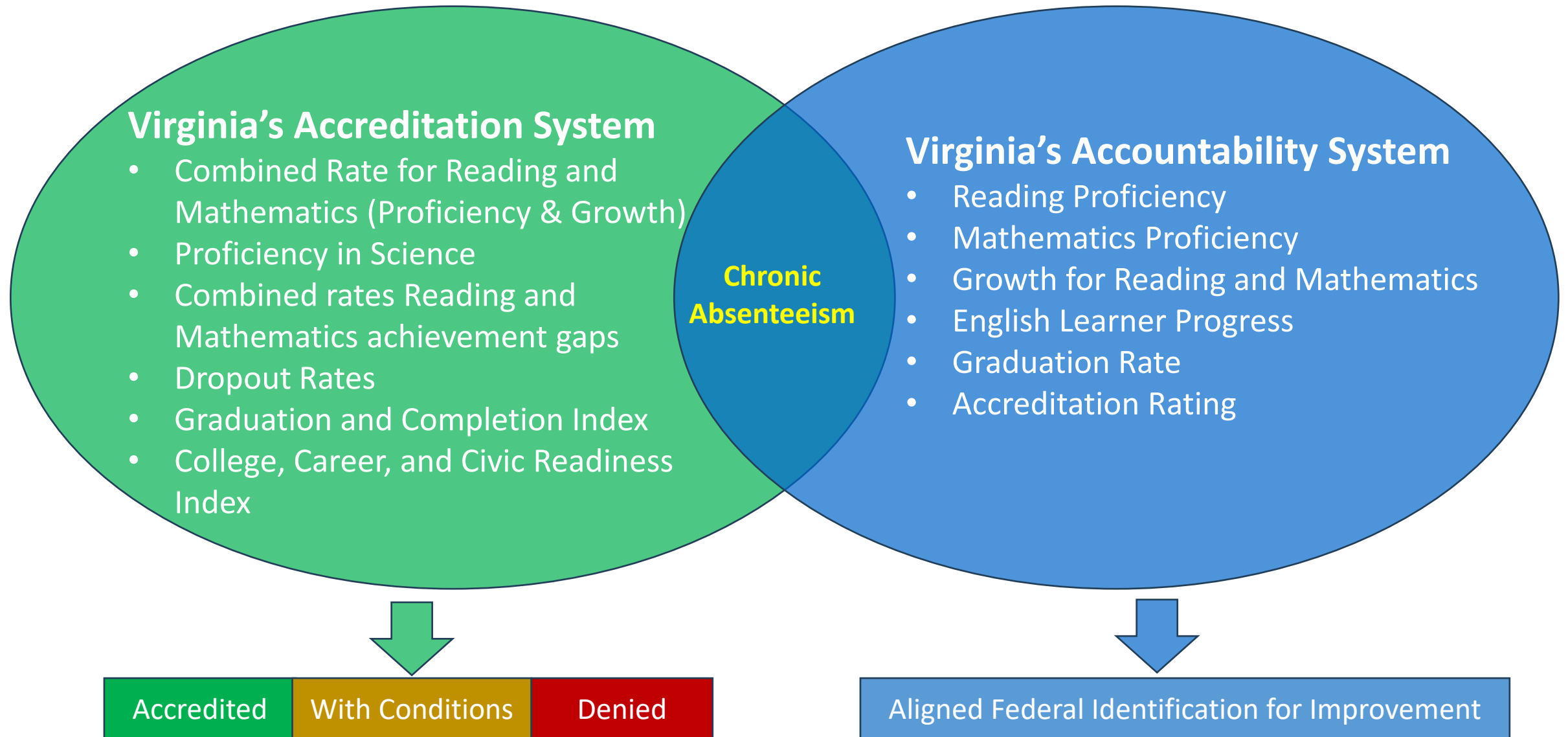


CURRENT ACCOUNTABILITY SYSTEM IN VIRGINIA

VIRGINIA'S CURRENT ACCOUNTABILITY SYSTEM



STATE AND FEDERAL ACCOUNTABILITY



STATE AND FEDERAL ACCOUNTABILITY

Virginia's Accreditation System

- Combined Rate for Reading and Mathematics (Proficiency & Growth)
- Proficiency in Science
- Combined rates Reading and Mathematics achievement gaps
- Dropout Rates
- Graduation and Completion Index
- College, Career, and Civic Readiness Index

**Chronic
Absenteeism**



Accredited

With Conditions

Denied

Graduation and Completion Index Values

Completion Categories	Example	Value
Diplomas	Advanced, AP/IB, Standard and Applied Studies	100
General Education Development Certificates	GED/ISAEP	75
Active on the last day of school of expected cohort year	Working Toward Graduation	70
Certificates of Completion	Students who complete prescribed programs of studies defined by a local school board	25
Dropped Out or inactive	Non-Completers on the Last Day of School	0

STATE AND FEDERAL ACCOUNTABILITY

7

**Chronic
Absenteeism**

Virginia's Accountability System

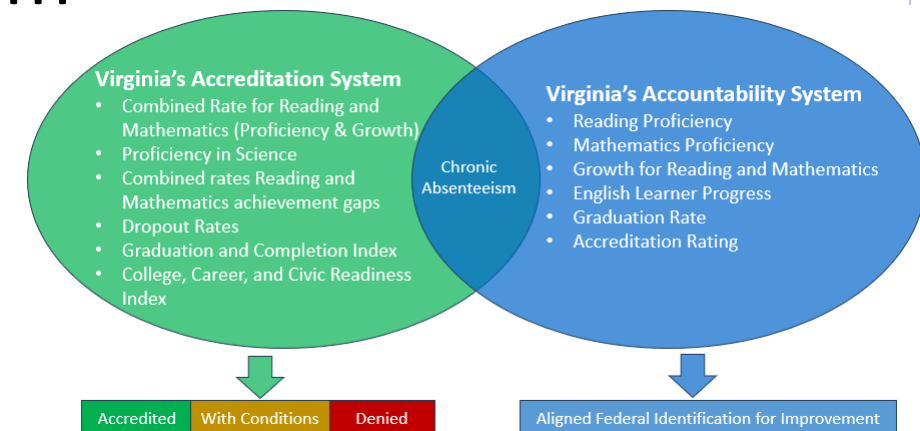
- Reading Proficiency
- Mathematics Proficiency
- Growth for Reading and Mathematics
- English Learner Progress
- Graduation Rate
- Accreditation Rating



Aligned Federal Identification for Improvement

CRITICISMS OF THE CURRENT SYSTEM

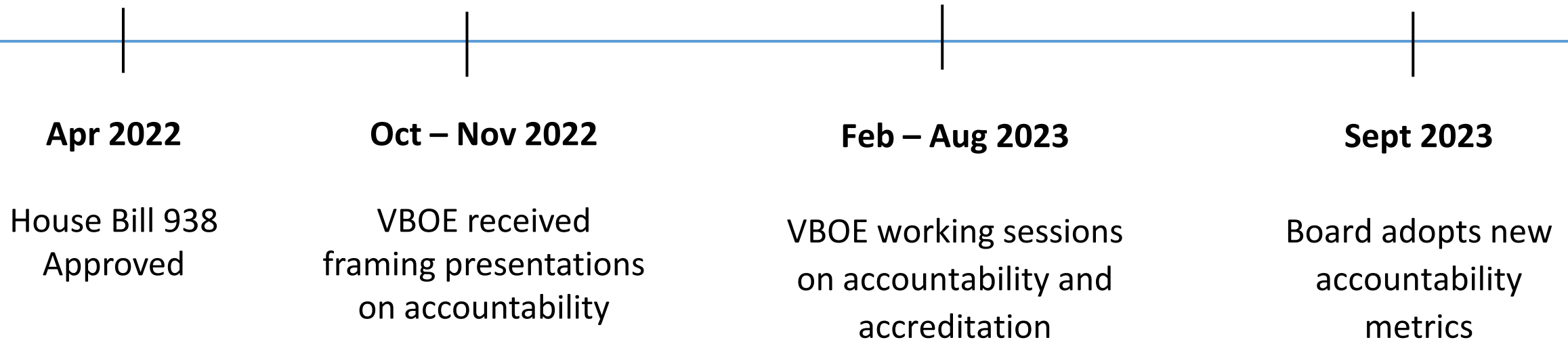
- Described as complex and opaque
- Concern that combining growth and achievement could mask performance
- Both systems are measuring outcomes, and both are identifying their own schools for support
- Each system has its own support system



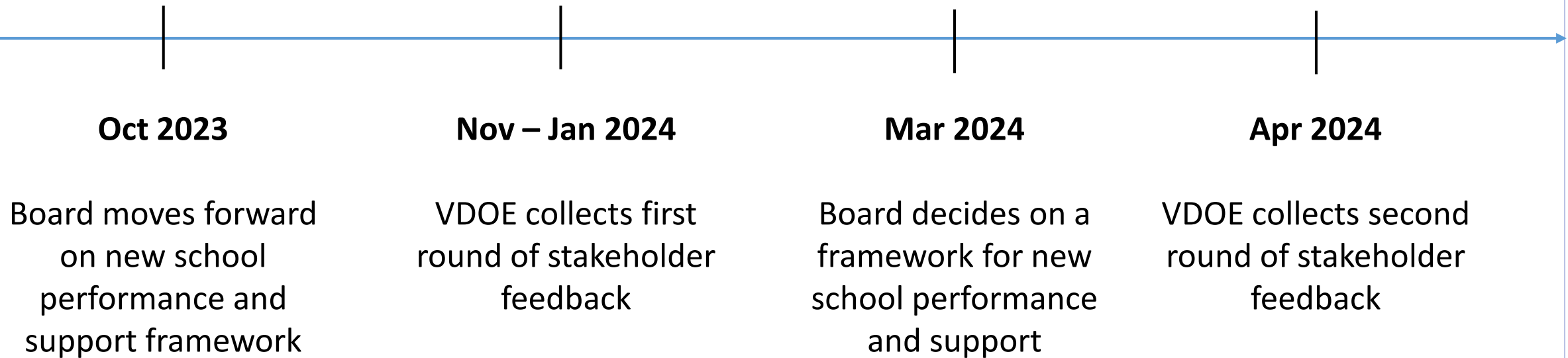


TIMELINE OF EVENTS RELATED TO UPCOMING CHANGES

SUMMARY OF KEY ACTIVITIES AND ACTIONS TO REVISE ACCREDITATION AND ACCOUNTABILITY (SLIDE 1 OF 2)



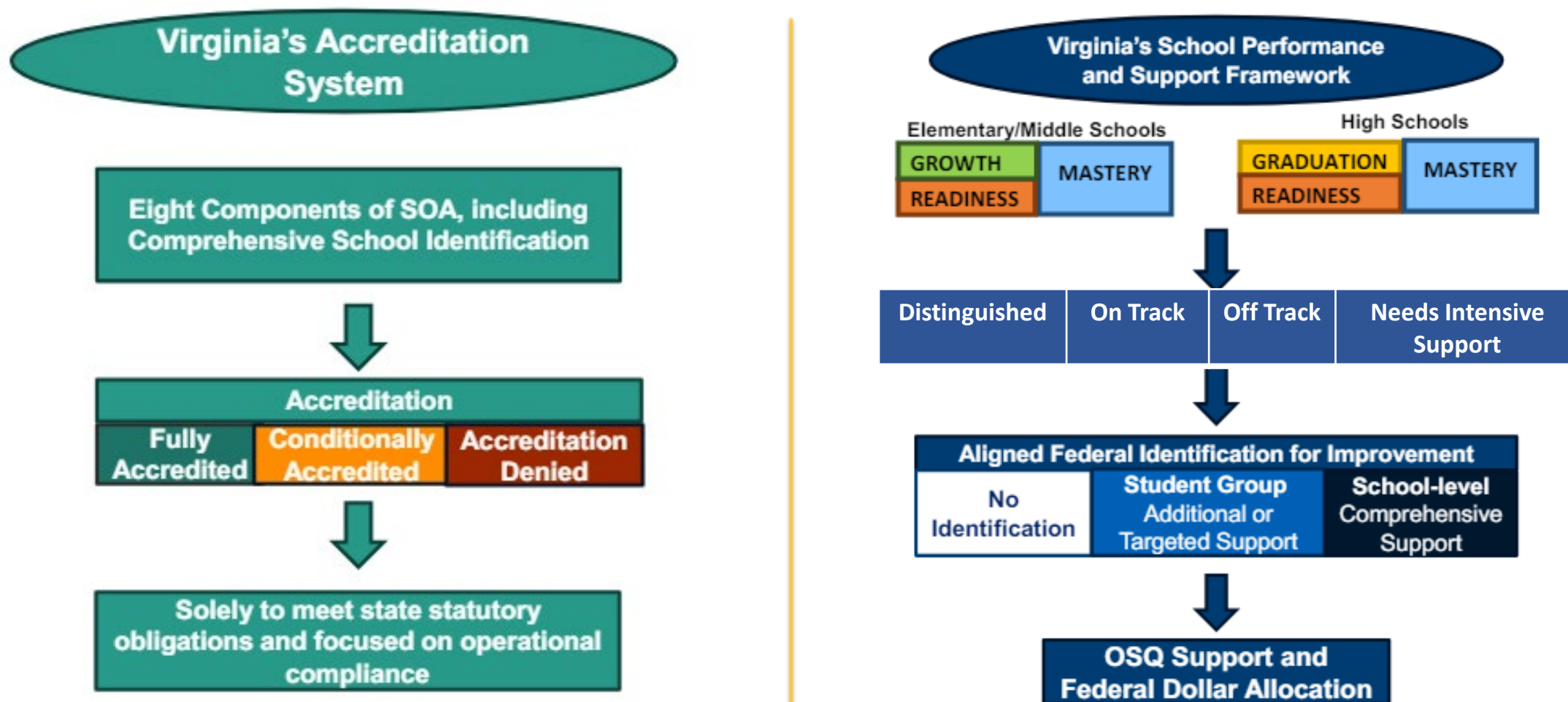
SUMMARY OF KEY ACTIVITIES AND ACTIONS TO REVISE ACCREDITATION AND ACCOUNTABILITY (SLIDE 2 OF 2)



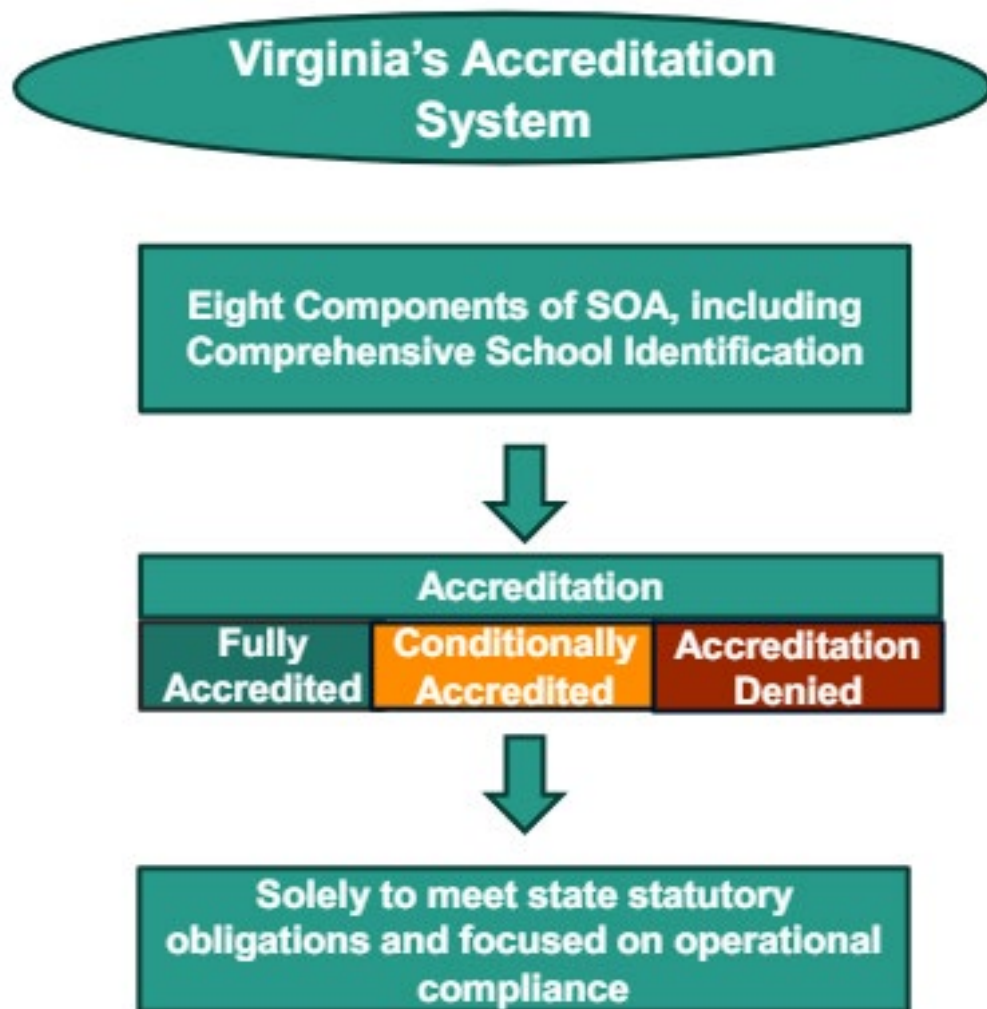


NEW SYSTEMS AND DECISIONS

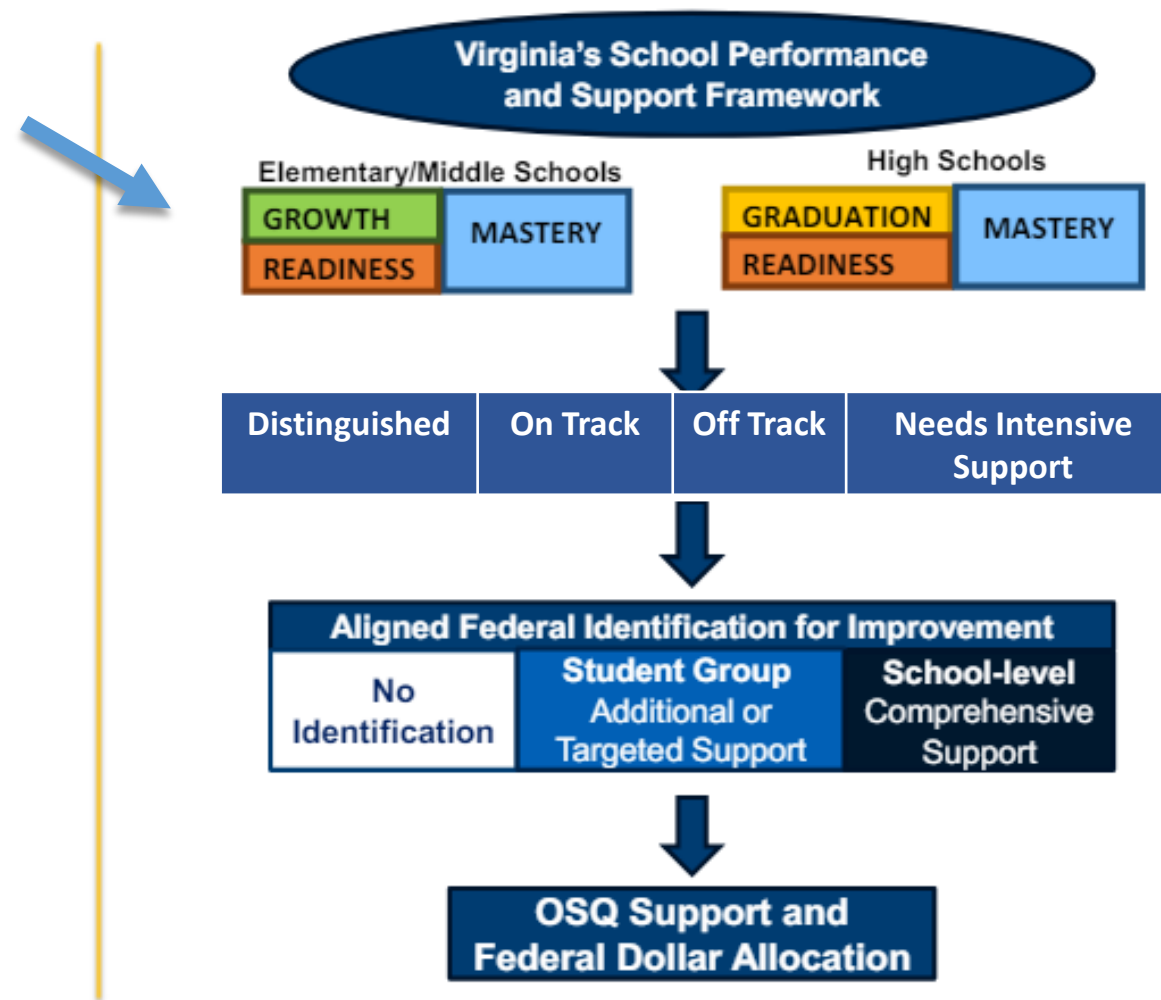
UNDER THE NEW REGULATIONS



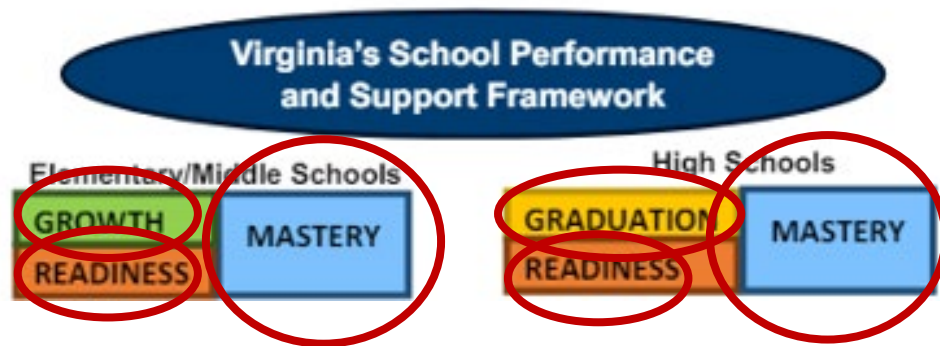
UNDER THE NEW REGULATIONS



UNDER THE NEW REGULATIONS



SCHOOL PERFORMANCE AND SUPPORT INDICATORS UNDER DISCUSSION



• Mastery

- Performance on SOL tests
- Mastery Index

• Growth

- On SOL tests
- Progress Tables or Virginia's Visualization and Analytics Solution (VVASS)

• Readiness

- Elementary School
 - Chronic Absenteeism
 - Performance Task in MS and Maybe ES

• Middle School

- Chronic Absenteeism
- Performance Task in MS and Maybe ES
- Advanced Course Work in MS

• High School

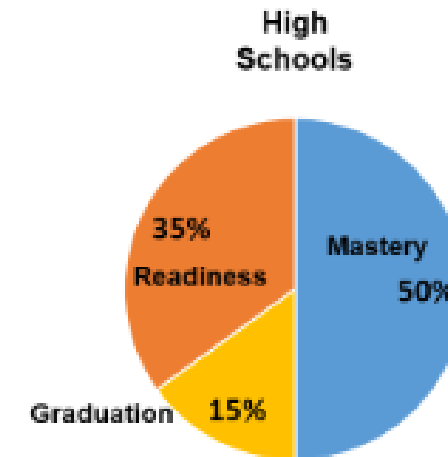
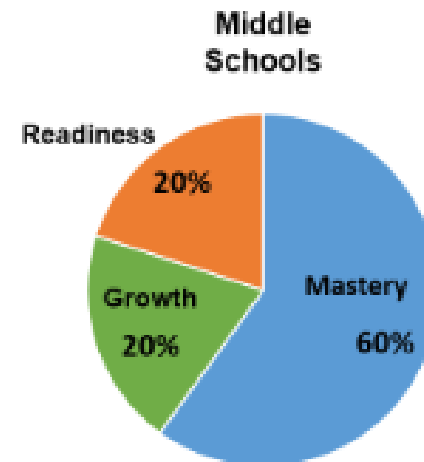
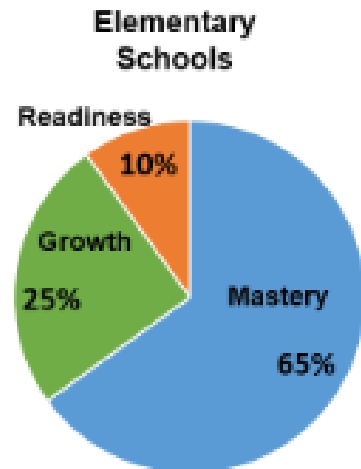
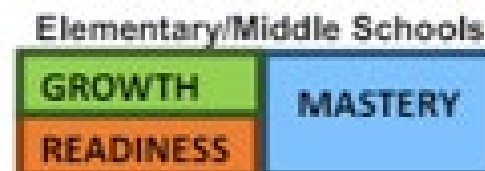
- Chronic Absenteeism
- Graduation at HS
- CCCRI/Ready for Life

• Graduation

- Federally Aligned Graduation Indicator

SCHOOL PERFORMANCE AND SUPPORT INDICATORS

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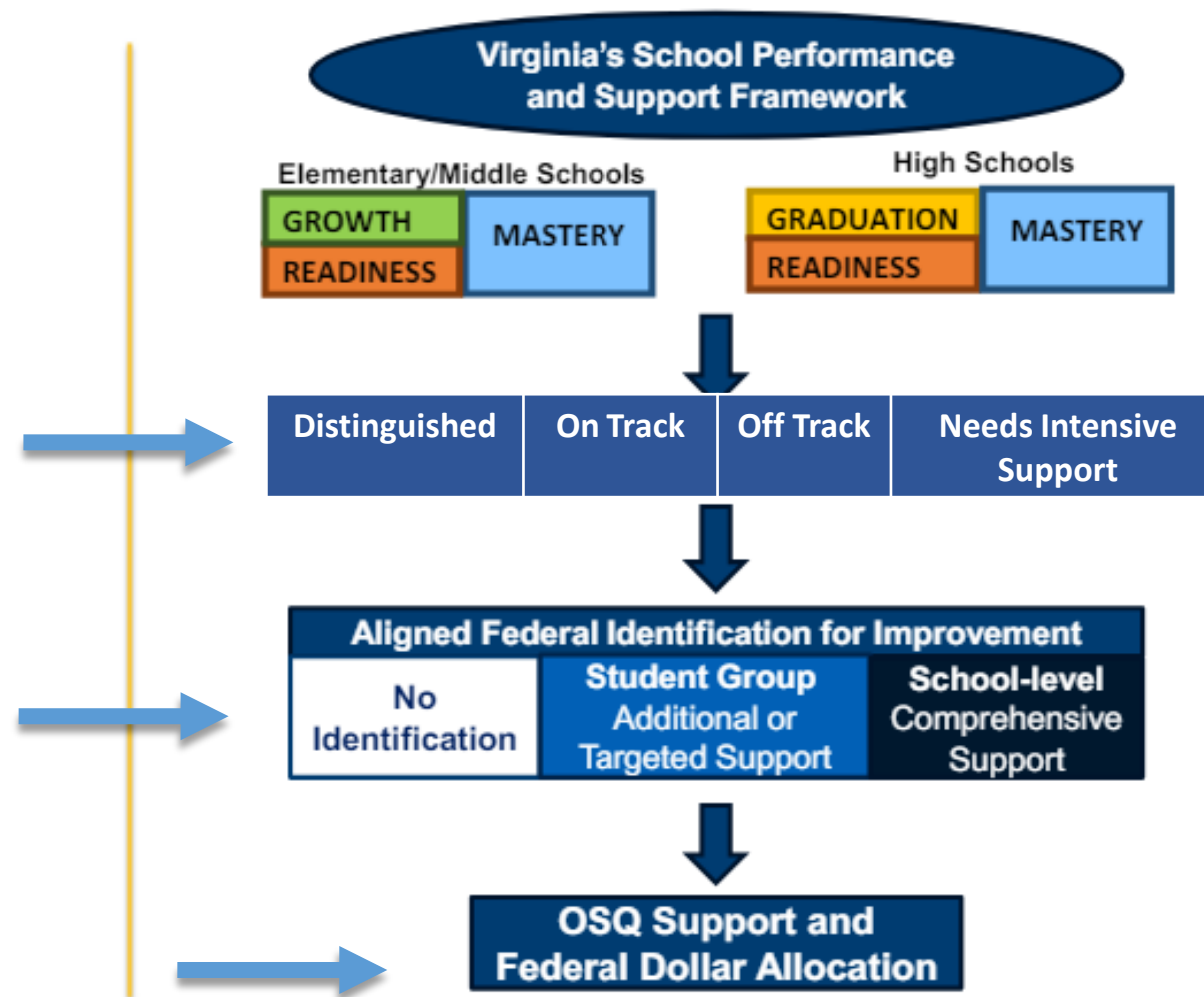


Elementary Schools	
Mastery	65
Growth	25
Readiness	10
Total	100

Middle Schools	
Mastery	60
Growth	20
Readiness	20
Total	100

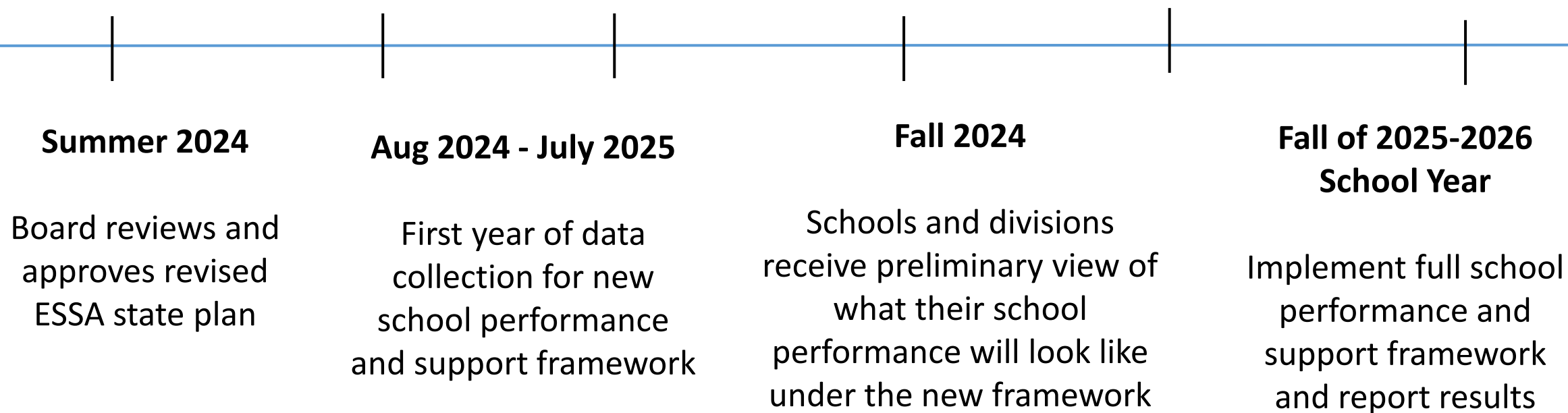
High Schools	
Mastery	50
Graduation	15
Readiness	35
Total	100

UNDER THE NEW REGULATIONS



VIRGINIA BOARD OF EDUCATION

NEXT STEPS





Artificial Intelligence (AI)

School Board Retreat

July 9, 2024

Department of Technology

Office of Instructional Technology

AI Update

- Review Latest Research
- Share Phase 1 outcomes
- Explore Instructional Implications
- Phase 2 – AI Integration

What is AI?

A collection of technologies, software and data that make it appear that a computing device is intelligent. It appears to give a machine the ability to perform the cognitive functions we associate with human minds, such as perceiving, reasoning, and learning.

Phase 1 – Explore and Experiment

- Guiding Principles
- Modifications to Policy 5-34.2 (Cheating, Plagiarizing, and the Acceptable Use of New Technologies)
- Created Resources for AI Training and Exploration

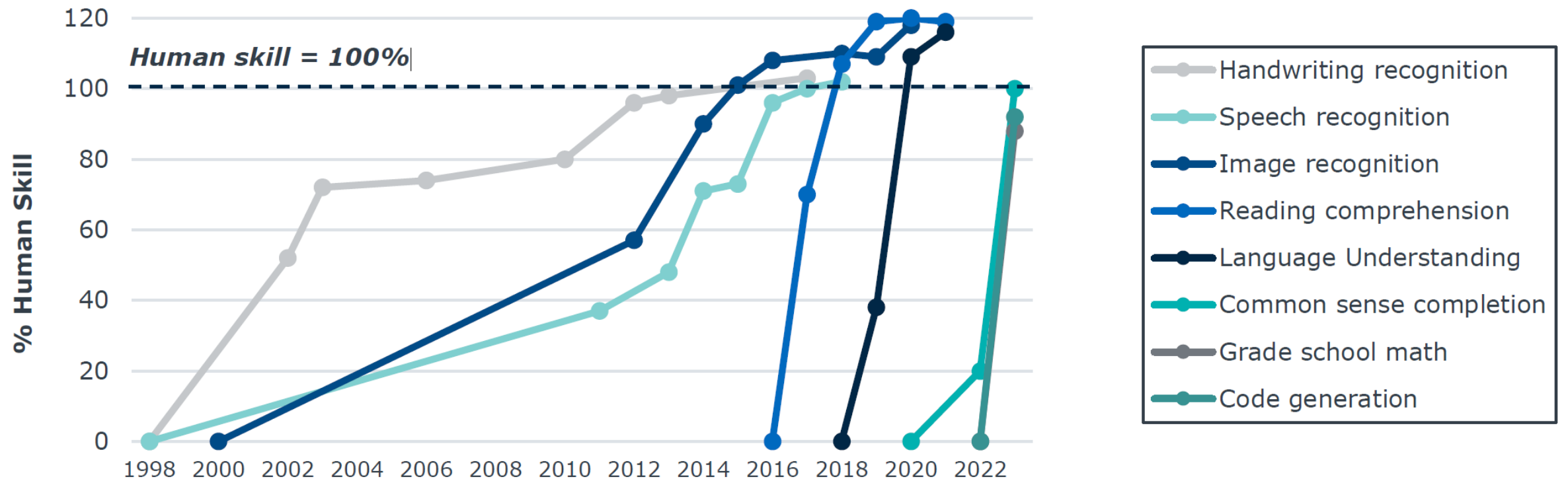
EAB Report

Trends Shaping the Near Future of AI in K12

- GenAI Models are getting better
- GenAI apps are getting safer

GenAI Models Are Getting Better


GenAI models are meeting human-level performance benchmarks at a growing rate.⁶



Research provided by the EAB – May 2024

GenAI Models Are Getting Safer

Licensed Tools Are Less Risky Than Public AI Tools

	Public AI <i>Public access tools for individual users (e.g., ChatGPT)</i>	 Business AI <i>Licensed use of genAI tools through vendor (e.g., Microsoft 365 Copilot)</i>
Security	No visibility into security protocols	Negotiated security agreements with vendors
Privacy	Inputted data trains model and may be shared, often by default	Inputted data not used to train public models
Intellectual Property	IP trains model and may be shared, by default	Vendor integrates guardrails to reduce likelihood of producing infringing content
Bias	Model exhibits bias compounded from inputted training data	Institutions and vendors fine-tune models to mitigate bias
Inaccuracy/Hallucinations¹	May generate inaccurate to hallucinatory responses	Institutional data provides context, producing more accurate responses

AI Security Risk Mitigation is Similar to Other Tech

▶ User education on safe data practices

▶ Vendor agreements and management

Response to GenAI

Employers expect GenAI to play a major role in their enterprise and are prioritizing hiring employees with AI competencies and skills — EAB

75% of companies plan to adopt AI or AI-adapted technologies across 2023-2028²²

73% of employers say it's a high priority to hire AI talent, although 75% are having trouble doing so, Nov 2023²³

Research provided by the EAB – May 2024

"students will need knowledge of AI because the technology already features so heavily in... their daily lives," — EAB

Response to GenAI

Student AI use is growing, but most students are not using the tech to cheat — EAB

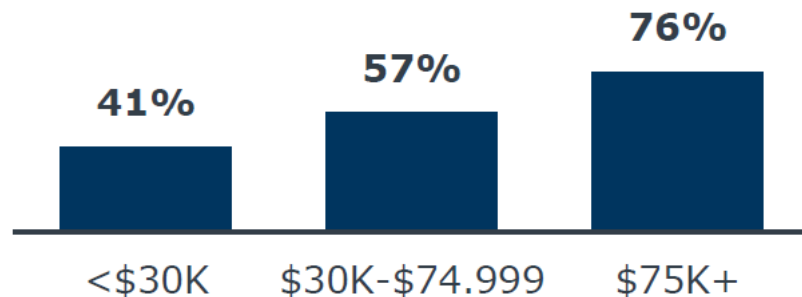
↑ **27%**

Increase in percentage of 12–17-year-olds who've used ChatGPT for school, Feb to Jun 2023⁵⁴

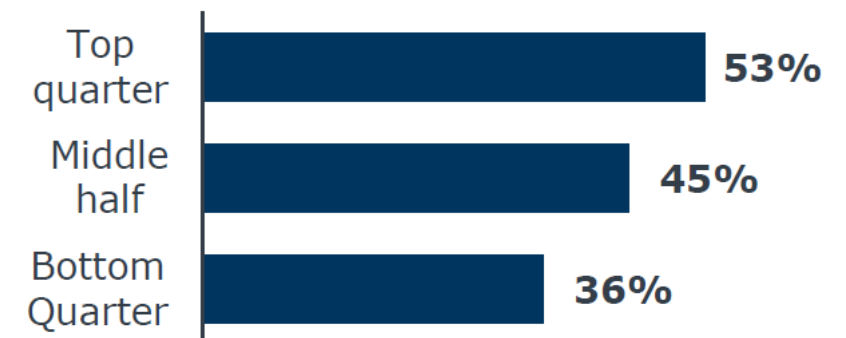


Stanford research found the **proportion of students who reported cheating in Fall 2023 was the same as in Fall 2022**, despite students having new access to genAI tools like ChatGPT.⁵⁵

Pew Research Center survey, percentage of teens who've heard of ChatGPT, by household income, Oct 2023⁵⁶



Percent of high schoolers who've used AI tools, by ACT Composite Score⁵⁷



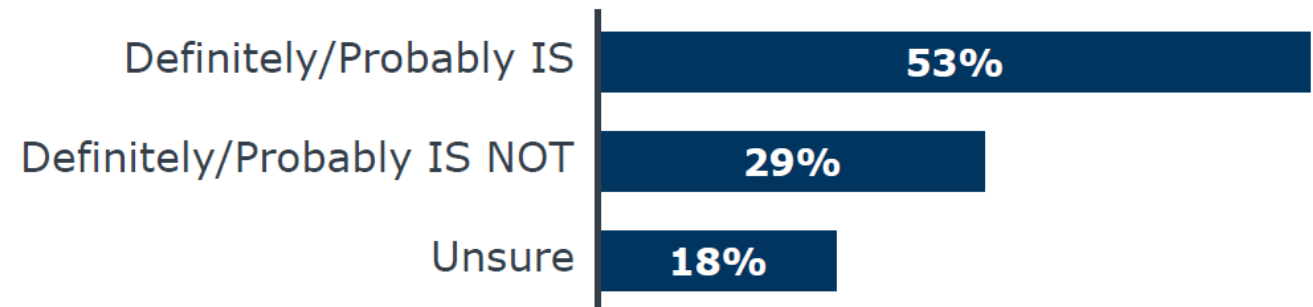
Response to GenAI

Beyond immediate use in schools, parents/guardians are most concerned with AI's impact on their kids' careers — EAB

68%

of parents worry about AI's impact on their child's career opportunities after high school, Oct 2023⁶⁴

Do you think your child's school is preparing them to succeed in a future where AI technology could affect jobs and the global economy? (Oct 2023)⁶⁵



Phase 1 – Explore and Experiment

Phase 2 – AI Integration

Integrate AI into instruction and
back-office workflows

Goal 6 – Effective and Efficient Operations



Go Slow to Grow Capacity

Surgeon General:

"Creating a surgeon general's warning for social media is a necessary step to respond to the "defining public health challenge of our time."

VBCPS Strategic Plan Focus Group Findings:

Technology and mental health cited as two of the biggest concerns for participants

- AI is being added to applications we purchase
- Constant evaluation of student data privacy
- Cost: monetary vs. data privacy

Building Division Capacity



Next Level AI Skills for
Educators (Pilot)



TCEA

CONVENTION & EXPOSITION
Feb. 1-5, 2025 | Austin, Texas



Building Teacher Capacity

Let's Explore AI

<p>Get started with Generative AI by exploring these sites.</p> <ul style="list-style-type: none">★ ChatGPT★ MagicSchool.ai★ Diffit★ Almanak.ai★ Brisk Teaching★ Claude ai	<p>ChatGPT Task Curriculum Resource</p> <p>Think about a resource you may need for an upcoming unit/topic.</p> <ol style="list-style-type: none">1. Type in a prompt.2. Reflect on the output.3. Follow up with another prompt to refine the output. <p>Ex. "As an expert curriculum writer, provide 5 creative ways for 3rd</p>	<p>Explore More AI Trending Tools</p> <p>This explore board is updated monthly, so come back often to continue learning the power of AI!</p> <p>AI Trending Tools</p> <p>*Scroll down on this linked pdf to see all versions!</p>	<p>Educational AI Tools in Action</p> <p>Want to see videos of AI tools in action? Check out our Demo Slam videos!</p> <p>Demo Slam Videos</p>
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VBCPS Spring 2024 Survey for Staff Results

Staff Group	Yes	No
All Staff (n=3,822)	31.9%	68.1%
All School-Based Staff (n=3,385)	33.4%	66.6%
Administrator (n=153)	58.8%	41.2%
Classroom Teacher (n=1,864)	39.3%	60.7%
Clerical – School Based (n=198)	3.5%	96.5%
Instructional – Non-Classroom Teacher (n=624)	39.4%	60.6%
Other School Staff (n=546)	10.3%	89.7%
All Non-School-Based Staff (n=437)	19.7%	80.3%

To what extent was using generative AI helpful

Staff Group	Overall helpful
All Staff (n=1,217)	93.8%
All School-Based Staff (n=1,131)	93.7%
Administrator (n=90)	97.8%
Classroom Teacher (n=733)	92.8%
Clerical – School Based (n=7)	71.4%
Instructional – Non-Classroom Teacher (n=246)	95.9%
Other School Staff (n=55)	92.7%
All Non-School-Based Staff (n=86)	94.2%

Year of Exploration

Number of AI tools being used: 75 AI resources explored

Number of AI tools approved for use: 10 tools were evaluated and approved for adult use

A new, young teacher felt It was important to her that her written communication sounds professional. "I love using chat GPT to communicate with my parents through seesaw. It helps me sound more professional."

The 7th Grade Social Studies PLC took a hard copy of a rubric they created for assessing student writing in the form of an assessment which asks students to use specific sources to support their thoughts, and input it into ChatGPT.

Students will be creating a podcast to tell a story about their lives. We needed some prompts to get students thinking about the type of story they want to tell, so we asked ChatGPT.

Diffit Example

School AI Example

AI Impact Team

Start Your Own Curated Prompt Library

Virginia Beach City Public Schools Centralized Prompt Library for Teachers

Contact	Age group	Subject	Goal/Need/Problem Addressed	Tool used	Chat/prompt/link	How did you implement genAI output?
<i>i.e., name, email, school</i>	<i>i.e., ES, MS, and/or HS</i>	<i>E.g., ELA, math, history, biology</i>	<i>What problem, goal, or need did you start with that AI was able to address?</i>	<i>E.g., ChatGPT, Curipod</i>	<i>E.g., link to ChatGPT chat history</i>	<i>Explanation of how teacher used content generated by AI, including impact on students/teachers if possible</i>
Jenna Schwab	ES	Science & Literacy integration	Needed observation chart for students to observe monarch butterfly life cycle	ChatGPT	Link	My colleague used the generated content in a grant application to secure funding to continue our school's ongoing monarch butterfly project
Sharon Brown	HS	World History I	Translated notes to Spanish for ELL students	Almanack	Link	Shared the translated notes directly with ELL students via Google Docs
Lauren Polo	HS	Marketing	Students must develop and market unique candy creations.	Adobe Firefly	N/A	Students will include pictures created by Adobe Firefly in their marketing

Research provided by the EAB – May 2024

Ethical Considerations

Alternates to AI Detection Tools

[Revision History Google Extension](#)

[Brisk Teaching Google Extension](#)

Citing AI Sources

[How to Cite Generative AI in MLA Style](#)

[How to Cite Chat GPT in APA Style](#)

[Lessons, Tips, and Resources
on Ethical Use](#)

Caution: AI Detection Tools

*AI detectors are not highly reliable tools. They can be the beginning of a conversation between students and teachers. "Your human senses might detect that something doesn't look or sound like them better than an AI checker could. " ~Matt Miller

*With AI as a "partner," rethinking cheating and plagiarism are essential. Great conversation starter [here from Matt Miller](#). Also, this recent [post by Holly Clark](#) provides us with ideas for what to do instead of using AI detection applications.

[More Lessons, Tips, and Resources on Ethical Use](#)

*[How to Handle Plagiarism with AI Tips](#)- Common Sense Media

[8 Ways to Create AI Proof Writing Prompts](#)- Tech and Learning

Phase 2 – AI Integration and Student Capacity

Mathspace

- Algebra 1, Geometry, Algebra II, Trig
- Conversational AI

[Milo Example](#)

Khanmigo

- Econ/Personal Finance courses
- Teacher Tools
- Student Tools
- Conversational AI/Tutor

[Khan Academy -
Khanmigo](#)

Next Steps

- Phase 2 - implementation in controlled environments and use cases
- Guidelines - update guidelines to include language for high school students
 - Beyond teaching them how to use AI
 - Teach students how to understand the ethical considerations of utilizing an AI tool

Ever-Changing and Evolving Technology

"Districts should not approach AI integration as a linear roadmap with one-and-done boxes to check. Given AI's fast rate and unpredictable direction of development, districts should consistently reassess how AI is and should be used in schools, and iterate their points of view, guidelines, training, curricula, and pedagogy accordingly."

Questions?



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

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

School Board Retreat/Abridged Meeting Proposed Agenda

Tuesday, July 9, and Wednesday, July 10, 2024

Professional Development Center

641 Carriage Hill Road

Virginia Beach, VA 23452

(757) 263-1000

The School Board Retreat will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, as well as through Zoom through the link below, for viewing by the public.

The School Board Abridged Meeting on July 9, 2024, at 4:30 pm will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom through the link below. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building #6, and on the VBSchools.com website.

Attendee link: <https://us02web.zoom.us/j/88931640226> Call-in (301) 715-8592 ID 889 3164 0226

Media representatives should contact the Department of Communications and Community Engagement regarding accessing the Retreat and Abridged Meeting.

Abridged School Board Meeting Proposed Agenda July 9, 2024

1. ***Call to Order and Attendance.....4:30 p.m.****

**Time may be adjusted due to early/late completion of the Retreat*

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

3. ***Adoption of the Abridged Meeting Agenda***

4. ***Approval of Minutes***

A. June 25, 2024, Regular School Board Meeting

5. ***Information***

6. ***Action***

A. Personnel Report/Administrative Appointments **Updated 07/15/2024**

B. Revised Salary Resolution

C. Adding an Additional Third Grade Classroom at Old Donation School

7. ***Conclusion of Abridged Meeting***

8. ***Closed Session (as needed)***

9. ***Adjournment***



Subject: Approval of Meeting Minutes **Item Number:** 4A

Section: Approval of Minutes **Date:** July 9, 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. June 25, 2024 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Budget Impact:

N/A



School Board Services

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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

School Board Regular Meeting MINUTES
Tuesday, June 25, 2024

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

- 1. Administrative, Informal, and Workshop:** Chair Melnyk convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 25th of June 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 4:01 p.m.), Mr. Callan, Ms. Kendrick, Ms. Manning (arrived at 4:02 p.m.), Ms. Riggs (arrived at 4:02 p.m.), and Ms. Weems (arrived at 4:09 p.m.). The following School Board Member attended via Zoom: Ms. Owens. School Board Member, Mr. Culpepper was not in attendance.

Chair Melnyk stated members of the public will be able to observe the School Board Meeting through livestreaming on 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: Chair Melnyk mentioned for the upcoming school year, Superintendent Robertson will have two options for meetings with School Board Members: one-on-one meetings and Friday school visits with one or two School Board Members; sign-up sheet will be prepared.
- B. Summer Programming: Lorena Kelly, Ph.D., Executive Director of Elementary Teaching and Learning, provided the School Board information regarding updates to the 2024 implementation of summer learning experiences in elementary and secondary to support students with a strong instructional support for an effective school opening; elementary summer learning opportunities: June-August: summer learning boost, July 8-25: Summer Learning Camp at select sites, July 1-31: tutoring funds provided for schools without Summer Learning Camp (site-based), July 8-25: STEM Adventure Camp (fourth graders in Title I schools) and United Way Enrichment Summer Camp (select Title I schools), August 12-15: "Ready, Set, Kindergarten" Camp (select Title I schools).

Secondary summer learning opportunities: June 25-July 30: repeat courses, June-August: SOL Fast Track Tutoring (at summer school sites), June 18-August 6: first time courses (VB Digital Campus), June 25-July 30: "Step Up" offerings, June-August: "Boost" opportunities; additional opportunities: July 8-31: AVID *Mission Possible* (rising grades 7 & 8), June 25-July 18: STARTALK Language Immersion Academies, Summer Performing Arts; summer learning for students with disabilities: Extended School Year (ESY) Services; shared link and QR code for additional information.

The presentation continued with questions and comments regarding summer camp class sizes; how to find information on summer programs; first-time courses for high school, digital campus and face-to-face

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instruction; online passing rate; Title I pilot schools for "Ready, Set, Kindergarten" Camp, purpose of camp, and summer work projects in buildings.

Note: School Board Member, Ms. Owens left Zoom at approximately 4:30 p.m.

- C. Equity Update: Ty Harris, Director of the Office for Diversity, Equity and Inclusion presented the School Board an update on activities completed by the Office for Diversity, Equity and Inclusion for the 2023-2024 school year; reviewed the presentation agenda topics: policy and practice, stakeholder engagement, on the horizon; reviewed the 2022-2025 Equity Plan implementation and high-yield strategies related to *Compass to 2025* Strategic Framework Goals 1-6; share sample of the equity dashboard; mentioned cultural competency learning modules; stakeholder engagement: Beach Girls Rock! spring event at ODU, African American Male Summit at Cox High School, ODU Diversity Dialogue Day, Urban League of Hampton Roads Breakfast, Public Utilities Tour de Water, Season for Nonviolence Kick-Off Event; Making Waves Mentoring Program; and shared TIDE Coalition video.

The presentation continued with questions and comments regarding *Compass to 2025* Strategic Framework Goal 4: An Exemplary, Diversified Workforce; getting diverse talent for schools; recruitment and retention of teachers; working at a Title I school; compensation; declining number of college students going into education; wonderful video; partnerships (i.e. NAMII); School Board Retreat; Equity Council; and *Compass to 2025* Strategic Framework Goal 2: Student Well-Being.

- D. Forecast of Regular School Board Meeting Agenda Topics FY 25 – First Quarter: July, August, September: Superintendent Robertson provided the School Board the Administration's forecast of agenda topics to be presented at School Board meetings during the first quarter, July, August, September, of the 2024-2025 school year; mentioned the document is a planning document and subject to change; reviewed some upcoming topics; July 9 and July 10 - School Board Retreat; July 23 – Instructional Technology Update, Security Updates; August 13 – Summer Staffing Update, New Construction Guidance and Direction; August 27 – Summer Learning Review, ParentSquare Expansion Plan; September 10 – Employee Input Survey Responses, Budget Calendar; September 24 – School Division Services School Opening Update, Interim Financial Statements, Policy Review Committee Recommendations.

The presentation continued with questions and comments regarding budget season; vacancies in schools; pay increases; U7 pay scale increase, rate of \$15.00 per hour; budget calendar, revenue sharing formula and City Council; and compensation.

2. **Closed Session:** At 5:12 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, Paragraphs 1, 7, and 8 as amended, to deliberate on the following matters:

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

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

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

Namely to discuss:

- A. Settlement authority for personal injury cases.
- B. Retention of outside legal counsel.
- C. Evaluation of an administrator and personnel matters.

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- 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 nine (9) ayes in favor of the motion to recess into Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems. The motion passed, 9-0-0.

The School Board recessed into Closed Session at 5:15 p.m.

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

- B. Retention of outside legal counsel: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems; Kamala H. Lannetti, School Board Attorney; Donald E. Robertson, Ph.D., Superintendent; and Regina M. Toneatto, School Board Clerk.
- A. Settlement authority for personal injury cases: School Board Members: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems; 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, Ms. Kendrick, Ms. Manning, 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 5:32 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.

Ms. Brown 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 for Certification of Closed Session: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems. The motion passed, 9-0-0.

3. **School Board Recess:** Chair Melnyk adjourned the Administrative, Informal, and Workshop session at 5:33 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 25th day of June 2024.
In addition to Superintendent Robertson, the following School Board Members were present in the School Board Chamber: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems. School Board Member, Ms. Owens joined the meeting via Zoom at approximately 6:20 p.m. School Board Member, Mr. Culpepper was not in attendance.
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**

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7. Student, Employee and Public Awards and Recognition

- A. RUBIN America's Next Great Intern Contest Finalist 2024 – Advanced Technology Center: The School Board recognized Golfried Kitvi, a student at the Advanced Technology Center and Kempsville High School, as a finalist in a national contest, RUBIN America's Next Great Intern Contest. He was selected as one of six nationwide finalists.
- B. VBCPS 2023-2024 Outstanding Teacher of the Gifted – Fairfield Elementary School: The School Board recognized Flo Heilig, a fourth-grade gifted cluster teacher at Fairfield Elementary School as one of two VBCPS 2023-2024 Outstanding Teachers of the Gifted.
- C. VBCPS 2023-2024 Outstanding Teacher of the Gifted & Region II 2023-2024 Outstanding Teacher of the Gifted – Indian Lakes Elementary School: Lizzie Samuelsen, a gifted resource teacher at Indian Lakes Elementary School, was recognized by the School Board as VBCPS 2023-2024 Outstanding Teacher of the Gifted and the Region II Outstanding Teacher of the Gifted.
- D. 2024 VBCPS Nurse of the Year – Fairfield Elementary School: The School Board recognized Kimberly Hartsock, from Fairfield Elementary School, as the 2024 VBCPS Nurse of the Year.
- E. VHSL Class 5 Boys State Soccer Champions – Cox High School: The School Board recognized the Cox High School boys soccer team as the VHSL Class 5 Boys State Soccer Champions. This was the Cox Falcons fifth state title win in program history.
- F. VHSL Class 5 Girls Outdoor State Track Champion – Kellam High School: The School Board recognized Kellam High School graduate, Jane Phillips as the VHSL Class 5 Girls Outdoor State Track Champion. She won the Class 5 Girls Outdoor Championships in the 1600 meter and in the 800 meter.
- G. VHSL Class 5 Girls State Soccer Champions – Kellam High School: The School Board recognized Kellam High School girls soccer team as the VHSL Class 5 Girls State Soccer Champions.

- 8. Adoption of the Agenda:** Chair Melnyk called for any modifications to the agenda as presented. Hearing none, Chair Melnyk called for a motion to approve the agenda as presented. Ms. Riggs made the motion, seconded by Mr. Callan. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the agenda as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems. The motion passed, 9-0-0.

- 9. Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**
Superintendent's Report: Superintendent Robertson shared the following information: 1) Graduation ceremonies were held earlier this month, Class of 2024 - total number of graduates: 4,878, scholarships offered: over \$118 million, graduates with VDOE diploma seal: 2,850, and students with 3.0 GPS or higher: 2,438; 2) the work of our custodial staff was celebrated on June 17 at Ocean Lakes High School, on Custodian Appreciation Day, these valuable staff members were thanked and applauded for all the work they do in our buildings; 3) on June 18, there was a retirement celebration at the Holland Road Annex, the Department of Human Resources and the Office of Food Services planned the event with great food and a tropical theme; 4) The House Students Built – students at the Virginia Beach Technical and Career Education Center have been working on the home on Indiana Avenue for the past two years. The hands-on experience teaches them carpentry, electrical, masonry, plumbing, landscaping and HVAC; 5) The Virginia High School League announced its 2023-24 National Guard Cup recognizing schools with athletes who achieved year-long academic success. The award is presented by the Virginia Army National Guard. Princess Anne High School won the Class 5 National Guard Cup, with 350 points. This rating is based not only on athletics, but academic performance in areas such as creative writing, debate and robotics; and 6) Four students of the Entrepreneurship and Business Academy at Kempsville High School will be going to Chicago in July to promote their business at the National Pitch Contest. Their product, called "SheClasp," is a simple, innovative device that allows you to easily clasp jewelry such as a bracelet or necklace. The team members are Amaya Hammill, Amira West, Chloe Hoffman and Yasmine Marsden.

Administrative Recognitions: Superintendent Robertson introduced the following appointments which were approved at the June 10, 2024 School Board meeting: Jeremy L. Cox, Assistant Principal, Rocky River High School, Charlotte Mecklenburg Schools as Assistant Principal, Salem Middle School; Angela L. Parsons, Administrative Assistant, Virginia Beach Middle School as Assistant Principal, Salem Middle School; Sharon R. Byrd, Teacher, Salem High School as Coordinator of Visual and Performing Arts Academy, Salem High School; and Amy N. Church,

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Assistant Principal, First Colonial High School as Director of Employment Services, Department of Human Resources.

10. **Approval of Meeting Minutes**

- A. June 4, 2024 Special School Board Meeting: Chair Melnyk called for any modifications to the June 4, 2024 special School Board meeting minutes as presented. Hearing none, Chair Melnyk called for a motion to approve the June 4, 2024 minutes as presented. Ms. Riggs made the motion, seconded by Ms. Kendrick. 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 June 4, 2024 meeting minutes as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems. There was one (1) abstention: Mr. Callan, was not in attendance at the meeting. The motion passed, 8-0-1.
- B. June 10, 2024 Regular School Board Meeting: Chair Melnyk called for any modifications to the June 10, 2024 regular School Board meeting minutes as presented. Hearing none, Chair Melnyk called for a motion to approve the June 10, 2024 minutes as presented. Ms. Kendrick made the motion, seconded by Vice Chair Franklin. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were nine (9) ayes in favor of the motion to approve the June 10, 2024 meeting minutes as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Owens, Ms. Riggs, and Ms. Weems. There was one (1) abstention: Ms. Manning, was not in attendance at the meeting. The motion passed, 9-0-1.

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

There were fifteen (15) in person speakers (including six (6) student speakers) and five (5) online speakers (including three (3) student speakers); topics discussed were keeping ODS; importance of ODS; gifted students; academic success; LGBTQ students; safe at home over summer; bullying; library books; VSBA; gifted program; expanding gifted services; gifted services needed for students to reach full potential; adding a third grade class at ODS; ODS survey; ODS selection process and admissions process; local plan for the gifted; value of ODS for students; gifted clusters; and community and parental involvement.

The public comments concluded at 7:13 p.m.

12. **Information**

- A. Interim Financial Statements – April/May 2024: Daniel Hopkins, Director of Business Services, presented the following financial information to the School Board: as of May 31, 2024, the overall revenue trend year-to-date remains acceptable; received the State's final FY24 direct Aid Budget on June 13; final budget increased by \$77,000; final shortfall from our original budget, approximately \$4.5 million; major changes: sales tax decrease by \$8.5 million, State Basic Aid increased by \$3.8 million; federal revenues are showing a favorable trend; received Impact Aid of approximately \$16 million; other revenue sources are favorable at this point in the fiscal year; sale tax receipts are at an unfavorable level; year-to-date through May, approximately \$8.2 million lower than last year; and expenditures and encumbrances trend remain acceptable.
- B. Office of Programs for Exceptional Children: Special Education Community Advisory Committee (SEAC) Annual Report: Roni Myers-Daub, Ed.D., Executive Director of Programs for Exceptional Children, and Meghan Ashburn, Chairperson, Special Education Advisory Committee presented the School Board information regarding the 2023-2024 report of the Special Education Advisory Committee; Dr. Myers-Daub began the presentation; reviewed the role of the SEAC – participate in the development of priorities and strategies for meeting the identified needs of students with disabilities (SWDs), recommendations regarding the education of SWD, review the policies and procedures for the provision of special education and related services, review of the local school division's annual plan; overview of SEAC key activities and accomplishments – restructured meeting schedule, solicited public comments, participated in presentations, participated on other VBCPS committees.
- Ms. Ashburn continued the presentation; reviewed recommendations for the 2024-25 school year, such as: promote a division-wide culture, continue professional learning on inclusive practices, ensure instructional practices to support specially designed instruction in inclusive settings are embedded in professional learning, ensure IEP teams are discussing assistive technology and understand how it provides meaningful access, address the need for school properties to meet ADA standards; Dr. Myers-Daub continued the

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presentation; noted administration concurs with the recommendations proposed by SEAC; OPEC staff will continue to collaborate with other division offices; and shared the list of 2024-2025 SEAC meeting dates.

- C. Office of Gifted Education Update and Gifted Community Advisory (GCAC) Annual Report on Five-Year Plan Implementation: Crystal Lewis-Wilkerson, Ed.D., Director of K-12 and Gifted Programs and Allison Krug, Chairperson, GCAC provided the School Board information regarding the 2023-2024 report of the Community Advisory Committee for Gifted Education and an update from the Office of Gifted Education; Dr. Wilkerson began the presentation with an overview; two parts of presentation – Part I: Gifted Community Advisory Committee (GCAC) for Gifted Education annual recommendations, Part II: update on the development of the 2025-2030 Five-Year Plan for the Education of the Gifted; reviewed the role of the GCAC; Virginia Code 22.1-18.1; brief overview of GCAC key activities and accomplishments – collaborated with the Office of Gifted Programs, conducted site visits, participated in the Five-Year Plan development.
- Ms. Krug continued the presentation and reviewed the GCAC recommendations – strengthen partnerships between GCAC and district offices, support building administrators in prioritizing essential GRT responsibilities, supporting gifted learners at the high school level, showcase the opportunities for students through the K-12 continuum of services, continue to advocate for the implementation of rigor and gifted pedagogy in all gifted cluster classes, allocate additional gifted Temporary Employment Agreement staff to support the unique needs of schools.
- Dr. Wilkerson continued the presentation; overview of administration response – acknowledges the recommendations provided by GCAC, recommendations are reflective of the ongoing collaboration with GCAC members, aligned to the Five-Year Plan for the Education of the Gifted; shared list of the 2024-2025 GCAC meeting dates; provided an update on the development of the 2025-2030 Five-Year Plan for the Education of the Gifted; reviewed timeline for developing the 2025-2030 Five-Year Plan; shared highlights of gifted student achievement data; stakeholder feedback – reviewed data from: GCAC ODS survey results, Five-Year Planning Subcommittee ODS survey results, community survey input on the 2025-2030 Five-Year Plan for the Education of the Gifted development; shared comparison of GCAC and Subcommittee survey input and area of agreement with both GCAC and Subcommittee; shared community survey input themes (positive and suggested improvements); next steps for Five-Year Plan development – provide draft of the 2025-2023 local plan at School Board Retreat on July 9 for input and feedback, meet with Local Plan Subcommittee on July 15, present the proposed draft to School Board on August 27, return to the School Board for action on September 10, September 2024: planning, testing, and identification processes begin.
- The presentation continued with questions and comments regarding survey and results; misinformation regarding ODS; skipping grade levels; student achievement data; selecting two students with highest ratings, process with other academic/specialty programs; how survey was delivered; satellite sites versus clusters in schools; success measures; ODS selection; diverse populations; funding for the gifted program; bridge between ODS and cluster groups, GRT sharing information with teachers; and overview of survey results.
- D. Exploring an Additional Third Grade Classroom at Old Donation School: Danielle Colucci, Chief Academic Officer provided the School Board information related to adding an additional third grade classroom at ODS; reviewed grade level applicant data in 2022-23; consideration – logistics: one time addition of a third grade class, teacher allocation will matriculate, class must occupy current science lab, science lab must close for three years; consideration – approximate cost: total approximate cost \$185,345 - \$245,345 (need: staffing (annual), transportation (annual), furniture, instructional supplies (annual), instructional technology, renovation); reviewed the process to add a third grade classroom.
- The presentation continued with questions and comments regarding the information presented; retesting; applying to ODS; number of openings in third and fourth grade this year; and clarity regarding testing.
- E. School Board Committee Assignments FY 2025: Recommended that the School Board review the School Board Chair's recommendation for School Board members to be assigned to School Board Committees, Organizations and Boards for FY25. These assignments will be in effect until June 30, 2025 or until such time as the School Board appoints new Committee Members; Chair Melnyk reviewed the draft of committee assignments; a discussion followed regarding the Governance Committee and members; members on the GCAC; the Chair being on a committee; Audit Committee and Legislative Committee members; bylaws; Policy Review Committee members; voting on committee assignments on July 23; current assignments to remain until voted upon; and public comments.

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

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

A. School Board Organizational Matters: Recommended the following:

1. Superintendent's Designee in the Absence of the Superintendent: Approve the Superintendent's recommendation to appoint Cheryl R. Woodhouse, Chief of Staff, and Crystal M. Pate, Chief Financial Officer, as designees of the division superintendent to attend meetings of the School Board in the absence or inability to attend of the superintendent for the 2024-25 fiscal year pursuant to Code of Virginia § 22.1-76, ... approval of division superintendent's designee.
2. Superintendent's Signature Authority: Authorize the Superintendent's recommendation to extend the term of signature authority for Crystal M. Pate, Chief Financial Officer, through June 30, 2025 and to approve the signature authority for Cheryl R. Woodhouse, Chief of Staff, through June 30, 2024 to sign all Virginia Department of Education correspondence (VDOE), reports, documents, requisitions and other official correspondence in the absence of the division superintendent.
3. Payroll Deductions: Authorize the following list of payroll deductions for the 2024-25 fiscal year pursuant to Board Policy 4-36 – Payroll Deductions; and its corresponding Regulation 4-36.1 – Payroll Deductions:

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

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. Owens made the motion, seconded by Ms. Brown. Chair Melnyk called for a vote on the Consent Agenda. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Consent Agenda as presented: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed, 10-0-0.

15. Action

- A. Personnel Report / Administrative Appointments: Chair Melnyk called for a motion to approve the June 25, 2024 personnel report and administrative appointments. Ms. Owens made the motion, seconded by Ms. Kendrick that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the June 25, 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 ten (10) ayes in favor of the motion to approve the June 25, 2024 personnel report and administrative appointments: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed, 10-0-0.

Superintendent Robertson mentioned the following appointments: Jennifer D. Freeman, Assistant Principal, Landstown Elementary School as Principal, Linkhorn Park Elementary School; Amanda B. Loyd, Assistant Principal, Red Mill Elementary School as Principal, Bayside Elementary School; Megan M. Thompson, Assistant Principal, Thoroughgood Elementary School as Principal, Woodstock Elementary School; Andria J. Chambers, Ed.D., Assistant Principal, Landstown High School as Principal, Bayside 6th Grade Campus; Richard

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J. Plank, Assistant Principal, Lynnhaven Middle School as Assistant Principal, First Colonial High School; and Taylor D. Lovejoy, Assistant Principal, Brandon Middle School as Coordinator, Secondary Social Studies, Department of Teaching and Learning.

- B. Virginia School Boards Association (VSBA) Renewal: Chair Melnyk called for a motion to approve the Virginia School Board Association (VSBA) annual renewal dues. Ms. Riggs made the motion, seconded by Ms. Anderson. A discussion followed regarding a conflict of interest; legal opinion – no conflict; concerns about VSBA; membership dues; membership with SBMA (School Board Member Alliance); VSBA professional development for legal and school board clerks; other benefits from VSBA (daily emails; legislative updates, etc.), appreciate the information shared; and training. Without further 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 VSBA annual renewal dues: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Ms. Kendrick, Ms. Owens, and Ms. Riggs. There were three (3) nays opposed to the motion to approve the VSBA annual renewal dues: Ms. Brown, Ms. Manning, and Ms. Weems. The motion passed, 7-3-0.
- C. Recovery School Update/Resolution Reaffirmation: Chair Melnyk called for a motion to approve and reaffirm the resolution of commitment to an investigation of a Region II Recovery School with a vote to approve at the January 23, 2025 School Board meeting. Ms. Weems made the motion, seconded by Ms. Manning. A discussion followed regarding the need for school; support from other school divisions; funding for school; Chesterfield model; support for recovery school; approved to move forward to explore; more forward with investigation and report monthly; share information as move forward; staffing for school; asking for opportunity to explore; legislation; discussion with other school divisions, interested with exploration; MOU; move forward to get questions answered; and updates in December. Without further discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve and reaffirm the resolution of commitment to an investigation of a Region II Recovery School: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. The motion passed, 10-0-0.

School Board Members Ms. Manning and Ms. Riggs left the meeting at 10:01 p.m.

16. **Committee, Organization or Board Reports**: Ms. Weems mentioned the Ad Hoc Committee for Jericho Road met today, ten people were present, Ms. Weems has a copy of the minutes of the meeting if needed, next meeting in September; Mr. Callan shared he attended the Project Search Graduation, it was a very heartwarming event, proud of what we are doing; Ms. Kendrick mentioned the summer food program, event at Bettie F. Williams and the visit from USDA Deputy Secretary at the event.
17. **Return to Administrative, Informal, Workshop or Closed Session matters**: The Closed Session was done during Administrative, Informal, and Workshop Session; see agenda item #2.
18. **Adjournment**: Chair Melnyk adjourned the meeting at 10:05 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kimberly A. Melnyk, School Board Chair



Subject: Personnel Report **Item Number:** 6A

Section: Action **Date:** July 9, 2024

Senior Staff: Darnita L. Trotman, Ed.D., Chief Human Resources Officer

Prepared by: Darnita L. Trotman, Ed.D., 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 July 9, 2024, Personnel Report.

Background Summary:

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

Source:

School Board Policy #4-11, Appointment

School Board Policy #4-16, Resignation and Job Abandonment

Budget Impact:

Appropriate funding and allocations

Personnel Report
Virginia Beach City Public Schools
July 9, 2024
2024-2025

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer
Assigned to Unified Salary Scale	Appointments - Elementary School	Alanton	8/19/2024	Andreia S Holze	Cafeteria Assistant, 6.0 Hours	Not Applicable	Friendly's, PA
Assigned to Unified Salary Scale	Appointments - Elementary School	Bettie F. Williams	6/21/2024	Charee Johnson	School Administrative Associate I	Old Dominion University, VA	Chartway Credit Union, VA
Assigned to Unified Salary Scale	Appointments - Elementary School	Corporate Landing	7/1/2024	Diana Alberto	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Pembroke	7/1/2024	Rainero Navarro	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Shelton Park	8/19/2024	Annalye Lopez	Cafeteria Assistant, 5.0 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Woodstock	6/26/2024	Courtney R Lawrence	Custodian I	Not Applicable	St. Mary's Co. Public Schools, MD
Assigned to Unified Salary Scale	Appointments - Middle School	Bayside Sixth Grade Campus	7/1/2024	Hunter W Bishop	Technology Support Technician	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Independence	6/20/2024	Danilo V Sapida	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	6/26/2024	Kelly R West	Custodian I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - High School	Green Run	7/1/2024	Kelley A Rummel	Student Activities Coordinator	Western Carolina University, NC	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Budget & Finance	6/24/2024	Breann Muhly	Payroll Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Teaching and Learning	7/22/2024	Kristen D Allen	Instructional Specialist	Old Dominion University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Teaching and Learning	7/22/2024	Shaylee N Ryan	Instructional Specialist	University of Cincinnati, OH	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Department of Technology	6/20/2024	Stacy Barrera	Customer Support Technician I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	7/1/2024	Jamie L DeJarnette	Assistant Cafeteria Manager	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	7/1/2024	Iva K Glunt	Assistant Cafeteria Manager	Not Applicable	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Food Services	8/12/2024	Tina Jeffcoat	Assistant Cafeteria Manager	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Programs for Exceptional Children	7/1/2024	Wendee Sue Long	Instructional Specialist	Radford University, VA	VBCPS
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Student Support Services	7/1/2024	Starr S Asrouch	Psychologist	University of Central Florida, FL	Not Applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	7/15/2024	Austin K Smith	Fleet Technician I	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Alanton	6/30/2024	Anna C Clark	General Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Alanton	6/30/2024	Susanne Miller	Cafeteria Assistant, 4.0 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2024	Dalvin J Kinney	Security Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2024	Alexandra G Jones	Special Education Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2024	Dwayne L Ross	Physical Education Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Birdneck	6/30/2024	Kristen Schiano	Physical Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Creeds	6/30/2024	Dorothy L Scott	Baker/Cook (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Newtown	6/30/2024	Samuel White	Physical Education Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Parkway	6/30/2024	Jamie Welsh-Blackburn	Custodian I (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2024	Leslie B McAloose	Special Education Assistant (regular contract to temporary)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Thoroughgood	6/30/2024	Elsie P Ocampo	Cafeteria Assistant, 6.0 Hours (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Three Oaks	6/30/2024	Kaylee B Mahon	Kindergarten Assistant (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	White Oaks	7/5/2024	Cynthia M Stewart	Custodian I (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Windsor Woods	5/10/2024	Kathryn A Williams	Cafeteria Assistant, 6.0 Hours (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Bayside	6/30/2024	Janeth I Panta	School Office Associate II (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Middle School	Brandon	6/30/2024	Suzanne Landers	School Nurse (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	First Colonial	6/30/2024	Gary B Wiggins	Security Assistant (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	6/30/2024	Jake L Datu	Custodian I (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2024	Gina N Dewey	Library/Media Assistant (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - High School	Salem	6/14/2024	Stacee Andrews	School Office Associate II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Budget & Finance	8/1/2024	Isabelle A Reutzel-Hood	School Rentals Assistant (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Department of Human Resources	7/11/2024	Edith L Rogan	Director Employee Relations (moved to public school system)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Food Services	7/30/2024	Carol M Karpovich	Food Services Area Supervisor (expiration of long-term leave)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	6/30/2024	Brock J Allen	Plumbing Craftsman II (personal reasons)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Professional Growth and Innovation	6/30/2024	Kelly L Stead	Teacher Induction Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2024	Arlene Carper	Bus Driver, 6.5 Hours (relocation)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2024	Brittney M Good	Bus Driver, 6.5 Hours (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2024	Laura J Monroe	Bus Driver, 7.5 Hours (family)	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Pembroke	6/30/2024	Nancy A Dandy	Special Education Assistant	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Bayside	6/30/2024	Ellen M Hare	Cafeteria Assistant, 6.5 Hours	Not Applicable	Not Applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Great Neck	6/30/2024	Charlotte Y Washington	Cafeteria Manager II	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Appointments - Elementary School	College Park	7/31/2024	Nicole M Cabral	Instructional Technology Specialist	Regent University, VA	Highland County Public Schools, VA
Assigned to Instructional Salary Scale	Appointments - Elementary School	Green Run	7/31/2024	Heidi L Calma	Instructional Technology Specialist	Virginia Tech, VA	Connections Education, MD
Assigned to Instructional Salary Scale	Appointments - High School	Advanced Technology Center	8/1/2024	Christin Corra	Marketing Education Teacher	Old Dominion University, VA	Chesapeake City Public Schools
Assigned to Instructional Salary Scale	Appointments - High School	Kempsville	7/1/2024	Latasha C Vickers	School Counseling Department Chair	Liberty University, VA	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2024	Alyssa L Crouch	Second Grade Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Christopher Farms	6/30/2024	Yvonne T Johnson	Fifth Grade Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Corporate Landing	6/30/2024	Laura M Faulkner	Library Media Specialist (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	6/30/2024	Janett A DeFreitas	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Linkhorn Park	6/30/2024	Rachel R Reese	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Point O'View	6/30/2024	Mary R Wood	Kindergarten Teacher (relocation)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	White Oaks	6/30/2024	Kiel Phillips	Fourth Grade Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	White Oaks	6/30/2024	Madison Sibley	Music/Vocal Teacher, ,400 (non-renewal of contract)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Kempsville	6/30/2024	Vicente L Yap	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2024	William Pietri	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2024	Rachel N Smith	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2024	Mary S Willis	Eighth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Lynnhaven	6/30/2024	Jeanne L Carozza	Sixth Grade Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Princess Anne	6/30/2024	Alfreda R Bell	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Salem	6/30/2024	Monte D Thomas	Music/Vocal Teacher (moved to public school system)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2024	Jessica J Bondi	Science Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2024	Deven R Graves	Band Instructor (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2024	Jason F Harrington	Health & Physical Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Cox	6/30/2024	Joyce M Carron	Special Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2024	John W Penn	Business Education Teacher (personal reasons)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Renaissance Academy	6/30/2024	Anna E Simon	Science Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - High School	Tallwood	6/30/2024	Christina M Alaniz	Special Education Teacher (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2024	Margaret E Cory	Behavior Intervention Specialist (career enhancement opportunity)	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Retirements - High School	Green Run	6/30/2024	Donna L Obrzut	French Teacher	Not Applicable	Not Applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Diamond Springs	6/30/2024	Darlene M Green	Kindergarten Teacher (employee changed from retirement to resignation)	Not Applicable	Not Applicable
Administrative	Appointments - Elementary School	Hermitage	7/15/2024	Olivia F Snyder	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Elementary School	Landstown	7/15/2024	Lauren A Salas	Assistant Principal	Regent University, VA	VBCPS
Administrative	Appointments - Elementary School	Red Mill	7/15/2024	Hannah J Pritchard	Assistant Principal	Old Dominion University, VA	VBCPS
Administrative	Appointments - Elementary School	Thoroughgood	7/15/2024	Carrie D Kelley	Assistant Principal	Old Dominion University, VA	VBCPS



Subject: Revised Salary Resolution **Item Number:** 6B

Section: Action **Date:** July 9, 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 Revised Salary Resolution FY 2024/25 and the following attachments:

- Attachment A - Instructional Experience-Based Step Pay Scale (8/1/24 --- 6/30/25)
- Attachment B - Unified Experience-Based Step Pay Scale (8/1/24 --- 6/30/25)

Background Summary:

The City Council approved the FY 2024/25 Budget Ordinance including funding to provide all full-time equivalent employees in a benefitted position to receive a 2% increase, effective August 1, 2024.

Source:

N/A

Budget Impact:

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

REVISED SALARY RESOLUTION

FY 2024/25

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's Operating Budget has been reconciled to meet the funding from the City Council; and

WHEREAS, all full-time equivalent employees in a benefitted position will receive a 2.0% increase, effective August 1, 2024; and

WHEREAS, the percent increase for the Instructional Experience-Based Step Pay Scale and Unified Experience-Based Step Pay Scale, as titled and shown in the attachments, are approved and will be effective as indicated below;

- Attachment A - Instructional Experience-Based Step Pay Scale (8/1/24 --- 6/30/25)
- Attachment B – Unified Experience-Based Step Pay Scale (8/1/24---6/30/25)

NOW, THEREFORE, LET IT BE

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

Adopted by the School Board this 9th day of July 2024.

S E A L

Kimberly A. Melnyk, Chairwoman

Donald E. Robertson Jr., Superintendent

Attest:

Regina M. Toneatto, Clerk of the Board



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCE-BASED STEP PAY SCALE

SY 2024 - 2025

Effective: August 1, 2024

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	54,065	57,052	58,675	59,744	70,292	38,354
1	54,876	57,908	59,555	60,640	71,346	38,930
2	55,699	58,777	60,448	61,550	72,416	39,513
3	56,535	59,658	61,355	62,474	73,503	40,106
4	57,383	60,553	62,276	63,411	74,605	40,708
5	58,244	61,462	63,210	64,362	75,725	41,319
6	59,117	62,384	64,158	65,327	76,861	41,938
7	60,004	63,319	65,120	66,307	78,014	42,568
8	60,904	64,269	66,097	67,302	79,184	43,206
9	61,818	65,233	67,089	68,312	80,372	43,854
10	62,745	66,212	68,095	69,336	81,577	44,512
11	63,686	67,205	69,117	70,377	82,801	45,180
12	64,642	68,214	70,154	71,432	84,043	45,858
13	65,612	69,237	71,206	72,504	85,304	46,546
14	66,596	70,276	72,274	73,592	86,584	47,244
15	67,595	71,330	73,359	74,696	87,883	47,953
16	68,609	72,400	74,459	75,816	89,201	48,672
17	69,638	73,486	75,576	76,954	90,539	49,402
18	70,683	74,588	76,710	78,108	91,898	50,143
19	71,743	75,707	77,861	79,280	93,276	50,896
20	72,820	76,843	79,029	80,469	94,675	51,659
21	73,912	77,996	80,214	81,676	96,096	52,434
22	75,021	79,166	81,417	82,901	97,537	53,220
23	76,146	80,353	82,639	84,145	99,000	54,019
24	77,288	81,559	83,878	85,407	100,486	54,829
25	78,448	82,782	85,137	86,689	101,993	55,652
26	79,625	84,024	86,414	87,989	103,523	56,487
27	80,819	85,285	87,710	89,309	105,076	57,334
28	82,031	86,564	89,026	90,649	106,652	58,194
29	83,262	87,862	90,361	92,009	108,252	59,067
30	84,511	89,180	91,717	93,389	109,876	59,953
31	85,779	90,518	93,093	94,790	111,524	60,853
32	87,066	91,876	94,489	96,212	113,197	61,765
33	88,372	93,254	95,907	97,655	114,895	62,692
34	89,697	94,653	97,345	99,120	116,619	63,632
35	91,043	96,073	98,806	100,607	118,368	64,587
36	92,409	97,514	100,288	102,116	120,144	65,556
37	93,795	98,977	101,792	103,648	121,946	66,539
38	95,202	100,462	103,319	105,203	123,776	67,537
39	96,630	101,969	104,869	106,781	125,632	68,550
40	98,080	103,499	106,442	108,383	127,517	69,579
41	99,551	105,051	108,039	110,009	129,430	70,623
42	101,044	106,627	109,660	111,659	131,372	71,682
43	102,560	108,227	111,305	113,334	133,342	72,757
44	104,098	109,850	112,975	115,034	135,342	73,849
45+	105,660	111,498	114,669	116,759	137,373	74,956

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

VBCPS Unified Exp Based Pay Scale - SY 2024/2025 (8/1/24)			
Professional Level II (PL2)			
Annual Hrs	1500	1658	1950
Creditable Yrs of Exp	10-mo 200 days 7.5 hr/day	11-mo 221 days 7.5 hr/day	12-mo 260 days 7.5 hr/day
0	58,522	64,686	76,079
1	59,107	65,333	76,839
2	59,698	65,987	77,608
3	60,295	66,646	78,384
4	60,898	67,313	79,168
5	61,507	67,986	79,959
6	62,122	68,666	80,759
7	62,743	69,352	81,567
8	63,371	70,046	82,382
9	64,005	70,747	83,206
10	64,645	71,454	84,038
11	65,291	72,169	84,879
12	65,944	72,890	85,727
13	66,604	73,619	86,585
14	67,270	74,355	87,451
15	68,279	75,471	88,762
16	69,303	76,603	90,094
17	70,342	77,752	91,445
18	71,397	78,918	92,817
19	72,468	80,102	94,209
20	73,555	81,303	95,622
21	74,659	82,523	97,057
22	75,779	83,761	98,513
23	76,915	85,017	99,990
24	78,069	86,293	101,490
25	79,240	87,587	103,013
26	80,429	88,901	104,558
27	81,635	90,234	106,126
28	82,860	91,588	107,718
29	84,103	92,962	109,334
30	85,364	94,356	110,974
31	86,645	95,771	112,638
32	87,945	97,208	114,328
33	89,264	98,666	116,043
34	90,603	100,146	117,784
35	91,962	101,648	119,550
36	93,341	103,173	121,344
37	94,741	104,721	123,164
38	96,162	106,291	125,011
39	97,605	107,886	126,886
40	99,069	109,504	128,790
41	100,555	111,147	130,721
42	102,063	112,814	132,682
43	103,594	114,506	134,673
44	105,148	116,224	136,693
45	106,725	117,967	138,743
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			

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)																		
U07														U08				
Annual Hrs	8/1/2024	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	HRS	8/1/2024	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	15.3000	9,960	11,383	12,806	14,229	15,651	17,074	18,497	19,920	21,343	22,766	24,480	31,824	0	15.8313	21,704	22,163	32,929
1	15.4530	10,059	11,497	12,934	14,371	15,808	17,245	18,682	20,119	21,556	22,994	24,724	32,142	1	15.9896	21,921	22,385	33,258
2	15.6075	10,160	11,611	13,063	14,514	15,966	17,417	18,869	20,320	21,772	23,223	24,972	32,463	2	16.1495	22,140	22,609	33,590
3	15.7636	10,262	11,728	13,194	14,660	16,126	17,592	19,058	20,524	21,990	23,456	25,221	32,788	3	16.3110	22,362	22,835	33,926
4	15.9212	10,364	11,845	13,326	14,806	16,287	17,768	19,248	20,729	22,210	23,690	25,473	33,116	4	16.4741	22,585	23,063	34,266
5	16.0804	10,468	11,963	13,459	14,954	16,450	17,945	19,441	20,936	22,432	23,927	25,728	33,447	5	16.6388	22,811	23,294	34,608
6	16.2412	10,573	12,083	13,593	15,104	16,614	18,125	19,635	21,146	22,656	24,166	25,985	33,781	6	16.8052	23,039	23,527	34,954
7	16.4036	10,678	12,204	13,729	15,255	16,780	18,306	19,831	21,357	22,883	24,408	26,245	34,119	7	16.9733	23,270	23,762	35,304
8	16.5677	10,785	12,326	13,867	15,407	16,948	18,489	20,030	21,571	23,111	24,652	26,508	34,460	8	17.1430	23,503	24,000	35,657
9	16.7333	10,893	12,449	14,005	15,561	17,118	18,674	20,230	21,786	23,342	24,899	26,773	34,805	9	17.3144	23,738	24,240	36,013
10	16.9007	11,002	12,574	14,145	15,717	17,289	18,861	20,432	22,004	23,576	25,148	27,041	35,153	10	17.4876	23,975	24,482	36,374
11	17.0697	11,112	12,699	14,287	15,874	17,462	19,049	20,637	22,224	23,812	25,399	27,311	35,504	11	17.6625	24,215	24,727	36,738
12	17.2404	11,223	12,826	14,430	16,033	17,636	19,240	20,843	22,447	24,050	25,653	27,584	35,860	12	17.8391	24,457	24,974	37,105
13	17.4128	11,335	12,955	14,574	16,193	17,813	19,432	21,052	22,671	24,290	25,910	27,860	36,218	13	18.0175	24,701	25,224	37,476
14	17.5869	11,449	13,084	14,720	16,355	17,991	19,626	21,262	22,898	24,533	26,169	28,139	36,580	14	18.1976	24,948	25,476	37,851
15	17.8508	11,620	13,280	14,941	16,601	18,261	19,921	21,581	23,241	24,901	26,561	28,561	37,129	15	18.4707	25,323	25,858	38,419
16	18.1186	11,795	13,480	15,165	16,850	18,535	20,220	21,905	23,590	25,275	26,960	28,989	37,686	16	18.7478	25,703	26,246	38,995
17	18.3904	11,972	13,682	15,392	17,103	18,813	20,523	22,233	23,944	25,654	27,364	29,424	38,252	17	19.0290	26,088	26,640	39,580
18	18.6663	12,151	13,887	15,623	17,359	19,095	20,831	22,567	24,303	26,039	27,775	29,866	38,825	18	19.3144	26,480	27,040	40,173
19	18.9463	12,334	14,096	15,858	17,620	19,382	21,144	22,906	24,668	26,430	28,192	30,314	39,408	19	19.6041	26,877	27,445	40,776
20	19.2305	12,519	14,307	16,095	17,884	19,672	21,461	23,249	25,038	26,826	28,614	30,768	39,999	20	19.8982	27,280	27,857	41,388
21	19.5190	12,706	14,522	16,337	18,152	19,967	21,783	23,598	25,413	27,229	29,044	31,230	40,599	21	20.1967	27,689	28,275	42,009
22	19.8118	12,897	14,739	16,582	18,424	20,267	22,109	23,952	25,794	27,637	29,479	31,698	41,208	22	20.4997	28,105	28,699	42,639
23	20.1090	13,090	14,961	16,831	18,701	20,571	22,441	24,311	26,181	28,052	29,922	32,174	41,826	23	20.8072	28,526	29,130	43,278
24	20.4106	13,287	15,185	17,083	18,981	20,880	22,778	24,676	26,574	28,472	30,370	32,656	42,454	24	21.1193	28,954	29,567	43,928
25	20.7168	13,486	15,413	17,339	19,266	21,193	23,119	25,046	26,973	28,899	30,826	33,146	43,090	25	21.4361	29,388	30,010	44,587
26	21.0276	13,688	15,644	17,600	19,555	21,511	23,466	25,422	27,377	29,333	31,289	33,644	43,737	26	21.7576	29,829	30,460	45,255
27	21.3430	13,894	15,879	17,864	19,848	21,833	23,818	25,803	27,788	29,773	31,758	34,148	44,393	27	22.0840	30,277	30,917	45,934
28	21.6631	14,102	16,117	18,132	20,146	22,161	24,176	26,190	28,205	30,220	32,234	34,660	45,059	28	22.4153	30,731	31,381	46,623
29	21.9880	14,314	16,359	18,403	20,448	22,493	24,538	26,583	28,628	30,673	32,718	35,180	45,735	29	22.7515	31,192	31,852	47,323
30	22.3178	14,528	16,604	18,679	20,755	22,831	24,906	26,982	29,057	31,133	33,208	35,708	46,421	30	23.0928	31,660	32,329	48,033
31	22.6526	14,746	16,853	18,960	21,066	23,173	25,280	27,386	29,493	31,600	33,707	36,244	47,117	31	23.4392	32,135	32,814	48,753
32	22.9924	14,968	17,106	19,244	21,382	23,521	25,659	27,797	29,936	32,074	34,212	36,787	47,824	32	23.7908	32,617	33,307	49,484
33	23.3373	15,192	17,362	19,533	21,703	23,874	26,044	28,214	30,385	32,555	34,725	37,339	48,541	33	24.1477	33,106	33,806	50,227
34	23.6874	15,420	17,623	19,826	22,029	24,232	26,435	28,638	30,840	33,043	35,246	37,899	49,269	34	24.5099	33,603	34,313	50,980
35	24.0427	15,651	17,887	20,123	22,359	24,595	26,831	29,067	31,303	33,539	35,775	38,468	50,008	35	24.8775	34,107	34,828	51,745
36	24.4033	15,886	18,156	20,425	22,695	24,964	27,234	29,503	31,773	34,042	36,312	39,045	50,758	36	25.2507	34,618	35,350	52,521
37	24.7693	16,124	18,428	20,731	23,035	25,338	27,642	29,946	32,249	34,553	36,856	39,630	51,520	37	25.6295	35,138	35,881	53,309
38	25.1408	16,366	18,704	21,042	23,380	25,719	28,057	30,395	32,733	35,071	37,409	40,225	52,292	38	26.0139	35,665	36,419	54,108
39	25.5179	16,612	18,985	21,358	23,731	26,104	28,477	30,851	33,224	35,597	37,970	40,828	53,077	39	26.4041	36,200	36,965	54,920
40	25.9007	16,861	19,270	21,678	24,087	26,496	28,905	31,313	33,722	36,131	38,540	41,441	53,873	40	26.8002	36,743	37,520	55,744
41	26.2892	17,114	19,559	22,004	24,448	26,893	29,338	31,783	34,228	36,673	39,118	42,062	54,681	41	27.2022	37,294	38,083	56,580
42	26.6835	17,370	19,852	22,334	24,815	27,297	29,778	32,260	34,741	37,223	39,705	42,693	55,501	42	27.6102	37,853	38,654	57,429
43	27.0838	17,631	20,150	22,669	25,187	27,706	30,225	32,744	35,263	37,781	40,300	43,334	56,334	43	28.0244	38,421	39,234	58,290
44	27.4901	17,896	20,452	23,009	25,565	28,122	30,678	33,235	35,792	38,348	40,905	43,984	57,179	44	28.4448	38,997	39,822	59,165
45	27.9025	18,164	20,759	23,354	25,949	28,544	31,139	33,734	36,329	38,923	41,518	44,644	58,037	45	28.8715	39,582	40,420	60,052
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														1400 - Baker/Cook @ 7 hrs 1400 - Cafeteria Assistant @ 7 hrs 1371 - Clinic Assist - CMA/CNA 2080 - Custodian II				
1720 - Bus Assistant - Plan Bee 651 - Cafeteria Assistant @ 3.5 hrs 744 - Cafeteria Assistant @ 4 hrs 837 - Cafeteria Assistant @ 4.5 hrs 930 - Cafeteria Assistant @ 5 hrs 1023 - Cafeteria Assistant @ 5.5 hrs 1116 - Cafeteria Assistant @ 6 hrs														1209 - Cafeteria Assistant @ 6.5 hrs 1302 - Cafeteria Assistant @ 7 hrs 1600 - Custodian I 2080 - Fleet Shop Helper				

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)																	
U09						U10											
Annual Hrs	8/1/2024	1371	1386	1600	2080	Annual Hrs	8/1/2024	1027	1371	1415	1488	1540	1720	1768	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 189 days 7.33hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 7.33hr	10-mo 187 days 7.33hr	10-mo 193 days 7.33/hr	10-mo 186 days 8hr/day	10-mo Ext 210 days 7.33hr	11-mo 215 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day		
0	16.9590	23,250	23,505	27,134	35,274	0	18.1762	18,666	24,919	25,719	27,046	27,991	31,263	32,135	37,806		
1	17.1286	23,483	23,740	27,405	35,627	1	18.3580	18,853	25,168	25,976	27,316	28,271	31,575	32,456	38,184		
2	17.2999	23,718	23,977	27,679	35,983	2	18.5416	19,042	25,420	26,236	27,589	28,554	31,891	32,781	38,566		
3	17.4729	23,955	24,217	27,956	36,343	3	18.7270	19,232	25,674	26,498	27,865	28,839	32,210	33,109	38,952		
4	17.6476	24,194	24,459	28,236	36,707	4	18.9143	19,424	25,931	26,763	28,144	29,128	32,532	33,440	39,341		
5	17.8241	24,436	24,704	28,518	37,074	5	19.1034	19,619	26,190	27,031	28,425	29,419	32,857	33,774	39,735		
6	18.0023	24,681	24,951	28,803	37,444	6	19.2945	19,815	26,452	27,301	28,710	29,713	33,186	34,112	40,132		
7	18.1823	24,927	25,200	29,091	37,819	7	19.4874	20,013	26,717	27,574	28,997	30,010	33,518	34,453	40,533		
8	18.3641	25,177	25,452	29,382	38,197	8	19.6823	20,213	26,984	27,850	29,287	30,310	33,853	34,798	40,939		
9	18.5478	25,429	25,707	29,676	38,579	9	19.8791	20,415	27,254	28,128	29,580	30,613	34,192	35,146	41,348		
10	18.7333	25,683	25,964	29,973	38,965	10	20.0779	20,620	27,526	28,410	29,875	30,919	34,533	35,497	41,762		
11	18.9206	25,940	26,223	30,272	39,354	11	20.2787	20,826	27,802	28,694	30,174	31,229	34,879	35,852	42,179		
12	19.1098	26,199	26,486	30,575	39,748	12	20.4815	21,034	28,080	28,981	30,476	31,541	35,228	36,211	42,601		
13	19.3009	26,461	26,751	30,881	40,145	13	20.6863	21,244	28,360	29,271	30,781	31,856	35,580	36,573	43,027		
14	19.4939	26,726	27,018	31,190	40,547	14	20.8931	21,457	28,644	29,563	31,088	32,175	35,936	36,939	43,457		
15	19.7864	27,127	27,423	31,658	41,155	15	21.2066	21,779	29,074	30,007	31,555	32,658	36,475	37,493	44,109		
16	20.0832	27,534	27,835	32,133	41,773	16	21.5247	22,105	29,510	30,457	32,028	33,148	37,022	38,055	44,771		
17	20.3844	27,947	28,252	32,615	42,399	17	21.8476	22,437	29,953	30,914	32,509	33,645	37,577	38,626	45,443		
18	20.6902	28,366	28,676	33,104	43,035	18	22.1753	22,774	30,402	31,378	32,996	34,149	38,141	39,205	46,124		
19	21.0006	28,791	29,106	33,600	43,681	19	22.5079	23,115	30,858	31,848	33,491	34,662	38,713	39,793	46,816		
20	21.3156	29,223	29,543	34,104	44,336	20	22.8455	23,462	31,321	32,326	33,994	35,182	39,294	40,390	47,518		
21	21.6353	29,661	29,986	34,616	45,001	21	23.1882	23,814	31,791	32,811	34,504	35,709	39,883	40,996	48,231		
22	21.9598	30,106	30,436	35,135	45,676	22	23.5360	24,171	32,267	33,303	35,021	36,245	40,481	41,611	48,954		
23	22.2892	30,558	30,892	35,662	46,361	23	23.8890	24,534	32,751	33,802	35,546	36,789	41,089	42,235	49,689		
24	22.6235	31,016	31,356	36,197	47,056	24	24.2473	24,901	33,243	34,309	36,079	37,340	41,705	42,869	50,434		
25	22.9629	31,482	31,826	36,740	47,762	25	24.6110	25,275	33,741	34,824	36,621	37,900	42,330	43,512	51,190		
26	23.3073	31,954	32,303	37,291	48,479	26	24.9802	25,654	34,247	35,346	37,170	38,469	42,965	44,164	51,958		
27	23.6569	32,433	32,788	37,851	49,206	27	25.3549	26,039	34,761	35,877	37,728	39,046	43,610	44,827	52,738		
28	24.0118	32,920	33,280	38,418	49,944	28	25.7352	26,430	35,282	36,415	38,293	39,632	44,264	45,499	53,529		
29	24.3720	33,414	33,779	38,995	50,693	29	26.1212	26,826	35,812	36,961	38,868	40,226	44,928	46,182	54,332		
30	24.7376	33,915	34,286	39,580	51,454	30	26.5130	27,228	36,349	37,515	39,451	40,830	45,602	46,874	55,147		
31	25.1087	34,424	34,800	40,173	52,226	31	26.9107	27,637	36,894	38,078	40,043	41,442	46,286	47,578	55,974		
32	25.4853	34,940	35,322	40,776	53,009	32	27.3144	28,051	37,448	38,649	40,643	42,064	46,980	48,291	56,813		
33	25.8676	35,464	35,852	41,388	53,804	33	27.7241	28,472	38,009	39,229	41,253	42,695	47,685	49,016	57,666		
34	26.2556	35,996	36,390	42,008	54,611	34	28.1400	28,899	38,579	39,818	41,872	43,335	48,400	49,751	58,531		
35	26.6494	36,536	36,936	42,639	55,430	35	28.5621	29,333	39,158	40,415	42,500	43,985	49,126	50,497	59,409		
36	27.0491	37,084	37,490	43,278	56,262	36	28.9905	29,773	39,745	41,021	43,137	44,645	49,863	51,255	60,300		
37	27.4548	37,640	38,052	43,927	57,105	37	29.4254	30,219	40,342	41,636	43,784	45,315	50,611	52,024	61,204		
38	27.8666	38,205	38,623	44,586	57,962	38	29.8668	30,673	40,947	42,261	44,441	45,994	51,370	52,804	62,122		
39	28.2846	38,778	39,202	45,255	58,831	39	30.3148	31,133	41,561	42,895	45,108	46,684	52,141	53,596	63,054		
40	28.7089	39,359	39,790	45,934	59,714	40	30.7695	31,600	42,184	43,538	45,785	47,385	52,923	54,400	64,000		
41	29.1395	39,950	40,387	46,623	60,610	41	31.2310	32,074	42,817	44,191	46,471	48,095	53,717	55,216	64,960		
42	29.5766	40,549	40,993	47,322	61,519	42	31.6995	32,555	43,460	44,854	47,168	48,817	54,523	56,044	65,934		
43	30.0202	41,157	41,607	48,032	62,442	43	32.1750	33,043	44,111	45,527	47,876	49,549	55,341	56,885	66,924		
44	30.4705	41,775	42,232	48,752	63,378	44	32.6576	33,539	44,773	46,210	48,594	50,292	56,171	57,738	67,927		
45	30.9276	42,401	42,865	49,484	64,329	45	33.1475	34,042	45,445	46,903	49,323	51,047	57,013	58,604	68,946		
1600 - Asst Cafeteria Manager						1027 - ALC General Asst											2080 - Painter Craftsman I
1371 - Clinic Assist - EMT						1488 - Auxiliary Bus Driver											1371 - SpEd Asst
2080 - Custodian III						1720 - Auxiliary Bus Driver - Plan Bee											1540 - General Asst 10-month ext. (JDC)
1386 - ISS Coordinator						2080 - Distribution Driver											1371 - Kindergarten & Pre-Kindergarten Asst
2080 - Office Assoc II						2080 - Carpentry Craftsman I											1415 - Library/Media Asst
1600 - School Office Assoc II						1371 - Clinic Assist - LPN											1371 - PE Asst
2080 - School Office Assoc II-Data Tech						2080 - Custodian IV											2080 - Maintenance Craftsman I
																	1768 - Student Residency Verifier

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)

Grade 11						U12					
Annual Hrs	8/1/2024	1415	1544	1632	2080	Annual Hrs	8/1/2024	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	19.4742	27,555	30,068	31,781	40,506	0	20.8616	27,307	29,519	33,378	43,392
1	19.6689	27,831	30,368	32,099	40,911	1	21.0702	27,580	29,814	33,712	43,826
2	19.8656	28,109	30,672	32,420	41,320	2	21.2809	27,856	30,112	34,049	44,264
3	20.0643	28,390	30,979	32,744	41,733	3	21.4937	28,135	30,413	34,389	44,706
4	20.2649	28,674	31,289	33,072	42,150	4	21.7087	28,416	30,717	34,733	45,154
5	20.4676	28,961	31,601	33,403	42,572	5	21.9258	28,700	31,025	35,081	45,605
6	20.6723	29,251	31,918	33,737	42,998	6	22.1450	28,987	31,335	35,432	46,061
7	20.8790	29,543	32,237	34,074	43,428	7	22.3665	29,277	31,648	35,786	46,522
8	21.0878	29,839	32,559	34,415	43,862	8	22.5901	29,570	31,964	36,144	46,987
9	21.2986	30,137	32,885	34,759	44,301	9	22.8160	29,866	32,284	36,505	47,457
10	21.5116	30,438	33,213	35,106	44,744	10	23.0442	30,164	32,607	36,870	47,931
11	21.7268	30,743	33,546	35,458	45,191	11	23.2746	30,466	32,933	37,239	48,411
12	21.9440	31,050	33,881	35,812	45,643	12	23.5074	30,771	33,262	37,611	48,895
13	22.1635	31,361	34,220	36,170	46,100	13	23.7425	31,078	33,595	37,988	49,384
14	22.3851	31,674	34,562	36,532	46,561	14	23.9799	31,389	33,931	38,367	49,878
15	22.7209	32,150	35,081	37,080	47,259	15	24.3396	31,860	34,440	38,943	50,626
16	23.0617	32,632	35,607	37,636	47,968	16	24.7047	32,338	34,957	39,527	51,385
17	23.4076	33,121	36,141	38,201	48,687	17	25.0753	32,823	35,481	40,120	52,156
18	23.7587	33,618	36,683	38,774	49,418	18	25.4514	33,315	36,013	40,722	52,938
19	24.1151	34,122	37,233	39,355	50,159	19	25.8332	33,815	36,553	41,333	53,733
20	24.4768	34,634	37,792	39,946	50,911	20	26.2207	34,322	37,102	41,953	54,539
21	24.8440	35,154	38,359	40,545	51,675	21	26.6140	34,837	37,658	42,582	55,357
22	25.2167	35,681	38,934	41,153	52,450	22	27.0132	35,360	38,223	43,221	56,187
23	25.5950	36,216	39,518	41,771	53,237	23	27.4184	35,890	38,797	43,869	57,030
24	25.9789	36,760	40,111	42,397	54,036	24	27.8297	36,429	39,379	44,527	57,885
25	26.3686	37,311	40,713	43,033	54,846	25	28.2471	36,975	39,969	45,195	58,753
26	26.7641	37,871	41,323	43,679	55,669	26	28.6708	37,530	40,569	45,873	59,635
27	27.1656	38,439	41,943	44,334	56,504	27	29.1009	38,093	41,177	46,561	60,529
28	27.5731	39,015	42,572	44,999	57,352	28	29.5374	38,664	41,795	47,259	61,437
29	27.9867	39,601	43,211	45,674	58,212	29	29.9805	39,244	42,422	47,968	62,359
30	28.4065	40,195	43,859	46,359	59,085	30	30.4302	39,833	43,058	48,688	63,294
31	28.8326	40,798	44,517	47,054	59,971	31	30.8867	40,430	43,704	49,418	64,244
32	29.2651	41,410	45,185	47,760	60,871	32	31.3500	41,037	44,360	50,160	65,208
33	29.7041	42,031	45,863	48,477	61,784	33	31.8203	41,652	45,025	50,912	66,186
34	30.1497	42,661	46,551	49,204	62,711	34	32.2976	42,277	45,701	51,676	67,179
35	30.6019	43,301	47,249	49,942	63,651	35	32.7821	42,911	46,386	52,451	68,186
36	31.0609	43,951	47,958	50,691	64,606	36	33.2738	43,555	47,082	53,238	69,209
37	31.5268	44,610	48,677	51,451	65,575	37	33.7729	44,208	47,788	54,036	70,247
38	31.9997	45,279	49,407	52,223	66,559	38	34.2795	44,871	48,505	54,847	71,301
39	32.4797	45,958	50,148	53,006	67,557	39	34.7937	45,544	49,233	55,669	72,370
40	32.9669	46,648	50,900	53,801	68,571	40	35.3156	46,228	49,971	56,504	73,456
41	33.4614	47,347	51,664	54,609	69,599	41	35.8453	46,921	50,721	57,352	74,558
42	33.9633	48,058	52,439	55,428	70,643	42	36.3830	47,625	51,481	58,212	75,676
43	34.4727	48,778	53,225	56,259	71,703	43	36.9287	48,339	52,254	59,085	76,811
44	34.9898	49,510	54,024	57,103	72,778	44	37.4826	49,064	53,037	59,972	77,963
45	35.5146	50,253	54,834	57,959	73,870	45	38.0448	49,800	53,833	60,871	79,133
2080 - Admin Office Assoc I						2080 - Accounts Payable Tech					
2080 - Bookkeeper - MS						2080 - Admin Office Assoc II					
2080 - Communication Prog Assoc						2080 - Assist Warehouse Mgr					
2080 - Customer Support Tech I						2080 - Benefits Assistant					
2080 - Data Processing Specialist						2080 - Bookkeeper - HS					
2080 - Electrical Craftsman I						2080 - Building Operations Supvrs					
2080 - Electronics Craftsman I						1600 - Cafeteria Manager I					
2080 - Employee Relations Assoc						2080 - Carpentry Craftsman II					
2080 - Financial Assistant						2080 - General Maint Craft II					
2080 - Fleet Technician I						1309 - Interpreter					
2080 - Food Service Craftsman I						2080 - Inventory Technician					
2080 - Human Resources Assoc						2080 - Licensure Analyst					
2080 - HVAC Craftsman I						2080 - Painter Craftsman II					
2080 - Library Cataloger						2080 - Payroll Assistant					
2080 - Machinist Craftsman I						2080 - Records Analyst					
2080 - Pest Control Technician						2080 - Research/Eval/Assess Asst					
2080 - Plumbing Craftsman I						1415 - School Security Officer II					
2080 - Procurement Assistant II						2080 - Substitute Office Assoc					
2080 - Refrigeration Craftsman I						2080 - Technology Support Tech					
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											

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VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)											
U14					U15						
Annual Hrs	8/1/2024	1309	1600	2080		Annual Hrs	8/1/2024	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	23.9557	31,358	38,329	49,827		0	25.6629	38,186	53,378		
1	24.1952	31,671	38,712	50,326		1	25.9196	38,568	53,912		
2	24.4372	31,988	39,099	50,829		2	26.1788	38,954	54,451		
3	24.6816	32,308	39,490	51,337		3	26.4406	39,343	54,996		
4	24.9284	32,631	39,885	51,851		4	26.7050	39,737	55,546		
5	25.1777	32,957	40,284	52,369		5	26.9720	40,134	56,101		
6	25.4294	33,287	40,687	52,893		6	27.2417	40,535	56,662		
7	25.6837	33,619	41,093	53,422		7	27.5142	40,941	57,229		
8	25.9406	33,956	41,504	53,956		8	27.7893	41,350	57,801		
9	26.2000	34,295	41,920	54,496		9	28.0672	41,763	58,379		
10	26.4620	34,638	42,339	55,040		10	28.3479	42,181	58,963		
11	26.7266	34,985	42,762	55,591		11	28.6313	42,603	59,553		
12	26.9939	35,335	43,190	56,147		12	28.9177	43,029	60,148		
13	27.2638	35,688	43,622	56,708		13	29.2068	43,459	60,750		
14	27.5364	36,045	44,058	57,275		14	29.4989	43,894	61,357		
15	27.9495	36,585	44,719	58,134		15	29.9414	44,552	62,278		
16	28.3687	37,134	45,389	59,006		16	30.3905	45,221	63,212		
17	28.7942	37,691	46,070	59,891		17	30.8464	45,899	64,160		
18	29.2261	38,256	46,761	60,790		18	31.3091	46,587	65,122		
19	29.6645	38,830	47,463	61,702		19	31.7787	47,286	66,099		
20	30.1095	39,413	48,175	62,627		20	32.2554	47,996	67,091		
21	30.5611	40,004	48,897	63,567		21	32.7392	48,715	68,097		
22	31.0195	40,604	49,631	64,520		22	33.2303	49,446	69,119		
23	31.4848	41,213	50,375	65,488		23	33.7288	50,188	70,155		
24	31.9571	41,831	51,131	66,470		24	34.2347	50,941	71,208		
25	32.4365	42,459	51,898	67,467		25	34.7482	51,705	72,276		
26	32.9230	43,096	52,676	68,479		26	35.2694	52,480	73,360		
27	33.4168	43,742	53,466	69,506		27	35.7984	53,268	74,460		
28	33.9181	44,398	54,268	70,549		28	36.3354	54,067	75,577		
29	34.4269	45,064	55,083	71,607		29	36.8804	54,878	76,711		
30	34.9433	45,740	55,909	72,682		30	37.4336	55,701	77,861		
31	35.4674	46,426	56,747	73,772		31	37.9951	56,536	79,029		
32	35.9994	47,123	57,599	74,878		32	38.5650	57,384	80,215		
33	36.5394	47,830	58,463	76,001		33	39.1435	58,245	81,418		
34	37.0875	48,547	59,340	77,142		34	39.7307	59,119	82,639		
35	37.6438	49,275	60,230	78,299		35	40.3267	60,006	83,879		
36	38.2085	50,014	61,133	79,473		36	40.9316	60,906	85,137		
37	38.7816	50,765	62,050	80,665		37	41.5456	61,819	86,414		
38	39.3633	51,526	62,981	81,875		38	42.1688	62,747	87,711		
39	39.9537	52,299	63,925	83,103		39	42.8013	63,688	89,026		
40	40.5530	53,083	64,884	84,350		40	43.4433	64,643	90,362		
41	41.1613	53,880	65,858	85,615		41	44.0949	65,613	91,717		
42	41.7787	54,688	66,845	86,899		42	44.7563	66,597	93,093		
43	42.4054	55,508	67,848	88,203		43	45.4276	67,596	94,489	2080 - Food Service Craftsman III	
44	43.0415	56,341	68,866	89,526		44	46.1090	68,610	95,906	2080 - HVAC Craftsman III	
45	43.6871	57,186	69,899	90,869		45	46.8006	69,639	97,345	2080 - Machinist Craftsman III	
2080 - Asst Distribution Center Supvrs 2080 - Benefits Specialist I 2080 - Bus Driver Trainer 1600 - Cafeteria Manger III 2080 - Carpentry Craftsman III 2080 - Executive Office Assoc II 2080 - General Maint Craftsman III					2080 - Graphic Designer 1309 - Interpreter II 2080 - Network Technician I 2080 - Painter Craftsman III 2080 - School Business Assistant 2080 - Transportation Dispatcher 2080 - Warehouse Manager	2080 - Boiler Craftsman III 2080 - Building Manager 2080 - Custodial Supervisor 2080 - Distrib Center Supervisor 2080 - Electrical Craftsman III 2080 - Electronics Craftsman III 2080 - Fleet Technician III					2080 - Occupat'I Health & Safety Tech 1488 - Occupat'I Therapy Assist (COTA) 2080 - Paralegal 1488 - Physical Therapy Assist (LPTA) 2080 - Plumbing Craftsman III 2080 - Refrigeration Craftsman III 2080 - Special Project Support (Title Only)

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)												
U16						U17						
Annual Hrs	8/1/2024	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	27.5000	35,997	57,200			0	52,096	61,290				
1	27.7750	36,357	57,772			1	52,617	61,903				
2	28.0527	36,720	58,349			2	53,143	62,522				
3	28.3332	37,088	58,933			3	53,675	63,147				
4	28.6166	37,459	59,522			4	54,212	63,778				
5	28.9027	37,833	60,117			5	54,754	64,416				
6	29.1918	38,212	60,718			6	55,301	65,060				
7	29.4837	38,594	61,326			7	55,854	65,711				
8	29.7785	38,980	61,939			8	56,413	66,368				
9	30.0763	39,369	62,558			9	56,977	67,032				
10	30.3771	39,763	63,184			10	57,547	67,702				
11	30.6808	40,161	63,816			11	58,122	68,379				
12	30.9877	40,562	64,454			12	58,703	69,063				
13	31.2975	40,968	65,098			13	59,290	69,753				
14	31.6105	41,378	65,749			14	59,883	70,451				
15	32.0847	41,998	66,736			15	60,782	71,508				
16	32.5660	42,628	67,737			16	61,693	72,580				
17	33.0545	43,268	68,753			17	62,619	73,669				
18	33.5503	43,917	69,784			18	63,558	74,774				
19	34.0536	44,576	70,831			19	64,511	75,896				
20	34.5644	45,244	71,893			20	65,479	77,034				
21	35.0829	45,923	72,972			21	66,461	78,190				
22	35.6091	46,612	74,066			22	67,458	79,363				
23	36.1432	47,311	75,177			23	68,470	80,553				
24	36.6853	48,021	76,305			24	69,497	81,761				
25	37.2356	48,741	77,450			25	70,539	82,988				
26	37.7941	49,472	78,611			26	71,597	84,232				
27	38.3610	50,214	79,790			27	72,671	85,496				
28	38.9364	50,967	80,987			28	73,762	86,778				
29	39.5204	51,732	82,202			29	74,868	88,080				
30	40.1132	52,508	83,435			30	75,991	89,401				
31	40.7149	53,295	84,686			31	77,131	90,742				
32	41.3256	54,095	85,957			32	78,288	92,103				
33	41.9455	54,906	87,246			33	79,462	93,485				
34	42.5747	55,730	88,555			34	80,654	94,887				
35	43.2133	56,566	89,883			35	81,864	96,311				
36	43.8615	57,414	91,231			36	83,092	97,755				
37	44.5194	58,275	92,600			37	84,338	99,222				
38	45.1872	59,150	93,989			38	85,603	100,710				
39	45.8650	60,037	95,399			39	86,888	102,221				
40	46.5530	60,937	96,830	2080 -	Educational Data Analyst	40	88,191	103,754				
41	47.2513	61,851	98,282	2080 -	Executive Office Assoc III	41	89,514	105,310				
42	47.9601	62,779	99,757	2080 -	Facilities Asset Manager	42	90,856	106,890				
43	48.6795	63,721	101,253	2080 -	Fleet Foreman	43	92,219	108,493				
44	49.4097	64,677	102,772	2080 -	Food Service Prog Analyst	44	93,603	110,121				
45	50.1508	65,647	104,313	2080 -	HVAC Specialist	45	95,007	111,772				
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)				

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	44,453	50,515	55,819	65,670		0	54,140	59,825	70,382		
1	44,898	51,020	56,377	66,326		1	54,681	60,423	71,086		
2	45,347	51,530	56,941	66,990		2	55,228	61,027	71,797		
3	45,800	52,046	57,511	67,660		3	55,780	61,637	72,515		
4	46,258	52,566	58,086	68,336		4	56,338	62,254	73,240		
5	46,721	53,092	58,667	69,020		5	56,902	62,876	73,972		
6	47,188	53,623	59,253	69,710		6	57,471	63,505	74,712		
7	47,660	54,159	59,846	70,407		7	58,045	64,140	75,459		
8	48,136	54,701	60,444	71,111		8	58,626	64,781	76,214		
9	48,618	55,248	61,049	71,822		9	59,212	65,429	76,976		
10	49,104	55,800	61,659	72,540		10	59,804	66,084	77,746		
11	49,595	56,358	62,276	73,266		11	60,402	66,745	78,523		
12	50,091	56,922	62,899	73,998		12	61,006	67,412	79,308		
13	50,592	57,491	63,527	74,738		13	61,616	68,086	80,101		
14	51,098	58,066	64,163	75,486		14	62,232	68,767	80,902		
15	51,864	58,937	65,125	76,618		15	63,166	69,799	82,116		
16	52,642	59,821	66,102	77,767		16	64,114	70,846	83,348		
17	53,432	60,718	67,094	78,934		17	65,075	71,908	84,598		
18	54,233	61,629	68,100	80,118		18	66,052	72,987	85,867		
19	55,047	62,553	69,122	81,320		19	67,042	74,082	87,155		
20	55,873	63,492	70,158	82,539		20	68,048	75,193	88,462		
21	56,711	64,444	71,211	83,777		21	69,069	76,321	89,789		
22	57,561	65,411	72,279	85,034		22	70,105	77,466	91,136		
23	58,425	66,392	73,363	86,310		23	71,156	78,628	92,503		
24	59,301	67,388	74,463	87,604		24	72,224	79,807	93,891		
25	60,191	68,399	75,580	88,918		25	73,307	81,004	95,299		
26	61,093	69,424	76,714	90,252		26	74,407	82,219	96,729		
27	62,010	70,466	77,865	91,606		27	75,523	83,453	98,180		
28	62,940	71,523	79,033	92,980		28	76,656	84,704	99,652		
29	63,884	72,596	80,218	94,375		29	77,805	85,975	101,147		
30	64,842	73,685	81,422	95,790		30	78,972	87,265	102,664		
31	65,815	74,790	82,643	97,227		31	80,157	88,574	104,204		
32	66,802	75,912	83,883	98,686		32	81,360	89,902	105,768		
33	67,804	77,051	85,141	100,166		33	82,580	91,251	107,354		
34	68,822	78,206	86,418	101,668		34	83,819	92,620	108,964		
35	69,854	79,380	87,714	103,194		35	85,076	94,009	110,599		
36	70,902	80,570	89,030	104,741		36	86,352	95,419	112,258		
37	71,965	81,779	90,366	106,313		37	87,648	96,851	113,942	2080 - Coordinator Mechanical Systems	
38	73,045	83,006	91,721	107,907		38	88,962	98,303	115,651	2080 - Coordinator, Public Relations I	
39	74,141	84,251	93,097	109,526		39	90,297	99,778	117,386	2080 - Coordinator Special Projects	
40	75,253	85,515	94,494	111,169		40	91,651	101,274	119,146	2080 - Energy Manager	
41	76,382	86,797	95,911	112,837		41	93,026	102,793	120,934	2080 - Health Services Nursing Specialist	
42	77,527	88,099	97,350	114,529		42	94,421	104,335	122,748	1768/2080 Instructional Specialist	
43	78,690	89,421	98,810	116,247		43	95,837	105,900	124,589	2080 - Procurement Specialist II	
44	79,870	90,762	100,292	117,991		44	97,275	107,489	126,458	2080 - Programmer/Analyst	
45	81,068	92,123	101,796	119,760	1768 - Positive Behav'l Intervent & Suprt (PBIS) Coach	45	98,734	109,101	128,355	2080 - School Counseling Department Chair	
2080 - Audiologist					2080 - School Improvement Specialist (HS)	2080 - Accountant - Principal					2080 - Specialist Professional Learning
2080 - Family Engagement Specialist					1408 - School Nurse	2080 - Assistant Payroll Supervisor					2080 - Student Activities Coordinator (HS)
2080 - Family Outreach Representative					2080 - Sous-Chef	2080 - Benefits Program Specialist					2080 - Supervisor Construction
2080 - Foundation Transition Planner					1600 - Student Activities Coord. (MS)	2080 - Coordinator Custodial Services					2080 - Systems Administrator
2080 - Hampton Roads Workforce Council Spec					2080 - Tech Services Support Supervisor	2080 - Coordinator Distribution Services					2080 - Systems Engineer
2080 - Network Administrator					2080 - Transportation Area Supervisor	2080 - Coordinator Food Services					2080 - Teacher Instruction Specialist
2080 - Occupational Health and Safety Specialist					2080 - Work-Based Learning Specialist	2080 - Coordinator Maintenance					2080 - Webmaster

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)									
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	75,406				0	80,805			
1	76,160				1	81,613			
2	76,922				2	82,429			
3	77,691				3	83,254			
4	78,468				4	84,086			
5	79,253				5	84,927			
6	80,045				6	85,776			
7	80,846				7	86,634			
8	81,654				8	87,500			
9	82,471				9	88,375			
10	83,295				10	89,259			
11	84,128				11	90,152			
12	84,970				12	91,053			
13	85,819				13	91,964			
14	86,677				14	92,883			
15	87,978				15	94,277			
16	89,298				16	95,691			
17	90,637				17	97,126			
18	91,997				18	98,583			
19	93,377				19	100,062			
20	94,777				20	101,563			
21	96,199				21	103,086			
22	97,642				22	104,632			
23	99,107				23	106,202			
24	100,593				24	107,795			
25	102,102				25	109,412			
26	103,633				26	111,053			
27	105,188				27	112,719			
28	106,766				28	114,410			
29	108,368				29	116,126			
30	109,993				30	117,868			
31	111,643				31	119,636			
32	113,317				32	121,431			
33	115,017				33	123,252			
34	116,743				34	125,101			
35	118,494				35	126,977			
36	120,271				36	128,882			
37	122,075				37	130,815			
38	123,906				38	132,778			2080 - Coord Public Relations II
39	125,765				39	134,769			2080 - Coord Security & Safe Schools
40	127,652				40	136,791			2080 - Coord Transportation
41	129,566				41	138,843			2080 - Coord Transportation Routing/Analytics
42	131,510				42	140,925			2080 - Dean of Students (MS)
43	133,483				43	143,039			2080 - Demographer / GIS Manager
44	135,485				44	145,185			2080 - Development Team Leader (DOT)
45	137,517				45	147,363			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

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)					
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	86,577		0	92,764	
1	87,443		1	93,691	
2	88,317		2	94,628	
3	89,200		3	95,575	
4	90,092		4	96,530	
5	90,993		5	97,496	
6	91,903		6	98,471	
7	92,822		7	99,455	
8	93,751	8	100,450		
9	94,688	9	101,454		
10	95,635	Note: All coordinators of instruction titles are not listed		10	102,469
11	96,591	2080 - Coord Budget Development	11	103,494	
12	97,557	2080 - Coord Business and Info Tech	12	104,529	
13	98,533	2080 - Coord Classification and Compensation	13	105,574	
14	99,518	2080 - Coord Cust Support/QA	14	106,630	
15	101,011	2080 - Coord Early Literacy	15	108,229	
16	102,526	2080 - Coord Educational Foundation	16	109,853	
17	104,064	2080 - Coord Engineering/Tech	17	111,500	
18	105,625	2080 - Coord Environmental Studies Program	18	113,173	
19	107,209	2080 - Coord Equity and Opportunity	19	114,871	
20	108,817	2080 - Coord Guidance	20	116,594	
21	110,450	2080 - Coord Health Services	21	118,343	
22	112,106	2080 - Coord High School Redesign	22	120,118	
23	113,788	2080 - Coordinators of Instruction	23	121,919	
24	115,495	2080 - Coord K-12 Programs and Grants	24	123,748	
25	117,227	2080 - Coord Medicaid Programs & Related Svcs.	25	125,604	
26	118,986	2080 - Coord Parent and Stakeholder Svcs	26	127,488	
27	120,771	2080 - Coord PreK-12	27	129,401	
28	122,582	2080 - Coord Professional Learning	28	131,342	
29	124,421	2080 - Coord Psychological Services	29	133,312	
30	126,287	2080 - Coord Recruitment & Retention	30	135,312	
31	128,181	2080 - Coord School/Community Partnerships	31	137,341	
32	130,104	2080 - Coord School Social Work Services	32	139,401	
33	132,056	2080 - Coord Special Education	33	141,492	
34	134,037	2080 - Coord Student Activities	34	143,615	
35	136,047	2080 - Coord Student Leadership	35	145,769	
36	138,088	2080 - Coord Student Conduct/Services	36	147,956	
37	140,159	2080 - Coord TCE Admin and Marketing Prog.	37	150,175	
38	142,262	2080 - Coord Technical and Career Ed.	38	152,428	
39	144,395	2080 - Coord Technical Applications	39	154,714	
40	146,561	2080 - Coord Title I	40	157,035	
41	148,760	2080 - Coord Title IX	41	159,390	
42	150,991	2080 - Database Administrator	42	161,781	
43	153,256	2080 - Dean of Students (HS)	43	164,208	
44	155,555	2080 - Grants Manager	44	166,671	
45	157,888	2080 - Neuropsychologist	45	169,171	
		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		

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)					
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	99,407		0	106,508	
1	100,402		1	107,573	
2	101,406		2	108,649	
3	102,420		3	109,736	
4	103,444		4	110,833	
5	104,478		5	111,941	
6	105,523		6	113,061	
7	106,578		7	114,191	
8	107,644		8	115,333	
9	108,720		9	116,487	
10	109,808		10	117,651	
11	110,906		11	118,828	
12	112,015		12	120,016	
13	113,135		13	121,216	
14	114,266		14	122,429	
15	115,981		15	124,265	
16	117,720		16	126,129	
17	119,486		17	128,021	
18	121,278		18	129,941	
19	123,097		19	131,890	
20	124,944		20	133,869	
21	126,818		21	135,877	
22	128,720		22	137,915	
23	130,651		23	139,984	
24	132,611		24	142,083	
25	134,600		25	144,214	
26	136,619		26	146,378	
27	138,668		27	148,573	
28	140,748		28	150,802	
29	142,860		29	153,064	
30	145,002		30	155,360	
31	147,177		31	157,690	
32	149,385		32	160,056	
33	151,626		33	162,456	
34	153,900		34	164,893	
35	156,209		35	167,367	
36	158,552		36	169,877	
37	160,930	2080 - Director Employee Relations	37	172,425	
38	163,344	2080 - Director Employment Services	38	175,012	
39	165,795	2080 - Director Food Services	39	177,637	
40	168,281	2080 - Director Instructional Technology	40	180,302	
41	170,806	2080 - Director K-12 and Gifted Programs	41	183,006	
42	173,368	2080 - Director Maintenance Services	42	185,751	
43	175,969	2080 - Director Professional Growth and Innov.	43	188,538	
44	178,608	2080 - Director Procurement Services	44	191,366	
45	181,287	2080 - Director Student Leadership	45	194,236	
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			

VBCPS Unified Experience Based Step Pay Scale SY 2024 2025 (Effect. 8/1/24)									
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	114,128		0	122,286		0	131,028		
1	115,269		1	123,509		1	132,339		
2	116,422		2	124,744		2	133,662		
3	117,586		3	125,992		3	134,999		
4	118,762		4	127,252		4	136,349		
5	119,949		5	128,524		5	137,712		
6	121,149		6	129,809		6	139,090		
7	122,360		7	131,108		7	140,480		
8	123,584		8	132,419		8	141,885		
9	124,820		9	133,743		9	143,304		
10	126,068		10	135,080		10	144,737		
11	127,329		11	136,431		11	146,184		
12	128,602		12	137,795		12	147,646		
13	129,888		13	139,173		13	149,123		
14	131,187		14	140,565		14	150,614		
15	133,155		15	142,674		15	152,873		
16	135,152		16	144,814		16	155,167		
17	137,180		17	146,986		17	157,494		
18	139,237		18	149,191		18	159,857		
19	141,326		19	151,428		19	162,254		
20	143,446		20	153,700		20	164,688		
21	145,598		21	156,005		21	167,159		
22	147,782		22	158,345		22	169,666		
23	149,998		23	160,720		23	172,211		
24	152,248		24	163,131		24	174,794		
25	154,532		25	165,578		25	177,416		
26	156,850		26	168,062		26	180,077		
27	159,202		27	170,583		27	182,778		
28	161,591		28	173,142		28	185,520		
29	164,014		29	175,739		29	188,303		
30	166,475		30	178,375		30	191,128		
31	168,972		31	181,051		31	193,994		
32	171,506		32	183,766		32	196,904		
33	174,079		33	186,523		33	199,858		
34	176,690		34	189,321		34	202,856		
35	179,340		35	192,161		35	205,899		
36	182,030		36	195,043		36	208,987		
37	184,761		37	197,969		37	212,122		
38	187,532		38	200,938		38	215,304		
39	190,345		39	203,952		39	218,533		
40	193,200		40	207,012		40	221,812		
41	196,098		41	210,117		41	225,139		
42	199,040		42	213,269		42	228,516		
43	202,026		43	216,468		43	231,944		
44	205,056		44	219,715		44	235,423		
45	208,132		45	223,011		45	238,954		
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			



Subject: Adding an Additional Third Grade Classroom at Old Donation School **Item Number:** 6C

Section: Action **Date:** July 9, 2024

Senior Staff: Danielle E. Colucci, Chief Academic Officer

Prepared by: Danielle E. Colucci, Chief Academic Officer

Presenter(s): Danielle E. Colucci, Chief Academic Officer

Recommendation:

That the School Board take action to determine if they approve of an additional third-grade classroom being added to Old Donation School.

Background Summary:

The School Board requested administration share considerations and information related to adding a third-grade classroom at Old Donation School. The administration shared several considerations on June 25 to support the School Board if they would like to take action on adding a third-grade classroom at Old Donation School.

Source:

N/A

Budget Impact:

The current estimate of costs shared with the School Board on June 25, 2025, is included below. A final estimate will be updated and provided should the School Board elect to approve the additional classroom being added.

Staffing (annual)	\$92,000-150,000
Transportation (annual)	\$7,240
Furniture	\$13,605
Instructional Supplies (annual)	\$7,500
Instructional Technology	\$10,000-12,000
Renovation	\$55,000
Estimated Total	\$185,345 - 245,345



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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District 10

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District 6

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Interim

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Jessica L. Owens
District 3 – Rose Hall

Trenace B. Riggs
District 1 - Centerville

Carolyn D. Weems
District 9

Donald E. Robertson, Ph.D., Superintendent

School Board Retreat/Abridged Meeting Proposed Agenda

Tuesday, July 9, and Wednesday, July 10, 2024

Professional Development Center
641 Carriage Hill Road
Virginia Beach, VA 23452
(757) 263-1000

The School Board Retreat will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, as well as through Zoom through the link below, for viewing by the public.

The School Board Abridged Meeting on July 9, 2024, at 4:30 pm will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBT Channel 47, and on Zoom through the link below. The purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting. Members of the Public may watch the Retreat/Abridged Meeting in person with limited seating. Notice of the School Board Meeting was posted in the School Administration Building #6, and on the VBSchools.com website.

Attendee link: <https://us02web.zoom.us/j/88931640226> Call-in (301) 715-8592 ID 889 3164 0226

Media representatives should contact the Department of Communications and Community Engagement regarding accessing the Retreat and Abridged Meeting.

WEDNESDAY, JULY 10, 2024

Time	Activity	Lead(s)
8:30 a.m. – 9:00 a.m.	Breakfast	
9:00 a.m. – 9:15 a.m.	Welcome and Review of Agenda	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Kimberly A. Melnyk <i>School Board Chair</i>
9:15 a.m. – 11:15 a.m.	Comprehensive New Construction Discussion	Jack Freeman <i>Chief Operations Officer</i> Melisa A. Ingram <i>Executive Director of Facilities Services</i>
11:15 a.m. – 12:00 p.m.	Cell Phones	Matthew D. Delaney <i>Chief Schools Officer</i>
12:00 p.m. – 1:00 p.m.	LUNCH	
1:00 p.m. – 2:00 p.m.	Compass to 2025/Compass to 2030 Update	Lisa A. Banicky, Ph.D. <i>Executive Director of Planning, Innovation and Accountability</i>
2:00 p.m. – 2:45 p.m.	Budget Development and Priorities	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Crystal M. Pate, CPA, MPA <i>Chief Financial Officer</i>



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

School Board Services

Kimberly A. Melnyk, Chair
District 2

Jennifer S. Franklin, Vice Chair
District 2 - Kempsville

Beverly M. Anderson
At-Large

David Culpepper
District 8

Jessica L. Owens
District 3 – Rose Hall

Kathleen J. Brown
District 10

Shannon L. Kendrick
District 4
Interim

Trenace B. Riggs
District 1 - Centerville

Michael R. Callan
District 6

Victoria C. Manning
At-Large

Carolyn D. Weems
District 9

Donald E. Robertson, Ph.D., Superintendent

School Board Retreat/Abridged Meeting Proposed Agenda

Tuesday, July 9, and Wednesday, July 10, 2024

Professional Development Center
641 Carriage Hill Road
Virginia Beach, VA 23452
(757) 263-1000

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Time	Activity	Lead(s)
2:45 p.m. – 3:30 p.m.	Elementary Report Card Update	Danielle E. Colucci <i>Chief Academic Officer</i> Matthew D. Delaney <i>Chief Schools Officer</i> Melanie J. Hamblin, Ed.D. <i>Senior Executive Director of Elementary Schools</i>
3:30 p.m. – 4:00 p.m.	Instructional Evaluation Instrument: Cultural Competency	Ty M. Harris <i>Director of Diversity, Equity and Inclusion</i>
4:00 p.m. – 4:15 p.m.	Retreat Summary and Next Steps Closing	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Kimberly A. Melnyk <i>School Board Chair</i>



Comprehensive New Construction Discussion

School Board Retreat

July 10, 2024

Department of School Division Services

Office of Facilities Services

School Board Guidance – June 10, 2024

School Board Workshop

CIP 1-015 Princess Anne High School
Replacement Project

School Board Guidance – June 10, 2024

CIP 1-015 Princess Anne High School Replacement Project

Consensus to Further Review Items

1. Explore classroom size – Design 800 SF
2. Explore Special Education Resource Room of 600 SF
3. Explore reducing Wrestling Room to one mat
4. Explore making the Auditorium larger to seat 1,100
5. Explore balancing enrollment of high schools
 - Designed 1,550 student school plus 150 Special Education
 - Consider 1,800 student school plus 150 Special Education

School Board Guidance – June 10, 2024

CIP 1-015 Princess Anne High School Replacement Project

Space Reductions to Explore	Gross SF	Cost Est.	Staff Recommendation
- Size of Regular Classrooms (reduce from 800 nsf [27 stud] to 750 nsf [25 stud])	- 2,600	- \$ 1.6 M	NO
- Size of SPED Resource Rooms (reduce from 800 to 600 nsf)	- 1,100	- \$ 0.7 M	YES
- Size of Wrestling Room (reduce from 2 mats to 1 mat)	- 1,100	- \$ 0.7 M	NO

Space Increases to Explore	Gross SF	Cost Est.	Staff Recommendation
+ Auditorium Seating Capacity (increase from 800 to 1,100 seats)	+ 6,600	+ \$ 8.0 M	NO
+ Balance High School Enrollments (from 1,550 to 1,800 zoned & IB students)	+ 16,400	+ \$ 9.9 M	YES

Efficiencies Post 30% Design

	30 % Design - 1,550	Adjustments Post 30% - 1,800
REGULAR EDUCATION BLDG	+/- 189 SF per student	+/- 166 SF per student
	292,600 SF <small>*does not include SPED wing or field house</small>	298,900 SF <small>*does not include SPED wing or field house</small>
SPECIAL EDUCATION WING	+/- 255 SF per student	+/- 245 SF per student
	38,200 SF <small>* includes SPED wing only</small>	36,800 SF <small>* includes SPED wing only</small>
TOTAL PROJECT with Field House	Total 344,000 SF <small>* includes SPED wing & field house</small>	Total 348,900 SF <small>* includes SPED wing & field house</small>
	Construction Cost: +/- \$209,000,000	Construction Cost: +/- \$212,000,000
	Project Budget: +/- \$284,500,000	Project Budget: +/- \$288,000,000

Max Operating Capacity	Total Sq. Feet	Sq. Feet / Pupil	Students Per Classroom	Grades	Project Name	Contract Award Date	Total Cost/ Sq. Feet	Construction Cost	Project Budget
1,800	298,900	+/- 166	27	9-12	PAHS Regular Education Bldg	2026	\$ 605.68	+/- \$ 181,000,000	
-	13,200	-		-	PAHS Field House	2026	\$ 605.68	+/- \$ 8,000,000	
150	36,800	+/- 245	6-10	9-12+	PAHS SPED Wing	2026	\$ 605.68	+/- \$ 23,000,000	
1,950	348,900	+/- 179		9-12+	PAHS Adjustments Post 30%			+/- \$ 212,000,000	+/- \$ 288,000,000

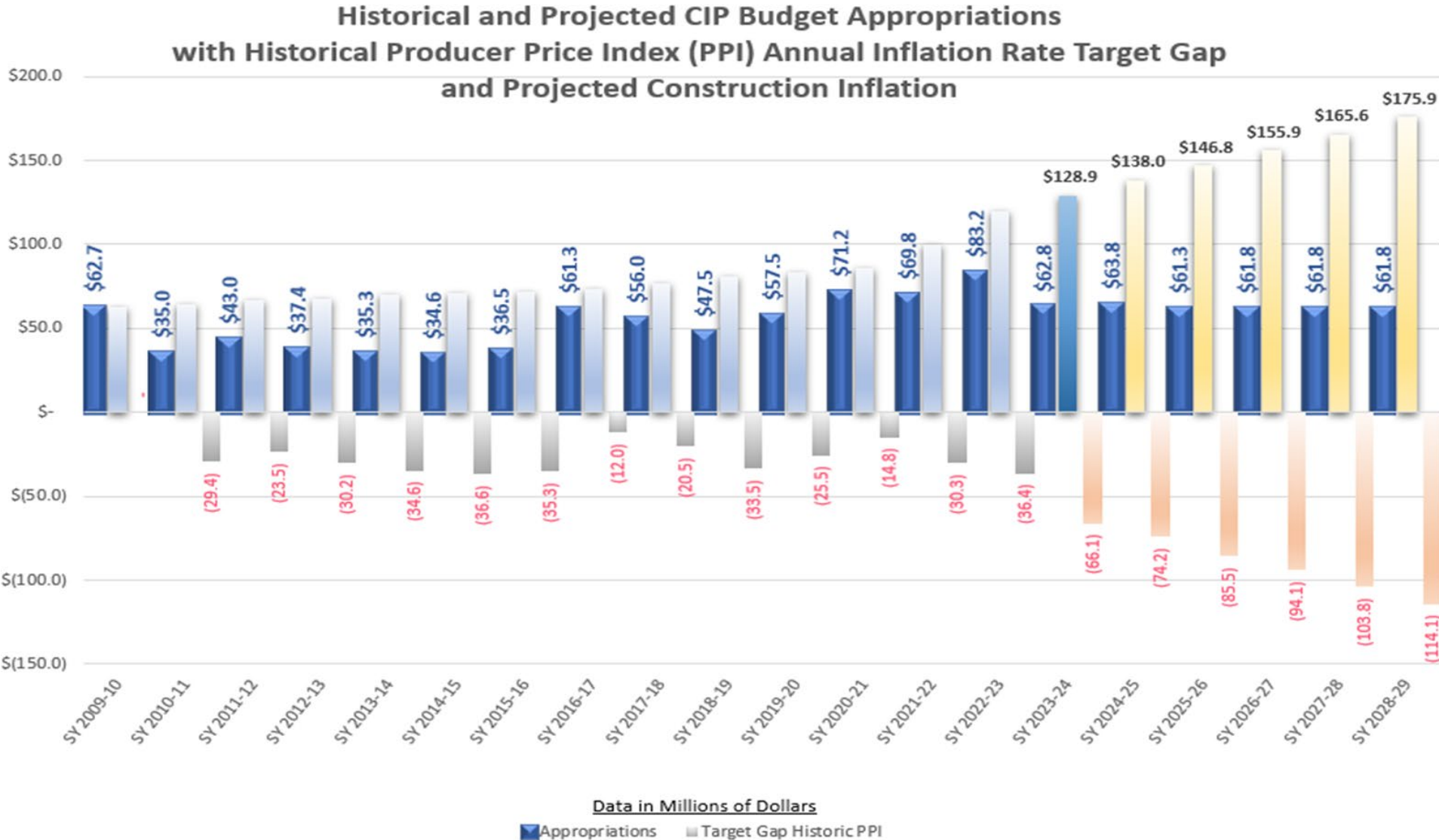
Notes: Construction Cost: Usually includes construction, site development, water system, sewage disposal, built-in equipment and demolition.
Project Budget: Includes A&E fees, value engineering fees, construction management fees, cost of site, change orders, loose equipment, and furniture.

Questions / Discussion

CIP 1-015 Princess Anne HS Replacement Project Post 30% Design

Comprehensive New Construction Discussion

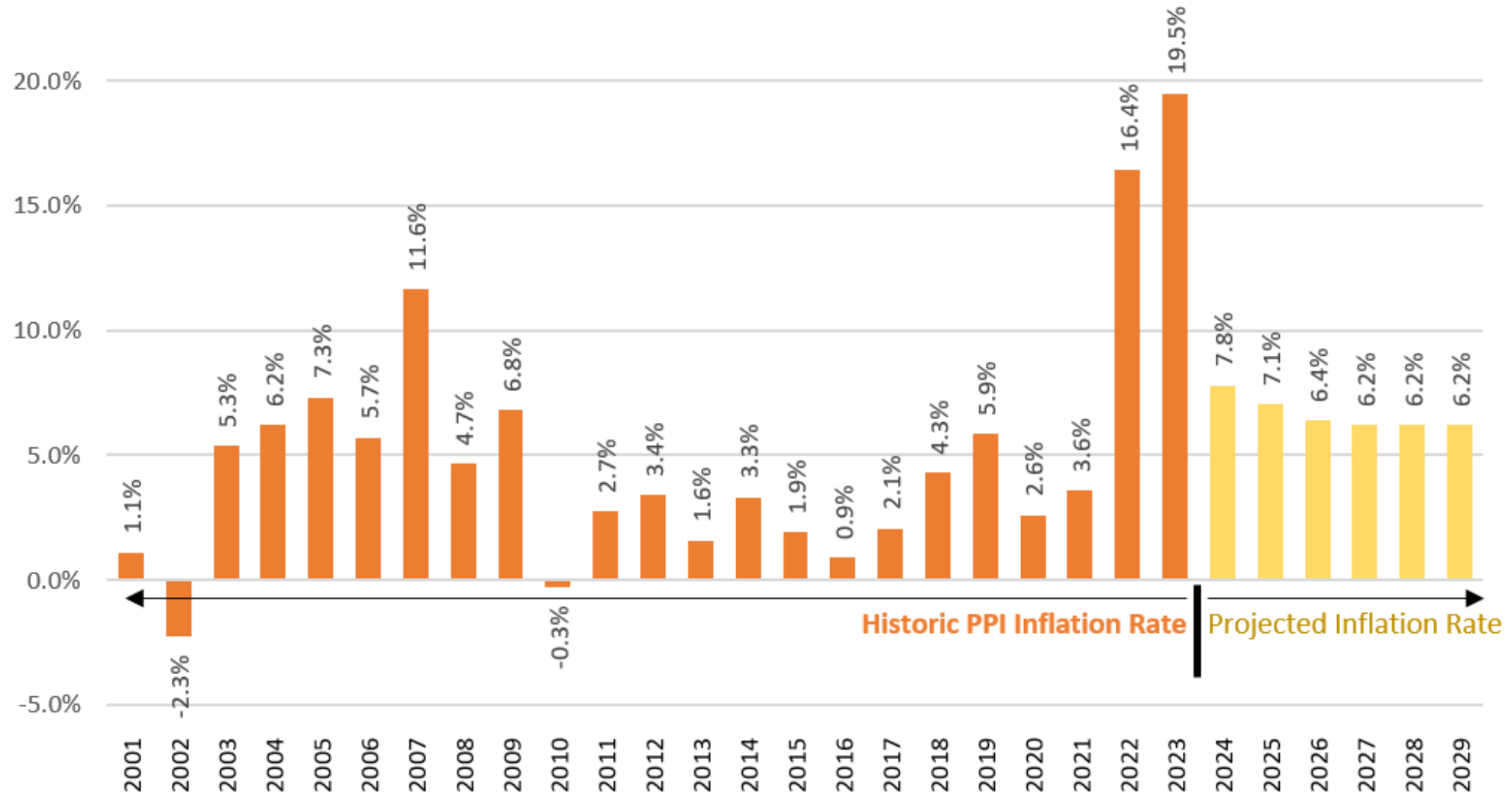
Loss of Buying Power Since 2009



Key Takeaway:

Cumulative buying power loss from FY09/10 to FY28/29 is **\$900.2 Million**

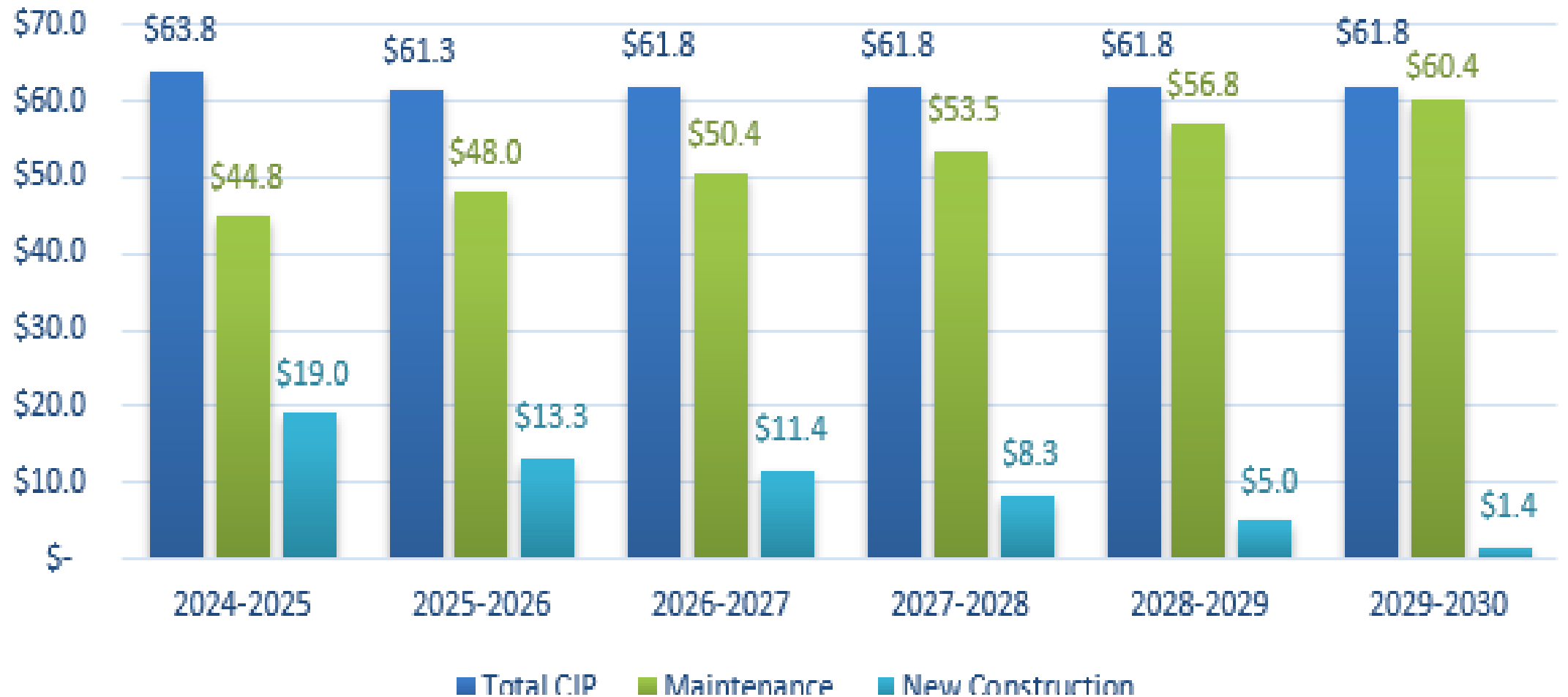
Historic & Projected Inflation Rates



PPI: Producer Price Index;
Source: US Bureaus of Labor Statistics

Projected Inflation;
Derived from historical VADOE Inflation Rates using
comparisons with other commercial construction projections

Adopted FY24-25 CIP: Funding Summary – Maintenance Strategy



Adopted FY24-25 CIP: Funding Summary

PAHS Bid Price 2026 Post 30%
Projected at: +/- \$288 million

FY 2024/25 - FY 2029/30 Capital Improvement Program (CIP)
Superintendent's Proposed - March 12, 2024

CIP #	Project Category	Total Project Cost	Six Year Appropriations	Appropriations to Date	Year 1 2024-2025	Year 2 2025-2026	Year 3 2026-2027	Year 4 2027-2028	Year 5 2028-2029	Year 6 2029-2030
1-001	Renovations and Replacements - Energy Management/Sustainability	32,865,000	32,865,000	15,325,000	2,500,000	2,660,000	2,820,000	3,000,000	3,180,000	3,380,000
1-002	Tennis Court Renovations - Phase II	3,400,000	3,400,000	2,000,000	200,000	210,000	225,000	240,000	255,000	270,000
1-015	Princess Anne High School Replacement *	727,789,000	125,535,717	113,640,717	1,500,000	1,400,000	1,300,000	1,300,000	4,975,000	1,420,000
1-016	Energy Performance Contracts - Phase II	52,540,000	52,540,000	35,000,000	2,500,000	2,660,000	2,820,000	3,000,000	3,180,000	3,380,000
1-017	Renovations and Replacements - Grounds - Phase III	32,387,886	32,387,886	18,337,886	2,000,000	2,130,000	2,260,000	2,400,000	2,550,000	2,710,000
1-018	Renovations and Replacements - HVAC - Phase III	246,422,146	246,422,146	67,392,146	25,500,000	27,100,000	28,800,000	30,600,000	32,500,000	34,530,000
1-019	Renovations and Replacements - Reroofing - Phase III	98,124,260	98,124,260	36,324,260	8,800,000	9,360,000	9,940,000	10,560,000	11,220,000	11,920,000
1-020	Renovations and Replacements - Various - Phase III	45,435,854	45,435,854	26,835,854	2,650,000	2,820,000	2,990,000	3,180,000	3,370,000	3,590,000
1-022	Elementary School Playground Equipment Replacement	4,574,737	4,574,737	2,834,737	250,000	260,000	280,000	300,000	320,000	330,000
1-027	Renovations and Replacements - Safe School Improvements	2,190,000	2,190,000	800,000	200,000	210,000	220,000	240,000	250,000	270,000
1-028	B.F. Williams/Bayside 6th (Grades 4-6) Replacement *	118,331,000	118,331,000	71,816,000	17,500,000	11,890,000	10,145,000	6,980,000	0	0
1-029	Bayside High School Replacement *	1,499,018,000	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	800,000	800,000	0	200,000	600,000	0	0	0	0
1-030	Payroll System Replacement	10,382,407	10,382,407	10,382,407	0	0	0	0	0	0
1-031	School Bus & White Fleet Replacement	7,713,000	7,713,000	7,713,000	0	0	0	0	0	0
1-032	Telephone System Replacement	7,266,223	7,266,223	7,266,223	0	0	0	0	0	0
GRAND TOTAL (all projects)		2,889,239,513	793,904,737	421,604,737	63,800,000	61,300,000	61,800,000	61,800,000	61,800,000	61,800,000
TARGETS					63,800,000	61,300,000	61,800,000	61,800,000	61,800,000	61,800,000
DIFFERENCE					0	0	0	0	0	0

Note: *Appropriations To Date* includes reversion funds approved by City Council on Nov. 21, 2023, excluding \$11,000,000 which are included in 'Year 1 2024-2025'.

Note: *Total Project Cost for Princess Anne HS Replacement considers a bid in 2043. Additional funding would be needed to accomplish this.

Note: *Total Project Cost for Bayside HS Replacement considers a bid in 2056. Additional funding would be needed to accomplish this.

*Total Project Cost / new construction amount is partly based on 2023 Educational Specifications. Educational Specifications and the associated designs will be reviewed under a separate process with the School Board which may result in a change in square footage and cost. New construction projects will not go out for bid without School Board approval separate from this CIP.

Adopted FY24-25 CIP: Funding Source

School Board Funding Sources Virginia Beach City Public Schools FY 2024/25 - FY 2029/30 Capital Improvement Program (CIP) Superintendent's Proposed - February 6, 2024

Funding Sources	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	15,000,000	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	3,000,000	4,000,000	5,000,000	6,000,000	7,000,000	7,500,000
Interest/Sale of Property	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,500,000	2,500,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	11,000,000	10,500,000	10,000,000	9,500,000	8,500,000	8,000,000
Total	63,800,000	61,300,000	61,800,000	61,800,000	61,800,000	61,800,000

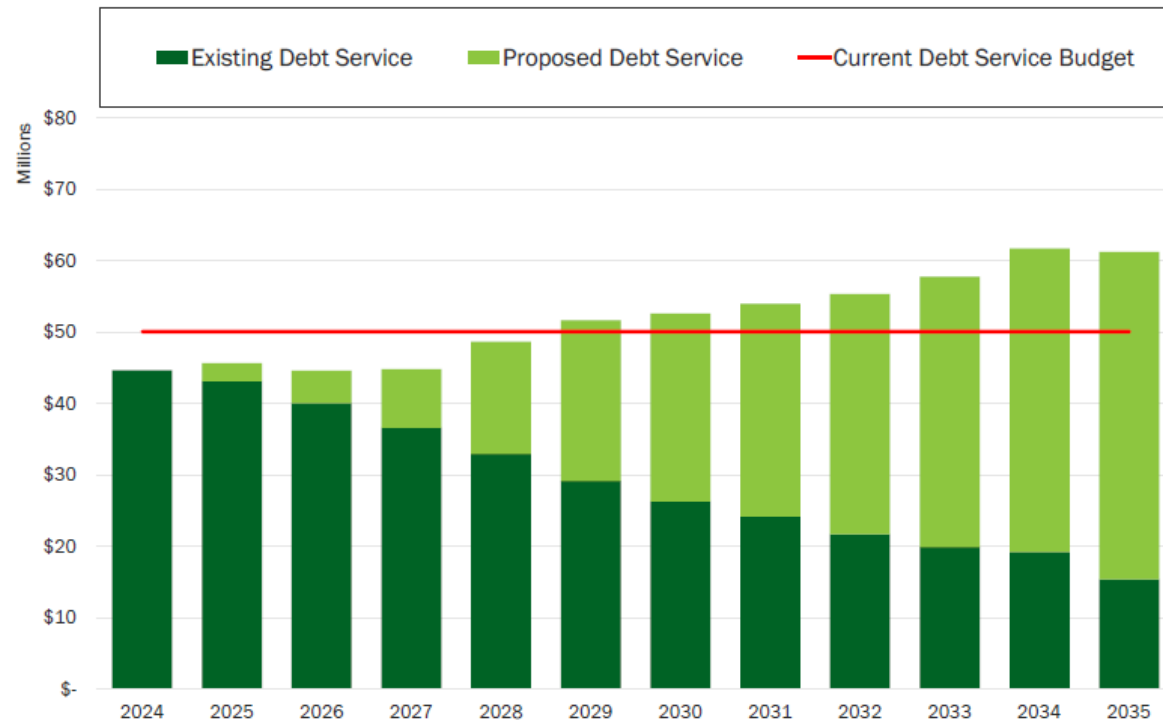
Note: This Funding Source includes reversion funds approved by City Council on Nov. 21, 2023.

Possible Future Funding	2030/31	2031/32	2032/33	2033/34
	64,130,000	68,120,000	72,350,000	76,835,000

Adopted FY24-25 CIP: Projected Debt Services Requirements

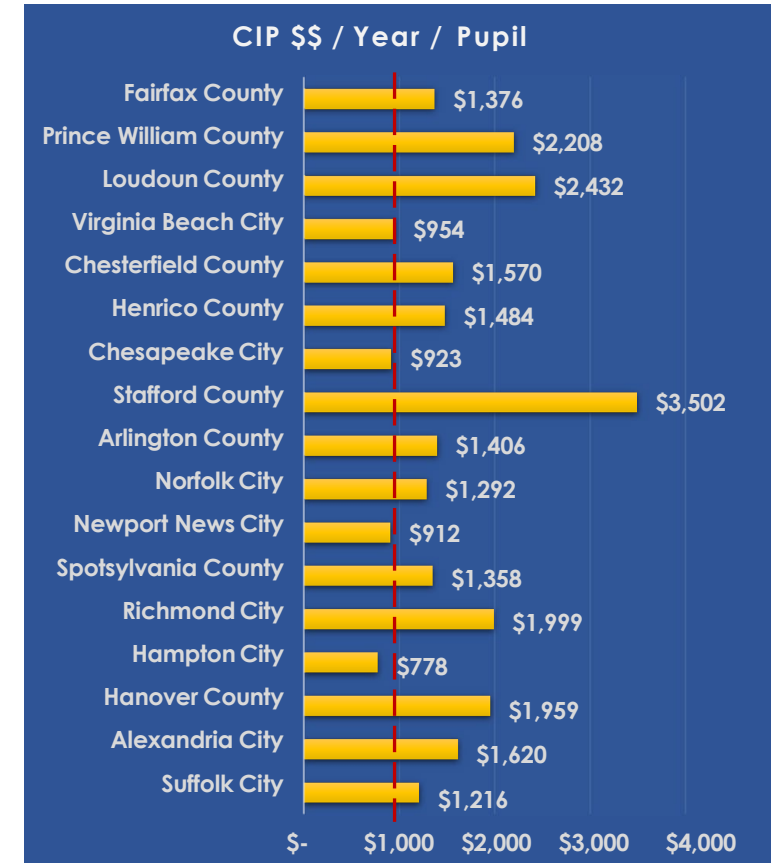
Williams ES / Bayside 6th Replacement: \$118M

- Maximum estimated debt service is projected to reach roughly \$62 million in FY 2034. This is approximately \$12 million above the Current Debt Service Budget.
 - Requires an average annual incremental increase in the debt service budget for six consecutive years beginning in FY 2029 of \$2.0 million (or roughly 0.2% of the FY 2024 School Operating Budget annually).

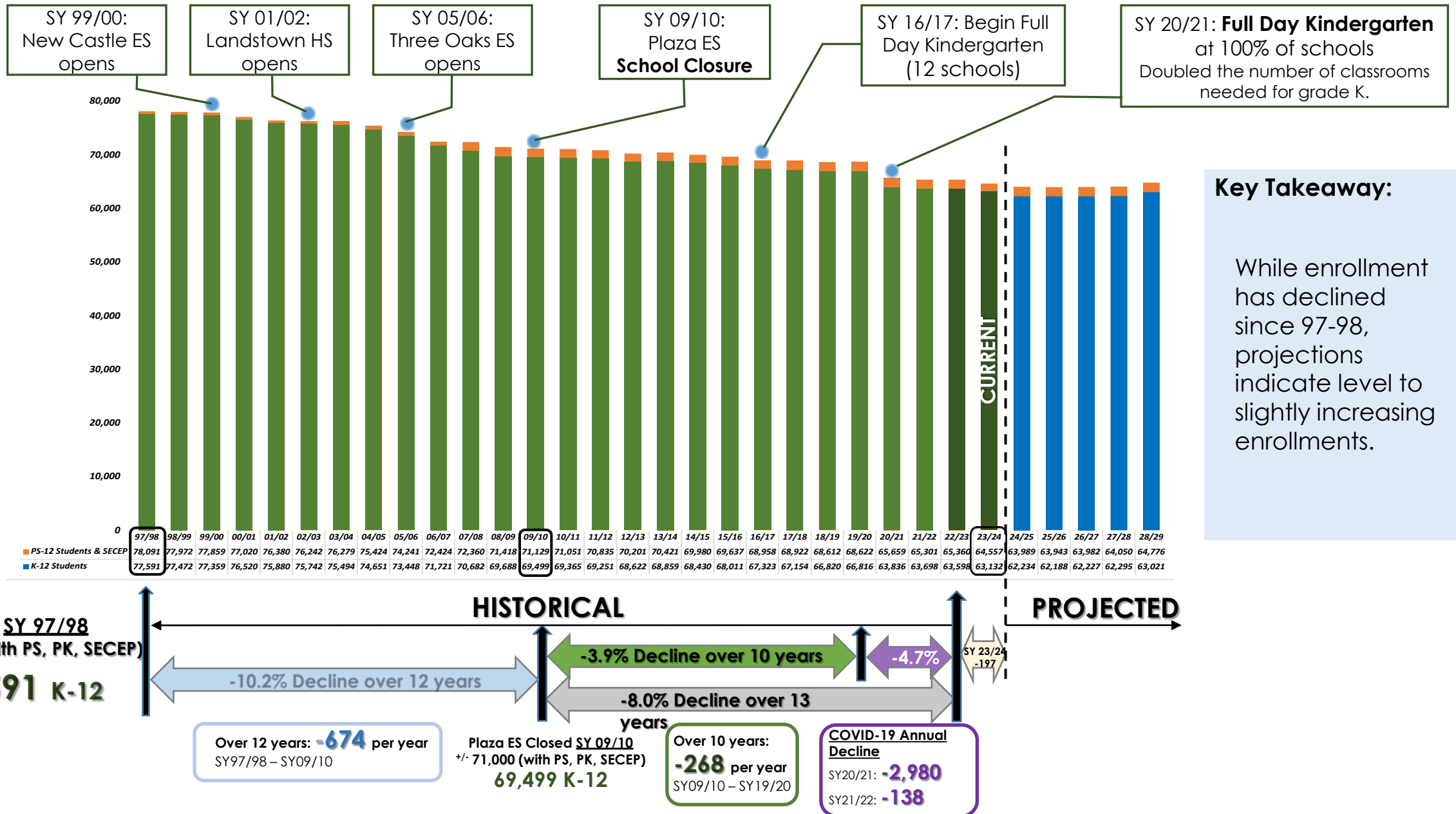


VA School Division FY25-29 CIP Comparisons

Division Name	Total FT Enrollment	5 Year CIP \$\$	CIP \$\$ Avg / Year	CIP \$\$ / Year / Pupil
Fairfax County	180,947	\$ 1,244,490,821	\$ 248,898,164	\$ 1,376
Prince William County	90,631	\$ 1,000,625,880	\$ 200,125,176	\$ 2,208
Loudoun County	81,693	\$ 993,310,000	\$ 198,662,000	\$ 2,432
Virginia Beach City	65,078	\$ 310,500,000	\$ 62,100,000	\$ 954
Chesterfield County	64,132	\$ 503,593,100	\$ 100,718,620	\$ 1,570
Henrico County	50,464	\$ 374,500,000	\$ 74,900,000	\$ 1,484
Chesapeake City	40,640	\$ 187,506,868	\$ 37,501,374	\$ 923
Stafford County	31,588	\$ 442,428,859	\$ 110,607,215	\$ 3,502
Arlington County	27,534	\$ 193,500,000	\$ 38,700,000	\$ 1,406
Norfolk City	26,884	\$ 173,719,958	\$ 34,743,992	\$ 1,292
Newport News City	26,217	\$ 119,600,000	\$ 23,920,000	\$ 912
Spotsylvania County	24,033	\$ 163,197,686	\$ 32,639,537	\$ 1,358
Richmond City	21,259	\$ 212,500,000	\$ 42,500,000	\$ 1,999
Hampton City	19,661	\$ 76,437,500	\$ 15,287,500	\$ 778
Hanover County	16,818	\$ 164,746,388	\$ 32,949,278	\$ 1,959
Alexandria City	16,415	\$ 133,000,000	\$ 26,600,000	\$ 1,620
Suffolk City	14,520	\$ 88,245,388	\$ 17,649,078	\$ 1,216

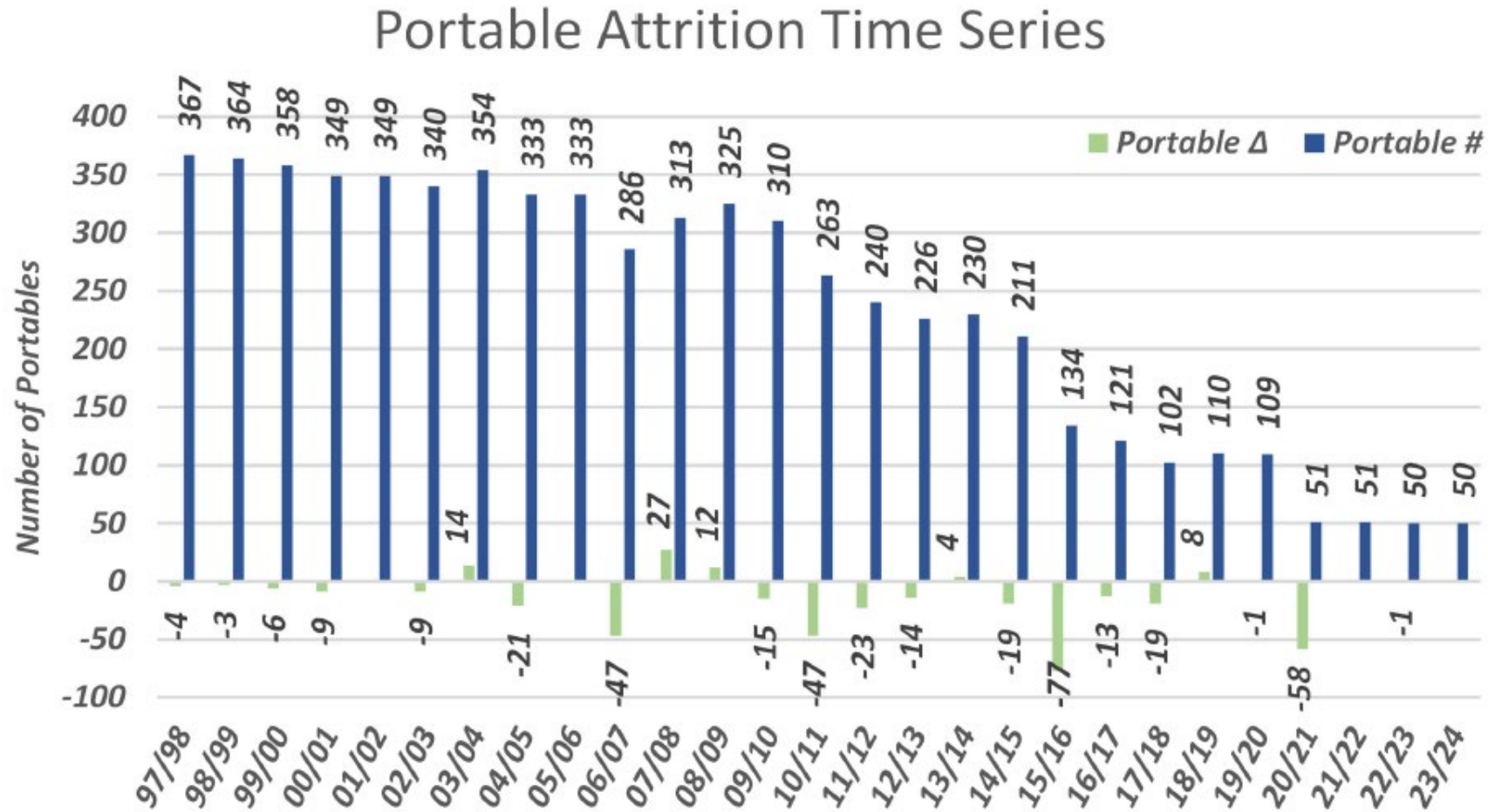


Historical & Projected Student Enrollment



Reduction of Temporary Facilities

Elimination of Portables over Time



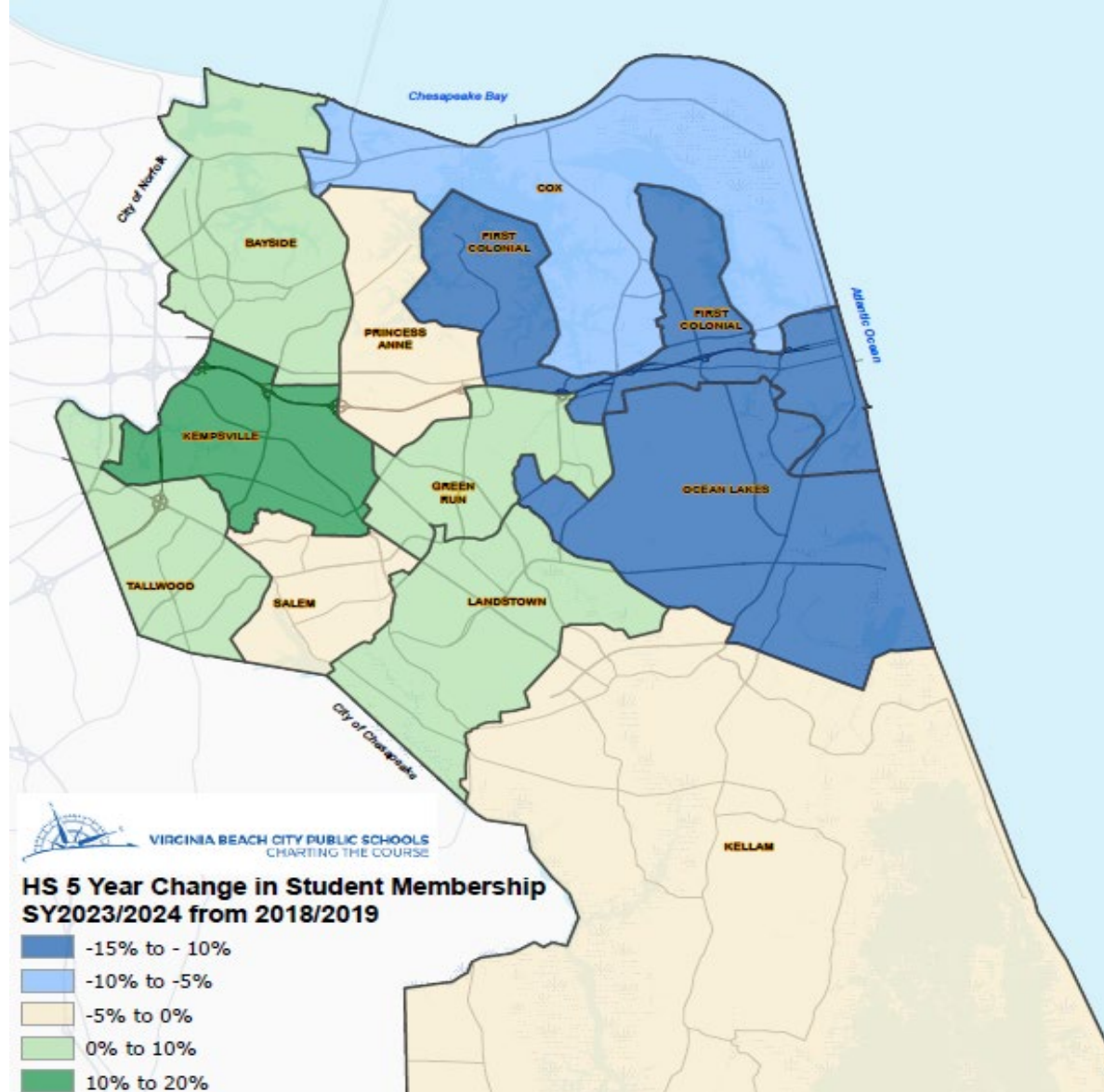
Key Takeaway:

The number of portables removed equates to **7-8** elementary schools worth of students.

Historical Student Enrollments

Pockets of Growth in High School Attendance Zones

2006-07 was the last time HS zones were adjusted.



Key Takeaway:

20 years of shifting demographics necessitate attendance zone adjustments to balance enrollments across the Division.

Other Capacity Issues

➤ **Landstown High School**

- Shows as within acceptable utilization range but has 23% more students than the average student enrollment of other high schools (neighboring zones have space)

➤ **Early Childhood Special Education Program Centralized Location**

- Helps with services & transportation

➤ **Elementary Schools**

- Growing programs that require space

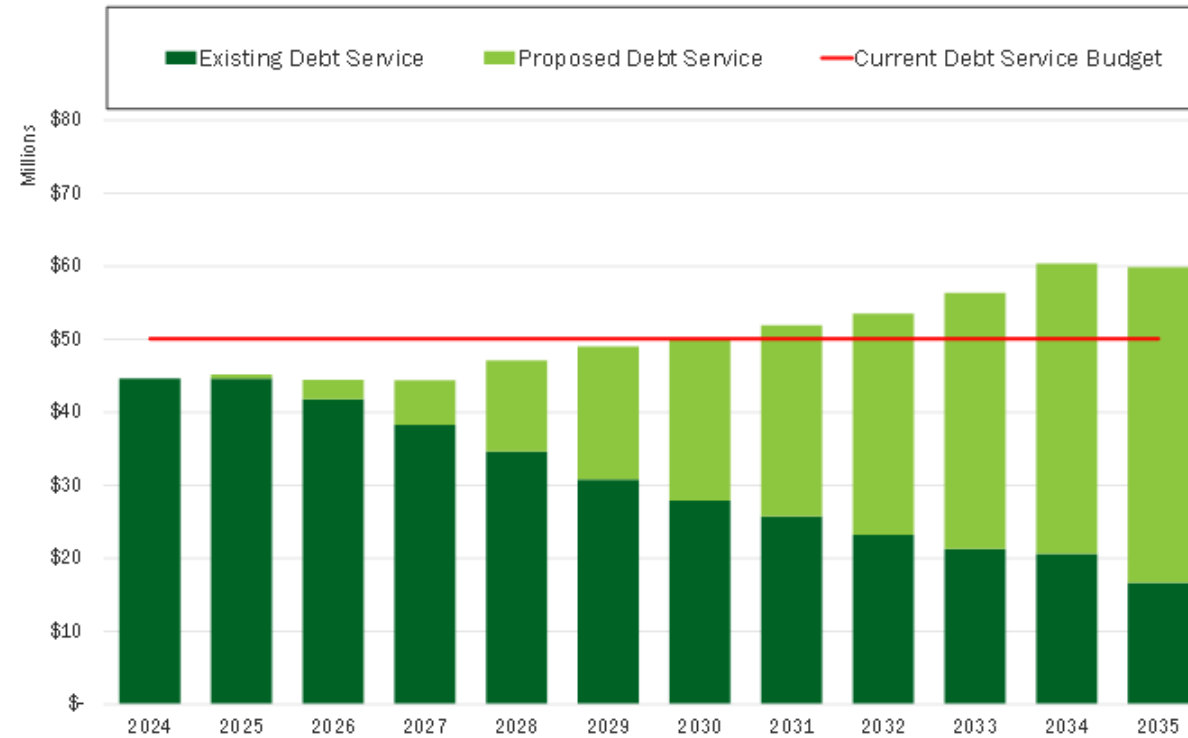
Davenport Analysis

Debt Service

Projected Debt Services Requirements

Williams ES / Bayside 6th Replacement: Post 30% \$105.5M - (FY25 CIP Priority School)

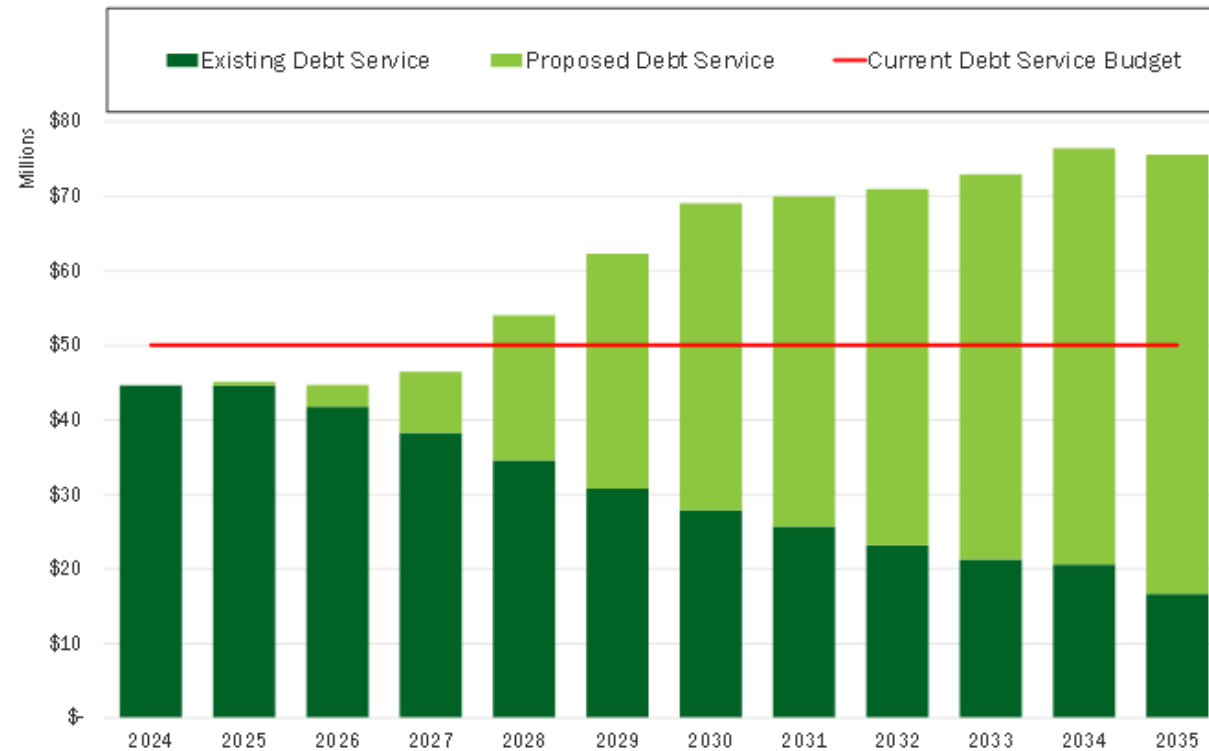
- Maximum estimated debt service is projected to reach roughly \$60 million in FY 2034. This is approximately \$10 million above the Current Debt Service Budget.
 - Requires an average annual incremental increase in the debt service budget for five consecutive years beginning in FY 2030 of approximately \$2.0 million (or roughly 0.2% of the FY 2024 School Operating Budget annually).



Projected Debt Services Requirements

Princess Anne HS Replacement: Post 30% \$288M (2026 Bid - Projected Project Cost)

- Maximum estimated debt service is projected to reach roughly \$76 million in FY 2034. This is approximately \$26 million above the Current Debt Service Budget.
 - Requires an average annual incremental increase in the debt service budget for seven consecutive years beginning in FY 2028 of approximately \$3.8 million (or roughly 0.4% of the FY 2024 School Operating Budget annually).



CIP Budgeting Considerations

Commit to CIP Funding

Williams ES / Bayside 6th Replacement: \$105.5M Post 30% (Adopted FY25 CIP Priority School)

- **\$2.0 M annual** incremental increase for **5 consecutive years** for **debt service**
 - starting in FY 2029

Princess Anne HS Replacement: \$288M Post 30% (2026 Bid - Projected Project Cost)

- **\$3.8 M annual** incremental increase for **7 consecutive years** for **debt service**
 - starting in FY 2028
- *The appropriations to support the CIP will be discussed via the CIP process and is considered in the debt service analysis.*

CIP Budgeting Considerations

Operating Budgeting Opportunities for Capital Funding

- **Potential School Closure** \$1.1 million +/- Estimated Year 1 - (SY 26/27)
- **Stop Arm Camera** \$1.2 million FY23
- **School Rentals** \$330,000 FY24
- **Utility Savings** \$10 million+ FY24

TOTAL OF ABOVE

\$12.6 million

- **Planned Reversion Funds** \$11 million FY25 - \$8 million FY30
- **One-Time Reversion Funds** \$10.9 million FY24
- **Grants / Other Financing** \$13 million+ CSLRF & ESSER over last 4 years

Key Takeaway:

There is money available to meet capital needs.

Seeking Guidance at August 13th Meeting

New Construction Priority ~ Continue Design 2024/25 ~ Bid 2026

CIP 1-028

**Williams ES / Bayside 6th
Replacement Project**



CIP 1-015

**Princess Anne HS
Replacement Project**



Questions / Discussion

Next Steps



Cell Phones

School Board Retreat

Wednesday, July 10, 2024

Department of School Leadership

Purpose

- Provide an overview of School Board Regulation 3-65.1: Cellular Phones and Personal Devices-Use During Instructional Time Prohibited
- Determine if changes need to be made to our current practices

Regulation 3-65.1: Cellular Phones and Personal Devices- Use During Instructional Time Prohibited

Student use of personal cell phones, personal communication devices and accessories, such as ear buds, or personal wireless headphones (hereinafter “personal communication devices”) are prohibited during instructional time and in instructional settings.

Why the Change?

Stakeholder
Feedback

Compass to
2025: **Goal 2:
Student Well-
being**

Impact on
Learning

Discipline Data

Digital
Resources

Safety



Agreement on the Impact

- Disruptive to the educational environment
- Not conducive to productive learning experience
- Relationship between use, notification, and mental health
- Source of disciplinary intervention
- Create school safety challenges



Expectations

- Student responsibility
- Parent/guardian responsibility
- Teacher responsibility
- Administrative responsibility



Questions



Compass to 2025 & Compass to 2030 Update

School Board Retreat

July 10, 2024

Office of Planning, Innovation, and Accountability

Strategic Framework Update



Revisiting Priorities from 2023-2024



Strategic Action Agenda for 2024-2025

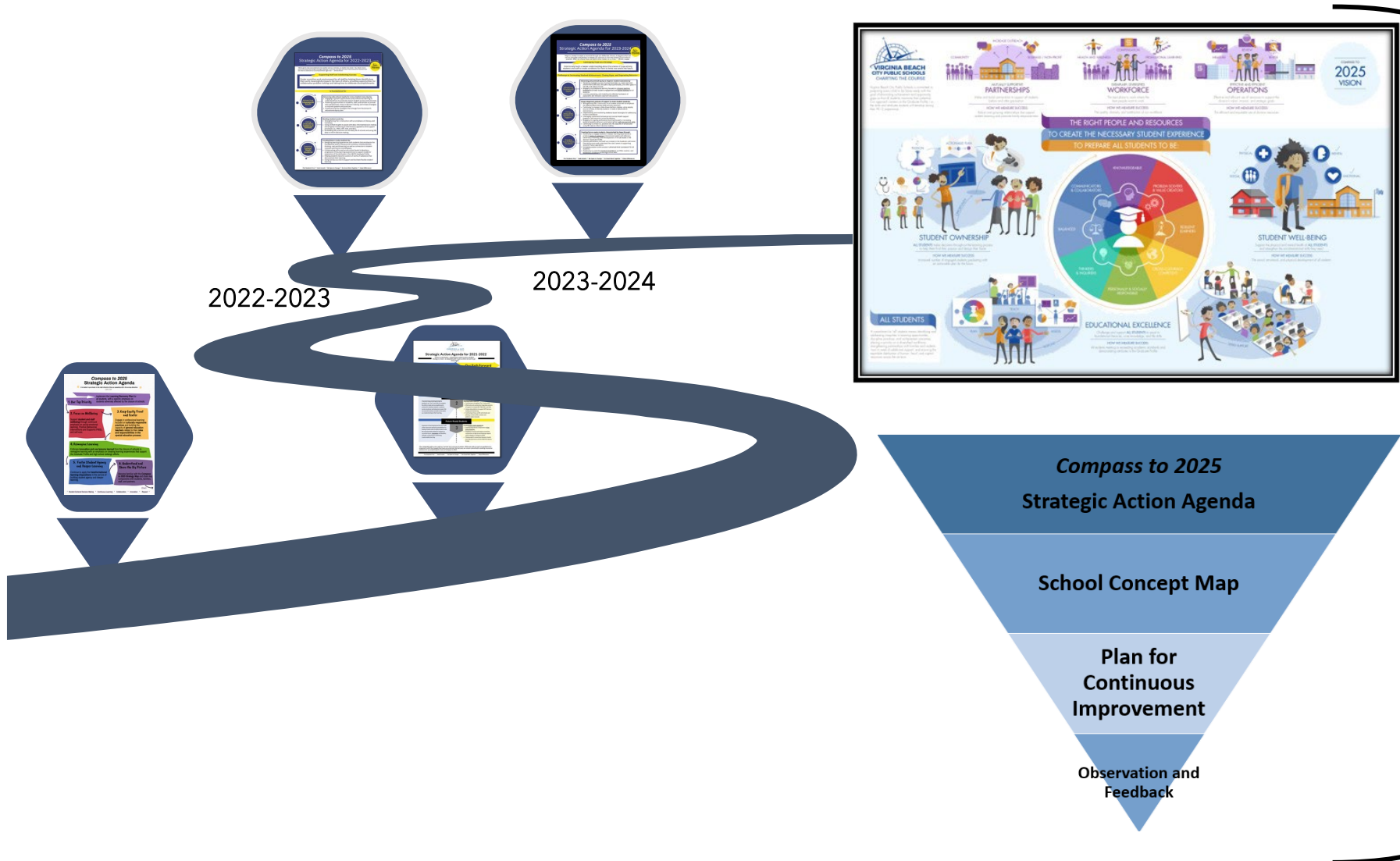


Compass to 2030 Update



Revisiting Priorities from 2023-2024

3



Strategic Action Agendas represent annual priorities designed to *manage change* and *create coherence*



Revisiting Priorities from 2023-2024

4

Compass to 2025

Strategic Action Agenda for 2023-2024

"Hope is created moment to moment through our deliberate choices. It happens when we use our thoughts and feelings to temper our aversion to loss and actively pursue what is possible. When we choose hope, we define what matters to us most." ~ Shane J. Lopez

Leveraging Hope as a Strategy

Intentionally build a deeper understanding about the science of hope among students and staff to create conditions for them to thrive now and in the future.

Pathways to Increasing Student Achievement, Closing Gaps, and Improving Behavior

Advancing Educational Equity

Advancing educational equity to improve student outcomes by:

- Reviewing multiple sources of school level data (i.e., least restrictive environment (LRE) data, discipline disproportionality, and other gaps) to identify and address trends.
- Engaging in professional learning focused on inclusive teaching practices that foster student engagement and deeper learning for all students.
- Learning, practicing, and modeling the effective facilitation of purposeful and inclusive classroom discussions.

Using Integrated Systems of Support

Using integrated systems of support to meet student needs by:

- Strengthening Tier 1 instruction in all content areas with an emphasis on evidence-based literacy and numeracy practices.
- Continuing to engage in data-driven decision making, using varying sources of data, to identify students in need of advanced tier interventions.
- Implementing and monitoring evidence-based strategies for addressing student attendance.
- Leveraging coordinated behavioral and mental health support programs and resources across the division.
- Engaging in ongoing professional learning focused on increasing students' positive behaviors and fostering their self-management skills.
- Continuing to embed SEL practices into the daily life of schools and using SEL data to inform decision making.

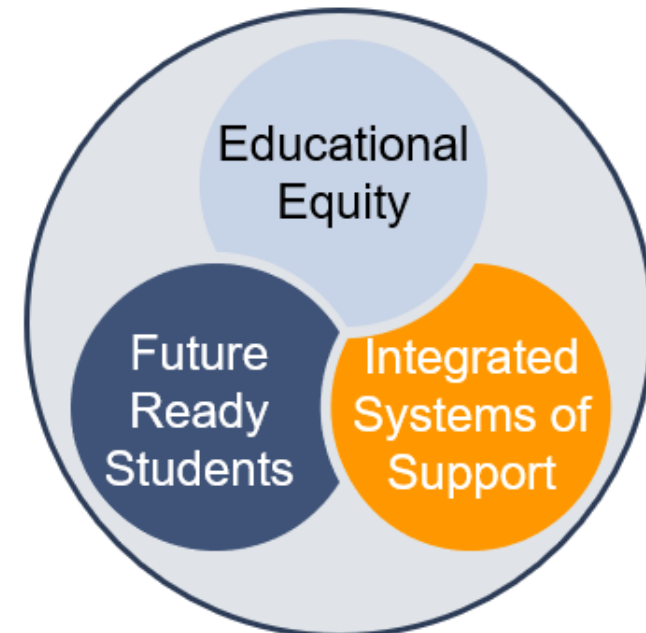
Creating Future-Ready Students

Creating future-ready students characterized by hope through:

- Continuing to engage students in deeper learning experiences to produce works of substance and promote student self-reflection, ownership of learning, and the acquisition of the attributes in the division's Graduate Profile.
- Ensuring all students and staff are invested in the Academic and Career Planning process and understand the role it serves in supporting students' future aspirations.
- Increasing access to and success in advanced-level coursework for all students.
- Continuing to scale the signature experience, portfolio creation, and exhibitions of learning at the high school level.

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

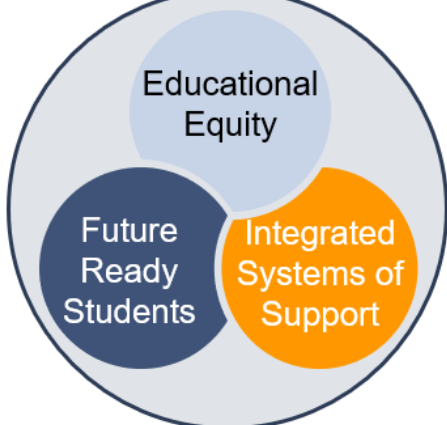
- **Strategic Plan Update– February 27, 2024**
 - Highlight of strategic actions for each of the three priority areas (July 2023 - February 2024)
 - Annual summary of Navigational Markers (2022-2023)





Revisiting Priorities from 2023-2024

5



• Additional Updates



- Equity Update (June 2024)
 - ✓ Dashboard
 - ✓ Cultural Competence

- All In Virginia Update (March 2024)
- Mental Health Update (April 30)
- Chronic Absenteeism – Everyday Labs

- Career Strategies Seminar Course Approval
- College, Career and Civic Readiness – High Schools

Compass to 2025
Strategic Action Agenda for 2023-2024

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Intentionally build a deeper understanding about the science of hope among students and staff to create conditions for them to thrive now and in the future.

Pathways to Increasing Student Achievement, Closing Gaps, and Improving Behavior

- Advancing Educational Equity**
 - Advancing educational equity to improve student outcomes by:
 - Reviewing multiple sources of school level data (i.e., least restrictive environment (LRE) data, discipline disproportionality, and other gaps) to identify and address trends.
 - Engaging in professional learning focused on inclusive teaching practices that foster student engagement and deeper learning for all students.
 - Learning, practicing, and modeling the effective facilitation of purposeful and inclusive classroom discussions.
- Using Integrated Systems of Support**
 - Using integrated systems of support to meet student needs by:
 - Strengthening Tier 1 instruction in all content areas with an emphasis on evidence-based literacy and numeracy practices.
 - Continuing to engage in data-driven decision making, using varying sources of data, to identify students in need of advanced tier interventions.
 - Implementing and monitoring evidence-based strategies for addressing student attendance.
 - Leveraging coordinated behavioral and mental health support programs and resources across the division.
 - Engaging in ongoing professional learning focused on increasing students' positive behaviors and fostering their self-management skills.
 - Continuing to embed SEL practices into the daily life of schools and using SEL data to inform decision making.
- Creating Future-Ready Students**
 - Creating future-ready students characterized by hope through:
 - Continuing to engage students in deeper learning experiences to produce works of substance and promote student self-reflection, ownership of learning, and the acquisition of the attributes in the division's Graduate Profile.
 - Ensuring all students and staff are invested in the Academic and Career Planning process and understand the role it serves in supporting students' future aspirations.
 - Increasing access to and success in advanced-level coursework for all students.
 - Continuing to scale the signature experience, portfolio creation, and exhibitions of learning at the high school level.

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



Strategic Action Agenda for 2024-2025

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Brief Overview of the Strategic Action Agenda (SAA) Development Process

- **Input (January/February)**

- Surfacing initiatives in Senior Staff and with Directors' Collaborative
- Initial discussion with Compass Collaborative
- Discussion of the SAA with project leads

- **Feedback (March)**

- Discussion of first draft of SAA with project leads
- First Draft of SAA shared with Senior Staff and Directors' Collaborative
- Discussion of first draft of SAA with Compass Collaborative

- **Final Review (April)**

- Finalize the SAA with Senior Staff, Directors' Collaborative, and Compass Collaborative

Compass to 2025 Strategic Action Agenda for 2024-2025 shared at May Citywide meetings



Strategic Action Agenda for 2024-2025

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Key Messages Communicated to Schools

- Stay the Course
 - Similar priorities = sustained focus
 - Similar priorities ≠ status quo
- Streamline
 - Fewer priorities = deeper focus
- Support
 - Role of central office
 - Essential Professional Learning



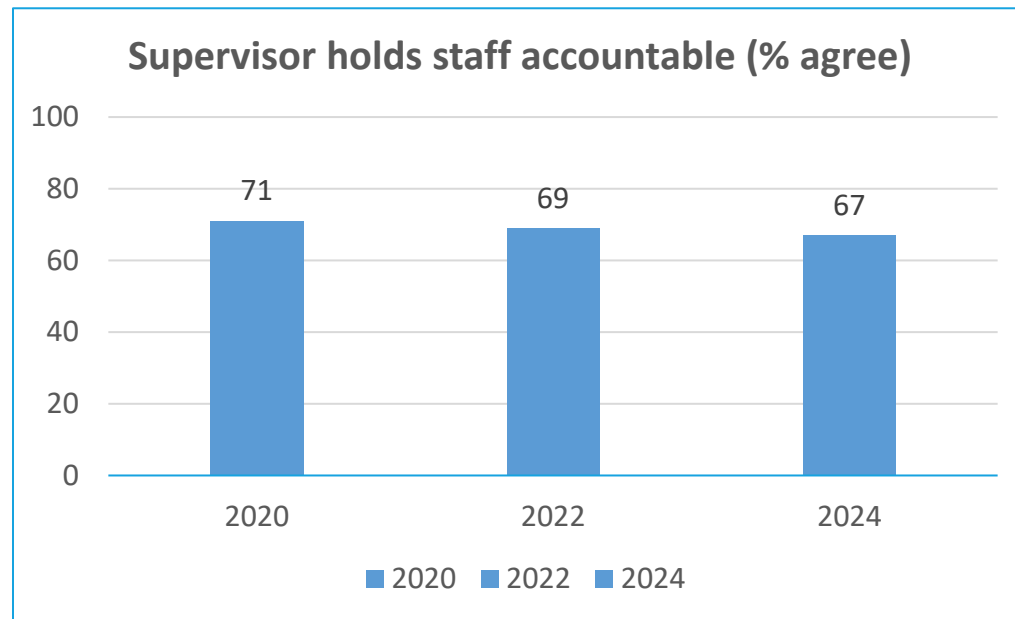
Strategic Action Agenda for 2024-2025

8

Supporting Staff Professional Growth and Well-Being

Promote a positive and productive working environment for all staff by valuing professional growth, collaboration, and well-being.

Positive & Productive



Source: VBCPS Biennial Employee Input Process Survey

Defining Well-Being

Well-being: A state of physical, mental and social health, characterized by personal fulfillment, positive emotions, and the ability to effectively manage life's challenges.



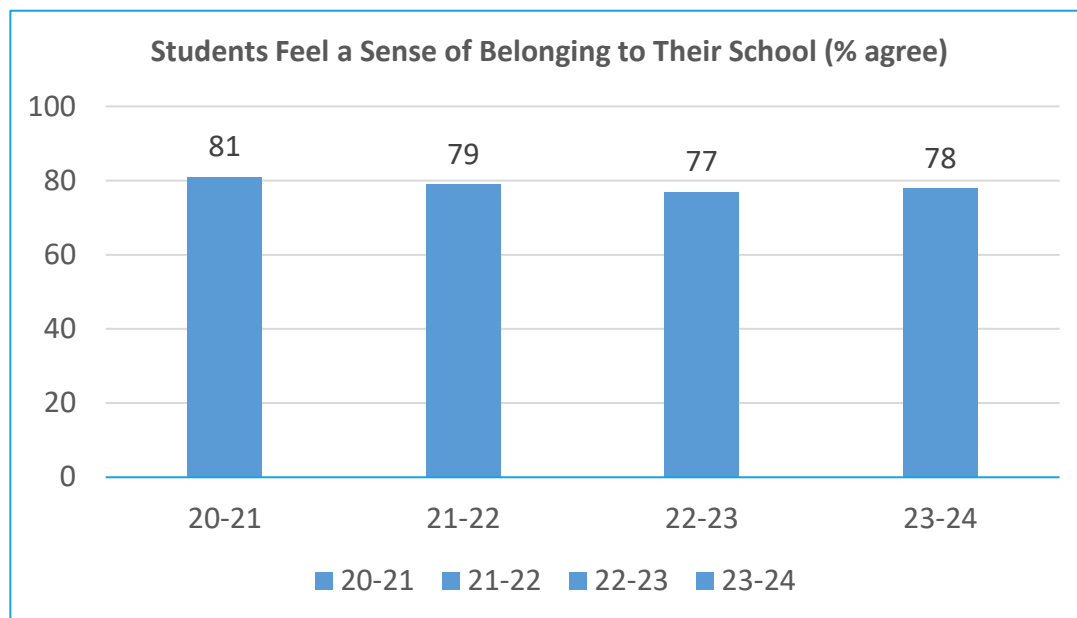
Strategic Action Agenda for 2024-2025

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Advancing educational equity to improve student outcomes by:

- Employing inclusive teaching practices that support access for engagement and deeper learning for all students.
- Continuing to build the capacity of all staff to adapt their teaching practices to address diverse student needs for the purpose of increasing academic achievement, growth, and belonging for all students.



Defining Belonging

Belonging: The extent to which students feel they are a valued member of their school's community.

Essential Professional Learning

- Differentiated offerings to meet state requirements for cultural competency training



Strategic Action Agenda for 2024-2025

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Using integrated systems of support to meet student needs by:

- Consistently applying high-quality Tier 1 instruction in all content areas for all students.
- Addressing students' academic, social-emotional, behavioral, and attendance needs through data-informed decision making, effective Tier 1 practices, tiered interventions, and progress monitoring.

Essential Professional Learning

- Tiered Behavioral Supports: Beyond the Basics (All)
- Applied Suicide Intervention Skills Training (ASIST) for Secondary Counselors



Strategic Action Agenda for 2024-2025

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Creating future-ready students by:

- Delivering evidence-based literacy and mathematics instruction to ensure all VBCPS students are proficient readers, writers, mathematical thinkers and communicators.
- Continuing to engage students in deeper learning experiences that produce works of substance, promote student-reflection, increase ownership of learning, inform the academic and career plan (ACP) as well as foster the acquisition of the attributes in the division's Graduate Profile.

Defining Evidence-Based Instruction

Evidence-Based Instruction: Classroom practices based on the best available scientific evidence.

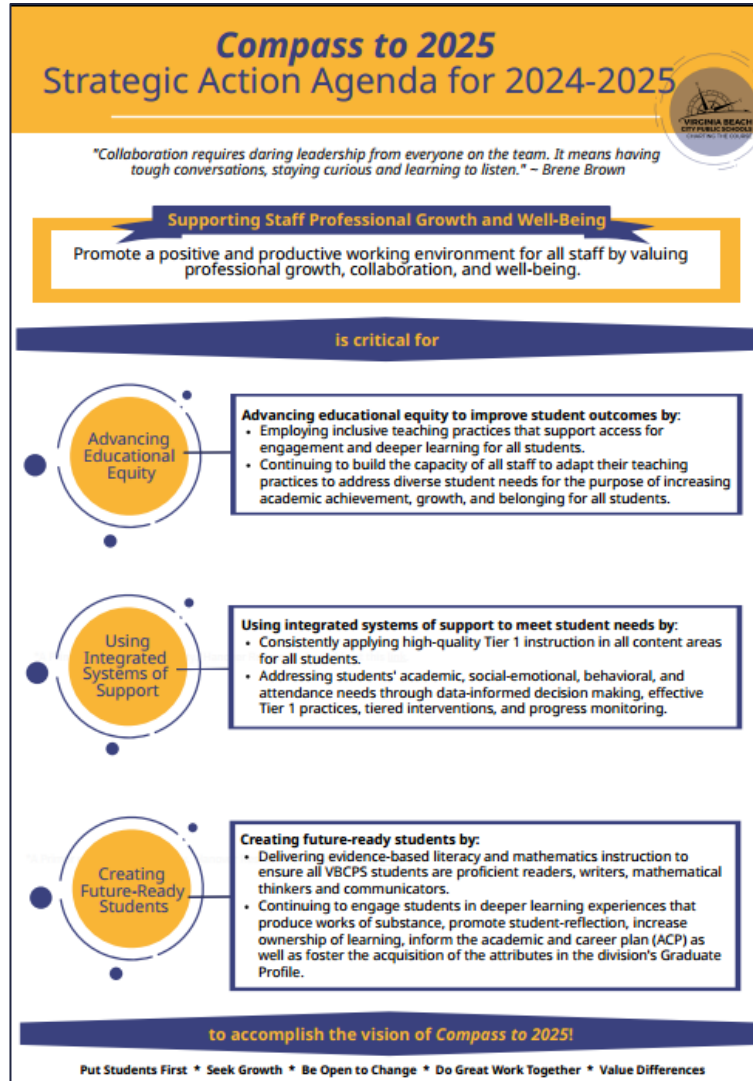
Essential Professional Learning

- Implementing the Virginia Literacy Act (VLA) and new standards
- Building Thinking Classrooms with a Focus on Implementing the 2023 Mathematics Standards of Learning



Strategic Action Agenda for 2024-2025

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Additional Supports

- Division Literacy Plan Implementation Roadmap
- Ongoing professional learning and resource sharing through Citywide and League Meetings
- Summer Leadership Conference (July 17 & 18)
- DTAL Conference (August 6)
- Assistant Principal Conference (August 7)



Compass to 2030 Update

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Overview of Ad Hoc Strategic Planning Committee Meetings

January
4

February
22

March
28

April
25

May
22

June 6

Introductions
Committee Charge
Overview





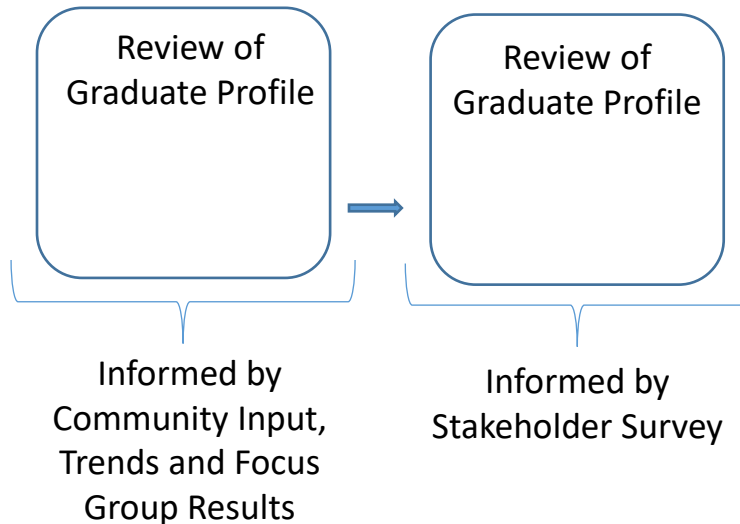
Compass to 2030 Update

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Overview of Ad Hoc Strategic Planning Committee Meetings



Introductions
Committee Charge
Overview



Summary of Graduate Profile Recommendations

- Broadening literacy to include financial & digital
- Emphasizing responsibility and accountability
- Include focus on wellness/mental health
- More specific connection to SEL competencies
- Design with students and families in mind
- Consider renaming it



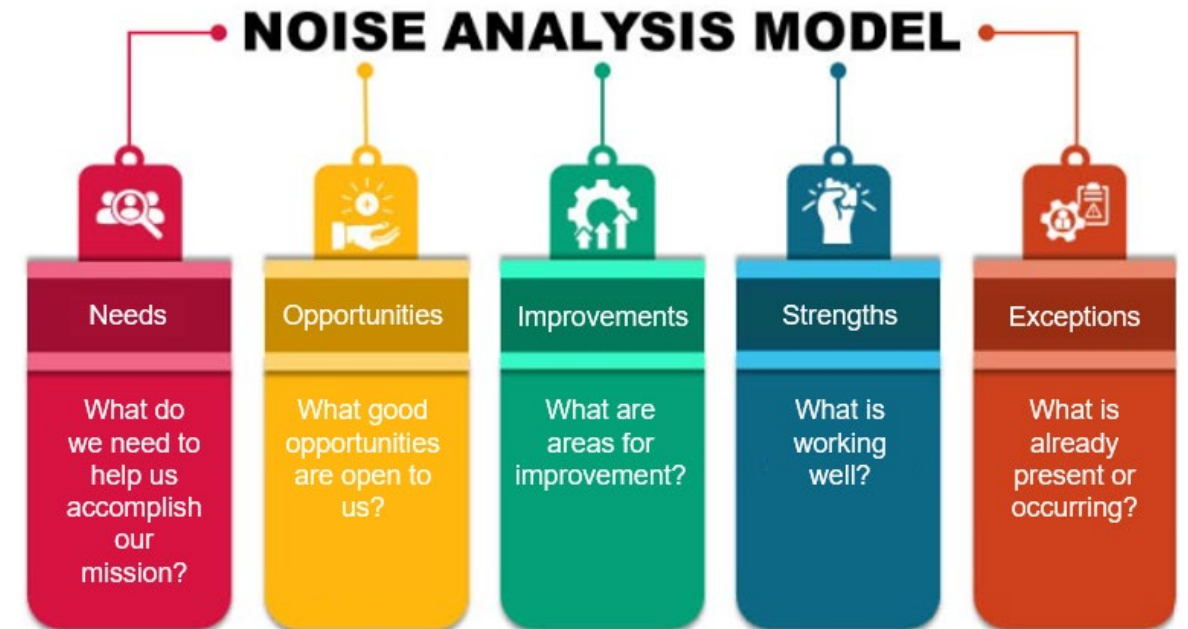
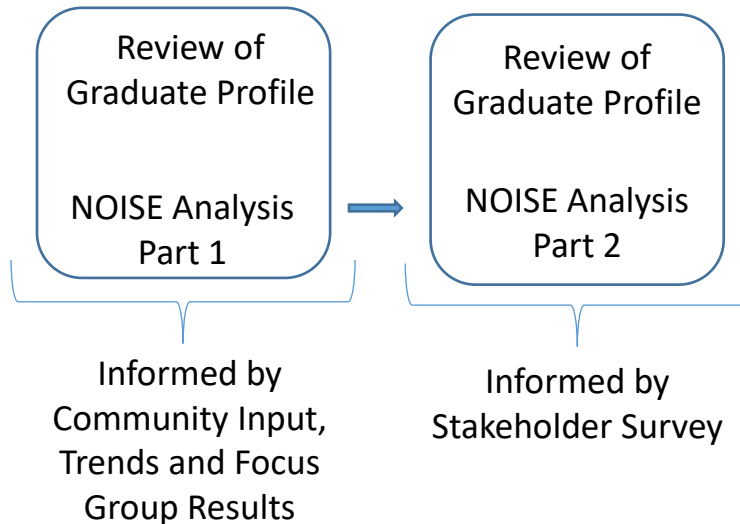
Compass to 2030 Update

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Overview of Ad Hoc Strategic Planning Committee Meetings



Introductions
Committee Charge
Overview





Compass to 2030 Update

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NOISE Analysis Summary

Strengths

- Educational programs
- Staff and leadership
- Community engagement and partnerships
- Technology and resources
- Safety and well-being
- Organizational excellence
- Multiple pathways/opportunities for students
- Student-centered/values whole child

Opportunities

- Increase family and community engagement/partnerships
- More mental health/well-being support
- Expanding programs (CTE, DLI, AVID)*
- Increasing teacher pipeline partnerships
- Project-based and cross-curricular learning experiences
- Student-directed learning/pathways
- Work-based learning experiences

Exceptions

- Community and regional engagement
- Teacher support and development
- Expanding educational opportunities for students (e.g., courses, programs)
- Real-world preparation
- Student and family engagement (includes transitions between school levels)
- Marketing and communication
- Language access
- Mental health and well-being
- Digital literacy and responsibility

Needs

- Staff recruitment, retention, & support
- More support for mental health & student behavior
- Funding (sources & pay increases)
- Continued focus on equity & inclusion
- More community partnerships
- Increased accountability
- Financial literacy & life skills

Improvements

- Messaging and outreach (e.g., accomplishments, opportunities)
- Equity and inclusion
- Student behavior and SEL skills
- Multiple pathways/choices for students
- Student ownership and accountability
- Support for teachers and teacher pay



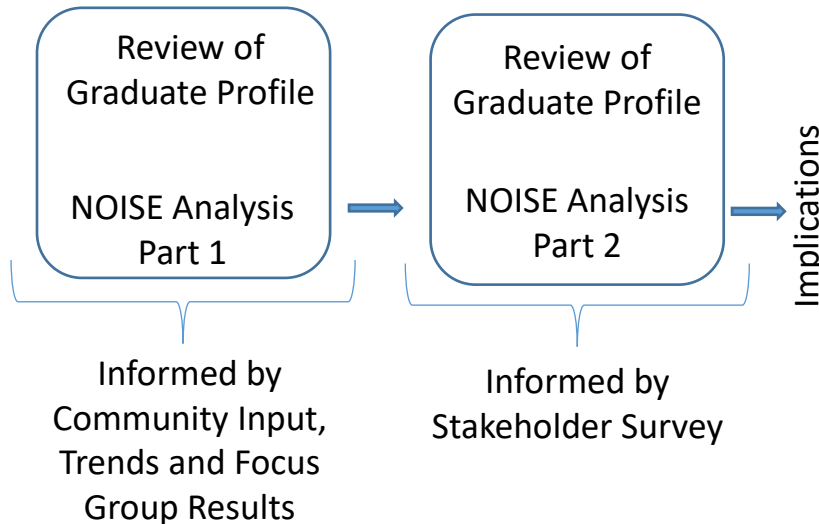
Compass to 2030 Update

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Overview of Ad Hoc Strategic Planning Committee Meetings



Introductions
Committee Charge
Overview



Summary of Implications (Next Framework should...)

- Support the graduate profile
- Increase access to specialized programs, classes, activities
- Include a focus on digital literacy
- Emphasize community engagement and connections
- Keep a focus on recruitment and retention



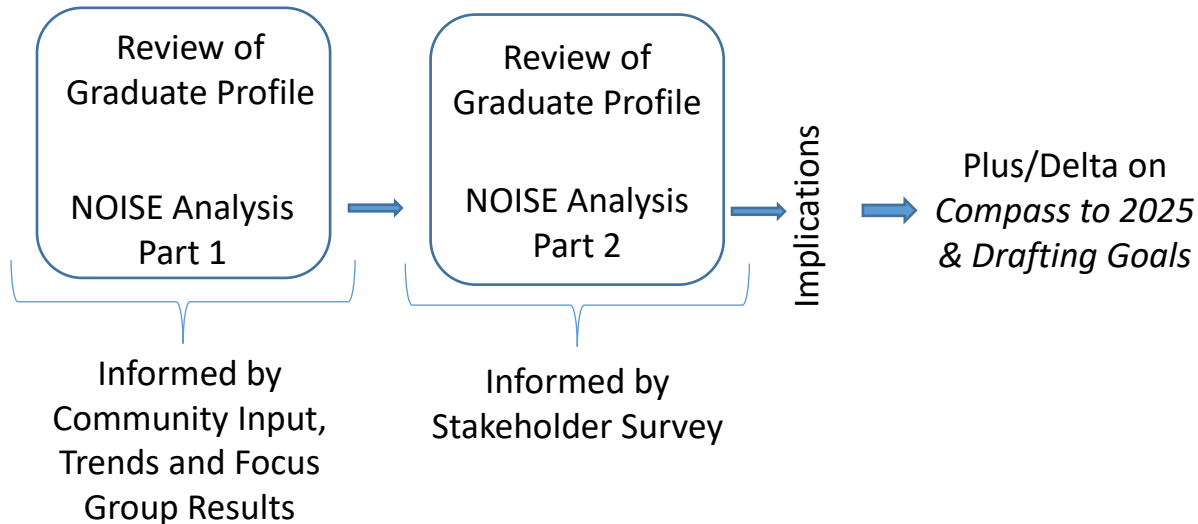
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Overview of Ad Hoc Strategic Planning Committee Meetings



Introductions
Committee Charge
Overview



Summary of Plus/Delta

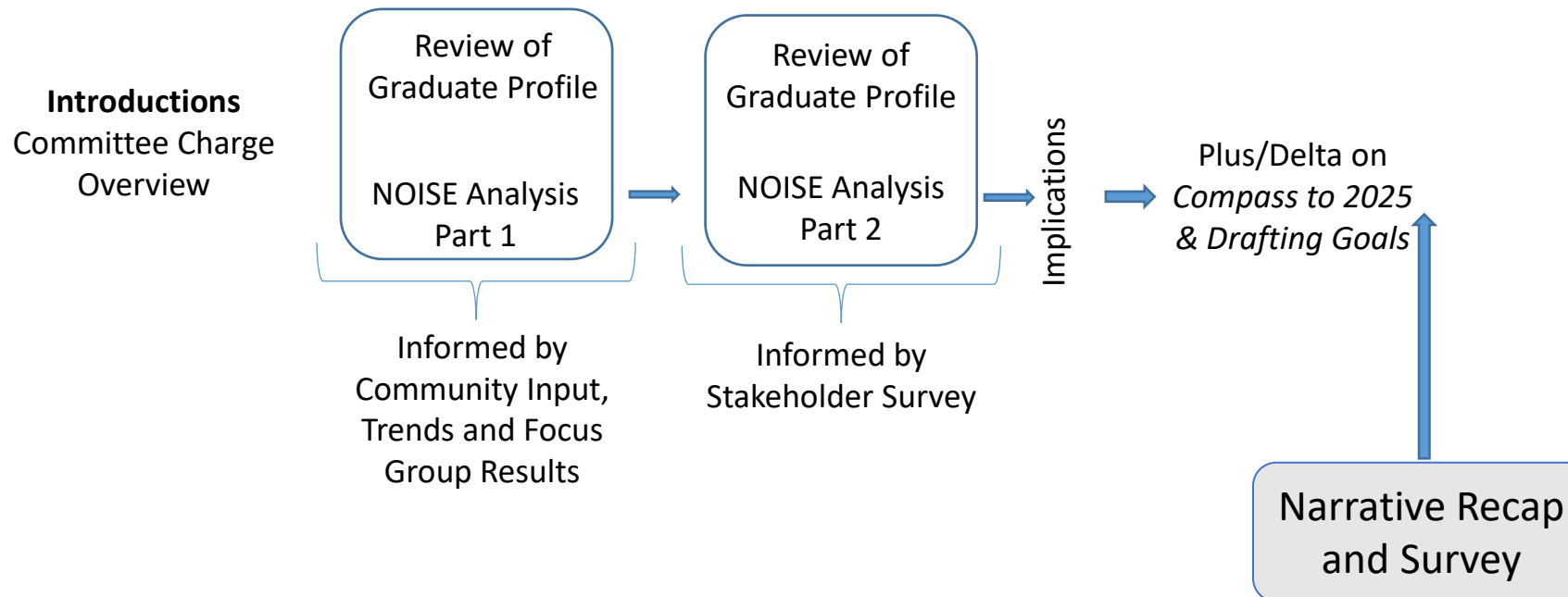
- Support for current goals
- Support for current structure
- Make equity emphases more tangible
- Streamline the framework
- Reduce education specific terminology



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Overview of Ad Hoc Strategic Planning Committee Meetings

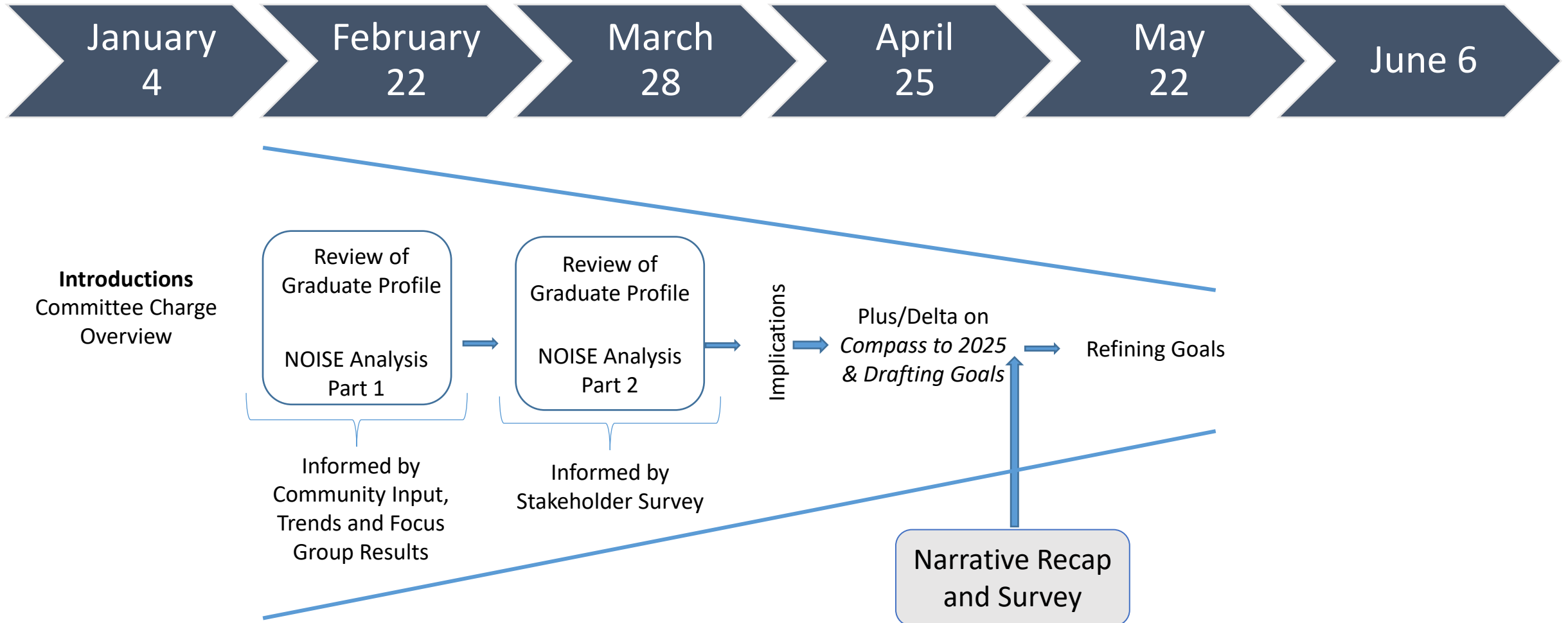




Compass to 2030 Update

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Overview of Ad Hoc Strategic Planning Committee Meetings





Compass to 2030 Update

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Proposed Strategic Framework Goals

Goal 1: Challenge and Support Each Student to Excel and Be Future Ready

Challenge and support each student to excel academically and gain the foundational skills outlined in the VBCPS Graduate Profile to successfully navigate future pathways.

Goal 2: Enhance Student Well-Being, Resilience, and Responsibility

Create a safe and inclusive learning environment that supports the physical and mental health of all students and strengthens the social-emotional skills they need to become balanced, resilient learners who are personally and socially responsible.

Goal 3: Value and Invest in Staff

Enhance and sustain a positive work culture and climate that values and invests in recruiting, supporting, and retaining a high-quality, diverse workforce exemplifying the division's core values.



Compass to 2030 Update

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Proposed Strategic Framework Goals

Goal 4: Partner with Families and the Community to Support Students

Cultivate mutually supportive partnerships among families, schools, and the community to support student achievement and well-being, enhance real-world learning, and broaden opportunities for career exploration and experience.

Goal 5: Advance Organizational Excellence

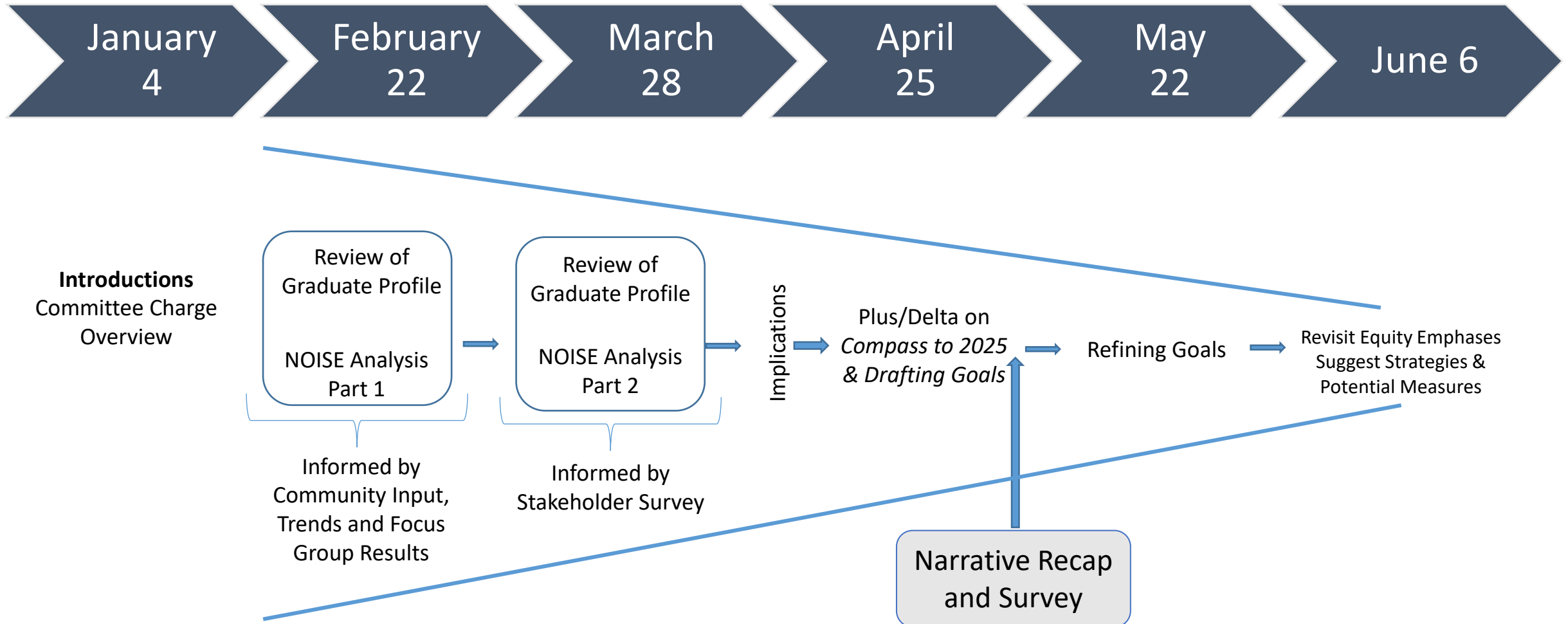
Pursue the effective, efficient, and equitable use of division resources, operations, and processes to best meet the needs of students and staff.



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Overview of Ad Hoc Strategic Planning Committee Meetings





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Proposed Goal	Equity Emphases - Themes
Goal 1: Challenge and Support Each Student to Excel and Be Future Ready	Engage in Inclusive practices that incorporate multiple perspectives, ensure access to and success in courses and programs that support students' future aspirations.
Goal 2: Enhance Student Well-Being, Resilience, and Responsibility	Strengthen students' sense of belonging through increased access to mentors, extracurricular activities, and leadership opportunities.
Goal 3: Value and Invest in Staff	Prioritize the recruitment and retention of a high-quality workforce reflective of our student demographics and ensure teachers have the skills needed to support a diverse range of learners.
Goal 4: Partner with Families and the Community to Support Students	Identify and address any barriers that may exist for parental and community involvement including but not limited to language barriers.
Goal 5: Advance Organizational Excellence	Collaborate with community and business partners to leverage resources, support opportunities, and provide comprehensive wraparound services.



Compass to 2030 Update

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Suggested Strategies

- Embed future-ready, transferrable life skills into the curriculum
- Emphasize the arts
- Implement evidence-based instruction
- Address digital literacy including the use of AI
- Support multiple pathways for students (3 or 4 Es)
- Provide explicit instruction in self-management and responsibility
- Campaign to reduce social media usage among adolescents
- Fund college coursework for provisional teachers
- Develop strong community and corporate partnerships (local and regional)
- Hire staff to support work-based learning and postsecondary pathways



Compass to 2030 Update

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Suggested Metrics - Themes

• Support for existing metrics

- SOL proficiency
- Reading on grade level
- Advanced coursework
- CCCRI
- On-Time Graduation (OTG) rate
- Participation in community service and extracurricular clubs/activities
- Attendance
- Staff/teacher retention rate
- Salary comparisons
- SEL competencies
- Demographics of staff and students
- Family awareness and participation in events, programs and activities

• Support for additional metrics

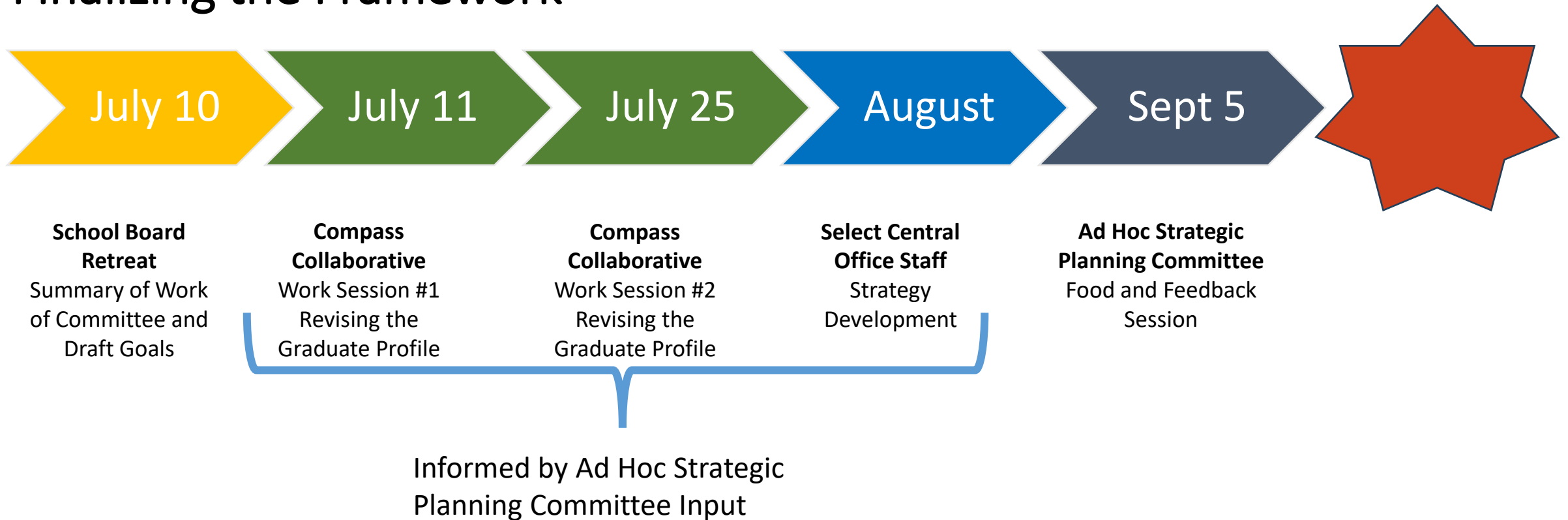
- Students' post-secondary plans
- Additional math metric
- Preparation for advanced coursework
- CCCRI – individual components
- Diploma seals
- Measures from the special education performance report
- Usage data for mental health resources
- Perception data examining cell phone impact on student outcomes (e.g., academics, mental health etc.)



Compass to 2030 Update

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Finalizing the Framework





Compass to 2030 Update

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Questions

Warm/Cool Feedback



WARM

What did you like about what you have heard or seen as it relates to the next strategic framework?



COOL

What suggestions do you have for strengthening the next strategic framework?



Budget Development and Priorities

School Board Retreat

July 10, 2024

Office of Budget Development

Proposed Budget Calendar for FY 2025/26

Date	Description
September 10	The Budget Calendar is presented to the School Board for Information
September 24	The Budget Calendar is presented to the School Board for Action
October – December	Budget requests are submitted by senior staff and budget managers to the Office of Budget Development
November (TBD by City)	The Five-Year Forecast is presented to the School Board and the City Council
December 10	A public hearing is held to solicit stakeholder input for consideration in the development of the Superintendent's Estimate of Needs document (no document available at this time)
December (3rd week)	State revenue estimates are released by the Virginia Department of Education
January 2 - 10	Budget requests are reviewed, refined, and summarized by the Office of Budget Development
January	The recommended School Operating Budget and Capital Improvement Program are presented to the Superintendent
January 28	Provide an update to the School Board on the Governor's Budget

Proposed Budget Calendar for FY 2025/26

Date	Description
February 4	The Superintendent's Estimate of Needs and the Capital Improvement Program are presented to the School Board
February 11	School Board Budget Workshop #1 is held - Time TBD
February 11	A public hearing is held to solicit stakeholder input and offer the community an opportunity to be involved in the budget development process
February 18	School Board Budget Workshop #2 is held - Time TBD
February 25	Budget Workshop #3 - Time TBD
March 4	The School Board Proposed Operating budget and the Capital Improvement Program are adopted by the School Board
April (TBD by City)	The School Board Proposed Operating Budget and the Capital Improvement Program are presented to the City Council (Sec. 15.1-2508)
No Later Than May 15	The School Operating Budget and the Capital Improvement Program budget are approved by the City Council (Sec. 22.1-93; 22.1-94; 22.1-115)

Future Budget Items to Consider

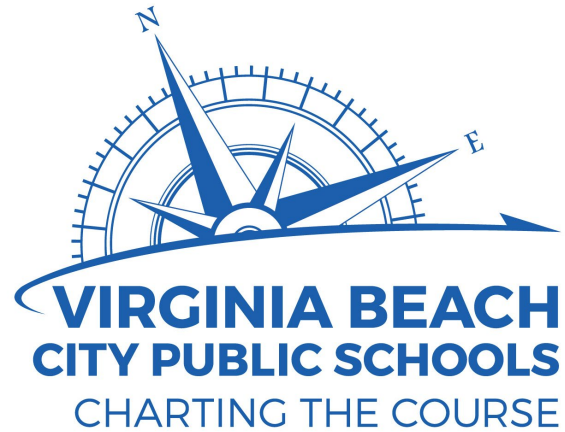
- Revisit the Revenue Sharing Formula
- Equalize the Unified Scale
- Continue to remain competitive with regards to compensation
- Explore strategies to lower the cost of health care
- Remain open to new revenue sources in support of the Capital Improvement Program
- Increase the budget for debt service

School Board Budget Priorities

- What are your priorities?
 - Enhance compensation
 - Increase educational allowances
 - Provide supports for students with greater needs
 - Improve CIP funding
- How can we improve the budget process for the School Board?

Questions/Discussion





2024-2025 Elementary Report Card Update

School Board Retreat

June 10, 2024

**Department of School Leadership and
Department of Teaching and Learning**

March 26, 2024 School Board Meeting

- 2024 English Standards of Learning
- 2023 Mathematics Standards of Learning
- New curricular materials update
- Course guides update
- Gradebook update (Student Information System)
- Elementary report card update

2023 Mathematics SOL Revisions

- Fully implemented during the 2024-2025 school year

**Mathematics
Standards of
Learning
for
Virginia
Public
Schools**

August 2023



Board of Education
Commonwealth of Virginia

24-25 Elementary Report Card - Math

- Maintained the current structure
- Updated Standards of Learning (SOLs)

2023-2024

	MARKING PERIOD			
MATHEMATICS Teacher:	1st	2nd	3rd	4th
Understands the ways of representing whole numbers and rational numbers and the relationships that exist among these numbers and number systems				
Understands the meanings of addition, subtraction, multiplication, and division and computes using whole numbers and rational numbers				
Understands measurable attributes of objects and events, units of measure, and systems of measurement and applies appropriate techniques and tools to determine measurements				
Analyzes characteristics and properties of plane geometric shapes				
Creates questions and constructs answers by collecting, organizing, and displaying data				
Understands and applies basic concepts of probability				
Understands a variety of patterns				
Understands, represents and analyzes mathematical situations and structures using algebraic symbols				

2024-2025

	MARKING PERIOD			
MATHEMATICS Teacher:	1st	2nd	3rd	4th
Use place value understanding to read, write, and determine the place and value of each digit in a whole number, up to six digits, with and without models				
Demonstrate an understanding of the base 10 system to compare and order whole numbers up to 9,999				
Use mathematical reasoning and justification to represent and compare fractions, including those in context				
Solve problems, including those in context, that involve counting, comparing, <u>representing</u> and making change for money amounts up to \$5.00				
Estimate, represent, <u>solve</u> and justify solutions to single-step and multistep problems, including those in context, using addition and subtraction with whole numbers where addends and minuends do not exceed 1,000				
Recall with automaticity multiplication and division facts through 10×10 ; and represent, solve, and justify solutions to single-step contextual problems using multiplication and division with whole numbers				
Reason mathematically using standard units with appropriate tools to estimate and measure objects by length, weight/mass, and liquid volume to the nearest half or whole unit				
Use multiple representations to estimate and solve problems, including those in context, involving area and perimeter				
Demonstrate an understanding of the concept of time to the nearest minute and solve single-step contextual problems involving elapsed time in one-hour increments within a 12-hour period				
Identify, describe, classify, compare, <u>combine</u> and subdivide polygons				

Draft 2024 English Standards of Learning

- Fully implemented during the 2024-2025 school year

**English
Standards
of
Learning
for
Virginia Public
Schools**

January 2024



Board of Education
Commonwealth of Virginia

24-25 Report Card - English Language Arts (ELA)

- Adjusted structure
- Reduced number of gradebooks
- Streamlined format for consistency with other subjects

2023-2024

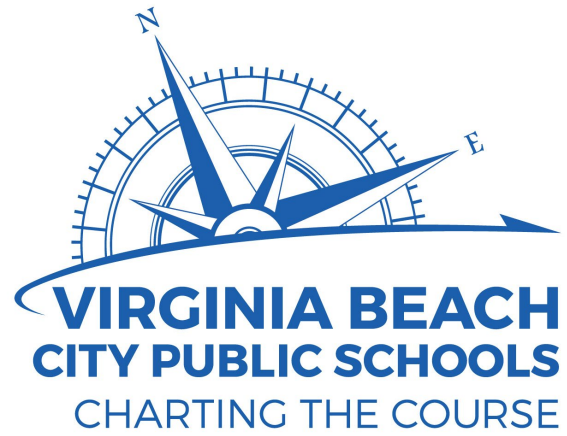
	MARKING PERIOD			
COMMUNICATION AND MULTIMODAL LITERACIES Teacher:	1st	2nd	3rd	4th
Uses effective communication skills				
Gives oral presentations				
READING Teacher:	1st	2nd	3rd	4th
Expands vocabulary when reading				
Reads and demonstrates comprehension of fictional texts, literary nonfiction and poetry				
Reads and demonstrates comprehension of nonfiction texts				
WRITING AND RESEARCH Teacher:	1st	2nd	3rd	4th
Writes in a variety of forms				
Edits writing for capitalization, punctuation, spelling and Standard English				
Demonstrates comprehension of information resources to complete a research product				

2024-2025

	MARKING PERIOD			
ENGLISH LANGUAGE ARTS Teacher:	1st	2nd	3rd	4th
Applies phonetic principles to read and spell words				
Builds vocabulary and word analysis skills				
Uses textual evidence to demonstrate comprehension of a variety of grade level literary texts				
Uses textual evidence to demonstrate comprehension of a variety of grade level informational texts				
Prints legibly in manuscript and cursive and accurately spells grade level words				
Writes in a variety of forms				
Uses conventions of Standard English when speaking and writing				
Develops effective oral communication and collaboration skills				
Conducts research to answer questions or solve problems				

Report Card Improvements and Next Steps

- Alignment
- Clarity
- Consistency
- Navigation



Questions



Instructional Evaluation Instrument: Cultural Competency

School Board Retreat

July 10, 2024

Office for Diversity, Equity and Inclusion

Compass to 2025 Strategic Action Agenda for 2024-2025



"Collaboration requires daring leadership from everyone on the team. It means having tough conversations, staying curious and learning to listen." ~ Brené Brown

Supporting Staff Professional Growth and Well-Being

Promote a positive and productive working environment for all staff by valuing professional growth, collaboration, and well-being.

is critical for

Advancing
Educational
Equity

Advancing educational equity to improve student outcomes by:

- Employing inclusive teaching practices that support access for engagement and deeper learning for all students.
- Continuing to build the capacity of all staff to adapt their teaching practices to address diverse student needs for the purpose of increasing academic achievement, growth, and belonging for all students.

Using
Integrated
Systems of
Support

Using integrated systems of support to meet student needs by:

- Consistently applying high-quality Tier 1 instruction in all content areas for all students.
- Addressing students' academic, social-emotional, behavioral, and attendance issues through data-informed decision making, tiered intervention, and progress monitoring.

Creating
Future-Ready
Students

Creating future-ready students by:

- Delivering evidence-based literacy and mathematics instruction to ensure all VBCPS students are proficient readers, writers, mathematical thinkers and communicators.
- Continuing to engage students in deeper learning experiences that produce works of substance, promote student-reflection, increase ownership of learning, inform the academic and career plan (ACP) as well as foster the acquisition of the attributes in the division's Graduate Profile.

to accomplish the vision of *Compass to 2025*

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

Evaluation Standards

- Professional Knowledge
- Instructional Planning
- Instructional Delivery
- Assessment of/for Student Learning
- Learning Environment
- Culturally Responsive Teaching and Equitable Practices
- Professionalism
- Student Academic Progress

In 2021, Virginia policymakers established new requirements to support culturally competent educators in the Commonwealth. The Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools (Guidance) was developed in response to House Bill 1904 and Senate Bill 1196, enacted by the Virginia General Assembly, which establish the following new requirements:

- Evaluations shall include an evaluation of cultural competency;
- Every person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency;
- Every person seeking initial licensure or renewal of a license with an endorsement in history and social sciences shall complete instruction in African American history, as prescribed by the Board; and
- Each school board shall adopt and implement policies that require each teacher and any other school board employee holding a license issued by the Board to complete cultural competency training, in accordance with guidance issued by the Board, at least every two years.



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

Teacher Evaluation Rubric

Standard 6: Culturally Responsive Teaching and Equitable Practices

The teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and achievement for all students.

<u>Standard 6 Competencies</u>	Highly Effective <i>In addition to meeting the requirements for Effective.</i> The teacher demonstrates and promotes respect for differences and cultivates relationships anchored in affirmation and mutual respect; and utilizes data informed strategies to support academic achievement for all students.	Effective <i>Effective is the expected level of performance.</i> The teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and achievement for all students.	Approaching Effective The teacher is inconsistent in demonstrating high expectations for all students and/or is inconsistent in providing instruction and classroom strategies that result in inclusive learning environments and student engagement practices.	Ineffective The teacher fails to demonstrate a commitment to equity and/or fails to adapt instructional and classroom strategies in a way that results in culturally inclusive and responsive learning environments and academic achievement for all students.
	1. Establishes meaningful relationships with all students and encourages appropriate student to student relationships.	<ul style="list-style-type: none"> Utilizes structures and/or strategies that promote inclusivity and build classroom communities (e.g., morning meetings/check-ins, closing circle, culturally responsive CRP/SEL stockpile, etc.) and serves as a role model for others. 	<ul style="list-style-type: none"> Collaborative structures are strategically selected to engage students in student-to-student interactions. 	<ul style="list-style-type: none"> Inconsistently utilizes structures and/or strategies that promote inclusivity.
	2. Connects classroom curriculum and instruction to cultural examples, experiences, backgrounds, and traditions of a diverse student population.	<ul style="list-style-type: none"> Selects and utilizes culturally diverse instructional resources to build students' cultural awareness and connect content to the students' own cultural experiences. 	<ul style="list-style-type: none"> Selects and utilizes resources that are culturally diverse and respectful of student differences. 	<ul style="list-style-type: none"> Inconsistently selects and utilizes resources that are culturally diverse and respectful of student differences.
	3. Utilizes a variety of data to identify and respond to diverse student needs.	<ul style="list-style-type: none"> Disaggregates and utilizes multiple data sources and takes the initiative to identify and implement effective school and classroom supports and interventions to meet the needs of all student reporting groups. 	<ul style="list-style-type: none"> Disaggregates and utilizes multiple data sources such as academic performance, attendance, and discipline to identify appropriate classroom instructional responses to implement for the success of all student reporting groups. 	<ul style="list-style-type: none"> Inconsistently disaggregates and utilizes data sources to identify appropriate supports/interventions for student reporting groups.

<u>Standard 6 Competencies</u>	Highly Effective <i>In addition to meeting the requirements for Effective.</i> The teacher demonstrates and promotes respect for differences and cultivates relationships anchored in affirmation and mutual respect; and utilizes data informed strategies to support academic achievement for all students.	Effective <i>Effective is the expected level of performance.</i> The teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and achievement for all students.
1. Establishes meaningful relationships with all students and encourages appropriate student to student relationships.	<ul style="list-style-type: none"> Utilizes structures and/or strategies that promote inclusivity and build classroom communities (e.g., morning meetings/check-ins, closing circle, culturally responsive CRP/SEL stockpile, etc.) and serves as a role model for others. 	<ul style="list-style-type: none"> Collaborative structures are strategically selected to engage students in student-to-student interactions.
2. Connects classroom curriculum and instruction to cultural examples, experiences, backgrounds, and traditions of a diverse student population.	<ul style="list-style-type: none"> Selects and utilizes culturally diverse instructional resources to build students' cultural awareness and connect content to the students' own cultural experiences. 	<ul style="list-style-type: none"> Selects and utilizes resources that are culturally diverse and respectful of student differences.
3. Utilizes a variety of data to identify and respond to diverse student needs.	<ul style="list-style-type: none"> Disaggregates and utilizes multiple data sources and takes the initiative to identify and implement effective school and classroom supports and interventions to meet the needs of all student reporting groups. 	<ul style="list-style-type: none"> Disaggregates and utilizes multiple data sources such as academic performance, attendance, and discipline to identify appropriate classroom instructional responses to implement for the success of all student reporting groups.

Domain I: Self Reflection

Educators acknowledge and continually examine personal lived experiences, the influence of dimensions of diversity on them and how that influence manifests itself in their own experiences.

Domain II: Pedagogy and Practice

Educators recognize the relevance of culture and adapt professional practices to meet the needs of students from all backgrounds.

Domain III: Learning Environments

Educators foster inclusive excellence that impacts all learning environments. Therefore, to achieve this, culturally competent educators analyze policies, procedures, and programs that prevent or limit access and opportunity for students and staff and align resources to increase achievement for all, without lowering standards for any student.

Domain IV: Community Engagement

Educators have participatory, collaborative partnerships with internal and external stakeholders and are advocates for equitable access and opportunities for all.

ESSENTIAL: Cultural Competency Training

*Select the course that meets your learning preference.
Only one option is required.*

Introduction to Cultural Competency (1 point)

Exploration of Cultural Competency (1.5 points)

Application of Cultural Competency (10 points)

Introduction to Cultural Competency (1 point, 60 min)

Select the format that meets your learning preference

Cultural Competency - An Introduction to the
Four Domains (Canvas)

To be completed online by Jan. 28

Cultural Competency - An Introduction to the
Four Domains (Face-to-Face)

Sessions are offered at Plaza Annex on
June 20, July 11, Oct. 7, **or** Nov. 1

Exploration of Cultural Competency (1.5 points, 90 min.)

Select the course that meets your learning preference

Cultural Competency - Spotlight on **Domain 2**
Pedagogy and Practice (Face-to-Face)

Cultural Competency - Spotlight on **Domain 3**
Learning Environments (Face-to-Face)

Cultural Competency - Spotlight on **Domain 4**
Community Engagement (Face-to-Face)

These sessions are offered at Plaza Annex on
June 25, July 11, Aug. 20, **or** Nov. 5

Application of Cultural Competency (10 points)
Select the format that meets your learning preference.

Cultural Competency - Culturally Responsive Teaching and the Brain Book Study (Canvas)

To be completed online by Jan. 28

Cultural Competency - Culturally Responsive Teaching and the Brain Book Study (Face-to-Face)

Participants will attend four sessions throughout the first semester.
Sessions occur at Plaza Annex on Oct. 15, Nov. 12, Dec. 10, **and** Jan. 14

Questions?

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 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.