



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohensiel
District 3
Matt W. Cummings
District 7
Dr. Alveta J. Green
District 4

Michael Callan
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Rose M. Dwyer
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Kimberly A. Melnyk
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David Culpepper
District 8
Sharon R. Felton
At-Large
Melinda J. Rogers
District 5

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

School Board Regular Meeting Proposed Agenda
Tuesday, May 27, 2025

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

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

Attendee link: <https://us02web.zoom.us/join/4rFrGCBQuuGzWR1hxS6WA> Call-in (301) 715-8592 ID 872 9981 6808

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws [1-47](#) and [1-48](#). Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBPCPSboard.com or by request to the Clerk of the School Board at (757) 263-1016. Requests for accommodations should be discussed with the Clerk of the Board by 9:00 a.m. on May 23, 2025.

1. **Administrative, Informal, and Workshop (School Administration Building #6 – School Board Room)..... 4:30 p.m.**
 - A. School Board Administrative Matters and Reports **Added 05/23/2025**
 - B. Strategic School Support Update: Finishing Strong
2. **Closed Session (as needed)**
3. **School Board Recess..... 5:30 p.m.**
4. **Formal Meeting (School Administration Building #6 – School Board Room) 6:00 p.m.**
5. **Call to Order and Roll Call**
6. **Moment of Silence followed by the Pledge of Allegiance**
7. **Student, Employee and Public Awards and Recognition**
 - A. Virginia Music Educators Association – All-State Band, All-State Chorus, All State Orchestra, Senior Honors Choir; American Choral Directors Association National Honors Choir
 - B. Program of Honor: Honor Band and Honor Orchestra awards
 - C. Blue Ribbon Schools – Music
 - D. Percussion Ensemble, Virginia Music Educators Association Conference Performance
 - E. Participation in Pearl Harbor Memorial Parade and Ceremony
 - F. Virginia Marching Band Cooperative Champions
 - G. Best Communities for Music Education – Virginia Beach City Public Schools (VBPCPS)
8. **Adoption of the Agenda**
9. **Superintendent's Report (second monthly meeting) and recognitions (first and second monthly meetings)**
10. **Approval of Meeting Minutes**
 - A. May 6, 2025 Special School Board Meeting
 - B. May 13, 2025 Regular School Board Meeting **Added 05/26/2025**



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

The School Board will hear public comments at the May 27, 2025 School Board Meeting. Citizens may sign up to speak by completing the [online form here](#) or contacting the School Board Clerk at 263-1016 and shall be allocated three (3) minutes each. Sign up for public speakers will close at noon on May 27, 2025. Speakers will be provided with further information concerning how they will be called to speak. In person speakers should be in the parking lot of the School Administration Building #6, 2512 George Mason Drive, Virginia Beach, Virginia 23456 by 5:45 p.m. May 27, 2025. Speakers signed up to address the School Board through Zoom or by telephone should be signed into the School Board Meeting by 5:45 p.m. All public comments shall meet School Board Bylaws, [1-47](#) and [1-48](#) requirements for Public Comment and Decorum and Order.

12. Information

- A. Interim Financial Statements – March and April 2025
- B. Citizens' Advisory Committee Appointment Recommendations
- C. Salary Resolution Regarding FY 2025-26

13. Return to public comments if needed

14. Consent Agenda

- A. Policy Review Committee (PRC) Recommendations:
 - 1. Policy 3-8/Small, Women-owned, Service Disable Veterans and Minority-Owned Business Participation in School Division Procurements
 - 2. Policy 3-32/Emergency/Small/ Sole Source Purchases
 - 3. Policy 5-10/Admissions Requirements
 - 4. Policy 6-73/Testing and Assessment
- B. College Park Elementary School RTU Repairs
- C. Bayside Middle School Foundation Repair, Phase II
- D. Kempsville Middle School Foundation Repair, Phase I
- E. Salem High School HVAC Replacement
- F. Division Literacy Plan
- G. Federal Grant Applications

15. Action

- A. Personnel Report / Administrative Appointments Updated 05/30/2025
- B. Strategic Framework:
 - 1. Changes to *Compass to 2025*
 - 2. Changes to *Compass to 2030*
- C. Tri-Campus Planning
- D. FY 2025-2026 Amended Budget Resolutions
 - 1. Operating Budget FY 2025-2026 Resolution
 - 2. Capital Improvement Program FY 2025-26 through FY 2030-31 Resolution Added 05/23/2025; additional documentation added 05/27/2025
 - 3. FY 2024-2025 Bonus Resolution
- E. Salary Resolution FY 2025-2026
- F. Budget Transfers
- G. Policy Review Committee (PRC) Recommendations:
 - 1. Policy 5-4/Educational Equity

16. Committee, Organization or Board Reports

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

18. Adjournment



Subject: School Board Draft Retreat Agenda **Item Number:** 1A

Section: Administrative, Informal, and Workshop **Date:** May 27, 2025

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Kathleen J. Brown, School Chair

Recommendation:

That the School Board reviews the draft agenda for the upcoming School Board Retreat scheduled for July 8-9, 2025.

Background Summary:

N/A

Source:

Bylaw 1-38

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



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School Board Retreat/Abridged Meeting Proposed Agenda

Tuesday, July 8, and Wednesday, July 9, 2025

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 8, 2025 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 8, 2025

Time	Activity	Lead(s)
12:00 p.m. – 12:30 p.m.	LUNCH/FOOD TRUCK	Rachel Amato <i>Director, Food Services</i>
12:30 p.m. – 1:30 p.m.	Student Achievement Results	Lisa A. Banicky, Ph.D. <i>Executive Director of Planning, Innovation and Accountability</i>
1:30 p.m. – 2:30 p.m.	Instructional Technology Update: Artificial Intelligence (AI) and Chromebook Usage	David Din <i>Chief Information Officer</i> Dr. Danielle Colucci <i>Chief Academic Officer</i>
2:30 p.m. – 3:00 p.m.	Building Usage and Redistricting	Melissa Ingram <i>Executive Director, Facilities Services</i>
3:00 p.m. – 3:30 p.m.	Jericho Road: Plan for Disposal	Carolyn Weems, Dr. Alveta Green <i>School Board Members</i>
3:30 p.m.- 3:45 p.m.	Review of FERPA and Discipline Committee Best Practices	Kamala Lannetti <i>School Board Attorney</i> Leeane Turnbull <i>Director, Office of Student Leadership</i>
3:45 p.m. – 4:00 p.m.	Closing Thoughts	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Kathleen Brown <i>School Board Chair</i>
4:00 p.m. – 4:30 p.m.	Break Prepare for Abridged School Board Meeting	
4:30 p.m.	Abridged School Board Meeting	



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School Board Retreat/Abridged Meeting Proposed Agenda **Tuesday, July 8, and Wednesday, July 9, 2025** 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 VBTV Channel 47, as well as through Zoom through the link below, for viewing by the public.

The School Board Abridged Meeting on July 8, 2025 at 4:30 pm will be streamed live on schoolboard.vbschools.com/meetings/live, broadcast on VBTV 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 9, 2025

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> Kathleen Brown <i>School Board Chair</i>
9:15 a.m. – 10:15 a.m.	Gifted Education Plan Update	Crystal Wilkerson <i>Director, K12</i>
10:15 a.m. – 11:00 a.m.	Compass to 2030 – A Closer Look	Lisa Banicky, Ed.D. <i>Executive Director, Planning, Innovation and Accountability</i>
11:00 a.m. – 12:00 p.m.	CIP Update	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Jack Freeman <i>Chief Operations Officer</i>
12:00 p.m. – 12:45 p.m.	LUNCH	
12:45 p.m. – 3:30 p.m.	Budget Process 1. Reconciliation 2. Plan for Board Input 3. Pay Scale Options 4. Next Steps	Crystal Pate <i>Chief Financial Officer</i> Darnita Trotman, Ed.D. <i>Chief Human Officer</i>
3:30 p.m. – 4:00 p.m.	Retreat Summary and Next Steps	Donald E. Robertson Jr., Ph.D. <i>Superintendent</i> Kathleen Brown <i>School Board Chair</i>



Subject: Strategic School Support Update – Finishing Strong **Item Number:** 1B

Section: Workshop **Date:** May 27, 2025

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: Matthew D. Delaney, Chief Schools Officer

Presenter(s): Matthew D. Delaney, Chief Schools Officer

Recommendation:

That the School Board receive an overview of key components of the school support process, how we respond to student needs, considerations to the school support process for the current school year and finish with the action steps taken to close out the school year. The school support process is a collaborative problem-solving approach that brings leaders from school leadership, curriculum, testing, student support services and special education offices to the table with our school leaders to ensure a comprehensive review of progress and needs are regularly analyzed to respond.

Background Summary:

The school support process is a collective effort between central support staff, building leadership teams and teachers that contributes to providing positive student outcomes. All schools have regularly scheduled school support meetings during the year with the department of school leadership and the department of teaching and learning. We last reviewed the school support process with the School Board in 2023 so an update for the new members will be beneficial.

Source:

N/A

Budget Impact:

N/A

Next Steps:

As this is a Workshop item, no next steps are required.

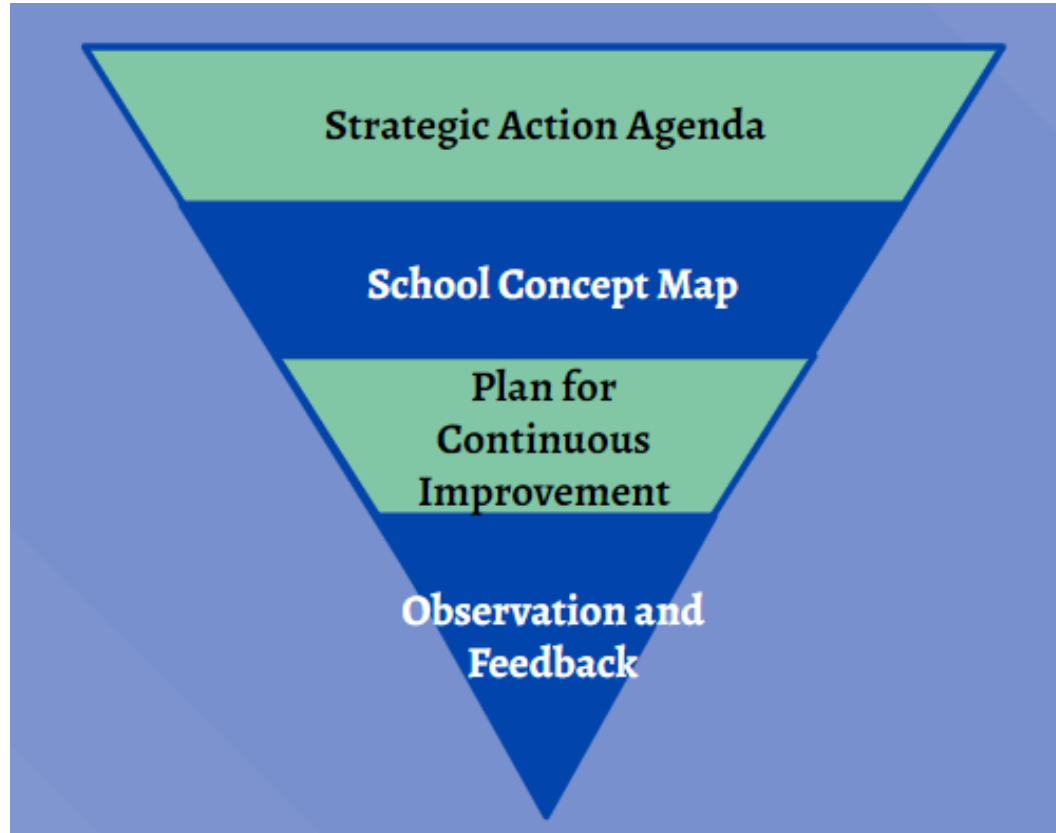


Strategic School Support: Finishing Strong

School Board Workshop
May 27, 2025

Department of School Leadership and
Department of Teaching and Learning

DOSL - DTAL From Division to School Level



DOSL - DTAL From Division to School Level

2024-25 VBCPS Plan for Continuous Improvement (PCI)

Middle School

School: School Year(s):	Date of Plan/Update:
Compass to 2025: Student-Centered For Student Success	
1. Educational Excellence (<i>literacy, core knowledge, and transferable life skills</i>) 2. Student Well-Being (<i>physical, mental health of all students, resilient learners who are personally and socially responsible</i>) 3. Student Ownership of Learning (<i>student agency</i>) 4. An Exemplary, Diversified Workforce (<i>fosters a climate that values and invests in a high-quality, diversified workforce</i>) 5. Mutually Supportive Partnerships (<i>family, school, the division, businesses, military, faith-based, civic and city agencies that support student well-being</i>) 6. Organizational Effectiveness & Efficiency (<i>division resources, operations, and processes to support the division's strategic goals</i>)	
School Mission & Vision (Hyperlink concept map to the words School Mission & Vision above.)	

Plan for Continuous Improvement (PCI)

- Goal
- Data justification
- Action steps
- Monitoring

What outcomes (SMART Goals) do we want for our students? (Specific, Measurable, Attainable, Results-based, and Time-bound)	
Literacy Goal: (meet or exceed accreditation standard)	
Numeracy Goal: (meet or exceed accreditation standard)	
Future Ready/SEL Goal:	

VBCPS: School Support Process

Collaborative Problem-Solving Approach

- Central Support
- School Administrative Team
- Teacher Leaders

Comprehensive Data Analysis

- SOL Score
- VALLSS and NWEA MAP
- Local Assessment Data
- Navigational Markers

Identify Supports



VBCPS School Support Process

- Universal - 68 schools/centers
- Targeted - 10 schools
- Intensive - 8 schools



Additional School Support Considerations



School Performance and Support Framework

Developed Plans with Targeted Support Improvement
Schools

Focus on the 3 E's Framework (Enroll/Enlist/Employ)

- Increase AP and Dual Enrollment Opportunities
- Increase ASVAB Participation
- Create Meaningful Work-Based Learning Experiences

Virginia Literacy Act Implementation

- Implementation of Student Reading Plans
- Support Completion of Evidence Based Literacy Instruction Modules
- Provide Ongoing Professional Development

**VIRGINIA
LITERACY ACT**

Curriculum Support

- Enhance Teacher Clarity of New Standards
- Support Delivery of Instruction Through Coaching
- Provide Ongoing Professional Development



Strategic School Support: Finishing Strong

- Analyze mid-year performance data
- Identify targeted areas for enrichment and improvement
- Differentiate support strategies and resources
- Implement remediation plans and expedited retesting
- Optimize the impact of All In Tutoring
- Deploy central office support staff and reassign school-based coaches

Questions



DRAFT COPY SUBJECT TO CHANGE



Subject: School Board Recognitions **Item Number:** 7A-G

Section: Student, Employee and Public Awards and Recognition **Date:** May 27, 2025

Senior Staff: Nicole Livas, Chief Communications and Community Engagement Officer

Prepared by: David Schleck, Public Relations Coordinator

Presenter(s): Carolyn D. Weems, Vice Chair

Recommendation:

That the School Board recognize the outstanding accomplishments of those receiving the May 27, 2025, School Board recognitions. These designated achievements should not be taken lightly as they fall within a listing of criteria that require achievements including a national or state-level win in a competition, event, or achievement. Examples would be those of National Merit Finalists, taking first place for a state-level sports competition, or other similar meritorious examples. This meeting we will recognize:

- A. Virginia Music Educators Association –All-State Band, All-State Chorus, All State Orchestra, Senior Honors Choir; American Choral Directors Association National Honors Choir
- B. Program of Honor: Honor Band and Honor Orchestra awards
- C. Blue Ribbon Schools, music
- D. Percussion Ensemble, Virginia Music Educators Association Conference Performance
- E. Participation in Pearl Harbor Memorial Parade and Ceremony
- F. Virginia Marching Band Cooperative Champions
- G. Best Communities for Music Education, VBCPS

Background Summary:

That the School Board allow time during School Board meetings to recognize students and/or staff who have accomplished notable recognitions that fit within the parameters of the School Board recognition criteria.

Recognition Criteria:

- 1. Achievement of first or second place in national competitions/events.
- 2. Achievement of national recognition for outstanding achievements, i.e., National Merit Finalists.
- 3. Achievement of first place in regional (multi-state) competitions/events.
- 4. Achievement of first place in state competitions/events.
- 5. Achievements beyond the scope of regular academics/activities and/or job performance.

Source:

Utilizing data from submissions made to the Department of Communications and Community Engagement, which have been approved by school principals or department heads recognizing a notable achievement from a student or staff member fitting the Board recognition parameters.

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



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

Section: Approval of Meeting Minutes **Date:** May 27, 2025

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

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

Recommendation:

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

- A. May 6, 2025 Special School Board Meeting
- B. May 13, 2025 Regular School Board Meeting*

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

Background Summary:

N/A

Source:

Bylaw 1-40
Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.



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School Board SPECIAL Meeting MINUTES

Tuesday, May 6, 2025

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

SPECIAL MEETING OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH

- 1. Call to Order and Roll Call:** Chair Brown convened the special meeting of the School Board at the School Administration Building #6, School Board Chamber at 5:00 p.m. on the 6th day of May 2025. Chair Brown announced pursuant to Bylaw 1-46, and Virginia Code § 2.2-3707, three or more School Board Members have requested that a special meeting be called Tuesday, May 6, 2025 at 5:00 p.m. at the School Administration Building #6, at the Municipal Center, 2512 George Mason Drive, Virginia Beach VA, for the following purposes:
 1. Closed session for consultation with legal counsel regarding the status and impact of recent court orders in pending federal lawsuits related to challenges to federal Executive Order #14190 issued on 1/29/25.
 2. Presentation on status of federal lawsuits related to challenges to federal Executive Order #14190 issued on 1/29/25.
 3. Information on Motion to amend previous vote, namely, to amend the April 8, 2025 School Board Resolution To comply with legal obligations in exchange for receiving federal financial assistance to pause the below listed portions of the April 8th Resolution until the federal courts have ruled whether Executive Order #14190 can be enforced:
 - a. Resolution Sections 1, 3, 4, 5 and 6.
 - b. Resolution Section 2 the second sentence regarding suspension of all educational programs offerings that do not comply with the above federal guidance, including but not limited to: the Equity Plan, the Equity Dashboard, and any educational program offerings that would not comply.
 4. Public comments regarding information on the above Motion to amend.
 5. A vote on the motion to amend previous vote.

In addition to Mrs. Cheryl R. Woodhouse, chief of staff, who stood in for Superintendent Robertson (professional leave), the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer (arrived at 5:07 p.m.), Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers.

2. Moment of Silence followed by the Pledge of Allegiance



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

Tuesday, May 6, 2025
Special School Board Meeting
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3. **Adoption of the Agenda:** Chair Brown called for any modifications to the agenda as presented. Hearing none, Chair Brown called for a motion to approve the agenda as presented. Mr. Cummings made the motion, seconded by Ms. Rogers. Without discussion, Chair Brown 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 Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 9-0-0.

Note: Ms. Dwyer was not present during the vote.

4. **Closed Session:** At 5:04 p.m., Vice Chair Weems made the following motion, seconded by Ms. Melnyk that the School Board recess into Closed Session in accordance with the exceptions to open meetings law set forth in Code of Virginia §2.2-3711, Part A, Paragraphs 7, and 8 as amended, to deliberate on the following matters:

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. Status of pending federal litigation regarding Executive Order #14190 and implications for School Board and School Division regarding compliance.
 - B. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Chair Brown 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 Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 9-0-0.

Note: Ms. Dwyer was not present during the vote.

The School Board recessed into Closed Session in the School Administration Building #6, Einstein Lab at 5:09 p.m.

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

- A. Status of pending federal litigation regarding Executive Order #14190 and implications for School Board and School Division regarding compliance: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Cheryl R. Woodhouse, chief of staff; and Regina M. Toneatto, school board clerk.

Cheryl R. Woodhouse, chief of staff, left the Closed Session at 5:44 p.m. and returned at 5:46 p.m.
The School Board reconvened in the School Board Chamber at 6:13 p.m.

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



School Board of the City of Virginia Beach
School Administration Building #6, Municipal Center
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Tuesday, May 6, 2025
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WHEREAS, the School Board of the City of Virginia Beach has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

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

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

Mr. Cummings made the motion, seconded by Mr. Callan for Certification of Closed Session. Without discussion, Chair Brown 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 Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. The motion passed, 9-0-0.

Note: Ms. Dwyer was not present during the vote.

5. **Presentation on Status of Federal Lawsuits related to challenges to federal Executive Order #14190:** Kamala H. Lannetti, school board attorney, provided a public presentation on the status of federal lawsuits related to challenges to federal Executive Order #14190. A brief history of Executive Order #14190, *Dear Colleagues Letter*, and Frequently Asked Questions USDOE were reviewed. Title VI of the Civil Rights Act of 1964 was mentioned. An overview of the following pending federal lawsuits was provided: District Court of New Hampshire: NEA, et al, v. USDOE Case 1:25-cv-00091-LM; District Court of Maryland: American Federation of Teachers, et al, v. USDOE Case 1:25-cv-00628-SAG; and District Court for the District of Columbia: NAACP v. USDOE. The next steps included cases will proceed with briefing and discovery, hearings – may go to courts of appeal and Supreme Court, opinions, preliminary injunctions can be appealed while cases are pending, and possible clarifications by USDOE.

The presentation continued with questions and comments regarding VDOE and training; vagueness of rulings, First Amendment rights; right to receive information; courts have not made a final determination; DEI; April 8 Resolution; Title VI; following state laws, compliance with laws; best practices; liability; policies; guidance on next steps; anti-discrimination laws remain in effect; vagueness, no direction with executive order, need to pause and wait for judges; how to respond to community; majority vote on April 8, revisiting the will of the School Board; USDOE; request to pause the April 8 resolution, renamed office, upcoming Policy Review Committee meeting; educational policy; changes based on federal law; impacted programs; and pending court cases.

6. **Information on Motion to amend:** Kamala H. Lannetti, school board attorney, shared the Motion to amend as in the meeting notice to call: motion to amend previous vote, namely, to amend the April 8, 2025 School Board Resolution To comply with legal obligations in exchange for receiving federal financial assistance to pause the below listed portions of the April 8th Resolution until the federal courts have ruled whether Executive Order #14190 can be enforced:

- a. Resolution Sections 1, 3, 4, 5 and 6.
- b. Resolution Section 2 the second sentence regarding suspension of all educational programs offerings that do not comply with the above federal guidance, including but not limited to: the Equity Plan, the Equity Dashboard, and any educational program offerings that would not comply.

The resolution sections were briefly reviewed.



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2512 George Mason Drive
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Tuesday, May 6, 2025
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7. Public Comments:

There were forty (40) in person speakers, including three (3) student speakers and seven (7) online speakers. The topics included DEI policies; acceptance of students; reinstate DEI; court decisions; equity plan; vote on resolution; legal guidance; First Amendment; student needs; Policy 5-4; Executive Orders not law; inclusive approach to education; Robert's Rules of Order, amending a previous vote; student needs; federal funding; Civil Rights Act; code of ethics for School Board; revisions to Policy 5-4; DEI resolution and no public comment; protect and care for all students; equality and equity; discrimination; fairness; freedom of speech; transparency and community input; ADA; every child needs to be valued; and understanding DEI.

The Public Comments concluded at 9:30 p.m.

The School Board took a brief recess at 9:30 p.m. The meeting resumed at 9:36 p.m.

8. Vote on the Motion to amend previous vote: Chair Brown called for a motion to amend previous vote, namely, to amend the April 8, 2025 School Board Resolution To comply with legal obligations in exchange for receiving federal financial assistance to pause the below listed portions of the April 8th Resolution until the federal courts have ruled whether Executive Order #14190 can be enforced:

- A. Resolution Sections 1, 3, 4, 5 and 6.
- B. Resolution Section 2 the second sentence regarding suspension of all educational programs offerings that do not comply with the above federal guidance, including but not limited to: the Equity Plan, the Equity Dashboard, and any educational program offerings that would not comply.

Ms. Melnyk made the motion, seconded by Mr. Cummings. Chair Brown made a brief comment about Robert's Rules of Order and the motion. A discussion followed regarding the motion; motion in compliance with Robert's Rules of Order; amend what was voted upon; not ruling the motion out of order; call for meetings to be clear, simple, not vague; opinions by pro and con on matter; best education for all students; helping students of all backgrounds; VBCPS programs; First and Fifth Amendment and risks; resources for students; learning in classrooms, thank you to all teachers; support for motion, pause is fair to community; programs to continue (i.e. IEPs, free and reduced lunch, special education); needs of students; Policy 5-4; upcoming Policy Review Committee meeting; legal compliance; and federal funding.

Without further discussion, Chair Brown mentioned a yes/aye vote is to pause and a no/nay vote is not to pause. Chair Brown read the motion again and then called for a vote. The School Board Clerk announced there were five (5) ayes in favor of the motion: Mr. Cummings, Ms. Felton, Dr. Green, Ms. Melnyk, and Ms. Rogers. There were five (5) nays opposed to the motion: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, and Ms. Dwyer. The motion was lost, 5-5-0.

9. Adjournment: Chair Brown adjourned the meeting at 10:19 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Kathleen J. Brown, Chair
District 10

Carolyn D. Weems, Vice Chair
District 9

Mark Bohensiel
District 3

Michael Callan
District 6

David Culpepper
District 8

Matt W. Cummings
District 7

Rose M. Dwyer
District 1

Sharon R. Felton
At-Large

Dr. Alveta J. Green
District 4

Kimberly A. Melnyk
District 2

Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES **Tuesday, May 13, 2025**

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

Chair Brown convened the Administrative, Informal, and Workshop session at 4:01 p.m. on the 13th of May 2025. In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers.

The following School Board Member attended the meeting via Zoom: Ms. Melnyk (medical/illness).

- 1. Closed Session:** At 4:02 p.m., Vice Chair Weems made the following motion, seconded by Mr. Cummings 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:
 - A. 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. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.
 7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

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

Namely to discuss:

- A. Settlement offer and trial preparation for a pending federal case.
- B. Status of personnel investigations by Department of Internal Audit.
- C. Appointment of citizen members to School Board Citizen Advisory Committees effective July 1, 2025.
- D. Status of pending litigation or administrative cases.
- E. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Ms. Melnyk (as per Bylaw 1-36, Ms. Melnyk could not attend the Closed Session since she was attending the meeting via Zoom). The motion passed, 10-0-1.

The School Board recessed into Closed Session at 4:04 p.m.

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

- A. Settlement offer and trial preparation for a pending federal case: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Dannielle Hall-McIvor, senior school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Darnita L. Trotman, chief human resources officer; Brayden C. Osborn, multimedia technician, Department of Technology; via TEAMS: Melissa Y. York, partner, Harman Clayton Corrigan and Wellman: The Civil Litigation Firm, Richmond, Virginia; and Regina M. Toneatto, school board clerk.

At 4:27 p.m., the TEAMS session ended with Melissa Y. York, and Brayden C. Osborn left the Closed Session. At 4:28 p.m., Karen W. Woodson, CIA, CFE, school board auditor, Department of Internal Audit, and Stephanie Enzmann, director, Office of Employee Relations joined the Closed Session.

- B. Status of personnel investigations by Department of Internal Audit: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Dannielle Hall-McIvor, senior school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Darnita L. Trotman, chief human resources officer; Karen W. Woodson, CIA, CFE, school board auditor, Department of Internal Audit; Stephanie Enzmann, director, Office of Employee Relations; and Regina M. Toneatto, school board clerk.

At 4:42 p.m., Karen W. Woodson, CIA, CFE, school board auditor, Department of Internal Audit, and Stephanie Enzmann, director, Office of Employee Relations left the Closed Session.

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- 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 Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Danielle Hall-McIvor, senior school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Darnita L. Trotman, chief human resources officer; and Regina M. Toneatto, school board clerk.

At 4:44 p.m., Laura Beth Mattson, intergovernmental affairs and constituent services specialist, Office of Chief of Staff, joined the Closed Session.

- C. Appointment of citizen members to School Board Citizen Advisory Committees effective July 1, 2025: School Board Members: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Danielle Hall-McIvor, senior school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Darnita L. Trotman, chief human resources officer; Laura Beth Mattson, intergovernmental affairs and constituent services specialist, Office of Chief of Staff; and Regina M. Toneatto, school board clerk.

At 4:58 p.m., Laura Beth Mattson, intergovernmental affairs and constituent services specialist, Office of Chief of Staff, left the Closed Session. The School Board reconvened at 4:59 p.m.

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

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

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

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

Mr. Callan made the motion, seconded by Mr. Cummings. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion for Certification of Closed Session: Chair Brown, Vice Chair Weems, Mr. Bohensiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Ms. Melnyk (as per Bylaw 1-36, Ms. Melnyk did not attend the Closed Session since she was attending the meeting via Zoom). The motion passed, 10-0-1.

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Dr. Green made the following motion, which was seconded by Mr. Cummings, I move that the School Board's Legal Counsel is authorized on behalf of the School Board to participate in settlement negotiations and settle the matter (as discussed with the School Board) in the matter of G.M. et al. v. Virginia Beach School Board, et al 2:24-CV-00059 EWH. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion: Chair Brown, Vice Chair Weems, Mr. Bohlenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. There was one (1) abstention: Ms. Melnyk (as per Bylaw 1-36, Ms. Melnyk did not attend the Closed Session since she was attending the meeting via Zoom). The motion passed, 10-0-1.

2. Administrative, Informal, and Workshop (School Administration Building #6 – School Board Room)

A. School Board Administrative Matters and Reports: Chair Brown handed out the May sign-up sheet for one-to-one meetings with Superintendent Robertson. The dates are for the remainder of May. Ms. Melnyk mentioned resolutions not part of the agenda and suggested that the School Board recognize important events in name only not with a resolution.

B. Federal Funding: Uses and Implications: Crystal Pate, chief financial officer, provided the School Board with information on federal funding uses and implications. The key topics covered in the presentation were direct aid, non-title grants, title grants, cafeteria fund, and disbursement and reporting requirements.

The direct aid included Department of Defense Special Education, Department of the Navy NJROTC, Federal Reimbursement of Interest, Impact Aid Department of Defense, Impact Aid Public Law 874, Impact Aid Special Education, Medicaid Reimbursement – medical, and Medicaid Reimbursement – transportation. The revenue generated is deposited in the General Fund. The non-title grants included Adult Basic Education, Corrections Education and Other Institutionalized Individuals, DoDEA Spanish Immersion, DoDEA World Language Advancement & Readiness Program, HVAC Coronavirus State & Local Fiscal Recovery Funds, McKinney-Vento Homeless Assistance Act, MYCAA-LPN, MYCAA-ALC, NJROC, Perkins V, and Post 9/11 GI Bill.

The Title I grants included Title I, Part A; Title I, Part D – Subpart 1; Title 1, Part D – Subpart 2; Title II, Part A; Title III, Part A – Language acquisition; Title III, Part A – Immigrant & Youth; Title IV, Part A – Student Support & Academic Enrichment; Title IV, Pell; Title VI, B IDEA Section 611; and Preschool Incentive IDEA Section 619. The cafeteria fund included US Department of Agriculture (USDA) School Nutrition Programs. Ms. Pate provided a brief overview of the various disbursement timelines and reporting requirements.

The presentation continued with questions and comments regarding Medicaid; fluctuation based on participants; losing any grants, DEI component; level funding for grants and carryover; federal budget cuts; USDA funds; impact of covid funds, completed and met deadline; food products, and food servers.

3. School Board Recess:

Chair Brown adjourned the Administrative, Informal, and Workshop session at 5:22 p.m.

4. Formal Meeting (School Administration Building #6 – School Board Room)..... 6:00 p.m.

5. Call to Order and Roll Call: Chair Brown convened the meeting of the School Board at the School Administration Building #6, School Board Chamber at 6:00 p.m. on the 13th day of May 2025.

In addition to Superintendent Robertson, the following School Board Members were present in the School Administration Building #6, School Board Chamber: Chair Brown, Vice Chair Weems, Mr. Bohlenstiel, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers.

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The following School Board Member attended the meeting via Zoom: Ms. Melnyk (medical/illness).

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

7. *Student, Employee and Public Awards and Recognition*

A. VBCPS Future Teachers Awards: The School Board recognized recipients of Virginia Teachers for Tomorrow from comprehensive high schools and the Technical and Career Education Center. This “grow your own” program is an opportunity for the division to develop and cultivate new teachers from our very own students. This year, a total of 51 contracts have been awarded.

8. *Adoption of the Agenda*: Chair Brown called for any modifications to the agenda as presented. Hearing none, Chair Brown called for a motion to approve the agenda as presented. Ms. Dwyer made the motion, seconded by Mr. Bohenstiel. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the agenda as presented. The motion passed unanimously, 11-0-0.

9. *Superintendent’s Report (second monthly meeting) and recognitions (first and second monthly meetings)*: There was no Superintendent’s Report or recognitions this evening.

10. *Approval of Meeting Minutes*

A. April 8, 2025 Regular School Board Meeting: Chair Brown called for any modifications to the April 8, 2025, regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the April 8, 2025, minutes as presented. Ms. Dwyer made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the April 8, 2025, minutes as presented. The motion passed unanimously, 11-0-0.

B. April 22, 2025 Regular School Board Meeting: Chair Brown called for any modifications to the April 22, 2025, regular School Board Meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the April 22, 2025, minutes as presented. Dr. Green made the motion, seconded by Ms. Dwyer. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the April 22, 2025, minutes as presented. The motion passed unanimously, 11-0-0.

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

There were forty-two (42) in-person speakers (including four (4) student speakers) and three (3) online speakers. The topics included DEI; DEI Policies; protecting students; bullying; diverse student population; executive order not law; resolution; needs of all students; teacher evaluation rubric; Policy 5-4; compliance and federal funding; civil rights; educational equity; town hall meeting; recovery school; vote to pause; best practices in education; will of the Board; public input; National School Chaplain Program; equity and equality; discipline; DEI impact on students; equity and access; vagueness of executive order; early intervention; equity plan; students feeling safe and included; education is important, back to basics; academic success and future-ready students; resources for schools; challenging students; and refocus to education.

The Public Comments were suspended at 8:00 p.m., to continue with the business of the School Board.

12. *Information*

A. Policy Review Committee (PRC) Recommendations: Recommended that the School Board review Policy Review Committee (PRC) recommendations regarding the amendment of certain policies as recommended by the PRC at its April 23, 2025 meeting. Kamala Lannetti, school board attorney reviewed the following:

1. Policy 3-8/Small, Women-owned, Service Disable Veterans and Minority-Owned Business Participation in School Division Procurements: The PRC recommends updating the Legal References.

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2. Policy 3-32/Emergency/Small/ Sole Source Purchases: The PRC recommends updating the name of the department head to Director of Purchasing, changing “purchasing authority” to “requestor”, and updating the Editor’s Note. There was a brief discussion regarding clarification on the change of “purchasing authority” to “requestor.”
3. Policy 5-4/Educational Equity: The PRC recommends amendments to the policy that are consistent with current state and federal guidance on compliance with non-discrimination laws. A discussion followed regarding Policy 5-4; prior equity vote in 2020; community input; how long to develop equity policy; redlined version of Policy 5-4; Title VI; Office of Civil Rights; April 8 resolution; anti-discrimination policies, Policy 5-7, Policy 5-44; equal access to all students; complying with resolution; liability and lawsuits; Code of Virginia; intent of policy; request for policy to return to the Policy Review Committee (PRC); definition of key terms in policy; equity based programs; value and honor all students; student resources; PRC process; and need to review Policy 5-4.

Dr. Green made the following motion: to move Policy 5-4 be returned to PRC Committee for further review and taken off Action from the May 27, 2025 School Board meeting. Ms. Rogers seconded the motion. A discussion followed regarding sending the policy back to the PRC; substituting motions for policy changes; meeting requirements of the April 8 resolution; and voting on the resolution later in the meeting. Without further discussion, Chair Brown asked Dr. Green to restate the motion. After the motion was restated, Chair Brown called for the vote. The School Board Clerk announced there were five (5) ayes in favor of the motion for Policy 5-4 to be returned to PRC Committee for further review and taken off Action from the May 27, 2025 School Board meeting: Mr. Cummings, Ms. Felton, Ms. Melnyk, Dr. Green, and Ms. Rogers. There were six (6) nays opposed to the motion: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. The motion did not pass, 5-6-0.

4. Policy 5-10/Admissions Requirements: There are no recommended changes for this policy.
 5. Policy 6-73/Testing and Assessment: There are no recommended changes for this policy.
- B. Changes to *Compass 2025* and *2030 Strategic Framework*: Lisa A. Banicky, Ph.D., executive director, Office of Planning, Innovation and Accountability, provided the School Board information regarding proposed modifications to the division’s current strategic framework (*Compass to 2025*) and the next strategic framework (*Compass to 2030*) in alignment with the School Board Resolution adopted on April 8, 2025. Dr. Banicky shared the steps taken to comply with the April 8 resolution: removed the *Compass to 2025* strategy map posters from schools and offices, modified the Strategic Plan site on vbschools.com, removed resources from the *Compass to 2025* intranet site, and reviewed both frameworks against guidance provided to identify potential modifications. An overview of the modifications to *Compass to 2025* and *Compass to 2023* were shared. The considerations when revising *Compass to 2030* were reviewed and included Executive Order 14190, Dear Colleague Letter, USDOE FAQs, Certification Request Letter, and School Board Resolution. The next steps include May 27, 2025 – two-part School Board Action Item (adopting changes to *Compass to 2025* and adopting changes to *Compass to 2030* and posting revised versions of *Compass to 2025* and *Compass to 2030* on vbschools.com by May 30, 2025.

The presentation continued with questions and comments regarding the changes; diversified workforce; need to continue practices, i.e. hearing impaired, ESL, etc.; monitor data; CTE; advanced programs; diverse partnerships; term “wide range”; original vote for *Compass to 2025*; possibility of new VBCPS icon, branding; educational equity; empowerment; *Compass to 2030* key terms; students need access to

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resources; strategic framework; background of *Compass to 2020, 2025*; and continue to do great work for students and school division.

- C. Division Literacy Plan: Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning, provided the School Board information regarding Division Literacy Plan as mandated by the Virginia Literacy Act (VLA). Dr. Kelly reviewed the VDOE Division Literacy Plan template sections and provided information on each. Section One: Planning for Comprehensive Communication - ...working in partnership with families and our community, we empower all students to acquire the literacy skills necessary for success in school and life. Section Two: Selecting High-Quality Instruction – reviewed instructional resources for both general education and special populations. Section Three: Ensuring Virginia Literacy Act Evidence – Based Reading Research training – VDOE Reading Institutes and Canvas modules, VDOE Virginia Literacy Partnership (VLP) Canvas modules, VDOE Reading Institute, and VBCPS professional learning.

Section Four: Monitoring Student Assessment and Progress – student assessments, screeners, and diagnostic assessments. Section Five: Assessing Division Level Progress – shared a chart with information regarding progress monitoring tool, person(s) responsible for administration, and how often. Section Six: Engaging Parents, Caregivers, and Community – mutually supportive partnerships, student reading plan communication, and division-wide web page and family outreach.

- D. Tri-Campus Planning: Melanie J. Hamblin, Ed.D., Senior Executive Director of Elementary Schools, and Melisa A. Ingram, Executive Director of Facilities Services, provided the School Board with information regarding transitioning the Tri-Campus from three schools into two schools. A community meeting was held April 23, 2025 from 6:00 – 7:00 p.m. at Newtown Elementary School and 49 people attended (14 parents; 6 community members; 28 staff members). An online survey was available from April 4-27, 2025. Overall, 162 or 38% of the respondents were parents or guardians of current or future students in the Tri-Campus zone. Results from the survey included – Option 1: Two Pre-K through 5th grade schools (169) and Option 2: One Pre-K through 1st grade school and one 2nd through 5th grade school (244).

Ms. Ingram continued the presentation and reviewed facilities considerations. She noted estimated to be a cost neutral decision from a CIP perspective, cost for additional space is estimated to be less than \$25 million, and total number of students will define total cost regardless of which option is chosen.

Additional considerations included estimated additional rooms needed for two options presented, and Tri-Campus attendance zones. The next step included getting directions from the School Board at the May 27, 2025 meeting during the Action section of the agenda.

The presentation continued with questions and comments regarding the survey questions; estimated additional rooms needed; survey results; input from parents/community; feedback from group; data from current students and future students; support for option 2; transition of students, reducing number; child development; and voting at the next School Board meeting.

- E. Federal Grant Applications: Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning, provided the School Board with information regarding the notification that the administration intends to apply for the following federal grants for the 2025-2026 school year. The following grants were reviewed with funding costs and items that are part of the grant:
- Title I, Part A Improving Basic Programs Operated by Local Educational Agencies (LEA)
 - Title I, Part D Prevention and Intervention Programs for Children and Youth Who Are Neglected, Delinquent, or At-Risk
 - Title II, Part A Preparing, Training, and Recruiting High Quality Teachers and Principals
 - Title III, Part A Language Instruction for English Learners and Immigrant Students
 - Title IV, Part A Student Support and Academic Enrichment Grants

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There was a brief discussion regarding federal grants; funds and enrollment figures; services provided from grants; and Title II.

- F. **Budget Update:** Crystal Pate, chief financial officer, provided the School Board with information on the budget update based on new funding from the State. The presentation outlined was reviewed and included budget timeline, State budget update, budget needs, administration's recommendation, reminder of Part II SEON cuts and next steps. The budget timeline was reviewed and included the City Council budget adoption (May 13, 2025) and School Board action (May 27, 2025). The State increase to the budget was approximately \$13.5 million. The additional funding will be allocated to special education add on, basic school aid, compensation supplement, at-risk-lottery fund, and at-risk standard of quality program. The following budget needs were reviewed: increase the instructional pay scale entry, close Part II cuts from SEON, increase CIP PAYGO funding, and other suggestions from the School Board. An overview of the administration's recommendations was presented along with a reminder of Part II SEON position cuts. The recommendation for FY25 bonus was reviewed – bonus funding from State, approximately \$6.5 million. Ms. Pate reviewed SOQ positions with examples and non-SOQ positions with examples. The next steps included receiving School Board feedback/direction, present 2025/26 budget and CIP amendments for Action on May 27, and present 2025/26 budget and CIP amendments to City Council in June.

The presentation continued with questions and comments regarding State budget increased funding; bonuses on unified scale, need to separate administrative positions; direction from School Board regarding bonus amounts; equal bonus for FTE employees; SOQ positions and Non-SOQ positions; appreciation for all employees; suggestion of \$650.00 bonus for all FTE employees; and all employees contribute to student success.

- G. **Legislative Committee Update:** Dr. Green mentioned the Legislative Committee met May 9 and there were no changes brought forward regarding the VSBA legislative positions. There will not be a need for the School Board to take any action at this time. Another item mentioned was finding time to bring Mr. Joel Andrus to present to the School Board any updates on legislation.

- 13. Return to public comments if needed:** The Public Comments resumed at 10:39 p.m., and ended at 11:15 p.m. See Agenda Item #11 for topics discussed.

- 14. Consent Agenda:** There were no items on the Consent Agenda this evening.

15. Action

- A. **Personnel Report / Administrative Appointments:** Chair Brown called for a motion to approve the May 13, 2025 personnel report and administrative appointments. Ms. Dwyer made the motion, seconded by Mr. Cummings, that the School Board approve the appointments, and the acceptance of the resignations, retirements and other employment actions as listed on May 13, 2025, personnel report along with the administrative appointment as recommended by the Superintendent. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the May 13, 2025 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

Superintendent Robertson mentioned the following appointments: Dawn P. Vang, assistant principal, John B. Dey Elementary School, as principal of Pembroke Elementary School, and Julie L. Spencer, technical services support supervisor, Department of Technology, as coordinator, customer support and quality assurance, Department of Technology.

- B. **2025 VSBA Excellence in Workforce Readiness Award:** Chair Brown called for a motion to approve the 2025 VSBA Excellence in Workforce Readiness Award nomination as presented.

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Ms. Dwyer made the motion, seconded by Mr. Callan. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the 2025 VSBA Excellence in Workforce Readiness Award nomination as presented. The motion passed unanimously, 11-0-0.

- C. General Fees Schedule 2025-26: Chair Brown called for a motion to approve the FY 2025-26 General Fees Schedule as presented. Ms. Dwyer made the motion, seconded by Dr. Green. Without discussion, Chair Brown called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the FY 2025-26 General Fees Schedule as presented. The motion passed unanimously, 11-0-0.
- D. Tie vote procedure pursuant to Code of Virginia § 22.1-75 – Motion from May 6, 2025 Special Meeting: Chair Brown called for a motion to amend the previous vote, namely, to amend the April 8, 2025 School Board Resolution to comply with legal obligations in exchange for receiving federal financial assistance to pause the below listed portions of the April 8th Resolution until the federal courts have ruled whether Executive Order #14190 can be enforced:
- a. Resolution Sections 1, 3, 4, 5 and 6.
 - b. Resolution Section 2 the second sentence regarding suspension of all educational programs offerings that do not comply with the above federal guidance, including but not limited to: the Equity Plan, the Equity Dashboard, and any educational program offerings that would not comply.

Dr. Green made them motion, seconded by Ms. Rogers. A brief discussion followed regarding the motion; explanation of motion; and Code of Virginia § 22.1-75 regarding tie-vote. Without further discussion, Chair Brown called for a vote. The School Board Clerk announced there were five (5) ayes in favor of the motion: Mr. Cummings, Ms. Felton, Ms. Melnyk, Dr. Green, and Ms. Rogers. There were six (6) nays opposed to the motion: Chair Brown, Vice Chair Weems, Mr. Bohenstiel, Mr. Callan, Mr. Culpepper, and Ms. Dwyer. The motion did not pass, 5-6-0.

16. ***Committee, Organization or Board Reports***: Dr. Green mentioned attending the English Learners Achievers ceremony, there were forty-one students recognized, and Mayor Dyer was the featured speaker. Vice Chair Weems mentioned upcoming events: May 14 – Pitch Night at Kempsville High School; May 19 – Teacher Assistant End of the Year Program at Landstown High School; May 21 – Policy Review Committee meeting and also the GED Graduation Ceremony at Renaissance Academy; May 22 – Brickell Scholarship Awards; and May 28 – Teacher Assistant Art Show.
17. ***Return to Administrative, Informal, Workshop or Closed Session matters***: The Closed Session took place at the beginning of the meeting. See Agenda Item #1.
18. ***Adjournment***: Chair Brown adjourned the meeting at 11:23 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Kathleen J. Brown, School Board Chair



Subject: Interim Financial Statements – March and April 2025 **Item Number:** 12A

Section: Information **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Daniel G. Hopkins, Director of Business

Presenter(s): Crystal M. Pate, Chief Financial Officer, Daniel G. Hopkins, Director of Business Services

Recommendation:

That the School Board receive information regarding the attached financial statements.

Background Summary:

Pursuant to Section 22.1-115 of the Code of Virginia, as amended, and other applicable sections, the enclosed Interim Financial Statements are presented.

Source:

Section 22.1-115 of the Code of Virginia, as amended.

Budget Impact:

No budgetary implications.



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INTERIM FINANCIAL STATEMENTS
FISCAL YEAR 2024-2025
MARCH 2025

The financial statements include the following:

	<u>Page</u>
School Operating Fund:	
Revenues by Major Source	A1
Expenditures and Encumbrances by Category.....	A3
Expenditures and Encumbrances by Budget Unit within Category	A5
Revenues and Expenditures/Encumbrances Summary.....	B1
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Special Revenue and Proprietary Funds:	
Athletics	B5
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Textbooks	B7
Risk Management	B8
Communication Towers/Technology	B9
Grants	B10
Health Insurance	B13
Vending Operations	B14
Instructional Technology	B15
Equipment Replacement.....	B16
Capital Projects Funds Expenditures and Encumbrances.....	B17
Green Run Collegiate Charter School	B18

The financial statements are reported on a cash basis; however, the financial statements include encumbrances (e.g., purchase orders, construction contracts) and reflect the option-payroll (e.g., 10-month employees starting in September electing to be paid over 12-months (i.e., includes the appropriate amount of the July and August salary payments due)) on a monthly basis (September through June). This salary accrual is reflected in each appropriate salary line item within each cost center and fund for reporting and budgetary control purposes.

School Operating Fund

The School Operating Fund makes up the general operating fund of the School Board. The general fund is used to account for all of the financial resources (except those accounted for in the below funds) that support the Instruction; Administration, Attendance and Health; Pupil Transportation; Operations and Maintenance; and Technology categories.

School Operating Fund Revenues (pages B1, B3-B4)

Revenues realized this month totaled **\$81.1 million**. Of the amount realized for the month, **\$40.5 million** was realized from the City, **\$6.7 million** was received in state sales tax, and **\$33.3 million** was received from the Commonwealth of Virginia for Basic School Aid, Standards of Quality (SOQ) entitlements, and other State revenue.

School Operating Fund Expenditures (page B1)

The percent of the total current fiscal year budget expended and encumbered through this month was **69.62%**. The percent of expenditures and encumbrances to the total actual expenditures and encumbrances for the same period in FY 2024 was **71.75%**, and FY 2023 was **71.10%**. Please note that **\$9,306,712** of the current year budget is funded by the prior year fund balance for encumbrances.

Athletics Fund (page B5)

The Athletics Fund accounts for the revenues and expenditures associated with the middle and high school athletic programs. This fund has realized **\$39,841** (includes **\$1,664** in basketball receipts and **\$20,982** in middle school receipts) this month or **102.9%** of the estimated revenue for the current fiscal year compared to **97.4%** of FY 24 actual. Expenditures totaled **\$604,724** for this month. This fund has incurred expenditures and encumbrances of **72.4%** of the current fiscal year budget compared to **71.0%** of the FY 24 actual. Please note that **\$110,940** of the current year budget is funded by the prior year fund balance for encumbrances.

Cafeterias Fund (page B6)

The Cafeterias Fund accounts for the revenues and expenditures associated with the school cafeteria operations of the School Division. The fund realized **\$3,522,204** (includes **\$969,258** for service charges, **\$636,207** from the School Breakfast and **\$1,586,961** from the National School Lunch Federal Programs) this month or **51.9%** of the estimated revenue for the current fiscal year compared to **55.3%** of the FY 24 actual. Expenditures totaled **\$3,757,082** for this month. This fund has incurred expenditures and encumbrances of **60.9%** of the current fiscal year budget compared to **59.5%** of the FY 24 actual. Please note that **\$7,610,090** of the current year budget is funded by the prior year fund balance (**\$4,690,773**) and prior year fund balance for encumbrances (**\$2,919,317**).

Textbooks Fund (page B7)

The Textbooks Fund accounts for the financing and acquisitions of textbooks used in the School Division. The fund realized **\$535,231** (includes **\$490,163** from the Department of Education) this month or **80.0%** of the estimated revenue for the current fiscal year compared to the **77.0%** of the FY 24 actual. Expenditures totaled **\$16,045** for this month. This fund has incurred expenditures and encumbrances of **41.0%** of the budget for the current fiscal year compared to **70.2%** of the FY 24 actual. Please note that **\$2,411,539** of the current year budget is funded by the prior year fund balance (**\$2,406,499**) and prior year fund balance for encumbrances (**\$5,040**).

Risk Management Fund (page B8)

The Risk Management Fund accounts for and provides insurance and the administration thereof for the School Division. The fund realized **\$112,144** in revenue (includes **\$111,709** in interest) this month. Expenses for this month totaled **\$248,087** (includes **\$198,541** in Worker's Compensation Insurance premiums).

Communication Towers/Technology Fund (page B9)

The Communication Towers/Technology Fund accounts for the rent receipts relating to the communication towers constructed on School Board property. The fund realized **\$118,022** in revenue (includes **\$3,882** in tower rent-Cox High, **\$71,961** in tower rent-Ocean Lakes High, **\$7,066** in tower rent-Tech Center, and **\$1,452** in tower rent-Woodstock Elem) this month or **159.8%** of the estimated revenue for the current fiscal year compared to **143.1%** of FY 24 actual. Please note that **\$372,000** of the current year budget is funded by the prior year fund balance.

Grants Fund (pages B10-B12)

The Grants Fund accounts for certain private, Commonwealth of Virginia, and Federal grants (with matching local funds, if required). A total of **\$6,248,091** in expenditures was incurred for various grants this month.

Health Insurance Fund (page B13)

The Health Insurance Fund accounts for the health insurance program and the administration thereof for the City and School Board employees. Revenues for this month totaled **\$14,765,626** (including City and School Board (employer and employee) premium payments). Expenses for this month totaled **\$10,581,342**. This includes medical and prescription drug claim payments for City and School Board employees.

Vending Operations Fund (page B14)

The Vending Operations Fund accounts for the receipts and expenditures relating to the soft drink vending operations in the School Division. The fund realized **\$7,273** in revenue (interest) this month or **107.8%** of the estimated revenue for the current fiscal year compared to **76.8%** of FY 24 actual. This fund has incurred expenditures and encumbrances of **94.8%** of the budget for the current fiscal year compared to **94.6%** of the FY 24 actual.

Instructional Technology Fund (page B15)

The Instructional Technology Fund accounts for the financing and acquisitions of instructional technology to assist in the integration of Technology into the K-12 curriculum. The fund realized **\$149,625** in revenue (interest) this month. Expenditures totaled **\$7,461** for this month. This fund has incurred expenditures and encumbrances of **48.8%** of the budget for the current fiscal year. Please note that **\$1,559,851** of the current year budget is funded by the prior year fund balance (**\$1,000,000**) and prior year fund balance for encumbrances (**\$559,851**).

Equipment Replacement Fund (page B16)

The Equipment Replacement Fund accounts for the financial resources provided for an equipment replacement cycle for selected capital equipment for schools and central offices. The fund realized **\$1,541** in revenue (interest) this month. Expenditures totaled **\$1,047** for this month. This fund has incurred expenditures and encumbrances of **38.7%** of the budget for the current fiscal year. Please note that **\$676,994** of the current year budget is funded by the prior year fund balance (**\$400,000**) and prior year fund balance for encumbrances (**\$276,994**).

Capital Projects Fund (page B17)

The Capital Projects Fund accounts for the financial resources used for the construction of major capital facilities (e.g., schools). A total of **\$1,158,450** in expenditures was incurred for various school capital projects this month. This includes **\$468,490** for Renovation and Replacement Grounds Phase III projects, **\$138,504** for Renovation and Replacement HVAC Phase III projects, **\$150,035** for Renovation and Replacement Various Phase III projects, and **\$126,321** for the Phone System Replacement.

Green Run Collegiate Charter School Fund (page B18)

The Green Run Collegiate Charter School Fund accounts for the revenues and expenditures of this public charter school. The School Board is acting in the capacity of a third-party administrator/fiscal agent for all the public charter school's financial transactions in compliance with School Board Policies and Regulations. The fund realized **\$4,978,251** in revenue for the current fiscal year (from School Operating Fund) or **100.0%** of the estimated revenue for the current fiscal year. This fund has incurred expenditures and encumbrances of **62.9%** of the current year fiscal year budget compared to **71.9%** of FY 24.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SUMMARY OF OPERATING BUDGET TRANSFERS NOT EXCEEDING \$250,000
March 1, 2025 through March 31, 2025

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Batch Entry Name	Description		Account From		Account To	Transfer Amount
25-03-01	To cover cost of non-instructional furniture for Bayside MS and Lynnhaven MS.	FROM	Middle Classroom Instructional Supplies	TO	Office of the Principal-Middle Office Supplies	\$ 23,382
25-03-01	To cover cost of T-shirts for JDC staff and other materials and supplies for VBMS conference room.	FROM	Middle Classroom Instructional Supplies	TO	Office of the Principal-Middle Other Materials & Supplies	\$ 5,071
25-03-03	To cover salary and health insurance.	FROM	Office of the Principal - Middle Clerical Personnel	TO	Board and Govt Services Board Members	\$ 42,011
25-03-03	To cover salary and health insurance.	FROM	School Leadership Directors	TO	Board and Govt Services Health Insurance	\$ 23,670
25-03-04	To cover health insurance.	FROM	Vehicle Maintenance Garage Employees	TO	Vehicle Operations Health Insurance	\$ 250,000
25-03-05	To cover bus driver salary.	FROM	Monitoring Services -Special Ed Bus Driver Assistants	TO	Vehicle Operations Bus Drivers	\$ 245,182
25-03-06	To cover the cost of off-duty police officers at the School Care Fair.	FROM	Communications & Community Engagement Other Purchased Services	TO	Security and Emergency Management Other Purchased Services	\$ 999
25-03-07	To cover local travel reimbursements, office supplies and support items needed for 504 students.	FROM	Guidance Instructional Supplies	TO	Student Services Other Purchased Services Travel Routine - Business Operations Office Supplies	\$ 7,000
25-03-08	To cover proctors for AP exam administration needs.	FROM	Guidance Instructional Supplies	TO	Teaching and Learning Part Time or Temporary Instructional Social Security Taxes	\$ 9,976

VIRGINIA BEACH CITY PUBLIC SCHOOLS
INTERIM FINANCIAL STATEMENTS
SCHOOL OPERATING FUND

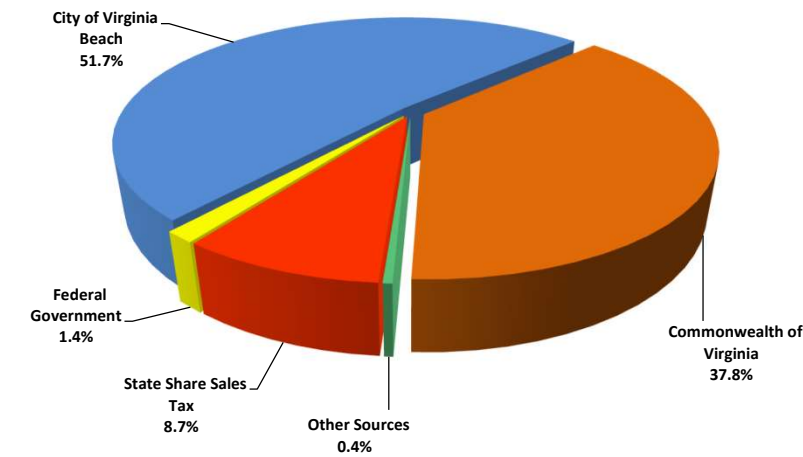
REVENUES

MARCH 2025

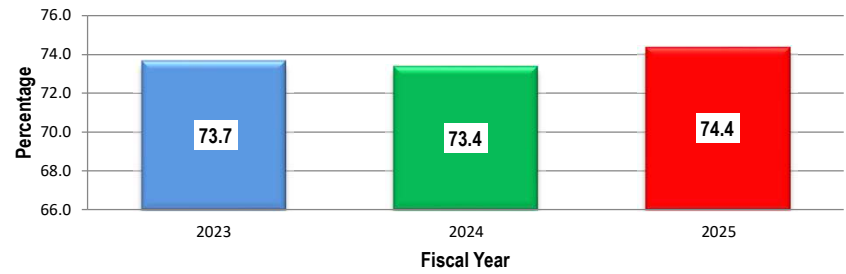
BY MAJOR SOURCE	FISCAL YEAR	(1) BUDGET	(2) ACTUAL THROUGH JUNE	(3) ACTUAL THROUGH MONTH	% OF (3) TO (1)	TREND *
COMMONWEALTH OF VIRGINIA	2025	383,220,849	<-----	275,892,911	71.99%	A
	2024	359,824,438	363,155,427	259,544,017	72.13%	
	2023	334,908,997	325,809,562	234,106,721	69.90%	
STATE SALES TAX	2025	88,878,833	<-----	61,632,019	69.34%	A
	2024	95,578,220	90,678,103	60,105,091	62.89%	
	2023	91,767,957	98,633,260	68,568,869	74.72%	
FEDERAL GOVERNMENT	2025	14,744,107	<-----	11,786,107	79.94%	A
	2024	13,500,000	22,171,589	15,518,352	114.95%	
	2023	13,500,000	18,437,704	15,436,354	114.34%	
CITY OF VIRGINIA BEACH	2025	524,298,845	<-----	402,021,825	76.68%	A
	2024	512,019,244	512,019,244	383,462,779	74.89%	
	2023	484,473,810	484,473,810	362,355,889	74.79%	
OTHER SOURCES	2025	3,722,000	<-----	3,592,010	96.51%	A
	2024	3,232,803	5,851,100	4,023,339	124.45%	
	2023	3,182,803	4,886,555	3,553,020	111.63%	
SCHOOL OPERATING FUND TOTAL	2025	1,014,864,634	<-----	754,924,872	74.39%	
	2024	984,154,705	993,875,463	722,653,578	73.43%	
	2023	927,833,567	932,240,891	684,020,853	73.72%	

* F=FAVORABLE, U=UNFAVORABLE, A=ACCEPTABLE

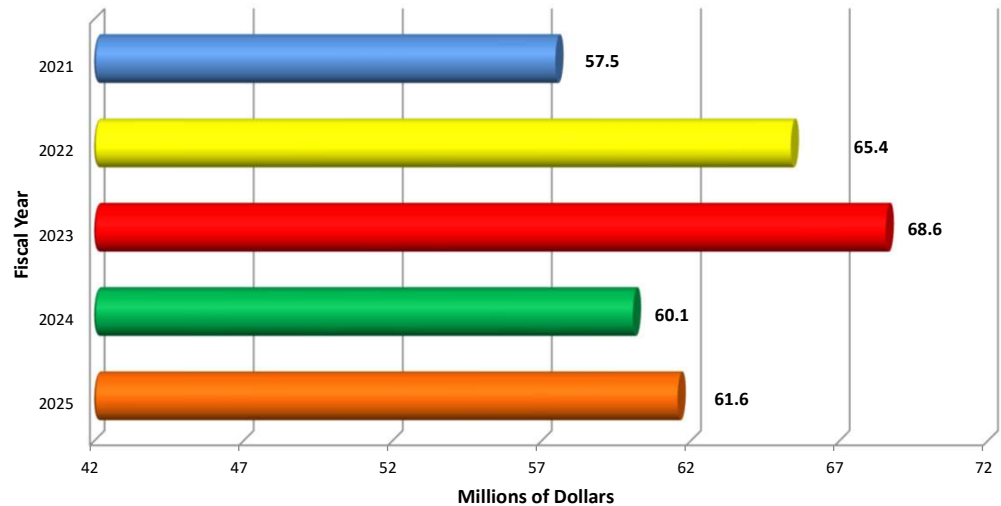
Fiscal Year 2025 Revenue Budget by Major Source



School Operating Fund Revenue
Percentage of Actual to Budget/Actual as of March 31, 2025



State Sales Tax Revenue through March 31, 2025



VIRGINIA BEACH CITY PUBLIC SCHOOLS
INTERIM FINANCIAL STATEMENTS
SCHOOL OPERATING FUND

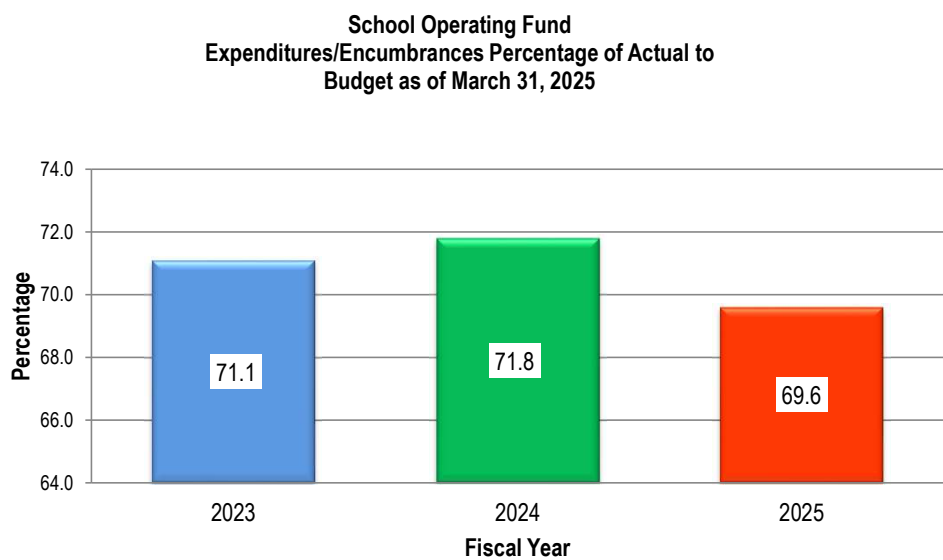
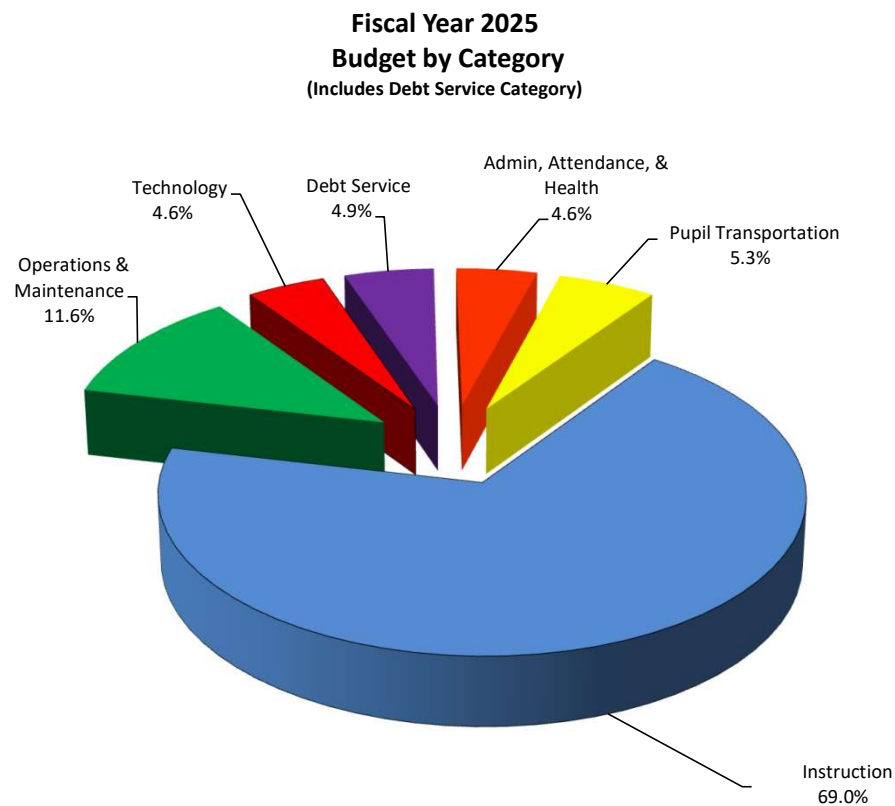
EXPENDITURES/ENCUMBRANCES

MARCH 2025

BY UNIT WITHIN CATEGORY	FISCAL YEAR	(1) BUDGET	(2) ACTUAL THROUGH JUNE	(3) ACTUAL THROUGH MONTH	% OF (3) TO (1)	TREND *
INSTRUCTION CATEGORY	2025	706,804,610	<-----	484,949,502	68.61%	A
	2024	685,673,810	677,889,427	492,539,004	71.83%	
	2023	635,274,513	625,322,355	451,989,310	71.15%	
ADMINISTRATION, ATTENDANCE & HEALTH CATEGORY	2025	47,126,507	<-----	32,019,207	67.94%	A
	2024	44,973,417	42,014,458	30,502,856	67.82%	
	2023	43,371,357	39,297,434	28,680,589	66.13%	
PUPIL TRANSPORTATION CATEGORY	2025	53,719,981	<-----	39,487,809	73.51%	A
	2024	56,249,853	54,487,742	39,349,587	69.96%	
	2023	56,397,547	53,710,672	41,688,805	73.92%	
OPERATIONS AND MAINTENANCE CATEGORY	2025	118,953,311	<-----	85,221,449	71.64%	A
	2024	119,576,999	116,283,856	85,913,065	71.85%	
	2023	117,860,247	114,588,676	83,202,363	70.59%	
TECHNOLOGY CATEGORY	2025	47,495,326	<-----	36,444,880	76.73%	A
	2024	43,564,721	42,420,231	33,309,044	76.46%	
	2023	50,387,282	49,479,819	36,723,254	72.88%	
SCHOOL OPERATING FUND TOTAL (EXCLUDING DEBT SERVICE)	2025	974,099,735	<-----	678,122,847	69.62%	A
	2024	950,038,800	933,095,714	681,613,556	71.75%	
	2023	903,290,946	882,398,956	642,284,321	71.10%	

DEBT SERVICE CATEGORY	2025	50,071,611	<-----	44,342,012	88.56%	A
	2024	50,071,611	44,744,589	41,315,450	82.51%	
	2023	50,133,654	46,171,521	42,901,004	85.57%	

* F=FAVORABLE, U=UNFAVORABLE, A=ACCEPTABLE



VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT
INSTRUCTION CATEGORY:	APPROPRIATIONS	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	BALANCE	OBLIGATED
ELEMENTARY CLASSROOM	198,111,867	18,424,002	137,162,773	996,881	59,952,213	69.7%
MIDDLE CLASSROOM	69,714,959	6,878,358	47,632,720	33,337	22,048,902	68.4%
HIGH CLASSROOM	94,085,961	9,261,091	64,794,220	8,701	29,283,040	68.9%
SPECIAL ED CLASSROOM	118,413,688	8,811,581	72,952,563	155,511	45,305,614	61.7%
TECH AND CAREER ED CLASSROOM	21,654,260	1,910,762	14,269,844	3,848	7,380,568	65.9%
GIFTED CLASSROOM	18,745,005	1,766,355	12,952,553	7,692	5,784,760	69.1%
ALTERNATIVE EDUCATION CLASSROOM	7,193,374	695,706	4,846,035		2,347,339	67.4%
REMEDIAL ED CLASSROOM	13,614,810	1,130,744	8,369,229		5,245,581	61.5%
SUMMER SCHOOL CC	1,600,057		1,081,932		518,125	67.6%
SUMMER SLIDE	268,626				268,626	
ADULT ED	2,474,359	235,173	1,792,758	3,927	677,674	72.6%
GUIDANCE	25,031,591	2,285,589	17,734,929	369	7,296,293	70.9%
STUDENT SERVICES	911,568	71,261	664,413	743	246,412	73.0%
SOCIAL WORKERS SCHOOL	5,813,551	678,382	3,763,603	784,606	1,265,342	78.2%
HOMEBOUND	285,228	13,122	87,931		197,297	30.8%
TEACHING AND LEARNING	20,248,069	1,118,886	16,650,747	268,454	3,328,868	83.6%
INSTRUCTIONAL PROF GROWTH AND INNOVATION	1,564,579	37,740	814,154		750,425	52.0%
OFFICE OF DIVERSITY EQUITY AND INCLUSION	592,431	42,128	526,329		66,102	88.8%
STUDENT LEADERSHIP	2,315,019	119,980	1,372,549	2,739	939,731	59.4%
SCHOOL LEADERSHIP	2,181,371	159,767	1,406,454	2,500	772,417	64.6%
STUDENT ACTIVITIES	10,299,148	348,440	8,764,859	19,668	1,514,621	85.3%
SPECIAL ED SUPPORT	5,994,409	401,827	3,571,575		2,422,834	59.6%
TECH AND CAREER ED SUPPORT	1,438,884	116,802	1,042,478		396,406	72.5%
GIFTED ED SUPPORT	3,005,376	222,691	1,901,244	26,543	1,077,589	64.1%
ALTERNATIVE ED SUPPORT	3,278,414	330,526	2,753,131		525,283	84.0%
LIBRARY MEDIA SUPPORT	16,001,969	1,529,169	10,840,206	95,317	5,066,446	68.3%
OFFICE OF PRINCIPAL-ELEMENTARY	32,802,114	2,751,972	23,525,491	158,001	9,118,622	72.2%
OFFICE OF PRINCIPAL-MIDDLE	13,596,536	1,113,575	9,676,330	31,692	3,888,514	71.4%
OFFICE OF PRINCIPAL-HIGH	14,744,593	1,264,800	10,810,670	11,767	3,922,156	73.4%
OFFICE OF PRINCIPAL-TECH AND CAREER ED	822,794	67,892	575,282	204	247,308	69.9%
TOTAL INSTRUCTION	706,804,610	61,788,321	482,337,002	2,612,500	221,855,108	68.6%
ADMIN., ATTENDANCE, AND HEALTH CATEGORY:						
BOARD AND GOVT SERVICES	561,110	45,557	382,886	24,242	153,982	72.6%
LEGAL SERVICES	1,110,550	135,720	821,283		289,267	74.0%
OFFICE OF SUPERINTENDENT	1,294,696	88,774	901,834		392,862	69.7%
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	2,791,103	214,116	1,950,383		840,720	69.9%
HUMAN RESOURCES	7,009,931	1,625,657	5,268,929	1,091	1,739,911	75.2%
PROFESSIONAL GROWTH AND INNOVATION	1,168,168	97,499	798,048		370,120	68.3%
CONSOLIDATED BENEFITS	3,055,901	209,215	1,970,189	167,830	917,882	70.0%
PLANNING INNOVATION AND ACCOUNTABILITY	2,746,158	163,723	1,500,867	21,057	1,224,234	55.4%
BUDGET AND FINANCE	5,990,283	465,489	4,108,474	4,297	1,877,512	68.7%
INTERNAL AUDIT	580,433	49,554	415,345		165,088	71.6%
PROCUREMENT SERVICES	1,327,951	97,770	852,722	19,719	455,510	65.7%
HEALTH SERVICES	10,037,631	914,762	6,552,560	35,624	3,449,447	65.6%
PSYCHOLOGICAL SERVICES	8,886,363	747,228	5,774,614	50,813	3,060,936	65.6%
AUDIOLOGICAL SERVICES	566,229	45,410	395,934	466	169,829	70.0%
TOTAL ADMIN., ATTENDANCE, AND HEALTH	47,126,507	4,900,474	31,694,068	325,139	15,107,300	67.9%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED
PUPIL TRANSPORTATION CATEGORY:						
TRANSPORTATION MANAGEMENT	3,748,288	278,994	2,478,732		1,269,556	66.1%
VEHICLE OPERATIONS	31,200,292	2,752,863	21,309,716	2,636,914	7,253,662	76.8%
VEHICLE OPERATIONS-SPECIAL ED	10,296,460	1,220,214	6,619,434	855,094	2,821,932	72.6%
MONITORING SERVICES-SPECIAL ED	3,822,689	318,272	2,265,514		1,557,175	59.3%
VEHICLE MAINTENANCE	4,652,252	372,678	3,322,405		1,329,847	71.4%
TOTAL PUPIL TRANSPORTATION	53,719,981	4,943,021	35,995,801	3,492,008	14,232,172	73.5%
OPERATIONS AND MAINTENANCE CATEGORY:						
SCHOOL DIVISION SERVICES	365,401	30,192	270,051		95,350	73.9%
FACILITIES AND MAINTENANCE SERVICES	56,227,923	4,428,014	38,751,348	4,065,850	13,410,725	76.1%
CUSTODIAL SERVICES	38,301,255	2,964,137	24,494,822	541,390	13,265,043	65.4%
GROUPS SERVICES	5,444,060		4,083,045		1,361,015	75.0%
VEHICLE SERVICES	1,623,917	91,351	948,141	7,596	668,180	58.9%
SECURITY AND EMERGENCY MANAGEMENT	13,298,029	1,279,660	9,317,979		3,980,050	70.1%
DISTRIBUTION SERVICES	2,240,794	218,141	1,593,334		647,460	71.1%
TELECOMMUNICATIONS	1,451,932	37,823	1,019,064	128,829	304,039	79.1%
TOTAL OPERATIONS AND MAINTENANCE	118,953,311	9,049,318	80,477,784	4,743,665	33,731,862	71.6%
TECHNOLOGY CATEGORY:						
ELEMENTARY CLASSROOM	127,222	6,584	116,850	4,084	6,288	95.1%
MIDDLE CLASSROOM	89,910	800	129,656		(39,746)	144.2%
HIGH CLASSROOM	22,725	4,308	47,650	625	(25,550)	212.4%
SPECIAL ED CLASSROOM	264,010	4,073	183,649	4,625	75,736	71.3%
TECH AND CAREER ED CLASSROOM	417,531	64,856	376,768	41,635	(872)	100.2%
GIFTED CLASSROOM	105,671	1,384	50,209	8,053	47,409	55.1%
ALTERNATIVE ED CLASSROOM		805	805		(805)	
REMEDIAL ED CLASSROOM	29,891		158,335		(128,444)	529.7%
SUMMER SCHOOL CC	10,527		23,650		(13,123)	224.7%
ADULT ED	59,467	(32,892)	25,308		34,159	42.6%
GUIDANCE	49,095	86	40,712	800	7,583	84.6%
STUDENT SERVICES	2,932	63	6,673		(3,741)	227.6%
SOCIAL WORKERS SCHOOL	8,054	491	1,362		6,692	16.9%
HOMEBOUND	99,340	1,680	14,732	21,845	62,763	36.8%
TEACHING AND LEARNING	216,095	2,724	258,032	5,663	(47,600)	122.0%
INSTRUCTIONAL PROF GROWTH AND INNOVATION	45,000	21,028	34,034		10,966	75.6%
OFFICE OF DIVERSITY EQUITY AND INCLUSION	2,000	100	1,217		783	60.9%
STUDENT LEADERSHIP	9,116	831	6,294	394	2,428	73.4%
SCHOOL LEADERSHIP	26,525	(225)	2,873		23,652	10.8%
STUDENT ACTIVITIES	819	22	398		421	48.6%
SPECIAL ED SUPPORT	9,747	573	8,019		1,728	82.3%
TECH AND CAREER ED SUPPORT	3,195	7	12,918		(9,723)	404.3%
GIFTED ED SUPPORT	269,203	11,715	139,239	575	129,389	51.9%
ALTERNATIVE ED SUPPORT	175,601	15	40,541	34,300	100,760	42.6%
LIBRARY MEDIA SUPPORT	557,239	2,597	583,380	14,619	(40,760)	107.3%
OFFICE OF PRINCIPAL-ELEMENTARY	10,475	2,527	24,646	3,071	(17,242)	264.6%
OFFICE OF PRINCIPAL-MIDDLE			3,430	936	(4,366)	
OFFICE OF PRINCIPAL-HIGH	480	871	13,870	2,780	(16,170)	3468.8%
OFFICE OF PRINCIPAL-TECH AND CAREER ED	501			347	154	69.3%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT
TECHNOLOGY CATEGORY:	APPROPRIATIONS	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	BALANCE	OBLIGATED
INSTRUCTIONAL TECHNOLOGY SUPPORT	21,564,095	1,578,060	13,485,217	93,477	7,985,401	63.0%
BOARD AND GOVT SERVICES	13,523		11,341		2,182	83.9%
LEGAL SERVICES	87,618	55	72,613		15,005	82.9%
OFFICE OF SUPERINTENDENT	12,056	1,133	3,574		8,482	29.6%
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	475,431	278	602,539	1,053	(128,161)	127.0%
HUMAN RESOURCES	310,388	1,707	304,021		6,367	97.9%
PROFESSIONAL GROWTH AND INNOVATION	162,788	797	147,417	3,830	11,541	92.9%
CONSOLIDATED BENEFITS	155,173	59	89,832	29,650	35,691	77.0%
PLANNING INNOVATION AND ACCOUNTABILITY	283,914	(6,551)	65,832	92,366	125,716	55.7%
BUDGET AND FINANCE	285,449	121	192,479	1,096	91,874	67.8%
INTERNAL AUDIT	4,035	4	2,113	1,106	816	79.8%
PROCUREMENT SERVICES	149,211	27,489	110,303	61,558	(22,650)	115.2%
OFFICE OF TECHNOLOGY	1,220,521	101,300	884,729		335,792	72.5%
HEALTH SERVICES	9,096		6,290		2,806	69.2%
PSYCHOLOGICAL SERVICES	32,257	13	47,324	8,925	(23,992)	174.4%
AUDIOLOGICAL SERVICE		200	619		(619)	
TRANSPORTATION MANAGEMENT	5,947	901	1,149	187	4,611	22.5%
VEHICLE OPERATIONS	418,956	75,142	582,246	238,565	(401,855)	195.9%
VEHICLE OPERATIONS-SPECIAL ED	132,095	28,443	204,283	85,328	(157,516)	219.2%
VEHICLE MAINTENANCE	28,471	4,400	15,039		13,432	52.8%
SCHOOL DIVISION SERVICES	3,842	2	182		3,660	4.7%
FACILITIES AND MAINTENANCE SERVICES	1,093,912	185,501	892,052	94,845	107,015	90.2%
CUSTODIAL SERVICES	14,379	96	409	45	13,925	3.2%
VEHICLE SERVICES	115,091	15,105	123,445	45,315	(53,669)	146.6%
SECURITY AND EMERGENCY MANAGEMENT	217,313	1	234,146	3,610	(20,443)	109.4%
DISTRIBUTION SERVICES	54,318	100	45,002		9,316	82.8%
TELECOMMUNICATIONS	10,008		12,592		(2,584)	125.8%
TECHNOLOGY MAINTENANCE	18,023,068	1,063,909	14,448,587	648,947	2,925,534	83.8%
TOTAL TECHNOLOGY	47,495,326	3,173,288	34,890,625	1,554,255	11,050,446	76.7%
TOTAL SCHOOL OPERATING FUND (EXCLUDING DEBT SERVICE)	974,099,735	83,854,422	665,395,280	12,727,567	295,976,888	69.6%
DEBT SERVICE CATEGORY:	50,071,611	9,801,192	44,342,012		5,729,599	88.6%

Virginia Beach City Public Schools
Interim Financial Statements
School Operating Fund Summary
For the period July 1, 2024 through March 31, 2025

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Revenues :

	Budget	% of Total	Actual	Unrealized	Percent Realized
Source:					
Commonwealth of Virginia	383,220,849	37.76%	275,892,911	(107,327,938)	71.99%
State Share Sales Tax	88,878,833	8.76%	61,632,019	(27,246,814)	69.34%
Federal Government	14,744,107	1.45%	11,786,107	(2,958,000)	79.94%
City of Virginia Beach	524,298,845	51.66%	402,021,825	(122,277,020)	76.68%
Other Sources	3,722,000	0.37%	3,592,010	(129,990)	96.51%
Total Revenues	<u>1,014,864,634</u>	<u>100.00%</u>	<u>754,924,872</u>	<u>(259,939,762)</u>	<u>74.39%</u>
Prior Year Local Contribution*	<u>9,306,712</u>				
	<u><u>1,024,171,346</u></u>				

Expenditures/Encumbrances:

	Budget	% of Total	Actual	Unencumbered	Percent Obligated
Category:					
Instruction	706,804,610	69.01%	484,949,502	221,855,108	68.61%
Administration, Attendance and Health	47,126,507	4.60%	32,019,207	15,107,300	67.94%
Pupil Transportation	53,719,981	5.25%	39,487,809	14,232,172	73.51%
Operations and Maintenance	118,953,311	11.61%	85,221,449	33,731,862	71.64%
Technology	47,495,326	4.64%	36,444,880	11,050,446	76.73%
Debt Service	50,071,611	4.89%	44,342,012	5,729,599	88.56%
Total Expenditures/Encumbrances	<u>1,024,171,346</u>	<u>100.00%</u>	<u>722,464,859</u>	<u>301,706,487</u>	<u>70.54%</u>

* Fiscal Year 2023-2024 encumbrances brought forward into the current year.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL OPERATING FUND
BALANCE SHEET
JULY 1, 2024 THROUGH MARCH 31, 2025

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ASSETS:

LIABILITIES:

CASH	1,736,515	CHECKS PAYABLE	582,221
ACCOUNTS RECEIVABLES	56,375	WIRES PAYABLE	9,801,193
DUE FROM GENERAL FUND	109,007,620	ACH PAYABLE	94,773
DUE FROM THE COMMONWEALTH	1,218,747	ACCOUNTS PAYABLE	10,490
PREPAID ITEM	163,884	ACCOUNTS PAYABLE-SCHOOLS	289,781
		SALARIES PAYABLE-OPTIONS	43,042,006
		FICA PAYABLE-OPTIONS	3,274,199
		DUE TO COMMONWEALTH	171
		TOTAL LIABILITIES	<u>57,094,834</u>
		FUND BALANCE	594,015
		ESTIMATED REVENUE	(1,014,864,634)
		APPROPRIATIONS	1,024,171,346
		ENCUMBRANCES	12,727,567
		RESERVE FOR ENCUMBRANCES	(12,727,567)
		EXPENDITURES	(709,737,292)
		REVENUES	<u>754,924,872</u>
		TOTAL FUND EQUITY	<u>55,088,307</u>
TOTAL ASSETS	<u>112,183,141</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>112,183,141</u>

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF REVENUES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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	<u>FY 2025 ESTIMATED</u>	<u>MONTH'S REALIZED</u>	<u>YR-TO-DATE REALIZED</u>	<u>UNREALIZED REVENUES</u>	<u>PERCENT REALIZED</u>
COMMONWEALTH VRS RETIREMENT	26,886,426	2,240,535	20,164,819	(6,721,607)	75.0%
SOCIAL SECURITY	12,524,961	1,043,747	9,393,721	(3,131,240)	75.0%
GROUP LIFE	771,332	64,277	578,499	(192,833)	75.0%
BASIC SCHOOL AID	232,926,033	19,410,503	174,694,525	(58,231,508)	75.0%
REMEDIAL SUMMER SCHOOL	419,301			(419,301)	
VOCATIONAL EDUCATION	2,424,186	202,016	1,818,140	(606,046)	75.0%
GIFTED EDUCATION	2,313,996	192,833	1,735,497	(578,499)	75.0%
SPECIAL EDUCATION	23,213,417	1,934,452	17,410,063	(5,803,354)	75.0%
COMPENSATION SUPPLEMENT	8,855,801	770,069	6,545,592	(2,310,209)	73.9%
SPECIAL EDUCATION HOMEBOUND	214,870			(214,870)	
SUPPLEMENTAL LOTTERY PER PUPIL ALLOCATION	16,338,486	2,731,440	8,194,319	(8,144,167)	50.2%
FOSTER CARE	434,644			(434,644)	
SPECIAL ED-REGIONAL TUITION	5,827,319			(5,827,319)	
CAREER AND TECH ED-OCCUPATIONAL	392,637			(392,637)	
ENGLISH AS A SECOND LANGUAGE	3,015,653	251,305	2,261,740	(753,913)	75.0%
AT-RISK	26,239,445	2,281,690	19,394,372	(6,845,073)	73.9%
K-3 PRIMARY CLASS SIZE REDUCTION	6,263,870	1,027,590	3,082,770	(3,181,100)	49.2%
OTHER STATE FUNDS	14,158,472	1,179,873	10,618,854	(3,539,618)	75.0%
TOTAL FROM COMMONWEALTH OF VIRGINIA	<u>383,220,849</u>	<u>33,330,330</u>	<u>275,892,911</u>	<u>(107,327,938)</u>	72.0%
STATE SHARE SALES TAX	88,878,833	6,662,056	61,632,019	(27,246,814)	69.3%
TOTAL FROM STATE SHARE SALES TAX	<u>88,878,833</u>	<u>6,662,056</u>	<u>61,632,019</u>	<u>(27,246,814)</u>	69.3%
IMPACT AID PUBLIC LAW 874	7,489,766		4,619,656	(2,870,110)	61.7%
IMPACT AID SPECIAL EDUCATION	837,638		463,153	(374,485)	55.3%
IMPACT AID DEPT OF DEFENSE	2,247,062		2,829,509	582,447	125.9%
DEPT. OF THE NAVY NJROTC	225,481		159,131	(66,350)	70.6%
DEPT. OF DEFENSE SPECIAL EDUCATION	1,771,877		1,912,374	140,497	107.9%
MEDICAID REIMB-MEDICAL	1,715,818	232,825	1,611,927	(103,891)	93.9%
MEDICAID REIMB-TRANSPORTATION	212,358		68,012	(144,346)	32.0%
FEDERAL REIMBURSEMENT OF INTEREST	244,107		122,054	(122,053)	50.0%
OTHER FEDERAL REVENUE		32	291	291	
TOTAL FROM FEDERAL GOVERNMENT	<u>14,744,107</u>	<u>232,857</u>	<u>11,786,107</u>	<u>(2,958,000)</u>	79.9%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF REVENUES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED
CITY OF VIRGINIA BEACH-LOCAL CONTRIBUTION	524,298,845	40,513,827	402,021,825	(122,277,020)	76.7%
TOTAL TRANSFERS	524,298,845	40,513,827	402,021,825	(122,277,020)	76.7%
RENT OF FACILITIES SCHOOLS	300,000		221,538	(78,462)	73.8%
REIM FOIA		79	470	470	
SETTLEMENTS		173,618	604,430	604,430	
TUITION CHARGES		84,012	124,792	124,792	
SERVICE CHARGES	40,000			(40,000)	
TUITION REGULAR DAY	100,000		65,864	(34,136)	65.9%
TUITION GEN ADULT ED	50,000			(50,000)	
MISC ADULT LEARNING CHARGES	1,000			(1,000)	
TUITION VOCATIONAL ADULT ED	8,000			(8,000)	
TUITION LPN PROGRAM	12,000		400	(11,600)	3.3%
TUITION SUMMER SCHOOL	500,000		506,576	6,576	101.3%
TUITION DRIVERS ED	150,000	15,764	99,802	(50,198)	66.5%
COLLEGE NIGHT FEES	10,000		15,450	5,450	154.5%
VENDING OPERATING RECEIPTS		62	290	290	
DONATION		5,000	6,749	6,749	
STOP ARM ENFORCEMENT	1,200,000	11,616	140,630	(1,059,370)	11.7%
SALE OF SALVAGE MATERIALS	75,000	5,233	33,921	(41,079)	45.2%
INSURANCE PROCEEDS		7,894	19,999	19,999	
OTHER REBATES			400,000	400,000	
SALE OF CAPITAL ASSETS AND VEHICLES	300,000		12,300	(287,700)	4.1%
SALE OF SCHOOL BUSES	100,000		17,377	(82,623)	17.4%
REIMB SYSTEM REPAIRS	25,000	130	3,340	(21,660)	13.4%
LOST AND STOLEN-TECHNOLOGY			52,566	52,566	
DAMAGED-TECHNOLOGY	150,000	292	290,794	140,794	193.9%
LOST AND DAMAGED-CALCULATORS	1,000		6,979	5,979	697.9%
LOST AND DAMAGED-HEARTRATE MONITORS			659	659	
MISCELLANEOUS REVENUE	100,000	5,796	137,323	37,323	137.3%
INDIRECT COST-GRANTS	600,000	91,868	829,761	229,761	138.3%
TOTAL FROM OTHER SOURCES	3,722,000	401,364	3,592,010	(129,990)	96.5%
TOTAL SCHOOL OPERATING FUND	1,014,864,634	81,140,434	754,924,872	(259,939,762)	74.4%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL ATHLETICS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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ASSETS:		LIABILITIES:	
CASH	2,088,964	CHECKS PAYABLE	28,864
		ACH PAYABLE	46,003
		TOTAL LIABILITIES	<u>74,867</u>
		FUND EQUITY:	
		FUND BALANCE	
		ESTIMATED REVENUE	(6,367,588)
		APPROPRIATIONS	6,478,528
		ENCUMBRANCES	37,978
		RESERVE FOR ENCUMBRANCES	(37,978)
		EXPENDITURES	(4,649,551)
		REVENUES	6,552,708
		TOTAL FUND EQUITY	<u>2,014,097</u>
TOTAL ASSETS	<u>2,088,964</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>2,088,964</u>

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	FY 2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	5,000	11,659	160,464	155,464	3209.3%	1601.6%
BASKETBALL	120,000	1,664	106,002	(13,998)	88.3%	93.7%
FOOTBALL	250,000		238,589	(11,411)	95.4%	91.6%
GYMNASTICS	4,000		5,223	1,223	130.6%	115.3%
LACROSSE	25,000			(25,000)		
SOCCER	42,000			(42,000)		
VOLLEYBALL			42,424	42,424		
WRESTLING	13,000		15,280	2,280	117.5%	111.8%
MIDDLE SCHOOL	65,000	20,982	95,235	30,235	146.5%	122.1%
TRANSFER FROM SCHOOL OPERATING	5,808,588		5,808,588		100.0%	100.0%
OTHER INCOME	35,000	5,536	80,903	45,903	231.2%	11.0%
TOTAL REVENUES	<u>6,367,588</u>	<u>39,841</u>	<u>6,552,708</u>	<u>185,120</u>	102.9%	97.4%
PYFB-ENCUMBRANCES	<u>110,940</u>					
TOTAL REVENUES AND PYFB	<u>6,478,528</u>					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	FY 2024 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	2,577,109	263,778	1,921,539		655,570	74.6%	76.9%
FICA BENEFITS	197,149	20,890	149,269		47,880	75.7%	77.4%
PURCHASED SERVICES	2,358,289	226,030	1,604,134		754,155	68.0%	61.4%
VA HIGH SCHOOL LEAGUE DUES	51,250		20,850		30,400	40.7%	49.0%
ATHLETIC INSURANCE	220,000		188,448		31,552	85.7%	93.9%
MATERIALS AND SUPPLIES	825,534	45,248	656,001	10,576	158,957	80.7%	74.8%
CAPITAL OUTLAY	249,197	48,778	109,310	27,402	112,485	54.9%	5.5%
TOTAL	<u>6,478,528</u>	<u>604,724</u>	<u>4,649,551</u>	<u>37,978</u>	<u>1,790,999</u>	72.4%	71.0%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL CAFETERIAS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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ASSETS:		LIABILITIES:	
CASH	13,812,524	CHECKS PAYABLE	165,116
CASH WITH CAFETERIAS	9,915	ACH PAYABLE	516,142
SUPPLIES INVENTORY	146,917	ACCOUNTS PAYABLE	86,938
FOOD INVENTORY	422,479	SALARIES PAYABLE-OPTIONS	989,538
FOOD-USDA INVENTORY	114,116	FICA PAYABLE-OPTIONS	75,766
		UNEARNED REVENUE	626,190
		TOTAL LIABILITIES	<u>2,459,690</u>
		FUND EQUITY:	
		FUND BALANCE	10,152,697
		ESTIMATED REVENUE	(43,973,924)
		APPROPRIATIONS	51,584,014
		ENCUMBRANCES	2,906,510
		RESERVE FOR ENCUMBRANCES	(2,906,510)
		EXPENDITURES	(28,526,100)
		REVENUES	<u>22,809,574</u>
		TOTAL FUND EQUITY	<u>12,046,261</u>
TOTAL ASSETS	<u>14,505,951</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>14,505,951</u>

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	FY 24 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	100,000	67,600	610,744	510,744	610.7%	724.8%
SERVICE CHARGES	13,050,890	969,258	6,011,024	(7,039,866)	46.1%	45.5%
USDA REBATES FROM VENDORS	700,000	103,380	392,695	(307,305)	56.1%	74.3%
MISCELLANEOUS REVENUE		252	32,946	32,946		
TOTAL LOCAL REVENUE	<u>13,850,890</u>	<u>1,140,490</u>	<u>7,047,409</u>	<u>(6,803,481)</u>	50.9%	50.7%
SCHOOL BREAKFAST INITIATIVE	55,000	7,723	49,648	(5,352)	90.3%	63.6%
SCHOOL LUNCH	300,000	9,209	346,197	46,197	115.4%	114.5%
SCHOOL BREAKFAST	300,000	80,299	253,116	(46,884)	84.4%	75.6%
TOTAL REVENUE FROM COMMONWEALTH	<u>655,000</u>	<u>97,231</u>	<u>648,961</u>	<u>(6,039)</u>	99.1%	93.8%
SCHOOL BREAKFAST PROGRAM	7,073,249	636,207	4,202,847	7	59.4%	64.5%
NATIONAL SCHOOL LUNCH PROGRAM	19,364,785	1,586,961	10,434,789	(8,929,996)	53.9%	60.1%
USDA COMMODITIES	2,500,000			(2,500,000)		
CHILD AND ADULT CARE FOOD PROGRAM	375,000	61,315	290,906	(84,094)	77.6%	80.2%
USDA SUMMER FEEDING PROGRAM	155,000		184,662	29,662	119.1%	144.3%
TOTAL REVENUE FROM FEDERAL GOV'T	<u>29,468,034</u>	<u>2,284,483</u>	<u>15,113,204</u>	<u>(11,484,421)</u>	51.3%	56.8%
TOTAL REVENUES	<u>43,973,924</u>	<u>3,522,204</u>	<u>22,809,574</u>	<u>(18,293,941)</u>	51.9%	55.3%
PRIOR YEAR FUND BALANCE (PYFB)	4,690,773					
PYFB-ENCUMBRANCES	2,919,317					
TOTAL REVENUES AND PYFB	<u>51,584,014</u>					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	FY 24 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	16,934,497	1,343,043	9,747,342		7,187,155	57.6%	62.6%
FRINGE BENEFITS	6,912,572	566,371	3,798,493		3,114,079	55.0%	60.7%
PURCHASED SERVICES	3,062,809	56,997	2,179,340	1,986,769	(1,103,300)	136.0%	83.8%
OTHER CHARGES	70,394	(317)	24,599		45,795	34.9%	51.8%
MATERIALS AND SUPPLIES	19,977,963	1,758,596	10,988,966	72,002	8,916,995	55.4%	63.1%
CAPITAL OUTLAY	4,625,779	32,392	1,787,360	847,739	1,990,680	57.0%	28.8%
TOTAL	<u>51,584,014</u>	<u>3,757,082</u>	<u>28,526,100</u>	<u>2,906,510</u>	<u>20,151,404</u>	60.9%	59.5%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL TEXTBOOKS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 7

ASSETS:		LIABILITIES:	
CASH	9,407,023	TOTAL LIABILITIES	
PREPAID ITEMS			
		FUND EQUITY:	
		FUND BALANCE	5,669,177
		ESTIMATED REVENUE	(5,942,182)
		APPROPRIATIONS	8,353,721
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENDITURES	(3,424,678)
		REVENUES	4,750,985
		TOTAL FUND EQUITY	9,407,023
TOTAL ASSETS	9,407,023	TOTAL LIABILITIES AND FUND EQUITY	9,407,023

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	42,104	45,068	326,945	284,841	776.5%	478.7%
LOST AND DAMAGED	18,121		12,572	(5,549)	69.4%	56.7%
TOTAL LOCAL REVENUE	60,225	45,068	339,517	279,292	563.7%	276.9%
DEPT OF EDUCATION	5,881,957	490,163	4,411,468	(1,470,489)	75.0%	74.8%
TOTAL REVENUE-COMMONWEALTH	5,881,957	490,163	4,411,468	(1,470,489)	75.0%	74.8%
TOTAL REVENUES	5,942,182	535,231	4,750,985	(1,191,197)	80.0%	77.0%
PRIOR YEAR FUND BALANCE (PYFB)	2,406,499					
PYFB-ENCUMBRANCES	5,040					
TOTAL REVENUES AND PYFB	8,353,721					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	2024 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	102,934	8,752	80,636		22,298	78.3%	84.9%
FRINGE BENEFITS	40,288	3,682	28,967		11,321	71.9%	78.7%
MATERIALS AND SUPPLIES	8,210,499	3,611	3,315,075		4,895,424	40.4%	70.0%
TOTAL	8,353,721	16,045	3,424,678		4,929,043	41.0%	70.2%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL RISK MANAGEMENT FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 8

ASSETS:		LIABILITIES:	
CASH	22,607,967	EST CLAIMS/JUDGMENTS PAYABLE	9,145,979
PREPAID ITEM	281,377	TOTAL LIABILITIES	9,145,979
		FUND EQUITY:	
		RETAINED EARNINGS	11,484,955
		ENCUMBRANCES	415,168
		RESERVE FOR ENCUMBRANCES	(415,168)
		EXPENSES	(7,730,767)
		REVENUES	9,989,177
		TOTAL FUND EQUITY	13,743,365
TOTAL ASSETS	22,889,344	TOTAL LIABILITIES AND FUND EQUITY	22,889,344

REVENUES:	MONTH'S REALIZED	YR-TO-DATE REALIZED
INTEREST ON BANK DEPOSITS	111,709	987,668
RISK MANAGEMENT CHARGES		8,995,919
INSURANCE PROCEEDS		4,772
MISCELLANEOUS REVENUE	435	818
TOTAL REVENUES	112,144	9,989,177

EXPENSES:	MONTH'S EXPENSES	YR-TO-DATE EXPENSES	OUTSTANDING ENCUMBRANCES
PERSONNEL SERVICES	35,804	318,001	
FRINGE BENEFITS	12,841	102,710	
OTHER PURCHASED SERVICES		249,210	415,168
FIRE AND PROPERTY INSURANCE		4,307,478	
MOTOR VEHICLE INSURANCE		755,368	
WORKER'S COMPENSATION	198,541	1,701,014	
GENERAL LIABILITY INSURANCE		203,884	
MISCELLANEOUS	230	7,400	
MATERIALS AND SUPPLIES	671	85,702	
TOTAL	248,087	7,730,767	415,168

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL COMMUNICATION TOWERS/TECHNOLOGY FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 9

ASSETS:		LIABILITIES:	
CASH	6,891,577	DEPOSITS PAYABLE	<u>75,000</u>
		TOTAL LIABILITIES	<u>75,000</u>
		FUND EQUITY:	
		FUND BALANCE	5,440,811
		ESTIMATED REVENUE	(628,000)
		APPROPRIATIONS	1,000,000
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENDITURES	
		REVENUES	<u>1,003,766</u>
		TOTAL FUND EQUITY	<u>6,816,577</u>
TOTAL ASSETS	<u>6,891,577</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>6,891,577</u>

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	FY 2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	26,000	33,661	271,938	245,938	1045.9%	988.0%
RENT-WIRELESS COMMUNICATION	602,000			(602,000)		
TOWER RENT-BAYSIDE HIGH			30,250	30,250		
TOWER RENT-COX HIGH		3,882	183,965	183,965		
TOWER RENT-FIRST COLONIAL HIGH			37,777	37,777		
TOWER RENT-OCEAN LAKES HIGH		71,961	210,608	210,608		
TOWER RENT-TALLWOOD HIGH			55,510	55,510		
TOWER RENT-LANDSTOWN HIGH			88,106	88,106		
TOWER RENT-TECH CENTER		7,066	112,985	112,985		
TOWER RENT-WOODSTOCK ELEM		1,452	12,627	12,627		
TOTAL REVENUES	<u>628,000</u>	<u>118,022</u>	<u>1,003,766</u>	<u>375,766</u>	159.8%	143.1%
PRIOR YEAR FUND BALANCE (PYFB)	<u>372,000</u>					
TOTAL REVENUES AND PYFB	<u>1,000,000</u>					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	FY 2024 PERCENT OBLIGATED
EXPENDITURES:							
PURCHASED SERVICES	500,000				500,000		100.0%
MATERIALS AND SUPPLIES	500,000				500,000		
TOTAL	<u>1,000,000</u>				<u>1,000,000</u>		4.8%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF REVENUES
SCHOOL GRANTS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B10

Revenues :

	FY 2025 Estimated	Month's Realized	Yr-To-Date Realized	Unrealized Revenues	Percent Realized
Source:					
Commonwealth of Virginia	51,510,049	1,666,176	24,458,464	(27,051,585)	47.5%
Federal Government	68,496,185	7,907,617	22,366,578	(46,129,607)	32.7%
Other Sources	5,937,545	24,516	2,817,058	(3,120,487)	47.4%
Transfers from School Operating Fund	10,203,123	(2,038)	10,630,703	427,580	104.2%
Total Revenues	136,146,902	9,596,271	60,272,803	(75,874,099)	44.3%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL GRANTS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 11

	<u>FY 2025</u> <u>APPROPRIATIONS</u>	<u>MONTH'S</u> <u>EXPENDITURES</u>	<u>YR-TO-DATE</u> <u>EXPENDITURES</u>	<u>OUTSTANDING</u> <u>ENCUMBRANCES</u>	<u>REMAINING</u> <u>BALANCE</u>	<u>PERCENT</u> <u>OBLIGATED</u>
2 REVOLUTIONS	17,067				17,067	
ADULT BASIC EDUCATION	349,043	26,994	273,484		75,559	78.4%
ADVANCING COMPUTER SCIENCE EDUCATION	133,870	414	55,643		78,227	41.6%
ALGEBRA READINESS	3,514,375	93,853	692,055	385,931	2,436,389	30.7%
ARP BEFORE & AFTER SCHOOL	130,995		130,995			100.0%
ARP HOMELESS GRANT II	117,980		117,980			100.0%
ARP HOMELESS I	3,555		3,555			100.0%
ARPA ESSER III	4,742,984		4,742,984			100.0%
BAYPORT FOUNDATION	241,631	73,739	98,905		142,726	40.9%
BLUEFORGE - TCEC WELDING LAB	4,024,835		1,140,473		2,884,362	28.3%
CAREER & TECH ED STATE EQUIP ALLOC	74,199		74,199			100.0%
CAREER SWITCHER PROG MENTOR REIMB	12,275				12,275	
CARL PERKINS	1,205,971	40,013	963,794		242,177	79.9%
COPS SCHOOL VIOLENCE PREVENTION	243,599	9,986	118,950		124,649	48.8%
CORRECTIONS ED & OTHER INSTITUTIONALIZED	1,098		955		143	87.0%
CTE SPECIAL STATE EQUIP ALLOC	58,078		37,395		20,683	64.4%
DODEA SPANISH IMMERSION	248,310	8,140	190,742	3,107	54,461	78.1%
DODEA WLARP	1,640,117		221,956		1,418,161	13.5%
EARLY READING INTERVENTION	6,515,607	280,978	2,067,637		4,447,970	31.7%
FLEXIBLE PER PUPIL FUNDING	13,286,189	988,190	4,948,008	617,111	7,721,070	41.9%
GENERAL ADULT ED	29,877		29,877			100.0%
HAMPTON ROADS COMM	47,595			47,595		100.0%
HAMPTON ROADS WORKFORCE COUNCIL - ALC	158,100	7,562	86,991		71,109	55.0%
HAMPTON ROADS WORKFORCE COUNCIL - STEM (OSY)	141,950	8,707	88,109		53,841	62.1%
HVAC CSLFRF	4,779,965	159,885	2,364,785	2,415,180		100.0%
INDUSTRY CERT EXAMINATIONS	64,690		64,690			100.0%
INDUSTRY CERT EXAMINATIONS STEM-H	24,293		24,293			100.0%
ISAEP	64,216	5,720	31,158		33,058	48.5%
JAIL EDUCATION PROGRAM	287,953	13,988	125,060		162,893	43.4%
JUUL LABS	892,000				892,000	
JUVENILE DETENTION HOME	1,581,628	140,174	1,086,454		495,174	68.7%
MCKINNEY VENTO	106,300	13,077	36,388	19,367	50,545	52.5%
MIDDLE SCHOOL MARITIME EXPLORATION	135,323	1,600	107,044		28,279	79.1%
MYCAA-ALC	2,298				2,298	
MYCAA-LPN	1,000				1,000	
NATIONAL BOARD CERTIFICATION INCENTIVE	342,500		342,500			100.0%
NEW TEACHER MENTOR	27,918	27,918	27,918			100.0%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL GRANTS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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	<u>FY 2025</u> <u>APPROPRIATIONS</u>	<u>MONTH'S</u> <u>EXPENDITURES</u>	<u>YR-TO-DATE</u> <u>EXPENDITURES</u>	<u>OUTSTANDING</u> <u>ENCUMBRANCES</u>	<u>REMAINING</u> <u>BALANCE</u>	<u>PERCENT</u> <u>OBLIGATED</u>
NJROTC	109,744				109,744	
NO KID HUNGRY	39,412		3,412		36,000	8.7%
NSLP EQUIPMENT ASSISTANCE	13,887	1,123	13,887			100.0%
NYLF GRIEF-SENSITIVE SCHOOLS	37,500				37,500	
PERKINS CTE SECONDARY RESERVE FUNDS	12,359		12,359			100.0%
POST 9-11 GI BILL	3,650				3,650	
PRE-K - GRADE 2 ACTIVE LEARNING	114		114			100.0%
PRESCHOOL - IDEA SECTION 619	1,033,557	49,829	396,558	585	636,414	38.4%
PRIORITIZED ASPIRING EDUCATOR	10,000				10,000	
PROJECT GRADUATION	118,687	2,827	63,472		55,215	53.5%
PROJECT HOPE - CITY WIDE SCA	2,454		2,454			100.0%
RACE TO GED	53,039		50,139		2,900	94.5%
RECOVERY HIGH SCHOOL	500,000	9,715	90,411		409,589	18.1%
RESERVE FOR CONTINGENCY	15,957,354				15,957,354	
SCHOOL SAFETY AND SECURITY	85,417	49,276	74,639	10,778		100.0%
SCHOOL SAFETY AND SECURITY CSLFRF	71,731		71,731			100.0%
SCHOOL SECURITY EQUIPMENT	208,837	8,826	36,083	171,980	774	99.6%
SCHOOL-BASED HEALTH WORKFORCE	348,334		189,834		158,500	54.5%
STARTALK	85,919	20	62,965		22,954	73.3%
STEM COMPETITION	10,000		1,077		8,923	10.8%
TECHNOLOGY INITIATIVE	7,158,163	178,291	2,560,285	128,614	4,469,264	37.6%
TITLE I PART A	25,061,120	1,372,622	12,213,611	835,169	12,012,340	52.1%
TITLE I PART D SUBPART 1	44,639	762	20,575		24,064	46.1%
TITLE I PART D SUBPART 2	355,986	11,209	96,805		259,181	27.2%
TITLE II PART A	3,291,293	191,660	1,486,398		1,804,895	45.2%
TITLE III PART A IMMIGRANT & YOUTH	20,108				20,108	
TITLE III PART A LANGUAGE ACQUISITION	524,134	15,107	163,057	1,050	360,027	31.3%
TITLE IV PART A	2,363,602	25,076	674,146		1,689,456	28.5%
TITLE IV PELL	50,060		11,624		38,436	23.2%
TITLE VI-B IDEA SECTION 611	22,048,417	1,675,490	11,869,454	146	10,178,817	53.8%
UNITED WAY - SUMMER ENRICHMENT	1,057		1,057			100.0%
UNITED WAY MENTOR & ENRICHMENT	198,621	4,576	161,375		37,246	81.2%
VA PRESCHOOL INITIATIVE	11,029,492	747,533	5,197,529		5,831,963	47.1%
VDOE-SCNP TEAM NUTRITION	8,044		7,189		855	89.4%
VIRGINIA TIERED SYSTEMS OF SUPPORT	25,791	3,211	5,385		20,406	20.9%
WORKPLACE READINESS	14,996		14,996			100.0%
TOTAL SCHOOL GRANTS FUND	<u>136,146,902</u>	<u>6,248,091</u>	<u>55,847,598</u>	<u>4,636,613</u>	<u>75,662,691</u>	<u>44.4%</u>

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL BOARD/CITY HEALTH INSURANCE FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 13

ASSETS:		LIABILITIES:	
CASH	62,060,327	CHECKS PAYABLE	
		ACCOUNTS PAYABLE-HSA	(48)
		UNEARNED REVENUE	5,051,054
		EST CLAIMS-JUDGMENTS PAYABLE	7,646,000
		TOTAL LIABILITIES	<u>12,697,006</u>
		FUND EQUITY:	
		RETAINED EARNINGS	57,137,742
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENSES	(136,583,831)
		REVENUES	128,809,410
		TOTAL FUND EQUITY	<u>49,363,321</u>
TOTAL ASSETS	<u>62,060,327</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>62,060,327</u>

REVENUES:	<u>MONTH'S REALIZED</u>	<u>YEAR-TO-DATE REALIZED</u>
INTEREST ON BANK DEPOSITS	290,284	2,495,588
EMPLOYEE PREMIUMS-CITY	989,810	9,685,543
EMPLOYER PREMIUMS-CITY	4,360,903	41,933,710
EMPLOYEE PREMIUMS-SCHOOLS	807,885	7,077,239
EMPLOYER PREMIUMS-SCHOOLS	8,316,247	67,612,851
COBRA ADMINISTRATIVE FEE-CITY	247	2,241
COBRA ADMINISTRATIVE FEE-SCHOOLS	250	2,238
TOTAL REVENUES	<u>14,765,626</u>	<u>128,809,410</u>

EXPENSES:	<u>MONTH'S EXPENSES</u>	<u>YEAR-TO-DATE EXPENSES</u>	<u>OUTSTANDING ENCUMBRANCES</u>
SALARIES AND BENEFITS	454,697	3,906,353	
HEALTH CLAIMS AND OTHER EXPENSES-CITY	4,038,503	53,616,563	
HEALTH CLAIMS AND OTHER EXPENSES-SCHOOLS	6,088,142	79,060,915	
TOTAL EXPENSES	<u>10,581,342</u>	<u>136,583,831</u>	

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL VENDING OPERATIONS FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 14

ASSETS:		LIABILITIES:	
CASH	305,553	TOTAL LIABILITIES	
		FUND EQUITY:	
		FUND BALANCE	286,022
		ESTIMATED REVENUE	(150,000)
		APPROPRIATIONS	150,000
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENDITURES	(142,223)
		REVENUES	161,754
		TOTAL FUND EQUITY	305,553
TOTAL ASSETS	305,553	TOTAL LIABILITIES AND FUND EQUITY	305,553

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS		7,273	38,842	38,842		
VENDING OPERATIONS RECEIPTS	150,000		122,912	(27,088)	81.9%	57.2%
TOTAL REVENUES	150,000	7,273	161,754	11,754	107.8%	76.8%

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	2024 PERCENT OBLIGATED
EXPENDITURES:							
SCHOOL ALLOCATIONS	149,200		142,223		6,977	95.3%	94.8%
PURCHASED SERVICES	800				800		
TOTAL	150,000		142,223		7,777	94.8%	94.6%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL INSTRUCTIONAL TECHNOLOGY FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

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ASSETS:		LIABILITIES:	<u>3,061</u>
CASH	3,026,181	TOTAL LIABILITIES	<u>3,061</u>
		FUND EQUITY:	
		FUND BALANCE	798,092
		ESTIMATED REVENUE	
		APPROPRIATIONS	1,559,851
		ENCUMBRANCES	160,320
		RESERVE FOR ENCUMBRANCES	(160,320)
		EXPENDITURES	(600,136)
		REVENUES	<u>1,265,313</u>
		TOTAL FUND EQUITY	<u>3,023,120</u>
TOTAL ASSETS	<u>3,026,181</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>3,026,181</u>

REVENUES:	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED
INTEREST ON BANK DEPOSITS		<u>149,625</u>	<u>1,265,313</u>	<u>1,265,313</u>	%
TOTAL REVENUES		<u>149,625</u>	<u>1,265,313</u>	<u>1,265,313</u>	
PRIOR YEAR FUND BALANCE (PYFB)	1,000,000				
PYFB-ENCUMBRANCES	<u>559,851</u>				
TOTAL REVENUES AND PYFB	<u>1,559,851</u>				

EXPENDITURES:	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED
PURCHASED SERVICES		<u>3,061</u>	<u>3,545</u>	<u>1,875</u>	<u>(5,420)</u>	
MATERIALS AND SUPPLIES	<u>1,559,851</u>	<u>4,400</u>	<u>596,591</u>	<u>158,445</u>	<u>804,815</u>	48.4%
TOTAL	<u>1,559,851</u>	<u>7,461</u>	<u>600,136</u>	<u>160,320</u>	<u>799,395</u>	48.8%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL EQUIPMENT REPLACEMENT FUND
JULY 1, 2024 THROUGH MARCH 31, 2025

B 16

ASSETS:		LIABILITIES:	
CASH	313,135	CHECKS PAYABLE	
		TOTAL LIABILITIES	
		FUND EQUITY:	
		FUND BALANCE	(235,498)
		ESTIMATED REVENUE	
		APPROPRIATIONS	676,994
		ENCUMBRANCES	118,379
		RESERVE FOR ENCUMBRANCES	(118,379)
		EXPENDITURES	(143,301)
		REVENUES	14,940
		TOTAL FUND EQUITY	313,135
TOTAL ASSETS	313,135	TOTAL LIABILITIES AND FUND EQUITY	313,135

REVENUES:	FY 2025	MONTH'S	YR-TO-DATE	UNREALIZED	PERCENT
INTEREST ON BANK DEPOSITS	ESTIMATED	REALIZED	REALIZED	REVENUES	REALIZED
TOTAL REVENUES		1,541	14,940	14,940	%
PRIOR YEAR FUND BALANCE (PYFB)	400,000	1,541	14,940	14,940	
PYFB-ENCUMBRANCES	276,994				
TOTAL REVENUES AND PYFB	676,994				

EXPENDITURES:	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT
PURCHASED SERVICES	APPROPRIATIONS	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	BALANCE	OBLIGATED
MATERIALS AND SUPPLIES	78,371	1,047	10,247	53,561	14,563	81.4%
CAPITAL OUTLAY	494,683		50,722	43,210	400,751	19.0%
TOTAL	103,940		82,332	21,608		100.0%
	676,994	1,047	143,301	118,379	415,314	38.7%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
CAPITAL PROJECTS
JULY 1, 2024 THROUGH MARCH 31, 2025

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	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YEAR-TO-DATE EXPENDITURES	PROJECT-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED
601001-RENOV-REPLACMT-ENERGY MGMT II	17,825,000	32,213	1,211,365	13,065,669	333,380	4,425,951	75.17%
601002-TENNIS COURT RENOVATIONS II	2,200,000		5,813	1,469,339	543,388	187,273	91.49%
601005-JOHN B DEY ES MODERNIZATION	27,970,076		6,226	27,729,467		240,609	99.14%
601006-THOROUGHGOOD ES REPLACEMENT	32,470,000		6,226	32,456,042		13,958	99.96%
601007-PRINCESS ANNE MS REPLACEMENT	76,938,759			76,910,231	26,540	1,988	100.00%
601013-RENOV & REPLACE-REROOFING PHASE II	35,025,639			35,025,361	278		100.00%
601015-PRINCESS ANNE HS REPLACEMENT	115,140,717		41,190	6,781,113	210,735	108,148,869	6.07%
601016-ENERGY PERFORMANCE CONTRACTS PHASE II	37,500,000		262,258	35,004,908		2,495,092	93.35%
601017-RENOV & REPLACE-GROUND PH III	20,337,887	468,490	991,569	17,702,523	2,564,486	70,878	99.65%
601018-RENOV & REPLACE-HVAC PH III	92,892,146	138,504	6,794,589	49,054,628	26,490,192	17,347,326	81.33%
601019-RENOV & REPLACE-REROOFING PH III	45,124,260	71,882	4,169,042	27,935,576	4,910,589	12,278,095	72.79%
601020-RENOV & REPLACE - VARIOUS PH III	30,985,854	150,035	4,806,428	22,225,667	2,263,130	6,497,057	79.03%
601021-PLAZA ANNEX-LASKIN ROAD ADDITION	13,720,000			13,626,704	88,711	4,585	99.97%
601022-ELEMENTARY PLAYGROUND EQUIPMENT REP	3,084,737		1,054,603	2,494,533		590,204	80.87%
601023-STUDENT DATA MANAGEMENT SYSTEM	12,187,001	3,474	3,474	12,187,001			100.00%
601025-SCHOOL HR-PAYROLL	9,196,000			8,867,573		328,427	96.43%
601026-LYNNHAVEN MIDDLE SCHOOL EXPANSION	14,250,000	2,028	121,524	13,864,401	46,516	339,083	97.62%
601027-RENOV & REPLACE-SAFE SCHOOLS IMPROVEMENTS	1,000,000	2,586	132,025	921,769	56,087	22,144	97.79%
601028-B F WILLIAMS ES-BAYSIDE 6TH REPLACEMENT	89,316,000		12,147	2,531,038	191,724	86,593,238	3.05%
601029-BAYSIDE HIGH SCHOOL REPLACEMENT	5,936,507			5,509,840	423,458	3,209	99.95%
601030-REPLACEMENT PAYROLL SYSTEM	13,586,909					13,586,909	
601031-SCHOOL BUS & FLEET REPLACEMENT	7,713,000		288,280	7,439,441		273,559	96.45%
601032-PHONE SYSTEM REPLACEMENT	7,266,223	126,321	1,610,226	6,953,499	312,185	539	99.99%
601033-COMP LONG RANGE FACILITIES MASTER PLAN	200,000					200,000	
601999-PAYROLL ALLOCATION		162,917	570,759	570,759		(570,759)	
TOTAL CAPITAL PROJECTS	711,866,715	1,158,450	22,087,744	420,327,082	38,461,399	253,078,234	64.45%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
GREEN RUN COLLEGIATE CHARTER SCHOOL
JULY 1, 2024 THROUGH MARCH 31, 2025

B 18

ASSETS:		LIABILITIES:	
CASH	2,121,172	CHECKS PAYABLE	2,090
		SALARIES PAYABLE-OPTIONS	248,457
		FICA PAYABLE-OPTIONS	19,006
		TOTAL LIABILITIES	269,553
		FUND EQUITY:	
		FUND BALANCE	3,090
		ESTIMATED REVENUE	(4,978,251)
		APPROPRIATIONS	4,978,251
		ENCUMBRANCES	2,618
		RESERVE FOR ENCUMBRANCES	(2,618)
		EXPENDITURES	(3,129,722)
		REVENUES	4,978,251
		TOTAL FUND EQUITY	1,851,619
TOTAL ASSETS	2,121,172	TOTAL LIABILITIES AND FUND EQUITY	2,121,172

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	2024 PERCENT REALIZED
REVENUES:						
TRANSFER FROM GENERAL FUND	4,978,251		4,978,251		100.0%	100.0%
TOTAL REVENUES	4,978,251		4,978,251		100.0%	100.0%

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	2024 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	3,114,705	282,417	2,091,918		1,022,787	67.2%	75.0%
FRINGE BENEFITS	1,084,163	105,026	733,402		350,761	67.6%	79.1%
PURCHASED SERVICES	451,422	6,594	168,379		283,043	37.3%	45.2%
OTHER CHARGES	81,574	7,311	22,505		59,069	27.6%	124.1%
MATERIALS AND SUPPLIES	246,387	14,144	113,518	2,618	130,251	47.1%	45.4%
TOTAL	4,978,251	415,492	3,129,722	2,618	1,845,911	62.9%	71.9%



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INTERIM FINANCIAL STATEMENTS
FISCAL YEAR 2024-2025
APRIL 2025

The financial statements include the following:

	<u>Page</u>
School Operating Fund:	
Revenues by Major Source	A1
Expenditures and Encumbrances by Category	A3
Expenditures and Encumbrances by Budget Unit within Category	A5
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Special Revenue and Proprietary Funds:	
Athletics	B5
Cafeterias	B6
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Grants	B10
Health Insurance	B13
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Instructional Technology	B15
Equipment Replacement	B16
Capital Projects Funds Expenditures and Encumbrances	B17
Green Run Collegiate Charter School	B18

The financial statements are reported on a cash basis; however, the financial statements include encumbrances (e.g., purchase orders, construction contracts) and reflect the option-payroll (e.g., 10-month employees starting in September electing to be paid over 12-months (i.e., includes the appropriate amount of the July and August salary payments due)) on a monthly basis (September through June). This salary accrual is reflected in each appropriate salary line item within each cost center and fund for reporting and budgetary control purposes.

School Operating Fund

The School Operating Fund makes up the general operating fund of the School Board. The general fund is used to account for all of the financial resources (except those accounted for in the below funds) that support the Instruction; Administration, Attendance and Health; Pupil Transportation; Operations and Maintenance; and Technology categories.

School Operating Fund Revenues (pages B1, B3-B4)

Revenues realized this month totaled **\$84.4 million**. Of the amount realized for the month, **\$40.5 million** was realized from the City, **\$6.0 million** was received in state sales tax, and **\$33.3 million** was received from the Commonwealth of Virginia for Basic School Aid, Standards of Quality (SOQ) entitlements, and other State revenue.

School Operating Fund Expenditures (page B1)

The percent of the total current fiscal year budget expended and encumbered through this month was **79.68%**. The percent of expenditures and encumbrances to the total actual expenditures and encumbrances for the same period in FY 2024 was **80.50%**, and FY 2023 was **79.39%**. Please note that **\$9,306,712** of the current year budget is funded by the prior year fund balance for encumbrances.

Athletics Fund (page B5)

The Athletics Fund accounts for the revenues and expenditures associated with the middle and high school athletic programs. This fund has realized **\$60,194** (includes **\$14,665** in lacrosse receipts and **\$24,951** in soccer receipts) this month or **103.9%** of the estimated revenue for the current fiscal year compared to **99.0%** of FY 24 actual. Expenditures totaled **\$734,448** for this month. This fund has incurred expenditures and encumbrances of **83.3%** of the current fiscal year budget compared to **81.4%** of the FY 24 actual. Please note that **\$110,940** of the current year budget is funded by the prior year fund balance for encumbrances.

Cafeterias Fund (page B6)

The Cafeterias Fund accounts for the revenues and expenditures associated with the school cafeteria operations of the School Division. The fund realized **\$3,982,785** (includes **\$711,044** for service charges, **\$845,868** from the School Breakfast and **\$2,078,059** from the National School Lunch Federal Programs) this month or **60.9%** of the estimated revenue for the current fiscal year compared to **67.0%** of the FY 24 actual. Expenditures totaled **\$4,266,851** for this month. This fund has incurred expenditures and encumbrances of **69.1%** of the current fiscal year budget compared to **66.3%** of the FY 24 actual. Please note that **\$7,610,090** of the current year budget is funded by the prior year fund balance (**\$4,690,773**) and prior year fund balance for encumbrances (**\$2,919,317**).

Textbooks Fund (page B7)

The Textbooks Fund accounts for the financing and acquisitions of textbooks used in the School Division. The fund realized **\$547,953** (includes **\$492,600** from the Department of Education) this month or **89.2%** of the estimated revenue for the current fiscal year compared to the **85.4%** of the FY 24 actual. Expenditures totaled **\$15,574** for this month. This fund has incurred expenditures and encumbrances of **41.3%** of the budget for the current fiscal year compared to **70.4%** of the FY 24 actual. Please note that **\$2,411,539** of the current year budget is funded by the prior year fund balance (**\$2,406,499**) and prior year fund balance for encumbrances (**\$5,040**).

Risk Management Fund (page B8)

The Risk Management Fund accounts for and provides insurance and the administration thereof for the School Division. The fund realized **\$134,032** in revenue (includes **\$130,787** in interest) this month. Expenses for this month totaled **\$209,525** (includes **\$153,080** in Worker's Compensation Insurance premiums).

Communication Towers/Technology Fund (page B9)

The Communication Towers/Technology Fund accounts for the rent receipts relating to the communication towers constructed on School Board property. The fund realized **\$52,450** in revenue (includes **\$3,882** in tower rent-Cox High, **\$7,065** in tower rent-Tech Center, and **\$1,444** in tower rent-Woodstock Elem) this month or **168.2%** of the estimated revenue for the current fiscal year compared to **147.2%** of FY 24 actual. Please note that **\$372,000** of the current year budget is funded by the prior year fund balance.

Grants Fund (pages B10-B12)

The Grants Fund accounts for certain private, Commonwealth of Virginia, and Federal grants (with matching local funds, if required). A total of **\$5,805,218** in expenditures was incurred for various grants this month.

Health Insurance Fund (page B13)

The Health Insurance Fund accounts for the health insurance program and the administration thereof for the City and School Board employees. Revenues for this month totaled **\$14,758,708** (including City and School Board (employer and employee) premium payments). Expenses for this month totaled **\$14,898,343**. This includes medical and prescription drug claim payments for City and School Board employees.

Vending Operations Fund (page B14)

The Vending Operations Fund accounts for the receipts and expenditures relating to the soft drink vending operations in the School Division. The fund realized **\$45,935** in revenue (**\$37,251** from vending operation receipts) this month or **138.5%** of the estimated revenue for the current fiscal year compared to **114.3%** of FY 24 actual. This fund has incurred expenditures and encumbrances of **94.8%** of the budget for the current fiscal year compared to **95.0%** of the FY 24 actual.

Instructional Technology Fund (page B15)

The Instructional Technology Fund accounts for the financing and acquisitions of instructional technology to assist in the integration of Technology into the K-12 curriculum. The fund realized **\$179,062** in revenue (interest) this month. Expenditures totaled **\$1,100** for this month. This fund has incurred expenditures and encumbrances of **52.0%** of the budget for the current fiscal year. Please note that **\$1,559,851** of the current year budget is funded by the prior year fund balance (**\$1,000,000**) and prior year fund balance for encumbrances (**\$559,851**).

Equipment Replacement Fund (page B16)

The Equipment Replacement Fund accounts for the financial resources provided for an equipment replacement cycle for selected capital equipment for schools and central offices. The fund realized **\$1,820** in revenue (interest) this month. This fund has incurred expenditures and encumbrances of **38.7%** of the budget for the current fiscal year. Please note that **\$676,994** of the current year budget is funded by the prior year fund balance (**\$400,000**) and prior year fund balance for encumbrances (**\$276,994**).

Capital Projects Fund (page B17)

The Capital Projects Fund accounts for the financial resources used for the construction of major capital facilities (e.g., schools). A total of **\$1,559,898** in expenditures was incurred for various school capital projects this month. This includes **\$405,486** for Renovation and Replacement Grounds Phase III projects, **\$409,477** for Renovation and Replacement HVAC Phase III projects, **\$531,650** for Renovation and Replacement Various Phase III projects, and **\$126,320** for the Phone System Replacement.

Green Run Collegiate Charter School Fund (page B18)

The Green Run Collegiate Charter School Fund accounts for the revenues and expenditures of this public charter school. The School Board is acting in the capacity of a third-party administrator/fiscal agent for all the public charter school's financial transactions in compliance with School Board Policies and Regulations. The fund realized **\$4,978,251** in revenue for the current fiscal year (from School Operating Fund) or **100.0%** of the estimated revenue for the current fiscal year. This fund has incurred expenditures and encumbrances of **73.8%** of the current year fiscal year budget compared to **83.4%** of FY 24.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SUMMARY OF OPERATING BUDGET TRANSFERS NOT EXCEEDING \$250,000
April 1, 2025 through April 30, 2025

Batch Entry Name	Description		Account From		Account To	Transfer Amount
25-04-01	To cover the cost of off-duty police officers at the STEM Trifecta.	FROM	Tech and Career Ed Support Other Materials and Supplies	TO	Security and Emergency Management Other Purchased Services	\$ 499
25-04-02	To cover digital campus and distant learning stipends.	FROM	Instructional Technology Support Computer Software	TO	Instructional Technology Support Stipends	\$ 100,000
25-04-03	To cover professional development expenses.	FROM	Office of the Principal - Middle Travel/Professional Development Travel	TO	Gifted Classroom Travel/Professional Development Travel	\$ 3,000
25-04-03	To cover professional development expenses.	FROM	Office of the Principal - Middle Travel/Professional Development Travel	TO	Library Media Support Travel/Professional Development Travel	\$ 3,000
25-04-03	To cover professional development expenses.	FROM	Office of the Principal - Middle Travel/Professional Development Travel Travel Routine-Business Operations	TO	Middle Classroom Travel/Professional Development Travel	\$ 4,615
25-04-04	To cover professional development expenses.	FROM	Middle Classroom Stipends	TO	Middle Classroom Travel/Professional Development Travel	\$ 1,500
25-04-04	To cover the cost of office furniture.	FROM	Middle Classroom Teacher Substitutes MS Part Time or Temporary Instructional Instructional Supplies Computer Software	TO	Office of the Principal - Middle Office Supplies	\$ 58,738
25-04-05	To cover part-time/temporary non-instructional costs, security assistant at various school locations.	FROM	Psychological Services Admin Personnel Instructional- Coordinators/Specialists	TO	Security and Emergency Management Part Time or Temp Noninstructional	\$ 40,526
25-04-06	To cover sewing machine repairs.	FROM	Facilities and Maintenance Services Repair and Maintenance Services	TO	Tech and Career Ed Support Other Purchased Services	\$ 10,977
25-04-07	To cover AVID instructional supplies for high schools.	FROM	High Classroom Teacher Substitutes HS	TO	High Classroom Instructional Supplies	\$ 34,387
25-04-08	To cover the cost of office furniture.	FROM	Elementary Classroom Instructional Supplies	TO	Office of the Principal - Elementary Office Supplies	\$ 155,000

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SUMMARY OF OPERATING BUDGET TRANSFERS NOT EXCEEDING \$250,000
April 1, 2025 through April 30, 2025

Batch Entry Name	Description		Account From		Account To	Transfer Amount
25-04-09	To cover the cost of off-duty police officers.	FROM	Psychological Services Admin Personnel Instructional- Coordinators/Specialists	TO	Security and Emergency Management Other Purchased Services	\$ 44,809
25-04-10	To cover some of the cost of a new convection over, refrigerator and electrical work.	FROM	Special Ed Support Travel/Professional Development Travel	TO	Special Ed Classroom Replace Machinery/Equip, Furn & Fixture	\$ 6,031
25-04-11	To cover the cost of computer software.	FROM	Summer School Instructional Supplies	TO	Psychological Services Computer Software	\$ 15,000
25-04-12	To cover Applications Software Technology (AST) services.	FROM	Alternative Ed Support Other Purchased Services	TO	Procurement Services Technology Contracting Services	\$ 25,601
25-04-13	To cover the local match for the Algebra Readiness grant.	FROM	Teaching and Learning Directors	TO	Teaching and Learning Transfers to Other School Fund	\$ 3,437
25-04-14	To cover the multimedia needs associated with the new Multimedia Communications Producer position.	FROM	Alternative Education Classroom Part Time or Temporary Instructional	TO	Communications & Community Engagement Controlled Assets Computer Equipment Computer Software Office Supplies	\$ 41,894
25-04-15	To cover immigration outside counsel related to hiring/training the teachers from the Philippines.	FROM	Psychological Services Psychologists or Audiologists or Therapists	TO	Legal Services Professional Services Legal	\$ 14,400
25-04-15	To cover immigration outside counsel related to hiring/training the teachers from the Philippines.	FROM	Audiological Services Instructional Supplies	TO	Legal Services Professional Services Legal	\$ 15,600
25-04-16	To cover the Hanover contract.	FROM	Special Ed Support Part Time or Temporary Instructional Travel/Professional Development Travel	TO	Diversity, Equity and Inclusion Other Purchased Services	\$ 72,500
25-04-17	To cover VRS hybrid defined blended benefit.	FROM	Consolidated Benefits Other Purchased Services	TO	Alternative Ed Support VRS Hybrid Defined Blended Benefit	\$ 83,074
25-04-18	To cover McKinney-Vento transportation costs.	FROM	Instructional Prof Growth and Innovation Other Purchased Services Workshop	TO	Social Workers Other Purchased Services	\$ 235,000
25-04-19	To cover Security Assistant Substitutes.	FROM	Psychological Services Psychologists or Audiologists or Therapists	TO	Security and Emergency Management Security Assistant Substitutes	\$ 141,149

VIRGINIA BEACH CITY PUBLIC SCHOOLS
INTERIM FINANCIAL STATEMENTS
SCHOOL OPERATING FUND

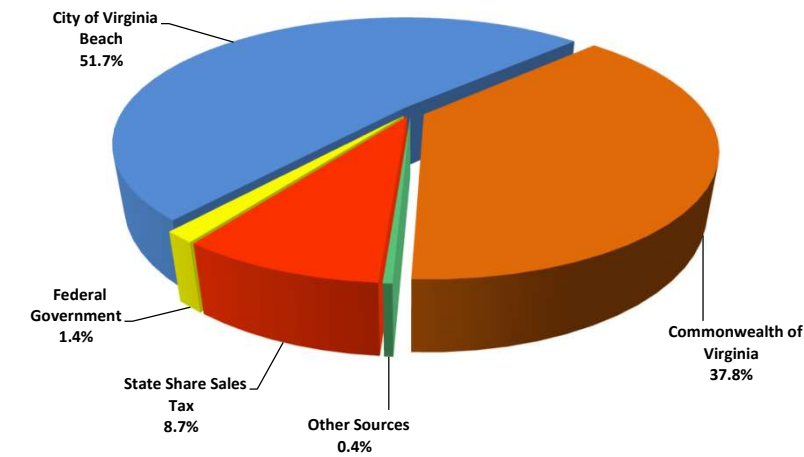
REVENUES

APRIL 2025

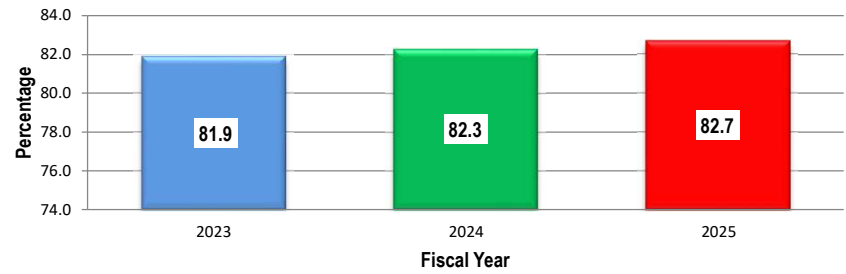
BY MAJOR SOURCE	FISCAL YEAR	(1) BUDGET	(2) ACTUAL THROUGH JUNE	(3) ACTUAL THROUGH MONTH	% OF (3) TO (1)	TREND *
COMMONWEALTH OF VIRGINIA	2025	383,220,849	<-----	309,202,012	80.69%	A
	2024	359,824,438	363,155,427	293,021,837	81.43%	
	2023	334,908,997	325,809,562	262,282,440	78.31%	
STATE SALES TAX	2025	88,878,833	<-----	67,660,178	76.13%	A
	2024	95,578,220	90,678,103	67,153,698	70.26%	
	2023	91,767,957	98,633,260	75,268,892	82.02%	
FEDERAL GOVERNMENT	2025	14,744,107	<-----	16,101,533	109.21%	F
	2024	13,500,000	22,171,589	19,359,353	143.40%	
	2023	13,500,000	18,437,704	15,871,596	117.57%	
CITY OF VIRGINIA BEACH	2025	524,298,845	<-----	442,535,652	84.41%	A
	2024	512,019,244	512,019,244	426,069,755	83.21%	
	2023	484,473,810	484,473,810	403,061,863	83.20%	
OTHER SOURCES	2025	3,722,000	<-----	3,838,587	103.13%	F
	2024	3,232,803	5,851,100	4,278,009	132.33%	
	2023	3,182,803	4,886,555	3,812,161	119.77%	
SCHOOL OPERATING FUND TOTAL	2025	1,014,864,634	<-----	839,337,962	82.70%	
	2024	984,154,705	993,875,463	809,882,652	82.29%	
	2023	927,833,567	932,240,891	760,296,952	81.94%	

* F=FAVORABLE, U=UNFAVORABLE, A=ACCEPTABLE

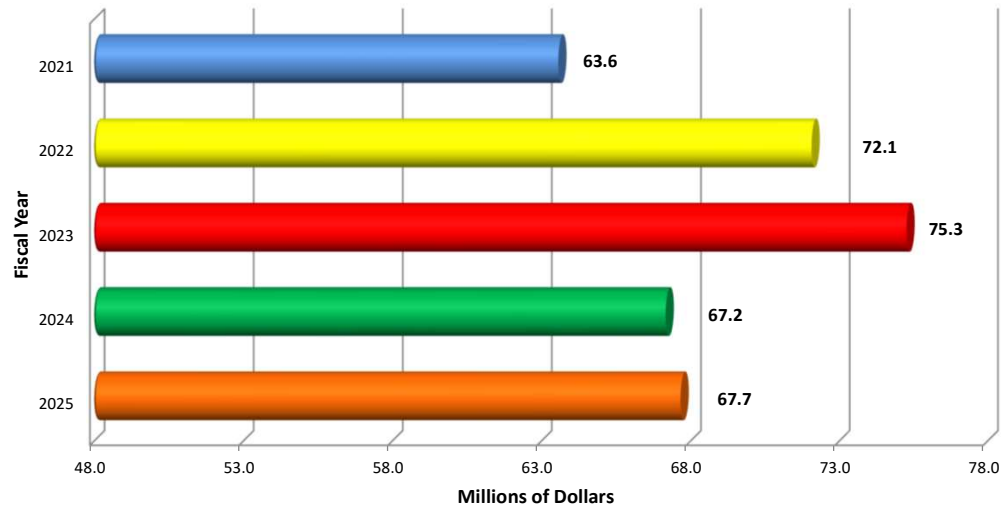
Fiscal Year 2025 Revenue Budget by Major Source



School Operating Fund Revenue
Percentage of Actual to Budget/Actual as of April 30, 2025



State Sales Tax Revenue through April 30, 2025



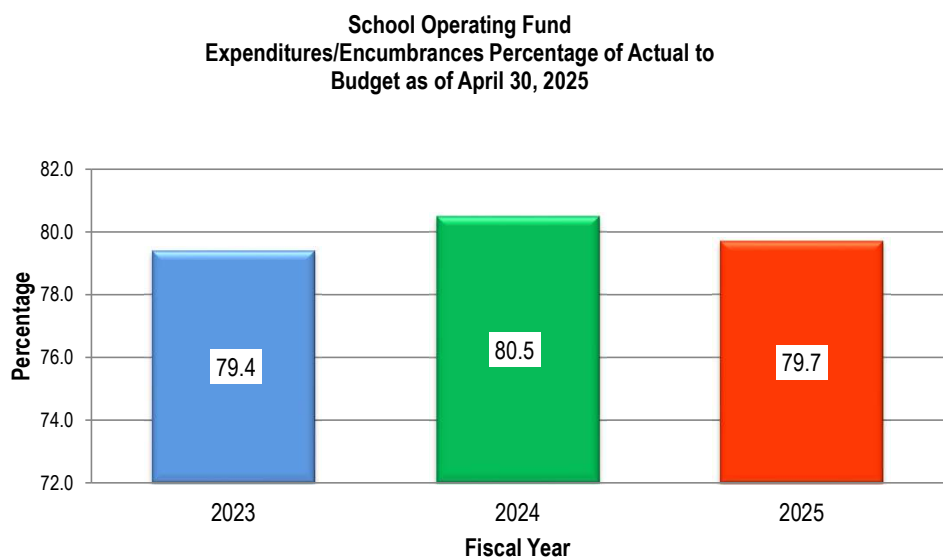
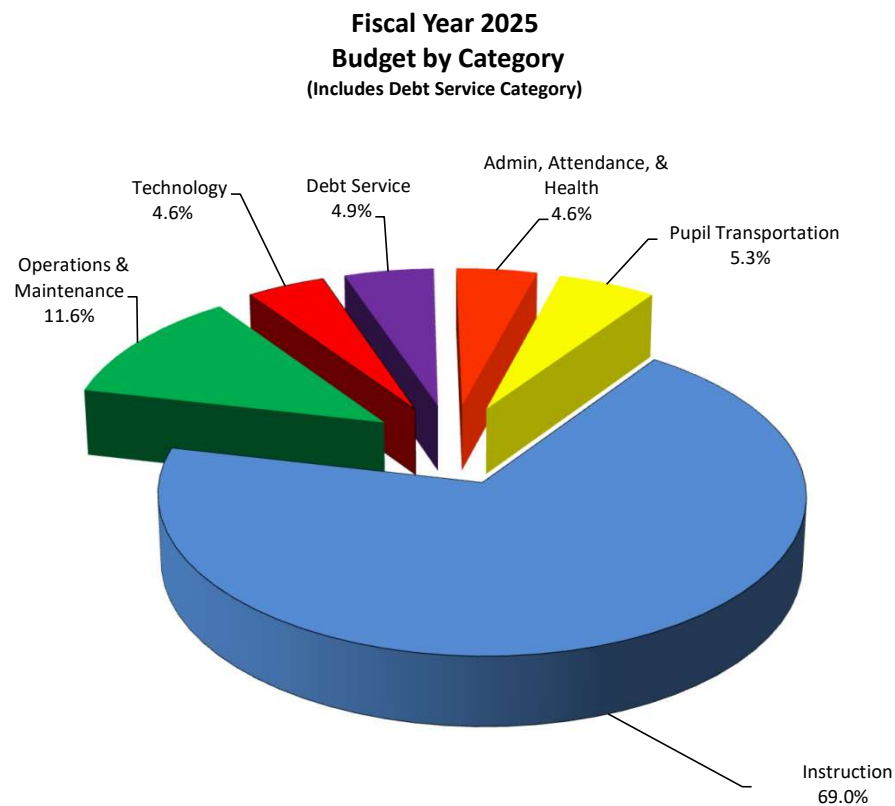
VIRGINIA BEACH CITY PUBLIC SCHOOLS
INTERIM FINANCIAL STATEMENTS
SCHOOL OPERATING FUND

EXPENDITURES/ENCUMBRANCES

APRIL 2025

BY UNIT WITHIN CATEGORY	FISCAL YEAR	(1) BUDGET	(2) ACTUAL THROUGH JUNE	(3) ACTUAL THROUGH MONTH	% OF (3) TO (1)	TREND *
INSTRUCTION CATEGORY	2025	706,821,442	<-----	561,757,799	79.48%	A
	2024	685,673,810	677,889,427	553,759,124	80.76%	
	2023	635,274,513	625,322,355	508,429,972	80.03%	
ADMINISTRATION, ATTENDANCE & HEALTH CATEGORY	2025	46,836,542	<-----	35,586,782	75.98%	A
	2024	44,973,417	42,014,458	34,207,476	76.06%	
	2023	43,371,357	39,297,434	31,954,909	73.68%	
PUPIL TRANSPORTATION CATEGORY	2025	53,719,981	<-----	43,514,379	81.00%	A
	2024	56,249,853	54,487,742	43,352,653	77.07%	
	2023	56,397,547	53,710,672	45,475,355	80.63%	
OPERATIONS AND MAINTENANCE CATEGORY	2025	119,169,317	<-----	93,924,544	78.82%	A
	2024	119,576,999	116,283,856	95,816,686	80.13%	
	2023	117,860,247	114,588,676	92,246,771	78.27%	
TECHNOLOGY CATEGORY	2025	47,552,453	<-----	41,393,101	87.05%	A
	2024	43,564,721	42,420,231	37,625,580	86.37%	
	2023	50,387,282	49,479,819	39,037,950	77.48%	
SCHOOL OPERATING FUND TOTAL (EXCLUDING DEBT SERVICE)	2025	974,099,735	<-----	776,176,605	79.68%	A
	2024	950,038,800	933,095,714	764,761,519	80.50%	
	2023	903,290,946	882,398,956	717,144,957	79.39%	
DEBT SERVICE CATEGORY	2025	50,071,611	<-----	44,342,012	88.56%	A
	2024	50,071,611	44,744,589	44,584,159	89.04%	
	2023	50,133,654	46,171,521	45,772,415	91.30%	

* F=FAVORABLE, U=UNFAVORABLE, A=ACCEPTABLE



VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

A5

INSTRUCTION CATEGORY:	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED
ELEMENTARY CLASSROOM	197,956,867	156,435,158	156,435,158	1,255,970	40,265,739	79.7%
MIDDLE CLASSROOM	69,666,611	54,486,032	54,486,032	23,837	15,156,742	78.2%
HIGH CLASSROOM	94,085,961	74,097,657	74,097,657	31,408	19,956,896	78.8%
SPECIAL ED CLASSROOM	118,419,719	95,420,881	95,420,881	85,835	22,913,003	80.7%
TECH AND CAREER ED CLASSROOM	21,654,260	16,193,519	16,193,519	3,669	5,457,072	74.8%
GIFTED CLASSROOM	18,748,005	14,728,297	14,728,297	27,773	3,991,935	78.7%
ALTERNATIVE EDUCATION CLASSROOM	7,151,480	5,539,108	5,539,108		1,612,372	77.5%
REMEDIAL ED CLASSROOM	13,614,810	9,514,542	9,514,542		4,100,268	69.9%
SUMMER SCHOOL CC	1,585,057	1,081,932	1,081,932		503,125	68.3%
SUMMER SLIDE	268,626				268,626	
ADULT ED	2,474,359	2,044,026	2,044,026	9,678	420,655	83.0%
GUIDANCE	25,021,615	20,039,323	20,039,323		4,982,292	80.1%
STUDENT SERVICES	911,568	743,814	743,814		167,754	81.6%
SOCIAL WORKERS SCHOOL	6,048,551	4,184,388	4,184,388	736,360	1,127,803	81.4%
HOMEBOUND	285,228	100,790	100,790		184,438	35.3%
TEACHING AND LEARNING	20,258,045	17,672,670	17,672,670	406,795	2,178,580	89.2%
INSTRUCTIONAL PROF GROWTH AND INNOVATION	1,329,579	900,667	900,667	210	428,702	67.8%
OPPORTUNITY & ACHIEVEMENT	664,931	578,992	578,992		85,939	87.1%
STUDENT LEADERSHIP	2,315,019	1,704,362	1,704,362	1,811	608,846	73.7%
SCHOOL LEADERSHIP	2,181,371	1,587,632	1,587,632		593,739	72.8%
STUDENT ACTIVITIES	10,299,148	9,148,559	9,148,559	18,384	1,132,205	89.0%
SPECIAL ED SUPPORT	5,915,878	3,991,915	3,991,915		1,923,963	67.5%
TECH AND CAREER ED SUPPORT	1,449,362	1,165,960	1,165,960		283,402	80.4%
GIFTED ED SUPPORT	3,005,376	2,142,275	2,142,275	19,206	843,895	71.9%
ALTERNATIVE ED SUPPORT	3,335,887	3,083,037	3,083,037		252,850	92.4%
LIBRARY MEDIA SUPPORT	16,004,969	12,400,484	12,400,484	127,428	3,477,057	78.3%
OFFICE OF PRINCIPAL-ELEMENTARY	32,957,114	26,273,402	26,273,402	151,447	6,532,265	80.2%
OFFICE OF PRINCIPAL-MIDDLE	13,644,659	10,805,626	10,805,626	47,263	2,791,770	79.5%
OFFICE OF PRINCIPAL-HIGH	14,744,593	12,080,768	12,080,768	21,481	2,642,344	82.1%
OFFICE OF PRINCIPAL-TECH AND CAREER ED	822,794	643,398	643,398	30	179,366	78.2%
TOTAL INSTRUCTION	706,821,442	558,789,214	558,789,214	2,968,585	145,063,643	79.5%
ADMIN., ATTENDANCE, AND HEALTH CATEGORY:						
BOARD AND GOVT SERVICES	561,110	429,221	429,221	16,162	115,727	79.4%
LEGAL SERVICES	1,140,550	923,199	923,199		217,351	80.9%
OFFICE OF SUPERINTENDENT	1,294,696	991,236	991,236		303,460	76.6%
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	2,810,696	2,174,957	2,174,957		635,739	77.4%
HUMAN RESOURCES	7,009,931	5,713,022	5,713,022		1,296,909	81.5%
PROFESSIONAL GROWTH AND INNOVATION	1,168,168	887,192	887,192		280,976	75.9%
CONSOLIDATED BENEFITS	2,972,827	2,351,963	2,351,963		620,864	79.1%
PLANNING INNOVATION AND ACCOUNTABILITY	2,746,158	1,673,327	1,673,327	21,057	1,051,774	61.7%
BUDGET AND FINANCE	5,990,283	4,531,446	4,531,446	11,295	1,447,542	75.8%
INTERNAL AUDIT	580,433	462,885	462,885		117,548	79.7%
PROCUREMENT SERVICES	1,327,951	953,541	953,541	19,719	354,691	73.3%
HEALTH SERVICES	10,037,631	7,482,413	7,482,413	22,451	2,532,767	74.8%
PSYCHOLOGICAL SERVICES	8,645,479	6,481,683	6,481,683	352	2,163,444	75.0%
AUDIOLOGICAL SERVICES	550,629	439,104	439,104	557	110,968	79.8%
TOTAL ADMIN., ATTENDANCE, AND HEALTH	46,836,542	35,495,189	35,495,189	91,593	11,249,760	76.0%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT
	<u>APPROPRIATIONS</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>	<u>ENCUMBRANCES</u>	<u>BALANCE</u>	<u>OBLIGATED</u>
PUPIL TRANSPORTATION CATEGORY:						
TRANSPORTATION MANAGEMENT	3,748,288	280,408	2,759,140	187	988,961	73.6%
VEHICLE OPERATIONS	31,200,292	4,976,821	26,286,537	39,372	4,874,383	84.4%
VEHICLE OPERATIONS-SPECIAL ED	10,296,460	675,922	7,295,356	845,013	2,156,091	79.1%
MONITORING SERVICES-SPECIAL ED	3,822,689	314,907	2,580,421		1,242,268	67.5%
VEHICLE MAINTENANCE	4,652,252	385,948	3,708,353		943,899	79.7%
TOTAL PUPIL TRANSPORTATION	<u>53,719,981</u>	<u>6,634,006</u>	<u>42,629,807</u>	<u>884,572</u>	<u>10,205,602</u>	<u>81.0%</u>
OPERATIONS AND MAINTENANCE CATEGORY:						
SCHOOL DIVISION SERVICES	365,401	30,102	300,153		65,248	82.1%
FACILITIES AND MAINTENANCE SERVICES	56,216,946	4,219,640	42,970,988	3,758,654	9,487,304	83.1%
CUSTODIAL SERVICES	38,301,255	3,102,867	27,597,689	444,670	10,258,896	73.2%
GROUNDS SERVICES	5,444,060		4,083,045		1,361,015	75.0%
VEHICLE SERVICES	1,623,917	54,748	1,002,889	237,823	383,205	76.4%
SECURITY AND EMERGENCY MANAGEMENT	13,525,012	1,267,897	10,585,876		2,939,136	78.3%
DISTRIBUTION SERVICES	2,240,794	166,965	1,760,299		480,495	78.6%
TELECOMMUNICATIONS	1,451,932	63,965	1,083,029	99,429	269,474	81.4%
TOTAL OPERATIONS AND MAINTENANCE	<u>119,169,317</u>	<u>8,906,184</u>	<u>89,383,968</u>	<u>4,540,576</u>	<u>25,244,773</u>	<u>78.8%</u>
TECHNOLOGY CATEGORY:						
ELEMENTARY CLASSROOM	127,222	5,910	122,760	4,722	(260)	100.2%
MIDDLE CLASSROOM	84,135		129,656	870	(46,391)	155.1%
HIGH CLASSROOM	22,725	738	48,388	625	(26,288)	215.7%
SPECIAL ED CLASSROOM	264,010	10,746	194,395	3,913	65,702	75.1%
TECH AND CAREER ED CLASSROOM	417,531	18,730	395,498	7,113	14,920	96.4%
GIFTED CLASSROOM	105,671	4,888	55,097	4,288	46,286	56.2%
ALTERNATIVE ED CLASSROOM			805		(805)	
REMEDIAL ED CLASSROOM	29,891		158,335		(128,444)	529.7%
SUMMER SCHOOL CC	10,527		23,650		(13,123)	224.7%
ADULT ED	59,467	25,641	50,949		8,518	85.7%
GUIDANCE	49,095	58	40,770	800	7,525	84.7%
STUDENT SERVICES	2,932		6,673		(3,741)	227.6%
SOCIAL WORKERS SCHOOL	8,054		1,362	6,158	534	93.4%
HOMEBOUND	99,340	8,750	23,482	13,540	62,318	37.3%
TEACHING AND LEARNING	216,095	2,858	260,890	25,926	(70,721)	132.7%
INSTRUCTIONAL PROF GROWTH AND INNOVATION	45,000	3,630	37,664		7,336	83.7%
OPPORTUNITY & ACHIEVEMENT	2,000	46	1,263		737	63.2%
STUDENT LEADERSHIP	9,116	1,567	7,861	96	1,159	87.3%
SCHOOL LEADERSHIP	26,525	920	3,793		22,732	14.3%
STUDENT ACTIVITIES	819		398		421	48.6%
SPECIAL ED SUPPORT	9,747		8,019	5,528	(3,800)	139.0%
TECH AND CAREER ED SUPPORT	3,195	406	13,324		(10,129)	417.0%
GIFTED ED SUPPORT	269,203	980	140,219	3,869	125,115	53.5%
ALTERNATIVE ED SUPPORT	175,601	502	41,043	77,800	56,758	67.7%
LIBRARY MEDIA SUPPORT	557,239	7,875	591,255	19,683	(53,699)	109.6%
OFFICE OF PRINCIPAL-ELEMENTARY	10,475	7,563	32,209	4,059	(25,793)	346.2%
OFFICE OF PRINCIPAL-MIDDLE		1,111	4,541		(4,541)	
OFFICE OF PRINCIPAL-HIGH	480	1,735	15,605	2,383	(17,508)	3747.5%
OFFICE OF PRINCIPAL-TECH AND CAREER ED	501			346	155	69.1%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT
TECHNOLOGY CATEGORY:	<u>APPROPRIATIONS</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>	<u>ENCUMBRANCES</u>	<u>BALANCE</u>	<u>OBLIGATED</u>
INSTRUCTIONAL TECHNOLOGY SUPPORT	21,564,095	1,176,685	14,661,902	2,659,235	4,242,958	80.3%
BOARD AND GOVT SERVICES	13,523		11,341		2,182	83.9%
LEGAL SERVICES	87,618	84	72,697		14,921	83.0%
OFFICE OF SUPERINTENDENT	12,056	40	3,614		8,442	30.0%
COMMUNICATIONS AND COMMUNITY ENGAGEMENT	497,732	1,515	604,054	1,053	(107,375)	121.6%
HUMAN RESOURCES	310,388	138	304,159		6,229	98.0%
PROFESSIONAL GROWTH AND INNOVATION	162,788	8,555	155,972		6,816	95.8%
CONSOLIDATED BENEFITS	155,173	5,343	95,175	30,300	29,698	80.9%
PLANNING INNOVATION AND ACCOUNTABILITY	283,914	41	65,873	92,345	125,696	55.7%
BUDGET AND FINANCE	285,449	13,530	206,009		79,440	72.2%
INTERNAL AUDIT	4,035	1,151	3,264		771	80.9%
PROCUREMENT SERVICES	174,812	8,672	118,975	54,830	1,007	99.4%
OFFICE OF TECHNOLOGY	1,220,521	103,550	988,279		232,242	81.0%
HEALTH SERVICES	9,096		6,290	2,033	773	91.5%
PSYCHOLOGICAL SERVICES	47,257	8,925	56,249		(8,992)	119.0%
AUDIOLOGICAL SERVICE			619	625	(1,244)	
TRANSPORTATION MANAGEMENT	5,947	99	1,248		4,699	21.0%
VEHICLE OPERATIONS	418,956	79,542	661,788	159,043	(401,875)	195.9%
VEHICLE OPERATIONS-SPECIAL ED	132,095	28,442	232,725	56,886	(157,516)	219.2%
VEHICLE MAINTENANCE	28,471		15,039		13,432	52.8%
SCHOOL DIVISION SERVICES	3,842	3	185		3,657	4.8%
FACILITIES AND MAINTENANCE SERVICES	1,093,912	46,717	938,769	123,416	31,727	97.1%
CUSTODIAL SERVICES	14,379	169	578		13,801	4.0%
VEHICLE SERVICES	115,091	15,105	138,550	30,210	(53,669)	146.6%
SECURITY AND EMERGENCY MANAGEMENT	217,313	5,394	239,540	3,610	(25,837)	111.9%
DISTRIBUTION SERVICES	54,318	67	45,069		9,249	83.0%
TELECOMMUNICATIONS	10,008		12,592		(2,584)	125.8%
TECHNOLOGY MAINTENANCE	18,023,068	984,390	15,432,977	514,360	2,075,731	88.5%
TOTAL TECHNOLOGY	<u>47,552,453</u>	<u>2,592,811</u>	<u>37,483,436</u>	<u>3,909,665</u>	<u>6,159,352</u>	87.0%
TOTAL SCHOOL OPERATING FUND (EXCLUDING DEBT SERVICE)	<u>974,099,735</u>	<u>612,417,404</u>	<u>763,781,614</u>	<u>12,394,991</u>	<u>197,923,130</u>	79.7%
DEBT SERVICE CATEGORY:	<u>50,071,611</u>		<u>44,342,012</u>		<u>5,729,599</u>	88.6%

Interim Financial Statements

School Operating Fund Summary

For the period July 1, 2024 through April 30, 2025

Revenues :

	Budget	% of Total	Actual	Unrealized	Percent Realized
Source:					
Commonwealth of Virginia	383,220,849	37.76%	309,202,012	(74,018,837)	80.69%
State Share Sales Tax	88,878,833	8.76%	67,660,178	(21,218,655)	76.13%
Federal Government	14,744,107	1.45%	16,101,533	1,357,426	109.21%
City of Virginia Beach	524,298,845	51.66%	442,535,652	(81,763,193)	84.41%
Other Sources	3,722,000	0.37%	3,838,587	116,587	103.13%
Total Revenues	1,014,864,634	100.00%	839,337,962	(175,526,672)	82.70%
Prior Year Local Contribution*	9,306,712				
	<u>1,024,171,346</u>				

Expenditures/Encumbrances:

	Budget	% of Total	Actual	Unencumbered	Percent Obligated
Category:					
Instruction	706,821,442	69.01%	561,757,799	145,063,643	79.48%
Administration, Attendance and Health	46,836,542	4.57%	35,586,782	11,249,760	75.98%
Pupil Transportation	53,719,981	5.25%	43,514,379	10,205,602	81.00%
Operations and Maintenance	119,169,317	11.64%	93,924,544	25,244,773	78.82%
Technology	47,552,453	4.64%	41,393,101	6,159,352	87.05%
Debt Service	50,071,611	4.89%	44,342,012	5,729,599	88.56%
Total Expenditures/Encumbrances	1,024,171,346	100.00%	820,518,617	203,652,729	80.12%

* Fiscal Year 2023-2024 encumbrances brought forward into the current year.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL OPERATING FUND
BALANCE SHEET
JULY 1, 2024 THROUGH APRIL 30, 2025

B 2

ASSETS:		LIABILITIES:	
CASH	1,487,930	CHECKS PAYABLE	2,769,044
ACCOUNTS RECEIVABLES	50,111	WIRES PAYABLE	429,756
DUE FROM GENERAL FUND	95,167,117	ACH PAYABLE	162,957
DUE FROM THE COMMONWEALTH	812,498	ACCOUNTS PAYABLE	10,490
PREPAID ITEM	201,226	ACCOUNTS PAYABLE-SCHOOLS	446,211
		SALARIES PAYABLE-OPTIONS	49,051,428
		FICA PAYABLE-OPTIONS	3,733,762
		DUE TO COMMONWEALTH	171
		TOTAL LIABILITIES	<u>56,603,819</u>
		FUND BALANCE	594,015
		ESTIMATED REVENUE	(1,014,864,634)
		APPROPRIATIONS	1,024,171,346
		ENCUMBRANCES	12,394,991
		RESERVE FOR ENCUMBRANCES	(12,394,991)
		EXPENDITURES	(808,123,626)
		REVENUES	<u>839,337,962</u>
		TOTAL FUND EQUITY	<u>41,115,063</u>
TOTAL ASSETS	<u>97,718,882</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>97,718,882</u>

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF REVENUES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 3

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED
COMMONWEALTH VRS RETIREMENT	26,886,426	2,251,678	22,416,497	(4,469,929)	83.4%
SOCIAL SECURITY	12,524,961	1,048,937	10,442,658	(2,082,303)	83.4%
GROUP LIFE	771,332	64,597	643,096	(128,236)	83.4%
BASIC SCHOOL AID	232,926,033	19,076,214	193,770,739	(39,155,294)	83.2%
REMEDIAL SUMMER SCHOOL	419,301	62,541	62,541	(356,760)	14.9%
VOCATIONAL EDUCATION	2,424,186	203,020	2,021,160	(403,026)	83.4%
GIFTED EDUCATION	2,313,996	193,792	1,929,289	(384,707)	83.4%
SPECIAL EDUCATION	23,213,417	1,944,071	19,354,134	(3,859,283)	83.4%
COMPENSATION SUPPLEMENT	8,855,801	779,143	7,324,735	(1,531,066)	82.7%
SPECIAL EDUCATION HOMEBOUND	214,870			(214,870)	
SUPPLEMENTAL LOTTERY PER PUPIL ALLOCATION	16,338,486	2,731,439	10,925,758	(5,412,728)	66.9%
FOSTER CARE	434,644			(434,644)	
SPECIAL ED-REGIONAL TUITION	5,827,319			(5,827,319)	
CAREER AND TECH ED-OCCUPATIONAL	392,637			(392,637)	
ENGLISH AS A SECOND LANGUAGE	3,015,653	464,514	2,726,254	(289,399)	90.4%
AT-RISK	26,239,445	2,281,691	21,676,063	(4,563,382)	82.6%
K-3 PRIMARY CLASS SIZE REDUCTION	6,263,870	1,027,591	4,110,361	(2,153,509)	65.6%
OTHER STATE FUNDS	14,158,472	1,179,873	11,798,727	(2,359,745)	83.3%
TOTAL FROM COMMONWEALTH OF VIRGINIA	383,220,849	33,309,101	309,202,012	(74,018,837)	80.7%
STATE SHARE SALES TAX	88,878,833	6,028,159	67,660,178	(21,218,655)	76.1%
TOTAL FROM STATE SHARE SALES TAX	88,878,833	6,028,159	67,660,178	(21,218,655)	76.1%
IMPACT AID PUBLIC LAW 874	7,489,766	3,694,775	8,314,431	824,665	111.0%
IMPACT AID SPECIAL EDUCATION	837,638	509,469	972,622	134,984	116.1%
IMPACT AID DEPT OF DEFENSE	2,247,062		2,829,509	582,447	125.9%
DEPT. OF THE NAVY NJROTC	225,481		159,131	(66,350)	70.6%
DEPT. OF DEFENSE SPECIAL EDUCATION	1,771,877		1,912,374	140,497	107.9%
MEDICAID REIMB-MEDICAL	1,715,818	111,182	1,723,109	7,291	100.4%
MEDICAID REIMB-TRANSPORTATION	212,358		68,012	(144,346)	32.0%
FEDERAL REIMBURSEMENT OF INTEREST	244,107		122,054	(122,053)	50.0%
OTHER FEDERAL REVENUE			291	291	
TOTAL FROM FEDERAL GOVERNMENT	14,744,107	4,315,426	16,101,533	1,357,426	109.2%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF REVENUES
SCHOOL OPERATING FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 4

	<u>FY 2025 ESTIMATED</u>	<u>MONTH'S REALIZED</u>	<u>YR-TO-DATE REALIZED</u>	<u>UNREALIZED REVENUES</u>	<u>PERCENT REALIZED</u>
CITY OF VIRGINIA BEACH-LOCAL CONTRIBUTION	524,298,845	40,513,827	442,535,652	(81,763,193)	84.4%
TOTAL TRANSFERS	<u>524,298,845</u>	<u>40,513,827</u>	<u>442,535,652</u>	<u>(81,763,193)</u>	84.4%
RENT OF FACILITIES SCHOOLS	300,000		221,538	(78,462)	73.8%
REIM FOIA		516	986	986	
SETTLEMENTS			604,430	604,430	
TUITION CHARGES		32,110	156,902	156,902	
SERVICE CHARGES	40,000			(40,000)	
TUITION REGULAR DAY	100,000	8,226	74,090	(25,910)	74.1%
TUITION GEN ADULT ED	50,000			(50,000)	
MISC ADULT LEARNING CHARGES	1,000			(1,000)	
TUITION VOCATIONAL ADULT ED	8,000	500	500	(7,500)	6.3%
TUITION LPN PROGRAM	12,000		400	(11,600)	3.3%
TUITION SUMMER SCHOOL	500,000		506,576	6,576	101.3%
TUITION DRIVERS ED	150,000	15,056	114,858	(35,142)	76.6%
COLLEGE NIGHT FEES	10,000		15,450	5,450	154.5%
VENDING OPERATING RECEIPTS			290	290	
DONATION			6,749	6,749	
STOP ARM ENFORCEMENT	1,200,000	28,723	169,353	(1,030,647)	14.1%
SALE OF SALVAGE MATERIALS	75,000	5,471	39,392	(35,608)	52.5%
INSURANCE PROCEEDS		14,674	34,673	34,673	
OTHER REBATES			400,000	400,000	
SALE OF CAPITAL ASSETS AND VEHICLES	300,000		12,300	(287,700)	4.1%
SALE OF SCHOOL BUSES	100,000	499	17,876	(82,124)	17.9%
REIMB SYSTEM REPAIRS	25,000	405	3,745	(21,255)	15.0%
LOST AND STOLEN-TECHNOLOGY		85	52,651	52,651	
DAMAGED-TECHNOLOGY	150,000	8,334	299,128	149,128	199.4%
LOST AND DAMAGED-CALCULATORS	1,000		6,979	5,979	697.9%
LOST AND DAMAGED-HEARTRATE MONITORS			659	659	
MISCELLANEOUS REVENUE	100,000	35,224	172,547	72,547	172.5%
INDIRECT COST-GRANTS	600,000	96,754	926,515	326,515	154.4%
TOTAL FROM OTHER SOURCES	<u>3,722,000</u>	<u>246,577</u>	<u>3,838,587</u>	<u>116,587</u>	103.1%
TOTAL SCHOOL OPERATING FUND	<u>1,014,864,634</u>	<u>84,413,090</u>	<u>839,337,962</u>	<u>(175,526,672)</u>	82.7%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL ATHLETICS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 5

ASSETS:		LIABILITIES:	
CASH	1,369,203	CHECKS PAYABLE	16,782
		ACH PAYABLE	12,578
		TOTAL LIABILITIES	<u>29,360</u>
		FUND EQUITY:	
		FUND BALANCE	
		ESTIMATED REVENUE	(6,367,588)
		APPROPRIATIONS	6,478,528
		ENCUMBRANCES	14,503
		RESERVE FOR ENCUMBRANCES	(14,503)
		EXPENDITURES	(5,383,999)
		REVENUES	<u>6,612,902</u>
		TOTAL FUND EQUITY	<u>1,339,843</u>
TOTAL ASSETS	<u>1,369,203</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>1,369,203</u>

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	FY 2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	5,000	10,010	170,474	165,474	3409.5%	1651.6%
BASKETBALL	120,000	416	106,418	(13,582)	88.7%	93.7%
FOOTBALL	250,000		238,589	(11,411)	95.4%	91.6%
GYMNASTICS	4,000		5,223	1,223	130.6%	115.3%
LACROSSE	25,000	14,665	14,665	(10,335)	58.7%	52.8%
SOCCER	42,000	24,951	24,951	(17,049)	59.4%	60.5%
VOLLEYBALL			42,424	42,424		
WRESTLING	13,000		15,280	2,280	117.5%	111.8%
MIDDLE SCHOOL	65,000	690	95,925	30,925	147.6%	140.9%
TRANSFER FROM SCHOOL OPERATING	5,808,588		5,808,588		100.0%	100.0%
OTHER INCOME	35,000	9,462	90,365	55,365	258.2%	18.9%
TOTAL REVENUES	<u>6,367,588</u>	<u>60,194</u>	<u>6,612,902</u>	<u>245,314</u>	103.9%	99.0%
PYFB-ENCUMBRANCES	<u>110,940</u>					
TOTAL REVENUES AND PYFB	<u>6,478,528</u>					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	FY 2024 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	2,577,109	317,239	2,238,778		338,331	86.9%	87.1%
FICA BENEFITS	197,149	24,897	174,166		22,983	88.3%	87.6%
PURCHASED SERVICES	2,358,289	330,276	1,934,410		423,879	82.0%	78.8%
VA HIGH SCHOOL LEAGUE DUES	51,250		20,850		30,400	40.7%	49.5%
ATHLETIC INSURANCE	220,000		188,448		31,552	85.7%	93.9%
MATERIALS AND SUPPLIES	825,534	34,634	690,635	14,503	120,396	85.4%	79.2%
CAPITAL OUTLAY	249,197	27,402	136,712		112,485	54.9%	5.5%
TOTAL	<u>6,478,528</u>	<u>734,448</u>	<u>5,383,999</u>	<u>14,503</u>	<u>1,080,026</u>	83.3%	81.4%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL CAFETERIAS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 6

ASSETS:		LIABILITIES:	
CASH	13,975,375	CHECKS PAYABLE	129,449
CASH WITH CAFETERIAS	13,013	ACH PAYABLE	854,416
SUPPLIES INVENTORY	146,917	ACCOUNTS PAYABLE	86,938
FOOD INVENTORY	422,479	SALARIES PAYABLE-OPTIONS	1,126,471
FOOD-USDA INVENTORY	114,116	FICA PAYABLE-OPTIONS	86,241
		UNEARNED REVENUE	626,190
		TOTAL LIABILITIES	<u>2,909,705</u>
		FUND EQUITY:	
		FUND BALANCE	10,152,697
		ESTIMATED REVENUE	(43,973,924)
		APPROPRIATIONS	51,584,014
		ENCUMBRANCES	2,873,712
		RESERVE FOR ENCUMBRANCES	(2,873,712)
		EXPENDITURES	(32,792,951)
		REVENUES	<u>26,792,359</u>
		TOTAL FUND EQUITY	<u>11,762,195</u>
TOTAL ASSETS	<u>14,671,900</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>14,671,900</u>

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	FY 24 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	100,000	80,403	691,147	591,147	691.1%	766.9%
SERVICE CHARGES	13,050,890	711,044	6,722,068	(6,328,822)	51.5%	50.7%
USDA REBATES FROM VENDORS	700,000	81,096	473,791	(226,209)	67.7%	85.3%
MISCELLANEOUS REVENUE			32,946	32,946		
TOTAL LOCAL REVENUE	<u>13,850,890</u>	<u>872,543</u>	<u>7,919,952</u>	<u>(5,930,938)</u>	57.2%	56.3%
SCHOOL BREAKFAST INITIATIVE	55,000	10,170	59,818	4,818	108.8%	76.4%
SCHOOL LUNCH	300,000	12,352	358,549	58,549	119.5%	118.1%
SCHOOL BREAKFAST	300,000	81,539	334,655	34,655	111.6%	104.1%
TOTAL REVENUE FROM COMMONWEALTH	<u>655,000</u>	<u>104,061</u>	<u>753,022</u>	<u>98,022</u>	115.0%	108.5%
SCHOOL BREAKFAST PROGRAM	7,073,249	845,868	5,048,715	(2,024,534)	71.4%	76.6%
NATIONAL SCHOOL LUNCH PROGRAM	19,364,785	2,078,059	12,512,848	(6,851,937)	64.6%	78.1%
USDA COMMODITIES	2,500,000			(2,500,000)		
CHILD AND ADULT CARE FOOD PROGRAM	375,000	82,254	373,160	(1,840)	99.5%	96.7%
USDA SUMMER FEEDING PROGRAM	155,000		184,662	29,662	119.1%	144.3%
TOTAL REVENUE FROM FEDERAL GOV'T	<u>29,468,034</u>	<u>3,006,181</u>	<u>18,119,385</u>	<u>(11,348,649)</u>	61.5%	71.6%
TOTAL REVENUES	<u>43,973,924</u>	<u>3,982,785</u>	<u>26,792,359</u>	<u>(17,181,565)</u>	60.9%	67.0%
PRIOR YEAR FUND BALANCE (PYFB)	4,690,773					
PYFB-ENCUMBRANCES	<u>2,919,317</u>					
TOTAL REVENUES AND PYFB	<u>51,584,014</u>					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	FY 24 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	16,934,497	1,321,590	11,068,932		5,865,565	65.4%	66.6%
FRINGE BENEFITS	6,912,572	563,438	4,361,931		2,550,641	63.1%	68.4%
PURCHASED SERVICES	3,062,809	80,106	2,259,446	1,941,019	(1,137,656)	137.1%	105.4%
OTHER CHARGES	70,394	289	24,888		45,506	35.4%	52.2%
MATERIALS AND SUPPLIES	19,977,963	2,295,794	13,284,760	75,350	6,617,853	66.9%	72.9%
CAPITAL OUTLAY	4,625,779	5,634	1,792,994	857,343	1,975,442	57.3%	29.2%
TOTAL	<u>51,584,014</u>	<u>4,266,851</u>	<u>32,792,951</u>	<u>2,873,712</u>	<u>15,917,351</u>	69.1%	66.3%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL TEXTBOOKS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 7

ASSETS:		LIABILITIES:	
CASH	9,939,402	TOTAL LIABILITIES	
		FUND EQUITY:	
		FUND BALANCE	5,669,177
		ESTIMATED REVENUE	(5,942,182)
		APPROPRIATIONS	8,353,721
		ENCUMBRANCES	9,084
		RESERVE FOR ENCUMBRANCES	(9,084)
		EXPENDITURES	(3,440,252)
		REVENUES	5,298,938
		TOTAL FUND EQUITY	9,939,402
TOTAL ASSETS	9,939,402	TOTAL LIABILITIES AND FUND EQUITY	9,939,402

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	42,104	55,346	382,291	340,187	908.0%	513.3%
LOST AND DAMAGED	18,121	7	12,579	(5,542)	69.4%	57.0%
TOTAL LOCAL REVENUE	60,225	55,353	394,870	334,645	655.7%	295.2%
DEPT OF EDUCATION	5,881,957	492,600	4,904,068	(977,889)	83.4%	83.0%
TOTAL REVENUE-COMMONWEALTH	5,881,957	492,600	4,904,068	(977,889)	83.4%	83.0%
TOTAL REVENUES	5,942,182	547,953	5,298,938	(643,244)	89.2%	85.4%
PRIOR YEAR FUND BALANCE (PYFB)	2,406,499					
PYFB-ENCUMBRANCES	5,040					
TOTAL REVENUES AND PYFB	8,353,721					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	2024 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	102,934	8,753	89,389		13,545	86.8%	94.1%
FRINGE BENEFITS	40,288	3,672	32,639		7,649	81.0%	88.4%
MATERIALS AND SUPPLIES	8,210,499	3,149	3,318,224	9,084	4,883,191	40.5%	70.0%
TOTAL	8,353,721	15,574	3,440,252	9,084	4,904,385	41.3%	70.4%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL RISK MANAGEMENT FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 8

ASSETS:		LIABILITIES:	
CASH	22,532,474	EST CLAIMS/JUDGMENTS PAYABLE	9,145,979
PREPAID ITEM	281,377	TOTAL LIABILITIES	9,145,979
		FUND EQUITY:	
		RETAINED EARNINGS	11,484,955
		ENCUMBRANCES	414,782
		RESERVE FOR ENCUMBRANCES	(414,782)
		EXPENSES	(7,940,292)
		REVENUES	10,123,209
		TOTAL FUND EQUITY	13,667,872
TOTAL ASSETS	22,813,851	TOTAL LIABILITIES AND FUND EQUITY	22,813,851

REVENUES:	MONTH'S REALIZED	YR-TO-DATE REALIZED
INTEREST ON BANK DEPOSITS	130,787	1,118,455
RISK MANAGEMENT CHARGES		8,995,919
INSURANCE PROCEEDS	2,662	7,434
MISCELLANEOUS REVENUE	583	1,401
TOTAL REVENUES	134,032	10,123,209

EXPENSES:	MONTH'S EXPENSES	YR-TO-DATE EXPENSES	OUTSTANDING ENCUMBRANCES
PERSONNEL SERVICES	35,902	353,903	
FRINGE BENEFITS	12,421	115,131	
OTHER PURCHASED SERVICES	409	249,619	414,782
FIRE AND PROPERTY INSURANCE		4,307,478	
MOTOR VEHICLE INSURANCE		755,368	
WORKER'S COMPENSATION	153,080	1,854,094	
GENERAL LIABILITY INSURANCE		203,884	
MISCELLANEOUS	50	7,450	
MATERIALS AND SUPPLIES	7,663	93,365	
TOTAL	209,525	7,940,292	414,782

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL COMMUNICATION TOWERS/TECHNOLOGY FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 9

ASSETS:		LIABILITIES:	
CASH	6,934,027	DEPOSITS PAYABLE	65,000
		TOTAL LIABILITIES	65,000
		FUND EQUITY:	
		FUND BALANCE	5,440,811
		ESTIMATED REVENUE	(628,000)
		APPROPRIATIONS	1,000,000
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENDITURES	
		REVENUES	1,056,216
		TOTAL FUND EQUITY	6,869,027
TOTAL ASSETS	6,934,027	TOTAL LIABILITIES AND FUND EQUITY	6,934,027

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	FY 2024 PERCENT REALIZED
REVENUES:						
INTEREST ON BANK DEPOSITS	26,000	40,059	311,997	285,997	1200.0%	1054.7%
RENT-WIRELESS COMMUNICATION	602,000			(602,000)		
TOWER RENT-BAYSIDE HIGH			30,250	30,250		
TOWER RENT-COX HIGH		3,882	187,847	187,847		
TOWER RENT-FIRST COLONIAL HIGH			37,777	37,777		
TOWER RENT-OCEAN LAKES HIGH			210,608	210,608		
TOWER RENT-TALLWOOD HIGH			55,510	55,510		
TOWER RENT-LANDSTOWN HIGH			88,106	88,106		
TOWER RENT-TECH CENTER		7,065	120,050	120,050		
TOWER RENT-WOODSTOCK ELEM		1,444	14,071	14,071		
TOTAL REVENUES	628,000	52,450	1,056,216	428,216	168.2%	147.2%
PRIOR YEAR FUND BALANCE (PYFB)	372,000					
TOTAL REVENUES AND PYFB	1,000,000					

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	FY 2024 PERCENT OBLIGATED
EXPENDITURES:							
PURCHASED SERVICES	500,000				500,000		100.0%
MATERIALS AND SUPPLIES	500,000				500,000		
TOTAL	1,000,000				1,000,000		4.8%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF REVENUES
SCHOOL GRANTS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

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Revenues :

	FY 2025 Estimated	Month's Realized	Yr-To-Date Realized	Unrealized Revenues	Percent Realized
Source:					
Commonwealth of Virginia	51,053,386	1,610,748	26,069,212	(24,984,174)	51.1%
Federal Government	68,496,190	2,320,334	24,686,912	(43,809,278)	36.0%
Other Sources	6,144,061	199,997	3,017,055	(3,127,006)	49.1%
Transfers from School Operating Fund	10,453,265	8,821	10,639,524	186,259	101.8%
Total Revenues	136,146,902	4,139,900	64,412,703	(71,734,199)	47.3%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL GRANTS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

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	<u>FY 2025</u> <u>APPROPRIATIONS</u>	<u>MONTH'S</u> <u>EXPENDITURES</u>	<u>YR-TO-DATE</u> <u>EXPENDITURES</u>	<u>OUTSTANDING</u> <u>ENCUMBRANCES</u>	<u>REMAINING</u> <u>BALANCE</u>	<u>PERCENT</u> <u>OBLIGATED</u>
2 REVOLUTIONS	17,067				17,067	
ACSE-APCS EXPANSION GRANT	20,000				20,000	
ADULT BASIC EDUCATION	349,043	27,137	300,621		48,422	86.1%
ADVANCING COMPUTER SCIENCE EDUCATION	133,870	9,931	65,574		68,296	49.0%
ALGEBRA READINESS	3,514,375	60,262	752,317	382,920	2,379,138	32.3%
ARP BEFORE & AFTER SCHOOL	130,995		130,995			100.0%
ARP HOMELESS GRANT II	117,980		117,980			100.0%
ARP HOMELESS I	3,555		3,555			100.0%
ARPA ESSER III	4,742,984		4,742,984			100.0%
BAYPORT FOUNDATION	241,631	403	99,308		142,323	41.1%
BLUEFORGE - TCEC WELDING LAB	4,024,835		1,140,473		2,884,362	28.3%
CAREER & TECH ED STATE EQUIP ALLOC	74,199		74,199			100.0%
CAREER SWITCHER PROG MENTOR REIMB	12,275				12,275	
CARL PERKINS	1,205,971	24,107	987,901	1,397	216,673	82.0%
COPS SCHOOL VIOLENCE PREVENTION	243,599	33,659	152,609	57,331	33,659	86.2%
CORRECTIONS ED & OTHER INSTITUTIONALIZED	1,098	143	1,098			100.0%
CTE SPECIAL STATE EQUIP ALLOC	58,078	20,683	58,078			100.0%
DODEA SPANISH IMMERSION	248,310	17,274	208,016	166	40,128	83.8%
DODEA WLARP	1,640,117	11,708	233,664		1,406,453	14.2%
EARLY READING INTERVENTION	7,120,102	340,930	2,408,567		4,711,535	33.8%
FLEXIBLE PER PUPIL FUNDING	13,286,189	612,897	5,560,905	216,833	7,508,451	43.5%
GENERAL ADULT ED	29,877		29,877			100.0%
HAMPTON ROADS COMM	47,595	47,595	47,595			100.0%
HAMPTON ROADS WORKFORCE COUNCIL - ALC	158,100	16,237	103,228		54,872	65.3%
HAMPTON ROADS WORKFORCE COUNCIL - STEM (OSY)	141,950	8,128	96,237		45,713	67.8%
HVAC CSLFRF	4,779,965		2,364,785	2,415,180		100.0%
INDUSTRY CERT EXAMINATIONS	64,690		64,690			100.0%
INDUSTRY CERT EXAMINATIONS STEM-H	24,293		24,293			100.0%
ISAEP	64,216	8,567	39,725		24,491	61.9%
JAIL EDUCATION PROGRAM	287,953	16,146	141,206		146,747	49.0%
JUUL LABS	892,000				892,000	
JUVENILE DETENTION HOME	1,581,628	162,236	1,248,690		332,938	78.9%
MCKINNEY VENTO	106,300	3,717	40,105	17,297	48,898	54.0%
MIDDLE SCHOOL MARITIME EXPLORATION	141,839		107,044		34,795	75.5%
MYCAA-ALC	2,298				2,298	
MYCAA-LPN	1,000				1,000	
NATIONAL BOARD CERTIFICATION INCENTIVE	342,500		342,500			100.0%
NEW TEACHER MENTOR	27,918		27,918			100.0%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
SCHOOL GRANTS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

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	<u>FY 2025</u>	<u>MONTH'S</u>	<u>YR-TO-DATE</u>	<u>OUTSTANDING</u>	<u>REMAINING</u>	<u>PERCENT</u>
	<u>APPROPRIATIONS</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>	<u>ENCUMBRANCES</u>	<u>BALANCE</u>	<u>OBLIGATED</u>
NJROTC	109,744				109,744	
NO KID HUNGRY	39,412	30,295	33,707	2,120	3,585	90.9%
NSLP EQUIPMENT ASSISTANCE	13,887		13,887			100.0%
NYLF GRIEF-SENSITIVE SCHOOLS	37,500				37,500	
PERKINS CTE SECONDARY RESERVE FUNDS	12,359		12,359			100.0%
POST 9-11 GI BILL	3,650				3,650	
PRE-K - GRADE 2 ACTIVE LEARNING	114		114			100.0%
PRESCHOOL - IDEA SECTION 619	1,033,557	48,670	445,228		588,329	43.1%
PRIORITIZED ASPIRING EDUCATOR	10,000	100	100		9,900	1.0%
PROJECT GRADUATION	118,687	3,017	66,489		52,198	56.0%
PROJECT HOPE - CITY WIDE SCA	2,454		2,454			100.0%
RACE TO GED	53,039	2,900	53,039			100.0%
RECOVERY HIGH SCHOOL	500,000	9,985	100,396		399,604	20.1%
RESERVE FOR CONTINGENCY	15,126,337				15,126,337	
SCHOOL SAFETY AND SECURITY	85,417		74,639	10,778		100.0%
SCHOOL SAFETY AND SECURITY CSLFRF	71,731		71,731			100.0%
SCHOOL SECURITY EQUIPMENT	208,837		36,083	171,980	774	99.6%
SCHOOL-BASED HEALTH WORKFORCE	348,334		189,834	73,246	85,254	75.5%
STARTALK	85,919	201	63,166		22,753	73.5%
STEM COMPETITION	10,000		1,077		8,923	10.8%
TECHNOLOGY INITIATIVE	7,158,163	54,762	2,615,047	1,578,815	2,964,301	58.6%
TITLE I PART A	25,061,120	1,529,497	13,743,108	859,376	10,458,636	58.3%
TITLE I PART D SUBPART 1	44,639	1,025	21,600		23,039	48.4%
TITLE I PART D SUBPART 2	355,992	13,744	110,549		245,443	31.1%
TITLE II PART A	3,291,293	197,790	1,684,188		1,607,105	51.2%
TITLE III PART A IMMIGRANT & YOUTH	20,108				20,108	
TITLE III PART A LANGUAGE ACQUISITION	524,134	18,933	181,990		342,144	34.7%
TITLE IV PART A	2,363,602	27,178	701,324	4,683	1,657,595	29.9%
TITLE IV PELL	50,060		11,624		38,436	23.2%
TITLE VI-B IDEA SECTION 611	22,048,417	1,683,462	13,552,916		8,495,501	61.5%
UNITED WAY - SUMMER ENRICHMENT	1,057		1,057			100.0%
UNITED WAY MENTOR & ENRICHMENT	398,621	6,840	168,215	4,675	225,731	43.4%
VA PRESCHOOL INITIATIVE	11,029,492	752,471	5,950,000		5,079,492	53.9%
VDOE-SCNP TEAM NUTRITION	8,044	394	7,583		461	94.3%
VIRGINIA TIERED SYSTEMS OF SUPPORT	25,791	2,194	7,579		18,212	29.4%
WORKPLACE READINESS	14,996		14,996			100.0%
TOTAL SCHOOL GRANTS FUND	<u>136,146,902</u>	<u>5,805,218</u>	<u>61,652,816</u>	<u>5,796,797</u>	<u>68,697,289</u>	<u>49.5%</u>

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL BOARD/CITY HEALTH INSURANCE FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 13

ASSETS:		LIABILITIES:	
CASH	63,667,779	CHECKS PAYABLE	55,989
		ACCOUNTS PAYABLE	16
		ACCOUNTS PAYABLE-HSA	64
		UNEARNED REVENUE	6,742,024
		EST CLAIMS-JUDGMENTS PAYABLE	7,646,000
		TOTAL LIABILITIES	<u>14,444,093</u>
		FUND EQUITY:	
		RETAINED EARNINGS	57,137,742
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENSES	(151,482,174)
		REVENUES	<u>143,568,118</u>
		TOTAL FUND EQUITY	<u>49,223,686</u>
TOTAL ASSETS	<u>63,667,779</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>63,667,779</u>

	MONTH'S REALIZED	YEAR-TO-DATE REALIZED
REVENUES:		
INTEREST ON BANK DEPOSITS	363,146	2,858,734
EMPLOYEE PREMIUMS-CITY	978,709	10,664,252
EMPLOYER PREMIUMS-CITY	4,354,379	46,288,089
EMPLOYEE PREMIUMS-SCHOOLS	803,068	7,880,307
EMPLOYER PREMIUMS-SCHOOLS	8,259,127	75,871,978
COBRA ADMINISTRATIVE FEE-CITY	136	2,377
COBRA ADMINISTRATIVE FEE-SCHOOLS	143	2,381
TOTAL REVENUES	<u>14,758,708</u>	<u>143,568,118</u>

	MONTH'S EXPENSES	YEAR-TO-DATE EXPENSES	OUTSTANDING ENCUMBRANCES
EXPENSES:			
SALARIES AND BENEFITS	475,335	4,381,688	
HEALTH CLAIMS AND OTHER EXPENSES-CITY	5,767,061	59,383,624	
HEALTH CLAIMS AND OTHER EXPENSES-SCHOOLS	8,655,947	87,716,862	
TOTAL EXPENSES	<u>14,898,343</u>	<u>151,482,174</u>	

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL VENDING OPERATIONS FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

ASSETS:		LIABILITIES:	
CASH	351,488	TOTAL LIABILITIES	
		FUND EQUITY:	
		FUND BALANCE	286,022
		ESTIMATED REVENUE	(150,000)
		APPROPRIATIONS	150,000
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENDITURES	(142,223)
		REVENUES	207,689
		TOTAL FUND EQUITY	351,488
TOTAL ASSETS	351,488	TOTAL LIABILITIES AND FUND EQUITY	351,488

	FY 2025	MONTH'S	YR-TO-DATE	UNREALIZED	PERCENT	2024
REVENUES:	ESTIMATED	REALIZED	REALIZED	REVENUES	REALIZED	PERCENT
INTEREST ON BANK DEPOSITS		8,684	47,526	47,526		REALIZED
VENDING OPERATIONS RECEIPTS	150,000	37,251	160,163	10,163	106.8%	92.8%
TOTAL REVENUES	150,000	45,935	207,689	57,689	138.5%	114.3%

	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT	2024
EXPENDITURES:	APPROPRIATIONS	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	BALANCE	OBLIGATED	PERCENT
SCHOOL ALLOCATIONS	149,200		142,223		6,977	95.3%	OBLIGATED
PURCHASED SERVICES	800				800		95.2%
TOTAL	150,000		142,223		7,777	94.8%	95.0%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL INSTRUCTIONAL TECHNOLOGY FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 15

ASSETS:		LIABILITIES:	
CASH	3,201,082	TOTAL LIABILITIES	
		FUND EQUITY:	
		FUND BALANCE	798,092
		ESTIMATED REVENUE	
		APPROPRIATIONS	1,559,851
		ENCUMBRANCES	210,151
		RESERVE FOR ENCUMBRANCES	(210,151)
		EXPENDITURES	(601,236)
		REVENUES	1,444,375
		TOTAL FUND EQUITY	3,201,082
TOTAL ASSETS	<u>3,201,082</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>3,201,082</u>

	FY 2025	MONTH'S	YR-TO-DATE	UNREALIZED	PERCENT
REVENUES:	ESTIMATED	REALIZED	REALIZED	REVENUES	REALIZED
INTEREST ON BANK DEPOSITS		179,062	1,444,375	1,444,375	%
TOTAL REVENUES		<u>179,062</u>	<u>1,444,375</u>	<u>1,444,375</u>	
PRIOR YEAR FUND BALANCE (PYFB)	1,000,000				
PYFB-ENCUMBRANCES	<u>559,851</u>				
TOTAL REVENUES AND PYFB	<u>1,559,851</u>				

	FY 2025	MONTH'S	YR-TO-DATE	OUTSTANDING	REMAINING	PERCENT
EXPENDITURES:	APPROPRIATIONS	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	BALANCE	OBLIGATED
PURCHASED SERVICES		1,360	4,905	2,815	(7,720)	
MATERIALS AND SUPPLIES	<u>1,559,851</u>	<u>(260)</u>	<u>596,331</u>	<u>207,336</u>	<u>756,184</u>	51.5%
TOTAL	<u>1,559,851</u>	<u>1,100</u>	<u>601,236</u>	<u>210,151</u>	<u>748,464</u>	52.0%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
SCHOOL EQUIPMENT REPLACEMENT FUND
JULY 1, 2024 THROUGH APRIL 30, 2025

B 16

ASSETS:		LIABILITIES:	
CASH	314,955	CHECKS PAYABLE	
		TOTAL LIABILITIES	
		FUND EQUITY:	
		FUND BALANCE	(235,498)
		ESTIMATED REVENUE	
		APPROPRIATIONS	676,994
		ENCUMBRANCES	118,379
		RESERVE FOR ENCUMBRANCES	(118,379)
		EXPENDITURES	(143,301)
		REVENUES	16,760
		TOTAL FUND EQUITY	314,955
TOTAL ASSETS	314,955	TOTAL LIABILITIES AND FUND EQUITY	314,955

REVENUES:	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED
INTEREST ON BANK DEPOSITS		1,820	16,760	16,760	%
TOTAL REVENUES		1,820	16,760	16,760	
PRIOR YEAR FUND BALANCE (PYFB)	400,000				
PYFB-ENCUMBRANCES	276,994				
TOTAL REVENUES AND PYFB	676,994				

EXPENDITURES:	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED
PURCHASED SERVICES	78,371		10,247	53,561	14,563	81.4%
MATERIALS AND SUPPLIES	494,683		50,722	43,210	400,751	19.0%
CAPITAL OUTLAY	103,940		82,332	21,608		100.0%
TOTAL	676,994		143,301	118,379	415,314	38.7%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
STATEMENT OF EXPENDITURES AND ENCUMBRANCES
CAPITAL PROJECTS
JULY 1, 2024 THROUGH APRIL 30, 2025

B 17

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YEAR-TO-DATE EXPENDITURES	PROJECT-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED
601001-RENOV-REPLACMT-ENERGY MGMT II	17,825,000	85,058	1,296,423	13,150,727	362,099	4,312,174	75.81%
601002-TENNIS COURT RENOVATIONS II	2,200,000		5,813	1,469,339	540,814	189,847	91.37%
601005-JOHN B DEY ES MODERNIZATION	27,970,076		6,226	27,729,467		240,609	99.14%
601006-THOROUGHGOOD ES REPLACEMENT	32,470,000	11,415	17,641	32,467,457		2,543	99.99%
601007-PRINCESS ANNE MS REPLACEMENT	76,938,759			76,910,231	26,540	1,988	100.00%
601013-RENOV & REPLACE-REROOFING PHASE II	35,025,639			35,025,361	278		100.00%
601015-PRINCESS ANNE HS REPLACEMENT	115,140,717	3,482	44,672	6,784,595	207,253	108,148,869	6.07%
601016-ENERGY PERFORMANCE CONTRACTS PHASE II	37,500,000	17,123	279,381	35,022,031	2,136,290	341,679	99.09%
601017-RENOV & REPLACE-GROUND PH III	20,337,887	405,486	1,397,055	18,108,009	2,163,534	66,344	99.67%
601018-RENOV & REPLACE-HVAC PH III	92,892,146	409,477	7,204,066	49,464,105	26,452,853	16,975,188	81.73%
601019-RENOV & REPLACE-REROOFING PH III	45,124,260	333,367	4,502,409	28,268,943	10,669,143	6,186,174	86.29%
601020-RENOV & REPLACE - VARIOUS PH III	30,985,854	531,650	5,338,078	22,757,317	2,463,070	5,765,467	81.39%
601021-PLAZA ANNEX-LASKIN ROAD ADDITION	13,720,000			13,626,704	88,711	4,585	99.97%
601022-ELEMENTARY PLAYGROUND EQUIPMENT REP	3,084,737	11,415	1,066,018	2,505,948		578,789	81.24%
601023-STUDENT DATA MANAGEMENT SYSTEM	12,187,001		3,474	12,187,001			100.00%
601025-SCHOOL HR-PAYROLL	9,196,000			8,867,573		328,427	96.43%
601026-LYNNHAVEN MIDDLE SCHOOL EXPANSION	14,250,000		121,524	13,864,401	46,515	339,084	97.62%
601027-RENOV & REPLACE-SAFE SCHOOLS IMPROVEMENTS	1,000,000	36,988	169,013	958,757	37,912	3,331	99.67%
601028-B F WILLIAMS ES-BAYSIDE 6TH REPLACEMENT	89,316,000	2,626	14,773	2,533,664	189,098	86,593,238	3.05%
601029-BAYSIDE HIGH SCHOOL REPLACEMENT	5,936,507			5,509,840	423,457	3,210	99.95%
601030-REPLACEMENT PAYROLL SYSTEM	13,586,909					13,586,909	
601031-SCHOOL BUS & FLEET REPLACEMENT	7,713,000		288,280	7,439,441	67,880	205,679	97.33%
601032-PHONE SYSTEM REPLACEMENT	7,266,223	126,320	1,736,546	7,079,819	185,865	539	99.99%
601033-COMP LONG RANGE FACILITIES MASTER PLAN	200,000					200,000	
601999-PAYROLL ALLOCATION		(414,509)	156,250	156,250		(156,250)	
TOTAL CAPITAL PROJECTS	711,866,715	1,559,898	23,647,642	421,886,980	46,061,312	243,918,423	65.74%

VIRGINIA BEACH CITY PUBLIC SCHOOLS
GREEN RUN COLLEGIATE CHARTER SCHOOL
JULY 1, 2024 THROUGH APRIL 30, 2025

B 18

ASSETS:		LIABILITIES:	
CASH	1,602,925	CHECKS PAYABLE	
		SALARIES PAYABLE-OPTIONS	275,699
		FICA PAYABLE-OPTIONS	21,090
		TOTAL LIABILITIES	<u>296,789</u>
		FUND EQUITY:	
		FUND BALANCE	3,090
		ESTIMATED REVENUE	(4,978,251)
		APPROPRIATIONS	4,978,251
		ENCUMBRANCES	
		RESERVE FOR ENCUMBRANCES	
		EXPENDITURES	(3,675,205)
		REVENUES	<u>4,978,251</u>
		TOTAL FUND EQUITY	<u>1,306,136</u>
TOTAL ASSETS	<u>1,602,925</u>	TOTAL LIABILITIES AND FUND EQUITY	<u>1,602,925</u>

	FY 2025 ESTIMATED	MONTH'S REALIZED	YR-TO-DATE REALIZED	UNREALIZED REVENUES	PERCENT REALIZED	2024 PERCENT REALIZED
REVENUES:						
TRANSFER FROM GENERAL FUND	<u>4,978,251</u>	<u></u>	<u>4,978,251</u>	<u></u>	100.0%	100.0%
TOTAL REVENUES	<u>4,978,251</u>	<u></u>	<u>4,978,251</u>	<u></u>	100.0%	100.0%

	FY 2025 APPROPRIATIONS	MONTH'S EXPENDITURES	YR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	REMAINING BALANCE	PERCENT OBLIGATED	2024 PERCENT OBLIGATED
EXPENDITURES:							
PERSONNEL SERVICES	3,114,705	287,182	2,379,100		735,605	76.4%	85.4%
FRINGE BENEFITS	1,084,163	101,795	835,197		248,966	77.0%	90.7%
PURCHASED SERVICES	451,422	134,561	302,940		148,482	67.1%	73.0%
OTHER CHARGES	81,574	7,840	30,345		51,229	37.2%	127.9%
MATERIALS AND SUPPLIES	246,387	14,105	127,623		118,764	51.8%	42.7%
TOTAL	<u>4,978,251</u>	<u>545,483</u>	<u>3,675,205</u>	<u></u>	<u>1,303,046</u>	73.8%	83.4%



Interim Financial Statements

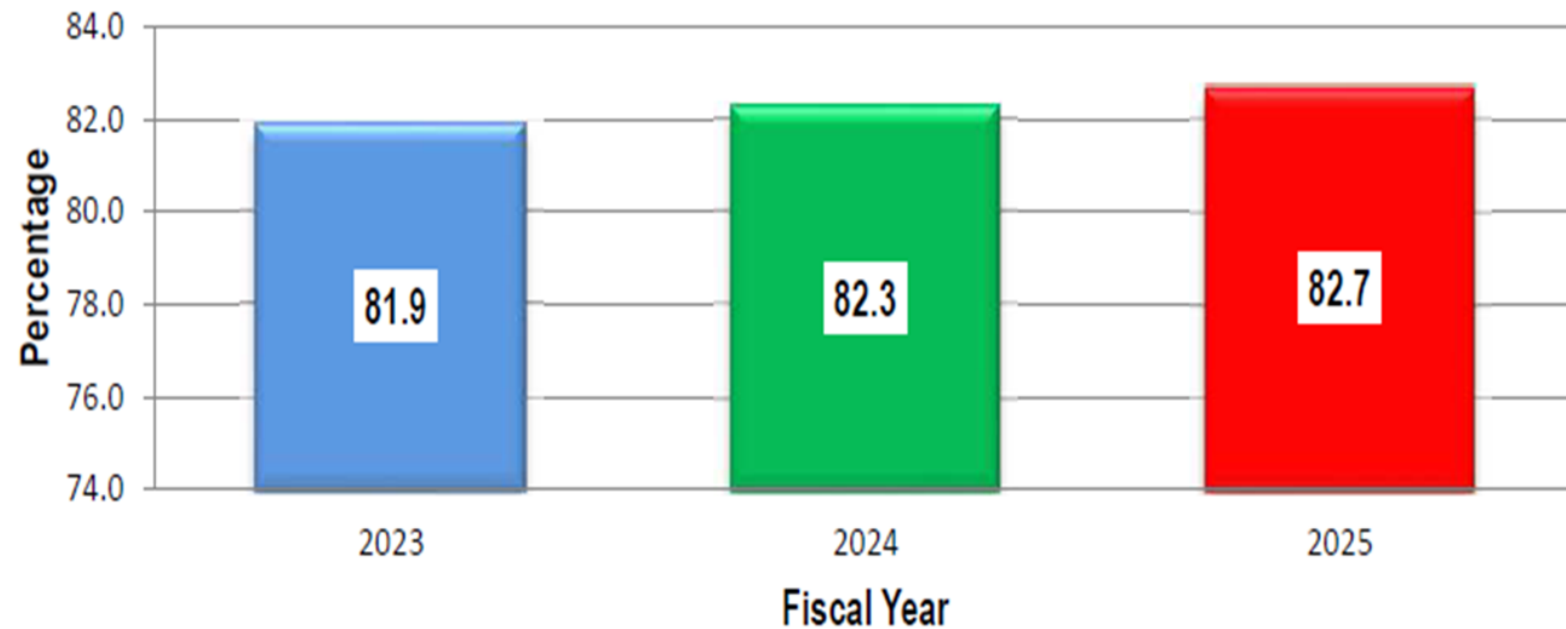
School Board Information

Tuesday, May 27, 2025

Department of Budget and Finance, Office of Business Services

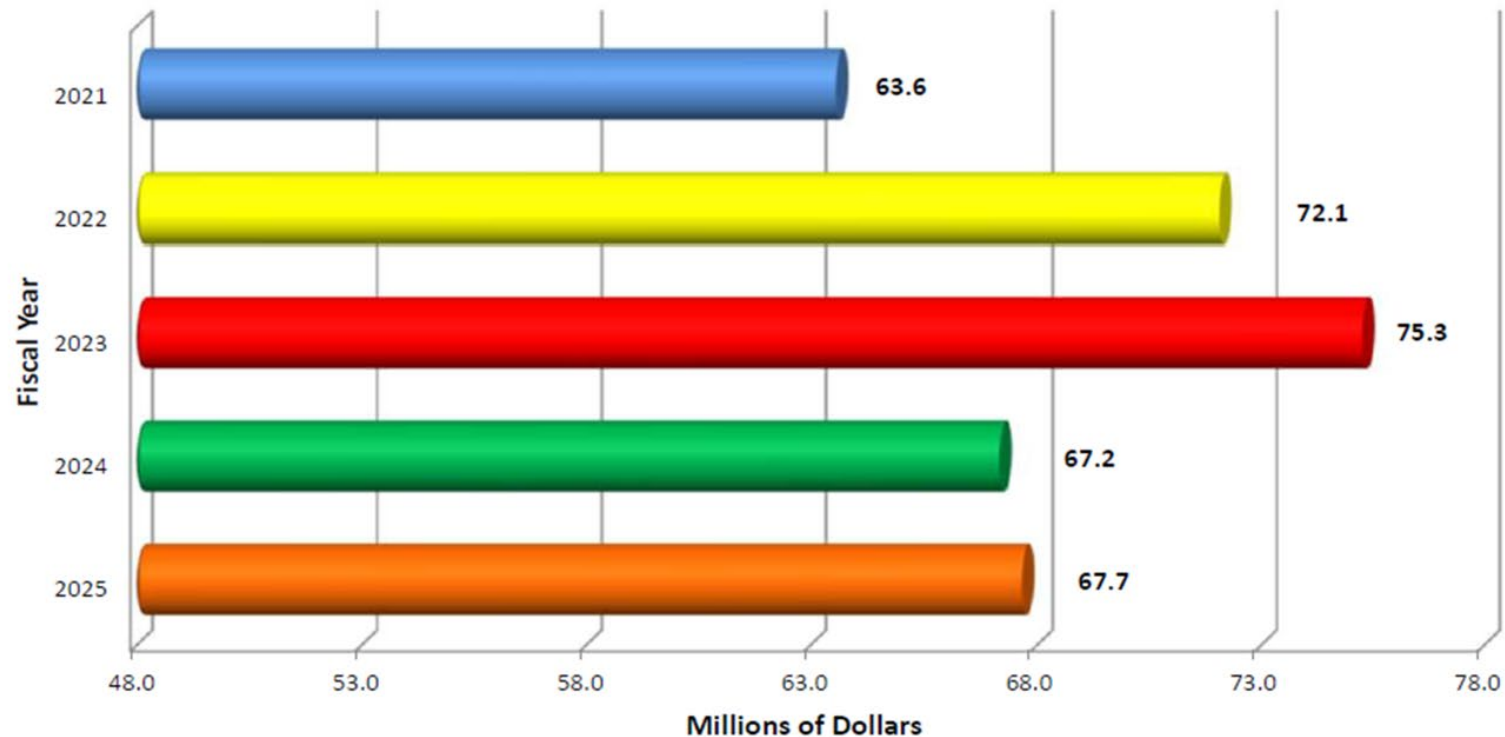
School Operating Fund Revenue Percentage of Actual to Budget as of April 30, 2025

2

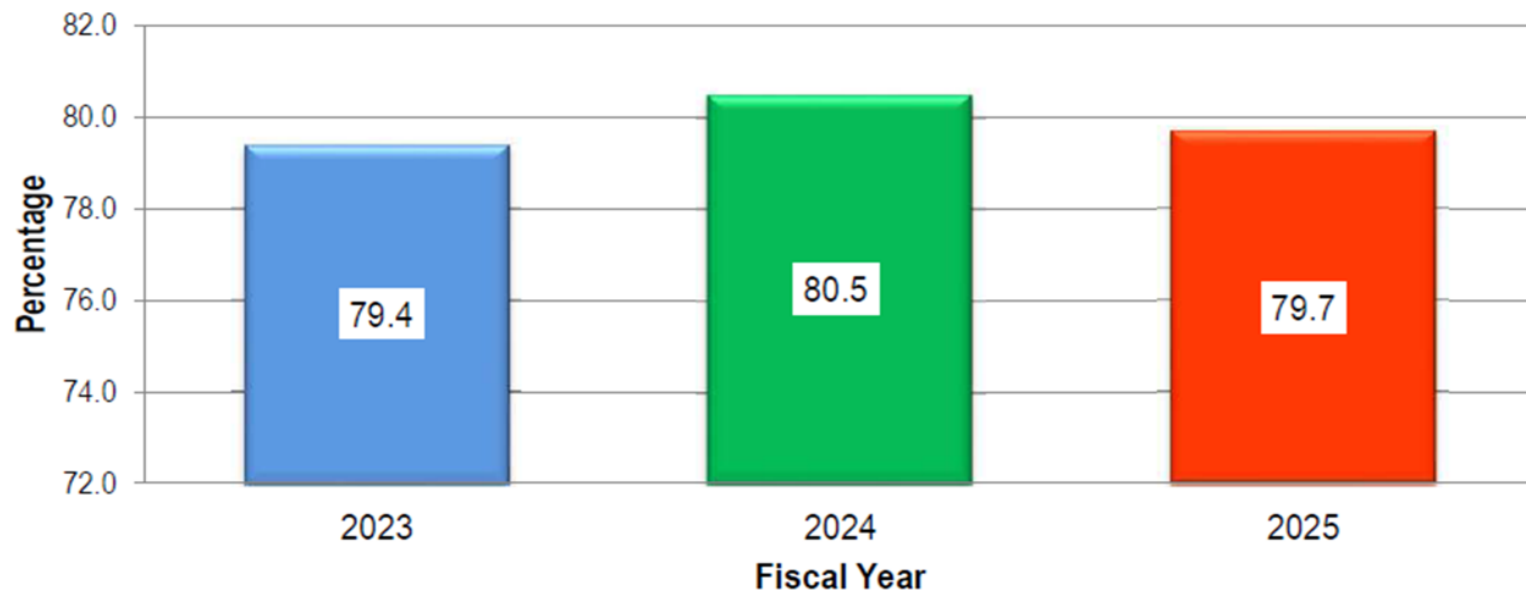


State Sales Tax Revenue through April 30, 2025

3



School Operating Fund Expenditures/Encumbrances Percentage of Actual to Budget as of April 30, 2025





Subject: Appointments to Citizens' Advisory Committees Item Number: 12B

Section: Information Date: May 27, 2025

Senior Staff: N/A

Prepared by: Regina M. Toneatto, School Board Clerk

Presenter(s): Kathleen J. Brown, School Board Chair

Recommendation:

That the School Board approves appointments to Citizens' Advisory Committees for a three-year term beginning July 1, 2025 and ending June 30, 2028 reflecting the outcome of School Board discussion of applications as personnel matters during a closed meeting on May 13, 2025, and the School Board will vote to approve citizen members during a June School Board meeting 2025.

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

CITIZEN ADVISORY COMMITTEE FOR GIFTED EDUCATION:

Frances Knight-Thompson- Landstown
Melinda Krakow- Cox
Ross Kremers- Cox
Hiral Patel- Bayside

SPECIAL EDUCATION ADVISORY COMMITTEE:

Marina Brakeman
Lesly Lancaster

GENERAL ADVISORY COUNCIL FOR TECHNICAL AND CAREER:

Joseph Frommelt
Hunt Gall
Brian McIntyre
Earline Rocks

SCHOOL HEALTH ADVISORY COMMITTEE:

Lesly Lancaster

Background Summary:

The Division issued a Call to Action on March 7, 2025 seeking applications to fill voting member vacancies across three Citizens Advisory Committees. Representatives from the three committees with vacancies were invited to review applications and provide input for consideration in the School Board's selection process. As a product of the School Board's discussion May 13, 2025 in a closed session allowable pursuant to Section 2.2-3711, Part A, Paragraph 1 of the *Code of Virginia*, 1950 as amended, for personnel matters.

Source:

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

Budget Impact:

N/A

Next Steps:

School Board to vote at the June 9, 2025 meeting.



Subject: Salary Resolution FY 2025/26 **Item Number:** 12C

Section: Information **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve one of the two Salary Resolutions for FY 2025/26 and the following corresponding attachments:

- Attachment A – Alphabetical Listing of Instructional Positions
- Attachment B – Instructional Experience – Based Step Pay Scale (7/1/25 – 6/30/26)
- Attachment C – Unified Experience – Based Step Pay Scale Grade assignments (7/1/25 – 6/30/26)
- Attachment D - Unified Experience – Based Step Pay Scale (7/1/25 – 6/30/26)
- Attachment E – Part-time Temporary Hourly Rates (7/1/25 – 6/30/26)
- Attachment F - Table of Allowances 2025/2026
- Attachment G – High School Department Chair and Non-Athletic and Athletic Supplements 2025/26
- Attachment H – Student Activity Rates 2025/26.

Background Summary:

The City Council Approved the FY 2025/26 Budget that places an emphasis on staffing and compensation needs.

Source:

N/A

Budget Impact:

Funds are allocated across various funds and budget cost centers for FY 2025/26.

Next Steps:

The School Board will approve the Salary Resolution for FY 2025/26.

SALARY RESOLUTION

May 27, 2025

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 proposed FY 2025/26 Operating Budget includes a 2% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale; and

WHEREAS, the proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase; and

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

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

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

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 of the City of Virginia Beach this 27th day of May 2025.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2025 - 2026

Effective: July 1, 2025 (3.5%)

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	55,146	58,193	59,848	60,939	71,698	39,121
1	55,973	59,066	60,746	61,853	72,773	39,708
2	56,813	59,952	61,657	62,781	73,865	40,304
3	57,665	60,851	62,582	63,723	74,973	40,908
4	58,530	61,764	63,521	64,679	76,097	41,522
5	59,408	62,690	64,474	65,649	77,239	42,145
6	60,299	63,631	65,441	66,634	78,397	42,777
7	61,204	64,585	66,422	67,633	79,573	43,419
8	62,122	65,554	67,419	68,647	80,767	44,070
9	63,054	66,538	68,430	69,677	81,978	44,731
10	63,999	67,535	69,456	70,722	83,208	45,402
11	64,959	68,549	70,498	71,783	84,456	46,083
12	65,934	69,577	71,556	72,860	85,723	46,774
13	66,923	70,621	72,629	73,953	87,009	47,476
14	67,927	71,680	73,718	75,062	88,314	48,188
15	68,945	72,755	74,824	76,188	89,639	48,911
16	69,980	73,846	75,947	77,331	90,983	49,644
17	71,029	74,954	77,086	78,491	92,348	50,389
18	72,095	76,078	78,242	79,668	93,733	51,145
19	73,176	77,220	79,416	80,863	95,139	51,912
20	74,274	78,378	80,607	82,076	96,566	52,691
21	75,388	79,554	81,816	83,308	98,015	53,481
22	76,519	80,747	83,043	84,557	99,485	54,283
23	77,667	81,958	84,289	85,825	100,977	55,098
24	78,832	83,187	85,553	87,113	102,492	55,924
25	80,014	84,435	86,837	88,420	104,030	56,763
26	81,214	85,702	88,139	89,746	105,590	57,614
27	82,433	86,987	89,461	91,092	107,174	58,479
28	83,669	88,292	90,803	92,458	108,781	59,356
29	84,924	89,616	92,165	93,845	110,413	60,246
30	86,198	90,961	93,548	95,253	112,069	61,150
31	87,491	92,325	94,951	96,682	113,751	62,067
32	88,803	93,710	96,375	98,132	115,457	62,998
33	90,135	95,116	97,821	99,604	117,189	63,943
34	91,488	96,543	99,288	101,098	118,946	64,902
35	92,860	97,991	100,778	102,615	120,731	65,876
36	94,253	99,460	102,289	104,154	122,542	66,864
37	95,667	100,952	103,824	105,716	124,380	67,867
38	97,102	102,467	105,381	107,302	126,246	68,885
39	98,558	104,004	106,962	108,911	128,139	69,918
40	100,036	105,564	108,566	110,545	130,061	70,967
41	101,537	107,147	110,195	112,203	132,012	72,032
42	103,060	108,755	111,848	113,886	133,992	73,112
43	104,606	110,386	113,525	115,595	136,002	74,209
44	106,175	112,042	115,228	117,329	138,043	75,322
45	107,768	113,722	116,957	119,089	140,113	76,452
46+	109,384	115,428	118,711	120,875	142,215	77,598

The scale reflects a 2% entry-level adjustment and a 1.5% difference between each step for years of experience.

**Alphabetical Listing of Instructional Positions
SY 2025 - 2026**

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

VBCPS Unified Exp-Based Pay Scale - SY 2025-2026 (7/1/25)			
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
46	111,576	123,329	145,049
1500/1658 - Behavior Intervention Specialist 1500/1658 - Occupational Therapist 1500/1658 - Physical Therapist 1950 - Pos Behav'I Interven & Support (PBIS) Spec 1500/1950 - School Psychologist 1500/1950 - School Social Worker			

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																		
U07														U08				
Annual Hrs	7/1/2025	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	HRS	7/1/2025	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	15.7590	10,259	11,725	13,190	14,655	16,121	17,587	19,052	20,518	21,983	23,449	25,214	32,778	0	16.3063	22,355	22,828	33,917
1	15.9166	10,361	11,842	13,322	14,802	16,282	17,762	19,243	20,723	22,203	23,683	25,466	33,106	1	16.4693	22,579	23,057	34,256
2	16.0758	10,465	11,960	13,455	14,950	16,445	17,940	19,435	20,930	22,425	23,920	25,721	33,437	2	16.6340	22,805	23,287	34,598
3	16.2365	10,569	12,080	13,589	15,099	16,609	18,119	19,629	21,139	22,649	24,159	25,978	33,771	3	16.8004	23,033	23,520	34,944
4	16.3989	10,675	12,201	13,725	15,250	16,776	18,301	19,826	21,351	22,876	24,401	26,238	34,109	4	16.9684	23,263	23,755	35,294
5	16.5629	10,782	12,323	13,863	15,403	16,943	18,484	20,024	21,564	23,105	24,645	26,500	34,450	5	17.1380	23,496	23,993	35,647
6	16.7285	10,890	12,446	14,001	15,557	17,113	18,669	20,224	21,780	23,336	24,892	26,765	34,795	6	17.3094	23,731	24,233	36,003
7	16.8958	10,999	12,570	14,141	15,713	17,284	18,855	20,427	21,998	23,569	25,140	27,033	35,143	7	17.4825	23,968	24,475	36,363
8	17.0647	11,109	12,696	14,283	15,870	17,457	19,044	20,631	22,218	23,805	25,392	27,303	35,494	8	17.6573	24,208	24,720	36,727
9	17.2354	11,220	12,823	14,426	16,028	17,631	19,234	20,837	22,440	24,043	25,646	27,576	35,849	9	17.8339	24,450	24,967	37,094
10	17.4077	11,332	12,951	14,570	16,189	17,808	19,426	21,045	22,664	24,283	25,902	27,852	36,208	10	18.0123	24,694	25,217	37,465
11	17.5818	11,445	13,081	14,715	16,351	17,986	19,621	21,256	22,891	24,526	26,161	28,130	36,570	11	18.1924	24,941	25,469	37,840
12	17.7576	11,560	13,212	14,863	16,514	18,166	19,817	21,468	23,120	24,771	26,423	28,412	36,935	12	18.3743	25,191	25,724	38,218
13	17.9352	11,675	13,344	15,011	16,679	18,347	20,015	21,683	23,351	25,019	26,687	28,696	37,305	13	18.5580	25,443	25,981	38,600
14	18.1146	11,792	13,477	15,161	16,846	18,531	20,215	21,900	23,585	25,269	26,954	28,983	37,678	14	18.7436	25,697	26,241	38,986
15	18.3863	11,969	13,679	15,389	17,099	18,809	20,519	22,229	23,938	25,648	27,358	29,418	38,243	15	19.0248	26,083	26,634	39,571
16	18.6621	12,149	13,885	15,620	17,355	19,091	20,826	22,562	24,298	26,033	27,769	29,859	38,817	16	19.3101	26,474	27,034	40,165
17	18.9420	12,331	14,093	15,854	17,616	19,377	21,139	22,900	24,662	26,424	28,185	30,307	39,399	17	19.5998	26,871	27,439	40,767
18	19.2261	12,516	14,304	16,092	17,880	19,668	21,456	23,244	25,032	26,820	28,608	30,761	39,990	18	19.8938	27,274	27,851	41,379
19	19.5145	12,703	14,519	16,333	18,148	19,963	21,778	23,593	25,407	27,222	29,037	31,223	40,590	19	20.1922	27,683	28,269	41,999
20	19.8072	12,894	14,737	16,578	18,420	20,262	22,104	23,946	25,788	27,631	29,473	31,691	41,198	20	20.4951	28,098	28,693	42,629
21	20.1044	13,087	14,958	16,827	18,697	20,566	22,436	24,306	26,175	28,045	29,915	32,167	41,817	21	20.8025	28,520	29,123	43,269
22	20.4059	13,284	15,182	17,079	18,977	20,875	22,772	24,670	26,568	28,466	30,363	32,649	42,444	22	21.1146	28,948	29,560	43,918
23	20.7120	13,483	15,410	17,335	19,262	21,188	23,114	25,040	26,967	28,893	30,819	33,139	43,080	23	21.4313	29,382	30,003	44,577
24	21.0227	13,685	15,641	17,595	19,551	21,506	23,461	25,416	27,371	29,326	31,281	33,636	43,727	24	21.7527	29,822	30,453	45,245
25	21.3380	13,891	15,875	17,859	19,844	21,828	23,813	25,797	27,782	29,766	31,750	34,140	44,383	25	22.0790	30,270	30,910	45,924
26	21.6581	14,099	16,114	18,127	20,142	22,156	24,170	26,184	28,198	30,213	32,227	34,652	45,048	26	22.4102	30,724	31,374	46,613
27	21.9830	14,310	16,355	18,399	20,444	22,488	24,533	26,577	28,621	30,666	32,710	35,172	45,724	27	22.7464	31,185	31,844	47,312
28	22.3127	14,525	16,601	18,675	20,750	22,825	24,900	26,976	29,051	31,126	33,201	35,700	46,410	28	23.0876	31,653	32,322	48,022
29	22.6474	14,743	16,850	18,955	21,062	23,168	25,274	27,380	29,486	31,593	33,699	36,235	47,106	29	23.4339	32,127	32,807	48,742
30	22.9871	14,964	17,102	19,240	21,378	23,515	25,653	27,791	29,929	32,067	34,204	36,779	47,813	30	23.7854	32,609	33,299	49,473
31	23.3319	15,189	17,359	19,528	21,698	23,868	26,038	28,208	30,378	32,548	34,717	37,331	48,530	31	24.1422	33,098	33,799	50,215
32	23.6819	15,416	17,619	19,821	22,024	24,226	26,429	28,631	30,833	33,036	35,238	37,891	49,258	32	24.5043	33,595	34,306	50,968
33	24.0371	15,648	17,884	20,119	22,354	24,589	26,825	29,060	31,296	33,531	35,767	38,459	49,997	33	24.8719	34,099	34,820	51,733
34	24.3977	15,882	18,152	20,420	22,689	24,958	27,227	29,496	31,765	34,034	36,303	39,036	50,747	34	25.2449	34,610	35,342	52,509
35	24.7637	16,121	18,424	20,727	23,030	25,333	27,636	29,939	32,242	34,545	36,848	39,621	51,508	35	25.6236	35,129	35,873	53,297
36	25.1351	16,362	18,701	21,038	23,375	25,713	28,050	30,388	32,725	35,063	37,401	40,216	52,281	36	26.0080	35,656	36,411	54,096
37	25.5121	16,608	18,981	21,353	23,726	26,098	28,471	30,844	33,216	35,589	37,962	40,819	53,065	37	26.3981	36,191	36,957	54,908
38	25.8948	16,857	19,266	21,673	24,082	26,490	28,898	31,306	33,715	36,123	38,531	41,431	53,861	38	26.7941	36,734	37,511	55,731
39	26.2832	17,110	19,555	21,999	24,443	26,887	29,332	31,776	34,220	36,665	39,109	42,053	54,669	39	27.1960	37,285	38,074	56,567
40	26.6775	17,367	19,848	22,329	24,810	27,291	29,772	32,253	34,734	37,215	39,696	42,684	55,489	40	27.6039	37,844	38,645	57,416
41	27.0777	17,627	20,146	22,664	25,182	27,700	30,218	32,736	35,255	37,773	40,291	43,324	56,321	41	28.0180	38,412	39,225	58,277
42	27.4838	17,891	20,448	23,003	25,559	28,115	30,671	33,227	35,783	38,339	40,895	43,974	57,166	42	28.4382	38,988	39,813	59,151
43	27.8961	18,160	20,755	23,349	25,943	28,537	31,132	33,726	36,320	38,915	41,509	44,633	58,023	43	28.8648	39,573	40,410	60,038
44	28.3145	18,432	21,066	23,699	26,332	28,965	31,598	34,232	36,865	39,498	42,131	45,303	58,894	44	29.2978	40,167	41,016	60,939
45	28.7392	18,709	21,382	24,054	26,727	29,400	32,072	34,745	37,418	40,091	42,763	45,982	59,777	45	29.7373	40,769	41,632	61,853
46	29.1703	18,989	21,703	24,415	27,128	29,841	32,554	35,266	37,979	40,692	43,405	46,672	60,674	46	30.1833	41,381	42,256	62,781
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 Manager in Training @ 7 hrs 1371 - Clinic Assist - CMA/CAN/PCT 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 2025-2026 (Effect. 7/1/25)																
U09						U10										
Annual Hrs	7/1/2025	1371	1386	1600	2080	Annual Hrs	7/1/2025	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	17.4678	23,948	24,210	27,948	36,333	0	18.7216	19,227	25,667	26,491	27,857	28,831	32,201	33,099	38,940	
1	17.6425	24,187	24,452	28,228	36,696	1	18.9088	19,419	25,923	26,755	28,136	29,119	32,523	33,430	39,330	
2	17.8189	24,429	24,696	28,510	37,063	2	19.0979	19,613	26,183	27,023	28,417	29,410	32,848	33,765	39,723	
3	17.9971	24,674	24,943	28,795	37,433	3	19.2889	19,809	26,445	27,293	28,701	29,704	33,176	34,102	40,120	
4	18.1771	24,920	25,193	29,083	37,808	4	19.4818	20,007	26,709	27,566	28,988	30,001	33,508	34,443	40,522	
5	18.3588	25,169	25,445	29,374	38,186	5	19.6766	20,207	26,976	27,842	29,278	30,301	33,843	34,788	40,927	
6	18.5424	25,421	25,699	29,667	38,568	6	19.8733	20,409	27,246	28,120	29,571	30,604	34,182	35,135	41,336	
7	18.7278	25,675	25,956	29,964	38,953	7	20.0721	20,614	27,518	28,402	29,867	30,911	34,524	35,487	41,749	
8	18.9151	25,932	26,216	30,264	39,343	8	20.2728	20,820	27,794	28,686	30,165	31,220	34,869	35,842	42,167	
9	19.1043	26,191	26,478	30,566	39,736	9	20.4755	21,028	28,071	28,972	30,467	31,532	35,217	36,200	42,589	
10	19.2953	26,453	26,743	30,872	40,134	10	20.6803	21,238	28,352	29,262	30,772	31,847	35,570	36,562	43,015	
11	19.4883	26,718	27,010	31,181	40,535	11	20.8871	21,451	28,636	29,555	31,080	32,166	35,925	36,928	43,445	
12	19.6832	26,985	27,280	31,493	40,941	12	21.0960	21,665	28,922	29,850	31,390	32,487	36,285	37,297	43,879	
13	19.8800	27,255	27,553	31,808	41,350	13	21.3069	21,882	29,211	30,149	31,704	32,812	36,647	37,670	44,318	
14	20.0788	27,528	27,829	32,126	41,763	14	21.5200	22,101	29,503	30,450	32,021	33,140	37,014	38,047	44,761	
15	20.3800	27,940	28,246	32,608	42,390	15	21.8428	22,432	29,946	30,907	32,502	33,637	37,569	38,618	45,433	
16	20.6857	28,360	28,670	33,097	43,026	16	22.1704	22,769	30,395	31,371	32,989	34,142	38,133	39,197	46,114	
17	20.9960	28,785	29,100	33,593	43,671	17	22.5030	23,110	30,851	31,841	33,484	34,654	38,705	39,785	46,806	
18	21.3109	29,217	29,536	34,097	44,326	18	22.8405	23,457	31,314	32,319	33,986	35,174	39,285	40,382	47,508	
19	21.6306	29,655	29,980	34,608	44,991	19	23.1831	23,809	31,784	32,804	34,496	35,701	39,874	40,987	48,220	
20	21.9550	30,100	30,429	35,128	45,666	20	23.5309	24,166	32,260	33,296	35,013	36,237	40,473	41,602	48,944	
21	22.2843	30,551	30,886	35,654	46,351	21	23.8838	24,528	32,744	33,795	35,539	36,781	41,080	42,226	49,678	
22	22.6186	31,010	31,349	36,189	47,046	22	24.2421	24,896	33,235	34,302	36,072	37,332	41,696	42,860	50,423	
23	22.9579	31,475	31,819	36,732	47,752	23	24.6057	25,270	33,734	34,817	36,613	37,892	42,321	43,502	51,179	
24	23.3023	31,947	32,296	37,283	48,468	24	24.9748	25,649	34,240	35,339	37,162	38,461	42,956	44,155	51,947	
25	23.6518	32,426	32,781	37,842	49,195	25	25.3494	26,033	34,754	35,869	37,719	39,038	43,600	44,817	52,726	
26	24.0066	32,913	33,273	38,410	49,933	26	25.7297	26,424	35,275	36,407	38,285	39,623	44,255	45,490	53,517	
27	24.3667	33,406	33,772	38,986	50,682	27	26.1156	26,820	35,804	36,953	38,860	40,218	44,918	46,172	54,320	
28	24.7322	33,907	34,278	39,571	51,442	28	26.5074	27,223	36,341	37,507	39,443	40,821	45,592	46,865	55,135	
29	25.1031	34,416	34,792	40,164	52,214	29	26.9050	27,631	36,886	38,070	40,034	41,433	46,276	47,568	55,962	
30	25.4797	34,932	35,314	40,767	52,997	30	27.3085	28,045	37,439	38,641	40,635	42,055	46,970	48,281	56,801	
31	25.8619	35,456	35,844	41,379	53,792	31	27.7182	28,466	38,001	39,221	41,244	42,686	47,675	49,005	57,653	
32	26.2498	35,988	36,382	41,999	54,599	32	28.1339	28,893	38,571	39,809	41,863	43,326	48,390	49,740	58,518	
33	26.6436	36,528	36,928	42,629	55,418	33	28.5560	29,327	39,150	40,406	42,491	43,976	49,116	50,487	59,396	
34	27.0432	37,076	37,481	43,269	56,249	34	28.9843	29,766	39,737	41,012	43,128	44,635	49,852	51,244	60,287	
35	27.4489	37,632	38,044	43,918	57,093	35	29.4191	30,213	40,333	41,628	43,775	45,305	50,600	52,012	61,191	
36	27.8606	38,196	38,614	44,576	57,950	36	29.8603	30,666	40,938	42,252	44,432	45,984	51,359	52,793	62,109	
37	28.2785	38,769	39,194	45,245	58,819	37	30.3083	31,126	41,552	42,886	45,098	46,674	52,130	53,585	63,041	
38	28.7027	39,351	39,781	45,924	59,701	38	30.7629	31,593	42,175	43,529	45,775	47,374	52,912	54,388	63,986	
39	29.1332	39,941	40,378	46,613	60,597	39	31.2243	32,067	42,808	44,182	46,461	48,085	53,705	55,204	64,946	
40	29.5702	40,540	40,984	47,312	61,506	40	31.6927	32,548	43,450	44,845	47,158	48,806	54,511	56,032	65,920	
41	30.0138	41,148	41,599	48,022	62,428	41	32.1681	33,036	44,102	45,517	47,866	49,538	55,329	56,873	66,909	
42	30.4640	41,766	42,223	48,742	63,365	42	32.6506	33,532	44,763	46,200	48,584	50,281	56,159	57,726	67,913	
43	30.9209	42,392	42,856	49,473	64,315	43	33.1404	34,035	45,435	46,893	49,312	51,036	57,001	58,592	68,932	
44	31.3848	43,028	43,499	50,215	65,280	44	33.6375	34,545	46,117	47,597	50,052	51,801	57,856	59,471	69,966	
45	31.8555	43,673	44,151	50,968	66,259	45	34.1420	35,063	46,808	48,310	50,803	52,578	58,724	60,363	71,015	
46	32.3334	44,329	44,814	51,733	67,253	46	34.6541	35,589	47,510	49,035	51,565	53,367	59,605	61,268	72,080	
1600 - Asst Cafeteria Manager 1371 - Clinic Assist - EMT 2080 - Custodian III 1386 - ISS Coordinator 2080 - Office Assoc II 1600 - School Office Assoc II 2080 - School Office Assoc II-Data Tech						1027 - ALC General Asst 1488 - Auxiliary Bus Driver 1720 - Auxiliary Bus Driver - Plan Bee 2080 - Distribution Driver 2080 - Carpentry Craftsman I 1371 - Clinic Assist - LPN 2080 - Custodian IV 1371 - Distance Learning Asst 1371 - General Asst 1540 - General Asst 10-month ext. (JDC) 1371 - Kindergarten & Pre-Kindergarten Asst 1415 - Library/Media Asst 1371 - PE Asst 2080 - Maintenance Craftsman I 2080 - Painter Craftsman I 1371 - SpEd Asst 1371 - Title I Asst 2080 - School Rentals Assist 1415 - Security Assistant 1415 - School Security Officer I 1768 - Student Residency Verifier										

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																
Grade 11										U12						
Annual Hrs	7/1/2025	1415	1544	1632	2080						Annual Hrs	7/1/2025	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	20.0585	28,382	30,970	32,735	41,721						0	21.4875	28,127	30,404	34,380	44,694
1	20.2591	28,666	31,280	33,062	42,138						1	21.7024	28,408	30,708	34,723	45,140
2	20.4617	28,953	31,592	33,393	42,560						2	21.9194	28,692	31,015	35,071	45,592
3	20.6663	29,242	31,908	33,727	42,985						3	22.1386	28,979	31,326	35,421	46,048
4	20.8729	29,535	32,227	34,064	43,415						4	22.3600	29,269	31,639	35,776	46,508
5	21.0817	29,830	32,550	34,405	43,849						5	22.5836	29,561	31,955	36,133	46,973
6	21.2925	30,128	32,875	34,749	44,288						6	22.8094	29,857	32,275	36,495	47,443
7	21.5054	30,430	33,204	35,096	44,731						7	23.0375	30,156	32,598	36,860	47,918
8	21.7205	30,734	33,536	35,447	45,178						8	23.2679	30,457	32,924	37,228	48,397
9	21.9377	31,041	33,871	35,802	45,630						9	23.5006	30,762	33,253	37,600	48,881
10	22.1570	31,352	34,210	36,160	46,086						10	23.7356	31,069	33,585	37,976	49,370
11	22.3786	31,665	34,552	36,521	46,547						11	23.9729	31,380	33,921	38,356	49,863
12	22.6024	31,982	34,898	36,887	47,012						12	24.2127	31,694	34,260	38,740	50,362
13	22.8284	32,302	35,247	37,255	47,483						13	24.4548	32,011	34,603	39,127	50,865
14	23.0567	32,625	35,599	37,628	47,957						14	24.6993	32,331	34,949	39,518	51,374
15	23.4026	33,114	36,133	38,193	48,677						15	25.0698	32,816	35,473	40,111	52,145
16	23.7536	33,611	36,675	38,765	49,407						16	25.4459	33,308	36,005	40,713	52,927
17	24.1099	34,115	37,225	39,347	50,148						17	25.8276	33,808	36,546	41,324	53,721
18	24.4715	34,627	37,783	39,937	50,900						18	26.2150	34,315	37,094	41,944	54,527
19	24.8386	35,146	38,350	40,536	51,664						19	26.6082	34,830	37,650	42,573	55,345
20	25.2112	35,673	38,926	41,144	52,439						20	27.0073	35,352	38,215	43,211	56,175
21	25.5894	36,209	39,510	41,761	53,225						21	27.4124	35,882	38,788	43,859	57,017
22	25.9732	36,752	40,102	42,388	54,024						22	27.8236	36,421	39,370	44,517	57,873
23	26.3628	37,303	40,704	43,024	54,834						23	28.2410	36,967	39,961	45,185	58,741
24	26.7582	37,862	41,314	43,669	55,657						24	28.6646	37,521	40,560	45,863	59,622
25	27.1596	38,430	41,934	44,324	56,491						25	29.0945	38,084	41,168	46,551	60,516
26	27.5670	39,007	42,563	44,989	57,339						26	29.5310	38,656	41,786	47,249	61,424
27	27.9805	39,592	43,201	45,664	58,199						27	29.9739	39,235	42,413	47,958	62,345
28	28.4002	40,186	43,849	46,349	59,072						28	30.4235	39,824	43,049	48,677	63,280
29	28.8262	40,789	44,507	47,044	59,958						29	30.8799	40,421	43,695	49,407	64,230
30	29.2586	41,400	45,175	47,750	60,857						30	31.3431	41,028	44,350	50,148	65,193
31	29.6975	42,021	45,852	48,466	61,770						31	31.8132	41,643	45,015	50,901	66,171
32	30.1430	42,652	46,540	49,193	62,697						32	32.2904	42,268	45,690	51,664	67,164
33	30.5951	43,292	47,238	49,931	63,637						33	32.7748	42,902	46,376	52,439	68,171
34	31.0540	43,941	47,947	50,680	64,592						34	33.2664	43,545	47,071	53,226	69,194
35	31.5198	44,600	48,666	51,440	65,561						35	33.7654	44,198	47,778	54,024	70,232
36	31.9926	45,269	49,396	52,211	66,544						36	34.2719	44,861	48,494	54,835	71,285
37	32.4725	45,948	50,137	52,995	67,542	2080 - Employee Relations Assoc					37	34.7860	45,534	49,222	55,657	72,354
38	32.9596	46,637	50,889	53,790	68,555	2080 - Financial Assistant					38	35.3078	46,217	49,960	56,492	73,440
39	33.4540	47,337	51,652	54,596	69,584	2080 - Fleet Technician I					39	35.8374	46,911	50,709	57,339	74,541
40	33.9558	48,047	52,427	55,415	70,628	2080 - Food Service Craftsman I					40	36.3749	47,614	51,470	58,199	75,659
41	34.4652	48,768	53,214	56,247	71,687	2080 - Human Resources Assoc					41	36.9206	48,329	52,242	59,072	76,794
42	34.9821	49,499	54,012	57,090	72,762	2080 - HVAC Craftsman I					42	37.4744	49,053	53,026	59,959	77,946
43	35.5069	50,242	54,822	57,947	73,854	2080 - Library Cataloger					43	38.0365	49,789	53,821	60,858	79,115
44	36.0395	50,995	55,644	58,816	74,962	2080 - Machinist Craftsman I					44	38.6070	50,536	54,628	61,771	80,302
45	36.5801	51,760	56,479	59,698	76,086	2080 - Pest Control Technician					45	39.1861	51,294	55,448	62,697	81,507
46	37.1288	52,537	57,326	60,594	77,227	2080 - Plumbing Craftsman I					46	39.7739	52,064	56,280	63,638	82,729
2080 - Admin Office Assoc I						2080 - Procurement Assistant II					2080 - Accounts Payable Technician			2080 - Carpentry Craftsman II		2080 - Records Analyst
2080 - Bookkeeper - MS						2080 - Refrigeration Craftsman I					2080 - Admin Office Assoc II			2080 - General Maint Craft II		2080 - Research/Eval/Assess Asst
2080 - Communication Prog Assoc						2080 - School Admin Associate I					2080 - Assist Warehouse Mgr			1309 - Interpreter		2080 - School Admin Assoc II-HS
2080 - Customer Support Tech I						1415/1632 - Security Asst - Renaissance					2080 - Benefits Assistant			2080 - Inventory Technician		1415 - School Security Officer II
2080 - Data Processing Specialist						1544/2080 - Security Officer - 10 months					2080 - Bookkeeper - HS			2080 - Licensure Analyst		2080 - Substitute Office Assoc
2080 - Electrical Craftsman I						2080 - Teacher Production Center					2080 - Building Operations Supvsr			2080 - Painter Craftsman II		2080 - Technology Support Tech
2080 - Electronics Craftsman I						2080 - Web Page Design Tech					1600 - Cafeteria Manager I			2080 - Payroll Assistant		

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																	
U13																	
Annual Hrs	7/1/2025	930	1023	1116	1209	1302	1309	1393	1395	1488	1600	1680	1720	2080			
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 190 days 7.33hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 210 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day			
0	23.0302	21,418	23,559	25,701	27,843	29,985	30,146	32,081	32,127	34,268	36,848	38,690	39,611	47,902			
1	23.2605	21,632	23,795	25,958	28,121	30,285	30,447	32,401	32,448	34,611	37,216	39,077	40,008	48,381			
2	23.4931	21,848	24,033	26,218	28,403	30,588	30,752	32,725	32,772	34,957	37,588	39,468	40,408	48,865			
3	23.7280	22,067	24,273	26,480	28,687	30,893	31,059	33,053	33,100	35,307	37,964	39,863	40,812	49,354			
4	23.9653	22,287	24,516	26,745	28,974	31,202	31,370	33,383	33,431	35,660	38,344	40,261	41,220	49,847			
5	24.2050	22,510	24,761	27,012	29,263	31,514	31,684	33,717	33,765	36,017	38,728	40,664	41,632	50,346			
6	24.4470	22,735	25,009	27,282	29,556	31,829	32,001	34,054	34,103	36,377	39,115	41,070	42,048	50,849			
7	24.6915	22,963	25,259	27,555	29,852	32,148	32,321	34,395	34,444	36,740	39,506	41,481	42,469	51,358			
8	24.9384	23,192	25,511	27,831	30,150	32,469	32,644	34,739	34,789	37,108	39,901	41,896	42,894	51,871			
9	25.1878	23,424	25,767	28,109	30,452	32,794	32,970	35,086	35,136	37,479	40,300	42,315	43,323	52,390			
10	25.4397	23,658	26,024	28,390	30,756	33,122	33,300	35,437	35,488	37,854	40,703	42,738	43,756	52,914			
11	25.6941	23,895	26,285	28,674	31,064	33,453	33,633	35,791	35,843	38,232	41,110	43,166	44,193	53,443			
12	25.9510	24,134	26,547	28,961	31,374	33,788	33,969	36,149	36,201	38,615	41,521	43,597	44,635	53,978			
13	26.2105	24,375	26,813	29,250	31,688	34,126	34,309	36,511	36,563	39,001	41,936	44,033	45,082	54,517			
14	26.4726	24,619	27,081	29,543	32,005	34,467	34,652	36,876	36,929	39,391	42,356	44,473	45,532	55,063			
15	26.8697	24,988	27,487	29,986	32,485	34,984	35,172	37,429	37,483	39,982	42,991	45,141	46,215	55,888			
16	27.2728	25,363	27,900	30,436	32,972	35,509	35,700	37,991	38,045	40,581	43,636	45,818	46,909	56,727			
17	27.6819	25,744	28,318	30,893	33,467	36,041	36,235	38,560	38,616	41,190	44,291	46,505	47,612	57,578			
18	28.0971	26,130	28,743	31,356	33,969	36,582	36,779	39,139	39,195	41,808	44,955	47,203	48,327	58,441			
19	28.5185	26,522	29,174	31,826	34,478	37,131	37,330	39,726	39,783	42,435	45,629	47,911	49,051	59,318			
20	28.9463	26,920	29,612	32,304	34,996	37,688	37,890	40,322	40,380	43,072	46,314	48,629	49,787	60,208			
21	29.3805	27,323	30,056	32,788	35,521	38,253	38,459	40,927	40,985	43,718	47,008	49,359	50,534	61,111			
22	29.8212	27,733	30,507	33,280	36,053	38,827	39,035	41,540	41,600	44,373	47,713	50,099	51,292	62,028			
23	30.2685	28,149	30,964	33,779	36,594	39,409	39,621	42,164	42,224	45,039	48,429	50,851	52,061	62,958			
24	30.7226	28,572	31,429	34,286	37,143	40,000	40,215	42,796	42,858	45,715	49,156	51,613	52,842	63,903			
25	31.1834	29,000	31,900	34,800	37,700	40,600	40,819	43,438	43,500	46,400	49,893	52,388	53,635	64,861			
26	31.6512	29,435	32,379	35,322	38,266	41,209	41,431	44,090	44,153	47,096	50,641	53,174	54,440	65,834			
27	32.1259	29,877	32,864	35,852	38,840	41,827	42,052	44,751	44,815	47,803	51,401	53,971	55,256	66,821			
28	32.6078	30,325	33,357	36,390	39,422	42,455	42,683	45,422	45,487	48,520	52,172	54,781	56,085	67,824			
29	33.0969	30,780	33,858	36,936	40,014	43,092	43,323	46,103	46,170	49,248	52,955	55,602	56,926	68,841			
30	33.5934	31,241	34,366	37,490	40,614	43,738	43,973	46,795	46,862	49,986	53,749	56,436	57,780	69,874			
31	34.0973	31,710	34,881	38,052	41,223	44,394	44,633	47,497	47,565	50,736	54,555	57,283	58,647	70,922			
32	34.6087	32,186	35,404	38,623	41,841	45,060	45,302	48,209	48,279	51,497	55,373	58,142	59,526	71,986			
33	35.1279	32,668	35,935	39,202	42,469	45,736	45,982	48,933	49,003	52,270	56,204	59,014	60,419	73,066			
34	35.6548	33,158	36,474	39,790	43,106	46,422	46,672	49,667	49,738	53,054	57,047	59,900	61,326	74,161			
35	36.1896	33,656	37,021	40,387	43,753	47,118	47,372	50,412	50,484	53,850	57,903	60,798	62,246	75,274			
36	36.7325	34,161	37,577	40,993	44,409	47,825	48,082	51,168	51,241	54,657	58,772	61,710	63,179	76,403			
37	37.2834	34,673	38,140	41,608	45,075	48,542	48,803	51,935	52,010	55,477	59,653	62,636	64,127	77,549			
38	37.8427	35,193	38,713	42,232	45,751	49,271	49,536	52,714	52,790	56,309	60,548	63,575	65,089	78,712			
39	38.4103	35,721	39,293	42,865	46,438	50,010	50,279	53,505	53,582	57,154	61,456	64,529	66,065	79,893			
40	38.9865	36,257	39,883	43,508	47,134	50,760	51,033	54,308	54,386	58,011	62,378	65,497	67,056	81,091			
41	39.5713	36,801	40,481	44,161	47,841	51,521	51,798	55,122	55,201	58,882	63,314	66,479	68,062	82,308			
42	40.1649	37,353	41,088	44,824	48,559	52,294	52,575	55,949	56,030	59,765	64,263	67,477	69,083	83,542			
43	40.7673	37,913	41,704	45,496	49,287	53,079	53,364	56,788	56,870	60,661	65,227	68,489	70,119	84,795			
44	41.3788	38,482	42,330	46,178	50,026	53,875	54,164	57,640	57,723	61,571	66,206	69,516	71,171	86,067			
45	41.9995	39,059	42,965	46,871	50,777	54,683	54,977	58,505	58,589	62,495	67,199	70,559	72,239	87,358			
46	42.6295	39,645	43,609	47,574	51,539	55,503	55,802	59,382	59,468	63,432	68,207	71,617	73,322	88,669			
2080 - Accounting Technician				1395 - Bus Driver @ 7.5 hrs				2080 - Data Management Analyst				2080 - HVAC Craftsman II				2080 - Refrigeration Craftsman II	
1023 - Boiler Craftsman II				1488 - Bus Driver @ 8.0 hrs				1393 - Driver's Education Instructor				2080 - Insurance Claims Analyst				2080 - Testing Assistant	
930 - Bus Driver @ 5.0 hrs				1680 - Bus Driver Extended				2080 - Electrical Craftsman II				1309 - Interpreter I				2080 - Warehouse & Distribution Tech	
1023 - Bus Driver @ 5.5 hrs				1720 - Bus Driver - Plan Bee				2080 - Electronics Craftsman II				2080 - Machinist Craftsman II				2080 - Workers Comp Claims Analyst	
1116 - Bus Driver @ 6.0 hrs				1600 - Cafeteria Manager II				2080 - Executive Office Assoc I				2080 - Multimedia Technician					
1209 - Bus Driver @ 6.5 hrs				2080 - Culinary Development Chef				2080 - Fleet Technician II				2080 - Plumbing Craftsman II					
1302 - Bus Driver @ 7.0 hrs				2080 - Customer Support Tech II				2080 - Food Service Craftsman II				2080 - Procurement Assist III					

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)														
U14							U15							
Annual Hrs	7/1/2025	1309	1600	2080			Annual Hrs	7/1/2025	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	24.6744	32,298	39,479	51,322			0	26.4329	39,332	54,980				
1	24.9211	32,621	39,873	51,835			1	26.6972	39,725	55,530				
2	25.1703	32,947	40,272	52,354			2	26.9642	40,122	56,085				
3	25.4221	33,277	40,675	52,877			3	27.2338	40,523	56,646				
4	25.6763	33,610	41,082	53,406			4	27.5062	40,929	57,212				
5	25.9330	33,946	41,492	53,940			5	27.7812	41,338	57,784				
6	26.1924	34,285	41,907	54,480			6	28.0590	41,751	58,362				
7	26.4543	34,628	42,326	55,024			7	28.3396	42,169	58,946				
8	26.7188	34,974	42,750	55,575			8	28.6230	42,591	59,535				
9	26.9860	35,324	43,177	56,130			9	28.9093	43,017	60,131				
10	27.2559	35,677	43,609	56,692			10	29.1984	43,447	60,732				
11	27.5284	36,034	44,045	57,259			11	29.4903	43,881	61,339				
12	27.8037	36,395	44,485	57,831			12	29.7852	44,320	61,953				
13	28.0818	36,759	44,930	58,410			13	30.0831	44,763	62,572				
14	28.3626	37,126	45,380	58,994			14	30.3839	45,211	63,198				
15	28.7880	37,683	46,060	59,879			15	30.8397	45,889	64,146				
16	29.2198	38,248	46,751	60,777			16	31.3023	46,577	65,108				
17	29.6581	38,822	47,452	61,688			17	31.7718	47,276	66,085				
18	30.1030	39,404	48,164	62,614			18	32.2484	47,985	67,076				
19	30.5546	39,995	48,887	63,553			19	32.7321	48,705	68,082				
20	31.0129	40,595	49,620	64,506			20	33.2231	49,435	69,104				
21	31.4781	41,204	50,364	65,474			21	33.7214	50,177	70,140				
22	31.9502	41,822	51,120	66,456			22	34.2273	50,930	71,192				
23	32.4295	42,450	51,887	67,453			23	34.7407	51,694	72,260				
24	32.9159	43,086	52,665	68,465			24	35.2618	52,469	73,344				
25	33.4097	43,733	53,455	69,492			25	35.7907	53,256	74,444				
26	33.9108	44,389	54,257	70,534			26	36.3276	54,055	75,561				
27	34.4195	45,055	55,071	71,592			27	36.8725	54,866	76,694				
28	34.9358	45,730	55,897	72,666			28	37.4256	55,689	77,845				
29	35.4598	46,416	56,735	73,756			29	37.9870	56,524	79,012				
30	35.9917	47,113	57,586	74,862			30	38.5568	57,372	80,198				
31	36.5316	47,819	58,450	75,985			31	39.1351	58,233	81,401				
32	37.0795	48,537	59,327	77,125			32	39.7221	59,106	82,621				
33	37.6357	49,265	60,217	78,282			33	40.3180	59,993	83,861				
34	38.2003	50,004	61,120	79,456			34	40.9227	60,892	85,119				
35	38.7733	50,754	62,037	80,648			35	41.5366	61,806	86,396				
36	39.3549	51,515	62,967	81,858			36	42.1596	62,733	87,691				
37	39.9452	52,288	63,912	83,086			37	42.7920	63,674	89,007				
38	40.5444	53,072	64,871	84,332			38	43.4339	64,629	90,342				
39	41.1525	53,868	65,844	85,597			39	44.0854	65,599	91,697				
40	41.7698	54,676	66,831	86,881			40	44.7467	66,583	93,073				
41	42.3964	55,496	67,834	88,184			41	45.4179	67,581	94,469				
42	43.0323	56,329	68,851	89,507			42	46.0992	68,595	95,886				
43	43.6778	57,174	69,884	90,849			43	46.7906	69,624	97,324				
44	44.3330	58,031	70,932	92,212			44	47.4925	70,668	98,784				2080 - Food Service Craftsman III 2080 - HVAC Craftsman III 2080 - Machinist Craftsman III 2080 - Occupat'l Health & Safety Tech 1488 - Occupat'l Therapy Assist (COTA) 2080 - Paralegal 1488 - Physical Therapy Assist (LPTA) 2080 - Plumbing Craftsman III 2080 - Refrigeration Craftsman III 2080 - Special Project Support (Title Only)
45	44.9980	58,902	71,996	93,595			45	48.2049	71,728	100,266				
46	45.6729	59,785	73,076	94,999			46	48.9280	72,804	101,770				
2080 - Asst Distribution Center Supvsr 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 Office Dispatcher 2080 - Warehouse Manager									

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)												
U16					U17							
Annual Hrs	7/1/2025	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	28.3250	37,077	58,916		0	53,659	63,129					
1	28.6083	37,448	59,505		1	54,196	63,760					
2	28.8943	37,822	60,100		2	54,738	64,397					
3	29.1833	38,200	60,701		3	55,285	65,041					
4	29.4751	38,582	61,308		4	55,838	65,692					
5	29.7699	38,968	61,921		5	56,396	66,349					
6	30.0676	39,358	62,540		6	56,960	67,012					
7	30.3683	39,752	63,166		7	57,530	67,682					
8	30.6719	40,149	63,797		8	58,105	68,359					
9	30.9787	40,551	64,435		9	58,686	69,043					
10	31.2884	40,956	65,079		10	59,273	69,733					
11	31.6013	41,366	65,730		11	59,866	70,431					
12	31.9173	41,779	66,387		12	60,465	71,135					
13	32.2365	42,197	67,051		13	61,069	71,846					
14	32.5589	42,619	67,722		14	61,680	72,565					
15	33.0473	43,258	68,738		15	62,605	73,653					
16	33.5430	43,907	69,769		16	63,544	74,758					
17	34.0461	44,566	70,815		17	64,497	75,879					
18	34.5568	45,234	71,878		18	65,465	77,018					
19	35.0752	45,913	72,956		19	66,447	78,173					
20	35.6013	46,602	74,050		20	67,443	79,345					
21	36.1353	47,301	75,161		21	68,455	80,535					
22	36.6773	48,010	76,288		22	69,482	81,744					
23	37.2275	48,730	77,433		23	70,524	82,970					
24	37.7859	49,461	78,594		24	71,582	84,214					
25	38.3527	50,203	79,773		25	72,656	85,478					
26	38.9280	50,956	80,970		26	73,746	86,760					
27	39.5119	51,721	82,184		27	74,852	88,061					
28	40.1046	52,496	83,417		28	75,975	89,382					
29	40.7062	53,284	84,668		29	77,114	90,723					
30	41.3167	54,083	85,938		30	78,271	92,084					
31	41.9365	54,894	87,227		31	79,445	93,465					
32	42.5655	55,718	88,536		32	80,637	94,867					
33	43.2040	56,554	89,864		33	81,846	96,290					
34	43.8521	57,402	91,212		34	83,074	97,734					
35	44.5099	58,263	92,580		35	84,320	99,200					
36	45.1775	59,137	93,969		36	85,585	100,688					
37	45.8552	60,024	95,378		37	86,869	102,199					
38	46.5430	60,924	96,809		38	88,172	103,732					
39	47.2411	61,838	98,261		39	89,494	105,287					
40	47.9498	62,766	99,735		40	90,837	106,867					
41	48.6690	63,707	101,231	2080 - Educational Data Analyst	41	92,199	108,470					
42	49.3990	64,663	102,749	2080 - Executive Office Assoc III	42	93,582	110,097					
43	50.1400	65,633	104,291	2080 - Facilities Asset Manager	43	94,986	111,748					
44	50.8921	66,617	105,855	2080 - Fleet Foreman	44	96,411	113,425					
45	51.6555	67,617	107,443	2080 - Food Service Prog Analyst	45	97,857	115,126					
46	52.4303	68,631	109,055	2080 - HVAC Specialist	46	99,325	116,853					
2080 - Accounting Systems Specialist				1309 - Interpreter III	2080 - Accountant, Sr				1768 - Student Support Specialist			
2080 - Area Supervisor, Food Services				2080 - Multimedia Comm. Producer	2080 - Budget Analyst				2080 - Supervisor Maintenance			
2080 - Benefits Specialist II				2080 - Network Technician II	2080 - Construction Inspector - Sr (Title Only)				2080 - Technical Contract Manager			
2080 - Boiler Specialist				2080 - Occupational Safety Specialist	2080 - Fleet Supervisor							
2080 - Construction Inspector				2080 - Procurement Card Prog Analyst	2080 - Geographic Info Sys (GIS) Analyst							
2080 - Crash Investigator				2080 - Secretary & Clerk to the Board	2080 - Interpreter Specialist							
2080 - Customer Support Cntr Supv				2080 - Student Information Sys. Specialist	2080 - School Improvement Specialist (MS)							

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	45,787	52,031	57,494	67,640	0	55,764	61,619	72,494	
1	46,245	52,551	58,069	68,316	1	56,322	62,236	73,218	
2	46,707	53,076	58,650	69,000	2	56,885	62,858	73,951	
3	47,174	53,607	59,236	69,689	3	57,454	63,487	74,690	
4	47,646	54,143	59,828	70,386	4	58,028	64,122	75,437	
5	48,122	54,685	60,427	71,090	5	58,609	64,763	76,192	
6	48,604	55,232	61,031	71,801	6	59,195	65,410	76,953	
7	49,090	55,784	61,641	72,519	7	59,787	66,064	77,723	
8	49,581	56,342	62,258	73,244	8	60,385	66,725	78,500	
9	50,076	56,905	62,880	73,977	9	60,988	67,392	79,285	
10	50,577	57,474	63,509	74,717	10	61,598	68,066	80,078	
11	51,083	58,049	64,144	75,464	11	62,214	68,747	80,879	
12	51,594	58,629	64,786	76,218	12	62,836	69,434	81,688	
13	52,110	59,216	65,433	76,981	13	63,465	70,129	82,505	
14	52,631	59,808	66,088	77,750	14	64,100	70,830	83,330	
15	53,420	60,705	67,079	78,917	15	65,061	71,893	84,580	
16	54,222	61,616	68,085	80,101	16	66,037	72,971	85,848	
17	55,035	62,540	69,107	81,302	17	67,028	74,065	87,136	
18	55,860	63,478	70,143	82,521	18	68,033	75,176	88,443	
19	56,698	64,430	71,195	83,759	19	69,053	76,304	89,770	
20	57,549	65,397	72,263	85,016	20	70,089	77,449	91,116	
21	58,412	66,378	73,347	86,291	21	71,141	78,610	92,483	
22	59,288	67,373	74,448	87,585	22	72,208	79,790	93,870	
23	60,178	68,384	75,564	88,899	23	73,291	80,986	95,278	
24	61,080	69,410	76,698	90,233	24	74,390	82,201	96,707	
25	61,997	70,451	77,848	91,586	25	75,506	83,434	98,158	
26	62,927	71,508	79,016	92,960	26	76,639	84,686	99,630	
27	63,870	72,580	80,201	94,354	27	77,788	85,956	101,125	
28	64,828	73,669	81,404	95,770	28	78,955	87,246	102,642	
29	65,801	74,774	82,625	97,206	29	80,140	88,554	104,182	
30	66,788	75,896	83,865	98,664	30	81,342	89,882	105,744	
31	67,790	77,034	85,123	100,144	31	82,562	91,231	107,330	
32	68,807	78,189	86,399	101,646	32	83,800	92,599	108,940	
33	69,839	79,362	87,695	103,171	33	85,057	93,988	110,574	
34	70,886	80,553	89,011	104,719	34	86,333	95,398	112,233	
35	71,950	81,761	90,346	106,290	35	87,628	96,829	113,917	
36	73,029	82,988	91,701	107,884	36	88,942	98,281	115,625	
37	74,124	84,232	93,077	109,502	37	90,277	99,756	117,360	
38	75,236	85,496	94,473	111,145	38	91,631	101,252	119,120	2080 - Coordinator Mechanical Systems
39	76,365	86,778	95,890	112,812	39	93,005	102,771	120,907	2080 - Coordinator, Public Relations I
40	77,510	88,080	97,328	114,504	40	94,400	104,312	122,721	2080 - Coordinator Special Projects
41	78,673	89,401	98,788	116,222	41	95,816	105,877	124,561	2080 - Energy Manager
42	79,853	90,742	100,270	117,965	42	97,254	107,465	126,430	2080- Health Services Nursing Specialist
43	81,051	92,103	101,774	119,734	43	98,712	109,077	128,326	1768/2080 Instructional Specialist
44	82,267	93,485	103,301	121,530	44	100,193	110,713	130,251	2080 - Procurement Specialist II
45	83,501	94,887	104,850	123,353	45	101,696	112,374	132,205	2080 - Programmer/Analyst
46	84,753	96,310	106,423	125,204	46	103,221	114,060	134,188	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 Induction 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 2025-2026 (Effect. 7/1/25)												
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	77,668				0	83,229						
1	78,445				1	84,062						
2	79,230				2	84,902						
3	80,022				3	85,751						
4	80,822				4	86,609						
5	81,630				5	87,475						
6	82,447				6	88,350						
7	83,271				7	89,233						
8	84,104				8	90,125						
9	84,945				9	91,027						
10	85,794				10	91,937						
11	86,652				11	92,856						
12	87,519				12	93,785						
13	88,394				13	94,723						
14	89,278				14	95,670						
15	90,617				15	97,105						
16	91,976				16	98,562						
17	93,356				17	100,040						
18	94,756				18	101,541						
19	96,178				19	103,064						
20	97,620				20	104,610						
21	99,085				21	106,179						
22	100,571				22	107,772						
23	102,080				23	109,388						
24	103,611				24	111,029						
25	105,165				25	112,694						
26	106,742				26	114,385						
27	108,344				27	116,101						
28	109,969				28	117,842						
29	111,618				29	119,610						
30	113,293				30	121,404						
31	114,992				31	123,225						
32	116,717				32	125,073						
33	118,468				33	126,949						
34	120,245				34	128,854						
35	122,048				35	130,787						
36	123,879				36	132,748						
37	125,737				37	134,740						
38	127,623				38	136,761						
39	129,538				39	138,812				2080 - Coord Public Relations II 2080 - Coord Security & Safe Schools 2080 - Coord Transportation 2080 - Coord Transportation Routing/Analytics 2080 - Dean of Students (MS) 2080 - Demographer / GIS Manager 2080 - Development Team Leader (DOT) 2080 - Emergency Manager		
40	131,481				40	140,894						
41	133,453				41	143,008						
42	135,455				42	145,153						
43	137,487				43	147,330						
44	139,549				44	149,540						
45	141,642				45	151,783						
46	143,767				46	154,060						
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 2025-2026 (Effect. 7/1/25)									
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	89,175				0	95,547			
1	90,066				1	96,502			
2	90,967				2	97,467			
3	91,877				3	98,442			
4	92,795				4	99,426			
5	93,723				5	100,421			
6	94,661				6	101,425			
7	95,607				7	102,439			
8	96,563				8	103,463			
9	97,529	Note: All coordinators of instruction titles are not listed			9	104,498			
10	98,504	2080 - Coord Benefits				105,543			
11	99,489	2080 - Coord Budget Development			11	106,599			
12	100,484	2080 - Coord Business and Info Tech			12	107,665			
13	101,489	2080 - Coord Classification and Compensation			13	108,741			
14	102,504	2080 - Coord Cust Support/QA			14	109,829			
15	104,041	2080 - Coord Early Literacy			15	111,476			
16	105,602	2080 - Coord Educational Foundation			16	113,148			
17	107,186	2080 - Coord Engineering/Tech			17	114,845			
18	108,794	2080 - Coord Environmental Studies Program			18	116,568			
19	110,426	2080 - Coord Equity and Opportunity			19	118,317			
20	112,082	2080 - Coord Guidance			20	120,091			
21	113,763	2080 - Coord Health Services			21	121,893			
22	115,470	2080 - Coord High School Redesign			22	123,721			
23	117,202	2080 - Coordinators of Instruction			23	125,577			
24	118,960	2080 - Coord K-12 Programs and Grants			24	127,461			
25	120,744	2080 - Coord Medicaid Programs & Related Svcs.			25	129,373			
26	122,556	2080 - Coord Parent and Stakeholder Svcs			26	131,313			
27	124,394	2080 - Coord PreK-12			27	133,283			
28	126,260	2080 - Coord Professional Learning			28	135,282			
29	128,154	2080 - Coord Psychological Services			29	137,312			
30	130,076	2080 - Coord Recruitment & Retention			30	139,371			
31	132,027	2080 - Coord School/Community Partnerships			31	141,462			
32	134,007	2080 - Coord School Social Work Services			32	143,584			
33	136,018	2080 - Coord Special Education			33	145,737			
34	138,058	2080 - Coord Student Activities			34	147,923			
35	140,129	2080 - Coord Student Leadership			35	150,142			
36	142,231	2080 - Coord Student Conduct/Services			36	152,394			
37	144,364	2080 - Coord TCE Admin and Marketing Prog.			37	154,680			
38	146,530	2080 - Coord Technical and Career Ed.			38	157,001			
39	148,728	2080 - Coord Technical Applications			39	159,356			
40	150,959	2080 - Coord Title I			40	161,746			
41	153,223	2080 - Coord Title IX			41	164,172			
42	155,521	2080 - Database Administrator			42	166,635			
43	157,854	2080 - Dean of Students (HS)			43	169,134			
44	160,222	2080 - Grants Manager			44	171,671			
45	162,625	2080 - Neuropsychologist			45	174,247			
46	165,065	2080 - Payroll Supervisor			46	176,860			
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 Achievable Dream Acad.		2080 - Specialist Testing			2080 - Director Safe Schools				
2080 - Coord Adult Academic Programs		2080 - Technical Architect			2080 - Director Testing				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	102,390				0	109,703			
1	103,414				1	110,800			
2	104,448				2	111,908			
3	105,492				3	113,028			
4	106,547				4	114,158			
5	107,613				5	115,300			
6	108,689				6	116,452			
7	109,776				7	117,617			
8	110,873				8	118,793			
9	111,982				9	119,981			
10	113,102				10	121,181			
11	114,233				11	122,393			
12	115,375				12	123,617			
13	116,529				13	124,853			
14	117,694				14	126,101			
15	119,460				15	127,993			
16	121,252				16	129,913			
17	123,071				17	131,862			
18	124,917				18	133,840			
19	126,790				19	135,847			
20	128,692				20	137,885			
21	130,623				21	139,953			
22	132,582				22	142,052			
23	134,571				23	144,183			
24	136,589				24	146,346			
25	138,638				25	148,541			
26	140,718				26	150,769			
27	142,829				27	153,031			
28	144,971				28	155,326			
29	147,146				29	157,656			
30	149,353				30	160,021			
31	151,593				31	162,421			
32	153,867				32	164,858			
33	156,175				33	167,331			
34	158,518				34	169,841			
35	160,895				35	172,388			
36	163,309				36	174,974			
37	165,758				37	177,599			
38	168,245	2080 - Director Employee Relations			38	180,263			
39	170,768	2080 - Director Employment Services			39	182,966			
40	173,330	2080 - Director Food Services			40	185,711			
41	175,930	2080 - Director Instructional Technology			41	188,497			
42	178,569	2080 - Director K-12 and Gifted Programs			42	191,324			
43	181,247	2080 - Director Maintenance Services			43	194,194			
44	183,966	2080 - Director Professional Growth and Innov.			44	197,107			
45	186,726	2080 - Director Procurement Services			45	200,064			
46	189,527	2080 - Director Student Leadership			46	203,064			
2080 - Associate School Board Attorney		2080 - Director Student Services			2080 - Director Alternative Education		2080 - Exec Dir Student Support Services		
2080 - Director Adult Learning Center		2080 - Director Technical & Career Education			2080 - Director Elementary Schools		2080 - Exec Dir Transportation Fleet Mgmt. Svcs.		
2080 - Director Benefits		2080 - Director Technical & Career Ed Center			2080 - Exec Dir Elem Teaching & Learning		2080 - Principal HS		
2080 - Director Business Services		2080 - Director Technology			2080 - Exec Dir Facilities Services		2080 - Senior School Board Attorney		
2080 - Director Compliance and Special Ed Svcs		2080 - Director Title I Programs			2080 - Exec Dir Office of Prog for Except'l Child				
2080 - Director Custodial & Distribution Svcs		2080 - Head of School (GRC)			2080 - Exec Dir Planning, Innov & Accoutability				
2080 - Director Diversity, Equity & Inclusion		2080 - Principal MS			2080 - Exec Dir Secondary Teaching & Learning				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	117,552		0	125,955		0	134,959		
1	118,727		1	127,215		1	136,309		
2	119,914		2	128,487		2	137,672		
3	121,114		3	129,772		3	139,049		
4	122,325		4	131,069		4	140,439		
5	123,548		5	132,380		5	141,844		
6	124,783		6	133,704		6	143,262		
7	126,031		7	135,041		7	144,695		
8	127,292		8	136,391		8	146,142		
9	128,565		9	137,755		9	147,603		
10	129,850		10	139,133		10	149,079		
11	131,149		11	140,524		11	150,570		
12	132,460		12	141,929		12	152,076		
13	133,785		13	143,349		13	153,597		
14	135,123		14	144,782		14	155,133		
15	137,150		15	146,954		15	157,460		
16	139,207		16	149,158		16	159,822		
17	141,295		17	151,396		17	162,219		
18	143,414		18	153,667		18	164,652		
19	145,566		19	155,971		19	167,122		
20	147,749		20	158,311		20	169,629		
21	149,965		21	160,686		21	172,173		
22	152,215		22	163,096		22	174,756		
23	154,498		23	165,543		23	177,377		
24	156,815		24	168,026		24	180,038		
25	159,168		25	170,546		25	182,738		
26	161,555		26	173,104		26	185,479		
27	163,979		27	175,701		27	188,262		
28	166,438		28	178,336		28	191,086		
29	168,935		29	181,011		29	193,952		
30	171,469		30	183,727		30	196,861		
31	174,041		31	186,483		31	199,814		
32	176,651		32	189,280		32	202,811		
33	179,301		33	192,119		33	205,854		
34	181,991		34	195,001		34	208,941		
35	184,721		35	197,926		35	212,075		
36	187,492		36	200,895		36	215,257		
37	190,304		37	203,908		37	218,485		
38	193,158		38	206,967		38	221,763		
39	196,056		39	210,071		39	225,089		
40	198,997		40	213,222		40	228,465		
41	201,982		41	216,421		41	231,892		
42	205,011		42	219,667		42	235,371		
43	208,086		43	222,962		43	238,901		
44	211,208		44	226,306		44	242,485		
45	214,376		45	229,701		45	246,122		
46	217,592		46	233,146		46	249,814		
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 Communications & Community Engagement Officer 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer			2080 - Chief of Staff 2080 - School Board Attorney 2080 - School Board Auditor			


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

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


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
SUMMER SCHOOL EMPLOYEES (continue)		
Interpreter	\$ 20.1690	
Library/Media Assistant	\$ 16.3956	
Nurse (RN)	\$ 32.00	<i>Summer School Rate</i>
Nurse Assistant	\$ 14.2803	
OT/PT	\$ 37.5000	<i>Summer School Rate</i>
OT/PT Assistant	\$ 23.1489	
Security Assistant	\$ 16.3956	
Summer Feeding Program (Manager)	\$ 21.60	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 20.8856	<i>Summer School Rate of \$16.3956 plus \$4.49</i>
Teacher	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 27.2135	
Teacher - IEP/Summer Eligibility Assessment	\$ 35.0000	
Teacher Assistant	\$ 16.3956	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 32.7017-78.1187	<i>Superintendent or designee approval required (U20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 20.00	
Baille Translator	\$ 18.8179	<i>Grade 12</i>
Bus Driver - Additonal/Double Run	\$ 10.00	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Bus Driver - Parks and Recreation	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver Trainee	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
CDL - Random Drug Testing	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.60	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 13.3262	
Clerical Support	\$ 15.2976 - 24.8059	
Curriculum Development/Textbook Adoption	\$ 35.00	
Disc Jockey	\$ 25.00	
Detention	\$ 25.00	
Early Literacy Support (non-certified) <i>Formerly PALS</i>	\$ 27.2135	
Early Literacy Support (Certified) <i>Formerly PALS</i>	\$ 33.5993	
Evening Administrator	\$ 37.5462	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 18.8179	
Foreign Language Translator-Written	\$ 20.1690	
Guidance Representative - Hearings	\$ 40.00	<i>Per Case</i>
Hearing Officer - Student Discipline	\$ 50.00	<i>Per Case</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Hearing Officer - Title IX Decision Makers (NEW Job Code)	\$ 50.00	<i>Per Hour</i>
Homebound Teacher - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 20.1690	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 21.6089	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 24.8059	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.00	
Jail Education Program - Psychologist	\$ 60.00	
Jail Education Program - Security	\$ 50.00	
Jail Education Program - Social Worker	\$ 40.00	
Jail Education Program - Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>Stipend</i>	<i>Paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 27.2135	<i>Non-Certified Teacher Rate</i>



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Part-Time/Temporary Hourly Rates

SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Music Accompanist	\$ 31.0000	
Music Clinicians/Judges	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 23.15	<i>Entry Rate for OT/PT Asst.</i>
Physical Therapy Assistant (Licensed)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 35.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	
Project Support Staff	\$ 13.3262 - 78.1187	<i>Superintendent or designee approval required (Grade 7-MP of 28)</i>
Project Support Staff - PIA - Clerical/Material Assistant	\$ 15.2976	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.00	
Special Education Job Coach - Training	\$ 12.00	
Special Education Job Coach - HD	\$ 14.70	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Teacher - Academic Programs	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.06	
Test Proctor	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Tutor - AVID Program	\$ 17.63	
Tutor - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 27.2135	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.75	<i>If training is required, participant receives their own rate of pay</i>
Workshop Participants - Teacher	\$ 20.8795	<i>50% of the Teacher Scale for 21 years of exp.</i>


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS
SY 2025 - 2026

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

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

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8000	Spring	Baseball Coach	2,100.00	2,310.00	2	
ZATH 8001	Spring	Baseball Asst Coach	800.00	880.00	6	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	2,310.00	2	
ZATH 8005	Winter 1	Basketball Asst Coach - Boys	800.00	880.00	6	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8009	Winter 1	Basketball Asst Coach - Girls	800.00	880.00	6	
ZATH 8012	Semester 1	Cheerleading Coach	2,500.00	2,750.00	1	
ZATH 8013	Semester 1	Cheerleader Assistant	1,500.00	1,650.00	4	
ZATH 8016	Spring	Field Hockey	2,100.00	2,310.00	2	
ZATH 8017	Spring	Field Hockey Asst Coach	800.00	880.00	6	
ZATH 8019	Fall	Football Head Coach	2,500.00	2,750.00	1	
ZATH 8020	Fall	Football Asst Coach (2 versus school)	1,750.00	1,925.00	3	
ZATH 8027	Fall	Soccer Coach Boys	2,100.00	2,310.00	2	
ZATH 8028	Fall	Soccer Asst Coach - Boys	800.00	880.00	6	
ZATH 8031	Fall	Soccer Coach - Girls	2,100.00	2,310.00	2	
ZATH 8032	Fall	Soccer Asst Coach - Girls	800.00	880.00	6	
ZATH 8035	Spring	Softball Coach	2,100.00	2,310.00	2	
ZATH 8032	Spring	Softball Asst Coach	800.00	880.00	6	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	2,310.00	2	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	2,310.00	2	
ZATH 8045	Spring	Track Assistant	1,000.00	1,100.00	5	
ZATH 8048	Winter 2	Volleyball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8049	Winter 2	Volleyball Asst Coach - Girls	800.00	880.00	6	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	2,310.00	2	
ZATH 8053	Winter 2	Wrestling Asst Coach	800.00	880.00	6	

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8204	Spring	Baseball Coach	3,500.00	3,850.00	3	
ZATH 8208	Spring	Baseball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8208	Winter	Basketball Coach - Boys	4,000.00	4,400.00	2	
ZATH 8209	Winter	Basketball Asst Coach Boys	1,500.00	1,650.00	4A	
ZATH 8212	Winter	Basketball Coach - Girls	4,000.00	4,400.00	2	
ZATH 8213	Winter	Basketball Asst Coach Girls	1,500.00	1,650.00	4A	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,500.00	3,850.00	3	
ZATH 8218	Fall	Cheerleader Asst Coach	1,300.00	1,430.00	5A	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	2,000.00	2,200.00	6	
ZATH 8220	Winter	Diving Coach	2,500.00	2,750.00	5	
ZATH 8224	Fall	Field Hockey Coach	3,500.00	3,850.00	3	
ZATH 8225	Fall	Field Hockey Asst Coach	1,300.00	1,430.00	5A	
ZATH 8228	Fall	Football Head Coach	7,000.00	7,700.00	1	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	5,335.00	1A	
ZATH 8232	Fall	Golf Coach	2,000.00	2,200.00	6	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	3,300.00	4	
ZATH8300	Spring	Lacrosse Coach - Boys	3,500.00	3,850.00	3	
ZATH8301	Spring	Lacrosse Assistant Coach - Boys	1,300.00	1,430.00	5A	
ZATH8302	Spring	Lacrosse Coach - Girls	3,500.00	3,850.00	3	
ZATH8303	Spring	Lacrosse Assistant Coach - Girls	1,300.00	1,430.00	5A	
ZATH 8240	Spring	Soccer Coach - Boys	3,500.00	3,850.00	3	
ZATH 8028	Spring	Soccer Asst Coach Boys	1,300.00	1,430.00	5A	
ZATH 8244	Spring	Soccer Coach - Girls	3,500.00	3,850.00	3	
ZATH 8032	Spring	Soccer Asst Coach Girls	1,300.00	1,430.00	5A	
ZATH 8248	Spring	Softball Coach	3,500.00	3,850.00	3	
ZATH 8036	Spring	Softball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8252	Winter	Swimming Coach - Boys	3,000.00	3,300.00	4	
ZATH 8253	Winter	Swimming Asst Coach Boys	1,100.00	1,210.00	6A	
ZATH 8254	Winter	Swimming Coach - Girls	3,000.00	3,300.00	4	
ZATH 8255	Winter	Swimming Asst Coach Girls	1,100.00	1,210.00	6A	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	2,750.00	5	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	2,750.00	5	
ZATH 8264	Winter	Track Indoor Coach - Boys	3,000.00	3,300.00	4	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026					
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00	2,200.00	3A
ZATH 8268	Winter	Track Indoor Coach - Girls	3,000.00	3,300.00	4
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00	2,200.00	3A
ZATH 8272	Spring	Track Outdoor Coach - Boys	3,500.00	3,850.00	3
ZATH 8273	Spring	Track Outdoor Assistant - Boys	2,200.00	2,420.00	2A
ZATH 8276	Spring	Track Outdoor Coach - Girls	3,500.00	3,850.00	3
ZATH 8277	Spring	Track Outdoor Assistant - Girls	2,200.00	2,420.00	2A
ZATH 8280	Fall	Cross Country - Boys	2,500.00	2,750.00	5
ZATH 8283	Fall	Cross Country - Girls	2,500.00	2,750.00	5
ZATH 8289	Fall	Volleyball Coach - Boys	3,500.00	3,850.00	3
ZATH 8290	Fall	Volleyball Asst Coach Boys	1,300.00	1,430.00	5A
ZATH 8293	Fall	Volleyball Coach - Girls	3,500.00	3,850.00	3
ZATH 8294	Fall	Volleyball Asst Coach Girls	1,300.00	1,430.00	5A
ZATH 8297	Winter	Wrestling Coach	4,000.00	4,400.00	2
ZATH 8298	Winter	Wrestling Asst Coach	1,500.00	1,650.00	4
ZATH 8299	Fall-Winter-Spring	Weight Room Coordinator	1,500.00	n/a	n/a
ZATH 8350	Spring	JV Baseball Coach	2,200.00	2,420.00	3JV
ZATH 8354	Winter	JV Basketball Coach - Boys	2,600.00	2,860.00	2JV
ZATH 8358	Winter	JV Basketball Coach - Girls	2,600.00	2,860.00	2JV
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,200.00	2,420.00	3JV
ZATH 8365	Fall	JV Field Hockey Coach	2,200.00	2,420.00	3JV
ZATH 8368	Fall	JV Football Coach	3,000.00	3,300.00	1JV
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00	2,420.00	3JV
ZATH 8372	Spring	JV Soccer Coach - Boys	2,200.00	2,420.00	3JV
ZATH 8375	Spring	JV Soccer Coach - Girls	2,200.00	2,420.00	3JV
ZATH 8379	Spring	JV Softball Coach	2,200.00	2,420.00	3JV
ZATH 8382	Winter	JV Wrestling Coach	2,600.00	2,860.00	2JV



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

ELEMENTARY SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025-2026

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

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

MIDDLE SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025 - 2026

CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7701	Band	1,500.00		9/1-6/30	3	
ZNTH 7707	Choral Sponsor	1,500.00		9/1-6/30	3	
ZNTH 7708	Debate Sponsor	1,500.00	1,650.00	2/1-3/31	3A	
ZNTH 7709	Drama Sponsor	1,500.00	1,650.00	9/1-11/15	3A	
ZNTH 7711	Forensics Speech Sponsor	1,500.00	1,650.00	3/16-5/31	3A	
ZNTH 7810	Intramural Coordinator Fall	700.00		9/1-11/15	4	
ZNTH 7813	Intramural Coordinator Spring	700.00		3/16-5/31	4	
ZNTH 7811	Intramural Coordinator Winter 1	700.00		11/1-1/15	4	
ZNTH 7812	Intramural Coordinator Winter 2	700.00		2/1-3/31	4	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00		9/1-11/15	6	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00		9/1-11/15	6	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00		11/1-1/15	6	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00		11/1-1/15	6	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00		2/1-3/31	6	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00		2/1-3/31	6	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00		3/16-5/31	6	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00		3/16-5/31	6	
ZNTH 7712	Scholastic Bowl	1,500.00	1,650.00	11/1-1/15	3A	
ZNTH 7714	National Junior Honor Society	1,500.00		9/1-6/30	3	
ZNTH 7716	Orchestra	1,500.00		9/1-6/30	3	
ZNTH 7717	Partners In Education (Community Ed)	600.00		9/1-6/30	6	<i>Managed by the Dept. of Media & Communications</i>
ZNTH 7718	SCA Advisor	2,500.00		9/1-6/30	1	
ZNTH 7719	School Media Liaison	600.00		9/1/-6/30	6	
ZNTH 7706	Special Ed Committee Coordinator	2,500.00		9/1-6/30	1	
ZNTH 7720	Student Recognition Coordinator	1,500.00		9/1-6/30	3	
ZNTH 7728	Student Response Team Coord	2,500.00		9/1-6/30	1	
ZNTH 7721	Transportation Assistant	1,800.00		9/1-6/30	2	
ZNTH 7722	Yearbook Sponsor	2,500.00		9/1-6/30	1	
ZNTH 7724	MS Activity Driver Fall	800.00		9/1-11/15	5	
ZNTH 7725	MS Activity Driver Winter 1	800.00		11/1-1/15	5	
ZNTH 7726	MS Activity Driver Winter 2	800.00		2/1-3/31	5	
ZNTH 7727	MS Activity Driver Spring	800.00		3/16-5/31	5	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION			SEASON		Comments
ZNTH 7750	AIASA Sponsor			9/1-6/30		Determined by Principal: Club sponsorship funding not to exceed a total of \$5,250 per school not to exceed \$1,050 per club.
ZNTH 7752	Art Club Sponsor			9/1-6/30		
ZNTH 7754	Chess Club Sponsor			9/1-6/30		
ZNTH 7755	Chrome Club Sponsor			9/1-6/30		
ZNTH 7756	Computer Club Sponsor			9/1-6/30		
ZNTH 7758	Crime Solvers Sponsor			9/1-6/30		
ZNTH 7759	Culture Club Sponsor			9/1-6/30		
ZNTH 7781	Destination Imagination			9/1-6/30		
ZNTH 7760	Drama Club Sponsor			9/1-6/30		
ZNTH 7763	FEA Educators Rising Sponsor			9/1-6/30		
ZNTH 7764	FCCLA Sponsor			9/1-6/30		
ZNTH 7767	French Club Sponsor			9/1-6/30		
ZNTH 7774	Latin Club Sponsor			9/1-6/30		
ZNTH 7776	Mathematics Club Sponsor			9/1-6/30		
ZNTH 7782	Photography Club Sponsor			9/1-6/30		
ZNTH 7786	Science Club Sponsor			9/1-6/30		
ZNTH 7789	Spanish Club Sponsor			9/1-6/30		
ZNTH 7793	Technology Club Sponsor			9/1-6/30		
ZNTH 7841	Misc. Club Sponsor - 1st			9/1-6/30		
ZNTH 7842	Misc. Club Sponsor - 2nd			9/1-6/30		
ZNTH 7843	Misc. Club Sponsor - 3rd			9/1-6/30		
ZNTH 7796	Video Prod Club Sponsor			9/1-6/30		Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School
ZNTH 7797	Wellness Coordinator			9/1-6/30		
ZNTH 7751	Applied Arts Coordinator			9/1-6/30		
ZNTH 7757	Computer Coordinator			9/1-6/30		
ZNTH 7761	Electives Coordinator			9/1-6/30		
ZNTH 7762	English Coordinator			9/1-6/30		
ZNTH 7765	Fine Arts Coordinator			9/1-6/30		
ZNTH 7766	Foreign Language Coordinator			9/1-6/30		
ZNTH 7768	Grade Level 6 Coordinator			9/1-6/30		
ZNTH 7769	Grade Level 7 Coordinator			9/1-6/30		
ZNTH 7770	Grade Level 8 Coordinator			9/1-6/30		
ZNTH 7772	Health/PE Coordinator			9/1-6/30		
ZNTH 7773	Language Arts Coordinator			9/1-6/30		
ZNTH 7775	Library Coordinator			9/1-6/30		
ZNTH 7777	Mathematics Coordinator			9/1-6/30		
ZNTH 7779	Miscellaneous Coordinator			9/1-6/30		
ZNTH 7713	Miscellaneous Leadership Sponsor			9/1-6/30		
ZNTH 7780	Music Coordinator			9/1-6/30		
ZNTH 7783	Practical Arts Coordinator			9/1-6/30		
ZNTH 7784	Principal's Advisory Committee Chair			9/1-6/30		
ZNTH 7785	Resource Coordinator			9/1-6/30		
ZNTH 7787	Science Coordinator			9/1-6/30		
ZNTH 7788	Social Studies Coordinator			9/1-6/30		
ZNTH 7790	Special Ed Committee Coordinator			9/1-6/30		
ZNTH 7791	Staff Development Coordinator			9/1-6/30		
ZNTH 7792	Strategic Planning Coordinator			9/1-6/30		
ZNTH 7794	Technology Coordinator			9/1-6/30		
ZNTH 7795	Teen Living Coordinator			9/1-6/30		



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00		9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00		9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00		9/1-6/30	7	
ZNTH 7862	DECA Coordinator/ <i>Miscellaneous</i>	800.00		9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/ <i>Miscellaneous</i>	600.00		8/1-6/30	9	
ZNTH 7868	FFA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7869	FCCLA / <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7890	TSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7891	VICA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7867	FEA Educators Rising Coordinator/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
ZNTH 7879	Destination Imagination/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.						
ZNTH7895-7897	Activity Bus Driver	2,000.00		9/1-6/30	5	<i>per season</i>
ZNTH 7851	Assistant Student Activities Coordinator	8,500.00		8/1-6/30		2 per school
ZNTH 7858	Choral Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00		9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7863	Drama Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7906	e-Sports (Fall)	1,250.00		9/1-11/15	3	
ZNTH 7907	e-Sports (Spring)	1,250.00		3/16-5/31	3	
ZNTH 7894	Film Festival Director	2,500.00		9/1-6/30	3	<i>per season</i>
ZNTH 7870	Forensics Speech Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7871	Freshman Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	2,750.00	8/1-2/28	3A	
ZNTH 7874	Junior Class Sponsor	1,800.00		9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00		9/1-6/30	4	2 per school
ZNTH 7852	Marching Band	3,600.00		8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00		8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00		9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00		9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00		9/1-6/30	9	<i>Managed by the Dept. of Comm. & Community Engage.</i>
ZNTH 7898	SCA Advisor Assistant	2,500.00		9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00		9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00		9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00		9/1-6/30	4	<i>Moved from Dept Chair to Non-Athletic</i>
ZNTH 7900	Student Response Team Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00		9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00		9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00		9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00		9/1-6/30	2	

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Baseball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scoreboard Operator		25.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	60.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Basketball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Locker Room Monitor		40.00	
Scoreboard Operator/Timer	1 Game	25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scoreboard Operator/Timer	HS Event	45.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	45.00	
Site Coordinator		50.00	
Ticket Sellers	1 Game	25.00	
Ticket Sellers	2 Games	40.00	
Ticket Takers	1 Game	25.00	
Ticket Takers	2 Games	40.00	
Typist		30.00	
Cheerleading			
Announcer		55.00	
Announcer	MS Event	40.00	
Camera Operator		130.00	
Scorer		65.00	
Tabulators		65.00	
Ticket Sellers		70.00	
Ticket Sellers	MS Event	40.00	
Ticket Takers		70.00	
Ticket Takers	MS Event	40.00	
Timer		65.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Cross Country			
Chute Managers		40.00	
Chute Workers		20.00	
Computer Programmer		40.00	
Judge		30.00	
Marshal		20.00	
Recorder		30.00	
Scorer	1 Game	30.00	
Scorer	2 Games	40.00	
Starter		40.00	
Ticket Sellers		40.00	
Ticket Takers		40.00	
Timer		40.00	
Debate			
Asst. Director		50.00	
Judge	MS Event		25.00
Judge	HS Event		25.00
Judge Coordinator	MS Event		45.00
Scorer/Tabulator	HS Event	30.00	
Typist		30.00	
Field Hockey			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Football			
Announcer	MS Event	25.00	
Announcer		40.00	
Camera Operator		70.00	
Chain Crew	MS Event	25.00	
Clock Operator	MS Event	25.00	
Clock Operator		40.00	
Site Coordinator	MS Event	50.00	
Site Coordinator		75.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers		40.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Forensics			
Judge	Middle/High		25.00
Typist		30.00	
Golf			
Scorer		50.00	
Gymnastics			
Announcer		40.00	
Announcer	Multi-Games	55.00	
Scorer		40.00	
Scorer	Multi-Games	55.00	
Site Coordinator		75.00	
Ticket Taker and Sellers		40.00	
Ticket Taker and Sellers	Multi-Games	55.00	
Typist		25.00	
Lacrosse			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
One Act Play			
Critics		55.00	
Light Tech		150.00	
Program Coordinator		50.00	
Site Coordinator		150.00	
Sound Tech		150.00	
Ticket Taker and Sellers		20.00	
Timer		150.00	
Typist		100.00	
Scheduling Committee			
Typist		200.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
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Student Activity Rates for Employees SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Scholastic Bowl			
Judge		35.00	
Moderator		20.00	
Quizmaster		35.00	
Readers		35.00	
Timer		25.00	
Timer	Multi-Games	35.00	
Soccer			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Softball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Field Preparation			25.00
Scoreboard Operators		25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scorer		25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Seller and Takers	1 Games	25.00	
Ticket Seller and Takers	2 Games	40.00	
Swimming			
Announcer		40.00	
Camera Operator		50.00	
Dive Supervisor		50.00	
Site Coordinator		75.00	
Ticket Seller and Takers		40.00	
Typist		75.00	
Track			
Announcer	MS Event	45.00	
Announcer	HS Event	55.00	
Assistant Finish Line Judge		55.00	
Assistant Starter		80.00	
Assistant Timer		25.00	
Clerk of Course	MS Event	55.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Track (continue)			
Computer Assistant		35.00	
Computer Programmer		80.00	
Dual Starter		60.00	
Dual Starter	MS Event	35.00	
FAT Operator		80.00	
Field Event Assistants		25.00	
Field Event Assistants	MS Event	25.00	
Finish Line Judge		65.00	
Finish Line Judge	MS Event	45.00	
Head Timer	MS Event	30.00	
Hurdle Crew Manager		35.00	
Scorer		55.00	
Scorer	MS Event	45.00	
Site Coordinator		100.00	
Site Coordinator	MS Event	50.00	
Starter	Multi-Games	105.00	
Ticket Seller and Takers		40.00	
Timer	MS Event	30.00	
Tri-Starter		70.00	
Tri-Starter	MS Event	45.00	
Volleyball			
Announcers	1 Game	25.00	
Announcers	2 Games	40.00	
Libero Tracker	1 Game	25.00	
Libero Tracker	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Taker and Sellers	1 Game	25.00	
Ticket Taker and Sellers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Wrestling			
Announcer	Dbl Dual	50.00	
Announcer	Dual	40.00	
Announcer	MS Event	25.00	
Announcer	Tri/Quad	70.00	
Matchmaker		55.00	
Matchscorer		80.00	
Scorer	Consolation/Dual	35/40	
Scorer	Dbl Dual	50.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Wrestling (continued)			
Scorer	Finals	25.00	
Scorer	HS Event	65.00	
Scorer	MS Event	25.00	
Scorer	Tri/Quad	70.00	
Site Coordinator		100.00	
Ticket Taker and Sellers	Dbl Dual	50.00	
Ticket Taker and Sellers	Dual	40.00	
Ticket Taker and Sellers	Finals	80.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers	Tri/Quad	70.00	
Timer	Dbl Dual	50.00	
Timer	Dual	40.00	
Timer	MS Event	25.00	
Timer	Tri/Quad	70.00	
Weight Recorder	MS Event	25.00	
Weight Checker	MS Event	25.00	
Director Fees			
Directors Fees - Multi-Games	Level 1	50.00	
Directors Fees - Multi-Games	Level 2	75.00	
Directors Fees - Multi-Games	Level 3	80.00	
Directors Fees - Multi-Games	Level 4	100.00	
Directors Fees - Multi-Games	Level 5	120.00	
Directors Fees - Multi-Games	Level 6	150.00	
Directors Fees - Multi-Games	Level 7	200.00	
Directors Fees - Multi-Games	Level 8	300.00	
Directors Fees - Multi-Games	Level 9	400.00	
Directors Fees - Multi-Games	Level 10	250.00	
Directors Fees - Multi-Games	Level 11	500.00	
Directors Fees - Multi-Games	Level 12	600.00	
Director Fees (continued)			
Directors Fees - Multi-Games	Level 13	700.00	
Directors Fees - Multi-Games	Level 14	800.00	
Directors Fees - Multi-Games	Level 15	900.00	
Directors Fees - Multi-Games	Level 16	1,000.00	
High School Coaching Positions Eligible for Post Season Compensation (NEW)			
Football	Varsity/JV Head Coaches	\$100 for Each Week of Post Season Play (\$500 Max)	
	Varsity/JV Asst Coaches	\$50 for Each Week of Post Season Play (\$250 Max)	
Baseball, Basketball, Field Hockey, Lacrosse, Scholastic Bowl, Soccer, Softball, Tennis, Volleyball	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
High School Coaching Positions Eligible for Post Season Compensation (NEW continued)			
Cross Country, Golf, Gymnastics, Indoor Track, Outdoor Track, Swim/Dive, Wrestling	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	
Debate, One-Act Play, Speech	Head Coaches	\$100 for Second Level and \$100 for State (\$200 Max)	

SALARY RESOLUTION

May 27, 2025

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 proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale; and

WHEREAS, the proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase; and

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

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

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

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 of the City of Virginia Beach this 27th day of May 2025.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2025 - 2026

Effective: July 1, 2025 (4.5%)

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	55,687	58,764	60,435	61,537	72,401	39,505
1	56,522	59,645	61,342	62,460	73,487	40,097
2	57,370	60,540	62,262	63,397	74,589	40,699
3	58,231	61,448	63,196	64,348	75,708	41,309
4	59,104	62,370	64,144	65,313	76,843	41,929
5	59,991	63,305	65,106	66,292	77,996	42,558
6	60,890	64,255	66,082	67,287	79,166	43,196
7	61,804	65,219	67,074	68,296	80,353	43,844
8	62,731	66,197	68,080	69,321	81,559	44,502
9	63,672	67,190	69,101	70,360	82,782	45,169
10	64,627	68,198	70,137	71,416	84,024	45,847
11	65,596	69,221	71,189	72,487	85,284	46,535
12	66,580	70,259	72,257	73,574	86,564	47,233
13	67,579	71,313	73,341	74,678	87,862	47,941
14	68,593	72,383	74,441	75,798	89,180	48,660
15	69,622	73,468	75,558	76,935	90,518	49,390
16	70,666	74,570	76,691	78,089	91,875	50,131
17	71,726	75,689	77,842	79,261	93,254	50,883
18	72,802	76,824	79,009	80,449	94,652	51,646
19	73,894	77,977	80,194	81,656	96,072	52,421
20	75,002	79,146	81,397	82,881	97,513	53,207
21	76,127	80,334	82,618	84,124	98,976	54,006
22	77,269	81,539	83,858	85,386	100,461	54,816
23	78,428	82,762	85,116	86,667	101,968	55,638
24	79,605	84,003	86,392	87,967	103,497	56,472
25	80,799	85,263	87,688	89,287	105,050	57,320
26	82,011	86,542	89,004	90,626	106,625	58,179
27	83,241	87,840	90,339	91,985	108,225	59,052
28	84,490	89,158	91,694	93,365	109,848	59,938
29	85,757	90,495	93,069	94,765	111,496	60,837
30	87,043	91,853	94,465	96,187	113,168	61,749
31	88,349	93,230	95,882	97,630	114,866	62,676
32	89,674	94,629	97,320	99,094	116,589	63,616
33	91,019	96,048	98,780	100,581	118,338	64,570
34	92,385	97,489	100,262	102,089	120,113	65,539
35	93,770	98,951	101,766	103,621	121,914	66,522
36	95,177	100,436	103,292	105,175	123,743	67,520
37	96,605	101,942	104,842	106,753	125,599	68,532
38	98,054	103,471	106,414	108,354	127,483	69,560
39	99,524	105,023	108,011	109,979	129,395	70,604
40	101,017	106,599	109,631	111,629	131,336	71,663
41	102,533	108,198	111,275	113,303	133,306	72,738
42	104,076	109,826	112,950	115,008	135,313	73,832
43	105,637	111,473	114,644	116,734	137,342	74,940
44	107,221	113,145	116,364	118,485	139,402	76,064
45	108,830	114,843	118,109	120,262	141,493	77,205
46+	110,462	116,565	119,881	122,066	143,616	78,363

The scale reflects a 3% entry-level adjustment and a 1.5% difference between each step for years of experience.

**Alphabetical Listing of Instructional Positions
SY 2025 - 2026**

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

VBCPS Unified Exp-Based Pay Scale - SY 2025-2026 (7/1/25)			
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
46	111,576	123,329	145,049
1500/1658 - Behavior Intervention Specialist 1500/1658 - Occupational Therapist 1500/1658 - Physical Therapist 1950 - Pos Behav'I Interven & Support (PBIS) Spec 1500/1950 - School Psychologist 1500/1950 - School Social Worker			

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																		
U07														U08				
Annual Hrs	7/1/2025	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	HRS	7/1/2025	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	15.7590	10,259	11,725	13,190	14,655	16,121	17,587	19,052	20,518	21,983	23,449	25,214	32,778	0	16.3063	22,355	22,828	33,917
1	15.9166	10,361	11,842	13,322	14,802	16,282	17,762	19,243	20,723	22,203	23,683	25,466	33,106	1	16.4693	22,579	23,057	34,256
2	16.0758	10,465	11,960	13,455	14,950	16,445	17,940	19,435	20,930	22,425	23,920	25,721	33,437	2	16.6340	22,805	23,287	34,598
3	16.2365	10,569	12,080	13,589	15,099	16,609	18,119	19,629	21,139	22,649	24,159	25,978	33,771	3	16.8004	23,033	23,520	34,944
4	16.3989	10,675	12,201	13,725	15,250	16,776	18,301	19,826	21,351	22,876	24,401	26,238	34,109	4	16.9684	23,263	23,755	35,294
5	16.5629	10,782	12,323	13,863	15,403	16,943	18,484	20,024	21,564	23,105	24,645	26,500	34,450	5	17.1380	23,496	23,993	35,647
6	16.7285	10,890	12,446	14,001	15,557	17,113	18,669	20,224	21,780	23,336	24,892	26,765	34,795	6	17.3094	23,731	24,233	36,003
7	16.8958	10,999	12,570	14,141	15,713	17,284	18,855	20,427	21,998	23,569	25,140	27,033	35,143	7	17.4825	23,968	24,475	36,363
8	17.0647	11,109	12,696	14,283	15,870	17,457	19,044	20,631	22,218	23,805	25,392	27,303	35,494	8	17.6573	24,208	24,720	36,727
9	17.2354	11,220	12,823	14,426	16,028	17,631	19,234	20,837	22,440	24,043	25,646	27,576	35,849	9	17.8339	24,450	24,967	37,094
10	17.4077	11,332	12,951	14,570	16,189	17,808	19,426	21,045	22,664	24,283	25,902	27,852	36,208	10	18.0123	24,694	25,217	37,465
11	17.5818	11,445	13,081	14,715	16,351	17,986	19,621	21,256	22,891	24,526	26,161	28,130	36,570	11	18.1924	24,941	25,469	37,840
12	17.7576	11,560	13,212	14,863	16,514	18,166	19,817	21,468	23,120	24,771	26,423	28,412	36,935	12	18.3743	25,191	25,724	38,218
13	17.9352	11,675	13,344	15,011	16,679	18,347	20,015	21,683	23,351	25,019	26,687	28,696	37,305	13	18.5580	25,443	25,981	38,600
14	18.1146	11,792	13,477	15,161	16,846	18,531	20,215	21,900	23,585	25,269	26,954	28,983	37,678	14	18.7436	25,697	26,241	38,986
15	18.3863	11,969	13,679	15,389	17,099	18,809	20,519	22,229	23,938	25,648	27,358	29,418	38,243	15	19.0248	26,083	26,634	39,571
16	18.6621	12,149	13,885	15,620	17,355	19,091	20,826	22,562	24,298	26,033	27,769	29,859	38,817	16	19.3101	26,474	27,034	40,165
17	18.9420	12,331	14,093	15,854	17,616	19,377	21,139	22,900	24,662	26,424	28,185	30,307	39,399	17	19.5998	26,871	27,439	40,767
18	19.2261	12,516	14,304	16,092	17,880	19,668	21,456	23,244	25,032	26,820	28,608	30,761	39,990	18	19.8938	27,274	27,851	41,379
19	19.5145	12,703	14,519	16,333	18,148	19,963	21,778	23,593	25,407	27,222	29,037	31,223	40,590	19	20.1922	27,683	28,269	41,999
20	19.8072	12,894	14,737	16,578	18,420	20,262	22,104	23,946	25,788	27,631	29,473	31,691	41,198	20	20.4951	28,098	28,693	42,629
21	20.1044	13,087	14,958	16,827	18,697	20,566	22,436	24,306	26,175	28,045	29,915	32,167	41,817	21	20.8025	28,520	29,123	43,269
22	20.4059	13,284	15,182	17,079	18,977	20,875	22,772	24,670	26,568	28,466	30,363	32,649	42,444	22	21.1146	28,948	29,560	43,918
23	20.7120	13,483	15,410	17,335	19,262	21,188	23,114	25,040	26,967	28,893	30,819	33,139	43,080	23	21.4313	29,382	30,003	44,577
24	21.0227	13,685	15,641	17,595	19,551	21,506	23,461	25,416	27,371	29,326	31,281	33,636	43,727	24	21.7527	29,822	30,453	45,245
25	21.3380	13,891	15,875	17,859	19,844	21,828	23,813	25,797	27,782	29,766	31,750	34,140	44,383	25	22.0790	30,270	30,910	45,924
26	21.6581	14,099	16,114	18,127	20,142	22,156	24,170	26,184	28,198	30,213	32,227	34,652	45,048	26	22.4102	30,724	31,374	46,613
27	21.9830	14,310	16,355	18,399	20,444	22,488	24,533	26,577	28,621	30,666	32,710	35,172	45,724	27	22.7464	31,185	31,844	47,312
28	22.3127	14,525	16,601	18,675	20,750	22,825	24,900	26,976	29,051	31,126	33,201	35,700	46,410	28	23.0876	31,653	32,322	48,022
29	22.6474	14,743	16,850	18,955	21,062	23,168	25,274	27,380	29,486	31,593	33,699	36,235	47,106	29	23.4339	32,127	32,807	48,742
30	22.9871	14,964	17,102	19,240	21,378	23,515	25,653	27,791	29,929	32,067	34,204	36,779	47,813	30	23.7854	32,609	33,299	49,473
31	23.3319	15,189	17,359	19,528	21,698	23,868	26,038	28,208	30,378	32,548	34,717	37,331	48,530	31	24.1422	33,098	33,799	50,215
32	23.6819	15,416	17,619	19,821	22,024	24,226	26,429	28,631	30,833	33,036	35,238	37,891	49,258	32	24.5043	33,595	34,306	50,968
33	24.0371	15,648	17,884	20,119	22,354	24,589	26,825	29,060	31,296	33,531	35,767	38,459	49,997	33	24.8719	34,099	34,820	51,733
34	24.3977	15,882	18,152	20,420	22,689	24,958	27,227	29,496	31,765	34,034	36,303	39,036	50,747	34	25.2449	34,610	35,342	52,509
35	24.7637	16,121	18,424	20,727	23,030	25,333	27,636	29,939	32,242	34,545	36,848	39,621	51,508	35	25.6236	35,129	35,873	53,297
36	25.1351	16,362	18,701	21,038	23,375	25,713	28,050	30,388	32,725	35,063	37,401	40,216	52,281	36	26.0080	35,656	36,411	54,096
37	25.5121	16,608	18,981	21,353	23,726	26,098	28,471	30,844	33,216	35,589	37,962	40,819	53,065	37	26.3981	36,191	36,957	54,908
38	25.8948	16,857	19,266	21,673	24,082	26,490	28,898	31,306	33,715	36,123	38,531	41,431	53,861	38	26.7941	36,734	37,511	55,731
39	26.2832	17,110	19,555	21,999	24,443	26,887	29,332	31,776	34,220	36,665	39,109	42,053	54,669	39	27.1960	37,285	38,074	56,567
40	26.6775	17,367	19,848	22,329	24,810	27,291	29,772	32,253	34,734	37,215	39,696	42,684	55,489	40	27.6039	37,844	38,645	57,416
41	27.0777	17,627	20,146	22,664	25,182	27,700	30,218	32,736	35,255	37,773	40,291	43,324	56,321	41	28.0180	38,412	39,225	58,277
42	27.4838	17,891	20,448	23,003	25,559	28,115	30,671	33,227	35,783	38,339	40,895	43,974	57,166	42	28.4382	38,988	39,813	59,151
43	27.8961	18,160	20,755	23,349	25,943	28,537	31,132	33,726	36,320	38,915	41,509	44,633	58,023	43	28.8648	39,573	40,410	60,038
44	28.3145	18,432	21,066	23,699	26,332	28,965	31,598	34,232	36,865	39,498	42,131	45,303	58,894	44	29.2978	40,167	41,016	60,939
45	28.7392	18,709	21,382	24,054	26,727	29,400	32,072	34,745	37,418	40,091	42,763	45,982	59,777	45	29.7373	40,769	41,632	61,853
46	29.1703	18,989	21,703	24,415	27,128	29,841	32,554	35,266	37,979	40,692	43,405	46,672	60,674	46	30.1833	41,381	42,256	62,781
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 Manager in Training @ 7 hrs 1371 - Clinic Assist - CMA/CAN/PCT 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 2025-2026 (Effect. 7/1/25)																
U09						U10										
Annual Hrs	7/1/2025	1371	1386	1600	2080	Annual Hrs	7/1/2025	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	17.4678	23,948	24,210	27,948	36,333	0	18.7216	19,227	25,667	26,491	27,857	28,831	32,201	33,099	38,940	
1	17.6425	24,187	24,452	28,228	36,696	1	18.9088	19,419	25,923	26,755	28,136	29,119	32,523	33,430	39,330	
2	17.8189	24,429	24,696	28,510	37,063	2	19.0979	19,613	26,183	27,023	28,417	29,410	32,848	33,765	39,723	
3	17.9971	24,674	24,943	28,795	37,433	3	19.2889	19,809	26,445	27,293	28,701	29,704	33,176	34,102	40,120	
4	18.1771	24,920	25,193	29,083	37,808	4	19.4818	20,007	26,709	27,566	28,988	30,001	33,508	34,443	40,522	
5	18.3588	25,169	25,445	29,374	38,186	5	19.6766	20,207	26,976	27,842	29,278	30,301	33,843	34,788	40,927	
6	18.5424	25,421	25,699	29,667	38,568	6	19.8733	20,409	27,246	28,120	29,571	30,604	34,182	35,135	41,336	
7	18.7278	25,675	25,956	29,964	38,953	7	20.0721	20,614	27,518	28,402	29,867	30,911	34,524	35,487	41,749	
8	18.9151	25,932	26,216	30,264	39,343	8	20.2728	20,820	27,794	28,686	30,165	31,220	34,869	35,842	42,167	
9	19.1043	26,191	26,478	30,566	39,736	9	20.4755	21,028	28,071	28,972	30,467	31,532	35,217	36,200	42,589	
10	19.2953	26,453	26,743	30,872	40,134	10	20.6803	21,238	28,352	29,262	30,772	31,847	35,570	36,562	43,015	
11	19.4883	26,718	27,010	31,181	40,535	11	20.8871	21,451	28,636	29,555	31,080	32,166	35,925	36,928	43,445	
12	19.6832	26,985	27,280	31,493	40,941	12	21.0960	21,665	28,922	29,850	31,390	32,487	36,285	37,297	43,879	
13	19.8800	27,255	27,553	31,808	41,350	13	21.3069	21,882	29,211	30,149	31,704	32,812	36,647	37,670	44,318	
14	20.0788	27,528	27,829	32,126	41,763	14	21.5200	22,101	29,503	30,450	32,021	33,140	37,014	38,047	44,761	
15	20.3800	27,940	28,246	32,608	42,390	15	21.8428	22,432	29,946	30,907	32,502	33,637	37,569	38,618	45,433	
16	20.6857	28,360	28,670	33,097	43,026	16	22.1704	22,769	30,395	31,371	32,989	34,142	38,133	39,197	46,114	
17	20.9960	28,785	29,100	33,593	43,671	17	22.5030	23,110	30,851	31,841	33,484	34,654	38,705	39,785	46,806	
18	21.3109	29,217	29,536	34,097	44,326	18	22.8405	23,457	31,314	32,319	33,986	35,174	39,285	40,382	47,508	
19	21.6306	29,655	29,980	34,608	44,991	19	23.1831	23,809	31,784	32,804	34,496	35,701	39,874	40,987	48,220	
20	21.9550	30,100	30,429	35,128	45,666	20	23.5309	24,166	32,260	33,296	35,013	36,237	40,473	41,602	48,944	
21	22.2843	30,551	30,886	35,654	46,351	21	23.8838	24,528	32,744	33,795	35,539	36,781	41,080	42,226	49,678	
22	22.6186	31,010	31,349	36,189	47,046	22	24.2421	24,896	33,235	34,302	36,072	37,332	41,696	42,860	50,423	
23	22.9579	31,475	31,819	36,732	47,752	23	24.6057	25,270	33,734	34,817	36,613	37,892	42,321	43,502	51,179	
24	23.3023	31,947	32,296	37,283	48,468	24	24.9748	25,649	34,240	35,339	37,162	38,461	42,956	44,155	51,947	
25	23.6518	32,426	32,781	37,842	49,195	25	25.3494	26,033	34,754	35,869	37,719	39,038	43,600	44,817	52,726	
26	24.0066	32,913	33,273	38,410	49,933	26	25.7297	26,424	35,275	36,407	38,285	39,623	44,255	45,490	53,517	
27	24.3667	33,406	33,772	38,986	50,682	27	26.1156	26,820	35,804	36,953	38,860	40,218	44,918	46,172	54,320	
28	24.7322	33,907	34,278	39,571	51,442	28	26.5074	27,223	36,341	37,507	39,443	40,821	45,592	46,865	55,135	
29	25.1031	34,416	34,792	40,164	52,214	29	26.9050	27,631	36,886	38,070	40,034	41,433	46,276	47,568	55,962	
30	25.4797	34,932	35,314	40,767	52,997	30	27.3085	28,045	37,439	38,641	40,635	42,055	46,970	48,281	56,801	
31	25.8619	35,456	35,844	41,379	53,792	31	27.7182	28,466	38,001	39,221	41,244	42,686	47,675	49,005	57,653	
32	26.2498	35,988	36,382	41,999	54,599	32	28.1339	28,893	38,571	39,809	41,863	43,326	48,390	49,740	58,518	
33	26.6436	36,528	36,928	42,629	55,418	33	28.5560	29,327	39,150	40,406	42,491	43,976	49,116	50,487	59,396	
34	27.0432	37,076	37,481	43,269	56,249	34	28.9843	29,766	39,737	41,012	43,128	44,635	49,852	51,244	60,287	
35	27.4489	37,632	38,044	43,918	57,093	35	29.4191	30,213	40,333	41,628	43,775	45,305	50,600	52,012	61,191	
36	27.8606	38,196	38,614	44,576	57,950	36	29.8603	30,666	40,938	42,252	44,432	45,984	51,359	52,793	62,109	
37	28.2785	38,769	39,194	45,245	58,819	37	30.3083	31,126	41,552	42,886	45,098	46,674	52,130	53,585	63,041	
38	28.7027	39,351	39,781	45,924	59,701	38	30.7629	31,593	42,175	43,529	45,775	47,374	52,912	54,388	63,986	
39	29.1332	39,941	40,378	46,613	60,597	39	31.2243	32,067	42,808	44,182	46,461	48,085	53,705	55,204	64,946	
40	29.5702	40,540	40,984	47,312	61,506	40	31.6927	32,548	43,450	44,845	47,158	48,806	54,511	56,032	65,920	
41	30.0138	41,148	41,599	48,022	62,428	41	32.1681	33,036	44,102	45,517	47,866	49,538	55,329	56,873	66,909	
42	30.4640	41,766	42,223	48,742	63,365	42	32.6506	33,532	44,763	46,200	48,584	50,281	56,159	57,726	67,913	
43	30.9209	42,392	42,856	49,473	64,315	43	33.1404	34,035	45,435	46,893	49,312	51,036	57,001	58,592	68,932	
44	31.3848	43,028	43,499	50,215	65,280	44	33.6375	34,545	46,117	47,597	50,052	51,801	57,856	59,471	69,966	
45	31.8555	43,673	44,151	50,968	66,259	45	34.1420	35,063	46,808	48,310	50,803	52,578	58,724	60,363	71,015	
46	32.3334	44,329	44,814	51,733	67,253	46	34.6541	35,589	47,510	49,035	51,565	53,367	59,605	61,268	72,080	
1600 - Asst Cafeteria Manager 1371 - Clinic Assist - EMT 2080 - Custodian III 1386 - ISS Coordinator 2080 - Office Assoc II 1600 - School Office Assoc II 2080 - School Office Assoc II-Data Tech						1027 - ALC General Asst 1488 - Auxiliary Bus Driver 1720 - Auxiliary Bus Driver - Plan Bee 2080 - Distribution Driver 2080 - Carpentry Craftsman I 1371 - Clinic Assist - LPN 2080 - Custodian IV 1371 - Distance Learning Asst 1371 - General Asst 1540 - General Asst 10-month ext. (JDC) 1371 - Kindergarten & Pre-Kindergarten Asst 1415 - Library/Media Asst 1371 - PE Asst 2080 - Maintenance Craftsman I 2080 - Painter Craftsman I 1371 - SpEd Asst 1371 - Title I Asst 2080 - School Rentals Assist 1415 - Security Assistant 1415 - School Security Officer I 1768 - Student Residency Verifier										

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																
Grade 11										U12						
Annual Hrs	7/1/2025	1415	1544	1632	2080						Annual Hrs	7/1/2025	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	20.0585	28,382	30,970	32,735	41,721						0	21.4875	28,127	30,404	34,380	44,694
1	20.2591	28,666	31,280	33,062	42,138						1	21.7024	28,408	30,708	34,723	45,140
2	20.4617	28,953	31,592	33,393	42,560						2	21.9194	28,692	31,015	35,071	45,592
3	20.6663	29,242	31,908	33,727	42,985						3	22.1386	28,979	31,326	35,421	46,048
4	20.8729	29,535	32,227	34,064	43,415						4	22.3600	29,269	31,639	35,776	46,508
5	21.0817	29,830	32,550	34,405	43,849						5	22.5836	29,561	31,955	36,133	46,973
6	21.2925	30,128	32,875	34,749	44,288						6	22.8094	29,857	32,275	36,495	47,443
7	21.5054	30,430	33,204	35,096	44,731						7	23.0375	30,156	32,598	36,860	47,918
8	21.7205	30,734	33,536	35,447	45,178						8	23.2679	30,457	32,924	37,228	48,397
9	21.9377	31,041	33,871	35,802	45,630						9	23.5006	30,762	33,253	37,600	48,881
10	22.1570	31,352	34,210	36,160	46,086						10	23.7356	31,069	33,585	37,976	49,370
11	22.3786	31,665	34,552	36,521	46,547						11	23.9729	31,380	33,921	38,356	49,863
12	22.6024	31,982	34,898	36,887	47,012						12	24.2127	31,694	34,260	38,740	50,362
13	22.8284	32,302	35,247	37,255	47,483						13	24.4548	32,011	34,603	39,127	50,865
14	23.0567	32,625	35,599	37,628	47,957						14	24.6993	32,331	34,949	39,518	51,374
15	23.4026	33,114	36,133	38,193	48,677						15	25.0698	32,816	35,473	40,111	52,145
16	23.7536	33,611	36,675	38,765	49,407						16	25.4459	33,308	36,005	40,713	52,927
17	24.1099	34,115	37,225	39,347	50,148						17	25.8276	33,808	36,546	41,324	53,721
18	24.4715	34,627	37,783	39,937	50,900						18	26.2150	34,315	37,094	41,944	54,527
19	24.8386	35,146	38,350	40,536	51,664						19	26.6082	34,830	37,650	42,573	55,345
20	25.2112	35,673	38,926	41,144	52,439						20	27.0073	35,352	38,215	43,211	56,175
21	25.5894	36,209	39,510	41,761	53,225						21	27.4124	35,882	38,788	43,859	57,017
22	25.9732	36,752	40,102	42,388	54,024						22	27.8236	36,421	39,370	44,517	57,873
23	26.3628	37,303	40,704	43,024	54,834						23	28.2410	36,967	39,961	45,185	58,741
24	26.7582	37,862	41,314	43,669	55,657						24	28.6646	37,521	40,560	45,863	59,622
25	27.1596	38,430	41,934	44,324	56,491						25	29.0945	38,084	41,168	46,551	60,516
26	27.5670	39,007	42,563	44,989	57,339						26	29.5310	38,656	41,786	47,249	61,424
27	27.9805	39,592	43,201	45,664	58,199						27	29.9739	39,235	42,413	47,958	62,345
28	28.4002	40,186	43,849	46,349	59,072						28	30.4235	39,824	43,049	48,677	63,280
29	28.8262	40,789	44,507	47,044	59,958						29	30.8799	40,421	43,695	49,407	64,230
30	29.2586	41,400	45,175	47,750	60,857						30	31.3431	41,028	44,350	50,148	65,193
31	29.6975	42,021	45,852	48,466	61,770						31	31.8132	41,643	45,015	50,901	66,171
32	30.1430	42,652	46,540	49,193	62,697						32	32.2904	42,268	45,690	51,664	67,164
33	30.5951	43,292	47,238	49,931	63,637						33	32.7748	42,902	46,376	52,439	68,171
34	31.0540	43,941	47,947	50,680	64,592						34	33.2664	43,545	47,071	53,226	69,194
35	31.5198	44,600	48,666	51,440	65,561						35	33.7654	44,198	47,778	54,024	70,232
36	31.9926	45,269	49,396	52,211	66,544						36	34.2719	44,861	48,494	54,835	71,285
37	32.4725	45,948	50,137	52,995	67,542	2080 - Employee Relations Assoc					37	34.7860	45,534	49,222	55,657	72,354
38	32.9596	46,637	50,889	53,790	68,555	2080 - Financial Assistant					38	35.3078	46,217	49,960	56,492	73,440
39	33.4540	47,337	51,652	54,596	69,584	2080 - Fleet Technician I					39	35.8374	46,911	50,709	57,339	74,541
40	33.9558	48,047	52,427	55,415	70,628	2080 - Food Service Craftsman I					40	36.3749	47,614	51,470	58,199	75,659
41	34.4652	48,768	53,214	56,247	71,687	2080 - Human Resources Assoc					41	36.9206	48,329	52,242	59,072	76,794
42	34.9821	49,499	54,012	57,090	72,762	2080 - HVAC Craftsman I					42	37.4744	49,053	53,026	59,959	77,946
43	35.5069	50,242	54,822	57,947	73,854	2080 - Library Cataloger					43	38.0365	49,789	53,821	60,858	79,115
44	36.0395	50,995	55,644	58,816	74,962	2080 - Machinist Craftsman I					44	38.6070	50,536	54,628	61,771	80,302
45	36.5801	51,760	56,479	59,698	76,086	2080 - Pest Control Technician					45	39.1861	51,294	55,448	62,697	81,507
46	37.1288	52,537	57,326	60,594	77,227	2080 - Plumbing Craftsman I					46	39.7739	52,064	56,280	63,638	82,729
2080 - Admin Office Assoc I						2080 - Procurement Assistant II					2080 - Accounts Payable Technician			2080 - Carpentry Craftsman II		2080 - Records Analyst
2080 - Bookkeeper - MS						2080 - Refrigeration Craftsman I					2080 - Admin Office Assoc II			2080 - General Maint Craft II		2080 - Research/Eval/Assess Asst
2080 - Communication Prog Assoc						2080 - School Admin Associate I					2080 - Assist Warehouse Mgr			1309 - Interpreter		2080 - School Admin Assoc II-HS
2080 - Customer Support Tech I						1415/1632 - Security Asst - Renaissance					2080 - Benefits Assistant			2080 - Inventory Technician		1415 - School Security Officer II
2080 - Data Processing Specialist						1544/2080 - Security Officer - 10 months					2080 - Bookkeeper - HS			2080 - Licensure Analyst		2080 - Substitute Office Assoc
2080 - Electrical Craftsman I						2080 - Teacher Production Center					2080 - Building Operations Supvsr			2080 - Painter Craftsman II		2080 - Technology Support Tech
2080 - Electronics Craftsman I						2080 - Web Page Design Tech					1600 - Cafeteria Manager I			2080 - Payroll Assistant		

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																	
U13																	
Annual Hrs	7/1/2025	930	1023	1116	1209	1302	1309	1393	1395	1488	1600	1680	1720	2080			
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 190 days 7.33hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 210 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day			
0	23.0302	21,418	23,559	25,701	27,843	29,985	30,146	32,081	32,127	34,268	36,848	38,690	39,611	47,902			
1	23.2605	21,632	23,795	25,958	28,121	30,285	30,447	32,401	32,448	34,611	37,216	39,077	40,008	48,381			
2	23.4931	21,848	24,033	26,218	28,403	30,588	30,752	32,725	32,772	34,957	37,588	39,468	40,408	48,865			
3	23.7280	22,067	24,273	26,480	28,687	30,893	31,059	33,053	33,100	35,307	37,964	39,863	40,812	49,354			
4	23.9653	22,287	24,516	26,745	28,974	31,202	31,370	33,383	33,431	35,660	38,344	40,261	41,220	49,847			
5	24.2050	22,510	24,761	27,012	29,263	31,514	31,684	33,717	33,765	36,017	38,728	40,664	41,632	50,346			
6	24.4470	22,735	25,009	27,282	29,556	31,829	32,001	34,054	34,103	36,377	39,115	41,070	42,048	50,849			
7	24.6915	22,963	25,259	27,555	29,852	32,148	32,321	34,395	34,444	36,740	39,506	41,481	42,469	51,358			
8	24.9384	23,192	25,511	27,831	30,150	32,469	32,644	34,739	34,789	37,108	39,901	41,896	42,894	51,871			
9	25.1878	23,424	25,767	28,109	30,452	32,794	32,970	35,086	35,136	37,479	40,300	42,315	43,323	52,390			
10	25.4397	23,658	26,024	28,390	30,756	33,122	33,300	35,437	35,488	37,854	40,703	42,738	43,756	52,914			
11	25.6941	23,895	26,285	28,674	31,064	33,453	33,633	35,791	35,843	38,232	41,110	43,166	44,193	53,443			
12	25.9510	24,134	26,547	28,961	31,374	33,788	33,969	36,149	36,201	38,615	41,521	43,597	44,635	53,978			
13	26.2105	24,375	26,813	29,250	31,688	34,126	34,309	36,511	36,563	39,001	41,936	44,033	45,082	54,517			
14	26.4726	24,619	27,081	29,543	32,005	34,467	34,652	36,876	36,929	39,391	42,356	44,473	45,532	55,063			
15	26.8697	24,988	27,487	29,986	32,485	34,984	35,172	37,429	37,483	39,982	42,991	45,141	46,215	55,888			
16	27.2728	25,363	27,900	30,436	32,972	35,509	35,700	37,991	38,045	40,581	43,636	45,818	46,909	56,727			
17	27.6819	25,744	28,318	30,893	33,467	36,041	36,235	38,560	38,616	41,190	44,291	46,505	47,612	57,578			
18	28.0971	26,130	28,743	31,356	33,969	36,582	36,779	39,139	39,195	41,808	44,955	47,203	48,327	58,441			
19	28.5185	26,522	29,174	31,826	34,478	37,131	37,330	39,726	39,783	42,435	45,629	47,911	49,051	59,318			
20	28.9463	26,920	29,612	32,304	34,996	37,688	37,890	40,322	40,380	43,072	46,314	48,629	49,787	60,208			
21	29.3805	27,323	30,056	32,788	35,521	38,253	38,459	40,927	40,985	43,718	47,008	49,359	50,534	61,111			
22	29.8212	27,733	30,507	33,280	36,053	38,827	39,035	41,540	41,600	44,373	47,713	50,099	51,292	62,028			
23	30.2685	28,149	30,964	33,779	36,594	39,409	39,621	42,164	42,224	45,039	48,429	50,851	52,061	62,958			
24	30.7226	28,572	31,429	34,286	37,143	40,000	40,215	42,796	42,858	45,715	49,156	51,613	52,842	63,903			
25	31.1834	29,000	31,900	34,800	37,700	40,600	40,819	43,438	43,500	46,400	49,893	52,388	53,635	64,861			
26	31.6512	29,435	32,379	35,322	38,266	41,209	41,431	44,090	44,153	47,096	50,641	53,174	54,440	65,834			
27	32.1259	29,877	32,864	35,852	38,840	41,827	42,052	44,751	44,815	47,803	51,401	53,971	55,256	66,821			
28	32.6078	30,325	33,357	36,390	39,422	42,455	42,683	45,422	45,487	48,520	52,172	54,781	56,085	67,824			
29	33.0969	30,780	33,858	36,936	40,014	43,092	43,323	46,103	46,170	49,248	52,955	55,602	56,926	68,841			
30	33.5934	31,241	34,366	37,490	40,614	43,738	43,973	46,795	46,862	49,986	53,749	56,436	57,780	69,874			
31	34.0973	31,710	34,881	38,052	41,223	44,394	44,633	47,497	47,565	50,736	54,555	57,283	58,647	70,922			
32	34.6087	32,186	35,404	38,623	41,841	45,060	45,302	48,209	48,279	51,497	55,373	58,142	59,526	71,986			
33	35.1279	32,668	35,935	39,202	42,469	45,736	45,982	48,933	49,003	52,270	56,204	59,014	60,419	73,066			
34	35.6548	33,158	36,474	39,790	43,106	46,422	46,672	49,667	49,738	53,054	57,047	59,900	61,326	74,161			
35	36.1896	33,656	37,021	40,387	43,753	47,118	47,372	50,412	50,484	53,850	57,903	60,798	62,246	75,274			
36	36.7325	34,161	37,577	40,993	44,409	47,825	48,082	51,168	51,241	54,657	58,772	61,710	63,179	76,403			
37	37.2834	34,673	38,140	41,608	45,075	48,542	48,803	51,935	52,010	55,477	59,653	62,636	64,127	77,549			
38	37.8427	35,193	38,713	42,232	45,751	49,271	49,536	52,714	52,790	56,309	60,548	63,575	65,089	78,712			
39	38.4103	35,721	39,293	42,865	46,438	50,010	50,279	53,505	53,582	57,154	61,456	64,529	66,065	79,893			
40	38.9865	36,257	39,883	43,508	47,134	50,760	51,033	54,308	54,386	58,011	62,378	65,497	67,056	81,091			
41	39.5713	36,801	40,481	44,161	47,841	51,521	51,798	55,122	55,201	58,882	63,314	66,479	68,062	82,308			
42	40.1649	37,353	41,088	44,824	48,559	52,294	52,575	55,949	56,030	59,765	64,263	67,477	69,083	83,542			
43	40.7673	37,913	41,704	45,496	49,287	53,079	53,364	56,788	56,870	60,661	65,227	68,489	70,119	84,795			
44	41.3788	38,482	42,330	46,178	50,026	53,875	54,164	57,640	57,723	61,571	66,206	69,516	71,171	86,067			
45	41.9995	39,059	42,965	46,871	50,777	54,683	54,977	58,505	58,589	62,495	67,199	70,559	72,239	87,358			
46	42.6295	39,645	43,609	47,574	51,539	55,503	55,802	59,382	59,468	63,432	68,207	71,617	73,322	88,669			
2080 - Accounting Technician 1023 - Boiler Craftsman II 930 - Bus Driver @ 5.0 hrs 1023 - Bus Driver @ 5.5 hrs 1116 - Bus Driver @ 6.0 hrs 1209 - Bus Driver @ 6.5 hrs 1302 - Bus Driver @ 7.0 hrs				1395 - Bus Driver @ 7.5 hrs 1488 - Bus Driver @ 8.0 hrs 1680 - Bus Driver Extended 1720 - Bus Driver - Plan Bee 1600 - Cafeteria Manager II 2080 - Culinary Development Chef 2080 - Customer Support Tech II				2080 - Data Management Analyst 1393 - Driver's Education Instructor 2080 - Electrical Craftsman II 2080 - Electronics Craftsman II 2080 - Executive Office Assoc I 2080 - Fleet Technician II 2080 - Food Service Craftsman II				2080 - HVAC Craftsman II 2080 - Insurance Claims Analyst 1309 - Interpreter I 2080 - Machinist Craftsman II 2080 - Multimedia Technician 2080 - Plumbing Craftsman II 2080 - Procurement Assist III				2080 - Refrigeration Craftsman II 2080 - Testing Assistant 2080 - Warehouse & Distribution Tech 2080 - Workers Comp Claims Analyst	

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)														
U14							U15							
Annual Hrs	7/1/2025	1309	1600	2080			Annual Hrs	7/1/2025	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	24.6744	32,298	39,479	51,322			0	26.4329	39,332	54,980				
1	24.9211	32,621	39,873	51,835			1	26.6972	39,725	55,530				
2	25.1703	32,947	40,272	52,354			2	26.9642	40,122	56,085				
3	25.4221	33,277	40,675	52,877			3	27.2338	40,523	56,646				
4	25.6763	33,610	41,082	53,406			4	27.5062	40,929	57,212				
5	25.9330	33,946	41,492	53,940			5	27.7812	41,338	57,784				
6	26.1924	34,285	41,907	54,480			6	28.0590	41,751	58,362				
7	26.4543	34,628	42,326	55,024			7	28.3396	42,169	58,946				
8	26.7188	34,974	42,750	55,575			8	28.6230	42,591	59,535				
9	26.9860	35,324	43,177	56,130			9	28.9093	43,017	60,131				
10	27.2559	35,677	43,609	56,692			10	29.1984	43,447	60,732				
11	27.5284	36,034	44,045	57,259			11	29.4903	43,881	61,339				
12	27.8037	36,395	44,485	57,831			12	29.7852	44,320	61,953				
13	28.0818	36,759	44,930	58,410			13	30.0831	44,763	62,572				
14	28.3626	37,126	45,380	58,994			14	30.3839	45,211	63,198				
15	28.7880	37,683	46,060	59,879			15	30.8397	45,889	64,146				
16	29.2198	38,248	46,751	60,777			16	31.3023	46,577	65,108				
17	29.6581	38,822	47,452	61,688			17	31.7718	47,276	66,085				
18	30.1030	39,404	48,164	62,614			18	32.2484	47,985	67,076				
19	30.5546	39,995	48,887	63,553			19	32.7321	48,705	68,082				
20	31.0129	40,595	49,620	64,506			20	33.2231	49,435	69,104				
21	31.4781	41,204	50,364	65,474			21	33.7214	50,177	70,140				
22	31.9502	41,822	51,120	66,456			22	34.2273	50,930	71,192				
23	32.4295	42,450	51,887	67,453			23	34.7407	51,694	72,260				
24	32.9159	43,086	52,665	68,465			24	35.2618	52,469	73,344				
25	33.4097	43,733	53,455	69,492			25	35.7907	53,256	74,444				
26	33.9108	44,389	54,257	70,534			26	36.3276	54,055	75,561				
27	34.4195	45,055	55,071	71,592			27	36.8725	54,866	76,694				
28	34.9358	45,730	55,897	72,666			28	37.4256	55,689	77,845				
29	35.4598	46,416	56,735	73,756			29	37.9870	56,524	79,012				
30	35.9917	47,113	57,586	74,862			30	38.5568	57,372	80,198				
31	36.5316	47,819	58,450	75,985			31	39.1351	58,233	81,401				
32	37.0795	48,537	59,327	77,125			32	39.7221	59,106	82,621				
33	37.6357	49,265	60,217	78,282			33	40.3180	59,993	83,861				
34	38.2003	50,004	61,120	79,456			34	40.9227	60,892	85,119				
35	38.7733	50,754	62,037	80,648			35	41.5366	61,806	86,396				
36	39.3549	51,515	62,967	81,858			36	42.1596	62,733	87,691				
37	39.9452	52,288	63,912	83,086			37	42.7920	63,674	89,007				
38	40.5444	53,072	64,871	84,332			38	43.4339	64,629	90,342				
39	41.1525	53,868	65,844	85,597			39	44.0854	65,599	91,697				
40	41.7698	54,676	66,831	86,881			40	44.7467	66,583	93,073				
41	42.3964	55,496	67,834	88,184			41	45.4179	67,581	94,469				
42	43.0323	56,329	68,851	89,507			42	46.0992	68,595	95,886				
43	43.6778	57,174	69,884	90,849			43	46.7906	69,624	97,324				
44	44.3330	58,031	70,932	92,212			44	47.4925	70,668	98,784				
45	44.9980	58,902	71,996	93,595			45	48.2049	71,728	100,266				
46	45.6729	59,785	73,076	94,999			46	48.9280	72,804	101,770				
2080 - Asst Distribution Center Supvsr 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 - Food Service Craftsman III 2080 - HVAC Craftsman III 2080 - Machinist Craftsman III 2080 - Occupat'l Health & Safety Tech 1488 - Occupat'l 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 2025-2026 (Effect. 7/1/25)											
U16					U17						
Annual Hrs	7/1/2025	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	28.3250	37,077	58,916		0	53,659	63,129				
1	28.6083	37,448	59,505		1	54,196	63,760				
2	28.8943	37,822	60,100		2	54,738	64,397				
3	29.1833	38,200	60,701		3	55,285	65,041				
4	29.4751	38,582	61,308		4	55,838	65,692				
5	29.7699	38,968	61,921		5	56,396	66,349				
6	30.0676	39,358	62,540		6	56,960	67,012				
7	30.3683	39,752	63,166		7	57,530	67,682				
8	30.6719	40,149	63,797		8	58,105	68,359				
9	30.9787	40,551	64,435		9	58,686	69,043				
10	31.2884	40,956	65,079		10	59,273	69,733				
11	31.6013	41,366	65,730		11	59,866	70,431				
12	31.9173	41,779	66,387		12	60,465	71,135				
13	32.2365	42,197	67,051		13	61,069	71,846				
14	32.5589	42,619	67,722		14	61,680	72,565				
15	33.0473	43,258	68,738		15	62,605	73,653				
16	33.5430	43,907	69,769		16	63,544	74,758				
17	34.0461	44,566	70,815		17	64,497	75,879				
18	34.5568	45,234	71,878		18	65,465	77,018				
19	35.0752	45,913	72,956		19	66,447	78,173				
20	35.6013	46,602	74,050		20	67,443	79,345				
21	36.1353	47,301	75,161		21	68,455	80,535				
22	36.6773	48,010	76,288		22	69,482	81,744				
23	37.2275	48,730	77,433		23	70,524	82,970				
24	37.7859	49,461	78,594		24	71,582	84,214				
25	38.3527	50,203	79,773		25	72,656	85,478				
26	38.9280	50,956	80,970		26	73,746	86,760				
27	39.5119	51,721	82,184		27	74,852	88,061				
28	40.1046	52,496	83,417		28	75,975	89,382				
29	40.7062	53,284	84,668		29	77,114	90,723				
30	41.3167	54,083	85,938		30	78,271	92,084				
31	41.9365	54,894	87,227		31	79,445	93,465				
32	42.5655	55,718	88,536		32	80,637	94,867				
33	43.2040	56,554	89,864		33	81,846	96,290				
34	43.8521	57,402	91,212		34	83,074	97,734				
35	44.5099	58,263	92,580		35	84,320	99,200				
36	45.1775	59,137	93,969		36	85,585	100,688				
37	45.8552	60,024	95,378		37	86,869	102,199				
38	46.5430	60,924	96,809		38	88,172	103,732				
39	47.2411	61,838	98,261		39	89,494	105,287				
40	47.9498	62,766	99,735		40	90,837	106,867				
41	48.6690	63,707	101,231	2080 - Educational Data Analyst	41	92,199	108,470				
42	49.3990	64,663	102,749	2080 - Executive Office Assoc III	42	93,582	110,097				
43	50.1400	65,633	104,291	2080 - Facilities Asset Manager	43	94,986	111,748				
44	50.8921	66,617	105,855	2080 - Fleet Foreman	44	96,411	113,425				
45	51.6555	67,617	107,443	2080 - Food Service Prog Analyst	45	97,857	115,126				
46	52.4303	68,631	109,055	2080 - HVAC Specialist	46	99,325	116,853				
2080 - Accounting Systems Specialist				1309 - Interpreter III	2080 - Accountant, Sr				1768 - Student Support Specialist		
2080 - Area Supervisor, Food Services				2080 - Multimedia Comm. Producer	2080 - Budget Analyst				2080 - Supervisor Maintenance		
2080 - Benefits Specialist II				2080 - Network Technician II	2080 - Construction Inspector - Sr (Title Only)				2080 - Technical Contract Manager		
2080 - Boiler Specialist				2080 - Occupational Safety Specialist	2080 - Fleet Supervisor						
2080 - Construction Inspector				2080 - Procurement Card Prog Analyst	2080 - Geographic Info Sys (GIS) Analyst						
2080 - Crash Investigator				2080 - Secretary & Clerk to the Board	2080 - Interpreter Specialist						
2080 - Customer Support Cntr Supv				2080 - Student Information Sys. Specialist	2080 - School Improvement Specialist (MS)						

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	45,787	52,031	57,494	67,640	0	55,764	61,619	72,494	
1	46,245	52,551	58,069	68,316	1	56,322	62,236	73,218	
2	46,707	53,076	58,650	69,000	2	56,885	62,858	73,951	
3	47,174	53,607	59,236	69,689	3	57,454	63,487	74,690	
4	47,646	54,143	59,828	70,386	4	58,028	64,122	75,437	
5	48,122	54,685	60,427	71,090	5	58,609	64,763	76,192	
6	48,604	55,232	61,031	71,801	6	59,195	65,410	76,953	
7	49,090	55,784	61,641	72,519	7	59,787	66,064	77,723	
8	49,581	56,342	62,258	73,244	8	60,385	66,725	78,500	
9	50,076	56,905	62,880	73,977	9	60,988	67,392	79,285	
10	50,577	57,474	63,509	74,717	10	61,598	68,066	80,078	
11	51,083	58,049	64,144	75,464	11	62,214	68,747	80,879	
12	51,594	58,629	64,786	76,218	12	62,836	69,434	81,688	
13	52,110	59,216	65,433	76,981	13	63,465	70,129	82,505	
14	52,631	59,808	66,088	77,750	14	64,100	70,830	83,330	
15	53,420	60,705	67,079	78,917	15	65,061	71,893	84,580	
16	54,222	61,616	68,085	80,101	16	66,037	72,971	85,848	
17	55,035	62,540	69,107	81,302	17	67,028	74,065	87,136	
18	55,860	63,478	70,143	82,521	18	68,033	75,176	88,443	
19	56,698	64,430	71,195	83,759	19	69,053	76,304	89,770	
20	57,549	65,397	72,263	85,016	20	70,089	77,449	91,116	
21	58,412	66,378	73,347	86,291	21	71,141	78,610	92,483	
22	59,288	67,373	74,448	87,585	22	72,208	79,790	93,870	
23	60,178	68,384	75,564	88,899	23	73,291	80,986	95,278	
24	61,080	69,410	76,698	90,233	24	74,390	82,201	96,707	
25	61,997	70,451	77,848	91,586	25	75,506	83,434	98,158	
26	62,927	71,508	79,016	92,960	26	76,639	84,686	99,630	
27	63,870	72,580	80,201	94,354	27	77,788	85,956	101,125	
28	64,828	73,669	81,404	95,770	28	78,955	87,246	102,642	
29	65,801	74,774	82,625	97,206	29	80,140	88,554	104,182	
30	66,788	75,896	83,865	98,664	30	81,342	89,882	105,744	
31	67,790	77,034	85,123	100,144	31	82,562	91,231	107,330	
32	68,807	78,189	86,399	101,646	32	83,800	92,599	108,940	
33	69,839	79,362	87,695	103,171	33	85,057	93,988	110,574	
34	70,886	80,553	89,011	104,719	34	86,333	95,398	112,233	
35	71,950	81,761	90,346	106,290	35	87,628	96,829	113,917	
36	73,029	82,988	91,701	107,884	36	88,942	98,281	115,625	
37	74,124	84,232	93,077	109,502	37	90,277	99,756	117,360	
38	75,236	85,496	94,473	111,145	38	91,631	101,252	119,120	2080 - Coordinator Mechanical Systems
39	76,365	86,778	95,890	112,812	39	93,005	102,771	120,907	2080 - Coordinator, Public Relations I
40	77,510	88,080	97,328	114,504	40	94,400	104,312	122,721	2080 - Coordinator Special Projects
41	78,673	89,401	98,788	116,222	41	95,816	105,877	124,561	2080 - Energy Manager
42	79,853	90,742	100,270	117,965	42	97,254	107,465	126,430	2080- Health Services Nursing Specialist
43	81,051	92,103	101,774	119,734	43	98,712	109,077	128,326	1768/2080 Instructional Specialist
44	82,267	93,485	103,301	121,530	44	100,193	110,713	130,251	2080 - Procurement Specialist II
45	83,501	94,887	104,850	123,353	45	101,696	112,374	132,205	2080 - Programmer/Analyst
46	84,753	96,310	106,423	125,204	46	103,221	114,060	134,188	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 Induction 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 2025-2026 (Effect. 7/1/25)												
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	77,668				0	83,229						
1	78,445				1	84,062						
2	79,230				2	84,902						
3	80,022				3	85,751						
4	80,822				4	86,609						
5	81,630				5	87,475						
6	82,447				6	88,350						
7	83,271				7	89,233						
8	84,104				8	90,125						
9	84,945				9	91,027						
10	85,794				10	91,937						
11	86,652				11	92,856						
12	87,519				12	93,785						
13	88,394				13	94,723						
14	89,278				14	95,670						
15	90,617				15	97,105						
16	91,976				16	98,562						
17	93,356				17	100,040						
18	94,756				18	101,541						
19	96,178				19	103,064						
20	97,620				20	104,610						
21	99,085				21	106,179						
22	100,571				22	107,772						
23	102,080				23	109,388						
24	103,611				24	111,029						
25	105,165				25	112,694						
26	106,742				26	114,385						
27	108,344				27	116,101						
28	109,969				28	117,842						
29	111,618				29	119,610						
30	113,293				30	121,404						
31	114,992				31	123,225						
32	116,717				32	125,073						
33	118,468				33	126,949						
34	120,245				34	128,854						
35	122,048				35	130,787						
36	123,879				36	132,748						
37	125,737				37	134,740						
38	127,623				38	136,761						
39	129,538				39	138,812				2080 - Coord Public Relations II 2080 - Coord Security & Safe Schools 2080 - Coord Transportation 2080 - Coord Transportation Routing/Analytics 2080 - Dean of Students (MS) 2080 - Demographer / GIS Manager 2080 - Development Team Leader (DOT) 2080 - Emergency Manager		
40	131,481				40	140,894						
41	133,453				41	143,008						
42	135,455				42	145,153						
43	137,487				43	147,330						
44	139,549				44	149,540						
45	141,642				45	151,783						
46	143,767				46	154,060						
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 2025-2026 (Effect. 7/1/25)									
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	89,175				0	95,547			
1	90,066				1	96,502			
2	90,967				2	97,467			
3	91,877				3	98,442			
4	92,795				4	99,426			
5	93,723				5	100,421			
6	94,661				6	101,425			
7	95,607				7	102,439			
8	96,563				8	103,463			
9	97,529	Note: All coordinators of instruction titles are not listed			9	104,498			
10	98,504	2080 - Coord Benefits				105,543			
11	99,489	2080 - Coord Budget Development			11	106,599			
12	100,484	2080 - Coord Business and Info Tech			12	107,665			
13	101,489	2080 - Coord Classification and Compensation			13	108,741			
14	102,504	2080 - Coord Cust Support/QA			14	109,829			
15	104,041	2080 - Coord Early Literacy			15	111,476			
16	105,602	2080 - Coord Educational Foundation			16	113,148			
17	107,186	2080 - Coord Engineering/Tech			17	114,845			
18	108,794	2080 - Coord Environmental Studies Program			18	116,568			
19	110,426	2080 - Coord Equity and Opportunity			19	118,317			
20	112,082	2080 - Coord Guidance			20	120,091			
21	113,763	2080 - Coord Health Services			21	121,893			
22	115,470	2080 - Coord High School Redesign			22	123,721			
23	117,202	2080 - Coordinators of Instruction			23	125,577			
24	118,960	2080 - Coord K-12 Programs and Grants			24	127,461			
25	120,744	2080 - Coord Medicaid Programs & Related Svcs.			25	129,373			
26	122,556	2080 - Coord Parent and Stakeholder Svcs			26	131,313			
27	124,394	2080 - Coord PreK-12			27	133,283			
28	126,260	2080 - Coord Professional Learning			28	135,282			
29	128,154	2080 - Coord Psychological Services			29	137,312			
30	130,076	2080 - Coord Recruitment & Retention			30	139,371			
31	132,027	2080 - Coord School/Community Partnerships			31	141,462			
32	134,007	2080 - Coord School Social Work Services			32	143,584			
33	136,018	2080 - Coord Special Education			33	145,737			
34	138,058	2080 - Coord Student Activities			34	147,923			
35	140,129	2080 - Coord Student Leadership			35	150,142			
36	142,231	2080 - Coord Student Conduct/Services			36	152,394			
37	144,364	2080 - Coord TCE Admin and Marketing Prog.			37	154,680			
38	146,530	2080 - Coord Technical and Career Ed.			38	157,001			
39	148,728	2080 - Coord Technical Applications			39	159,356			
40	150,959	2080 - Coord Title I			40	161,746			
41	153,223	2080 - Coord Title IX			41	164,172			
42	155,521	2080 - Database Administrator			42	166,635			
43	157,854	2080 - Dean of Students (HS)			43	169,134			
44	160,222	2080 - Grants Manager			44	171,671			
45	162,625	2080 - Neuropsychologist			45	174,247			
46	165,065	2080 - Payroll Supervisor			46	176,860			
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 Achievable Dream Acad.		2080 - Specialist Testing			2080 - Director Safe Schools				
2080 - Coord Adult Academic Programs		2080 - Technical Architect			2080 - Director Testing				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	102,390				0	109,703			
1	103,414				1	110,800			
2	104,448				2	111,908			
3	105,492				3	113,028			
4	106,547				4	114,158			
5	107,613				5	115,300			
6	108,689				6	116,452			
7	109,776				7	117,617			
8	110,873				8	118,793			
9	111,982				9	119,981			
10	113,102				10	121,181			
11	114,233				11	122,393			
12	115,375				12	123,617			
13	116,529				13	124,853			
14	117,694				14	126,101			
15	119,460				15	127,993			
16	121,252				16	129,913			
17	123,071				17	131,862			
18	124,917				18	133,840			
19	126,790				19	135,847			
20	128,692				20	137,885			
21	130,623				21	139,953			
22	132,582				22	142,052			
23	134,571				23	144,183			
24	136,589				24	146,346			
25	138,638				25	148,541			
26	140,718				26	150,769			
27	142,829				27	153,031			
28	144,971				28	155,326			
29	147,146				29	157,656			
30	149,353				30	160,021			
31	151,593				31	162,421			
32	153,867				32	164,858			
33	156,175				33	167,331			
34	158,518				34	169,841			
35	160,895				35	172,388			
36	163,309				36	174,974			
37	165,758				37	177,599			
38	168,245	2080 - Director Employee Relations			38	180,263			
39	170,768	2080 - Director Employment Services			39	182,966			
40	173,330	2080 - Director Food Services			40	185,711			
41	175,930	2080 - Director Instructional Technology			41	188,497			
42	178,569	2080 - Director K-12 and Gifted Programs			42	191,324			
43	181,247	2080 - Director Maintenance Services			43	194,194			
44	183,966	2080 - Director Professional Growth and Innov.			44	197,107			
45	186,726	2080 - Director Procurement Services			45	200,064			
46	189,527	2080 - Director Student Leadership			46	203,064			
2080 - Associate School Board Attorney		2080 - Director Student Services			2080 - Director Alternative Education		2080 - Exec Dir Student Support Services		
2080 - Director Adult Learning Center		2080 - Director Technical & Career Education			2080 - Director Elementary Schools		2080 - Exec Dir Transportation Fleet Mgmt. Svcs.		
2080 - Director Benefits		2080 - Director Technical & Career Ed Center			2080 - Exec Dir Elem Teaching & Learning		2080 - Principal HS		
2080 - Director Business Services		2080 - Director Technology			2080 - Exec Dir Facilities Services		2080 - Senior School Board Attorney		
2080 - Director Compliance and Special Ed Svcs		2080 - Director Title I Programs			2080 - Exec Dir Office of Prog for Except'l Child				
2080 - Director Custodial & Distribution Svcs		2080 - Head of School (GRC)			2080 - Exec Dir Planning, Innov & Accoutability				
2080 - Director Diversity, Equity & Inclusion		2080 - Principal MS			2080 - Exec Dir Secondary Teaching & Learning				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	117,552		0	125,955		0	134,959		
1	118,727		1	127,215		1	136,309		
2	119,914		2	128,487		2	137,672		
3	121,114		3	129,772		3	139,049		
4	122,325		4	131,069		4	140,439		
5	123,548		5	132,380		5	141,844		
6	124,783		6	133,704		6	143,262		
7	126,031		7	135,041		7	144,695		
8	127,292		8	136,391		8	146,142		
9	128,565		9	137,755		9	147,603		
10	129,850		10	139,133		10	149,079		
11	131,149		11	140,524		11	150,570		
12	132,460		12	141,929		12	152,076		
13	133,785		13	143,349		13	153,597		
14	135,123		14	144,782		14	155,133		
15	137,150		15	146,954		15	157,460		
16	139,207		16	149,158		16	159,822		
17	141,295		17	151,396		17	162,219		
18	143,414		18	153,667		18	164,652		
19	145,566		19	155,971		19	167,122		
20	147,749		20	158,311		20	169,629		
21	149,965		21	160,686		21	172,173		
22	152,215		22	163,096		22	174,756		
23	154,498		23	165,543		23	177,377		
24	156,815		24	168,026		24	180,038		
25	159,168		25	170,546		25	182,738		
26	161,555		26	173,104		26	185,479		
27	163,979		27	175,701		27	188,262		
28	166,438		28	178,336		28	191,086		
29	168,935		29	181,011		29	193,952		
30	171,469		30	183,727		30	196,861		
31	174,041		31	186,483		31	199,814		
32	176,651		32	189,280		32	202,811		
33	179,301		33	192,119		33	205,854		
34	181,991		34	195,001		34	208,941		
35	184,721		35	197,926		35	212,075		
36	187,492		36	200,895		36	215,257		
37	190,304		37	203,908		37	218,485		
38	193,158		38	206,967		38	221,763		
39	196,056		39	210,071		39	225,089		
40	198,997		40	213,222		40	228,465		
41	201,982		41	216,421		41	231,892		
42	205,011		42	219,667		42	235,371		
43	208,086		43	222,962		43	238,901		
44	211,208		44	226,306		44	242,485		
45	214,376		45	229,701		45	246,122		
46	217,592		46	233,146		46	249,814		
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 Communications & Community Engagement Officer 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer			2080 - Chief of Staff 2080 - School Board Attorney 2080 - School Board Auditor			


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

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


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
SUMMER SCHOOL EMPLOYEES (continue)		
Interpreter	\$ 20.1690	
Library/Media Assistant	\$ 16.3956	
Nurse (RN)	\$ 32.00	<i>Summer School Rate</i>
Nurse Assistant	\$ 14.2803	
OT/PT	\$ 37.5000	<i>Summer School Rate</i>
OT/PT Assistant	\$ 23.1489	
Security Assistant	\$ 16.3956	
Summer Feeding Program (Manager)	\$ 21.60	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 20.8856	<i>Summer School Rate of \$16.3956 plus \$4.49</i>
Teacher	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 27.2135	
Teacher - IEP/Summer Eligibility Assessment	\$ 35.0000	
Teacher Assistant	\$ 16.3956	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 32.7017-78.1187	<i>Superintendent or designee approval required (U20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 20.00	
Baille Translator	\$ 18.8179	<i>Grade 12</i>
Bus Driver - Additonal/Double Run	\$ 10.00	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Bus Driver - Parks and Recreation	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver Trainee	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
CDL - Random Drug Testing	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.60	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 13.3262	
Clerical Support	\$ 15.2976 - 24.8059	
Curriculum Development/Textbook Adoption	\$ 35.00	
Disc Jockey	\$ 25.00	
Detention	\$ 25.00	
Early Literacy Support (non-certified) <i>Formerly PALS</i>	\$ 27.2135	
Early Literacy Support (Certified) <i>Formerly PALS</i>	\$ 33.5993	
Evening Administrator	\$ 37.5462	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 18.8179	
Foreign Language Translator-Written	\$ 20.1690	
Guidance Representative - Hearings	\$ 40.00	<i>Per Case</i>
Hearing Officer - Student Discipline	\$ 50.00	<i>Per Case</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Hearing Officer - Title IX Decision Makers (NEW Job Code)	\$ 50.00	<i>Per Hour</i>
Homebound Teacher - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 20.1690	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 21.6089	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 24.8059	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.00	
Jail Education Program - Psychologist	\$ 60.00	
Jail Education Program - Security	\$ 50.00	
Jail Education Program - Social Worker	\$ 40.00	
Jail Education Program - Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>Stipend</i>	<i>Paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 27.2135	<i>Non-Certified Teacher Rate</i>



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

Part-Time/Temporary Hourly Rates

SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Music Accompanist	\$ 31.0000	
Music Clinicians/Judges	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 23.15	<i>Entry Rate for OT/PT Asst.</i>
Physical Therapy Assistant (Licensed)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 35.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	
Project Support Staff	\$ 13.3262 - 78.1187	<i>Superintendent or designee approval required (Grade 7-MP of 28)</i>
Project Support Staff - PIA - Clerical/Material Assistant	\$ 15.2976	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.00	
Special Education Job Coach - Training	\$ 12.00	
Special Education Job Coach - HD	\$ 14.70	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Teacher - Academic Programs	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.06	
Test Proctor	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Tutor - AVID Program	\$ 17.63	
Tutor - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 27.2135	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.75	<i>If training is required, participant receives their own rate of pay</i>
Workshop Participants - Teacher	\$ 20.8795	<i>50% of the Teacher Scale for 21 years of exp.</i>


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS
SY 2025 - 2026

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

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

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8000	Spring	Baseball Coach	2,100.00	2,310.00	2	
ZATH 8001	Spring	Baseball Asst Coach	800.00	880.00	6	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	2,310.00	2	
ZATH 8005	Winter 1	Basketball Asst Coach - Boys	800.00	880.00	6	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8009	Winter 1	Basketball Asst Coach - Girls	800.00	880.00	6	
ZATH 8012	Semester 1	Cheerleading Coach	2,500.00	2,750.00	1	
ZATH 8013	Semester 1	Cheerleader Assistant	1,500.00	1,650.00	4	
ZATH 8016	Spring	Field Hockey	2,100.00	2,310.00	2	
ZATH 8017	Spring	Field Hockey Asst Coach	800.00	880.00	6	
ZATH 8019	Fall	Football Head Coach	2,500.00	2,750.00	1	
ZATH 8020	Fall	Football Asst Coach (2 versus school)	1,750.00	1,925.00	3	
ZATH 8027	Fall	Soccer Coach Boys	2,100.00	2,310.00	2	
ZATH 8028	Fall	Soccer Asst Coach - Boys	800.00	880.00	6	
ZATH 8031	Fall	Soccer Coach - Girls	2,100.00	2,310.00	2	
ZATH 8032	Fall	Soccer Asst Coach - Girls	800.00	880.00	6	
ZATH 8035	Spring	Softball Coach	2,100.00	2,310.00	2	
ZATH 8032	Spring	Softball Asst Coach	800.00	880.00	6	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	2,310.00	2	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	2,310.00	2	
ZATH 8045	Spring	Track Assistant	1,000.00	1,100.00	5	
ZATH 8048	Winter 2	Volleyball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8049	Winter 2	Volleyball Asst Coach - Girls	800.00	880.00	6	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	2,310.00	2	
ZATH 8053	Winter 2	Wrestling Asst Coach	800.00	880.00	6	

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8204	Spring	Baseball Coach	3,500.00	3,850.00	3	
ZATH 8208	Spring	Baseball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8208	Winter	Basketball Coach - Boys	4,000.00	4,400.00	2	
ZATH 8209	Winter	Basketball Asst Coach Boys	1,500.00	1,650.00	4A	
ZATH 8212	Winter	Basketball Coach - Girls	4,000.00	4,400.00	2	
ZATH 8213	Winter	Basketball Asst Coach Girls	1,500.00	1,650.00	4A	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,500.00	3,850.00	3	
ZATH 8218	Fall	Cheerleader Asst Coach	1,300.00	1,430.00	5A	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	2,000.00	2,200.00	6	
ZATH 8220	Winter	Diving Coach	2,500.00	2,750.00	5	
ZATH 8224	Fall	Field Hockey Coach	3,500.00	3,850.00	3	
ZATH 8225	Fall	Field Hockey Asst Coach	1,300.00	1,430.00	5A	
ZATH 8228	Fall	Football Head Coach	7,000.00	7,700.00	1	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	5,335.00	1A	
ZATH 8232	Fall	Golf Coach	2,000.00	2,200.00	6	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	3,300.00	4	
ZATH8300	Spring	Lacrosse Coach - Boys	3,500.00	3,850.00	3	
ZATH8301	Spring	Lacrosse Assistant Coach - Boys	1,300.00	1,430.00	5A	
ZATH8302	Spring	Lacrosse Coach - Girls	3,500.00	3,850.00	3	
ZATH8303	Spring	Lacrosse Assistant Coach - Girls	1,300.00	1,430.00	5A	
ZATH 8240	Spring	Soccer Coach - Boys	3,500.00	3,850.00	3	
ZATH 8028	Spring	Soccer Asst Coach Boys	1,300.00	1,430.00	5A	
ZATH 8244	Spring	Soccer Coach - Girls	3,500.00	3,850.00	3	
ZATH 8032	Spring	Soccer Asst Coach Girls	1,300.00	1,430.00	5A	
ZATH 8248	Spring	Softball Coach	3,500.00	3,850.00	3	
ZATH 8036	Spring	Softball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8252	Winter	Swimming Coach - Boys	3,000.00	3,300.00	4	
ZATH 8253	Winter	Swimming Asst Coach Boys	1,100.00	1,210.00	6A	
ZATH 8254	Winter	Swimming Coach - Girls	3,000.00	3,300.00	4	
ZATH 8255	Winter	Swimming Asst Coach Girls	1,100.00	1,210.00	6A	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	2,750.00	5	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	2,750.00	5	
ZATH 8264	Winter	Track Indoor Coach - Boys	3,000.00	3,300.00	4	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026					
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00	2,200.00	3A
ZATH 8268	Winter	Track Indoor Coach - Girls	3,000.00	3,300.00	4
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00	2,200.00	3A
ZATH 8272	Spring	Track Outdoor Coach - Boys	3,500.00	3,850.00	3
ZATH 8273	Spring	Track Outdoor Assistant - Boys	2,200.00	2,420.00	2A
ZATH 8276	Spring	Track Outdoor Coach - Girls	3,500.00	3,850.00	3
ZATH 8277	Spring	Track Outdoor Assistant - Girls	2,200.00	2,420.00	2A
ZATH 8280	Fall	Cross Country - Boys	2,500.00	2,750.00	5
ZATH 8283	Fall	Cross Country - Girls	2,500.00	2,750.00	5
ZATH 8289	Fall	Volleyball Coach - Boys	3,500.00	3,850.00	3
ZATH 8290	Fall	Volleyball Asst Coach Boys	1,300.00	1,430.00	5A
ZATH 8293	Fall	Volleyball Coach - Girls	3,500.00	3,850.00	3
ZATH 8294	Fall	Volleyball Asst Coach Girls	1,300.00	1,430.00	5A
ZATH 8297	Winter	Wrestling Coach	4,000.00	4,400.00	2
ZATH 8298	Winter	Wrestling Asst Coach	1,500.00	1,650.00	4
ZATH 8299	Fall-Winter-Spring	Weight Room Coordinator	1,500.00	n/a	n/a
ZATH 8350	Spring	JV Baseball Coach	2,200.00	2,420.00	3JV
ZATH 8354	Winter	JV Basketball Coach - Boys	2,600.00	2,860.00	2JV
ZATH 8358	Winter	JV Basketball Coach - Girls	2,600.00	2,860.00	2JV
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,200.00	2,420.00	3JV
ZATH 8365	Fall	JV Field Hockey Coach	2,200.00	2,420.00	3JV
ZATH 8368	Fall	JV Football Coach	3,000.00	3,300.00	1JV
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00	2,420.00	3JV
ZATH 8372	Spring	JV Soccer Coach - Boys	2,200.00	2,420.00	3JV
ZATH 8375	Spring	JV Soccer Coach - Girls	2,200.00	2,420.00	3JV
ZATH 8379	Spring	JV Softball Coach	2,200.00	2,420.00	3JV
ZATH 8382	Winter	JV Wrestling Coach	2,600.00	2,860.00	2JV



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

ELEMENTARY SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025-2026

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

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

MIDDLE SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025 - 2026

CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7701	Band	1,500.00		9/1-6/30	3	
ZNTH 7707	Choral Sponsor	1,500.00		9/1-6/30	3	
ZNTH 7708	Debate Sponsor	1,500.00	1,650.00	2/1-3/31	3A	
ZNTH 7709	Drama Sponsor	1,500.00	1,650.00	9/1-11/15	3A	
ZNTH 7711	Forensics Speech Sponsor	1,500.00	1,650.00	3/16-5/31	3A	
ZNTH 7810	Intramural Coordinator Fall	700.00		9/1-11/15	4	
ZNTH 7813	Intramural Coordinator Spring	700.00		3/16-5/31	4	
ZNTH 7811	Intramural Coordinator Winter 1	700.00		11/1-1/15	4	
ZNTH 7812	Intramural Coordinator Winter 2	700.00		2/1-3/31	4	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00		9/1-11/15	6	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00		9/1-11/15	6	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00		11/1-1/15	6	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00		11/1-1/15	6	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00		2/1-3/31	6	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00		2/1-3/31	6	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00		3/16-5/31	6	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00		3/16-5/31	6	
ZNTH 7712	Scholastic Bowl	1,500.00	1,650.00	11/1-1/15	3A	
ZNTH 7714	National Junior Honor Society	1,500.00		9/1-6/30	3	
ZNTH 7716	Orchestra	1,500.00		9/1-6/30	3	
ZNTH 7717	Partners In Education (Community Ed)	600.00		9/1-6/30	6	<i>Managed by the Dept. of Media & Communications</i>
ZNTH 7718	SCA Advisor	2,500.00		9/1-6/30	1	
ZNTH 7719	School Media Liaison	600.00		9/1/-6/30	6	
ZNTH 7706	Special Ed Committee Coordinator	2,500.00		9/1-6/30	1	
ZNTH 7720	Student Recognition Coordinator	1,500.00		9/1-6/30	3	
ZNTH 7728	Student Response Team Coord	2,500.00		9/1-6/30	1	
ZNTH 7721	Transportation Assistant	1,800.00		9/1-6/30	2	
ZNTH 7722	Yearbook Sponsor	2,500.00		9/1-6/30	1	
ZNTH 7724	MS Activity Driver Fall	800.00		9/1-11/15	5	
ZNTH 7725	MS Activity Driver Winter 1	800.00		11/1-1/15	5	
ZNTH 7726	MS Activity Driver Winter 2	800.00		2/1-3/31	5	
ZNTH 7727	MS Activity Driver Spring	800.00		3/16-5/31	5	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION			SEASON		Comments
ZNTH 7750	AIASA Sponsor			9/1-6/30		Determined by Principal: Club sponsorship funding not to exceed a total of \$5,250 per school not to exceed \$1,050 per club.
ZNTH 7752	Art Club Sponsor			9/1-6/30		
ZNTH 7754	Chess Club Sponsor			9/1-6/30		
ZNTH 7755	Chrome Club Sponsor			9/1-6/30		
ZNTH 7756	Computer Club Sponsor			9/1-6/30		
ZNTH 7758	Crime Solvers Sponsor			9/1-6/30		
ZNTH 7759	Culture Club Sponsor			9/1-6/30		
ZNTH 7781	Destination Imagination			9/1-6/30		
ZNTH 7760	Drama Club Sponsor			9/1-6/30		
ZNTH 7763	FEA Educators Rising Sponsor			9/1-6/30		
ZNTH 7764	FCCLA Sponsor			9/1-6/30		
ZNTH 7767	French Club Sponsor			9/1-6/30		
ZNTH 7774	Latin Club Sponsor			9/1-6/30		
ZNTH 7776	Mathematics Club Sponsor			9/1-6/30		
ZNTH 7782	Photography Club Sponsor			9/1-6/30		
ZNTH 7786	Science Club Sponsor			9/1-6/30		
ZNTH 7789	Spanish Club Sponsor			9/1-6/30		
ZNTH 7793	Technology Club Sponsor			9/1-6/30		
ZNTH 7841	Misc. Club Sponsor - 1st			9/1-6/30		
ZNTH 7842	Misc. Club Sponsor - 2nd			9/1-6/30		
ZNTH 7843	Misc. Club Sponsor - 3rd			9/1-6/30		
ZNTH 7796	Video Prod Club Sponsor			9/1-6/30		Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School
ZNTH 7797	Wellness Coordinator			9/1-6/30		
ZNTH 7751	Applied Arts Coordinator			9/1-6/30		
ZNTH 7757	Computer Coordinator			9/1-6/30		
ZNTH 7761	Electives Coordinator			9/1-6/30		
ZNTH 7762	English Coordinator			9/1-6/30		
ZNTH 7765	Fine Arts Coordinator			9/1-6/30		
ZNTH 7766	Foreign Language Coordinator			9/1-6/30		
ZNTH 7768	Grade Level 6 Coordinator			9/1-6/30		
ZNTH 7769	Grade Level 7 Coordinator			9/1-6/30		
ZNTH 7770	Grade Level 8 Coordinator			9/1-6/30		
ZNTH 7772	Health/PE Coordinator			9/1-6/30		
ZNTH 7773	Language Arts Coordinator			9/1-6/30		
ZNTH 7775	Library Coordinator			9/1-6/30		
ZNTH 7777	Mathematics Coordinator			9/1-6/30		
ZNTH 7779	Miscellaneous Coordinator			9/1-6/30		
ZNTH 7713	Miscellaneous Leadership Sponsor			9/1-6/30		
ZNTH 7780	Music Coordinator			9/1-6/30		
ZNTH 7783	Practical Arts Coordinator			9/1-6/30		
ZNTH 7784	Principal's Advisory Committee Chair			9/1-6/30		
ZNTH 7785	Resource Coordinator			9/1-6/30		
ZNTH 7787	Science Coordinator			9/1-6/30		
ZNTH 7788	Social Studies Coordinator			9/1-6/30		
ZNTH 7790	Special Ed Committee Coordinator			9/1-6/30		
ZNTH 7791	Staff Development Coordinator			9/1-6/30		
ZNTH 7792	Strategic Planning Coordinator			9/1-6/30		
ZNTH 7794	Technology Coordinator			9/1-6/30		
ZNTH 7795	Teen Living Coordinator			9/1-6/30		



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00		9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00		9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00		9/1-6/30	7	
ZNTH 7862	DECA Coordinator/ <i>Miscellaneous</i>	800.00		9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/ <i>Miscellaneous</i>	600.00		8/1-6/30	9	
ZNTH 7868	FFA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7869	FCCLA / <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7890	TSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7891	VICA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7867	FEA Educators Rising Coordinator/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
ZNTH 7879	Destination Imagination/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.						
ZNTH7895-7897	Activity Bus Driver	2,000.00		9/1-6/30	5	<i>per season</i>
ZNTH 7851	Assistant Student Activities Coordinator	8,500.00		8/1-6/30		2 per school
ZNTH 7858	Choral Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00		9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7863	Drama Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7906	e-Sports (Fall)	1,250.00		9/1-11/15	3	
ZNTH 7907	e-Sports (Spring)	1,250.00		3/16-5/31	3	
ZNTH 7894	Film Festival Director	2,500.00		9/1-6/30	3	<i>per season</i>
ZNTH 7870	Forensics Speech Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7871	Freshman Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	2,750.00	8/1-2/28	3A	
ZNTH 7874	Junior Class Sponsor	1,800.00		9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00		9/1-6/30	4	2 per school
ZNTH 7852	Marching Band	3,600.00		8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00		8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00		9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00		9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00		9/1-6/30	9	<i>Managed by the Dept. of Comm. & Community Engage.</i>
ZNTH 7898	SCA Advisor Assistant	2,500.00		9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00		9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00		9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00		9/1-6/30	4	<i>Moved from Dept Chair to Non-Athletic</i>
ZNTH 7900	Student Response Team Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00		9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00		9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00		9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00		9/1-6/30	2	

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Baseball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scoreboard Operator		25.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	60.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Basketball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Locker Room Monitor		40.00	
Scoreboard Operator/Timer	1 Game	25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scoreboard Operator/Timer	HS Event	45.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	45.00	
Site Coordinator		50.00	
Ticket Sellers	1 Game	25.00	
Ticket Sellers	2 Games	40.00	
Ticket Takers	1 Game	25.00	
Ticket Takers	2 Games	40.00	
Typist		30.00	
Cheerleading			
Announcer		55.00	
Announcer	MS Event	40.00	
Camera Operator		130.00	
Scorer		65.00	
Tabulators		65.00	
Ticket Sellers		70.00	
Ticket Sellers	MS Event	40.00	
Ticket Takers		70.00	
Ticket Takers	MS Event	40.00	
Timer		65.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Cross Country			
Chute Managers		40.00	
Chute Workers		20.00	
Computer Programmer		40.00	
Judge		30.00	
Marshal		20.00	
Recorder		30.00	
Scorer	1 Game	30.00	
Scorer	2 Games	40.00	
Starter		40.00	
Ticket Sellers		40.00	
Ticket Takers		40.00	
Timer		40.00	
Debate			
Asst. Director		50.00	
Judge	MS Event		25.00
Judge	HS Event		25.00
Judge Coordinator	MS Event		45.00
Scorer/Tabulator	HS Event	30.00	
Typist		30.00	
Field Hockey			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Football			
Announcer	MS Event	25.00	
Announcer		40.00	
Camera Operator		70.00	
Chain Crew	MS Event	25.00	
Clock Operator	MS Event	25.00	
Clock Operator		40.00	
Site Coordinator	MS Event	50.00	
Site Coordinator		75.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers		40.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Forensics			
Judge	Middle/High		25.00
Typist		30.00	
Golf			
Scorer		50.00	
Gymnastics			
Announcer		40.00	
Announcer	Multi-Games	55.00	
Scorer		40.00	
Scorer	Multi-Games	55.00	
Site Coordinator		75.00	
Ticket Taker and Sellers		40.00	
Ticket Taker and Sellers	Multi-Games	55.00	
Typist		25.00	
Lacrosse			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
One Act Play			
Critics		55.00	
Light Tech		150.00	
Program Coordinator		50.00	
Site Coordinator		150.00	
Sound Tech		150.00	
Ticket Taker and Sellers		20.00	
Timer		150.00	
Typist		100.00	
Scheduling Committee			
Typist		200.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Scholastic Bowl			
Judge		35.00	
Moderator		20.00	
Quizmaster		35.00	
Readers		35.00	
Timer		25.00	
Timer	Multi-Games	35.00	
Soccer			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Softball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Field Preparation			25.00
Scoreboard Operators		25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scorer		25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Seller and Takers	1 Games	25.00	
Ticket Seller and Takers	2 Games	40.00	
Swimming			
Announcer		40.00	
Camera Operator		50.00	
Dive Supervisor		50.00	
Site Coordinator		75.00	
Ticket Seller and Takers		40.00	
Typist		75.00	
Track			
Announcer	MS Event	45.00	
Announcer	HS Event	55.00	
Assistant Finish Line Judge		55.00	
Assistant Starter		80.00	
Assistant Timer		25.00	
Clerk of Course	MS Event	55.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Track (continue)			
Computer Assistant		35.00	
Computer Programmer		80.00	
Dual Starter		60.00	
Dual Starter	MS Event	35.00	
FAT Operator		80.00	
Field Event Assistants		25.00	
Field Event Assistants	MS Event	25.00	
Finish Line Judge		65.00	
Finish Line Judge	MS Event	45.00	
Head Timer	MS Event	30.00	
Hurdle Crew Manager		35.00	
Scorer		55.00	
Scorer	MS Event	45.00	
Site Coordinator		100.00	
Site Coordinator	MS Event	50.00	
Starter	Multi-Games	105.00	
Ticket Seller and Takers		40.00	
Timer	MS Event	30.00	
Tri-Starter		70.00	
Tri-Starter	MS Event	45.00	
Volleyball			
Announcers	1 Game	25.00	
Announcers	2 Games	40.00	
Libero Tracker	1 Game	25.00	
Libero Tracker	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Taker and Sellers	1 Game	25.00	
Ticket Taker and Sellers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Wrestling			
Announcer	Dbl Dual	50.00	
Announcer	Dual	40.00	
Announcer	MS Event	25.00	
Announcer	Tri/Quad	70.00	
Matchmaker		55.00	
Matchscorer		80.00	
Scorer	Consolation/Dual	35/40	
Scorer	Dbl Dual	50.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Wrestling (continued)			
Scorer	Finals	25.00	
Scorer	HS Event	65.00	
Scorer	MS Event	25.00	
Scorer	Tri/Quad	70.00	
Site Coordinator		100.00	
Ticket Taker and Sellers	Dbl Dual	50.00	
Ticket Taker and Sellers	Dual	40.00	
Ticket Taker and Sellers	Finals	80.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers	Tri/Quad	70.00	
Timer	Dbl Dual	50.00	
Timer	Dual	40.00	
Timer	MS Event	25.00	
Timer	Tri/Quad	70.00	
Weight Recorder	MS Event	25.00	
Weight Checker	MS Event	25.00	
Director Fees			
Directors Fees - Multi-Games	Level 1	50.00	
Directors Fees - Multi-Games	Level 2	75.00	
Directors Fees - Multi-Games	Level 3	80.00	
Directors Fees - Multi-Games	Level 4	100.00	
Directors Fees - Multi-Games	Level 5	120.00	
Directors Fees - Multi-Games	Level 6	150.00	
Directors Fees - Multi-Games	Level 7	200.00	
Directors Fees - Multi-Games	Level 8	300.00	
Directors Fees - Multi-Games	Level 9	400.00	
Directors Fees - Multi-Games	Level 10	250.00	
Directors Fees - Multi-Games	Level 11	500.00	
Directors Fees - Multi-Games	Level 12	600.00	
Director Fees (continued)			
Directors Fees - Multi-Games	Level 13	700.00	
Directors Fees - Multi-Games	Level 14	800.00	
Directors Fees - Multi-Games	Level 15	900.00	
Directors Fees - Multi-Games	Level 16	1,000.00	
High School Coaching Positions Eligible for Post Season Compensation (NEW)			
Football	Varsity/JV Head Coaches	\$100 for Each Week of Post Season Play (\$500 Max)	
	Varsity/JV Asst Coaches	\$50 for Each Week of Post Season Play (\$250 Max)	
Baseball, Basketball, Field Hockey, Lacrosse, Scholastic Bowl, Soccer, Softball, Tennis, Volleyball	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
High School Coaching Positions Eligible for Post Season Compensation (NEW continued)			
Cross Country, Golf, Gymnastics, Indoor Track, Outdoor Track, Swim/Dive, Wrestling	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	
Debate, One-Act Play, Speech	Head Coaches	\$100 for Second Level and \$100 for State (\$200 Max)	



Subject: Policy Review Committee Recommendations **Item Number:** 14A1-4

Section: Consent **Date:** May 27, 2025

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Carolyn Weems, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding the amendment of certain policies as recommended by the PRC at its April 23, 2025 meeting.

Background Summary

1. **Policy 3-8 – Small, Women-owned, Service Disabled Veterans and Minority-Owned Business Participation in School Division Procurements** – the PRC recommends updating the Legal References.
2. **Policy 3-32 – Emergency/Small/Sole Source Purchases** – the PRC recommends updating the name of the department head to Director of Purchasing, changing “purchasing authority” to “requestor”, and updating the Editor’s Note.
3. **Policy 5-10 – Admissions Requirements** – there are no recommended changes for this policy.
4. **Policy 6-73 – Testing and Assessment** – there are no recommended changes for this policy.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.
Policy Review Committee Meeting April 23, 2025

Budget Impact:

None.

Next Steps:

None.

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Small, Women-Owned, Service Disabled Veterans and Minority-Owned Business Participation in School Division Procurements

A. Generally

The School Board is committed to the participation of small, women-owned, service disabled veterans and minority-owned businesses in its procurement activities. All schools and departments are responsible and accountable for ensuring open and equal opportunity for all interested vendors and individuals when conducting School Board business.

B. Purpose

The intent of this policy is to enhance awareness of small, women-owned, service disabled veterans and minority-owned businesses in School Division procurements and to provide maximum practicable opportunities to such businesses.

C. Definitions

1. *Small Business*: means a business, independently owned or operated by one or more individuals who are U.S. citizens or legal resident aliens, and together with affiliates, has 250 or fewer employees, or average annual gross receipts of \$10 million or less averaged over the previous three years. One or more of the individual owners shall control both the management and daily business operations of the small business.
2. *Women-owned Business*: means a business that is at least fifty-one (51) percent owned by one or more women who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least fifty-one (51) percent of the equity ownership interest is owned by one or more women who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more women.
3. *Service disabled veteran*: means a veteran who (i) served on active duty in the United States military ground, naval, or air service, (ii) was discharged or released under conditions other than dishonorable, and (iii) has a service-connected disability rating fixed by the United States Department of Veterans Affairs.
4. *Service disabled veteran business*: means a business that is at least fifty-one (51) percent owned by one or more service disabled veterans or, in the case of a corporation, partnership, or limited liability company or other entity, at least fifty-one (51) percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more individuals who are service disabled veterans and both the management and daily business

operations are controlled by one or more individuals who are service disabled veterans.

5. *Minority-owned Business*: means a business concern that is at least fifty-one (51) percent owned by one or more minority individuals who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least fifty-one (51) percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more minority individuals who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more minority individuals.

D. Responsibility and Authority

1. The Department of Budget and Finance: Office of Procurement will:
 - a. Be responsible for reporting on the amount of business done with small, women-owned, service disabled veterans and minority-owned businesses through central purchasing on an annual basis.
 - b. Create an awareness of the benefits of working with small, women-owned, service disabled veterans and minority-owned businesses through outreach, marketing, education and training.
 - c. Promulgate procedures for inclusion of small, women-owned, service disabled veterans and minority-owned businesses in the School Division's purchasing activities that are consistent with competitive practices and departmental delegated authority.
 - d. Focus on continued identification of potential small, women-owned, service disabled veterans and minority-owned businesses.
2. The Department of School Division Services: Office of Facilities Services, will:
 - a. Be responsible for reporting on the amount of business done with small, women-owned, service disabled veterans and minority-owned businesses through the Capital Improvement Program.
 - b. Create an awareness of the benefits of working with small, women-owned, service disabled veterans and minority-owned businesses through outreach, marketing, education and training.
 - c. Promulgate procedures for inclusion of small, women-owned, service disabled veterans and minority-owned businesses in the School Division's purchasing activities that are consistent with competitive practices and departmental delegated authority.
 - d. Focus on continued identification of potential small, women-owned, service disabled veterans and minority-owned businesses.

Legal Reference

Code of Virginia, § 2.2-43010, ~~et seq.~~, as amended. Discrimination prohibited; participation of small, women-owned, minority-owned, and service disabled veteran-owned businesses and employment services organizations~~Virginia Public Procurement Act.~~

Editor's link: Procurement links

Adopted by School Board: February 9, 2010

Scrivener's Amendments: August 12, 2013

Amended by School Board: October 22, 2019

Amended by School Board: September 10, 2024

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lencioni

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Emergency/Small/Sole Source Purchases

A. Emergency Purchases

An emergency shall be deemed to exist when a breakdown in machinery or equipment and/or a threatened termination of essential services or a dangerous condition develops, or when any unforeseen circumstances arise causing curtailment or diminution of an essential service or where materials or services are needed to prevent loss of life or property.

In case of emergency, a contract may be awarded without competitive sealed bidding or competitive negotiation; however, such procurement shall be made with such competition as is practicable under the circumstances. A written determination of the basis for the emergency and for the selection of the particular contractor shall be submitted to the School Board and included in the contract file. Public notice will be made as required by law or regulation.

B. Small Purchases/Professional Service Contracts

All purchases of goods, contractual services, insurance and capital improvements where the aggregate or sum of all phases is estimated to be less than \$200,000 in value, shall not be subject to the requirements of the competitive sealed bidding procedures as described in ~~School Board~~ Policy 3-35 or competitive negotiation. However, when the aggregate or sum of all phases is estimated to be between ~~\$50,000~~ \$50,000 and \$200,000, the purchasing authority will, when practicable, obtain three informal solicitations or proposals, document such solicitations or proposals, and document the basis for choosing the vendor/contractor. If no other vendor/contractor is practicably available to provide the goods or services or the purchasing authority is unable to obtain solicitations or proposals, the purchasing authority will document this information and proceed with the purchase.

The following items, when purchased in dollar amounts below \$200,000, shall be exempt from competition:

1. Instructional Materials-as determined by the Director of ~~Purchasing~~Procurement;
2. Instructional Software and Digital Resources;
3. Assessment Test; and
4. Industry Standard Certifications.

Single or term contracts for professional services shall not be subject to the requirement of competitive negotiation of School Board Policy 3-38 where the aggregate or the sum of all phases is not expected to exceed \$80,000; however, the purchasing authority shall provide for competition wherever practicable. ~~Professional services are exempt from these provisions.~~

C. Sole/Single Source Purchases

1. When only one known source exists or can be practicably identified or only one single supplier can fulfill the requirements for a purchase or the provision of services, the ~~purchasing authority~~office of procurement services requester may purchase or enter into a contract without using competitive processes if the following procedures are followed. Acceptable reasons for sole/single source purchases:
 - a. Only one known source exists for the supplies or services as determined by documented research;
 - b. No other reasonable alternative source exists or can reasonably be identified that meets the ~~purchasing authority's~~requester's requirements;
 - c. Only one source meets the business needs of the ~~purchasing authority~~requester (e.g. compatibility; unique or special features or services);
 - d. Procurement of public utility services;
 - e. Compatibility (such as ~~a specific purchasing authority requires specific~~ piece of equipment is required to be compatible with existing equipment);
 - f. Limited or proprietary systems, services (i.e. additional licenses, updates, specialized replacement parts, etc.)
 - g. A unique professional expert is required;
 - h. Sales territories or product availability within limited geographic boundaries;
 - i. Unique or proprietary services owned or licensed by a person or corporation (motivational speakers, comedians, artists, musicians, singers, actors, etc.); and
 - j. Other reasons consistent with applicable law and regulation and as approved by the Director of ~~Purchasing~~Procurement.
2. What does not constitute acceptable reasons for sole/single source purchases
 - a. ~~Purchasing authority's~~The requester's preference for a brand name product or service or preference for particular vendor/contractor;
 - b. The "uniqueness" alone of a good or service without justification of the reasons no other good or service will meet the requirements and without written agreement of the Director of ~~Purchasing~~Procurement that no other good or service can meet the requirements; and
 - c. Failure of the ~~purchasing authority~~requester to follow purchasing procedures or plan adequate time to complete competitive procurement procedures or contract approval process.

3. Sole/single source procedure

- a. ~~Purchasing authority~~Requester must provide written justification to support the sole/single source request. Such request must include the following:
 - 1) A description of the unique features or reasons that justify not following competitive negotiation procedures;
 - 2) Documented research supporting the determination that the vendor/contractor is the only known source or only practicably identifiable source;
 - 3) Documented compatibility, licensing or related issues; and
 - 4) Other supporting evidence.

4. Approval of sole/single source determination

- a. The ~~purchasing authority~~requester will submit the written justification and supporting documentation to the Director of ~~Purchasing~~Procurement for approval prior to purchasing goods or services;
- b. The Director of ~~Purchasing~~Procurement or designee will review the supporting documentation and approve the written justification, reject the written justification or request further supporting information for consideration before rendering a decision;
- c. Public notice of the sole/single source determination will be made in accordance with applicable law or regulation; and
- d. The ~~purchasing authority~~requester will not be authorized to proceed with the purchase or contract for services or goods without approval from the Director of ~~Purchasing~~Procurement.

Editor's Note

See also the School Division's "~~Purchasing Services Handbook~~Procurement Policy and Procedures Manual."

Legal Reference

Code of Virginia §2.2-3100, et seq., as amended. State and Local Government Conflict of Interests Act.

Code of Virginia § 2.2-4300, et seq., as amended. Virginia Public Procurement Act.

Code of Virginia § 2.2-4370, as amended. Disclosure of subsequent employment.

Related Links

School Board Policy 3-35

School Board Policy 3-38

School Board Policy 3-89

Adopted by School Board: February 16, 1993

Amended by School Board: October 19, 1999

Amended by School Board: August 2, 2000

Amended by School Board: September 3, 2002

Amended by School Board: December 20, 2011

Amended by School Board: September 16, 2014

Amended by School Board: February 13, 2018

Amended by School Board: September 9, 2020

Amended by School Board: April 13, 2021

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY

Kamala H. Lenzini

STUDENTS

Admission Requirements

A. Enrollment Requirements

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

B. Part-Time Students

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

C. Nonresident Tuition Students

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

Legal Reference

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

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

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

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

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

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

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

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

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

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

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

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

Related Links

School Board **Policy 3-22**

Adopted by School Board: October 21, 1969

Amended by School Board: February 20, 1979

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

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

Amended by School Board: May 16, 2000

Amended by School Board: July 3, 2001

Scrivener's Amendments: November 22, 2010

Amended by School Board: June 19, 2012

Amended by School Board: July 9, 2019

Amended by School Board: June 10, 2024

Reviewed by School Board: 2025

APPROVED AS TO
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INSTRUCTION

Testing and Assessment

The Superintendent shall develop a program to test and assess the progress of students and to evaluate curriculum, teaching, and the instructional program. The Superintendent shall report to the School Board, the School Division, students, parents/legal guardians, the community, and the media the results of the testing and assessment program.

Legal Reference

Code of Virginia § 22.1-253.13:3, as amended. Standard 3. Accreditation, other standards, assessments and releases from state regulations.

Adopted by School Board: October 21, 1969

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

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

Amended by School Board: September 13, 2022

Amended by School Board: October 11, 2022

Reviewed by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY





Subject: College Park Elementary School RTU Repairs **Item Number:** 14B

Section: Consent **Date:** May 27, 2025

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

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

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

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with Comfort Systems of Virginia, Inc for the College Park Elementary School RTU Repairs in the amount of \$4,265,885.

Background Summary:

Project Architect:	Dills Architects
Contractor:	Comfort Systems of Virginia, Inc.
Contract Amount:	\$4,265,885
Construction Budget:	\$4,695,000
Number of Responsive Bidders:	1
Average Bid Amount:	\$4,265,885
High Bid:	\$4,265,885

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-018 Renovations and Replacements- HVAC Phase III

Next Steps:

No further action needed.



Subject: Bayside Middle School Foundation Repair, Phase II **Item Number:** 14C

Section: Consent **Date:** May 27, 2025

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

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

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

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA, Inc for the Bayside Middle School Foundation Repair Phase II in the amount of \$534,000.

Background Summary:

Project Architect:	Woolpert, Inc.
Contractor:	Master Contractors of VA, Inc.
Contract Amount:	\$534,000
Construction Budget:	\$750,000
Number of Responsive Bidders:	1
Average Bid Amount:	\$534,000
High Bid:	\$534,000

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-020 Renovations and Replacements- Various Phase III

Next Steps:

No further action needed.



Subject: Kempsville Middle School Foundation Repair, Phase I **Item Number:** 14D

Section: Consent **Date:** May 27, 2025

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

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

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

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with Master Contractors of VA, Inc for the Kempsville Middle School Foundation Repair, Phase I in the amount of \$528,800.

Background Summary:

Project Architect:	Woolpert, Inc.
Contractor:	Master Contractors of VA, Inc.
Contract Amount:	\$528,800
Construction Budget:	\$750,000
Number of Responsive Bidders:	1
Average Bid Amount:	\$528,800
High Bid:	\$528,800

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-020 Renovations and Replacements- Various Phase III

Next Steps:

No further action needed.



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

Section: Consent **Date:** May 27, 2025

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

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

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

Recommendation:

That the School Board approve a motion authorizing the Superintendent to execute a contract with E&P Electrical Contracting Co., Inc for the Salem High School HVAC Replacement in the amount of \$510,490.

Background Summary:

Project Architect:	Dills Architects
Contractor:	E&P Electrical Contracting Co., Inc.
Contract Amount:	\$510,490
Construction Budget:	\$625,000
Number of Responsive Bidders:	5
Average Bid Amount:	\$590,055.60
High Bid:	\$634,055

Source:

School Board Policy 3-90

Budget Impact:

CIP 1-018 Renovations and Replacements- HVAC Phase III

Next Steps:

No further action needed.



Subject: Division Literacy Plan **Item Number:** 14F

Section: Consent **Date:** May 27, 2025

Senior Staff: Danielle E. Colucci, Ed.D., Chief Academic Officer

Prepared by: Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning

Presenter(s): Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning

Recommendation:

That the school board approve the Division Literacy Plan as mandated by the Virginia Literacy Act (VLA).

Background Summary:

The Department of Teaching and Learning created the Division Literacy Plan in the template and per the guidance of the Virginia Department of Education (VDOE) and the VLA.

Source:

VDOE

Budget Impact:

VBCPS will utilize Virginia All In funding to support the costs of implementation and will utilize local funding for any costs not able to be covered by the All In funding source. As a reminder, the newly adopted K-5 core textbook was fully funded through All In funds, and we have encumbered funding for estimated costs for supplemental and intervention materials to support additional purchases that might be necessary.

Next Steps:

No further action needed.



Subject: Federal Grant Applications **Item Number:** 14G

Section: Consent **Date:** May 27, 2025

Senior Staff: Danielle E. Colucci, Ed.D., Chief Academic Officer

Prepared by: Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning

Presenter(s): Lorena L. Kelly, Ph.D., Executive Director of Elementary Teaching and Learning

Recommendation:

That the School Board approve the administration intent to apply for the following federal grants for the 2025-2026 school year.

- Title I, Part A Improving Basic Programs Operated by Local Educational Agencies (LEA)
- Title I, Part D Prevention and Intervention Programs for Children and Youth Who Are Neglected, Delinquent, or At-Risk
- Title II, Part A Preparing, Training, and Recruiting High Quality Teachers and Principals
- Title III, Part A Language Instruction for English Learners and Immigrant Students
- Title IV, Part A Student Support and Academic Enrichment Grants

Background Summary:

Notification to the public is accomplished through this announcement, through postings on the school division's Internet site, and through a media release from the Department of Communication and Community Engagement. Attached for additional information are the anticipated application amounts along with a summary of each federal grant program.

Source:

Notification to the public is accomplished through this announcement, through postings on the school division's Internet site, and through a media release from the Department of Communication and Community Engagement. Attached for additional information are the anticipated application amounts along with a summary of each federal grant program.

Budget Impact:

Each grant that is funded will provide revenues for additional resources for schools and the division.

Federal Grant Applications

Name	Description	Anticipated Funding Level
Title I, Part A	Improving Basic Programs Operated by Local Educational Agencies (LEA)	\$17,690,717.44
Title I, Part D	Prevention and Intervention Programs for Children and Youth Who are Neglected, Delinquent or At-Risk	\$181,805.07
Title II, Part A	Preparing, Training, and Recruiting High Quality Teachers and Principals	\$2,123,959.30
Title III, Part A	Language Instruction for English Learners and Immigrant Students	\$273,739.99
Title IV, Part A	Student Support and Academic Enrichment Grants	\$1,345,021.82
	Total	\$21,615,243.62

Title I, Part A – Improving Basic Programs Operated by Local Educational Agencies (LEA)

Title I, Part A provides financial assistance through state educational agencies to school divisions and public schools with high numbers or percentages of children from low-income families to help ensure that all children meet challenging state academic content and achievement standards.

Title I, Part D – Prevention and Intervention Programs for Children and Youth Who are Neglected, Delinquent, or At-Risk

Title I, Part D, Subpart 2, provides financial assistance for educational services to neglected and delinquent children and youth in locally operated correctional facilities and to other at-risk populations to prepare them for secondary school completion, training, employment, and further education.

Title II, Part A – Preparing, Training, and Recruiting High Quality Teachers and Principals

The purpose of Title II, Part A, is to: (1) increase student academic achievement through strategies such as improving teacher and principal quality, increasing the number of highly qualified teachers in the classroom and highly qualified principals and assistant principals in schools; and (2) hold local educational agencies and schools accountable for improvements in student academic achievement.

Title III, Part A – Language Instruction for Limited English Proficient and Immigrant Students

The purpose of Title III, Part A, is to ensure that students who are English learners (ELs), including immigrant children and youth, develop English language proficiency and meet the same challenging State academic content and academic achievement standards that other children are expected to meet.

Title IV, Part A - Student Support and Academic Enrichment Grants

The purpose of the Title IV, Part A, is to improve students' academic achievement by increasing the capacity of divisions to: (1) Provide all students access to a well-rounded education; (2) improve school conditions for learning; and (3) improve the use of technology in order to improve the academic achievement and digital access for all students.

Next Steps:

Submit to the VDOE for review and approval.



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

Section: Action **Date:** May 27, 2025

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 May 27, 2025, 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
May 27, 2025
2024-2025

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer	
Assigned to Unified Salary Scale	Appointments - Elementary School	Birdneck	5/14/2025	Keo Tun	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Green Run	5/7/2025	Marcelina S Agustin	Cafeteria Assistant, 5.5 Hours	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Malibu	5/7/2025	Kiara S Taylor	Custodian I	not applicable	Compass Group USA, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Elementary School	Rosemont Forest	5/14/2025	Tammy L Grethen	School Nurse	Old Dominion University, VA	CHKD, VA	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Landstown	5/7/2025	Jessica Hughes	Special Education Assistant	Georgia College, GA	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Plaza	5/14/2025	Toan L Diep	Custodian I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Middle School	Princess Anne	5/14/2025	Thomas A Wadleigh	Custodian I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Landstown	5/12/2025	Alex Cameron	Custodian I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - High School	Princess Anne	5/14/2025	Sharon A Hill	School Counseling Department Chair	Cambridge College, MA	VBPCS	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	5/6/2025	Theresa M Porto	Bus Driver - Special Ed, 6.5 Hours	not applicable	VBPCS	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	5/6/2025	Katlyn A Smith	Bus Driver - Special Ed, 6.5 Hours	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Appointments - Miscellaneous	Office of Transportation and Fleet Management Services	5/13/2025	Dennis M Gauvin	Bus Driver, 6.5 Hours	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Arrowhead	6/30/2025	Valentina B Jacques	Physical Education Assistant (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bayside	5/13/2025	Alicia N Yates	Custodian I (continuing education)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Bettie F. Williams	6/30/2025	Rachel L George	Special Education Assistant (relocation)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Glenwood	6/30/2025	Madison K Deese	Physical Education Assistant (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Hermitage	6/30/2025	Hariyani Natelli	Baker/Cook (transfer of spouse)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2025	Tiffany A Punno	Baker/Cook (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Kempsville Meadows	5/13/2025	VanQuasia Davis	Special Education Assistant (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2025	Jennifer R Jordan	Kindergarten Assistant (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Pembroke Meadows	6/30/2025	Cassandra M Button	Physical Education Assistant (relocation)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Shelton Park	6/30/2025	Alainea Carter	Special Education Assistant (relocation)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Tallwood	5/30/2025	Brittany L Gutierrez	Special Education Assistant (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Trantwood	5/16/2025	Maud Barichard-Poitrasson	Cafeteria Assistant, 5.0 Hours (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Trantwood	6/30/2025	Lynette M Samalot	General Assistant (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Elementary School	Woodstock	5/16/2025	Rachel Richmond	Custodian I (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Bayside	5/5/2025	Margaret C Pope	Special Education Assistant (family)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Cox	4/30/2025	Leoncio Estrella Jr	Custodian I (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kellam	6/30/2025	Grace C Martin	School Office Associate II (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	5/2/2025	Mary Troll	Security Assistant (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Kempsville	6/30/2025	Monique Billups	Custodian I (family)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	5/5/2025	Cedric Lim	Custodian I (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	5/23/2025	Matthew Guimba	Custodian I (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Ocean Lakes	5/30/2025	Rod Dale M Fernandez	Custodian III Head Night (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Princess Anne	6/30/2025	Zynia K Hampton	Special Education Assistant (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - High School	Renaissance Academy	5/21/2025	DeShawn Gumbs	ISS Coordinator (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Maintenance Services	7/7/2025	Steven M Cotthaus	Supervisor Maintenance (relocation)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Leanna M Landry	Coordinator Special Education (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Sharon Woodward	Occupational Therapy Asst (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Student Support Services	6/30/2025	Elizabeth M Davey	Behavior Intervention Specialist (relocation)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/6/2025	Carmen Gonzalez	Bus Driver - Special Ed, 6.5 Hours (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/6/2025	Alicia L Madsen	Bus Driver - Special Ed, 6.5 Hours (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Resignations - Miscellaneous	Office of Transportation and Fleet Management Services	5/9/2025	Alexis Sellers	Bus Driver, 6.5 Hours (personal reasons)	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Glenwood	5/31/2025	Antonino Olimpiade	Custodian I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Kempsville Meadows	6/30/2025	Kriss Holland	Special Education Assistant	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Kempsville Meadows	7/14/2025	Lee A Davidson	Assistant Principal	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Providence	6/30/2025	Grayland V McPherson	Custodian III Head Day	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Elementary School	Red Mill	6/30/2025	Sara Mattocks	Kindergarten Assistant	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Middle School	Old Donation School	9/2/2025	Maureen C Fowler	Technology Support Technician	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Ocean Lakes	5/23/2025	Yumita P Guimba	Custodian I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - High School	Princess Anne	6/30/2025	Elizabeth Calvin	Custodian I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Teaching and Learning	7/30/2025	Sheila L Cooper	Coordinator Title I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Department of Technology	6/30/2025	Suzanne J Anglim	Systems Administrator	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Laura J Henchen	Special Education Assistant	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2025	Conchita Freeman	Bus Driver - Special Ed	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2025	Elizabeth M Kustra	Bus Driver, 6.5 Hours	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Retirements - Miscellaneous	Office of Transportation and Fleet Management Services	6/30/2025	David L Watford	Fleet Technician I	not applicable	not applicable	not applicable
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Fairfield	5/13/2025	Donna M Kopf	Kindergarten Assistant	not applicable	not applicable	(employee rescinded resignation request)
Assigned to Unified Salary Scale	Other Employment Actions - Elementary School	Malibu	5/30/2025	Amy J Kelly	Technology Support Technician	not applicable	not applicable	(employee changed retirement date from 06/30/2025 to 05/30/2025)
Assigned to Instructional Salary Scale	Resignations - Elementary School	Alanton	6/30/2025	Morgan E Armiger	Third Grade Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	College Park	5/7/2025	Tanisha R Uzoatuegwu	Title I Resource Teacher (personal reasons)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Fairfield	6/30/2025	Tracy L Zumar	Fourth Grade Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Green Run	6/30/2025	Lorraine T Kasmala	Special Education Teacher (moved to public school system)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Holland	6/30/2025	Elizabeth A Churchill	Fourth Grade Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Holland	6/30/2025	April Gallagher	Kindergarten Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Indian Lakes	6/30/2025	Michelle A Stokes	School Counselor (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Kempsville	6/30/2025	Emily A Ramos	First Grade Teacher (personal reasons)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	King's Grant	6/30/2025	Katie L Belveal	Kindergarten Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Landstown	6/30/2025	Madelyn McKinney	Third Grade Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Lynnhaven	6/30/2025	Shanice L Williams	School Counselor (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	North Landing	6/30/2025	Jennie Damasco	Special Education Teacher (family)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Elementary School	Strawbridge	6/30/2025	Emilee R Scott	First Grade Teacher (relocation)	not applicable	not applicable	not applicable

Personnel Report
Virginia Beach City Public Schools
May 27, 2025
2024-2025

Scale	Class	Location	Effective	Employee Name	Position/Reason	College	Previous Employer	
Assigned to Instructional Salary Scale	Resignations - Elementary School	Tallwood	6/30/2025	Jessica A Horton	School Counselor (family)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Bayside Sixth Grade Campus	6/30/2025	Susan M Knowlton	Title I Resource Teacher (personal reasons)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Independence	6/30/2025	Koby G Stern	Special Education Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Landstown	6/30/2025	Ashley M Moles	Seventh Grade Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - Middle School	Larkspur	6/30/2025	Brian E Gray	Sixth Grade Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2025	Christine Butzbach	English Teacher (personal reasons)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Bayside	6/30/2025	Ashton E Thoroughgood	Social Studies Teacher (personal reasons)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Green Run Collegiate	6/30/2025	Madeline Reyes	Mathematics Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kellam	6/30/2025	Deborah J Simeon-Dohmann	Special Education Teacher (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Kempsville	6/30/2025	Brittney L Irvin	Science Teacher (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Ocean Lakes	6/30/2025	Jordan L Turner	Science Teacher (career enhancement opportunity)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Salem	6/30/2025	Emily J Daves	Special Education Teacher (transfer of spouse)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Resignations - High School	Virginia Beach Juvenile Detention Center	6/30/2025	Eric D Hitch II	Transition Specialist (relocation)	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Brookwood	6/30/2025	Kathy L Kwitoski	Fourth Grade Teacher	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Elementary School	Newtown	6/30/2025	Shelly M Bramley	Special Education Teacher	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Brandon	6/30/2025	Jeanellen MacNeal-Rhudy	School Counselor	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Middle School	Independence	6/30/2025	Kathleen B Heilig	Library Media Specialist	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Kristi L Greenstein	Hearing Impairment Teacher	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Retirements - Miscellaneous	Office of Programs for Exceptional Children	6/30/2025	Trisha L Hall	Special Education Teacher	not applicable	not applicable	not applicable
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Creeds	6/30/2025	Shannon D Altman	First Grade Teacher	not applicable	not applicable	(employee changed from retirement to resignation)
Assigned to Instructional Salary Scale	Other Employment Actions - Elementary School	Tallwood	6/30/2025	Yvette M Jump	Kindergarten Teacher	not applicable	not applicable	(employee changed from retirement to resignation)
Assigned to Instructional Salary Scale	Other Employment Actions - High School	Cox	6/30/2025	Eric D Bodenstein	English Teacher	not applicable	not applicable	(employee changed from retirement to resignation)
Administrative	Appointments - Elementary School	Luxford	7/1/2025	James E Daub	Principal	Old Dominion University, VA	VBAPS	not applicable
Administrative	Appointments - Elementary School	Shelton Park	7/1/2025	Sara L Mendez	Principal	Virginia Tech, VA	VBAPS	not applicable
Administrative	Appointments - High School	Advanced Technology Center	7/1/2025	Tasha Wearren	Director Advanced Technology Center	Old Dominion University, VA	VBAPS	not applicable
Administrative	Appointments - High School	Kellam	7/1/2025	Leah M Nelson	Principal	Old Dominion University, VA	VBAPS	not applicable
Administrative	Appointments - High School	Kempsville	7/1/2025	Tamika D Singletary-Johnson	Principal	Gardner-Webb University, NC	VBAPS	not applicable
Administrative	Appointments - High School	Ocean Lakes	7/1/2025	Leslie L Ittner	Principal	Old Dominion University, VA	VBAPS	not applicable
Administrative	Appointments - High School	Renaissance Academy	7/1/2025	Anthony Smith	Director, Alternative Education	Old Dominion University, VA	Chesapeake Public Schools	not applicable
Administrative	Appointments - Miscellaneous	Office of Programs for Exceptional Children	7/7/2025	Alyson D Szykuc	Coordinator Special Education	College of William and Mary, VA	Norfolk Public Schools	not applicable



Subject: Changes to *Compass to 2025* and *2030* Strategic Frameworks Item Number: 15B

Section: Action Date: May 27, 2025

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation, and Accountability

Presenter(s): Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation, and Accountability

Recommendation:

That the School Board approve the proposed modifications as shared in the “Changes to *Compass to 2025* and *2030* Strategy Frameworks” presentation at the May 13, 2025, School Board meeting. The modifications were proposed in response to the School Board Resolution adopted on April 8, 2025. The request for action comes in two parts:

- Part 1 – Adopt proposed modifications to the current strategic framework, *Compass to 2025*.
- Part 2 – Adopt proposed modifications to the next strategic framework, *Compass to 2030*.

Background Summary:

On May 13, 2025, the School Board received information regarding proposed modifications to the division’s current strategic framework (*Compass to 2025*) and the next strategic framework (*Compass to 2030*). The review and revisions were conducted in response to federal and local requirements. More specifically, the review was guided by Executive Order 14190, the U.S. Department of Education’s Dear Colleague Letter and accompanying FAQ, the Certification Request Letter issued to all local education agencies, and the School Board’s April 8, 2025, resolution.

Source:

- Executive Order 14190 – *Ending Radical Indoctrination in K-12 Schooling* (January 2025)
- U.S. Department of Education – *Title VI of the Civil Rights Act in Light of Students for Fair Admissions v. Harvard* (February 2025)
- U.S. Department of Education – *Frequently Asked Questions About Racial Preferences and Stereotypes Under Title VI of the Civil Rights Act* (March 2025)
- Virginia Department of Education Compliance Certification – *Reminder of Legal Obligations Undertaken in Exchange for Receiving Federal Financial Assistance and Request for Certification Under Title VI and SFFA v. Harvard* (April 2025)
- Virginia Beach School Board Resolution to comply with legal obligations in exchange for receiving federal assistance (April 2025)

Budget Impact:

No budgetary implications.

Next Steps:

No further action is needed.



Subject: Tri-Campus Planning **Item Number:** 15C

Section: Action **Date:** May 27, 2025

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

Matthew D. Delaney, Chief Schools Officer, Department of School Leadership

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

Melanie J. Hamblin, Ed.D., Senior Executive Director of Elementary Schools

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

Melanie J. Hamblin, Ed.D., Senior Executive Director of Elementary Schools

Recommendation:

That the School Board approve one of two options listed below for the reconfiguration of the Tri-Campus schools:

- Option 1 - Two Pre-K through 5th grade schools **or**
- Option 2 - One Pre-K through 1st grade school and one 2nd through 5th grade school

Background Summary:

On May 13, 2025, the School Board was provided with information regarding transitioning the Tri-Campus from three schools into two schools. The presentation provided results from a Community Meeting held on Wednesday, April 23, 2025, and a public online survey indicating Option 2 was preferred by the community due to the developmental needs of the age group.

Source:

School Board Policy 3-12

Budget Impact:

TBD

Next Steps:

TBD



FY 2025-2026 Amended Budget Resolution

Subject: Operating Budget FY2025-2026 Resolution **Item Number:** 15D1

Section: Action **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve the FY 2025/26 Operating Amended Budget Resolution.

Background Summary:

N/A

Source:

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

Budget Impact:

The Amended Budget Resolution - FY 2025/26 reflects all the updated and correct budget numbers.

Next Steps:

No further action is needed.

Amended School Operating Budget for FY 2025/26

WHEREAS, the School Board of the City of Virginia Beach approved the FY 2025/26 School Board Proposed Operating Budget on March 11, 2025; and

WHEREAS, the budget amendments adopted by the 2025 General Assembly Conference Budget adopted its final changes for the 2024-2026 Biennium affecting Pre-K-12 Public Education; and

WHEREAS, Governor Youngkin signed the amended Virginia State Budget on May 2, 2025, providing additional state funds to the School Board of the City of Virginia Beach in the amount of \$13,585,069; and

WHEREAS, the FY 2025/26 School Board Proposed Operating Budget was adopted by City Council on May 13, 2025; and

WHEREAS, the City of Virginia Beach has previously appropriated \$13,865,458 for the School Board Proposed Operating Budget as part of the approved FY2025/26 budget, and an additional appropriation is necessary in the amount of \$2,694,929 from the City of Virginia Beach for additional state money received for Special Ed Add-on; and

WHEREAS, the School Board of the City of Virginia Beach has a need to complete the new phone system replacement at remaining locations to improve communication infrastructure and operational efficiency, and the Cell Tower has available fund balance that can be allocated to support this upgrade; and

WHEREAS, the School Board of the City of Virginia Beach anticipates an increase in athletic Fund revenues as a result of recently approved ticket price increases for athletic events, and the appropriation will support an increased coaching supplement; and

WHEREAS, the Green Run Collegiate Charter School has reduced staffing through the elimination of a position, and an adjustment is necessary to decrease the appropriation to the Green Run Collegiate Charter School to align with the revised expenditure needs; and

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

NOW, THEREFORE, BE IT

RESOLVED: that the School Board of the City of Virginia Beach requests an additional appropriation of \$2,694,929 from the City Council of Virginia Beach for the School Board Operating Budget in addition to previously appropriated \$13,865,458 on May 13, 2025; and be it

FURTHER RESOLVED: these funds will be used to provide additional special education support, a 1% increase above the 2% increase previously approved to the Instructional Experience-Based Step Pay Scale entry-level salary, and additional PAYGO funding; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests an additional appropriation of \$1,953,127 from the available fund balance of the Cell Tower Fund in support of the new phone system replacement implementation at remaining locations; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests an additional appropriation of \$162,100 from the anticipated increase in Athletic Fund revenues, resulting from approved ticket price increases for athletic events, with all additional funds designated to support coaching supplements; and be it

FURTHER RESOLVED: the School Board of the City of Virginia Beach requests a decrease in the amount of \$56,356 into the Green Run Collegiate Charter School Fund due to a position reduction; and be it

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

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

Adopted by the School Board of the City of Virginia Beach this 27th day of May 2025.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



FY 2025-2026 Amended Budget Resolution – Capital Improvement

Subject: Program FY2025-2026 through FY 2030-2031 Resolution **Item Number:** 15D2

Section: Action **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve the FY 2025/26 Amended Capital Improvement Program FY 2025-2026 through FY 2030-2031 Resolution.

Background Summary:

N/A

Source:

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

Budget Impact:

The Amended Capital Improvement Program FY 2025-26 through FY 2030-31 Resolution reflects all the updated and correct budget numbers.

Next Steps:

No further action is needed.

**Amended Capital Improvement Program for FY 2025/26 - FY 2030/31
Budget Resolution**

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

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

WHEREAS, the primary funding sources for the Capital Improvement Program (CIP) are charter bonds, public facility revenue bonds, and reversion funding; and

WHEREAS, the City/School Revenue Sharing Policy provides 46.75% of certain general fund revenues to meet obligations of the School Board of the City of Virginia Beach; and

WHEREAS, the City/School Revenue Sharing Policy allocates funds first to Debt Service, while the balance is used for the Operating Budget and the CIP; and

WHEREAS, an additional \$4,954,741 from the originally approved budget will be allocated in the form of Schools' Pay-As-You-Go (PAYGO) funding with a corresponding reduction in authorized but unissued Public Facility Revenue Bonds; and

WHEREAS, the School Board has comprehensively reviewed all sources of funding, projected various scenarios and prioritized the needs of the Operating and CIP budgets; and

WHEREAS, total project cost/new construction amounts are partly based on 2023 Educational Specifications, post 30% design, created with School Board input; and

WHEREAS, 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; and

WHEREAS, new construction projects will not go out for bid without School Board approval separate from this CIP; and

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach adopts a CIP program of \$870,409,239 (as shown on the attached School Board Funding Summary and Project Summary dated May 27, 2025), and be it

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

Adopted by the School Board of the City of Virginia Beach this 27th day of May 2025.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board

School Board Funding Summary
Virginia Beach City Public Schools
FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)
Amended - May 27, 2025

CIP #	Project Category	Total Project Cost	With Six Year Appropriations	Appropriations to Date	Year 1 2025-2026	Year 2 2026-2027	Year 3 2027-2028	Year 4 2028-2029	Year 5 2029-2030	Year 6 2030-2031
1-001	Renovations and Replacements - Energy Management/Sustainability	34,855,000	34,855,000	17,825,000	1,500,000	2,810,000	2,970,000	3,130,000	3,310,000	3,310,000
1-002	Tennis Court Renovations - Phase II	3,680,000	3,680,000	2,200,000	210,000	230,000	240,000	260,000	270,000	270,000
1-015	Princess Anne High School Replacement *	499,847,192	217,096,632	176,806,632	20,500,000	5,700,000	7,580,000	4,290,000	1,220,000	1,000,000
1-016	Energy Performance Contracts - Phase II	50,500,000	50,500,000	37,500,000	2,500,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000
1-017	Renovations and Replacements - Grounds - Phase III	43,567,886	43,567,886	20,337,886	4,000,000	5,750,000	2,870,000	3,410,000	3,600,000	3,600,000
1-018	Renovations and Replacements - HVAC - Phase III	278,322,146	278,322,146	92,892,146	27,920,000	27,830,000	30,220,000	31,900,000	33,670,000	33,890,000
1-019	Renovations and Replacements - Reroofing - Phase III	108,644,260	108,644,260	45,124,260	8,960,000	9,880,000	10,430,000	11,010,000	11,620,000	11,620,000
1-020	Renovations and Replacements - Various - Phase III	63,175,854	63,175,854	30,985,854	5,240,000	5,780,000	4,950,000	5,220,000	5,500,000	5,500,000
1-022	Elementary School Playground Equipment Replacement	4,934,737	4,934,737	3,084,737	260,000	290,000	300,000	320,000	340,000	340,000
1-027	Renovations and Replacements - Safe School Improvements	2,480,000	2,480,000	1,000,000	210,000	230,000	240,000	260,000	270,000	270,000
1-028	Tri-Campus Additions*	27,650,085	27,650,085	27,650,085	0	0	0	0	0	0
1-029	Bayside High School Replacement *	963,601,067	5,936,507	5,936,507	0	0	0	0	0	0
1-033	Comprehensive Long Range Facilities Master Planning Update	1,000,000	1,000,000	200,000	0	800,000	0	0	0	0
1-030	Payroll System Replacement	13,586,909	13,586,909	13,586,909	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)		2,110,824,359	870,409,239	490,109,239	71,300,000	61,800,000	61,800,000	61,800,000	61,800,000	61,800,000
TARGETS					71,300,000	61,800,000	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 Dec. 10, 2024, excluding \$20,500,000 which are included in 'Year 1 2025-2026' appropriations.

Note: *Total Project Cost for CIP 1-015 Princess Anne HS Replacement considers a bid in 2037. Additional funding would be needed to accomplish this.

Note: *CIP 1-028 Tri-Campus Additions will address space needs at Bettie F. Williams Elementary School, originally built in 1961 that can no longer adequately accommodate the required instructional programs. As a result, this facility space is in need of replacement and will be replaced with additions on nearby schools in the Tri-Campus area, such as Newtown ES and Diamond Springs ES. Total Project Cost considers a bid in 2026 to 2027.

Note: *Total Project Cost for CIP 1-029 Bayside HS Replacement considers a bid in 2051. Additional funding would be needed to accomplish this.

School Board Funding Sources
Virginia Beach City Public Schools
FY2025/26 - FY 2030/31 Capital Improvement Program (CIP)
Amended - May 27, 2025

Debt Service	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
VBCPS Debt Service Plan: \$6 Million per Year Increase starting FY26/27	50,071,611	56,071,611	62,071,611	68,071,611	74,071,611	80,071,611

Funding Sources	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
Charter Bonds	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000	32,300,000
Public Facility Revenue Bonds	7,045,259	12,000,000	12,000,000	12,000,000	12,000,000	12,000,000
PayGo	8,954,741	5,000,000	6,000,000	7,000,000	7,500,000	8,000,000
Interest/Sale of Property*	0	0	0	0	0	0
Energy Performance Contracts Funding	2,500,000	2,500,000	2,000,000	2,000,000	2,000,000	2,000,000
State Construction Grants	0	0	0	0	0	0
School Special Reserve Fund Balance/Reversion	20,500,000	10,000,000	9,500,000	8,500,000	8,000,000	7,500,000
Total	71,300,000	61,800,000	61,800,000	61,800,000	61,800,000	61,800,000

Note: \$20,500,000 reversion line item for FY 25/26 reflects reversion from Dec. 10, 2024 City Council approval.

*Bayside 6th Grade Campus students will be relocated to Bayside MS for SY 25/26. VBCPS is working with an AdHoc Committee for this site on Jericho Rd, which will be vacant in September 2025. Regarding CIP 1-028 Williams Elementary Replacement project, VBCPS is currently evaluating the Tri-Campus model.

Included in this proposal for FY25/26 and reflected in the line items above is \$4,954,741 to be allocated in the form of Schools' Pay-As-You-Go (PAYGO) funding with a corresponding reduction in authorized but unissued Public Facility Revenue Bonds, determined from the approval process held by City Council on May 13, 2025.



Subject: FY 2024-2025 Bonus Resolution **Item Number:** 15D3

Section: Action **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve the distribution of the State one-time bonus of \$650 to all full-time equivalent employees as of June 1, 2025.

Background Summary:

Budget Amendments Adopted by the 2025 General Assembly Conference Budget for the 2024-2026 Biennium affecting Pre-K-12 Public Education included a provision for a one-time bonus payment.

Source:

N/A

Budget Impact:

N/A

Next Steps:

No further action is needed.

FY 2024/25 Bonus Resolution

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

WHEREAS, the City of Virginia Beach's adopted Budget Ordinance appropriated funds to the School Board of the City of Virginia Beach; and

WHEREAS, the Budget Amendments Adopted by the 2025 General Assembly Conference Budget for the 2024-2026 Biennium affecting Pre-K-12 Public Education includes a provision for one-time bonus payments to promote retention among instructional and support positions in public education across the Commonwealth; and

WHEREAS, Governor Youngkin signed the amended Virginia State Budget on May 2, 2025; providing additional state funds to the School Board of the City of Virginia Beach in the amount of \$6,584,326; and

NOW, THEREFORE, BE IT

RESOLVED: these funds will be used to provide a one-time bonus of \$650 to all full-time equivalent employees as of June 1, 2025 and be it

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

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

Adopted by the School Board of the City of Virginia Beach this 27th day of May 2025.

S E A L

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



Subject: Salary Resolution FY 2025/26 **Item Number:** 15E

Section: Action **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve one of the two Salary Resolutions for FY 2025/26 and the following corresponding attachments:

- Attachment A – Alphabetical Listing of Instructional Positions
- Attachment B – Instructional Experience – Based Step Pay Scale (7/1/25 – 6/30/26)
- Attachment C – Unified Experience – Based Step Pay Scale Grade assignments (7/1/25 – 6/30/26)
- Attachment D - Unified Experience – Based Step Pay Scale (7/1/25 – 6/30/26)
- Attachment E – Part-time Temporary Hourly Rates (7/1/25 – 6/30/26)
- Attachment F - Table of Allowances 2025/2026
- Attachment G – High School Department Chair and Non-Athletic and Athletic Supplements 2025/26
- Attachment H – Student Activity Rates 2025/26.

Background Summary:

The City Council Approved the FY 2025/26 Budget that places an emphasis on staffing and compensation needs.

Source:

N/A

Budget Impact:

Funds are budgeted in the various funds and budget cost centers for FY 2025/26.

Next Steps:

No further action is needed.

SALARY RESOLUTION

May 27, 2025

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 proposed FY 2025/26 Operating Budget includes a 2% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale; and

WHEREAS, the proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase; and

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

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

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

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 of the City of Virginia Beach this 27th day of May 2025.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2025 - 2026

Effective: July 1, 2025 (3.5%)

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	55,146	58,193	59,848	60,939	71,698	39,121
1	55,973	59,066	60,746	61,853	72,773	39,708
2	56,813	59,952	61,657	62,781	73,865	40,304
3	57,665	60,851	62,582	63,723	74,973	40,908
4	58,530	61,764	63,521	64,679	76,097	41,522
5	59,408	62,690	64,474	65,649	77,239	42,145
6	60,299	63,631	65,441	66,634	78,397	42,777
7	61,204	64,585	66,422	67,633	79,573	43,419
8	62,122	65,554	67,419	68,647	80,767	44,070
9	63,054	66,538	68,430	69,677	81,978	44,731
10	63,999	67,535	69,456	70,722	83,208	45,402
11	64,959	68,549	70,498	71,783	84,456	46,083
12	65,934	69,577	71,556	72,860	85,723	46,774
13	66,923	70,621	72,629	73,953	87,009	47,476
14	67,927	71,680	73,718	75,062	88,314	48,188
15	68,945	72,755	74,824	76,188	89,639	48,911
16	69,980	73,846	75,947	77,331	90,983	49,644
17	71,029	74,954	77,086	78,491	92,348	50,389
18	72,095	76,078	78,242	79,668	93,733	51,145
19	73,176	77,220	79,416	80,863	95,139	51,912
20	74,274	78,378	80,607	82,076	96,566	52,691
21	75,388	79,554	81,816	83,308	98,015	53,481
22	76,519	80,747	83,043	84,557	99,485	54,283
23	77,667	81,958	84,289	85,825	100,977	55,098
24	78,832	83,187	85,553	87,113	102,492	55,924
25	80,014	84,435	86,837	88,420	104,030	56,763
26	81,214	85,702	88,139	89,746	105,590	57,614
27	82,433	86,987	89,461	91,092	107,174	58,479
28	83,669	88,292	90,803	92,458	108,781	59,356
29	84,924	89,616	92,165	93,845	110,413	60,246
30	86,198	90,961	93,548	95,253	112,069	61,150
31	87,491	92,325	94,951	96,682	113,751	62,067
32	88,803	93,710	96,375	98,132	115,457	62,998
33	90,135	95,116	97,821	99,604	117,189	63,943
34	91,488	96,543	99,288	101,098	118,946	64,902
35	92,860	97,991	100,778	102,615	120,731	65,876
36	94,253	99,460	102,289	104,154	122,542	66,864
37	95,667	100,952	103,824	105,716	124,380	67,867
38	97,102	102,467	105,381	107,302	126,246	68,885
39	98,558	104,004	106,962	108,911	128,139	69,918
40	100,036	105,564	108,566	110,545	130,061	70,967
41	101,537	107,147	110,195	112,203	132,012	72,032
42	103,060	108,755	111,848	113,886	133,992	73,112
43	104,606	110,386	113,525	115,595	136,002	74,209
44	106,175	112,042	115,228	117,329	138,043	75,322
45	107,768	113,722	116,957	119,089	140,113	76,452
46+	109,384	115,428	118,711	120,875	142,215	77,598

The scale reflects a 2% entry-level adjustment and a 1.5% difference between each step for years of experience.

**Alphabetical Listing of Instructional Positions
SY 2025 - 2026**

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

VBCPS Unified Exp-Based Pay Scale - SY 2025-2026 (7/1/25)			
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
46	111,576	123,329	145,049
1500/1658 - Behavior Intervention Specialist 1500/1658 - Occupational Therapist 1500/1658 - Physical Therapist 1950 - Pos Behav'I Interven & Support (PBIS) Spec 1500/1950 - School Psychologist 1500/1950 - School Social Worker			

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																		
U07														U08				
Annual Hrs	7/1/2025	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	HRS	7/1/2025	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	15.7590	10,259	11,725	13,190	14,655	16,121	17,587	19,052	20,518	21,983	23,449	25,214	32,778	0	16.3063	22,355	22,828	33,917
1	15.9166	10,361	11,842	13,322	14,802	16,282	17,762	19,243	20,723	22,203	23,683	25,466	33,106	1	16.4693	22,579	23,057	34,256
2	16.0758	10,465	11,960	13,455	14,950	16,445	17,940	19,435	20,930	22,425	23,920	25,721	33,437	2	16.6340	22,805	23,287	34,598
3	16.2365	10,569	12,080	13,589	15,099	16,609	18,119	19,629	21,139	22,649	24,159	25,978	33,771	3	16.8004	23,033	23,520	34,944
4	16.3989	10,675	12,201	13,725	15,250	16,776	18,301	19,826	21,351	22,876	24,401	26,238	34,109	4	16.9684	23,263	23,755	35,294
5	16.5629	10,782	12,323	13,863	15,403	16,943	18,484	20,024	21,564	23,105	24,645	26,500	34,450	5	17.1380	23,496	23,993	35,647
6	16.7285	10,890	12,446	14,001	15,557	17,113	18,669	20,224	21,780	23,336	24,892	26,765	34,795	6	17.3094	23,731	24,233	36,003
7	16.8958	10,999	12,570	14,141	15,713	17,284	18,855	20,427	21,998	23,569	25,140	27,033	35,143	7	17.4825	23,968	24,475	36,363
8	17.0647	11,109	12,696	14,283	15,870	17,457	19,044	20,631	22,218	23,805	25,392	27,303	35,494	8	17.6573	24,208	24,720	36,727
9	17.2354	11,220	12,823	14,426	16,028	17,631	19,234	20,837	22,440	24,043	25,646	27,576	35,849	9	17.8339	24,450	24,967	37,094
10	17.4077	11,332	12,951	14,570	16,189	17,808	19,426	21,045	22,664	24,283	25,902	27,852	36,208	10	18.0123	24,694	25,217	37,465
11	17.5818	11,445	13,081	14,715	16,351	17,986	19,621	21,256	22,891	24,526	26,161	28,130	36,570	11	18.1924	24,941	25,469	37,840
12	17.7576	11,560	13,212	14,863	16,514	18,166	19,817	21,468	23,120	24,771	26,423	28,412	36,935	12	18.3743	25,191	25,724	38,218
13	17.9352	11,675	13,344	15,011	16,679	18,347	20,015	21,683	23,351	25,019	26,687	28,696	37,305	13	18.5580	25,443	25,981	38,600
14	18.1146	11,792	13,477	15,161	16,846	18,531	20,215	21,900	23,585	25,269	26,954	28,983	37,678	14	18.7436	25,697	26,241	38,986
15	18.3863	11,969	13,679	15,389	17,099	18,809	20,519	22,229	23,938	25,648	27,358	29,418	38,243	15	19.0248	26,083	26,634	39,571
16	18.6621	12,149	13,885	15,620	17,355	19,091	20,826	22,562	24,298	26,033	27,769	29,859	38,817	16	19.3101	26,474	27,034	40,165
17	18.9420	12,331	14,093	15,854	17,616	19,377	21,139	22,900	24,662	26,424	28,185	30,307	39,399	17	19.5998	26,871	27,439	40,767
18	19.2261	12,516	14,304	16,092	17,880	19,668	21,456	23,244	25,032	26,820	28,608	30,761	39,990	18	19.8938	27,274	27,851	41,379
19	19.5145	12,703	14,519	16,333	18,148	19,963	21,778	23,593	25,407	27,222	29,037	31,223	40,590	19	20.1922	27,683	28,269	41,999
20	19.8072	12,894	14,737	16,578	18,420	20,262	22,104	23,946	25,788	27,631	29,473	31,691	41,198	20	20.4951	28,098	28,693	42,629
21	20.1044	13,087	14,958	16,827	18,697	20,566	22,436	24,306	26,175	28,045	29,915	32,167	41,817	21	20.8025	28,520	29,123	43,269
22	20.4059	13,284	15,182	17,079	18,977	20,875	22,772	24,670	26,568	28,466	30,363	32,649	42,444	22	21.1146	28,948	29,560	43,918
23	20.7120	13,483	15,410	17,335	19,262	21,188	23,114	25,040	26,967	28,893	30,819	33,139	43,080	23	21.4313	29,382	30,003	44,577
24	21.0227	13,685	15,641	17,595	19,551	21,506	23,461	25,416	27,371	29,326	31,281	33,636	43,727	24	21.7527	29,822	30,453	45,245
25	21.3380	13,891	15,875	17,859	19,844	21,828	23,813	25,797	27,782	29,766	31,750	34,140	44,383	25	22.0790	30,270	30,910	45,924
26	21.6581	14,099	16,114	18,127	20,142	22,156	24,170	26,184	28,198	30,213	32,227	34,652	45,048	26	22.4102	30,724	31,374	46,613
27	21.9830	14,310	16,355	18,399	20,444	22,488	24,533	26,577	28,621	30,666	32,710	35,172	45,724	27	22.7464	31,185	31,844	47,312
28	22.3127	14,525	16,601	18,675	20,750	22,825	24,900	26,976	29,051	31,126	33,201	35,700	46,410	28	23.0876	31,653	32,322	48,022
29	22.6474	14,743	16,850	18,955	21,062	23,168	25,274	27,380	29,486	31,593	33,699	36,235	47,106	29	23.4339	32,127	32,807	48,742
30	22.9871	14,964	17,102	19,240	21,378	23,515	25,653	27,791	29,929	32,067	34,204	36,779	47,813	30	23.7854	32,609	33,299	49,473
31	23.3319	15,189	17,359	19,528	21,698	23,868	26,038	28,208	30,378	32,548	34,717	37,331	48,530	31	24.1422	33,098	33,799	50,215
32	23.6819	15,416	17,619	19,821	22,024	24,226	26,429	28,631	30,833	33,036	35,238	37,891	49,258	32	24.5043	33,595	34,306	50,968
33	24.0371	15,648	17,884	20,119	22,354	24,589	26,825	29,060	31,296	33,531	35,767	38,459	49,997	33	24.8719	34,099	34,820	51,733
34	24.3977	15,882	18,152	20,420	22,689	24,958	27,227	29,496	31,765	34,034	36,303	39,036	50,747	34	25.2449	34,610	35,342	52,509
35	24.7637	16,121	18,424	20,727	23,030	25,333	27,636	29,939	32,242	34,545	36,848	39,621	51,508	35	25.6236	35,129	35,873	53,297
36	25.1351	16,362	18,701	21,038	23,375	25,713	28,050	30,388	32,725	35,063	37,401	40,216	52,281	36	26.0080	35,656	36,411	54,096
37	25.5121	16,608	18,981	21,353	23,726	26,098	28,471	30,844	33,216	35,589	37,962	40,819	53,065	37	26.3981	36,191	36,957	54,908
38	25.8948	16,857	19,266	21,673	24,082	26,490	28,898	31,306	33,715	36,123	38,531	41,431	53,861	38	26.7941	36,734	37,511	55,731
39	26.2832	17,110	19,555	21,999	24,443	26,887	29,332	31,776	34,220	36,665	39,109	42,053	54,669	39	27.1960	37,285	38,074	56,567
40	26.6775	17,367	19,848	22,329	24,810	27,291	29,772	32,253	34,734	37,215	39,696	42,684	55,489	40	27.6039	37,844	38,645	57,416
41	27.0777	17,627	20,146	22,664	25,182	27,700	30,218	32,736	35,255	37,773	40,291	43,324	56,321	41	28.0180	38,412	39,225	58,277
42	27.4838	17,891	20,448	23,003	25,559	28,115	30,671	33,227	35,783	38,339	40,895	43,974	57,166	42	28.4382	38,988	39,813	59,151
43	27.8961	18,160	20,755	23,349	25,943	28,537	31,132	33,726	36,320	38,915	41,509	44,633	58,023	43	28.8648	39,573	40,410	60,038
44	28.3145	18,432	21,066	23,699	26,332	28,965	31,598	34,232	36,865	39,498	42,131	45,303	58,894	44	29.2978	40,167	41,016	60,939
45	28.7392	18,709	21,382	24,054	26,727	29,400	32,072	34,745	37,418	40,091	42,763	45,982	59,777	45	29.7373	40,769	41,632	61,853
46	29.1703	18,989	21,703	24,415	27,128	29,841	32,554	35,266	37,979	40,692	43,405	46,672	60,674	46	30.1833	41,381	42,256	62,781
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 Manager in Training @ 7 hrs 1371 - Clinic Assist - CMA/CAN/PCT 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 2025-2026 (Effect. 7/1/25)																
U09						U10										
Annual Hrs	7/1/2025	1371	1386	1600	2080	Annual Hrs	7/1/2025	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	17.4678	23,948	24,210	27,948	36,333	0	18.7216	19,227	25,667	26,491	27,857	28,831	32,201	33,099	38,940	
1	17.6425	24,187	24,452	28,228	36,696	1	18.9088	19,419	25,923	26,755	28,136	29,119	32,523	33,430	39,330	
2	17.8189	24,429	24,696	28,510	37,063	2	19.0979	19,613	26,183	27,023	28,417	29,410	32,848	33,765	39,723	
3	17.9971	24,674	24,943	28,795	37,433	3	19.2889	19,809	26,445	27,293	28,701	29,704	33,176	34,102	40,120	
4	18.1771	24,920	25,193	29,083	37,808	4	19.4818	20,007	26,709	27,566	28,988	30,001	33,508	34,443	40,522	
5	18.3588	25,169	25,445	29,374	38,186	5	19.6766	20,207	26,976	27,842	29,278	30,301	33,843	34,788	40,927	
6	18.5424	25,421	25,699	29,667	38,568	6	19.8733	20,409	27,246	28,120	29,571	30,604	34,182	35,135	41,336	
7	18.7278	25,675	25,956	29,964	38,953	7	20.0721	20,614	27,518	28,402	29,867	30,911	34,524	35,487	41,749	
8	18.9151	25,932	26,216	30,264	39,343	8	20.2728	20,820	27,794	28,686	30,165	31,220	34,869	35,842	42,167	
9	19.1043	26,191	26,478	30,566	39,736	9	20.4755	21,028	28,071	28,972	30,467	31,532	35,217	36,200	42,589	
10	19.2953	26,453	26,743	30,872	40,134	10	20.6803	21,238	28,352	29,262	30,772	31,847	35,570	36,562	43,015	
11	19.4883	26,718	27,010	31,181	40,535	11	20.8871	21,451	28,636	29,555	31,080	32,166	35,925	36,928	43,445	
12	19.6832	26,985	27,280	31,493	40,941	12	21.0960	21,665	28,922	29,850	31,390	32,487	36,285	37,297	43,879	
13	19.8800	27,255	27,553	31,808	41,350	13	21.3069	21,882	29,211	30,149	31,704	32,812	36,647	37,670	44,318	
14	20.0788	27,528	27,829	32,126	41,763	14	21.5200	22,101	29,503	30,450	32,021	33,140	37,014	38,047	44,761	
15	20.3800	27,940	28,246	32,608	42,390	15	21.8428	22,432	29,946	30,907	32,502	33,637	37,569	38,618	45,433	
16	20.6857	28,360	28,670	33,097	43,026	16	22.1704	22,769	30,395	31,371	32,989	34,142	38,133	39,197	46,114	
17	20.9960	28,785	29,100	33,593	43,671	17	22.5030	23,110	30,851	31,841	33,484	34,654	38,705	39,785	46,806	
18	21.3109	29,217	29,536	34,097	44,326	18	22.8405	23,457	31,314	32,319	33,986	35,174	39,285	40,382	47,508	
19	21.6306	29,655	29,980	34,608	44,991	19	23.1831	23,809	31,784	32,804	34,496	35,701	39,874	40,987	48,220	
20	21.9550	30,100	30,429	35,128	45,666	20	23.5309	24,166	32,260	33,296	35,013	36,237	40,473	41,602	48,944	
21	22.2843	30,551	30,886	35,654	46,351	21	23.8838	24,528	32,744	33,795	35,539	36,781	41,080	42,226	49,678	
22	22.6186	31,010	31,349	36,189	47,046	22	24.2421	24,896	33,235	34,302	36,072	37,332	41,696	42,860	50,423	
23	22.9579	31,475	31,819	36,732	47,752	23	24.6057	25,270	33,734	34,817	36,613	37,892	42,321	43,502	51,179	
24	23.3023	31,947	32,296	37,283	48,468	24	24.9748	25,649	34,240	35,339	37,162	38,461	42,956	44,155	51,947	
25	23.6518	32,426	32,781	37,842	49,195	25	25.3494	26,033	34,754	35,869	37,719	39,038	43,600	44,817	52,726	
26	24.0066	32,913	33,273	38,410	49,933	26	25.7297	26,424	35,275	36,407	38,285	39,623	44,255	45,490	53,517	
27	24.3667	33,406	33,772	38,986	50,682	27	26.1156	26,820	35,804	36,953	38,860	40,218	44,918	46,172	54,320	
28	24.7322	33,907	34,278	39,571	51,442	28	26.5074	27,223	36,341	37,507	39,443	40,821	45,592	46,865	55,135	
29	25.1031	34,416	34,792	40,164	52,214	29	26.9050	27,631	36,886	38,070	40,034	41,433	46,276	47,568	55,962	
30	25.4797	34,932	35,314	40,767	52,997	30	27.3085	28,045	37,439	38,641	40,635	42,055	46,970	48,281	56,801	
31	25.8619	35,456	35,844	41,379	53,792	31	27.7182	28,466	38,001	39,221	41,244	42,686	47,675	49,005	57,653	
32	26.2498	35,988	36,382	41,999	54,599	32	28.1339	28,893	38,571	39,809	41,863	43,326	48,390	49,740	58,518	
33	26.6436	36,528	36,928	42,629	55,418	33	28.5560	29,327	39,150	40,406	42,491	43,976	49,116	50,487	59,396	
34	27.0432	37,076	37,481	43,269	56,249	34	28.9843	29,766	39,737	41,012	43,128	44,635	49,852	51,244	60,287	
35	27.4489	37,632	38,044	43,918	57,093	35	29.4191	30,213	40,333	41,628	43,775	45,305	50,600	52,012	61,191	
36	27.8606	38,196	38,614	44,576	57,950	36	29.8603	30,666	40,938	42,252	44,432	45,984	51,359	52,793	62,109	
37	28.2785	38,769	39,194	45,245	58,819	37	30.3083	31,126	41,552	42,886	45,098	46,674	52,130	53,585	63,041	
38	28.7027	39,351	39,781	45,924	59,701	38	30.7629	31,593	42,175	43,529	45,775	47,374	52,912	54,388	63,986	
39	29.1332	39,941	40,378	46,613	60,597	39	31.2243	32,067	42,808	44,182	46,461	48,085	53,705	55,204	64,946	
40	29.5702	40,540	40,984	47,312	61,506	40	31.6927	32,548	43,450	44,845	47,158	48,806	54,511	56,032	65,920	
41	30.0138	41,148	41,599	48,022	62,428	41	32.1681	33,036	44,102	45,517	47,866	49,538	55,329	56,873	66,909	
42	30.4640	41,766	42,223	48,742	63,365	42	32.6506	33,532	44,763	46,200	48,584	50,281	56,159	57,726	67,913	
43	30.9209	42,392	42,856	49,473	64,315	43	33.1404	34,035	45,435	46,893	49,312	51,036	57,001	58,592	68,932	
44	31.3848	43,028	43,499	50,215	65,280	44	33.6375	34,545	46,117	47,597	50,052	51,801	57,856	59,471	69,966	
45	31.8555	43,673	44,151	50,968	66,259	45	34.1420	35,063	46,808	48,310	50,803	52,578	58,724	60,363	71,015	
46	32.3334	44,329	44,814	51,733	67,253	46	34.6541	35,589	47,510	49,035	51,565	53,367	59,605	61,268	72,080	
1600 - Asst Cafeteria Manager 1371 - Clinic Assist - EMT 2080 - Custodian III 1386 - ISS Coordinator 2080 - Office Assoc II 1600 - School Office Assoc II 2080 - School Office Assoc II-Data Tech						1027 - ALC General Asst 1488 - Auxiliary Bus Driver 1720 - Auxiliary Bus Driver - Plan Bee 2080 - Distribution Driver 2080 - Carpentry Craftsman I 1371 - Clinic Assist - LPN 2080 - Custodian IV 1371 - Distance Learning Asst 1371 - General Asst 1540 - General Asst 10-month ext. (JDC) 1371 - Kindergarten & Pre-Kindergarten Asst 1415 - Library/Media Asst 1371 - PE Asst 2080 - Maintenance Craftsman I 2080 - Painter Craftsman I 1371 - SpEd Asst 1371 - Title I Asst 2080 - School Rentals Assist 1415 - Security Assistant 1415 - School Security Officer I 1768 - Student Residency Verifier										

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)															
Grade 11								U12							
Annual Hrs	7/1/2025	1415	1544	1632	2080			Annual Hrs	7/1/2025	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	20.0585	28,382	30,970	32,735	41,721			0	21.4875	28,127	30,404	34,380	44,694		
1	20.2591	28,666	31,280	33,062	42,138			1	21.7024	28,408	30,708	34,723	45,140		
2	20.4617	28,953	31,592	33,393	42,560			2	21.9194	28,692	31,015	35,071	45,592		
3	20.6663	29,242	31,908	33,727	42,985			3	22.1386	28,979	31,326	35,421	46,048		
4	20.8729	29,535	32,227	34,064	43,415			4	22.3600	29,269	31,639	35,776	46,508		
5	21.0817	29,830	32,550	34,405	43,849			5	22.5836	29,561	31,955	36,133	46,973		
6	21.2925	30,128	32,875	34,749	44,288			6	22.8094	29,857	32,275	36,495	47,443		
7	21.5054	30,430	33,204	35,096	44,731			7	23.0375	30,156	32,598	36,860	47,918		
8	21.7205	30,734	33,536	35,447	45,178			8	23.2679	30,457	32,924	37,228	48,397		
9	21.9377	31,041	33,871	35,802	45,630			9	23.5006	30,762	33,253	37,600	48,881		
10	22.1570	31,352	34,210	36,160	46,086			10	23.7356	31,069	33,585	37,976	49,370		
11	22.3786	31,665	34,552	36,521	46,547			11	23.9729	31,380	33,921	38,356	49,863		
12	22.6024	31,982	34,898	36,887	47,012			12	24.2127	31,694	34,260	38,740	50,362		
13	22.8284	32,302	35,247	37,255	47,483			13	24.4548	32,011	34,603	39,127	50,865		
14	23.0567	32,625	35,599	37,628	47,957			14	24.6993	32,331	34,949	39,518	51,374		
15	23.4026	33,114	36,133	38,193	48,677			15	25.0698	32,816	35,473	40,111	52,145		
16	23.7536	33,611	36,675	38,765	49,407			16	25.4459	33,308	36,005	40,713	52,927		
17	24.1099	34,115	37,225	39,347	50,148			17	25.8276	33,808	36,546	41,324	53,721		
18	24.4715	34,627	37,783	39,937	50,900			18	26.2150	34,315	37,094	41,944	54,527		
19	24.8386	35,146	38,350	40,536	51,664			19	26.6082	34,830	37,650	42,573	55,345		
20	25.2112	35,673	38,926	41,144	52,439			20	27.0073	35,352	38,215	43,211	56,175		
21	25.5894	36,209	39,510	41,761	53,225			21	27.4124	35,882	38,788	43,859	57,017		
22	25.9732	36,752	40,102	42,388	54,024			22	27.8236	36,421	39,370	44,517	57,873		
23	26.3628	37,303	40,704	43,024	54,834			23	28.2410	36,967	39,961	45,185	58,741		
24	26.7582	37,862	41,314	43,669	55,657			24	28.6646	37,521	40,560	45,863	59,622		
25	27.1596	38,430	41,934	44,324	56,491			25	29.0945	38,084	41,168	46,551	60,516		
26	27.5670	39,007	42,563	44,989	57,339			26	29.5310	38,656	41,786	47,249	61,424		
27	27.9805	39,592	43,201	45,664	58,199			27	29.9739	39,235	42,413	47,958	62,345		
28	28.4002	40,186	43,849	46,349	59,072			28	30.4235	39,824	43,049	48,677	63,280		
29	28.8262	40,789	44,507	47,044	59,958			29	30.8799	40,421	43,695	49,407	64,230		
30	29.2586	41,400	45,175	47,750	60,857			30	31.3431	41,028	44,350	50,148	65,193		
31	29.6975	42,021	45,852	48,466	61,770			31	31.8132	41,643	45,015	50,901	66,171		
32	30.1430	42,652	46,540	49,193	62,697			32	32.2904	42,268	45,690	51,664	67,164		
33	30.5951	43,292	47,238	49,931	63,637			33	32.7748	42,902	46,376	52,439	68,171		
34	31.0540	43,941	47,947	50,680	64,592			34	33.2664	43,545	47,071	53,226	69,194		
35	31.5198	44,600	48,666	51,440	65,561			35	33.7654	44,198	47,778	54,024	70,232		
36	31.9926	45,269	49,396	52,211	66,544			36	34.2719	44,861	48,494	54,835	71,285		
37	32.4725	45,948	50,137	52,995	67,542	2080 - Employee Relations Assoc		37	34.7860	45,534	49,222	55,657	72,354		
38	32.9596	46,637	50,889	53,790	68,555	2080 - Financial Assistant		38	35.3078	46,217	49,960	56,492	73,440		
39	33.4540	47,337	51,652	54,596	69,584	2080 - Fleet Technician I		39	35.8374	46,911	50,709	57,339	74,541		
40	33.9558	48,047	52,427	55,415	70,628	2080 - Food Service Craftsman I		40	36.3749	47,614	51,470	58,199	75,659		
41	34.4652	48,768	53,214	56,247	71,687	2080 - Human Resources Assoc		41	36.9206	48,329	52,242	59,072	76,794		
42	34.9821	49,499	54,012	57,090	72,762	2080 - HVAC Craftsman I		42	37.4744	49,053	53,026	59,959	77,946		
43	35.5069	50,242	54,822	57,947	73,854	2080 - Library Cataloger		43	38.0365	49,789	53,821	60,858	79,115		
44	36.0395	50,995	55,644	58,816	74,962	2080 - Machinist Craftsman I		44	38.6070	50,536	54,628	61,771	80,302		
45	36.5801	51,760	56,479	59,698	76,086	2080 - Pest Control Technician		45	39.1861	51,294	55,448	62,697	81,507		
46	37.1288	52,537	57,326	60,594	77,227	2080 - Plumbing Craftsman I		46	39.7739	52,064	56,280	63,638	82,729		
2080 - Admin Office Assoc I						2080 - Procurement Assistant II	2080 - Accounts Payable Technician	2080 - Carpentry Craftsman II						2080 - Records Analyst	
2080 - Bookkeeper - MS						2080 - Refrigeration Craftsman I	2080 - Admin Office Assoc II	2080 - General Maint Craft II						2080 - Research/Eval/Assess Asst	
2080 - Communication Prog Assoc						2080 - School Admin Associate I	2080 - Assist Warehouse Mgr	1309 - Interpreter						2080 - School Admin Assoc II-HS	
2080 - Customer Support Tech I						1415/1632 - Security Asst - Renaissance	2080 - Benefits Assistant	2080 - Inventory Technician						1415 - School Security Officer II	
2080 - Data Processing Specialist						1544/2080 - Security Officer - 10 months	2080 - Bookkeeper - HS	2080 - Licensure Analyst						2080 - Substitute Office Assoc	
2080 - Electrical Craftsman I						2080 - Teacher Production Center	2080 - Building Operations Supvsr	2080 - Painter Craftsman II						2080 - Technology Support Tech	
2080 - Electronics Craftsman I						2080 - Web Page Design Tech	1600 - Cafeteria Manager I	2080 - Payroll Assistant							

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																	
U13																	
Annual Hrs	7/1/2025	930	1023	1116	1209	1302	1309	1393	1395	1488	1600	1680	1720	2080			
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 190 days 7.33hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 210 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day			
0	23.0302	21,418	23,559	25,701	27,843	29,985	30,146	32,081	32,127	34,268	36,848	38,690	39,611	47,902			
1	23.2605	21,632	23,795	25,958	28,121	30,285	30,447	32,401	32,448	34,611	37,216	39,077	40,008	48,381			
2	23.4931	21,848	24,033	26,218	28,403	30,588	30,752	32,725	32,772	34,957	37,588	39,468	40,408	48,865			
3	23.7280	22,067	24,273	26,480	28,687	30,893	31,059	33,053	33,100	35,307	37,964	39,863	40,812	49,354			
4	23.9653	22,287	24,516	26,745	28,974	31,202	31,370	33,383	33,431	35,660	38,344	40,261	41,220	49,847			
5	24.2050	22,510	24,761	27,012	29,263	31,514	31,684	33,717	33,765	36,017	38,728	40,664	41,632	50,346			
6	24.4470	22,735	25,009	27,282	29,556	31,829	32,001	34,054	34,103	36,377	39,115	41,070	42,048	50,849			
7	24.6915	22,963	25,259	27,555	29,852	32,148	32,321	34,395	34,444	36,740	39,506	41,481	42,469	51,358			
8	24.9384	23,192	25,511	27,831	30,150	32,469	32,644	34,739	34,789	37,108	39,901	41,896	42,894	51,871			
9	25.1878	23,424	25,767	28,109	30,452	32,794	32,970	35,086	35,136	37,479	40,300	42,315	43,323	52,390			
10	25.4397	23,658	26,024	28,390	30,756	33,122	33,300	35,437	35,488	37,854	40,703	42,738	43,756	52,914			
11	25.6941	23,895	26,285	28,674	31,064	33,453	33,633	35,791	35,843	38,232	41,110	43,166	44,193	53,443			
12	25.9510	24,134	26,547	28,961	31,374	33,788	33,969	36,149	36,201	38,615	41,521	43,597	44,635	53,978			
13	26.2105	24,375	26,813	29,250	31,688	34,126	34,309	36,511	36,563	39,001	41,936	44,033	45,082	54,517			
14	26.4726	24,619	27,081	29,543	32,005	34,467	34,652	36,876	36,929	39,391	42,356	44,473	45,532	55,063			
15	26.8697	24,988	27,487	29,986	32,485	34,984	35,172	37,429	37,483	39,982	42,991	45,141	46,215	55,888			
16	27.2728	25,363	27,900	30,436	32,972	35,509	35,700	37,991	38,045	40,581	43,636	45,818	46,909	56,727			
17	27.6819	25,744	28,318	30,893	33,467	36,041	36,235	38,560	38,616	41,190	44,291	46,505	47,612	57,578			
18	28.0971	26,130	28,743	31,356	33,969	36,582	36,779	39,139	39,195	41,808	44,955	47,203	48,327	58,441			
19	28.5185	26,522	29,174	31,826	34,478	37,131	37,330	39,726	39,783	42,435	45,629	47,911	49,051	59,318			
20	28.9463	26,920	29,612	32,304	34,996	37,688	37,890	40,322	40,380	43,072	46,314	48,629	49,787	60,208			
21	29.3805	27,323	30,056	32,788	35,521	38,253	38,459	40,927	40,985	43,718	47,008	49,359	50,534	61,111			
22	29.8212	27,733	30,507	33,280	36,053	38,827	39,035	41,540	41,600	44,373	47,713	50,099	51,292	62,028			
23	30.2685	28,149	30,964	33,779	36,594	39,409	39,621	42,164	42,224	45,039	48,429	50,851	52,061	62,958			
24	30.7226	28,572	31,429	34,286	37,143	40,000	40,215	42,796	42,858	45,715	49,156	51,613	52,842	63,903			
25	31.1834	29,000	31,900	34,800	37,700	40,600	40,819	43,438	43,500	46,400	49,893	52,388	53,635	64,861			
26	31.6512	29,435	32,379	35,322	38,266	41,209	41,431	44,090	44,153	47,096	50,641	53,174	54,440	65,834			
27	32.1259	29,877	32,864	35,852	38,840	41,827	42,052	44,751	44,815	47,803	51,401	53,971	55,256	66,821			
28	32.6078	30,325	33,357	36,390	39,422	42,455	42,683	45,422	45,487	48,520	52,172	54,781	56,085	67,824			
29	33.0969	30,780	33,858	36,936	40,014	43,092	43,323	46,103	46,170	49,248	52,955	55,602	56,926	68,841			
30	33.5934	31,241	34,366	37,490	40,614	43,738	43,973	46,795	46,862	49,986	53,749	56,436	57,780	69,874			
31	34.0973	31,710	34,881	38,052	41,223	44,394	44,633	47,497	47,565	50,736	54,555	57,283	58,647	70,922			
32	34.6087	32,186	35,404	38,623	41,841	45,060	45,302	48,209	48,279	51,497	55,373	58,142	59,526	71,986			
33	35.1279	32,668	35,935	39,202	42,469	45,736	45,982	48,933	49,003	52,270	56,204	59,014	60,419	73,066			
34	35.6548	33,158	36,474	39,790	43,106	46,422	46,672	49,667	49,738	53,054	57,047	59,900	61,326	74,161			
35	36.1896	33,656	37,021	40,387	43,753	47,118	47,372	50,412	50,484	53,850	57,903	60,798	62,246	75,274			
36	36.7325	34,161	37,577	40,993	44,409	47,825	48,082	51,168	51,241	54,657	58,772	61,710	63,179	76,403			
37	37.2834	34,673	38,140	41,608	45,075	48,542	48,803	51,935	52,010	55,477	59,653	62,636	64,127	77,549			
38	37.8427	35,193	38,713	42,232	45,751	49,271	49,536	52,714	52,790	56,309	60,548	63,575	65,089	78,712			
39	38.4103	35,721	39,293	42,865	46,438	50,010	50,279	53,505	53,582	57,154	61,456	64,529	66,065	79,893			
40	38.9865	36,257	39,883	43,508	47,134	50,760	51,033	54,308	54,386	58,011	62,378	65,497	67,056	81,091			
41	39.5713	36,801	40,481	44,161	47,841	51,521	51,798	55,122	55,201	58,882	63,314	66,479	68,062	82,308			
42	40.1649	37,353	41,088	44,824	48,559	52,294	52,575	55,949	56,030	59,765	64,263	67,477	69,083	83,542			
43	40.7673	37,913	41,704	45,496	49,287	53,079	53,364	56,788	56,870	60,661	65,227	68,489	70,119	84,795			
44	41.3788	38,482	42,330	46,178	50,026	53,875	54,164	57,640	57,723	61,571	66,206	69,516	71,171	86,067			
45	41.9995	39,059	42,965	46,871	50,777	54,683	54,977	58,505	58,589	62,495	67,199	70,559	72,239	87,358			
46	42.6295	39,645	43,609	47,574	51,539	55,503	55,802	59,382	59,468	63,432	68,207	71,617	73,322	88,669			
2080 - Accounting Technician 1023 - Boiler Craftsman II 930 - Bus Driver @ 5.0 hrs 1023 - Bus Driver @ 5.5 hrs 1116 - Bus Driver @ 6.0 hrs 1209 - Bus Driver @ 6.5 hrs 1302 - Bus Driver @ 7.0 hrs				1395 - Bus Driver @ 7.5 hrs 1488 - Bus Driver @ 8.0 hrs 1680 - Bus Driver Extended 1720 - Bus Driver - Plan Bee 1600 - Cafeteria Manager II 2080 - Culinary Development Chef 2080 - Customer Support Tech II				2080 - Data Management Analyst 1393 - Driver's Education Instructor 2080 - Electrical Craftsman II 2080 - Electronics Craftsman II 2080 - Executive Office Assoc I 2080 - Fleet Technician II 2080 - Food Service Craftsman II				2080 - HVAC Craftsman II 2080 - Insurance Claims Analyst 1309 - Interpreter I 2080 - Machinist Craftsman II 2080 - Multimedia Technician 2080 - Plumbing Craftsman II 2080 - Procurement Assist III				2080 - Refrigeration Craftsman II 2080 - Testing Assistant 2080 - Warehouse & Distribution Tech 2080 - Workers Comp Claims Analyst	

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)														
U14							U15							
Annual Hrs	7/1/2025	1309	1600	2080			Annual Hrs	7/1/2025	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	24.6744	32,298	39,479	51,322			0	26.4329	39,332	54,980				
1	24.9211	32,621	39,873	51,835			1	26.6972	39,725	55,530				
2	25.1703	32,947	40,272	52,354			2	26.9642	40,122	56,085				
3	25.4221	33,277	40,675	52,877			3	27.2338	40,523	56,646				
4	25.6763	33,610	41,082	53,406			4	27.5062	40,929	57,212				
5	25.9330	33,946	41,492	53,940			5	27.7812	41,338	57,784				
6	26.1924	34,285	41,907	54,480			6	28.0590	41,751	58,362				
7	26.4543	34,628	42,326	55,024			7	28.3396	42,169	58,946				
8	26.7188	34,974	42,750	55,575			8	28.6230	42,591	59,535				
9	26.9860	35,324	43,177	56,130			9	28.9093	43,017	60,131				
10	27.2559	35,677	43,609	56,692			10	29.1984	43,447	60,732				
11	27.5284	36,034	44,045	57,259			11	29.4903	43,881	61,339				
12	27.8037	36,395	44,485	57,831			12	29.7852	44,320	61,953				
13	28.0818	36,759	44,930	58,410			13	30.0831	44,763	62,572				
14	28.3626	37,126	45,380	58,994			14	30.3839	45,211	63,198				
15	28.7880	37,683	46,060	59,879			15	30.8397	45,889	64,146				
16	29.2198	38,248	46,751	60,777			16	31.3023	46,577	65,108				
17	29.6581	38,822	47,452	61,688			17	31.7718	47,276	66,085				
18	30.1030	39,404	48,164	62,614			18	32.2484	47,985	67,076				
19	30.5546	39,995	48,887	63,553			19	32.7321	48,705	68,082				
20	31.0129	40,595	49,620	64,506			20	33.2231	49,435	69,104				
21	31.4781	41,204	50,364	65,474			21	33.7214	50,177	70,140				
22	31.9502	41,822	51,120	66,456			22	34.2273	50,930	71,192				
23	32.4295	42,450	51,887	67,453			23	34.7407	51,694	72,260				
24	32.9159	43,086	52,665	68,465			24	35.2618	52,469	73,344				
25	33.4097	43,733	53,455	69,492			25	35.7907	53,256	74,444				
26	33.9108	44,389	54,257	70,534			26	36.3276	54,055	75,561				
27	34.4195	45,055	55,071	71,592			27	36.8725	54,866	76,694				
28	34.9358	45,730	55,897	72,666			28	37.4256	55,689	77,845				
29	35.4598	46,416	56,735	73,756			29	37.9870	56,524	79,012				
30	35.9917	47,113	57,586	74,862			30	38.5568	57,372	80,198				
31	36.5316	47,819	58,450	75,985			31	39.1351	58,233	81,401				
32	37.0795	48,537	59,327	77,125			32	39.7221	59,106	82,621				
33	37.6357	49,265	60,217	78,282			33	40.3180	59,993	83,861				
34	38.2003	50,004	61,120	79,456			34	40.9227	60,892	85,119				
35	38.7733	50,754	62,037	80,648			35	41.5366	61,806	86,396				
36	39.3549	51,515	62,967	81,858			36	42.1596	62,733	87,691				
37	39.9452	52,288	63,912	83,086			37	42.7920	63,674	89,007				
38	40.5444	53,072	64,871	84,332			38	43.4339	64,629	90,342				
39	41.1525	53,868	65,844	85,597			39	44.0854	65,599	91,697				
40	41.7698	54,676	66,831	86,881			40	44.7467	66,583	93,073				
41	42.3964	55,496	67,834	88,184			41	45.4179	67,581	94,469				
42	43.0323	56,329	68,851	89,507			42	46.0992	68,595	95,886				
43	43.6778	57,174	69,884	90,849			43	46.7906	69,624	97,324				
44	44.3330	58,031	70,932	92,212			44	47.4925	70,668	98,784				
45	44.9980	58,902	71,996	93,595			45	48.2049	71,728	100,266				
46	45.6729	59,785	73,076	94,999			46	48.9280	72,804	101,770				
2080 - Asst Distribution Center Supvsr 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 - Food Service Craftsman III 2080 - HVAC Craftsman III 2080 - Machinist Craftsman 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 2025-2026 (Effect. 7/1/25)											
U16					U17						
Annual Hrs	7/1/2025	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	28.3250	37,077	58,916		0	53,659	63,129				
1	28.6083	37,448	59,505		1	54,196	63,760				
2	28.8943	37,822	60,100		2	54,738	64,397				
3	29.1833	38,200	60,701		3	55,285	65,041				
4	29.4751	38,582	61,308		4	55,838	65,692				
5	29.7699	38,968	61,921		5	56,396	66,349				
6	30.0676	39,358	62,540		6	56,960	67,012				
7	30.3683	39,752	63,166		7	57,530	67,682				
8	30.6719	40,149	63,797		8	58,105	68,359				
9	30.9787	40,551	64,435		9	58,686	69,043				
10	31.2884	40,956	65,079		10	59,273	69,733				
11	31.6013	41,366	65,730		11	59,866	70,431				
12	31.9173	41,779	66,387		12	60,465	71,135				
13	32.2365	42,197	67,051		13	61,069	71,846				
14	32.5589	42,619	67,722		14	61,680	72,565				
15	33.0473	43,258	68,738		15	62,605	73,653				
16	33.5430	43,907	69,769		16	63,544	74,758				
17	34.0461	44,566	70,815		17	64,497	75,879				
18	34.5568	45,234	71,878		18	65,465	77,018				
19	35.0752	45,913	72,956		19	66,447	78,173				
20	35.6013	46,602	74,050		20	67,443	79,345				
21	36.1353	47,301	75,161		21	68,455	80,535				
22	36.6773	48,010	76,288		22	69,482	81,744				
23	37.2275	48,730	77,433		23	70,524	82,970				
24	37.7859	49,461	78,594		24	71,582	84,214				
25	38.3527	50,203	79,773		25	72,656	85,478				
26	38.9280	50,956	80,970		26	73,746	86,760				
27	39.5119	51,721	82,184		27	74,852	88,061				
28	40.1046	52,496	83,417		28	75,975	89,382				
29	40.7062	53,284	84,668		29	77,114	90,723				
30	41.3167	54,083	85,938		30	78,271	92,084				
31	41.9365	54,894	87,227		31	79,445	93,465				
32	42.5655	55,718	88,536		32	80,637	94,867				
33	43.2040	56,554	89,864		33	81,846	96,290				
34	43.8521	57,402	91,212		34	83,074	97,734				
35	44.5099	58,263	92,580		35	84,320	99,200				
36	45.1775	59,137	93,969		36	85,585	100,688				
37	45.8552	60,024	95,378		37	86,869	102,199				
38	46.5430	60,924	96,809		38	88,172	103,732				
39	47.2411	61,838	98,261		39	89,494	105,287				
40	47.9498	62,766	99,735		40	90,837	106,867				
41	48.6690	63,707	101,231	2080 - Educational Data Analyst	41	92,199	108,470				
42	49.3990	64,663	102,749	2080 - Executive Office Assoc III	42	93,582	110,097				
43	50.1400	65,633	104,291	2080 - Facilities Asset Manager	43	94,986	111,748				
44	50.8921	66,617	105,855	2080 - Fleet Foreman	44	96,411	113,425				
45	51.6555	67,617	107,443	2080 - Food Service Prog Analyst	45	97,857	115,126				
46	52.4303	68,631	109,055	2080 - HVAC Specialist	46	99,325	116,853				
2080 - Accounting Systems Specialist				1309 - Interpreter III	2080 - Accountant, Sr				1768 - Student Support Specialist		
2080 - Area Supervisor, Food Services				2080 - Multimedia Comm. Producer	2080 - Budget Analyst				2080 - Supervisor Maintenance		
2080 - Benefits Specialist II				2080 - Network Technician II	2080 - Construction Inspector - Sr (Title Only)				2080 - Technical Contract Manager		
2080 - Boiler Specialist				2080 - Occupational Safety Specialist	2080 - Fleet Supervisor						
2080 - Construction Inspector				2080 - Procurement Card Prog Analyst	2080 - Geographic Info Sys (GIS) Analyst						
2080 - Crash Investigator				2080 - Secretary & Clerk to the Board	2080 - Interpreter Specialist						
2080 - Customer Support Cntr Supv				2080 - Student Information Sys. Specialist	2080 - School Improvement Specialist (MS)						

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	45,787	52,031	57,494	67,640	0	55,764	61,619	72,494	
1	46,245	52,551	58,069	68,316	1	56,322	62,236	73,218	
2	46,707	53,076	58,650	69,000	2	56,885	62,858	73,951	
3	47,174	53,607	59,236	69,689	3	57,454	63,487	74,690	
4	47,646	54,143	59,828	70,386	4	58,028	64,122	75,437	
5	48,122	54,685	60,427	71,090	5	58,609	64,763	76,192	
6	48,604	55,232	61,031	71,801	6	59,195	65,410	76,953	
7	49,090	55,784	61,641	72,519	7	59,787	66,064	77,723	
8	49,581	56,342	62,258	73,244	8	60,385	66,725	78,500	
9	50,076	56,905	62,880	73,977	9	60,988	67,392	79,285	
10	50,577	57,474	63,509	74,717	10	61,598	68,066	80,078	
11	51,083	58,049	64,144	75,464	11	62,214	68,747	80,879	
12	51,594	58,629	64,786	76,218	12	62,836	69,434	81,688	
13	52,110	59,216	65,433	76,981	13	63,465	70,129	82,505	
14	52,631	59,808	66,088	77,750	14	64,100	70,830	83,330	
15	53,420	60,705	67,079	78,917	15	65,061	71,893	84,580	
16	54,222	61,616	68,085	80,101	16	66,037	72,971	85,848	
17	55,035	62,540	69,107	81,302	17	67,028	74,065	87,136	
18	55,860	63,478	70,143	82,521	18	68,033	75,176	88,443	
19	56,698	64,430	71,195	83,759	19	69,053	76,304	89,770	
20	57,549	65,397	72,263	85,016	20	70,089	77,449	91,116	
21	58,412	66,378	73,347	86,291	21	71,141	78,610	92,483	
22	59,288	67,373	74,448	87,585	22	72,208	79,790	93,870	
23	60,178	68,384	75,564	88,899	23	73,291	80,986	95,278	
24	61,080	69,410	76,698	90,233	24	74,390	82,201	96,707	
25	61,997	70,451	77,848	91,586	25	75,506	83,434	98,158	
26	62,927	71,508	79,016	92,960	26	76,639	84,686	99,630	
27	63,870	72,580	80,201	94,354	27	77,788	85,956	101,125	
28	64,828	73,669	81,404	95,770	28	78,955	87,246	102,642	
29	65,801	74,774	82,625	97,206	29	80,140	88,554	104,182	
30	66,788	75,896	83,865	98,664	30	81,342	89,882	105,744	
31	67,790	77,034	85,123	100,144	31	82,562	91,231	107,330	
32	68,807	78,189	86,399	101,646	32	83,800	92,599	108,940	
33	69,839	79,362	87,695	103,171	33	85,057	93,988	110,574	
34	70,886	80,553	89,011	104,719	34	86,333	95,398	112,233	
35	71,950	81,761	90,346	106,290	35	87,628	96,829	113,917	
36	73,029	82,988	91,701	107,884	36	88,942	98,281	115,625	
37	74,124	84,232	93,077	109,502	37	90,277	99,756	117,360	
38	75,236	85,496	94,473	111,145	38	91,631	101,252	119,120	2080 - Coordinator Mechanical Systems
39	76,365	86,778	95,890	112,812	39	93,005	102,771	120,907	2080 - Coordinator, Public Relations I
40	77,510	88,080	97,328	114,504	40	94,400	104,312	122,721	2080 - Coordinator Special Projects
41	78,673	89,401	98,788	116,222	41	95,816	105,877	124,561	2080 - Energy Manager
42	79,853	90,742	100,270	117,965	42	97,254	107,465	126,430	2080- Health Services Nursing Specialist
43	81,051	92,103	101,774	119,734	43	98,712	109,077	128,326	1768/2080 Instructional Specialist
44	82,267	93,485	103,301	121,530	44	100,193	110,713	130,251	2080 - Procurement Specialist II
45	83,501	94,887	104,850	123,353	45	101,696	112,374	132,205	2080 - Programmer/Analyst
46	84,753	96,310	106,423	125,204	46	103,221	114,060	134,188	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 Induction 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 2025-2026 (Effect. 7/1/25)												
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	77,668				0	83,229						
1	78,445				1	84,062						
2	79,230				2	84,902						
3	80,022				3	85,751						
4	80,822				4	86,609						
5	81,630				5	87,475						
6	82,447				6	88,350						
7	83,271				7	89,233						
8	84,104				8	90,125						
9	84,945				9	91,027						
10	85,794				10	91,937						
11	86,652				11	92,856						
12	87,519				12	93,785						
13	88,394				13	94,723						
14	89,278				14	95,670						
15	90,617				15	97,105						
16	91,976				16	98,562						
17	93,356				17	100,040						
18	94,756				18	101,541						
19	96,178				19	103,064						
20	97,620				20	104,610						
21	99,085				21	106,179						
22	100,571				22	107,772						
23	102,080				23	109,388						
24	103,611				24	111,029						
25	105,165				25	112,694						
26	106,742				26	114,385						
27	108,344				27	116,101						
28	109,969				28	117,842						
29	111,618				29	119,610						
30	113,293				30	121,404						
31	114,992				31	123,225						
32	116,717				32	125,073						
33	118,468				33	126,949						
34	120,245				34	128,854						
35	122,048				35	130,787						
36	123,879				36	132,748						
37	125,737				37	134,740						
38	127,623				38	136,761						
39	129,538				39	138,812				2080 - Coord Public Relations II 2080 - Coord Security & Safe Schools 2080 - Coord Transportation 2080 - Coord Transportation Routing/Analytics 2080 - Dean of Students (MS) 2080 - Demographer / GIS Manager 2080 - Development Team Leader (DOT) 2080 - Emergency Manager		
40	131,481				40	140,894						
41	133,453				41	143,008						
42	135,455				42	145,153						
43	137,487				43	147,330						
44	139,549				44	149,540						
45	141,642				45	151,783						
46	143,767				46	154,060						
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 2025-2026 (Effect. 7/1/25)									
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	89,175				0	95,547			
1	90,066				1	96,502			
2	90,967				2	97,467			
3	91,877				3	98,442			
4	92,795				4	99,426			
5	93,723				5	100,421			
6	94,661				6	101,425			
7	95,607				7	102,439			
8	96,563				8	103,463			
9	97,529	Note: All coordinators of instruction titles are not listed			9	104,498			
10	98,504	2080 - Coord Benefits				105,543			
11	99,489	2080 - Coord Budget Development			11	106,599			
12	100,484	2080 - Coord Business and Info Tech			12	107,665			
13	101,489	2080 - Coord Classification and Compensation			13	108,741			
14	102,504	2080 - Coord Cust Support/QA			14	109,829			
15	104,041	2080 - Coord Early Literacy			15	111,476			
16	105,602	2080 - Coord Educational Foundation			16	113,148			
17	107,186	2080 - Coord Engineering/Tech			17	114,845			
18	108,794	2080 - Coord Environmental Studies Program			18	116,568			
19	110,426	2080 - Coord Equity and Opportunity			19	118,317			
20	112,082	2080 - Coord Guidance			20	120,091			
21	113,763	2080 - Coord Health Services			21	121,893			
22	115,470	2080 - Coord High School Redesign			22	123,721			
23	117,202	2080 - Coordinators of Instruction			23	125,577			
24	118,960	2080 - Coord K-12 Programs and Grants			24	127,461			
25	120,744	2080 - Coord Medicaid Programs & Related Svcs.			25	129,373			
26	122,556	2080 - Coord Parent and Stakeholder Svcs			26	131,313			
27	124,394	2080 - Coord PreK-12			27	133,283			
28	126,260	2080 - Coord Professional Learning			28	135,282			
29	128,154	2080 - Coord Psychological Services			29	137,312			
30	130,076	2080 - Coord Recruitment & Retention			30	139,371			
31	132,027	2080 - Coord School/Community Partnerships			31	141,462			
32	134,007	2080 - Coord School Social Work Services			32	143,584			
33	136,018	2080 - Coord Special Education			33	145,737			
34	138,058	2080 - Coord Student Activities			34	147,923			
35	140,129	2080 - Coord Student Leadership			35	150,142			
36	142,231	2080 - Coord Student Conduct/Services			36	152,394			
37	144,364	2080 - Coord TCE Admin and Marketing Prog.			37	154,680			
38	146,530	2080 - Coord Technical and Career Ed.			38	157,001			
39	148,728	2080 - Coord Technical Applications			39	159,356			
40	150,959	2080 - Coord Title I			40	161,746			
41	153,223	2080 - Coord Title IX			41	164,172			
42	155,521	2080 - Database Administrator			42	166,635			
43	157,854	2080 - Dean of Students (HS)			43	169,134			
44	160,222	2080 - Grants Manager			44	171,671			
45	162,625	2080 - Neuropsychologist			45	174,247			
46	165,065	2080 - Payroll Supervisor			46	176,860			
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 Achievable Dream Acad.		2080 - Specialist Testing			2080 - Director Safe Schools				
2080 - Coord Adult Academic Programs		2080 - Technical Architect			2080 - Director Testing				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	102,390				0	109,703			
1	103,414				1	110,800			
2	104,448				2	111,908			
3	105,492				3	113,028			
4	106,547				4	114,158			
5	107,613				5	115,300			
6	108,689				6	116,452			
7	109,776				7	117,617			
8	110,873				8	118,793			
9	111,982				9	119,981			
10	113,102				10	121,181			
11	114,233				11	122,393			
12	115,375				12	123,617			
13	116,529				13	124,853			
14	117,694				14	126,101			
15	119,460				15	127,993			
16	121,252				16	129,913			
17	123,071				17	131,862			
18	124,917				18	133,840			
19	126,790				19	135,847			
20	128,692				20	137,885			
21	130,623				21	139,953			
22	132,582				22	142,052			
23	134,571				23	144,183			
24	136,589				24	146,346			
25	138,638				25	148,541			
26	140,718				26	150,769			
27	142,829				27	153,031			
28	144,971				28	155,326			
29	147,146				29	157,656			
30	149,353				30	160,021			
31	151,593				31	162,421			
32	153,867				32	164,858			
33	156,175				33	167,331			
34	158,518				34	169,841			
35	160,895				35	172,388			
36	163,309				36	174,974			
37	165,758				37	177,599			
38	168,245	2080 - Director Employee Relations			38	180,263			
39	170,768	2080 - Director Employment Services			39	182,966			
40	173,330	2080 - Director Food Services			40	185,711			
41	175,930	2080 - Director Instructional Technology			41	188,497			
42	178,569	2080 - Director K-12 and Gifted Programs			42	191,324			
43	181,247	2080 - Director Maintenance Services			43	194,194			
44	183,966	2080 - Director Professional Growth and Innov.			44	197,107			
45	186,726	2080 - Director Procurement Services			45	200,064			
46	189,527	2080 - Director Student Leadership			46	203,064			
2080 - Associate School Board Attorney		2080 - Director Student Services			2080 - Director Alternative Education		2080 - Exec Dir Student Support Services		
2080 - Director Adult Learning Center		2080 - Director Technical & Career Education			2080 - Director Elementary Schools		2080 - Exec Dir Transportation Fleet Mgmt. Svcs.		
2080 - Director Benefits		2080 - Director Technical & Career Ed Center			2080 - Exec Dir Elem Teaching & Learning		2080 - Principal HS		
2080 - Director Business Services		2080 - Director Technology			2080 - Exec Dir Facilities Services		2080 - Senior School Board Attorney		
2080 - Director Compliance and Special Ed Svcs		2080 - Director Title I Programs			2080 - Exec Dir Office of Prog for Except'l Child				
2080 - Director Custodial & Distribution Svcs		2080 - Head of School (GRC)			2080 - Exec Dir Planning, Innov & Accoutability				
2080 - Director Diversity, Equity & Inclusion		2080 - Principal MS			2080 - Exec Dir Secondary Teaching & Learning				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	117,552		0	125,955		0	134,959		
1	118,727		1	127,215		1	136,309		
2	119,914		2	128,487		2	137,672		
3	121,114		3	129,772		3	139,049		
4	122,325		4	131,069		4	140,439		
5	123,548		5	132,380		5	141,844		
6	124,783		6	133,704		6	143,262		
7	126,031		7	135,041		7	144,695		
8	127,292		8	136,391		8	146,142		
9	128,565		9	137,755		9	147,603		
10	129,850		10	139,133		10	149,079		
11	131,149		11	140,524		11	150,570		
12	132,460		12	141,929		12	152,076		
13	133,785		13	143,349		13	153,597		
14	135,123		14	144,782		14	155,133		
15	137,150		15	146,954		15	157,460		
16	139,207		16	149,158		16	159,822		
17	141,295		17	151,396		17	162,219		
18	143,414		18	153,667		18	164,652		
19	145,566		19	155,971		19	167,122		
20	147,749		20	158,311		20	169,629		
21	149,965		21	160,686		21	172,173		
22	152,215		22	163,096		22	174,756		
23	154,498		23	165,543		23	177,377		
24	156,815		24	168,026		24	180,038		
25	159,168		25	170,546		25	182,738		
26	161,555		26	173,104		26	185,479		
27	163,979		27	175,701		27	188,262		
28	166,438		28	178,336		28	191,086		
29	168,935		29	181,011		29	193,952		
30	171,469		30	183,727		30	196,861		
31	174,041		31	186,483		31	199,814		
32	176,651		32	189,280		32	202,811		
33	179,301		33	192,119		33	205,854		
34	181,991		34	195,001		34	208,941		
35	184,721		35	197,926		35	212,075		
36	187,492		36	200,895		36	215,257		
37	190,304		37	203,908		37	218,485		
38	193,158		38	206,967		38	221,763		
39	196,056		39	210,071		39	225,089		
40	198,997		40	213,222		40	228,465		
41	201,982		41	216,421		41	231,892		
42	205,011		42	219,667		42	235,371		
43	208,086		43	222,962		43	238,901		
44	211,208		44	226,306		44	242,485		
45	214,376		45	229,701		45	246,122		
46	217,592		46	233,146		46	249,814		
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 Communications & Community Engagement Officer 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer			2080 - Chief of Staff 2080 - School Board Attorney 2080 - School Board Auditor			


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

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


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
SUMMER SCHOOL EMPLOYEES (continue)		
Interpreter	\$ 20.1690	
Library/Media Assistant	\$ 16.3956	
Nurse (RN)	\$ 32.00	<i>Summer School Rate</i>
Nurse Assistant	\$ 14.2803	
OT/PT	\$ 37.5000	<i>Summer School Rate</i>
OT/PT Assistant	\$ 23.1489	
Security Assistant	\$ 16.3956	
Summer Feeding Program (Manager)	\$ 21.60	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 20.8856	<i>Summer School Rate of \$16.3956 plus \$4.49</i>
Teacher	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 27.2135	
Teacher - IEP/Summer Eligibility Assessment	\$ 35.0000	
Teacher Assistant	\$ 16.3956	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 32.7017-78.1187	<i>Superintendent or designee approval required (U20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 20.00	
Baille Translator	\$ 18.8179	<i>Grade 12</i>
Bus Driver - Additonal/Double Run	\$ 10.00	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Bus Driver - Parks and Recreation	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver Trainee	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
CDL - Random Drug Testing	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.60	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 13.3262	
Clerical Support	\$ 15.2976 - 24.8059	
Curriculum Development/Textbook Adoption	\$ 35.00	
Disc Jockey	\$ 25.00	
Detention	\$ 25.00	
Early Literacy Support (non-certified) <i>Formerly PALS</i>	\$ 27.2135	
Early Literacy Support (Certified) <i>Formerly PALS</i>	\$ 33.5993	
Evening Administrator	\$ 37.5462	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 18.8179	
Foreign Language Translator-Written	\$ 20.1690	
Guidance Representative - Hearings	\$ 40.00	<i>Per Case</i>
Hearing Officer - Student Discipline	\$ 50.00	<i>Per Case</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Hearing Officer - Title IX Decision Makers (NEW Job Code)	\$ 50.00	<i>Per Hour</i>
Homebound Teacher - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 20.1690	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 21.6089	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 24.8059	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.00	
Jail Education Program - Psychologist	\$ 60.00	
Jail Education Program - Security	\$ 50.00	
Jail Education Program - Social Worker	\$ 40.00	
Jail Education Program - Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>Stipend</i>	<i>Paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 27.2135	<i>Non-Certified Teacher Rate</i>



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Part-Time/Temporary Hourly Rates

SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Music Accompanist	\$ 31.0000	
Music Clinicians/Judges	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 23.15	<i>Entry Rate for OT/PT Asst.</i>
Physical Therapy Assistant (Licensed)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 35.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	
Project Support Staff	\$ 13.3262 - 78.1187	<i>Superintendent or designee approval required (Grade 7-MP of 28)</i>
Project Support Staff - PIA - Clerical/Material Assistant	\$ 15.2976	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.00	
Special Education Job Coach - Training	\$ 12.00	
Special Education Job Coach - HD	\$ 14.70	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Teacher - Academic Programs	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.06	
Test Proctor	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Tutor - AVID Program	\$ 17.63	
Tutor - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 27.2135	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.75	<i>If training is required, participant receives their own rate of pay</i>
Workshop Participants - Teacher	\$ 20.8795	<i>50% of the Teacher Scale for 21 years of exp.</i>


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS
SY 2025 - 2026

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

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

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8000	Spring	Baseball Coach	2,100.00	2,310.00	2	
ZATH 8001	Spring	Baseball Asst Coach	800.00	880.00	6	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	2,310.00	2	
ZATH 8005	Winter 1	Basketball Asst Coach - Boys	800.00	880.00	6	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8009	Winter 1	Basketball Asst Coach - Girls	800.00	880.00	6	
ZATH 8012	Semester 1	Cheerleading Coach	2,500.00	2,750.00	1	
ZATH 8013	Semester 1	Cheerleader Assistant	1,500.00	1,650.00	4	
ZATH 8016	Spring	Field Hockey	2,100.00	2,310.00	2	
ZATH 8017	Spring	Field Hockey Asst Coach	800.00	880.00	6	
ZATH 8019	Fall	Football Head Coach	2,500.00	2,750.00	1	
ZATH 8020	Fall	Football Asst Coach (2 versus school)	1,750.00	1,925.00	3	
ZATH 8027	Fall	Soccer Coach Boys	2,100.00	2,310.00	2	
ZATH 8028	Fall	Soccer Asst Coach - Boys	800.00	880.00	6	
ZATH 8031	Fall	Soccer Coach - Girls	2,100.00	2,310.00	2	
ZATH 8032	Fall	Soccer Asst Coach - Girls	800.00	880.00	6	
ZATH 8035	Spring	Softball Coach	2,100.00	2,310.00	2	
ZATH 8032	Spring	Softball Asst Coach	800.00	880.00	6	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	2,310.00	2	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	2,310.00	2	
ZATH 8045	Spring	Track Assistant	1,000.00	1,100.00	5	
ZATH 8048	Winter 2	Volleyball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8049	Winter 2	Volleyball Asst Coach - Girls	800.00	880.00	6	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	2,310.00	2	
ZATH 8053	Winter 2	Wrestling Asst Coach	800.00	880.00	6	

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8204	Spring	Baseball Coach	3,500.00	3,850.00	3	
ZATH 8208	Spring	Baseball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8208	Winter	Basketball Coach - Boys	4,000.00	4,400.00	2	
ZATH 8209	Winter	Basketball Asst Coach Boys	1,500.00	1,650.00	4A	
ZATH 8212	Winter	Basketball Coach - Girls	4,000.00	4,400.00	2	
ZATH 8213	Winter	Basketball Asst Coach Girls	1,500.00	1,650.00	4A	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,500.00	3,850.00	3	
ZATH 8218	Fall	Cheerleader Asst Coach	1,300.00	1,430.00	5A	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	2,000.00	2,200.00	6	
ZATH 8220	Winter	Diving Coach	2,500.00	2,750.00	5	
ZATH 8224	Fall	Field Hockey Coach	3,500.00	3,850.00	3	
ZATH 8225	Fall	Field Hockey Asst Coach	1,300.00	1,430.00	5A	
ZATH 8228	Fall	Football Head Coach	7,000.00	7,700.00	1	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	5,335.00	1A	
ZATH 8232	Fall	Golf Coach	2,000.00	2,200.00	6	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	3,300.00	4	
ZATH8300	Spring	Lacrosse Coach - Boys	3,500.00	3,850.00	3	
ZATH8301	Spring	Lacrosse Assistant Coach - Boys	1,300.00	1,430.00	5A	
ZATH8302	Spring	Lacrosse Coach - Girls	3,500.00	3,850.00	3	
ZATH8303	Spring	Lacrosse Assistant Coach - Girls	1,300.00	1,430.00	5A	
ZATH 8240	Spring	Soccer Coach - Boys	3,500.00	3,850.00	3	
ZATH 8028	Spring	Soccer Asst Coach Boys	1,300.00	1,430.00	5A	
ZATH 8244	Spring	Soccer Coach - Girls	3,500.00	3,850.00	3	
ZATH 8032	Spring	Soccer Asst Coach Girls	1,300.00	1,430.00	5A	
ZATH 8248	Spring	Softball Coach	3,500.00	3,850.00	3	
ZATH 8036	Spring	Softball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8252	Winter	Swimming Coach - Boys	3,000.00	3,300.00	4	
ZATH 8253	Winter	Swimming Asst Coach Boys	1,100.00	1,210.00	6A	
ZATH 8254	Winter	Swimming Coach - Girls	3,000.00	3,300.00	4	
ZATH 8255	Winter	Swimming Asst Coach Girls	1,100.00	1,210.00	6A	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	2,750.00	5	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	2,750.00	5	
ZATH 8264	Winter	Track Indoor Coach - Boys	3,000.00	3,300.00	4	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026					
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00	2,200.00	3A
ZATH 8268	Winter	Track Indoor Coach - Girls	3,000.00	3,300.00	4
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00	2,200.00	3A
ZATH 8272	Spring	Track Outdoor Coach - Boys	3,500.00	3,850.00	3
ZATH 8273	Spring	Track Outdoor Assistant - Boys	2,200.00	2,420.00	2A
ZATH 8276	Spring	Track Outdoor Coach - Girls	3,500.00	3,850.00	3
ZATH 8277	Spring	Track Outdoor Assistant - Girls	2,200.00	2,420.00	2A
ZATH 8280	Fall	Cross Country - Boys	2,500.00	2,750.00	5
ZATH 8283	Fall	Cross Country - Girls	2,500.00	2,750.00	5
ZATH 8289	Fall	Volleyball Coach - Boys	3,500.00	3,850.00	3
ZATH 8290	Fall	Volleyball Asst Coach Boys	1,300.00	1,430.00	5A
ZATH 8293	Fall	Volleyball Coach - Girls	3,500.00	3,850.00	3
ZATH 8294	Fall	Volleyball Asst Coach Girls	1,300.00	1,430.00	5A
ZATH 8297	Winter	Wrestling Coach	4,000.00	4,400.00	2
ZATH 8298	Winter	Wrestling Asst Coach	1,500.00	1,650.00	4
ZATH 8299	Fall-Winter-Spring	Weight Room Coordinator	1,500.00	n/a	n/a
ZATH 8350	Spring	JV Baseball Coach	2,200.00	2,420.00	3JV
ZATH 8354	Winter	JV Basketball Coach - Boys	2,600.00	2,860.00	2JV
ZATH 8358	Winter	JV Basketball Coach - Girls	2,600.00	2,860.00	2JV
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,200.00	2,420.00	3JV
ZATH 8365	Fall	JV Field Hockey Coach	2,200.00	2,420.00	3JV
ZATH 8368	Fall	JV Football Coach	3,000.00	3,300.00	1JV
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00	2,420.00	3JV
ZATH 8372	Spring	JV Soccer Coach - Boys	2,200.00	2,420.00	3JV
ZATH 8375	Spring	JV Soccer Coach - Girls	2,200.00	2,420.00	3JV
ZATH 8379	Spring	JV Softball Coach	2,200.00	2,420.00	3JV
ZATH 8382	Winter	JV Wrestling Coach	2,600.00	2,860.00	2JV



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

ELEMENTARY SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025-2026

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

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

MIDDLE SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025 - 2026

CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7701	Band	1,500.00		9/1-6/30	3	
ZNTH 7707	Choral Sponsor	1,500.00		9/1-6/30	3	
ZNTH 7708	Debate Sponsor	1,500.00	1,650.00	2/1-3/31	3A	
ZNTH 7709	Drama Sponsor	1,500.00	1,650.00	9/1-11/15	3A	
ZNTH 7711	Forensics Speech Sponsor	1,500.00	1,650.00	3/16-5/31	3A	
ZNTH 7810	Intramural Coordinator Fall	700.00		9/1-11/15	4	
ZNTH 7813	Intramural Coordinator Spring	700.00		3/16-5/31	4	
ZNTH 7811	Intramural Coordinator Winter 1	700.00		11/1-1/15	4	
ZNTH 7812	Intramural Coordinator Winter 2	700.00		2/1-3/31	4	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00		9/1-11/15	6	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00		9/1-11/15	6	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00		11/1-1/15	6	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00		11/1-1/15	6	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00		2/1-3/31	6	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00		2/1-3/31	6	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00		3/16-5/31	6	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00		3/16-5/31	6	
ZNTH 7712	Scholastic Bowl	1,500.00	1,650.00	11/1-1/15	3A	
ZNTH 7714	National Junior Honor Society	1,500.00		9/1-6/30	3	
ZNTH 7716	Orchestra	1,500.00		9/1-6/30	3	
ZNTH 7717	Partners In Education (Community Ed)	600.00		9/1-6/30	6	<i>Managed by the Dept. of Media & Communications</i>
ZNTH 7718	SCA Advisor	2,500.00		9/1-6/30	1	
ZNTH 7719	School Media Liaison	600.00		9/1/-6/30	6	
ZNTH 7706	Special Ed Committee Coordinator	2,500.00		9/1-6/30	1	
ZNTH 7720	Student Recognition Coordinator	1,500.00		9/1-6/30	3	
ZNTH 7728	Student Response Team Coord	2,500.00		9/1-6/30	1	
ZNTH 7721	Transportation Assistant	1,800.00		9/1-6/30	2	
ZNTH 7722	Yearbook Sponsor	2,500.00		9/1-6/30	1	
ZNTH 7724	MS Activity Driver Fall	800.00		9/1-11/15	5	
ZNTH 7725	MS Activity Driver Winter 1	800.00		11/1-1/15	5	
ZNTH 7726	MS Activity Driver Winter 2	800.00		2/1-3/31	5	
ZNTH 7727	MS Activity Driver Spring	800.00		3/16-5/31	5	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION			SEASON		Comments
ZNTH 7750	AIASA Sponsor			9/1-6/30		Determined by Principal: Club sponsorship funding not to exceed a total of \$5,250 per school not to exceed \$1,050 per club.
ZNTH 7752	Art Club Sponsor			9/1-6/30		
ZNTH 7754	Chess Club Sponsor			9/1-6/30		
ZNTH 7755	Chrome Club Sponsor			9/1-6/30		
ZNTH 7756	Computer Club Sponsor			9/1-6/30		
ZNTH 7758	Crime Solvers Sponsor			9/1-6/30		
ZNTH 7759	Culture Club Sponsor			9/1-6/30		
ZNTH 7781	Destination Imagination			9/1-6/30		
ZNTH 7760	Drama Club Sponsor			9/1-6/30		
ZNTH 7763	FEA Educators Rising Sponsor			9/1-6/30		
ZNTH 7764	FCCLA Sponsor			9/1-6/30		
ZNTH 7767	French Club Sponsor			9/1-6/30		
ZNTH 7774	Latin Club Sponsor			9/1-6/30		
ZNTH 7776	Mathematics Club Sponsor			9/1-6/30		
ZNTH 7782	Photography Club Sponsor			9/1-6/30		
ZNTH 7786	Science Club Sponsor			9/1-6/30		
ZNTH 7789	Spanish Club Sponsor			9/1-6/30		
ZNTH 7793	Technology Club Sponsor			9/1-6/30		
ZNTH 7841	Misc. Club Sponsor - 1st			9/1-6/30		
ZNTH 7842	Misc. Club Sponsor - 2nd			9/1-6/30		
ZNTH 7843	Misc. Club Sponsor - 3rd			9/1-6/30		
ZNTH 7796	Video Prod Club Sponsor			9/1-6/30		Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School
ZNTH 7797	Wellness Coordinator			9/1-6/30		
ZNTH 7751	Applied Arts Coordinator			9/1-6/30		
ZNTH 7757	Computer Coordinator			9/1-6/30		
ZNTH 7761	Electives Coordinator			9/1-6/30		
ZNTH 7762	English Coordinator			9/1-6/30		
ZNTH 7765	Fine Arts Coordinator			9/1-6/30		
ZNTH 7766	Foreign Language Coordinator			9/1-6/30		
ZNTH 7768	Grade Level 6 Coordinator			9/1-6/30		
ZNTH 7769	Grade Level 7 Coordinator			9/1-6/30		
ZNTH 7770	Grade Level 8 Coordinator			9/1-6/30		
ZNTH 7772	Health/PE Coordinator			9/1-6/30		
ZNTH 7773	Language Arts Coordinator			9/1-6/30		
ZNTH 7775	Library Coordinator			9/1-6/30		
ZNTH 7777	Mathematics Coordinator			9/1-6/30		
ZNTH 7779	Miscellaneous Coordinator			9/1-6/30		
ZNTH 7713	Miscellaneous Leadership Sponsor			9/1-6/30		
ZNTH 7780	Music Coordinator			9/1-6/30		
ZNTH 7783	Practical Arts Coordinator			9/1-6/30		
ZNTH 7784	Principal's Advisory Committee Chair			9/1-6/30		
ZNTH 7785	Resource Coordinator			9/1-6/30		
ZNTH 7787	Science Coordinator			9/1-6/30		
ZNTH 7788	Social Studies Coordinator			9/1-6/30		
ZNTH 7790	Special Ed Committee Coordinator			9/1-6/30		
ZNTH 7791	Staff Development Coordinator			9/1-6/30		
ZNTH 7792	Strategic Planning Coordinator			9/1-6/30		
ZNTH 7794	Technology Coordinator			9/1-6/30		
ZNTH 7795	Teen Living Coordinator			9/1-6/30		



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00		9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00		9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00		9/1-6/30	7	
ZNTH 7862	DECA Coordinator/ <i>Miscellaneous</i>	800.00		9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/ <i>Miscellaneous</i>	600.00		8/1-6/30	9	
ZNTH 7868	FFA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7869	FCCLA / <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7890	TSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7891	VICA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7867	FEA Educators Rising Coordinator/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
ZNTH 7879	Destination Imagination/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.						
ZNTH7895-7897	Activity Bus Driver	2,000.00		9/1-6/30	5	<i>per season</i>
ZNTH 7851	Assistant Student Activities Coordinator	8,500.00		8/1-6/30		2 per school
ZNTH 7858	Choral Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00		9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7863	Drama Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7906	e-Sports (Fall)	1,250.00		9/1-11/15	3	
ZNTH 7907	e-Sports (Spring)	1,250.00		3/16-5/31	3	
ZNTH 7894	Film Festival Director	2,500.00		9/1-6/30	3	<i>per season</i>
ZNTH 7870	Forensics Speech Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7871	Freshman Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	2,750.00	8/1-2/28	3A	
ZNTH 7874	Junior Class Sponsor	1,800.00		9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00		9/1-6/30	4	2 per school
ZNTH 7852	Marching Band	3,600.00		8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00		8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00		9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00		9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00		9/1-6/30	9	<i>Managed by the Dept. of Comm. & Community Engage.</i>
ZNTH 7898	SCA Advisor Assistant	2,500.00		9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00		9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00		9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00		9/1-6/30	4	<i>Moved from Dept Chair to Non-Athletic</i>
ZNTH 7900	Student Response Team Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00		9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00		9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00		9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00		9/1-6/30	2	

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Baseball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scoreboard Operator		25.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	60.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Basketball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Locker Room Monitor		40.00	
Scoreboard Operator/Timer	1 Game	25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scoreboard Operator/Timer	HS Event	45.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	45.00	
Site Coordinator		50.00	
Ticket Sellers	1 Game	25.00	
Ticket Sellers	2 Games	40.00	
Ticket Takers	1 Game	25.00	
Ticket Takers	2 Games	40.00	
Typist		30.00	
Cheerleading			
Announcer		55.00	
Announcer	MS Event	40.00	
Camera Operator		130.00	
Scorer		65.00	
Tabulators		65.00	
Ticket Sellers		70.00	
Ticket Sellers	MS Event	40.00	
Ticket Takers		70.00	
Ticket Takers	MS Event	40.00	
Timer		65.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Cross Country			
Chute Managers		40.00	
Chute Workers		20.00	
Computer Programmer		40.00	
Judge		30.00	
Marshal		20.00	
Recorder		30.00	
Scorer	1 Game	30.00	
Scorer	2 Games	40.00	
Starter		40.00	
Ticket Sellers		40.00	
Ticket Takers		40.00	
Timer		40.00	
Debate			
Asst. Director		50.00	
Judge	MS Event		25.00
Judge	HS Event		25.00
Judge Coordinator	MS Event		45.00
Scorer/Tabulator	HS Event	30.00	
Typist		30.00	
Field Hockey			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Football			
Announcer	MS Event	25.00	
Announcer		40.00	
Camera Operator		70.00	
Chain Crew	MS Event	25.00	
Clock Operator	MS Event	25.00	
Clock Operator		40.00	
Site Coordinator	MS Event	50.00	
Site Coordinator		75.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers		40.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Forensics			
Judge	Middle/High		25.00
Typist		30.00	
Golf			
Scorer		50.00	
Gymnastics			
Announcer		40.00	
Announcer	Multi-Games	55.00	
Scorer		40.00	
Scorer	Multi-Games	55.00	
Site Coordinator		75.00	
Ticket Taker and Sellers		40.00	
Ticket Taker and Sellers	Multi-Games	55.00	
Typist		25.00	
Lacrosse			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
One Act Play			
Critics		55.00	
Light Tech		150.00	
Program Coordinator		50.00	
Site Coordinator		150.00	
Sound Tech		150.00	
Ticket Taker and Sellers		20.00	
Timer		150.00	
Typist		100.00	
Scheduling Committee			
Typist		200.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Scholastic Bowl			
Judge		35.00	
Moderator		20.00	
Quizmaster		35.00	
Readers		35.00	
Timer		25.00	
Timer	Multi-Games	35.00	
Soccer			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Softball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Field Preparation			25.00
Scoreboard Operators		25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scorer		25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Seller and Takers	1 Games	25.00	
Ticket Seller and Takers	2 Games	40.00	
Swimming			
Announcer		40.00	
Camera Operator		50.00	
Dive Supervisor		50.00	
Site Coordinator		75.00	
Ticket Seller and Takers		40.00	
Typist		75.00	
Track			
Announcer	MS Event	45.00	
Announcer	HS Event	55.00	
Assistant Finish Line Judge		55.00	
Assistant Starter		80.00	
Assistant Timer		25.00	
Clerk of Course	MS Event	55.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Track (continue)			
Computer Assistant		35.00	
Computer Programmer		80.00	
Dual Starter		60.00	
Dual Starter	MS Event	35.00	
FAT Operator		80.00	
Field Event Assistants		25.00	
Field Event Assistants	MS Event	25.00	
Finish Line Judge		65.00	
Finish Line Judge	MS Event	45.00	
Head Timer	MS Event	30.00	
Hurdle Crew Manager		35.00	
Scorer		55.00	
Scorer	MS Event	45.00	
Site Coordinator		100.00	
Site Coordinator	MS Event	50.00	
Starter	Multi-Games	105.00	
Ticket Seller and Takers		40.00	
Timer	MS Event	30.00	
Tri-Starter		70.00	
Tri-Starter	MS Event	45.00	
Volleyball			
Announcers	1 Game	25.00	
Announcers	2 Games	40.00	
Libero Tracker	1 Game	25.00	
Libero Tracker	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Taker and Sellers	1 Game	25.00	
Ticket Taker and Sellers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Wrestling			
Announcer	Dbl Dual	50.00	
Announcer	Dual	40.00	
Announcer	MS Event	25.00	
Announcer	Tri/Quad	70.00	
Matchmaker		55.00	
Matchscorer		80.00	
Scorer	Consolation/Dual	35/40	
Scorer	Dbl Dual	50.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Wrestling (continued)			
Scorer	Finals	25.00	
Scorer	HS Event	65.00	
Scorer	MS Event	25.00	
Scorer	Tri/Quad	70.00	
Site Coordinator		100.00	
Ticket Taker and Sellers	Dbl Dual	50.00	
Ticket Taker and Sellers	Dual	40.00	
Ticket Taker and Sellers	Finals	80.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers	Tri/Quad	70.00	
Timer	Dbl Dual	50.00	
Timer	Dual	40.00	
Timer	MS Event	25.00	
Timer	Tri/Quad	70.00	
Weight Recorder	MS Event	25.00	
Weight Checker	MS Event	25.00	
Director Fees			
Directors Fees - Multi-Games	Level 1	50.00	
Directors Fees - Multi-Games	Level 2	75.00	
Directors Fees - Multi-Games	Level 3	80.00	
Directors Fees - Multi-Games	Level 4	100.00	
Directors Fees - Multi-Games	Level 5	120.00	
Directors Fees - Multi-Games	Level 6	150.00	
Directors Fees - Multi-Games	Level 7	200.00	
Directors Fees - Multi-Games	Level 8	300.00	
Directors Fees - Multi-Games	Level 9	400.00	
Directors Fees - Multi-Games	Level 10	250.00	
Directors Fees - Multi-Games	Level 11	500.00	
Directors Fees - Multi-Games	Level 12	600.00	
Director Fees (continued)			
Directors Fees - Multi-Games	Level 13	700.00	
Directors Fees - Multi-Games	Level 14	800.00	
Directors Fees - Multi-Games	Level 15	900.00	
Directors Fees - Multi-Games	Level 16	1,000.00	
High School Coaching Positions Eligible for Post Season Compensation (NEW)			
Football	Varsity/JV Head Coaches	\$100 for Each Week of Post Season Play (\$500 Max)	
	Varsity/JV Asst Coaches	\$50 for Each Week of Post Season Play (\$250 Max)	
Baseball, Basketball, Field Hockey, Lacrosse, Scholastic Bowl, Soccer, Softball, Tennis, Volleyball	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
High School Coaching Positions Eligible for Post Season Compensation (NEW continued)			
Cross Country, Golf, Gymnastics, Indoor Track, Outdoor Track, Swim/Dive, Wrestling	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	
Debate, One-Act Play, Speech	Head Coaches	\$100 for Second Level and \$100 for State (\$200 Max)	

SALARY RESOLUTION

May 27, 2025

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 proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a 1.5% step increase for all eligible employees in allocated benefited positions earning an additional year of experience on the Instructional Experience-Based Step Pay scale; and

WHEREAS, the proposed FY 2025/26 Operating Budget includes a 3% increase to the entry-level pay and a step increase for all eligible employees in allocated, benefited, positions who are earning an additional year of experience on the Unified Experience-Based Step Pay Scale as follows: employees with 1-14 years of experience will receive a 1% step increase, and employees with 15 or more years of experience will receive a 1.5% step increase; and

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

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

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

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 of the City of Virginia Beach this 27th day of May 2025.

SEAL

Kathleen J. Brown, School Board Chair

Attest:

Regina M. Toneatto, Clerk of the Board



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE

SY 2025 - 2026

Effective: July 1, 2025 (4.5%)

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	10-month Extended HS School Counselors	11-month	12-month	ALC
0	55,687	58,764	60,435	61,537	72,401	39,505
1	56,522	59,645	61,342	62,460	73,487	40,097
2	57,370	60,540	62,262	63,397	74,589	40,699
3	58,231	61,448	63,196	64,348	75,708	41,309
4	59,104	62,370	64,144	65,313	76,843	41,929
5	59,991	63,305	65,106	66,292	77,996	42,558
6	60,890	64,255	66,082	67,287	79,166	43,196
7	61,804	65,219	67,074	68,296	80,353	43,844
8	62,731	66,197	68,080	69,321	81,559	44,502
9	63,672	67,190	69,101	70,360	82,782	45,169
10	64,627	68,198	70,137	71,416	84,024	45,847
11	65,596	69,221	71,189	72,487	85,284	46,535
12	66,580	70,259	72,257	73,574	86,564	47,233
13	67,579	71,313	73,341	74,678	87,862	47,941
14	68,593	72,383	74,441	75,798	89,180	48,660
15	69,622	73,468	75,558	76,935	90,518	49,390
16	70,666	74,570	76,691	78,089	91,875	50,131
17	71,726	75,689	77,842	79,261	93,254	50,883
18	72,802	76,824	79,009	80,449	94,652	51,646
19	73,894	77,977	80,194	81,656	96,072	52,421
20	75,002	79,146	81,397	82,881	97,513	53,207
21	76,127	80,334	82,618	84,124	98,976	54,006
22	77,269	81,539	83,858	85,386	100,461	54,816
23	78,428	82,762	85,116	86,667	101,968	55,638
24	79,605	84,003	86,392	87,967	103,497	56,472
25	80,799	85,263	87,688	89,287	105,050	57,320
26	82,011	86,542	89,004	90,626	106,625	58,179
27	83,241	87,840	90,339	91,985	108,225	59,052
28	84,490	89,158	91,694	93,365	109,848	59,938
29	85,757	90,495	93,069	94,765	111,496	60,837
30	87,043	91,853	94,465	96,187	113,168	61,749
31	88,349	93,230	95,882	97,630	114,866	62,676
32	89,674	94,629	97,320	99,094	116,589	63,616
33	91,019	96,048	98,780	100,581	118,338	64,570
34	92,385	97,489	100,262	102,089	120,113	65,539
35	93,770	98,951	101,766	103,621	121,914	66,522
36	95,177	100,436	103,292	105,175	123,743	67,520
37	96,605	101,942	104,842	106,753	125,599	68,532
38	98,054	103,471	106,414	108,354	127,483	69,560
39	99,524	105,023	108,011	109,979	129,395	70,604
40	101,017	106,599	109,631	111,629	131,336	71,663
41	102,533	108,198	111,275	113,303	133,306	72,738
42	104,076	109,826	112,950	115,008	135,313	73,832
43	105,637	111,473	114,644	116,734	137,342	74,940
44	107,221	113,145	116,364	118,485	139,402	76,064
45	108,830	114,843	118,109	120,262	141,493	77,205
46+	110,462	116,565	119,881	122,066	143,616	78,363

The scale reflects a 3% entry-level adjustment and a 1.5% difference between each step for years of experience.

**Alphabetical Listing of Instructional Positions
SY 2025 - 2026**

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

VBCPS Unified Exp-Based Pay Scale - SY 2025-2026 (7/1/25)			
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
46	111,576	123,329	145,049
1500/1658 - Behavior Intervention Specialist 1500/1658 - Occupational Therapist 1500/1658 - Physical Therapist 1950 - Pos Behav'I Interven & Support (PBIS) Spec 1500/1950 - School Psychologist 1500/1950 - School Social Worker			

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)																		
U07														U08				
Annual Hrs	7/1/2025	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	2080	HRS	7/1/2025	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	15.7590	10,259	11,725	13,190	14,655	16,121	17,587	19,052	20,518	21,983	23,449	25,214	32,778	0	16.3063	22,355	22,828	33,917
1	15.9166	10,361	11,842	13,322	14,802	16,282	17,762	19,243	20,723	22,203	23,683	25,466	33,106	1	16.4693	22,579	23,057	34,256
2	16.0758	10,465	11,960	13,455	14,950	16,445	17,940	19,435	20,930	22,425	23,920	25,721	33,437	2	16.6340	22,805	23,287	34,598
3	16.2365	10,569	12,080	13,589	15,099	16,609	18,119	19,629	21,139	22,649	24,159	25,978	33,771	3	16.8004	23,033	23,520	34,944
4	16.3989	10,675	12,201	13,725	15,250	16,776	18,301	19,826	21,351	22,876	24,401	26,238	34,109	4	16.9684	23,263	23,755	35,294
5	16.5629	10,782	12,323	13,863	15,403	16,943	18,484	20,024	21,564	23,105	24,645	26,500	34,450	5	17.1380	23,496	23,993	35,647
6	16.7285	10,890	12,446	14,001	15,557	17,113	18,669	20,224	21,780	23,336	24,892	26,765	34,795	6	17.3094	23,731	24,233	36,003
7	16.8958	10,999	12,570	14,141	15,713	17,284	18,855	20,427	21,998	23,569	25,140	27,033	35,143	7	17.4825	23,968	24,475	36,363
8	17.0647	11,109	12,696	14,283	15,870	17,457	19,044	20,631	22,218	23,805	25,392	27,303	35,494	8	17.6573	24,208	24,720	36,727
9	17.2354	11,220	12,823	14,426	16,028	17,631	19,234	20,837	22,440	24,043	25,646	27,576	35,849	9	17.8339	24,450	24,967	37,094
10	17.4077	11,332	12,951	14,570	16,189	17,808	19,426	21,045	22,664	24,283	25,902	27,852	36,208	10	18.0123	24,694	25,217	37,465
11	17.5818	11,445	13,081	14,715	16,351	17,986	19,621	21,256	22,891	24,526	26,161	28,130	36,570	11	18.1924	24,941	25,469	37,840
12	17.7576	11,560	13,212	14,863	16,514	18,166	19,817	21,468	23,120	24,771	26,423	28,412	36,935	12	18.3743	25,191	25,724	38,218
13	17.9352	11,675	13,344	15,011	16,679	18,347	20,015	21,683	23,351	25,019	26,687	28,696	37,305	13	18.5580	25,443	25,981	38,600
14	18.1146	11,792	13,477	15,161	16,846	18,531	20,215	21,900	23,585	25,269	26,954	28,983	37,678	14	18.7436	25,697	26,241	38,986
15	18.3863	11,969	13,679	15,389	17,099	18,809	20,519	22,229	23,938	25,648	27,358	29,418	38,243	15	19.0248	26,083	26,634	39,571
16	18.6621	12,149	13,885	15,620	17,355	19,091	20,826	22,562	24,298	26,033	27,769	29,859	38,817	16	19.3101	26,474	27,034	40,165
17	18.9420	12,331	14,093	15,854	17,616	19,377	21,139	22,900	24,662	26,424	28,185	30,307	39,399	17	19.5998	26,871	27,439	40,767
18	19.2261	12,516	14,304	16,092	17,880	19,668	21,456	23,244	25,032	26,820	28,608	30,761	39,990	18	19.8938	27,274	27,851	41,379
19	19.5145	12,703	14,519	16,333	18,148	19,963	21,778	23,593	25,407	27,222	29,037	31,223	40,590	19	20.1922	27,683	28,269	41,999
20	19.8072	12,894	14,737	16,578	18,420	20,262	22,104	23,946	25,788	27,631	29,473	31,691	41,198	20	20.4951	28,098	28,693	42,629
21	20.1044	13,087	14,958	16,827	18,697	20,566	22,436	24,306	26,175	28,045	29,915	32,167	41,817	21	20.8025	28,520	29,123	43,269
22	20.4059	13,284	15,182	17,079	18,977	20,875	22,772	24,670	26,568	28,466	30,363	32,649	42,444	22	21.1146	28,948	29,560	43,918
23	20.7120	13,483	15,410	17,335	19,262	21,188	23,114	25,040	26,967	28,893	30,819	33,139	43,080	23	21.4313	29,382	30,003	44,577
24	21.0227	13,685	15,641	17,595	19,551	21,506	23,461	25,416	27,371	29,326	31,281	33,636	43,727	24	21.7527	29,822	30,453	45,245
25	21.3380	13,891	15,875	17,859	19,844	21,828	23,813	25,797	27,782	29,766	31,750	34,140	44,383	25	22.0790	30,270	30,910	45,924
26	21.6581	14,099	16,114	18,127	20,142	22,156	24,170	26,184	28,198	30,213	32,227	34,652	45,048	26	22.4102	30,724	31,374	46,613
27	21.9830	14,310	16,355	18,399	20,444	22,488	24,533	26,577	28,621	30,666	32,710	35,172	45,724	27	22.7464	31,185	31,844	47,312
28	22.3127	14,525	16,601	18,675	20,750	22,825	24,900	26,976	29,051	31,126	33,201	35,700	46,410	28	23.0876	31,653	32,322	48,022
29	22.6474	14,743	16,850	18,955	21,062	23,168	25,274	27,380	29,486	31,593	33,699	36,235	47,106	29	23.4339	32,127	32,807	48,742
30	22.9871	14,964	17,102	19,240	21,378	23,515	25,653	27,791	29,929	32,067	34,204	36,779	47,813	30	23.7854	32,609	33,299	49,473
31	23.3319	15,189	17,359	19,528	21,698	23,868	26,038	28,208	30,378	32,548	34,717	37,331	48,530	31	24.1422	33,098	33,799	50,215
32	23.6819	15,416	17,619	19,821	22,024	24,226	26,429	28,631	30,833	33,036	35,238	37,891	49,258	32	24.5043	33,595	34,306	50,968
33	24.0371	15,648	17,884	20,119	22,354	24,589	26,825	29,060	31,296	33,531	35,767	38,459	49,997	33	24.8719	34,099	34,820	51,733
34	24.3977	15,882	18,152	20,420	22,689	24,958	27,227	29,496	31,765	34,034	36,303	39,036	50,747	34	25.2449	34,610	35,342	52,509
35	24.7637	16,121	18,424	20,727	23,030	25,333	27,636	29,939	32,242	34,545	36,848	39,621	51,508	35	25.6236	35,129	35,873	53,297
36	25.1351	16,362	18,701	21,038	23,375	25,713	28,050	30,388	32,725	35,063	37,401	40,216	52,281	36	26.0080	35,656	36,411	54,096
37	25.5121	16,608	18,981	21,353	23,726	26,098	28,471	30,844	33,216	35,589	37,962	40,819	53,065	37	26.3981	36,191	36,957	54,908
38	25.8948	16,857	19,266	21,673	24,082	26,490	28,898	31,306	33,715	36,123	38,531	41,431	53,861	38	26.7941	36,734	37,511	55,731
39	26.2832	17,110	19,555	21,999	24,443	26,887	29,332	31,776	34,220	36,665	39,109	42,053	54,669	39	27.1960	37,285	38,074	56,567
40	26.6775	17,367	19,848	22,329	24,810	27,291	29,772	32,253	34,734	37,215	39,696	42,684	55,489	40	27.6039	37,844	38,645	57,416
41	27.0777	17,627	20,146	22,664	25,182	27,700	30,218	32,736	35,255	37,773	40,291	43,324	56,321	41	28.0180	38,412	39,225	58,277
42	27.4838	17,891	20,448	23,003	25,559	28,115	30,671	33,227	35,783	38,339	40,895	43,974	57,166	42	28.4382	38,988	39,813	59,151
43	27.8961	18,160	20,755	23,349	25,943	28,537	31,132	33,726	36,320	38,915	41,509	44,633	58,023	43	28.8648	39,573	40,410	60,038
44	28.3145	18,432	21,066	23,699	26,332	28,965	31,598	34,232	36,865	39,498	42,131	45,303	58,894	44	29.2978	40,167	41,016	60,939
45	28.7392	18,709	21,382	24,054	26,727	29,400	32,072	34,745	37,418	40,091	42,763	45,982	59,777	45	29.7373	40,769	41,632	61,853
46	29.1703	18,989	21,703	24,415	27,128	29,841	32,554	35,266	37,979	40,692	43,405	46,672	60,674	46	30.1833	41,381	42,256	62,781
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 Manager in Training @ 7 hrs 1371 - Clinic Assist - CMA/CAN/PCT 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 2025-2026 (Effect. 7/1/25)																
U09						U10										
Annual Hrs	7/1/2025	1371	1386	1600	2080	Annual Hrs	7/1/2025	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	17.4678	23,948	24,210	27,948	36,333	0	18.7216	19,227	25,667	26,491	27,857	28,831	32,201	33,099	38,940	
1	17.6425	24,187	24,452	28,228	36,696	1	18.9088	19,419	25,923	26,755	28,136	29,119	32,523	33,430	39,330	
2	17.8189	24,429	24,696	28,510	37,063	2	19.0979	19,613	26,183	27,023	28,417	29,410	32,848	33,765	39,723	
3	17.9971	24,674	24,943	28,795	37,433	3	19.2889	19,809	26,445	27,293	28,701	29,704	33,176	34,102	40,120	
4	18.1771	24,920	25,193	29,083	37,808	4	19.4818	20,007	26,709	27,566	28,988	30,001	33,508	34,443	40,522	
5	18.3588	25,169	25,445	29,374	38,186	5	19.6766	20,207	26,976	27,842	29,278	30,301	33,843	34,788	40,927	
6	18.5424	25,421	25,699	29,667	38,568	6	19.8733	20,409	27,246	28,120	29,571	30,604	34,182	35,135	41,336	
7	18.7278	25,675	25,956	29,964	38,953	7	20.0721	20,614	27,518	28,402	29,867	30,911	34,524	35,487	41,749	
8	18.9151	25,932	26,216	30,264	39,343	8	20.2728	20,820	27,794	28,686	30,165	31,220	34,869	35,842	42,167	
9	19.1043	26,191	26,478	30,566	39,736	9	20.4755	21,028	28,071	28,972	30,467	31,532	35,217	36,200	42,589	
10	19.2953	26,453	26,743	30,872	40,134	10	20.6803	21,238	28,352	29,262	30,772	31,847	35,570	36,562	43,015	
11	19.4883	26,718	27,010	31,181	40,535	11	20.8871	21,451	28,636	29,555	31,080	32,166	35,925	36,928	43,445	
12	19.6832	26,985	27,280	31,493	40,941	12	21.0960	21,665	28,922	29,850	31,390	32,487	36,285	37,297	43,879	
13	19.8800	27,255	27,553	31,808	41,350	13	21.3069	21,882	29,211	30,149	31,704	32,812	36,647	37,670	44,318	
14	20.0788	27,528	27,829	32,126	41,763	14	21.5200	22,101	29,503	30,450	32,021	33,140	37,014	38,047	44,761	
15	20.3800	27,940	28,246	32,608	42,390	15	21.8428	22,432	29,946	30,907	32,502	33,637	37,569	38,618	45,433	
16	20.6857	28,360	28,670	33,097	43,026	16	22.1704	22,769	30,395	31,371	32,989	34,142	38,133	39,197	46,114	
17	20.9960	28,785	29,100	33,593	43,671	17	22.5030	23,110	30,851	31,841	33,484	34,654	38,705	39,785	46,806	
18	21.3109	29,217	29,536	34,097	44,326	18	22.8405	23,457	31,314	32,319	33,986	35,174	39,285	40,382	47,508	
19	21.6306	29,655	29,980	34,608	44,991	19	23.1831	23,809	31,784	32,804	34,496	35,701	39,874	40,987	48,220	
20	21.9550	30,100	30,429	35,128	45,666	20	23.5309	24,166	32,260	33,296	35,013	36,237	40,473	41,602	48,944	
21	22.2843	30,551	30,886	35,654	46,351	21	23.8838	24,528	32,744	33,795	35,539	36,781	41,080	42,226	49,678	
22	22.6186	31,010	31,349	36,189	47,046	22	24.2421	24,896	33,235	34,302	36,072	37,332	41,696	42,860	50,423	
23	22.9579	31,475	31,819	36,732	47,752	23	24.6057	25,270	33,734	34,817	36,613	37,892	42,321	43,502	51,179	
24	23.3023	31,947	32,296	37,283	48,468	24	24.9748	25,649	34,240	35,339	37,162	38,461	42,956	44,155	51,947	
25	23.6518	32,426	32,781	37,842	49,195	25	25.3494	26,033	34,754	35,869	37,719	39,038	43,600	44,817	52,726	
26	24.0066	32,913	33,273	38,410	49,933	26	25.7297	26,424	35,275	36,407	38,285	39,623	44,255	45,490	53,517	
27	24.3667	33,406	33,772	38,986	50,682	27	26.1156	26,820	35,804	36,953	38,860	40,218	44,918	46,172	54,320	
28	24.7322	33,907	34,278	39,571	51,442	28	26.5074	27,223	36,341	37,507	39,443	40,821	45,592	46,865	55,135	
29	25.1031	34,416	34,792	40,164	52,214	29	26.9050	27,631	36,886	38,070	40,034	41,433	46,276	47,568	55,962	
30	25.4797	34,932	35,314	40,767	52,997	30	27.3085	28,045	37,439	38,641	40,635	42,055	46,970	48,281	56,801	
31	25.8619	35,456	35,844	41,379	53,792	31	27.7182	28,466	38,001	39,221	41,244	42,686	47,675	49,005	57,653	
32	26.2498	35,988	36,382	41,999	54,599	32	28.1339	28,893	38,571	39,809	41,863	43,326	48,390	49,740	58,518	
33	26.6436	36,528	36,928	42,629	55,418	33	28.5560	29,327	39,150	40,406	42,491	43,976	49,116	50,487	59,396	
34	27.0432	37,076	37,481	43,269	56,249	34	28.9843	29,766	39,737	41,012	43,128	44,635	49,852	51,244	60,287	
35	27.4489	37,632	38,044	43,918	57,093	35	29.4191	30,213	40,333	41,628	43,775	45,305	50,600	52,012	61,191	
36	27.8606	38,196	38,614	44,576	57,950	36	29.8603	30,666	40,938	42,252	44,432	45,984	51,359	52,793	62,109	
37	28.2785	38,769	39,194	45,245	58,819	37	30.3083	31,126	41,552	42,886	45,098	46,674	52,130	53,585	63,041	
38	28.7027	39,351	39,781	45,924	59,701	38	30.7629	31,593	42,175	43,529	45,775	47,374	52,912	54,388	63,986	
39	29.1332	39,941	40,378	46,613	60,597	39	31.2243	32,067	42,808	44,182	46,461	48,085	53,705	55,204	64,946	
40	29.5702	40,540	40,984	47,312	61,506	40	31.6927	32,548	43,450	44,845	47,158	48,806	54,511	56,032	65,920	
41	30.0138	41,148	41,599	48,022	62,428	41	32.1681	33,036	44,102	45,517	47,866	49,538	55,329	56,873	66,909	
42	30.4640	41,766	42,223	48,742	63,365	42	32.6506	33,532	44,763	46,200	48,584	50,281	56,159	57,726	67,913	
43	30.9209	42,392	42,856	49,473	64,315	43	33.1404	34,035	45,435	46,893	49,312	51,036	57,001	58,592	68,932	
44	31.3848	43,028	43,499	50,215	65,280	44	33.6375	34,545	46,117	47,597	50,052	51,801	57,856	59,471	69,966	
45	31.8555	43,673	44,151	50,968	66,259	45	34.1420	35,063	46,808	48,310	50,803	52,578	58,724	60,363	71,015	
46	32.3334	44,329	44,814	51,733	67,253	46	34.6541	35,589	47,510	49,035	51,565	53,367	59,605	61,268	72,080	
1600 - Asst Cafeteria Manager 1371 - Clinic Assist - EMT 2080 - Custodian III 1386 - ISS Coordinator 2080 - Office Assoc II 1600 - School Office Assoc II 2080 - School Office Assoc II-Data Tech						1027 - ALC General Asst 1488 - Auxiliary Bus Driver 1720 - Auxiliary Bus Driver - Plan Bee 2080 - Distribution Driver 2080 - Carpentry Craftsman I 1371 - Clinic Assist - LPN 2080 - Custodian IV 1371 - Distance Learning Asst 1371 - General Asst 1540 - General Asst 10-month ext. (JDC) 1371 - Kindergarten & Pre-Kindergarten Asst 1415 - Library/Media Asst 1371 - PE Asst 2080 - Maintenance Craftsman I 2080 - Painter Craftsman I 1371 - SpEd Asst 1371 - Title I Asst 2080 - School Rentals Assist 1415 - Security Assistant 1415 - School Security Officer I 1768 - Student Residency Verifier										

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)															
Grade 11								U12							
Annual Hrs	7/1/2025	1415	1544	1632	2080			Annual Hrs	7/1/2025	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	20.0585	28,382	30,970	32,735	41,721			0	21.4875	28,127	30,404	34,380	44,694		
1	20.2591	28,666	31,280	33,062	42,138			1	21.7024	28,408	30,708	34,723	45,140		
2	20.4617	28,953	31,592	33,393	42,560			2	21.9194	28,692	31,015	35,071	45,592		
3	20.6663	29,242	31,908	33,727	42,985			3	22.1386	28,979	31,326	35,421	46,048		
4	20.8729	29,535	32,227	34,064	43,415			4	22.3600	29,269	31,639	35,776	46,508		
5	21.0817	29,830	32,550	34,405	43,849			5	22.5836	29,561	31,955	36,133	46,973		
6	21.2925	30,128	32,875	34,749	44,288			6	22.8094	29,857	32,275	36,495	47,443		
7	21.5054	30,430	33,204	35,096	44,731			7	23.0375	30,156	32,598	36,860	47,918		
8	21.7205	30,734	33,536	35,447	45,178			8	23.2679	30,457	32,924	37,228	48,397		
9	21.9377	31,041	33,871	35,802	45,630			9	23.5006	30,762	33,253	37,600	48,881		
10	22.1570	31,352	34,210	36,160	46,086			10	23.7356	31,069	33,585	37,976	49,370		
11	22.3786	31,665	34,552	36,521	46,547			11	23.9729	31,380	33,921	38,356	49,863		
12	22.6024	31,982	34,898	36,887	47,012			12	24.2127	31,694	34,260	38,740	50,362		
13	22.8284	32,302	35,247	37,255	47,483			13	24.4548	32,011	34,603	39,127	50,865		
14	23.0567	32,625	35,599	37,628	47,957			14	24.6993	32,331	34,949	39,518	51,374		
15	23.4026	33,114	36,133	38,193	48,677			15	25.0698	32,816	35,473	40,111	52,145		
16	23.7536	33,611	36,675	38,765	49,407			16	25.4459	33,308	36,005	40,713	52,927		
17	24.1099	34,115	37,225	39,347	50,148			17	25.8276	33,808	36,546	41,324	53,721		
18	24.4715	34,627	37,783	39,937	50,900			18	26.2150	34,315	37,094	41,944	54,527		
19	24.8386	35,146	38,350	40,536	51,664			19	26.6082	34,830	37,650	42,573	55,345		
20	25.2112	35,673	38,926	41,144	52,439			20	27.0073	35,352	38,215	43,211	56,175		
21	25.5894	36,209	39,510	41,761	53,225			21	27.4124	35,882	38,788	43,859	57,017		
22	25.9732	36,752	40,102	42,388	54,024			22	27.8236	36,421	39,370	44,517	57,873		
23	26.3628	37,303	40,704	43,024	54,834			23	28.2410	36,967	39,961	45,185	58,741		
24	26.7582	37,862	41,314	43,669	55,657			24	28.6646	37,521	40,560	45,863	59,622		
25	27.1596	38,430	41,934	44,324	56,491			25	29.0945	38,084	41,168	46,551	60,516		
26	27.5670	39,007	42,563	44,989	57,339			26	29.5310	38,656	41,786	47,249	61,424		
27	27.9805	39,592	43,201	45,664	58,199			27	29.9739	39,235	42,413	47,958	62,345		
28	28.4002	40,186	43,849	46,349	59,072			28	30.4235	39,824	43,049	48,677	63,280		
29	28.8262	40,789	44,507	47,044	59,958			29	30.8799	40,421	43,695	49,407	64,230		
30	29.2586	41,400	45,175	47,750	60,857			30	31.3431	41,028	44,350	50,148	65,193		
31	29.6975	42,021	45,852	48,466	61,770			31	31.8132	41,643	45,015	50,901	66,171		
32	30.1430	42,652	46,540	49,193	62,697			32	32.2904	42,268	45,690	51,664	67,164		
33	30.5951	43,292	47,238	49,931	63,637			33	32.7748	42,902	46,376	52,439	68,171		
34	31.0540	43,941	47,947	50,680	64,592			34	33.2664	43,545	47,071	53,226	69,194		
35	31.5198	44,600	48,666	51,440	65,561			35	33.7654	44,198	47,778	54,024	70,232		
36	31.9926	45,269	49,396	52,211	66,544			36	34.2719	44,861	48,494	54,835	71,285		
37	32.4725	45,948	50,137	52,995	67,542			37	34.7860	45,534	49,222	55,657	72,354		
38	32.9596	46,637	50,889	53,790	68,555			38	35.3078	46,217	49,960	56,492	73,440		
39	33.4540	47,337	51,652	54,596	69,584			39	35.8374	46,911	50,709	57,339	74,541		
40	33.9558	48,047	52,427	55,415	70,628			40	36.3749	47,614	51,470	58,199	75,659		
41	34.4652	48,768	53,214	56,247	71,687			41	36.9206	48,329	52,242	59,072	76,794		
42	34.9821	49,499	54,012	57,090	72,762			42	37.4744	49,053	53,026	59,959	77,946		
43	35.5069	50,242	54,822	57,947	73,854			43	38.0365	49,789	53,821	60,858	79,115		
44	36.0395	50,995	55,644	58,816	74,962			44	38.6070	50,536	54,628	61,771	80,302		
45	36.5801	51,760	56,479	59,698	76,086			45	39.1861	51,294	55,448	62,697	81,507		
46	37.1288	52,537	57,326	60,594	77,227			46	39.7739	52,064	56,280	63,638	82,729		
2080 - Admin Office Assoc I						2080 - Employee Relations Assoc		2080 - Accounts Payable Technician						2080 - Carpentry Craftsman II	
2080 - Bookkeeper - MS						2080 - Financial Assistant		2080 - Admin Office Assoc II						2080 - General Maint Craft II	
2080 - Communication Prog Assoc						2080 - Fleet Technician I		2080 - Assist Warehouse Mgr						1309 - Interpreter	
2080 - Customer Support Tech I						2080 - Food Service Craftsman I		2080 - Benefits Assistant						2080 - Inventory Technician	
2080 - Data Processing Specialist						2080 - Human Resources Assoc		2080 - Bookkeeper - HS						2080 - Licensure Analyst	
2080 - Electrical Craftsman I						2080 - HVAC Craftsman I		2080 - Building Operations Supvsr						2080 - Painter Craftsman II	
2080 - Electronics Craftsman I						2080 - Library Cataloger		2080 - Cafeteria Manager I						2080 - Payroll Assistant	
						2080 - Machinist Craftsman I									
						2080 - Pest Control Technician									
						2080 - Plumbing Craftsman I									
						2080 - Procurement Assistant II									
						2080 - Refrigeration Craftsman I									
						2080 - School Admin Associate I									
						1415/1632 - Security Asst - Renaissance									
						1544/2080 - Security Officer - 10 months									
						2080 - Teacher Production Center									
						2080 - Web Page Design Tech									

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)														
U13														
Annual Hrs	7/1/2025	930	1023	1116	1209	1302	1309	1393	1395	1488	1600	1680	1720	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 190 days 7.33hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 210 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day
0	23.0302	21,418	23,559	25,701	27,843	29,985	30,146	32,081	32,127	34,268	36,848	38,690	39,611	47,902
1	23.2605	21,632	23,795	25,958	28,121	30,285	30,447	32,401	32,448	34,611	37,216	39,077	40,008	48,381
2	23.4931	21,848	24,033	26,218	28,403	30,588	30,752	32,725	32,772	34,957	37,588	39,468	40,408	48,865
3	23.7280	22,067	24,273	26,480	28,687	30,893	31,059	33,053	33,100	35,307	37,964	39,863	40,812	49,354
4	23.9653	22,287	24,516	26,745	28,974	31,202	31,370	33,383	33,431	35,660	38,344	40,261	41,220	49,847
5	24.2050	22,510	24,761	27,012	29,263	31,514	31,684	33,717	33,765	36,017	38,728	40,664	41,632	50,346
6	24.4470	22,735	25,009	27,282	29,556	31,829	32,001	34,054	34,103	36,377	39,115	41,070	42,048	50,849
7	24.6915	22,963	25,259	27,555	29,852	32,148	32,321	34,395	34,444	36,740	39,506	41,481	42,469	51,358
8	24.9384	23,192	25,511	27,831	30,150	32,469	32,644	34,739	34,789	37,108	39,901	41,896	42,894	51,871
9	25.1878	23,424	25,767	28,109	30,452	32,794	32,970	35,086	35,136	37,479	40,300	42,315	43,323	52,390
10	25.4397	23,658	26,024	28,390	30,756	33,122	33,300	35,437	35,488	37,854	40,703	42,738	43,756	52,914
11	25.6941	23,895	26,285	28,674	31,064	33,453	33,633	35,791	35,843	38,232	41,110	43,166	44,193	53,443
12	25.9510	24,134	26,547	28,961	31,374	33,788	33,969	36,149	36,201	38,615	41,521	43,597	44,635	53,978
13	26.2105	24,375	26,813	29,250	31,688	34,126	34,309	36,511	36,563	39,001	41,936	44,033	45,082	54,517
14	26.4726	24,619	27,081	29,543	32,005	34,467	34,652	36,876	36,929	39,391	42,356	44,473	45,532	55,063
15	26.8697	24,988	27,487	29,986	32,485	34,984	35,172	37,429	37,483	39,982	42,991	45,141	46,215	55,888
16	27.2728	25,363	27,900	30,436	32,972	35,509	35,700	37,991	38,045	40,581	43,636	45,818	46,909	56,727
17	27.6819	25,744	28,318	30,893	33,467	36,041	36,235	38,560	38,616	41,190	44,291	46,505	47,612	57,578
18	28.0971	26,130	28,743	31,356	33,969	36,582	36,779	39,139	39,195	41,808	44,955	47,203	48,327	58,441
19	28.5185	26,522	29,174	31,826	34,478	37,131	37,330	39,726	39,783	42,435	45,629	47,911	49,051	59,318
20	28.9463	26,920	29,612	32,304	34,996	37,688	37,890	40,322	40,380	43,072	46,314	48,629	49,787	60,208
21	29.3805	27,323	30,056	32,788	35,521	38,253	38,459	40,927	40,985	43,718	47,008	49,359	50,534	61,111
22	29.8212	27,733	30,507	33,280	36,053	38,827	39,035	41,540	41,600	44,373	47,713	50,099	51,292	62,028
23	30.2685	28,149	30,964	33,779	36,594	39,409	39,621	42,164	42,224	45,039	48,429	50,851	52,061	62,958
24	30.7226	28,572	31,429	34,286	37,143	40,000	40,215	42,796	42,858	45,715	49,156	51,613	52,842	63,903
25	31.1834	29,000	31,900	34,800	37,700	40,600	40,819	43,438	43,500	46,400	49,893	52,388	53,635	64,861
26	31.6512	29,435	32,379	35,322	38,266	41,209	41,431	44,090	44,153	47,096	50,641	53,174	54,440	65,834
27	32.1259	29,877	32,864	35,852	38,840	41,827	42,052	44,751	44,815	47,803	51,401	53,971	55,256	66,821
28	32.6078	30,325	33,357	36,390	39,422	42,455	42,683	45,422	45,487	48,520	52,172	54,781	56,085	67,824
29	33.0969	30,780	33,858	36,936	40,014	43,092	43,323	46,103	46,170	49,248	52,955	55,602	56,926	68,841
30	33.5934	31,241	34,366	37,490	40,614	43,738	43,973	46,795	46,862	49,986	53,749	56,436	57,780	69,874
31	34.0973	31,710	34,881	38,052	41,223	44,394	44,633	47,497	47,565	50,736	54,555	57,283	58,647	70,922
32	34.6087	32,186	35,404	38,623	41,841	45,060	45,302	48,209	48,279	51,497	55,373	58,142	59,526	71,986
33	35.1279	32,668	35,935	39,202	42,469	45,736	45,982	48,933	49,003	52,270	56,204	59,014	60,419	73,066
34	35.6548	33,158	36,474	39,790	43,106	46,422	46,672	49,667	49,738	53,054	57,047	59,900	61,326	74,161
35	36.1896	33,656	37,021	40,387	43,753	47,118	47,372	50,412	50,484	53,850	57,903	60,798	62,246	75,274
36	36.7325	34,161	37,577	40,993	44,409	47,825	48,082	51,168	51,241	54,657	58,772	61,710	63,179	76,403
37	37.2834	34,673	38,140	41,608	45,075	48,542	48,803	51,935	52,010	55,477	59,653	62,636	64,127	77,549
38	37.8427	35,193	38,713	42,232	45,751	49,271	49,536	52,714	52,790	56,309	60,548	63,575	65,089	78,712
39	38.4103	35,721	39,293	42,865	46,438	50,010	50,279	53,505	53,582	57,154	61,456	64,529	66,065	79,893
40	38.9865	36,257	39,883	43,508	47,134	50,760	51,033	54,308	54,386	58,011	62,378	65,497	67,056	81,091
41	39.5713	36,801	40,481	44,161	47,841	51,521	51,798	55,122	55,201	58,882	63,314	66,479	68,062	82,308
42	40.1649	37,353	41,088	44,824	48,559	52,294	52,575	55,949	56,030	59,765	64,263	67,477	69,083	83,542
43	40.7673	37,913	41,704	45,496	49,287	53,079	53,364	56,788	56,870	60,661	65,227	68,489	70,119	84,795
44	41.3788	38,482	42,330	46,178	50,026	53,875	54,164	57,640	57,723	61,571	66,206	69,516	71,171	86,067
45	41.9995	39,059	42,965	46,871	50,777	54,683	54,977	58,505	58,589	62,495	67,199	70,559	72,239	87,358
46	42.6295	39,645	43,609	47,574	51,539	55,503	55,802	59,382	59,468	63,432	68,207	71,617	73,322	88,669
2080 - Accounting Technician 1023 - Boiler Craftsman II 930 - Bus Driver @ 5.0 hrs 1023 - Bus Driver @ 5.5 hrs 1116 - Bus Driver @ 6.0 hrs 1209 - Bus Driver @ 6.5 hrs 1302 - Bus Driver @ 7.0 hrs 1395 - Bus Driver @ 7.5 hrs 1488 - Bus Driver @ 8.0 hrs 1680 - Bus Driver Extended 1720 - Bus Driver - Plan Bee 1600 - Cafeteria Manager II 2080 - Culinary Development Chef 2080 - Customer Support Tech II 2080 - Data Management Analyst 1393 - Driver's Education Instructor 2080 - Electrical Craftsman II 2080 - Electronics Craftsman II 2080 - Executive Office Assoc I 2080 - Fleet Technician II 2080 - Food Service Craftsman II 2080 - HVAC Craftsman II 2080 - Insurance Claims Analyst 1309 - Interpreter I 2080 - Machinist Craftsman II 2080 - Multimedia Technician 2080 - Plumbing Craftsman II 2080 - Procurement Assist III 2080 - Refrigeration Craftsman II 2080 - Testing Assistant 2080 - Warehouse & Distribution Tech 2080 - Workers Comp Claims Analyst														

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)														
U14							U15							
Annual Hrs	7/1/2025	1309	1600	2080			Annual Hrs	7/1/2025	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	24.6744	32,298	39,479	51,322			0	26.4329	39,332	54,980				
1	24.9211	32,621	39,873	51,835			1	26.6972	39,725	55,530				
2	25.1703	32,947	40,272	52,354			2	26.9642	40,122	56,085				
3	25.4221	33,277	40,675	52,877			3	27.2338	40,523	56,646				
4	25.6763	33,610	41,082	53,406			4	27.5062	40,929	57,212				
5	25.9330	33,946	41,492	53,940			5	27.7812	41,338	57,784				
6	26.1924	34,285	41,907	54,480			6	28.0590	41,751	58,362				
7	26.4543	34,628	42,326	55,024			7	28.3396	42,169	58,946				
8	26.7188	34,974	42,750	55,575			8	28.6230	42,591	59,535				
9	26.9860	35,324	43,177	56,130			9	28.9093	43,017	60,131				
10	27.2559	35,677	43,609	56,692			10	29.1984	43,447	60,732				
11	27.5284	36,034	44,045	57,259			11	29.4903	43,881	61,339				
12	27.8037	36,395	44,485	57,831			12	29.7852	44,320	61,953				
13	28.0818	36,759	44,930	58,410			13	30.0831	44,763	62,572				
14	28.3626	37,126	45,380	58,994			14	30.3839	45,211	63,198				
15	28.7880	37,683	46,060	59,879			15	30.8397	45,889	64,146				
16	29.2198	38,248	46,751	60,777			16	31.3023	46,577	65,108				
17	29.6581	38,822	47,452	61,688			17	31.7718	47,276	66,085				
18	30.1030	39,404	48,164	62,614			18	32.2484	47,985	67,076				
19	30.5546	39,995	48,887	63,553			19	32.7321	48,705	68,082				
20	31.0129	40,595	49,620	64,506			20	33.2231	49,435	69,104				
21	31.4781	41,204	50,364	65,474			21	33.7214	50,177	70,140				
22	31.9502	41,822	51,120	66,456			22	34.2273	50,930	71,192				
23	32.4295	42,450	51,887	67,453			23	34.7407	51,694	72,260				
24	32.9159	43,086	52,665	68,465			24	35.2618	52,469	73,344				
25	33.4097	43,733	53,455	69,492			25	35.7907	53,256	74,444				
26	33.9108	44,389	54,257	70,534			26	36.3276	54,055	75,561				
27	34.4195	45,055	55,071	71,592			27	36.8725	54,866	76,694				
28	34.9358	45,730	55,897	72,666			28	37.4256	55,689	77,845				
29	35.4598	46,416	56,735	73,756			29	37.9870	56,524	79,012				
30	35.9917	47,113	57,586	74,862			30	38.5568	57,372	80,198				
31	36.5316	47,819	58,450	75,985			31	39.1351	58,233	81,401				
32	37.0795	48,537	59,327	77,125			32	39.7221	59,106	82,621				
33	37.6357	49,265	60,217	78,282			33	40.3180	59,993	83,861				
34	38.2003	50,004	61,120	79,456			34	40.9227	60,892	85,119				
35	38.7733	50,754	62,037	80,648			35	41.5366	61,806	86,396				
36	39.3549	51,515	62,967	81,858			36	42.1596	62,733	87,691				
37	39.9452	52,288	63,912	83,086			37	42.7920	63,674	89,007				
38	40.5444	53,072	64,871	84,332			38	43.4339	64,629	90,342				
39	41.1525	53,868	65,844	85,597			39	44.0854	65,599	91,697				
40	41.7698	54,676	66,831	86,881			40	44.7467	66,583	93,073				
41	42.3964	55,496	67,834	88,184			41	45.4179	67,581	94,469				
42	43.0323	56,329	68,851	89,507			42	46.0992	68,595	95,886				
43	43.6778	57,174	69,884	90,849			43	46.7906	69,624	97,324				
44	44.3330	58,031	70,932	92,212			44	47.4925	70,668	98,784				2080 - Food Service Craftsman III 2080 - HVAC Craftsman III 2080 - Machinist Craftsman III 2080 - Occupat'l Health & Safety Tech 1488 - Occupat'l Therapy Assist (COTA) 2080 - Paralegal 1488 - Physical Therapy Assist (LPTA) 2080 - Plumbing Craftsman III 2080 - Refrigeration Craftsman III 2080 - Special Project Support (Title Only)
45	44.9980	58,902	71,996	93,595			45	48.2049	71,728	100,266				
46	45.6729	59,785	73,076	94,999			46	48.9280	72,804	101,770				
2080 - Asst Distribution Center Supvsr 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 Office Dispatcher 2080 - Warehouse Manager									

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)															
U16						U17									
Annual Hrs	7/1/2025	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	28.3250	37,077	58,916			0	53,659	63,129							
1	28.6083	37,448	59,505			1	54,196	63,760							
2	28.8943	37,822	60,100			2	54,738	64,397							
3	29.1833	38,200	60,701			3	55,285	65,041							
4	29.4751	38,582	61,308			4	55,838	65,692							
5	29.7699	38,968	61,921			5	56,396	66,349							
6	30.0676	39,358	62,540			6	56,960	67,012							
7	30.3683	39,752	63,166			7	57,530	67,682							
8	30.6719	40,149	63,797			8	58,105	68,359							
9	30.9787	40,551	64,435			9	58,686	69,043							
10	31.2884	40,956	65,079			10	59,273	69,733							
11	31.6013	41,366	65,730			11	59,866	70,431							
12	31.9173	41,779	66,387			12	60,465	71,135							
13	32.2365	42,197	67,051			13	61,069	71,846							
14	32.5589	42,619	67,722			14	61,680	72,565							
15	33.0473	43,258	68,738			15	62,605	73,653							
16	33.5430	43,907	69,769			16	63,544	74,758							
17	34.0461	44,566	70,815			17	64,497	75,879							
18	34.5568	45,234	71,878			18	65,465	77,018							
19	35.0752	45,913	72,956			19	66,447	78,173							
20	35.6013	46,602	74,050			20	67,443	79,345							
21	36.1353	47,301	75,161			21	68,455	80,535							
22	36.6773	48,010	76,288			22	69,482	81,744							
23	37.2275	48,730	77,433			23	70,524	82,970							
24	37.7859	49,461	78,594			24	71,582	84,214							
25	38.3527	50,203	79,773			25	72,656	85,478							
26	38.9280	50,956	80,970			26	73,746	86,760							
27	39.5119	51,721	82,184			27	74,852	88,061							
28	40.1046	52,496	83,417			28	75,975	89,382							
29	40.7062	53,284	84,668			29	77,114	90,723							
30	41.3167	54,083	85,938			30	78,271	92,084							
31	41.9365	54,894	87,227			31	79,445	93,465							
32	42.5655	55,718	88,536			32	80,637	94,867							
33	43.2040	56,554	89,864			33	81,846	96,290							
34	43.8521	57,402	91,212			34	83,074	97,734							
35	44.5099	58,263	92,580			35	84,320	99,200							
36	45.1775	59,137	93,969			36	85,585	100,688							
37	45.8552	60,024	95,378			37	86,869	102,199							
38	46.5430	60,924	96,809			38	88,172	103,732							
39	47.2411	61,838	98,261			39	89,494	105,287							
40	47.9498	62,766	99,735			40	90,837	106,867							
41	48.6690	63,707	101,231			2080 - Educational Data Analyst	41	92,199				108,470			
42	49.3990	64,663	102,749			2080 - Executive Office Assoc III	42	93,582				110,097			
43	50.1400	65,633	104,291			2080 - Facilities Asset Manager	43	94,986				111,748			
44	50.8921	66,617	105,855			2080 - Fleet Foreman	44	96,411				113,425			
45	51.6555	67,617	107,443			2080 - Food Service Prog Analyst	45	97,857				115,126			
46	52.4303	68,631	109,055	2080 - HVAC Specialist	46	99,325	116,853								
2080 - Accounting Systems Specialist				1309 - Interpreter III	2080 - Accountant, Sr				1768 - Student Support Specialist						
2080 - Area Supervisor, Food Services				2080 - Multimedia Comm. Producer	2080 - Budget Analyst				2080 - Supervisor Maintenance						
2080 - Benefits Specialist II				2080 - Network Technician II	2080 - Construction Inspector - Sr (Title Only)				2080 - Technical Contract Manager						
2080 - Boiler Specialist				2080 - Occupational Safety Specialist	2080 - Fleet Supervisor										
2080 - Construction Inspector				2080 - Procurement Card Prog Analyst	2080 - Geographic Info Sys (GIS) Analyst										
2080 - Crash Investigator				2080 - Secretary & Clerk to the Board	2080 - Interpreter Specialist										
2080 - Customer Support Cntr Supv				2080 - Student Information Sys. Specialist	2080 - School Improvement Specialist (MS)										

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	45,787	52,031	57,494	67,640	0	55,764	61,619	72,494	
1	46,245	52,551	58,069	68,316	1	56,322	62,236	73,218	
2	46,707	53,076	58,650	69,000	2	56,885	62,858	73,951	
3	47,174	53,607	59,236	69,689	3	57,454	63,487	74,690	
4	47,646	54,143	59,828	70,386	4	58,028	64,122	75,437	
5	48,122	54,685	60,427	71,090	5	58,609	64,763	76,192	
6	48,604	55,232	61,031	71,801	6	59,195	65,410	76,953	
7	49,090	55,784	61,641	72,519	7	59,787	66,064	77,723	
8	49,581	56,342	62,258	73,244	8	60,385	66,725	78,500	
9	50,076	56,905	62,880	73,977	9	60,988	67,392	79,285	
10	50,577	57,474	63,509	74,717	10	61,598	68,066	80,078	
11	51,083	58,049	64,144	75,464	11	62,214	68,747	80,879	
12	51,594	58,629	64,786	76,218	12	62,836	69,434	81,688	
13	52,110	59,216	65,433	76,981	13	63,465	70,129	82,505	
14	52,631	59,808	66,088	77,750	14	64,100	70,830	83,330	
15	53,420	60,705	67,079	78,917	15	65,061	71,893	84,580	
16	54,222	61,616	68,085	80,101	16	66,037	72,971	85,848	
17	55,035	62,540	69,107	81,302	17	67,028	74,065	87,136	
18	55,860	63,478	70,143	82,521	18	68,033	75,176	88,443	
19	56,698	64,430	71,195	83,759	19	69,053	76,304	89,770	
20	57,549	65,397	72,263	85,016	20	70,089	77,449	91,116	
21	58,412	66,378	73,347	86,291	21	71,141	78,610	92,483	
22	59,288	67,373	74,448	87,585	22	72,208	79,790	93,870	
23	60,178	68,384	75,564	88,899	23	73,291	80,986	95,278	
24	61,080	69,410	76,698	90,233	24	74,390	82,201	96,707	
25	61,997	70,451	77,848	91,586	25	75,506	83,434	98,158	
26	62,927	71,508	79,016	92,960	26	76,639	84,686	99,630	
27	63,870	72,580	80,201	94,354	27	77,788	85,956	101,125	
28	64,828	73,669	81,404	95,770	28	78,955	87,246	102,642	
29	65,801	74,774	82,625	97,206	29	80,140	88,554	104,182	
30	66,788	75,896	83,865	98,664	30	81,342	89,882	105,744	
31	67,790	77,034	85,123	100,144	31	82,562	91,231	107,330	
32	68,807	78,189	86,399	101,646	32	83,800	92,599	108,940	
33	69,839	79,362	87,695	103,171	33	85,057	93,988	110,574	
34	70,886	80,553	89,011	104,719	34	86,333	95,398	112,233	
35	71,950	81,761	90,346	106,290	35	87,628	96,829	113,917	
36	73,029	82,988	91,701	107,884	36	88,942	98,281	115,625	
37	74,124	84,232	93,077	109,502	37	90,277	99,756	117,360	
38	75,236	85,496	94,473	111,145	38	91,631	101,252	119,120	2080 - Coordinator Mechanical Systems
39	76,365	86,778	95,890	112,812	39	93,005	102,771	120,907	2080 - Coordinator, Public Relations I
40	77,510	88,080	97,328	114,504	40	94,400	104,312	122,721	2080 - Coordinator Special Projects
41	78,673	89,401	98,788	116,222	41	95,816	105,877	124,561	2080 - Energy Manager
42	79,853	90,742	100,270	117,965	42	97,254	107,465	126,430	2080- Health Services Nursing Specialist
43	81,051	92,103	101,774	119,734	43	98,712	109,077	128,326	1768/2080 Instructional Specialist
44	82,267	93,485	103,301	121,530	44	100,193	110,713	130,251	2080 - Procurement Specialist II
45	83,501	94,887	104,850	123,353	45	101,696	112,374	132,205	2080 - Programmer/Analyst
46	84,753	96,310	106,423	125,204	46	103,221	114,060	134,188	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 Induction 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 2025-2026 (Effect. 7/1/25)												
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	77,668				0	83,229						
1	78,445				1	84,062						
2	79,230				2	84,902						
3	80,022				3	85,751						
4	80,822				4	86,609						
5	81,630				5	87,475						
6	82,447				6	88,350						
7	83,271				7	89,233						
8	84,104				8	90,125						
9	84,945				9	91,027						
10	85,794				10	91,937						
11	86,652				11	92,856						
12	87,519				12	93,785						
13	88,394				13	94,723						
14	89,278				14	95,670						
15	90,617				15	97,105						
16	91,976				16	98,562						
17	93,356				17	100,040						
18	94,756				18	101,541						
19	96,178				19	103,064						
20	97,620				20	104,610						
21	99,085				21	106,179						
22	100,571				22	107,772						
23	102,080				23	109,388						
24	103,611				24	111,029						
25	105,165				25	112,694						
26	106,742				26	114,385						
27	108,344				27	116,101						
28	109,969				28	117,842						
29	111,618				29	119,610						
30	113,293				30	121,404						
31	114,992				31	123,225						
32	116,717				32	125,073						
33	118,468				33	126,949						
34	120,245				34	128,854						
35	122,048				35	130,787						
36	123,879				36	132,748						
37	125,737				37	134,740						
38	127,623				38	136,761						
39	129,538				39	138,812				2080 - Coord Public Relations II 2080 - Coord Security & Safe Schools 2080 - Coord Transportation 2080 - Coord Transportation Routing/Analytics 2080 - Dean of Students (MS) 2080 - Demographer / GIS Manager 2080 - Development Team Leader (DOT) 2080 - Emergency Manager		
40	131,481				40	140,894						
41	133,453				41	143,008						
42	135,455				42	145,153						
43	137,487				43	147,330						
44	139,549				44	149,540						
45	141,642				45	151,783						
46	143,767				46	154,060						
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 2025-2026 (Effect. 7/1/25)									
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	89,175				0	95,547			
1	90,066				1	96,502			
2	90,967				2	97,467			
3	91,877				3	98,442			
4	92,795				4	99,426			
5	93,723				5	100,421			
6	94,661				6	101,425			
7	95,607				7	102,439			
8	96,563				8	103,463			
9	97,529	Note: All coordinators of instruction titles are not listed			9	104,498			
10	98,504	2080 - Coord Benefits				105,543			
11	99,489	2080 - Coord Budget Development			11	106,599			
12	100,484	2080 - Coord Business and Info Tech			12	107,665			
13	101,489	2080 - Coord Classification and Compensation			13	108,741			
14	102,504	2080 - Coord Cust Support/QA			14	109,829			
15	104,041	2080 - Coord Early Literacy			15	111,476			
16	105,602	2080 - Coord Educational Foundation			16	113,148			
17	107,186	2080 - Coord Engineering/Tech			17	114,845			
18	108,794	2080 - Coord Environmental Studies Program			18	116,568			
19	110,426	2080 - Coord Equity and Opportunity			19	118,317			
20	112,082	2080 - Coord Guidance			20	120,091			
21	113,763	2080 - Coord Health Services			21	121,893			
22	115,470	2080 - Coord High School Redesign			22	123,721			
23	117,202	2080 - Coordinators of Instruction			23	125,577			
24	118,960	2080 - Coord K-12 Programs and Grants			24	127,461			
25	120,744	2080 - Coord Medicaid Programs & Related Svcs.			25	129,373			
26	122,556	2080 - Coord Parent and Stakeholder Svcs			26	131,313			
27	124,394	2080 - Coord PreK-12			27	133,283			
28	126,260	2080 - Coord Professional Learning			28	135,282			
29	128,154	2080 - Coord Psychological Services			29	137,312			
30	130,076	2080 - Coord Recruitment & Retention			30	139,371			
31	132,027	2080 - Coord School/Community Partnerships			31	141,462			
32	134,007	2080 - Coord School Social Work Services			32	143,584			
33	136,018	2080 - Coord Special Education			33	145,737			
34	138,058	2080 - Coord Student Activities			34	147,923			
35	140,129	2080 - Coord Student Leadership			35	150,142			
36	142,231	2080 - Coord Student Conduct/Services			36	152,394			
37	144,364	2080 - Coord TCE Admin and Marketing Prog.			37	154,680			
38	146,530	2080 - Coord Technical and Career Ed.			38	157,001			
39	148,728	2080 - Coord Technical Applications			39	159,356			
40	150,959	2080 - Coord Title I			40	161,746			
41	153,223	2080 - Coord Title IX			41	164,172			
42	155,521	2080 - Database Administrator			42	166,635			
43	157,854	2080 - Dean of Students (HS)			43	169,134			
44	160,222	2080 - Grants Manager			44	171,671			
45	162,625	2080 - Neuropsychologist			45	174,247			
46	165,065	2080 - Payroll Supervisor			46	176,860			
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 Achievable Dream Acad.		2080 - Specialist Testing			2080 - Director Safe Schools				
2080 - Coord Adult Academic Programs		2080 - Technical Architect			2080 - Director Testing				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	102,390				0	109,703			
1	103,414				1	110,800			
2	104,448				2	111,908			
3	105,492				3	113,028			
4	106,547				4	114,158			
5	107,613				5	115,300			
6	108,689				6	116,452			
7	109,776				7	117,617			
8	110,873				8	118,793			
9	111,982				9	119,981			
10	113,102				10	121,181			
11	114,233				11	122,393			
12	115,375				12	123,617			
13	116,529				13	124,853			
14	117,694				14	126,101			
15	119,460				15	127,993			
16	121,252				16	129,913			
17	123,071				17	131,862			
18	124,917				18	133,840			
19	126,790				19	135,847			
20	128,692				20	137,885			
21	130,623				21	139,953			
22	132,582				22	142,052			
23	134,571				23	144,183			
24	136,589				24	146,346			
25	138,638				25	148,541			
26	140,718				26	150,769			
27	142,829				27	153,031			
28	144,971				28	155,326			
29	147,146				29	157,656			
30	149,353				30	160,021			
31	151,593				31	162,421			
32	153,867				32	164,858			
33	156,175				33	167,331			
34	158,518				34	169,841			
35	160,895				35	172,388			
36	163,309				36	174,974			
37	165,758				37	177,599			
38	168,245	2080 - Director Employee Relations			38	180,263			
39	170,768	2080 - Director Employment Services			39	182,966			
40	173,330	2080 - Director Food Services			40	185,711			
41	175,930	2080 - Director Instructional Technology			41	188,497			
42	178,569	2080 - Director K-12 and Gifted Programs			42	191,324			
43	181,247	2080 - Director Maintenance Services			43	194,194			
44	183,966	2080 - Director Professional Growth and Innov.			44	197,107			
45	186,726	2080 - Director Procurement Services			45	200,064			
46	189,527	2080 - Director Student Leadership			46	203,064			
2080 - Associate School Board Attorney		2080 - Director Student Services			2080 - Director Alternative Education		2080 - Exec Dir Student Support Services		
2080 - Director Adult Learning Center		2080 - Director Technical & Career Education			2080 - Director Elementary Schools		2080 - Exec Dir Transportation Fleet Mgmt. Svcs.		
2080 - Director Benefits		2080 - Director Technical & Career Ed Center			2080 - Exec Dir Elem Teaching & Learning		2080 - Principal HS		
2080 - Director Business Services		2080 - Director Technology			2080 - Exec Dir Facilities Services		2080 - Senior School Board Attorney		
2080 - Director Compliance and Special Ed Svcs		2080 - Director Title I Programs			2080 - Exec Dir Office of Prog for Except'l Child				
2080 - Director Custodial & Distribution Svcs		2080 - Head of School (GRC)			2080 - Exec Dir Planning, Innov & Accoutability				
2080 - Director Diversity, Equity & Inclusion		2080 - Principal MS			2080 - Exec Dir Secondary Teaching & Learning				

VBCPS Unified Experience-Based Step Pay Scale - SY 2025-2026 (Effect. 7/1/25)									
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	117,552		0	125,955		0	134,959		
1	118,727		1	127,215		1	136,309		
2	119,914		2	128,487		2	137,672		
3	121,114		3	129,772		3	139,049		
4	122,325		4	131,069		4	140,439		
5	123,548		5	132,380		5	141,844		
6	124,783		6	133,704		6	143,262		
7	126,031		7	135,041		7	144,695		
8	127,292		8	136,391		8	146,142		
9	128,565		9	137,755		9	147,603		
10	129,850		10	139,133		10	149,079		
11	131,149		11	140,524		11	150,570		
12	132,460		12	141,929		12	152,076		
13	133,785		13	143,349		13	153,597		
14	135,123		14	144,782		14	155,133		
15	137,150		15	146,954		15	157,460		
16	139,207		16	149,158		16	159,822		
17	141,295		17	151,396		17	162,219		
18	143,414		18	153,667		18	164,652		
19	145,566		19	155,971		19	167,122		
20	147,749		20	158,311		20	169,629		
21	149,965		21	160,686		21	172,173		
22	152,215		22	163,096		22	174,756		
23	154,498		23	165,543		23	177,377		
24	156,815		24	168,026		24	180,038		
25	159,168		25	170,546		25	182,738		
26	161,555		26	173,104		26	185,479		
27	163,979		27	175,701		27	188,262		
28	166,438		28	178,336		28	191,086		
29	168,935		29	181,011		29	193,952		
30	171,469		30	183,727		30	196,861		
31	174,041		31	186,483		31	199,814		
32	176,651		32	189,280		32	202,811		
33	179,301		33	192,119		33	205,854		
34	181,991		34	195,001		34	208,941		
35	184,721		35	197,926		35	212,075		
36	187,492		36	200,895		36	215,257		
37	190,304		37	203,908		37	218,485		
38	193,158		38	206,967		38	221,763		
39	196,056		39	210,071		39	225,089		
40	198,997		40	213,222		40	228,465		
41	201,982		41	216,421		41	231,892		
42	205,011		42	219,667		42	235,371		
43	208,086		43	222,962		43	238,901		
44	211,208		44	226,306		44	242,485		
45	214,376		45	229,701		45	246,122		
46	217,592		46	233,146		46	249,814		
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 Communications & Community Engagement Officer 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer			2080 - Chief of Staff 2080 - School Board Attorney 2080 - School Board Auditor			


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

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


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
SUMMER SCHOOL EMPLOYEES (continue)		
Interpreter	\$ 20.1690	
Library/Media Assistant	\$ 16.3956	
Nurse (RN)	\$ 32.00	<i>Summer School Rate</i>
Nurse Assistant	\$ 14.2803	
OT/PT	\$ 37.5000	<i>Summer School Rate</i>
OT/PT Assistant	\$ 23.1489	
Security Assistant	\$ 16.3956	
Summer Feeding Program (Manager)	\$ 21.60	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 20.8856	<i>Summer School Rate of \$16.3956 plus \$4.49</i>
Teacher	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.00	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 27.2135	
Teacher - IEP/Summer Eligibility Assessment	\$ 35.0000	
Teacher Assistant	\$ 16.3956	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 32.7017-78.1187	<i>Superintendent or designee approval required (U20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 20.00	
Baille Translator	\$ 18.8179	<i>Grade 12</i>
Bus Driver - Additonal/Double Run	\$ 10.00	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Bus Driver - Parks and Recreation	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver Trainee	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
CDL - Random Drug Testing	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.60	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 13.3262	
Clerical Support	\$ 15.2976 - 24.8059	
Curriculum Development/Textbook Adoption	\$ 35.00	
Disc Jockey	\$ 25.00	
Detention	\$ 25.00	
Early Literacy Support (non-certified) <i>Formerly PALS</i>	\$ 27.2135	
Early Literacy Support (Certified) <i>Formerly PALS</i>	\$ 33.5993	
Evening Administrator	\$ 37.5462	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 18.8179	
Foreign Language Translator-Written	\$ 20.1690	
Guidance Representative - Hearings	\$ 40.00	<i>Per Case</i>
Hearing Officer - Student Discipline	\$ 50.00	<i>Per Case</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Hearing Officer - Title IX Decision Makers (NEW Job Code)	\$ 50.00	<i>Per Hour</i>
Homebound Teacher - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 20.1690	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 21.6089	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 24.8059	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.00	
Jail Education Program - Psychologist	\$ 60.00	
Jail Education Program - Security	\$ 50.00	
Jail Education Program - Social Worker	\$ 40.00	
Jail Education Program - Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>Stipend</i>	<i>Paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 27.2135	<i>Non-Certified Teacher Rate</i>


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

Part-Time/Temporary Hourly Rates
SY 2025 - 2026

Position		Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Music Accompanist	\$ 31.0000	
Music Clinicians/Judges	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 23.15	<i>Entry Rate for OT/PT Asst.</i>
Physical Therapy Assistant (Licensed)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 35.00	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00	
Project Support Staff	\$ 13.3262 - 78.1187	<i>Superintendent or designee approval required (Grade 7-MP of 28)</i>
Project Support Staff - PIA - Clerical/Material Assistant	\$ 15.2976	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.00	
Special Education Job Coach - Training	\$ 12.00	
Special Education Job Coach - HD	\$ 14.70	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 12.41	<i>Minimum Wage Jincrease, January 2025</i>
Teacher - Academic Programs	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.06	
Test Proctor	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Tutor - AVID Program	\$ 17.63	
Tutor - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 27.2135	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.75	<i>If training is required, participant receives their own rate of pay</i>
Workshop Participants - Teacher	\$ 20.8795	<i>50% of the Teacher Scale for 21 years of exp.</i>


VIRGINIA BEACH CITY PUBLIC SCHOOLS
 CHARTING THE COURSE

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS
SY 2025 - 2026

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

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

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8000	Spring	Baseball Coach	2,100.00	2,310.00	2	
ZATH 8001	Spring	Baseball Asst Coach	800.00	880.00	6	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	2,310.00	2	
ZATH 8005	Winter 1	Basketball Asst Coach - Boys	800.00	880.00	6	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8009	Winter 1	Basketball Asst Coach - Girls	800.00	880.00	6	
ZATH 8012	Semester 1	Cheerleading Coach	2,500.00	2,750.00	1	
ZATH 8013	Semester 1	Cheerleader Assistant	1,500.00	1,650.00	4	
ZATH 8016	Spring	Field Hockey	2,100.00	2,310.00	2	
ZATH 8017	Spring	Field Hockey Asst Coach	800.00	880.00	6	
ZATH 8019	Fall	Football Head Coach	2,500.00	2,750.00	1	
ZATH 8020	Fall	Football Asst Coach (2 versus school)	1,750.00	1,925.00	3	
ZATH 8027	Fall	Soccer Coach Boys	2,100.00	2,310.00	2	
ZATH 8028	Fall	Soccer Asst Coach - Boys	800.00	880.00	6	
ZATH 8031	Fall	Soccer Coach - Girls	2,100.00	2,310.00	2	
ZATH 8032	Fall	Soccer Asst Coach - Girls	800.00	880.00	6	
ZATH 8035	Spring	Softball Coach	2,100.00	2,310.00	2	
ZATH 8032	Spring	Softball Asst Coach	800.00	880.00	6	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	2,310.00	2	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	2,310.00	2	
ZATH 8045	Spring	Track Assistant	1,000.00	1,100.00	5	
ZATH 8048	Winter 2	Volleyball Coach - Girls	2,100.00	2,310.00	2	
ZATH 8049	Winter 2	Volleyball Asst Coach - Girls	800.00	880.00	6	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	2,310.00	2	
ZATH 8053	Winter 2	Wrestling Asst Coach	800.00	880.00	6	

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER	An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport. Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.
ZATH 8204	Spring	Baseball Coach	3,500.00	3,850.00	3	
ZATH 8208	Spring	Baseball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8208	Winter	Basketball Coach - Boys	4,000.00	4,400.00	2	
ZATH 8209	Winter	Basketball Asst Coach Boys	1,500.00	1,650.00	4A	
ZATH 8212	Winter	Basketball Coach - Girls	4,000.00	4,400.00	2	
ZATH 8213	Winter	Basketball Asst Coach Girls	1,500.00	1,650.00	4A	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,500.00	3,850.00	3	
ZATH 8218	Fall	Cheerleader Asst Coach	1,300.00	1,430.00	5A	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	2,000.00	2,200.00	6	
ZATH 8220	Winter	Diving Coach	2,500.00	2,750.00	5	
ZATH 8224	Fall	Field Hockey Coach	3,500.00	3,850.00	3	
ZATH 8225	Fall	Field Hockey Asst Coach	1,300.00	1,430.00	5A	
ZATH 8228	Fall	Football Head Coach	7,000.00	7,700.00	1	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	5,335.00	1A	
ZATH 8232	Fall	Golf Coach	2,000.00	2,200.00	6	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	3,300.00	4	
ZATH8300	Spring	Lacrosse Coach - Boys	3,500.00	3,850.00	3	
ZATH8301	Spring	Lacrosse Assistant Coach - Boys	1,300.00	1,430.00	5A	
ZATH8302	Spring	Lacrosse Coach - Girls	3,500.00	3,850.00	3	
ZATH8303	Spring	Lacrosse Assistant Coach - Girls	1,300.00	1,430.00	5A	
ZATH 8240	Spring	Soccer Coach - Boys	3,500.00	3,850.00	3	
ZATH 8028	Spring	Soccer Asst Coach Boys	1,300.00	1,430.00	5A	
ZATH 8244	Spring	Soccer Coach - Girls	3,500.00	3,850.00	3	
ZATH 8032	Spring	Soccer Asst Coach Girls	1,300.00	1,430.00	5A	
ZATH 8248	Spring	Softball Coach	3,500.00	3,850.00	3	
ZATH 8036	Spring	Softball Asst Coach	1,300.00	1,430.00	5A	
ZATH 8252	Winter	Swimming Coach - Boys	3,000.00	3,300.00	4	
ZATH 8253	Winter	Swimming Asst Coach Boys	1,100.00	1,210.00	6A	
ZATH 8254	Winter	Swimming Coach - Girls	3,000.00	3,300.00	4	
ZATH 8255	Winter	Swimming Asst Coach Girls	1,100.00	1,210.00	6A	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	2,750.00	5	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	2,750.00	5	
ZATH 8264	Winter	Track Indoor Coach - Boys	3,000.00	3,300.00	4	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

HIGH SCHOOL ATHLETIC SUPPLEMENTS SY 2025 - 2026					
CODE	SEASON	DESCRIPTION	VALUE	NEW VALUE	TIER
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00	2,200.00	3A
ZATH 8268	Winter	Track Indoor Coach - Girls	3,000.00	3,300.00	4
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00	2,200.00	3A
ZATH 8272	Spring	Track Outdoor Coach - Boys	3,500.00	3,850.00	3
ZATH 8273	Spring	Track Outdoor Assistant - Boys	2,200.00	2,420.00	2A
ZATH 8276	Spring	Track Outdoor Coach - Girls	3,500.00	3,850.00	3
ZATH 8277	Spring	Track Outdoor Assistant - Girls	2,200.00	2,420.00	2A
ZATH 8280	Fall	Cross Country - Boys	2,500.00	2,750.00	5
ZATH 8283	Fall	Cross Country - Girls	2,500.00	2,750.00	5
ZATH 8289	Fall	Volleyball Coach - Boys	3,500.00	3,850.00	3
ZATH 8290	Fall	Volleyball Asst Coach Boys	1,300.00	1,430.00	5A
ZATH 8293	Fall	Volleyball Coach - Girls	3,500.00	3,850.00	3
ZATH 8294	Fall	Volleyball Asst Coach Girls	1,300.00	1,430.00	5A
ZATH 8297	Winter	Wrestling Coach	4,000.00	4,400.00	2
ZATH 8298	Winter	Wrestling Asst Coach	1,500.00	1,650.00	4
ZATH 8299	Fall-Winter-Spring	Weight Room Coordinator	1,500.00	n/a	n/a
ZATH 8350	Spring	JV Baseball Coach	2,200.00	2,420.00	3JV
ZATH 8354	Winter	JV Basketball Coach - Boys	2,600.00	2,860.00	2JV
ZATH 8358	Winter	JV Basketball Coach - Girls	2,600.00	2,860.00	2JV
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,200.00	2,420.00	3JV
ZATH 8365	Fall	JV Field Hockey Coach	2,200.00	2,420.00	3JV
ZATH 8368	Fall	JV Football Coach	3,000.00	3,300.00	1JV
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00	2,420.00	3JV
ZATH 8372	Spring	JV Soccer Coach - Boys	2,200.00	2,420.00	3JV
ZATH 8375	Spring	JV Soccer Coach - Girls	2,200.00	2,420.00	3JV
ZATH 8379	Spring	JV Softball Coach	2,200.00	2,420.00	3JV
ZATH 8382	Winter	JV Wrestling Coach	2,600.00	2,860.00	2JV



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

ELEMENTARY SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025-2026

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

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

MIDDLE SCHOOL
NONATHLETIC SUPPLEMENTS
SY 2025 - 2026

CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7701	Band	1,500.00		9/1-6/30	3	
ZNTH 7707	Choral Sponsor	1,500.00		9/1-6/30	3	
ZNTH 7708	Debate Sponsor	1,500.00	1,650.00	2/1-3/31	3A	
ZNTH 7709	Drama Sponsor	1,500.00	1,650.00	9/1-11/15	3A	
ZNTH 7711	Forensics Speech Sponsor	1,500.00	1,650.00	3/16-5/31	3A	
ZNTH 7810	Intramural Coordinator Fall	700.00		9/1-11/15	4	
ZNTH 7813	Intramural Coordinator Spring	700.00		3/16-5/31	4	
ZNTH 7811	Intramural Coordinator Winter 1	700.00		11/1-1/15	4	
ZNTH 7812	Intramural Coordinator Winter 2	700.00		2/1-3/31	4	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00		9/1-11/15	6	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00		9/1-11/15	6	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00		11/1-1/15	6	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00		11/1-1/15	6	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00		2/1-3/31	6	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00		2/1-3/31	6	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00		3/16-5/31	6	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00		3/16-5/31	6	
ZNTH 7712	Scholastic Bowl	1,500.00	1,650.00	11/1-1/15	3A	
ZNTH 7714	National Junior Honor Society	1,500.00		9/1-6/30	3	
ZNTH 7716	Orchestra	1,500.00		9/1-6/30	3	
ZNTH 7717	Partners In Education (Community Ed)	600.00		9/1-6/30	6	<i>Managed by the Dept. of Media & Communications</i>
ZNTH 7718	SCA Advisor	2,500.00		9/1-6/30	1	
ZNTH 7719	School Media Liaison	600.00		9/1/-6/30	6	
ZNTH 7706	Special Ed Committee Coordinator	2,500.00		9/1-6/30	1	
ZNTH 7720	Student Recognition Coordinator	1,500.00		9/1-6/30	3	
ZNTH 7728	Student Response Team Coord	2,500.00		9/1-6/30	1	
ZNTH 7721	Transportation Assistant	1,800.00		9/1-6/30	2	
ZNTH 7722	Yearbook Sponsor	2,500.00		9/1-6/30	1	
ZNTH 7724	MS Activity Driver Fall	800.00		9/1-11/15	5	
ZNTH 7725	MS Activity Driver Winter 1	800.00		11/1-1/15	5	
ZNTH 7726	MS Activity Driver Winter 2	800.00		2/1-3/31	5	
ZNTH 7727	MS Activity Driver Spring	800.00		3/16-5/31	5	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

MIDDLE SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION			SEASON		Comments
ZNTH 7750	AIASA Sponsor			9/1-6/30		Determined by Principal: Club sponsorship funding not to exceed a total of \$5,250 per school not to exceed \$1,050 per club.
ZNTH 7752	Art Club Sponsor			9/1-6/30		
ZNTH 7754	Chess Club Sponsor			9/1-6/30		
ZNTH 7755	Chrome Club Sponsor			9/1-6/30		
ZNTH 7756	Computer Club Sponsor			9/1-6/30		
ZNTH 7758	Crime Solvers Sponsor			9/1-6/30		
ZNTH 7759	Culture Club Sponsor			9/1-6/30		
ZNTH 7781	Destination Imagination			9/1-6/30		
ZNTH 7760	Drama Club Sponsor			9/1-6/30		
ZNTH 7763	FEA Educators Rising Sponsor			9/1-6/30		
ZNTH 7764	FCCLA Sponsor			9/1-6/30		
ZNTH 7767	French Club Sponsor			9/1-6/30		
ZNTH 7774	Latin Club Sponsor			9/1-6/30		
ZNTH 7776	Mathematics Club Sponsor			9/1-6/30		
ZNTH 7782	Photography Club Sponsor			9/1-6/30		
ZNTH 7786	Science Club Sponsor			9/1-6/30		
ZNTH 7789	Spanish Club Sponsor			9/1-6/30		
ZNTH 7793	Technology Club Sponsor			9/1-6/30		
ZNTH 7841	Misc. Club Sponsor - 1st			9/1-6/30		
ZNTH 7842	Misc. Club Sponsor - 2nd			9/1-6/30		
ZNTH 7843	Misc. Club Sponsor - 3rd			9/1-6/30		
ZNTH 7796	Video Prod Club Sponsor			9/1-6/30		Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School
ZNTH 7797	Wellness Coordinator			9/1-6/30		
ZNTH 7751	Applied Arts Coordinator			9/1-6/30		
ZNTH 7757	Computer Coordinator			9/1-6/30		
ZNTH 7761	Electives Coordinator			9/1-6/30		
ZNTH 7762	English Coordinator			9/1-6/30		
ZNTH 7765	Fine Arts Coordinator			9/1-6/30		
ZNTH 7766	Foreign Language Coordinator			9/1-6/30		
ZNTH 7768	Grade Level 6 Coordinator			9/1-6/30		
ZNTH 7769	Grade Level 7 Coordinator			9/1-6/30		
ZNTH 7770	Grade Level 8 Coordinator			9/1-6/30		
ZNTH 7772	Health/PE Coordinator			9/1-6/30		
ZNTH 7773	Language Arts Coordinator			9/1-6/30		
ZNTH 7775	Library Coordinator			9/1-6/30		
ZNTH 7777	Mathematics Coordinator			9/1-6/30		
ZNTH 7779	Miscellaneous Coordinator			9/1-6/30		
ZNTH 7713	Miscellaneous Leadership Sponsor			9/1-6/30		
ZNTH 7780	Music Coordinator			9/1-6/30		
ZNTH 7783	Practical Arts Coordinator			9/1-6/30		
ZNTH 7784	Principal's Advisory Committee Chair			9/1-6/30		
ZNTH 7785	Resource Coordinator			9/1-6/30		
ZNTH 7787	Science Coordinator			9/1-6/30		
ZNTH 7788	Social Studies Coordinator			9/1-6/30		
ZNTH 7790	Special Ed Committee Coordinator			9/1-6/30		
ZNTH 7791	Staff Development Coordinator			9/1-6/30		
ZNTH 7792	Strategic Planning Coordinator			9/1-6/30		
ZNTH 7794	Technology Coordinator			9/1-6/30		
ZNTH 7795	Teen Living Coordinator			9/1-6/30		



VIRGINIA BEACH CITY PUBLIC SCHOOLS
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HIGH SCHOOL NONATHLETIC SUPPLEMENTS SY 2025 - 2026						
CODE	DESCRIPTION	VALUE	NEW VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00		9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00		9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00		9/1-6/30	7	
ZNTH 7862	DECA Coordinator/ <i>Miscellaneous</i>	800.00		9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/ <i>Miscellaneous</i>	600.00		8/1-6/30	9	
ZNTH 7868	FFA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7869	FCCLA / <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7890	TSA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7891	VICA Coordinator/ <i>Miscellaneous</i>	600.00		9/1-6/30	9	
ZNTH 7867	FEA Educators Rising Coordinator/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
ZNTH 7879	Destination Imagination/ <i>Miscellaneous</i>	1,000.00		9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/ <i>Miscellaneous</i>	1,800.00		9/1-6/30	6	
Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.						
ZNTH7895-7897	Activity Bus Driver	2,000.00		9/1-6/30	5	<i>per season</i>
ZNTH 7851	Assistant Student Activities Coordinator	8,500.00		8/1-6/30		2 per school
ZNTH 7858	Choral Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00		9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7863	Drama Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7906	e-Sports (Fall)	1,250.00		9/1-11/15	3	
ZNTH 7907	e-Sports (Spring)	1,250.00		3/16-5/31	3	
ZNTH 7894	Film Festival Director	2,500.00		9/1-6/30	3	<i>per season</i>
ZNTH 7870	Forensics Speech Sponsor	2,500.00	2,750.00	10/1-4/30	3A	
ZNTH 7871	Freshman Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	2,750.00	8/1-2/28	3A	
ZNTH 7874	Junior Class Sponsor	1,800.00		9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00		9/1-6/30	4	2 per school
ZNTH 7852	Marching Band	3,600.00		8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00		8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00		9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00		9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00		9/1-6/30	9	<i>Managed by the Dept. of Comm. & Community Engage.</i>
ZNTH 7898	SCA Advisor Assistant	2,500.00		9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00		9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00		9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00		9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00		9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00		9/1-6/30	4	<i>Moved from Dept Chair to Non-Athletic</i>
ZNTH 7900	Student Response Team Coordinator	2,500.00		9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00		9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00		9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00		9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00		9/1-6/30	2	

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



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Baseball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scoreboard Operator		25.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	60.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Basketball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Locker Room Monitor		40.00	
Scoreboard Operator/Timer	1 Game	25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scoreboard Operator/Timer	HS Event	45.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Scorer	HS Event	45.00	
Site Coordinator		50.00	
Ticket Sellers	1 Game	25.00	
Ticket Sellers	2 Games	40.00	
Ticket Takers	1 Game	25.00	
Ticket Takers	2 Games	40.00	
Typist		30.00	
Cheerleading			
Announcer		55.00	
Announcer	MS Event	40.00	
Camera Operator		130.00	
Scorer		65.00	
Tabulators		65.00	
Ticket Sellers		70.00	
Ticket Sellers	MS Event	40.00	
Ticket Takers		70.00	
Ticket Takers	MS Event	40.00	
Timer		65.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Cross Country			
Chute Managers		40.00	
Chute Workers		20.00	
Computer Programmer		40.00	
Judge		30.00	
Marshal		20.00	
Recorder		30.00	
Scorer	1 Game	30.00	
Scorer	2 Games	40.00	
Starter		40.00	
Ticket Sellers		40.00	
Ticket Takers		40.00	
Timer		40.00	
Debate			
Asst. Director		50.00	
Judge	MS Event		25.00
Judge	HS Event		25.00
Judge Coordinator	MS Event		45.00
Scorer/Tabulator	HS Event	30.00	
Typist		30.00	
Field Hockey			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Football			
Announcer	MS Event	25.00	
Announcer		40.00	
Camera Operator		70.00	
Chain Crew	MS Event	25.00	
Clock Operator	MS Event	25.00	
Clock Operator		40.00	
Site Coordinator	MS Event	50.00	
Site Coordinator		75.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers		40.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Forensics			
Judge	Middle/High		25.00
Typist		30.00	
Golf			
Scorer		50.00	
Gymnastics			
Announcer		40.00	
Announcer	Multi-Games	55.00	
Scorer		40.00	
Scorer	Multi-Games	55.00	
Site Coordinator		75.00	
Ticket Taker and Sellers		40.00	
Ticket Taker and Sellers	Multi-Games	55.00	
Typist		25.00	
Lacrosse			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
One Act Play			
Critics		55.00	
Light Tech		150.00	
Program Coordinator		50.00	
Site Coordinator		150.00	
Sound Tech		150.00	
Ticket Taker and Sellers		20.00	
Timer		150.00	
Typist		100.00	
Scheduling Committee			
Typist		200.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Scholastic Bowl			
Judge		35.00	
Moderator		20.00	
Quizmaster		35.00	
Readers		35.00	
Timer		25.00	
Timer	Multi-Games	35.00	
Soccer			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Sellers and Takers	1 Game	25.00	
Ticket Sellers and Takers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Softball			
Announcer	1 Game	25.00	
Announcer	2 Games	40.00	
Field Preparation			25.00
Scoreboard Operators		25.00	
Scoreboard Operator/Timer	2 Games	40.00	
Scorer		25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Seller and Takers	1 Games	25.00	
Ticket Seller and Takers	2 Games	40.00	
Swimming			
Announcer		40.00	
Camera Operator		50.00	
Dive Supervisor		50.00	
Site Coordinator		75.00	
Ticket Seller and Takers		40.00	
Typist		75.00	
Track			
Announcer	MS Event	45.00	
Announcer	HS Event	55.00	
Assistant Finish Line Judge		55.00	
Assistant Starter		80.00	
Assistant Timer		25.00	
Clerk of Course	MS Event	55.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
All payments are a <u>flat</u> rate unless otherwise noted.			
	Description	Flat Rate	Hourly Rate
Track (continue)			
Computer Assistant		35.00	
Computer Programmer		80.00	
Dual Starter		60.00	
Dual Starter	MS Event	35.00	
FAT Operator		80.00	
Field Event Assistants		25.00	
Field Event Assistants	MS Event	25.00	
Finish Line Judge		65.00	
Finish Line Judge	MS Event	45.00	
Head Timer	MS Event	30.00	
Hurdle Crew Manager		35.00	
Scorer		55.00	
Scorer	MS Event	45.00	
Site Coordinator		100.00	
Site Coordinator	MS Event	50.00	
Starter	Multi-Games	105.00	
Ticket Seller and Takers		40.00	
Timer	MS Event	30.00	
Tri-Starter		70.00	
Tri-Starter	MS Event	45.00	
Volleyball			
Announcers	1 Game	25.00	
Announcers	2 Games	40.00	
Libero Tracker	1 Game	25.00	
Libero Tracker	2 Games	40.00	
Scorer	1 Game	25.00	
Scorer	2 Games	40.00	
Site Coordinator		50.00	
Ticket Taker and Sellers	1 Game	25.00	
Ticket Taker and Sellers	2 Games	40.00	
Timer	1 Game	25.00	
Timer	2 Games	40.00	
Wrestling			
Announcer	Dbl Dual	50.00	
Announcer	Dual	40.00	
Announcer	MS Event	25.00	
Announcer	Tri/Quad	70.00	
Matchmaker		55.00	
Matchscorer		80.00	
Scorer	Consolation/Dual	35/40	
Scorer	Dbl Dual	50.00	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees			
SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
Wrestling (continued)			
Scorer	Finals	25.00	
Scorer	HS Event	65.00	
Scorer	MS Event	25.00	
Scorer	Tri/Quad	70.00	
Site Coordinator		100.00	
Ticket Taker and Sellers	Dbl Dual	50.00	
Ticket Taker and Sellers	Dual	40.00	
Ticket Taker and Sellers	Finals	80.00	
Ticket Taker and Sellers	MS Event	25.00	
Ticket Taker and Sellers	Tri/Quad	70.00	
Timer	Dbl Dual	50.00	
Timer	Dual	40.00	
Timer	MS Event	25.00	
Timer	Tri/Quad	70.00	
Weight Recorder	MS Event	25.00	
Weight Checker	MS Event	25.00	
Director Fees			
Directors Fees - Multi-Games	Level 1	50.00	
Directors Fees - Multi-Games	Level 2	75.00	
Directors Fees - Multi-Games	Level 3	80.00	
Directors Fees - Multi-Games	Level 4	100.00	
Directors Fees - Multi-Games	Level 5	120.00	
Directors Fees - Multi-Games	Level 6	150.00	
Directors Fees - Multi-Games	Level 7	200.00	
Directors Fees - Multi-Games	Level 8	300.00	
Directors Fees - Multi-Games	Level 9	400.00	
Directors Fees - Multi-Games	Level 10	250.00	
Directors Fees - Multi-Games	Level 11	500.00	
Directors Fees - Multi-Games	Level 12	600.00	
Director Fees (continued)			
Directors Fees - Multi-Games	Level 13	700.00	
Directors Fees - Multi-Games	Level 14	800.00	
Directors Fees - Multi-Games	Level 15	900.00	
Directors Fees - Multi-Games	Level 16	1,000.00	
High School Coaching Positions Eligible for Post Season Compensation (NEW)			
Football	Varsity/JV Head Coaches	\$100 for Each Week of Post Season Play (\$500 Max)	
	Varsity/JV Asst Coaches	\$50 for Each Week of Post Season Play (\$250 Max)	
Baseball, Basketball, Field Hockey, Lacrosse, Scholastic Bowl, Soccer, Softball, Tennis, Volleyball	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	



VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Student Activity Rates for Employees SY 2025 - 2026			
<i>All payments are a <u>flat</u> rate unless otherwise noted.</i>			
	Description	Flat Rate	Hourly Rate
High School Coaching Positions Eligible for Post Season Compensation (NEW continued)			
Cross Country, Golf, Gymnastics, Indoor Track, Outdoor Track, Swim/Dive, Wrestling	Varsity/JV Head Coaches	\$100 for Region and \$100 for State (\$200 Max)	
	Varsity/JV Asst Coaches	\$50 for Region and \$50 for State (\$100 Max)	
Debate, One-Act Play, Speech	Head Coaches	\$100 for Second Level and \$100 for State (\$200 Max)	



Subject: Budget Transfers **Item Number:** 15F

Section: Action **Date:** May 27, 2025

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Crystal M. Pate, Chief Financial Officer

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

Recommendation:

That the School Board approve the budget transfers.

Background Summary:

The School Board must approve budget transfers that exceed the Superintendent's dollar threshold of \$250,000.

Source:

Virginia Code Sections 22.1-115 and 22.1-89, Board Policy 3-10, and Board Regulations 3-10-1.

Budget Impact:

No net increase or decrease to the overall School Operating Budget.

Next Steps:

No further action needed.

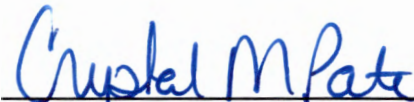
DATE: May 27, 2025

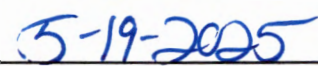


This is to request the following budget transfers:

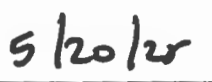
	Fund	Cost Center	Cost Center Name	Object Code Name	Amount From	Amount To
1	115	8250	Health Services	Nurses	\$ 280,500	
		8120	Summer School	Stipends	\$ 360,000	
		8120	Summer School	Instructional Supplies	\$ 16,000	
		8214	Planning Innovation and Accountability	Part Time or Temp Noninstructional	\$ 114,500	
		8214	Planning Innovation and Accountability	Computer Software	\$ 99,000	
		8404	Facilities and Maintenance Services	Electrical Services		\$ 870,000
2	115	8214	Planning Innovation and Accountability	Part Time or Temp Noninstructional	\$ 249,961	
		8104	Elementary Classroom	Teachers ES	\$ 180	
		8104	Elementary Classroom	Transfers to Other School Fund		\$ 250,141
3	115	8406	Custodial Services	Health Insurance	\$ 584,620	
		8145	Teaching and Learning	Health Insurance		\$ 584,620
4	115	8157	Special Ed Support	Admin Personnel Instructional-Coordinators/Specialists	\$ 451,043	
		8163	Alternative Ed Support	Admin Personnel Instructional-Coordinators/Specialists		\$ 451,043
5	115	8112	Tech and Career Ed Classroom	Teacher HS	\$ 600,209	
		8118	Remedial Ed Classroom	Teacher MS	\$ 401,000	
		8304	Vehicle Operations	Bus Drivers		\$ 1,001,209

Total amount: \$ 3,157,013 \$ 3,157,013


Crystal Pate, Chief Financial Officer


Date


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


Date

Purpose of budget transfer requests: To cover an increase in electrical services costs; to provide the required local match for the Early Reading Intervention and Virginia Preschool Initiative grants; to cover health insurance costs; to move the Student Support Specialist's budget to the correct cost center; and to cover bus driver salary.



Subject: Policy Review Committee Recommendations **Item Number:** 15G1

Section: Action **Date:** May 27, 2025

Senior Staff: Cheryl R. Woodhouse, Chief of Staff

Prepared by: Carolyn Weems, PRC Chair and Kamala Lannetti, School Board Attorney

Presenter(s): Kamala Lannetti, School Board Attorney

Recommendation:

That the School Board approve Policy Review Committee (PRC) recommendations regarding the amendment of certain policies as recommended by the PRC at its April 23, 2025 meeting.

Background Summary

1. **Policy 5-4 – Educational Equity** – the PRC recommends amendments to the policy that are consistent with current state and federal guidance on compliance with non-discrimination laws.

Source:

Code of Virginia, 1950, as amended § 22.1-253.13:7 School board policies.
Policy Review Committee Meeting April 23, 2025

Budget Impact:

None.

Next Steps:

None.

STUDENTS

Educational Opportunity and Achievement Equity

A. Purpose

~~The School Board values the diversity in our community and staff.~~ The School Board believes that all students, staff, and community members, regardless of backgrounds, deserve a rigorous and respectful learning and work environment where everyone's diversity contributes ~~is valued and used~~ toward achieving positive academic ~~and social~~ outcomes and preparing students to be future ready, engaged and productive citizens. The School Board and the School Division are committed to developing a n educational environment that eapacity for cultural competence and a commitment to equity and inclusion to enable the fulfillment of its core values ~~and~~ life-long learning competencies. ~~This Policy defines expectations for consideration of racial and social equity, including meaningful stakeholder involvement in planning, developing, and implementing policies, practices and initiatives as well as review by the School Board of the School Division's efforts to address issues of educational equity. It provides a framework to advance educational equity in alignment with the School Board and the School Division's visions and priorities.~~

~~B. Generally accepted beliefs~~

- ~~1. The School Board acknowledges that complex societal and historical factors have contributed to educational inequities within the School Division.~~
- ~~2. The School Board will to be intentional in its efforts to replace factors that may lead to inequities, including racism, discrimination, harassment and prejudice with attitudes and behaviors that reflect acceptance, belonging, compassion, integrity, understanding, fairness, cooperation and respect.~~
- ~~3. The School Board understands that the concept of educational equity is not the same as equality. Equity refers to fostering a barrier-free environment whereby by all students, regardless of race, color, religion, national origin, sex, sexual orientation/gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability, or genetic information, have the opportunity to benefit from the establishment of high standards and the provision of access, support, effective and inclusive learning environments and resources required for a high-quality education. Strict equality of opportunity and resources between students may not result in educational equity. Therefore, review and deliberative decision making regarding equitable practices and allocation of resources may be needed to achieve the School Board's and the School Division's goals for educational equity.~~

- ~~4. Race means a socially constructed category of identification based on physical characteristics, ancestry, historical affiliation, or shared culture.~~
- ~~5. Racial equity means the absence of institutional and structural barriers experienced by people based on race or colors, that have impeded access opportunities, and results.~~
- ~~6. Social equity means the absence of institutional and structural barriers experienced by people that impede opportunities and results based on other societal factors such as: age; sex; sexual orientation; gender identity; religion; national origin; ethnicity; marital status; pregnancy, childbirth and related medical conditions; disability; socio-economic status; neighborhood of residence; and other related factors.~~
- ~~7. Equity gaps means the disparity in a metric in achievement, opportunity, or treatment that can be reasonably be correlated to racial or social inequity practice.~~
- ~~C. Educational Equity Assessment, Plan for Equity Priorities and Practices, and Review~~
~~— The School Board and the School Division will assess the educational equity issues of the School Division and then create an Equity Plan to identify priorities, correct and address the inequities, and review and monitor such efforts.~~
- ~~1. The School Board directs the Superintendent to assess and identify inequitable practices and procedures within the School Division that have historically or are currently resulting in inequities of opportunity for students and staff.~~
- ~~2. The Superintendent is authorized to employ personnel or retain outside services to assist in the assessment, review and ongoing implementation of educational equity practices.~~
- ~~3. The Superintendent or designee(s) will report such assessments as well as recommended changes to practices, procedures, policies and/or regulations to the School Board. The written report shall also be made available to the public and the School Division's Equity Council.~~
- ~~4. The Superintendent and the School Board may begin incorporating changes based on assessments and review prior to such reports.~~
- ~~5. The Superintendent and the School Board will determine the goals and priorities for the School Division's equity programs and practices and how the Superintendent or designees will report assessment efforts to the School Board. The Superintendent or designee(s) will then create an Equity Plan for the School Division.~~
- ~~6. The School Board shall no less than annually review data from the Superintendent or designee(s) regarding the goals and priorities of the School Division's Equity Plan.~~
- ~~7. The Equity Plan reports and data provided to the School Board will include but not be limited to equity gaps in: student achievement; identification and enrollment in gifted education; enrollment in academies and advanced courses; student discipline rates; graduation rates; and alternative program enrollment. The reports shall also include evidence of growth in each identified equity gap.~~

~~8. The Superintendent, through the Director of Diversity, Equity and Inclusion, shall be responsible for implementation and evaluation of School Division strategies for implementation.~~

~~9. Adequate resources, both human and financial, shall be reasonably allocated to achieve these goals.~~

D.B. School Board commitments

The School Board ~~will~~ commits to compliance with state and federal law regarding non-discrimination as set forth in Policy 5-7 and other policies and regulations.- The School Board also commits to providing educational and work environments that provide students and staff with the opportunity to access educational services and work opportunities without discrimination or harassment. -the following: The School Board commits to the following:

1. Supporting the Superintendent in providing processes and practices that are nondiscriminatory in nature. -identifying processes and practices that cause or contribute to inequitable outcomes.
2. Respecting ~~and championing the diversity and~~ the life experiences of all community members to support the School Division's core values and strategic goals.
3. Adopting processes, practices, and initiatives that inform to ensure students, staff, contractors/agents, families and community members of the School Board's commitment to nondiscrimination and its expectation that disrespectful, harassing, bullying and discriminatory conduct will not be tolerated. Such processes, practices and initiatives will also include how to report and seek resolution for discriminatory conduct. an equitable school community inclusive of diversity, race, color, religion, national origin, sex, sexual orientation/gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability, or genetic information.
4. Identifying and acknowledging where lack of access and opportunity may exist in the School Division and taking actions to address these issues. and may have compounded educational inequities.
- ~~5. Supporting development of processes, practices, and initiatives that will foster equity of opportunity and equity of access to programs, services, and resources.~~
- ~~6.5.~~ Requiring mandatory training for all School Board Members and staff regarding federal and state laws regarding antiharassment and nondiscrimination.- implicit bias and how it produces inequitable practices and outcomes; cultural awareness and culturally responsive teaching and educational practices; improve culturally responsive practices in order to serve the School Division's diverse students and communities.

~~7.6. Supporting a culturally responsive curriculum and assessments for all students. Ensuring that educational and work environments provide students, staff and the community with a wide variety of opportunities and experiences that support the School Division's core values.~~

~~8. Increasing equity, diversity, and inclusion in the School Division by addressing identified practices, where they may exist, that contribute to discrepancies in recruitment, hiring, and retention practices.~~

~~9. Requiring that administrator and teacher personnel evaluation systems incorporate culturally responsive teaching practices.~~

~~E. Equity Policy Communication~~

~~The Superintendent or designee(s) is directed to ensure that this Equity Policy is communicated to students, staff, and the community as set forth below.~~

~~1. Each school shall post the following public statement:~~

~~“Virginia Beach City Public Schools is committed to establishing and sustaining an equitable community that exemplifies the School Division's core values and equity mission to end the predictive value of race, ethnicity, color, religion, national origin, sex, sexual orientation/gender identity, pregnancy, childbirth or related medical conditions, age, marital status, disability and to ensure each member of the school community's success. The School Board and the School Division reject all forms of unlawful discrimination and harassment as destructive to their core values and strategic goals.” The School Division will post this statement on the School Division website and social media sites.~~

~~2. This Policy shall be available to families and translated into other languages to ensure accessibility.~~

~~3. The School Division shall ensure that the public is aware of this Policy and the means for students, families, and staff to report inequities and other forms of alleged discrimination and harassment.~~

F.C. Curriculum and Instruction

The Superintendent or designee(s) will ensure that curriculum and instructional materials reflect the School Board's commitment to nondiscrimination~~educational equity~~.

1. Curriculum and instructional materials for all grades shall reflect ~~diversity and include~~ a range of perspectives and experiences, ~~particularly those of historically underrepresented groups.~~

2. All curriculum materials shall be examined for bias by the Department of Teaching and Learning. Where materials reflect unlawful bias, teachers utilizing

the materials will acknowledge and seek to understand the bias and communicate this important context to students and parents/legal guardians prior to instruction.

3. The School Division shall develop, support, and implement curriculum and instruction as well as educational resources that have been reviewed and determined not to promote unlawful bias.
4. Class instructional activities and extracurricular programs shall be designed to provide opportunities for students to learn and explore a variety of points of view and experiences. ~~cross-cultural and cross-racial interactions that foster respect for diversity. The School Board supports interschool activities that will allow students to experience the diversity within their schools and the School Division.~~
5. ~~To address disparities in course participation (i.e. academies and AP/honors participation), m~~Middle and high schools will offer opportunities for supplementary coursework, such as summer bridge programs, study skills, or tutoring during or after school, to students interested in moving to higher level courses. This information will be made available to students and families through school counselors, school bulletins and webpages.

G. Policy Enforcement

~~The School Board directs the Superintendent or designee(s) to enforce this Policy and create regulations and practices to implement this Policy. The School Board will annually review School Division's implementation of this Policy and take appropriate action to ensure compliance with and enforcement of this Policy.~~

Related links

Policy 5-7 Non-discrimination and non-harassment of students

Regulation 5-36.3 Hazing/Assault and Battery or Fighting/Profane, Obscene or Abusive Language or Conduct/Bullying

Policy 5-44 Sexual Harassment, sexual violence, and inappropriate sexual conduct prohibited – students

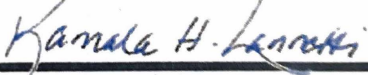
Policy 4-4 Equal Employment Opportunity, Non-discrimination and anti-harassment and Compliance Officers

Policy 4-6 Healthy Work Environment

Adopted by School Board: September 9, 2020

Amended by School Board: 2025

APPROVED AS TO
LEGAL SUFFICIENCY





Subject: Closed Session **Item Number:** 17

Section: Closed session **Date:** May 27, 2025

Senior Staff: N/A

Prepared by: Kamala H. Lannetti, School Board Attorney

Presenter(s): Kamala H. Lannetti, School Board Attorney

Recommendation:

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. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided that the teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively.
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. School Board Attorney's evaluation.
- B. Discussion of Superintendent's evaluation process.
- C. Status of pending litigation or administrative cases.
- D. Consultation with legal counsel regarding probable litigation and pending litigation matters.

Background Summary:

N/A

Source:

Code of Virginia §2.2-3711, as amended

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

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.