

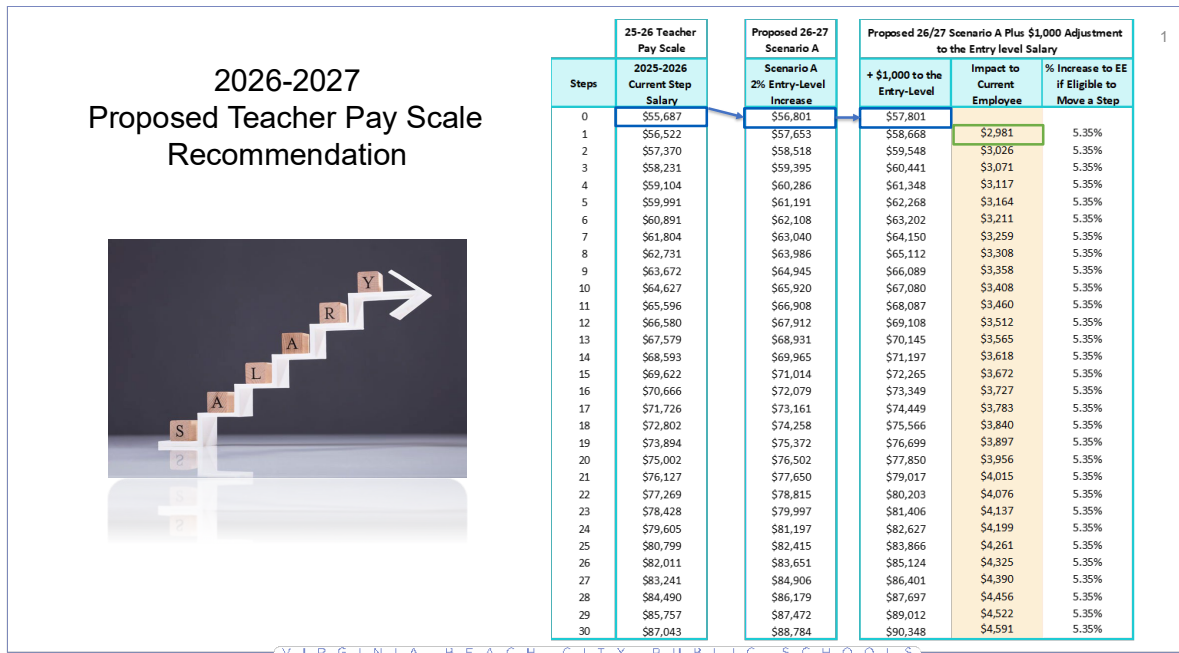
2026–2027 Proposed Salary Adjustments: What Employees Need to Know

As we prepare for the 2026–2027 school year, VBCPS remains committed to supporting and retaining a high-quality workforce through strategic compensation planning that reflects our investment in employees’ growth, stability, and well-being. Each year, the Department of Human Resources partners with the division’s compensation consultant, Segal, to develop salary recommendations that reflect market competitiveness, fiscal responsibility, and the effective use of resources to meet the needs of students and staff.

On February 10, 2026, during a School Board Workshop, the Department of Budget and Finance presented an overview of proposed salary increases for employees on the teacher and unified pay scales. This presentation was shared to ensure the School Board was fully informed as it reviewed the proposed adjustments for inclusion in the 2026–2027 Superintendent’s Estimate of Needs (SEON). During the School Board meeting last night, the Board voted to approve the Superintendent’s Estimate of Needs (SEON), which will now go to the City for review and approval.

To provide clarity and context regarding the proposed compensation adjustments, the information below is organized in a question-and-answer format. The following responses and accompanying charts outline the proposed adjustments to the teacher and unified pay scales and summarize key considerations as the recommendation advances through the budget approval process.

TEACHER PAY SCALE



Important Note: The figures in the chart reflect proposals presented to the School Board for consideration. Final salary adjustments are subject to School Board approval.

- 1. What is the current entry-level teacher salary?** As indicated in the first column of the Proposed Teacher Pay Scale chart, the current entry-level starting salary for the 2025 – 2026 school year is: **\$55,687.**

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- 2. What is the proposed adjustment under Scenario A?** As shown in the second column of the chart, Scenario A proposes a **2% adjustment** to the entry-level salary for the 2026–2027 school year. If approved, the new entry-level starting salary would be **\$56,801**.
- 3. What is the additional \$1,000 entry-level adjustment?** As shown in the third column of the chart, in addition to the 2% adjustment under Scenario A, adding a **\$1,000 increase** to the entry-level salary was presented for consideration. If implemented, the entry-level starting salary would increase to **\$57,801, representing a 3.79% increase** over the current 2025–2026 entry-level salary.
- 4. How would this proposal affect a current entry-level teacher completing one year of experience?** Under Scenario A plus the additional \$1,000 entry-level adjustment, a teacher completing one year of eligible work experience would move to a one-year salary of **\$58,668**. This reflects a **\$2,981 increase** over their 2025–2026 salary or a **5.35% increase**. This amount is calculated by multiplying the \$57,801 entry-level salary by 1.015, which represents the 1.5% step increase.
- 5. What is considered eligible experience for movement on the pay scale?**
Employees on the teacher scale working at least half-time, .50 Full-time Equivalent (FTE) or higher, are eligible to earn experience credit toward step movement.
- 6. What about employees on the Teacher Pay Scale who work less than a .50 FTE?** Employees working at less than a .50 FTE are not eligible to earn a full year of experience for step movement. As a result, they will remain at their current experience step and receive any approved salary adjustment applied to that step.
- 7. How does this proposal affect the overall teacher salary scale?** Option A, combined with the additional \$1,000 entry-level adjustment, strengthens the overall teacher salary scale by enhancing entry-level competitiveness and preserving the established step structure. The proposal maintains the 1.5% difference between steps and delivers a meaningful financial impact for employees across the scale.


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UNIFIED PAY SCALE

For the purpose of illustrating the impact to employees on the Unified Pay Scale, Grade 7 is provided as an example. This pay grade includes Bus Assistants, Cafeteria Assistants and Custodian I employees.

2026-2027
Proposed Unified Pay Scale
Recommendation

Example – Grade 7



Years	25-26 Unified Pay Scale - Grade 7		Proposed 26-27 Scenario A	Proposed 26/27 Scenario A Plus an Additional 1% to the Entry Level Rate		
	2025-2026 Current Step Rates	Current Step	2% Entry-Level Increase	+ 1% to the Entry-Level	Impact to the Employee	% Increase to EE if Eligible to Move a
0	\$15.76		\$16.07	\$16.23	\$0.47	3.00%
1	\$15.92	1.00%	\$16.23	\$16.39	\$0.63	4.02%
2	\$16.08	1.00%	\$16.40	\$16.56	\$0.64	4.00%
3	\$16.24	1.00%	\$16.56	\$16.72	\$0.64	4.00%
4	\$16.40	1.00%	\$16.73	\$16.89	\$0.65	4.00%
5	\$16.56	1.00%	\$16.89	\$17.06	\$0.66	4.02%
6	\$16.73	1.00%	\$17.06	\$17.23	\$0.67	4.04%
7	\$16.90	1.00%	\$17.23	\$17.40	\$0.67	4.01%
8	\$17.06	1.00%	\$17.41	\$17.58	\$0.68	4.00%
9	\$17.24	1.00%	\$17.58	\$17.75	\$0.69	4.05%
10	\$17.41	1.00%	\$17.76	\$17.93	\$0.69	4.00%
11	\$17.58	1.00%	\$17.93	\$18.11	\$0.70	4.01%
12	\$17.76	1.00%	\$18.11	\$18.29	\$0.71	4.03%
13	\$17.94	1.00%	\$18.29	\$18.47	\$0.71	4.01%
14	\$18.11	1.00%	\$18.48	\$18.66	\$0.72	4.00%
15	\$18.39	1.50%	\$18.75	\$18.94	\$0.83	4.56%
16	\$18.66	1.50%	\$19.04	\$19.22	\$0.83	4.52%
17	\$18.94	1.50%	\$19.32	\$19.51	\$0.85	4.55%
18	\$19.23	1.50%	\$19.61	\$19.80	\$0.86	4.55%
19	\$19.51	1.50%	\$19.90	\$20.10	\$0.87	4.52%
20	\$19.81	1.50%	\$20.20	\$20.40	\$0.89	4.56%
21	\$20.10	1.50%	\$20.51	\$20.71	\$0.90	4.52%
22	\$20.41	1.50%	\$20.81	\$21.02	\$0.92	4.56%
23	\$20.71	1.50%	\$21.13	\$21.33	\$0.92	4.52%
24	\$21.02	1.50%	\$21.44	\$21.65	\$0.94	4.55%
25	\$21.34	1.50%	\$21.76	\$21.98	\$0.96	4.55%
26	\$21.66	1.50%	\$22.09	\$22.31	\$0.97	4.53%
27	\$21.98	1.50%	\$22.42	\$22.64	\$0.98	4.53%
28	\$22.31	1.50%	\$22.76	\$22.98	\$1.00	4.55%
29	\$22.65	1.50%	\$23.10	\$23.33	\$1.02	4.55%
30	\$22.99	1.50%	\$23.45	\$23.68	\$1.03	4.53%

VIRGINIA BEACH CITY PUBLIC SCHOOLS

Important Note: The figures in the chart reflect proposals presented to the School Board for consideration. Final salary adjustments are subject to School Board approval.

1. **What is the current entry-level pay rate for grade 7 on the Unified Pay Scale?** As shown in the first column of the Proposed Unified Pay Scale chart, the current entry-level starting salary for the 2025 – 2026 school year is **\$15.76 per hour**.
2. **What is proposed under Scenario A in the chart?** As shown in the second column, Scenario A proposes a 2% adjustment to the entry-level pay rate. If approved, the new entry-level rate would be: **\$16.07 per hour**.
3. **What is the additional 1% entry-level adjustment?** In addition to the proposed 2% entry-level increase in the second column, an additional 1% adjustment to the entry-level pay rate was presented for consideration. If both adjustments are approved, the entry-level rate for Grade 7 would increase from **\$15.76 per hour to \$16.23 per hour**. This represents a **total increase of 3%** over the current 2025–2026 entry-level rate. This amount is calculated by multiplying the \$16.23 entry-level hourly rate by 1.01, which represents the 1% step increase.
4. **How would this impact an employee completing one year?** Under the proposed scenario A plus the additional 1%, a unified scale employee completing one year of eligible work experience would move to **\$16.39 per hour**, which represents a **4.02% increase or \$0.63** over their 2025–2026 pay. This amount is calculated by multiplying the \$16.23 entry-level hourly rate by 1.01, representing the 1% step increase.

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- 5. What is considered to be eligible work experience for movement on the pay scale?** Employees on the unified pay scale working at least half-time, .50 Full-time Equivalent (FTE) or higher, are eligible to earn experience credit toward step movement.
- 6. What about employees on the Unified Pay Scale who work less than a .50 FTE?** Employees working at less than a .50 FTE are not eligible to earn a full year of experience for step movement. As a result, they will remain at their current experience step and receive any approved salary adjustment applied to that step.
- 7. How does this affect the Unified Pay Scale structure?** Scenario A, combined with the additional 1% entry-level adjustment, strengthens the Unified Pay Scale by improving starting salaries while maintaining the established step structure. The proposal preserves the 1% difference between Steps 1–14 and the 1.5% difference for Steps 15 and above, ensuring the continued integrity, consistency, and internal alignment of the pay scale.

Overall, the proposed salary adjustments for both the teacher and unified pay scales reflect a coordinated and thoughtful approach to compensation while taking into consideration the proposed funding.

Part-time Employees not on the Teacher or Unified Pay Scales

Will part-time employees (project support, substitutes, etc.) who are not compensated either on the teacher or the unified pay scale receive an increase? At this time, the proposed salary adjustments are limited to employees working in a .50 FTE or above on the teacher and unified pay scales. We recognize and value the important contributions of our part-time employees who are not assigned to these pay structures. The current recommendation reflects the available funding and framework of the division's established compensation plans. Compensation practices are reviewed each year as part of the budget process, and we will continue to evaluate opportunities to support all employees in a responsible and sustainable manner. Those interested in opportunities on either the teacher or unified pay scales are encouraged to apply for any posted position for which they are qualified.

Next Steps:

- 1. What are the next steps in the approval process?** With the inclusion of the proposal in the Superintendent's Estimate of Needs (SEON), and the approval of the 2026/2027 Operating Budget by the School Board on March 24, 2026, the document will now move forward for further review and consideration by City Council.
- 2. What is the timeline for City Council to provide a decision?** City Council must approve the Operating Budget no later than May 15. Final salary adjustments are contingent upon funding approval.