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 Bohenstiel
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 Agenda

Tuesday, October 27, 2026

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 VBTV Channel 47, and on Zoom through the link below.

Attendee link: https://us02web.zoom.us/webinar/register/WN_aIfvSjrESAippJnb8-mRCA Call-in (301) 715-8592 ID 810 4148 1928

The School Board's expectations regarding decorum, order and public comments can be found in School Board Bylaws 1-47 and 1-48. Public comment is always welcome by the School Board through their group e-mail account at SchoolBoard@VBCPSboard.com 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 October 23, 2026.

1. Administrative, Informal, and Workshop ..... 3:30 p.m.

A. School Board Administrative Matters and Reports

B. Princess Anne Athletic Complex (PAAC) Cross-Country Course Update

C. Department of Internal Audit Update

D. School Calendar 2027-28 and 2028-29

2. ***Closed Session*** Added 10/27/2026

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 (to be determined)***

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. October 13, 2026 Regular School Board Meeting

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

The School Board will hear public comments at the October 27, 2026 School Board Meeting. Citizens may sign up to speak by completing the Speaker Request Form 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 October 27, 2026. 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. October 27, 2026. 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. 2027 VBCPS Legislative Agenda

B. Interim Financial Statements – September 2026

C. Policy Review Committee Recommendations:

1. Policy 3-60/Safety: Testing, Maintenance, reporting – Radon, Mold, Lead, etc.
2. Policy 5-69/Fees/Materials/Deposits/Reimbursements
3. Policy 7-16/Expressive Activities

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4. Policy 7-17/Visitors to School Board facilities and events
5. Regulation 5-36.1/Code of Student Conduct/Expulsion for First Time Offense

D. Accreditation and Accountability Results for Virginia Beach City Public Schools

E. Course Proposal: AP African American Studies

F. Resolution to Transfer Funds from the School Reserve Special Revenue Fund

G. Budget Resolution Regarding FY 2025/26 Reversion and Revenue Sharing Formula Reconciliation

13. Return to public comments if needed

14. Consent Agenda

A. Course Proposals:

1. Anatomy and Physiology
2. IB MYP German I, II, & III
3. Principles of Management & Philosophy 111: Logic
4. AP Business with Personal Finance
5. AP Cybersecurity

B. Salary Resolution Regarding FY 2026/27 Updated 10/27/2026

15. Action

A. Personnel Report/Administrative Appointments Updated 10/30/2026

16. Committee, Organization or Board Reports

17. Return to Administrative, Informal, Workshop or Closed Session matters Updated 10/27/2026

18. Adjournment

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Princess Anne Athletic Complex (PAAC) Cross-Country Course Update

Item Number: 1B

Date: October 27, 2026

Section: Workshop

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by:

Jason Stroud, Assistant City Manager, City Manager's Office

Presenter(s):

Jason Stroud, Assistant City Manager, City Manager's Office

Recommendation:

The School Board receive an update on the Princess Anne Athletic Complex (PAAC) Cross-Country Course.

Background Summary:

The School Board requested additional information from the City of Virginia Beach at the September 22, 2026, School Board meeting.

Source:

N/A

Budget Impact:

Potential 3 million reappropriation out of the school reserve special reversion fund.

Next Steps:

The School Board will determine how to proceed.







Princess Anne Athletic Complex Cross-Country Course

Jason E. Stroud
Assistant City Manager

October 27, 2026

CITY OF VIRGINIA BEACH

Purpose



- Provide an overview of a new cross-country course opportunity.
- Discuss potential benefits and synergy of the course.
- Request School Board consideration for partial funding of the course.

Background

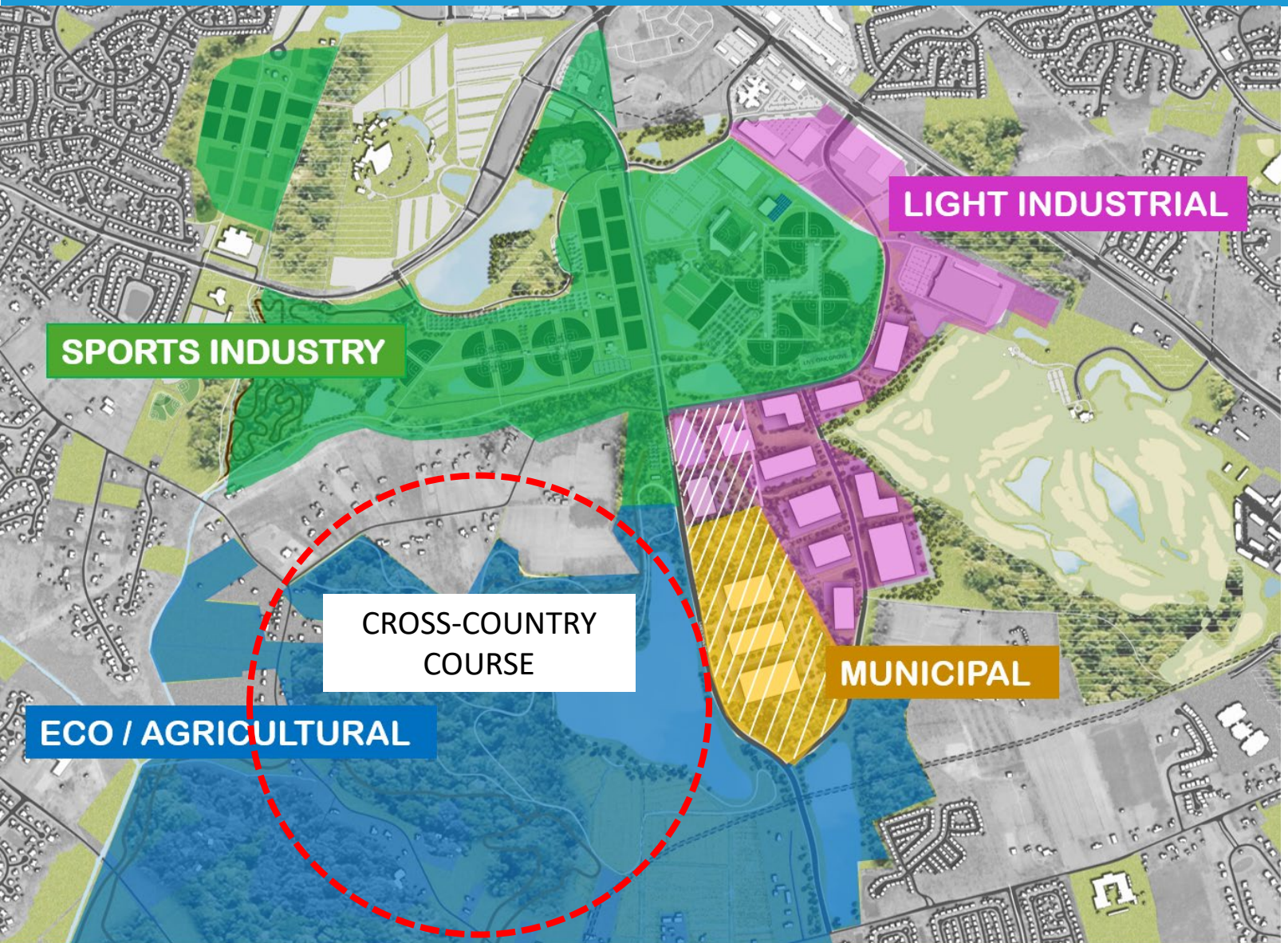
FY2027 Budget Reconciliation

- Plan for the infrastructure needed to support the ITA Master Plan as envisioned.
- Includes cost estimating for the design and construction of public infrastructure, as well as a cross-country course.
- Exploration of a partnership with Virginia Beach City Public Schools on construction of the course for the benefit of community youth.

Why Cross-Country?

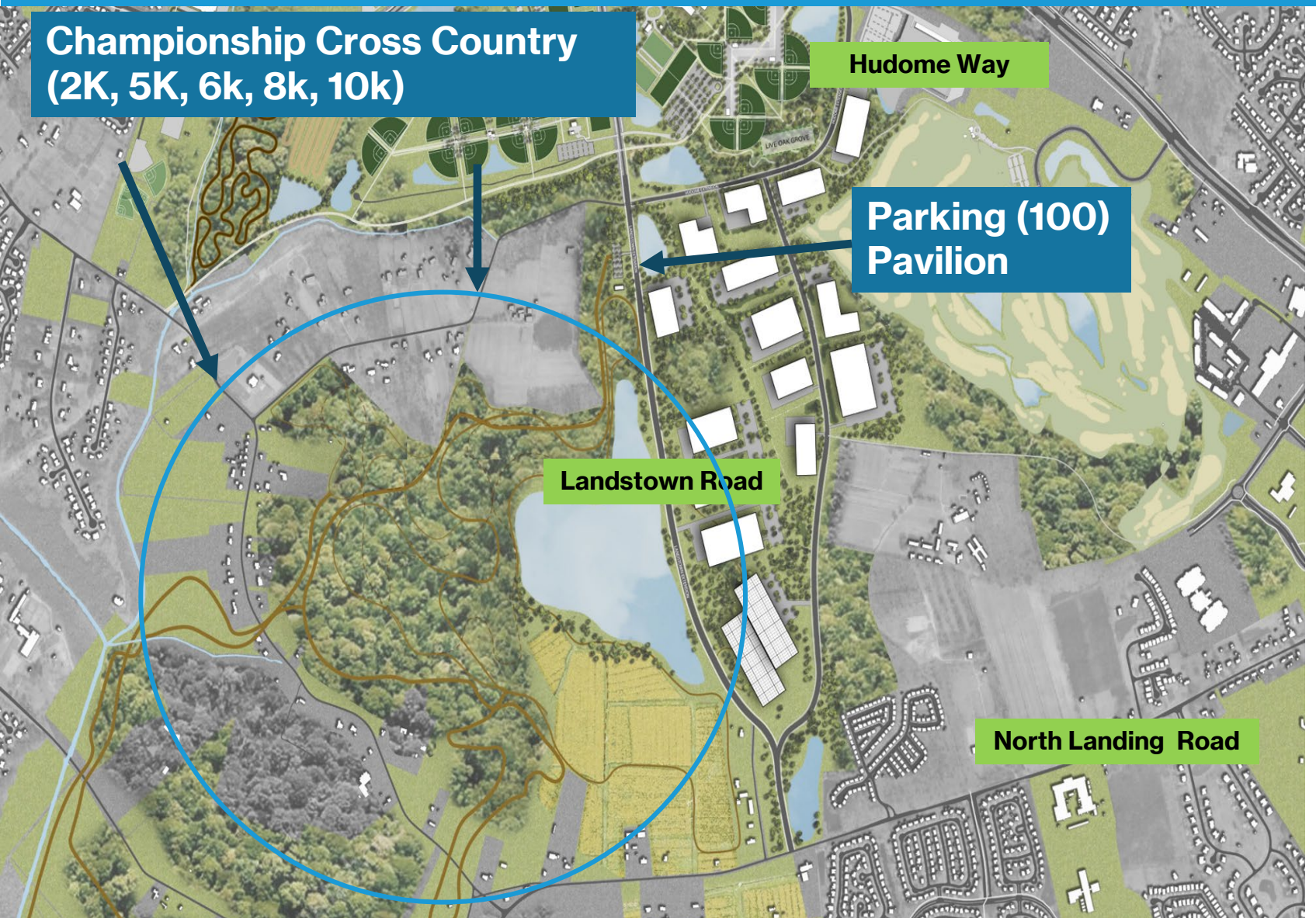
- City Council has heard the need from constituents & there is no similar facility currently.
- Relatively low impact and synergy with ITA Master Plan initiatives.
  - Open Space, Sports Tourism and Recreation
- Can be used to benefit VBCPS Student Athletics, collegiate programs, and community needs.
- Potential for 2K, 5K, 6K, 8K and 10K courses that can be used for many events throughout the year.
- Economic benefit for the entire city through sports-tourism spending.

Proposed Primary Land Use Areas



- Proximity to other recreational amenities.
- Centralized location
- Consistent with ITA Master Plan.
- Can incorporate existing environmental features.

ITA



Timeline

- Design – 1 year (start fall 2027)
- Bidding and Award – 6-8 months
- Construction – 12-16 months
- Estimated 30-36 months total

Funding and Request



- $6M estimated total project cost
  - City budgeted CIP funds includes $3million for this project.
  - City will provide for the ongoing care and maintenance of the course.

- Requesting School Board consideration to partner for cost-sharing the remaining cost of $3million.

THANK YOU

QUESTIONS?

CITY OF VIRGINIA BEACH

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Department of Internal Audit Update

Item Number: 1C

Date: October 27, 2026

Section: Workshop

Senior Staff: Karen Woodson, School Board Auditor

Prepared by: Karen Woodson, School Board Auditor

Presenter(s): Karen Woodson, School Board Auditor

Recommendation:

That the School Board receive an overview of the audit process including examples from Internal Audit's calendar year 2026 Audit Work Plan.

Background Summary:

The School Board of the City of Virginia Beach formed an Audit Committee and has established the Department of Internal Audit, whose reporting responsibility is to the School Board through the Audit Committee. The Internal Audit Charter defines the duties and responsibilities of the Audit Committee and of the Department of Internal Audit and provides guidance in their execution of duties.

Source:

School Board Policy 3-96

School Board Internal Audit Charter

School Board Bylaw 1-28

Budget Impact:

No budgetary implications.

Next Steps:

No action needed.

DRAFT COPY
SUBJECT TO CHANGE

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Department of Internal Audit Update

School Board Workshop

October 27, 2026

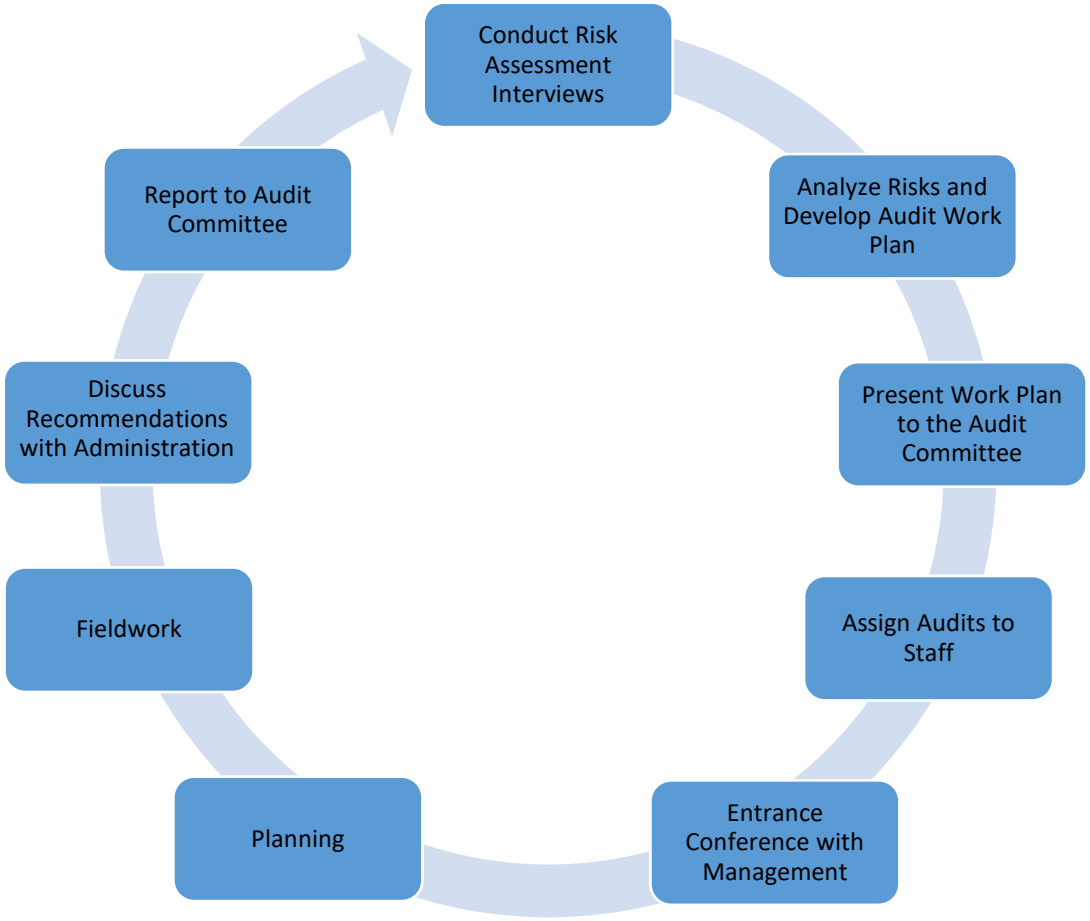
Workshop Update Topics

- Mission
- Audit Process
- Audits Issued in Calendar Year 2026
- Investigative Process
- Investigative Outcomes
- Investigations Issued in Calendar Year 2026
- Current Projects in Progress

Mission

- Efficiency and accountability
- Compass to 2030, Goal #5, Advance Organizational Excellence
- Operational, financial, and compliance audit services
- Identifying operational efficiencies and process improvements
- Compliance with Governmental Auditing Standards

Audit Process

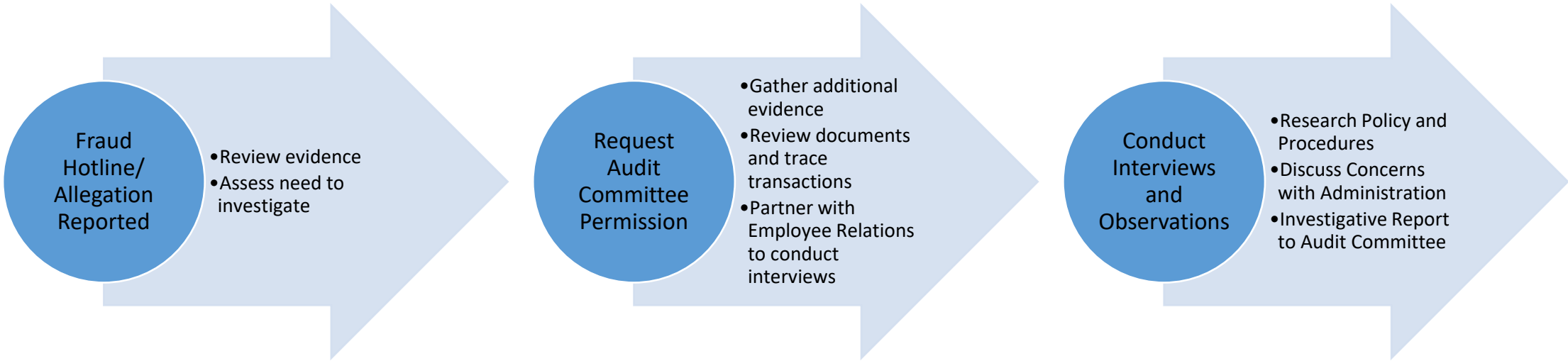


Audits Issued in Calendar Year 2026

- Sole Source Contracts Audit
- Fundraisers Audit
- Ventilation Improvement Projects Grant Audit
- Cash Disbursements Audit
- Healthcare Claims Audit*
- Energy Audit*
- Annual School Activity Funds Audit
- Follow-up School Activity Funds Audits (3)
- Change in Bookkeeper/Principal School Activity Funds Audits (2)
- Pre-trip Bus Inspections - non-audit
- Expenditure Analyses (2) - non-audit

* Contingency Audits performed by a consultant

Investigative Process



Investigative Outcomes

- Identify fraud
- Determine if the occurrence is isolated
- Identify root cause and identify solution
- Coordinate efforts with Employee Relations to reduce re-work
- Identify the possibility of recovery

Investigations Issued in Calendar Year 2026

General Topics: Fundraisers, Cash Collection Inconsistencies, Improper use of VBCPS Resources

- Department/Office (1)
- High Schools (4)
- Middle School (1)
- Elementary Schools (2)

Current Projects in Progress

Performance Audits/Projects

- Contracts Audit
- Software Utilization Audit
- Construction Project – Princess Anne High School
- Investigation – Department/Office

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: School Calendar 2027-28 and 2028-29

Item Number: 1D

Date: October 27, 2026

Section: Workshop

Senior Staff: Matthew D. Delaney, Chief Schools Officer

Prepared by: James J. Smith, Ed.D., Senior Executive Director of Middle Schools

Presenter(s): James J. Smith, Ed.D., Senior Executive Director of Middle Schools

Recommendation:

That the School Board receive a workshop presentation on the 2027-28 and 2028-29 School Calendar.

Background Summary:

The development of the 2027-28 and 2028-29 school calendars are guided by School Board policies governing calendar requirements and the operation of Virginia Beach City Public Schools. School Board Policy 6-12 establishes that the school calendar shall identify pertinent dates and information essential to the operation of the division and shall be developed by the Superintendent and staff in cooperation with patron organizations for School Board approval. This evening's presentation will: 1) review the policies that guide the calendar development process; 2) share the School Board's consensus on calendar priorities; and 3) present the draft 2027-28 and 2028-29 calendars developed by the Calendar Work Group in consideration of these policies and priorities.

Source:

N/A

Budget Impact:

No budgetary implications.

Next Steps:

Will present as information at the Nov. 10 School Board meeting.

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Calendar 2027-28 and 2028-29

School Board Workshop
Tuesday, Oct. 27, 2026

Department of School Leadership and
Communications and Community Engagement

Purpose of the Presentation

- Share policy that drives the calendar development process and the School Board's consensus on priorities.
- Share common themes from the calendar development survey (input from parents, students, staff and community members).
- Present the Division Calendar Committee's proposed 2027-28 and 2028-29 calendars for School Board review and consideration.



Calendar Development
School Board Policy and Virginia Code

- SB Policy 6-12: School Calendar
- SB Policy 6-13: School Day and School Hours
- SB Policy 4-88: Holidays

School Board Calendar Priorities

180 or 182 instructional days for students

Holiday the Wednesday prior to Thanksgiving

Two-week winter break

Limited adjusted dismissal days

13 staff days

Maximum of six days for teacher in-service week

September 2026
Calendar Development Survey Overview

- Survey link distributed through ParentSquare to families and staff, social media sites and vbschools.com
- Survey link was available Aug. 31 through Sept. 13
- Parents and instructional staff were largest respondent groups

Primary Affiliation With VBCPS	Number of Respondents
Parent	4,195
Student	335
Instructional Staff	1,385
Non-instructional Staff	465
Community Member	219
Overall	6,599*

*Number that selected a response on at least one perception question

Emerging Survey Themes Across All Respondents

Satisfaction with:

- Two-week winter holiday
- Wednesday before Thanksgiving
- Staff days and staff flex days

Dissatisfaction with:

- Start and end date of the school year
- 10 minutes added to the schedule due to spring special elections

Emerging Survey Themes Across All Respondents

Instructional days:

Prefer a 180-day instructional calendar over a 182-day instructional calendar.

Calendar seat hours:

Prefer 990 seat hours model over 180 days for flexibility for when there are school closures.

Division Calendar Committee Work Group

Purpose: Develop the 2027-28 and 2028-29 school year calendar that incorporates the areas of School Board priorities and adheres to School Board policies.

Team members: Students, parents, teachers, school administrators, division support staff and community members.

Division Calendar Committee Work Group

- School Board policies
- School Board priorities
- 2027-2028 School Year Calendar
- 2028-2029 School Year Calendar



2027-2028
School Year Calendar
(Draft)

2027-2028 School Year Calendar
August - November











2027-2028 School Year Calendar
December - March

DECEMBER 2027

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- Last Day of School
- Holidays (school closed)
- Adjusted Dismissal Days for all
- Adjusted Dismissal Days for High School Students
- Flex Staff Days (school closed for students)
- Staff Days (school closed for students)
- High School Graduation
- Quarter 1
- Quarter 2
- Quarter 3
- Quarter 4

FEBRUARY 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

MARCH 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

2027-2028 School Year Calendar
April - June

APRIL 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- Last Day of School
- Holidays (school closed)
- Adjusted Dismissal Days for all
- Adjusted Dismissal Days for High School Students
- Flex Staff Days (school closed for students)
- Staff Days (school closed for students)
- High School Graduation

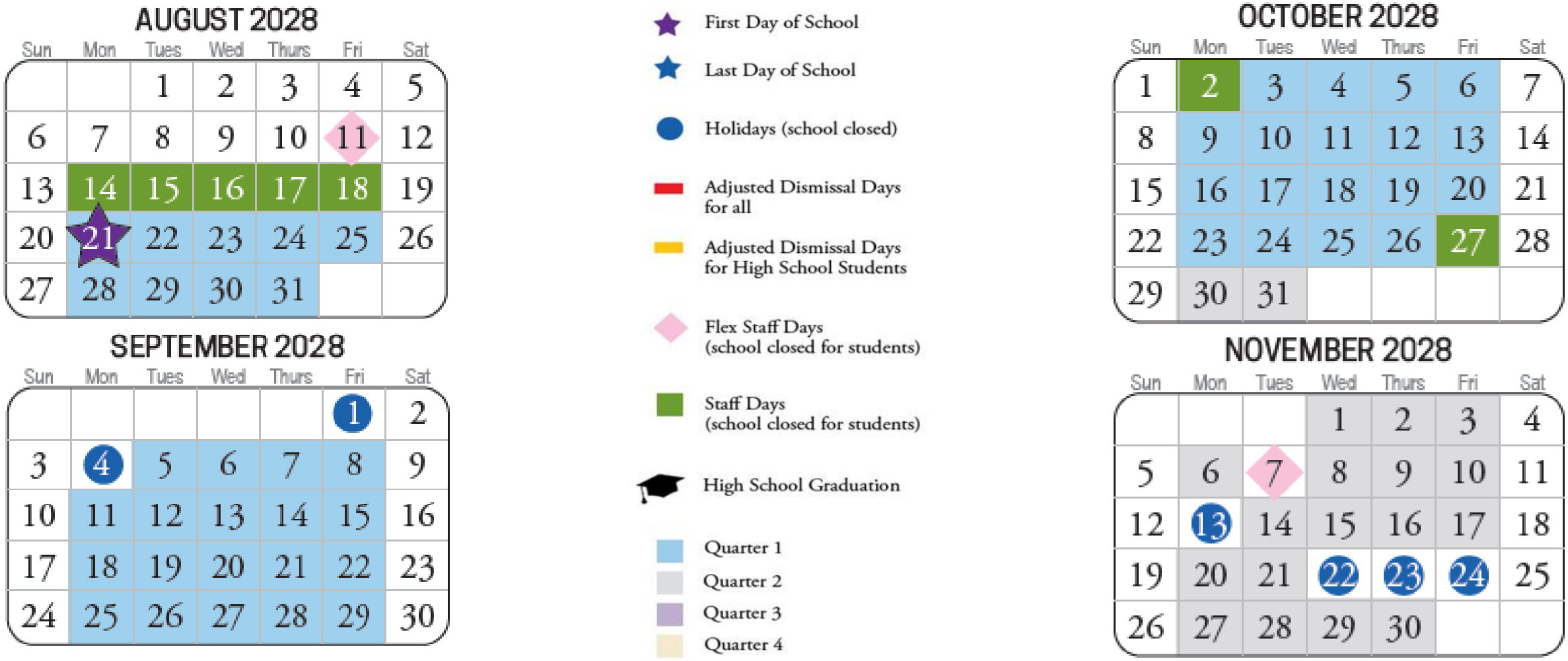
- Quarter 1
- Quarter 2
- Quarter 3
- Quarter 4

JUNE 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

2028-2029
School Year Calendar
(Draft)

2028-2029 School Year Calendar
August - November



2028-2029 School Year Calendar
December - March

DECEMBER 2028

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JANUARY 2029

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- Last Day of School
- Holidays (school closed)
- Adjusted Dismissal Days for all
- Adjusted Dismissal Days for High School Students
- Flex Staff Days (school closed for students)
- Staff Days (school closed for students)
- High School Graduation
- Quarter 1
- Quarter 2
- Quarter 3
- Quarter 4

FEBRUARY 2029

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

MARCH 2029

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

2028-2029 School Year Calendar
April - June









Next Steps

- Nov. 10: School Board Information
- Nov. 23: School Board Action

Questions?

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Closed Session

Item Number: 2

Date: October 27, 2026

Section: Closed Session

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, 2, 7, and 8 as amended, to deliberate on the following matters:

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

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

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

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

Namely to discuss:

A. Personnel Matter – individual personnel cases.
B. Student Matter – individual student complaints or cases.
C. N/A
D. Authorization to retain outside legal counsel for certain employment law matters.
E. Authorization to participate in opioid litigation settlement.
F. Status of pending litigation or administrative cases.
G. 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.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Approval of Minutes

Item Number: 10A

Date: October 27, 2026

Section: Approval of Meeting Minutes

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. October 13, 2026 Regular School Board Meeting

Background Summary:

N/A

Source:

Bylaw 1-40

Bylaw 1-43

Budget Impact:

No budgetary implications.

Next Steps:

No further action needed.

School Board Services

Kathleen J. Brown, Chair
District 10

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Melinda J. Rogers
District 5

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

School Board Regular Meeting MINUTES - DRAFT

Tuesday, October 13, 2026

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

1. ***Administrative, Informal, and Workshop:*** Chair Brown convened the Administrative, Informal, and Workshop session at 4:00 p.m. on the 13th day of October 2026. 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. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The following School Board Members attended the meeting via Zoom: Mr. Bohenstiel (medical reasons), and Ms. Melnyk (personal reasons/out of town).

   A. ***School Board Administrative Matters and Reports:*** Ms. Felton attended Bayside Middle School's college and career night on October 8. Ms. Rogers mentioned commemorative celebrations for October. Mr. Cummings visited Tallwood High School and observed a class. On Friday, he did school visits with Dr. Robertson. Vice Chair Weems attended the Teacher Forum and recognized Willie Keels, security assistant, Independence Middle School, who assisted a student who was choking.

   B. ***Student Meal Debt Quarterly Update:*** Rachel Amato, director, Office of Food Services, provided the School Board information regarding the challenges with unpaid student meal debt and efforts to address unpaid balances. Active meal debt totaled $383,509.71 as of September 30, 2026, compared with the reported 2026 balance of $448,605.18. More than

half of students received no-cost meals through 38 Community Eligibility Provision (CEP) schools and free and reduced-price meal benefits at other schools. The Student Meal Debt Committee coordinated outreach across departments and schools through multilingual resources, targeted family notifications, and weekly balance monitoring. Planned next steps emphasized clearer communications, expanded eligibility outreach, improved data support, community partnerships, and donations through All for Lunch.

After the presentation, a discussion followed with questions and comments regarding debt-reduction goals, long-term accountability, use of funds, debt account, eligibility and application completion.

C. ***Instructional Time Quarter 1 Update:*** Ryan Goldburg, Ph.D., executive director, Office of Elementary Teaching and Learning, provided the School Board information on instructional time at the elementary level. The presentation reviewed first-quarter implementation of revised classroom technology guidelines following the June adoption of Policy 6-18. New instructional supports included kindergarten listening centers and audiobooks, K–1 literacy materials, and mathematics kits and teaching resources.

Teacher advisory feedback highlighted more hands-on and social learning and useful, age-appropriate materials, while identifying increased workload, fewer tools for individualized instruction, and disruptions to assessment and family connections. The next steps included continued teacher feedback, curriculum and independent-task adjustments, specialist support, and ongoing advisory meetings.

After the presentation, a discussion followed with questions and comments regarding instructional resources, device use, emergency learning plans, stakeholder feedback, and student progress.

2. Closed Session: At 4:53 p.m., Vice Chair Weems made the following motion, seconded by Dr. Green, 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, 2, 7, and 8 as amended, to deliberate on the following matters:

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

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

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be

commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

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

Namely to discuss:

A. Personnel Matter – individual personnel cases.
B. Student Matter – individual student complaints or cases.
C. Status of pending litigation or administrative cases.
D. 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 eight (8) ayes in favor of the motion to recess into Closed Session: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers.

Note, Mr. Culpepper was not present during the vote. Mr. Bohenstiel and Ms. Melnyk did not participate in the Closed Session since they were attending the meeting via Zoom.

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

A. ***Personnel Matter – individual personnel cases:*** School Board Members: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Dannielle Hall-McIvor, senior school board attorney; and Regina M. Toneatto, school board clerk.

At 5:04 p.m., the following staff members joined the Closed Session: Darnita Trotman, Ed.D., chief human resources officer, and Stephanie Enzmann, director, Office of Employee Relations.

B. ***Student Matter – individual student complaints or cases:*** School Board Members: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Darnita Trotman, Ed.D., chief human resources officer; Stephanie Enzmann, director, Office of Employee Relations; Dannielle Hall-McIvor, senior school board attorney; and Regina M. Toneatto, school board clerk.

C. ***Status of pending litigation or administrative cases;*** and

D. ***Consultation with legal counsel regarding probable litigation and pending litigation matters:*** School Board Members: Chair Brown, Vice Chair Weems, Mr. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers; Kamala H. Lannetti, school board attorney; Donald E. Robertson, Ph.D., superintendent; Cheryl R. Woodhouse, chief of staff; Darnita Trotman, Ed.D., chief human resources officer; Stephanie Enzmann, director, Office of Employee Relations; Dannielle Hall-McIvor, senior school board attorney; and Regina M. Toneatto, school board clerk.

The School Board reconvened at 5:31 p.m.

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

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

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

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

identified in the motion by which the closed meeting was convened were heard, discussed, or considered.

Ms. Dwyer made the motion, seconded by Dr. Green. 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. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The motion passed, 9-0-0.

3. ***School Board Recess:*** Chair Brown adjourned the Administrative, Informal, and Workshop Session at 5:32 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 October 2026. 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. Callan, Mr. Culpepper, Mr. Cummings, Ms. Dwyer, Ms. Felton, Dr. Green, and Ms. Rogers. The following School Board Members attended the meeting via Zoom: Mr. Bohenstiel (medical reasons), and Ms. Melnyk (personal reasons/out of town).

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

7. ***Student, Employee and Public Awards and Recognition:*** There were no awards this evening.

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. Mr. Cummings 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 agenda as presented. The motion passed unanimously, 11-0-0.

9. ***Superintendent's Report*** *(second monthly meeting)* ***and recognitions*** *(first and second monthly meetings)*

Administrative Recognitions: Superintendent Robertson introduced the following appointment: **Katherine "Ryan" Goldburg, Ph.D.**, director, instructional technology, Department of Teaching and Learning, as executive director, elementary teaching and learning, Department of Teaching and Learning.

10. Approval of Meeting Minutes

A. ***September 22, 2026 Regular School Board Meeting:*** Chair Brown called for any modifications to the September 22, 2026 regular meeting minutes as presented. Hearing none, Chair Brown called for a motion to approve the September 22, 2026, minutes 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 September 22, 2026 minutes as presented. The motion passed unanimously, 11-0-0.

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

There were two (2) in-person speakers. The topics included science; electrons; World's Fair; screen time; hands-on learning; technology to support learners; Policy 6-18; individualized instruction; professional learning; and assessments.

The Public Comments concluded at 6:10 p.m.

12. Information

A. Course Proposals:

1. Anatomy and Physiology: Thomas Quinn, executive director, Office of Secondary Teaching and Learning, provided the School Board information regarding a course proposal for Anatomy and Physiology. The administration proposed a one-credit anatomy and physiology elective beginning in 2027–28 to expand student access and support health science pathways. The course would use existing staff and require

approximately $15,000 for initial supplies. After the presentation, there was a question regarding funding for the course.

2. ***IB MYP German I, II, & III:*** Crystal Lewis-Wilkerson, Ed.D., director, Office of K-12 and Gifted Programs, provided the School Board information on the addition of Middle Years Programme (MYP) German I & II, MYP German III, Diploma Programme (DP) German IV, and DP German V classes as a language pathway for the International Baccalaureate (IB) program at Princess Anne High School beginning the 2027-2028 school year. The presentation proposed an International Baccalaureate (IB) German pathway at Princess Anne High School to provide a third modern-language option for meeting the IB second-language requirement and expand access to advanced coursework. The proposal was built on the school's existing language and IB infrastructure following the discontinuation of IB Latin in 2022. It emphasized using trained teachers and existing resources while avoiding textbook costs and supporting language proficiency, international-mindedness, and intercultural understanding. The proposed rollout began with MYP German 1/2 and German 3 in 2027–2028, followed by DP German 4 in 2028–2029 and DP German 5 in 2029–2030.

   After the presentation, a discussion followed with questions and comments regarding enrollment, staffing, curriculum, and costs associated with adding German to the IB program, and the discontinuation of Latin.

3. ***Principles of Management & Philosophy 111: Logic:*** Thomas Quinn, executive director, Office of Secondary Teaching and Learning, provided the School Board a proposal to add two courses to the Entrepreneur and Business Academy (EBA) at Kempsville High School, in partnership with Tidewater Community College (TCC), supporting the business administration associate degree pathway.

   Business 200: Principles of Management would replace Business 280: Introduction to International Business. Offered in the spring with existing staff, it would earn students one-half division credit and three college credits. The textbook cost of about $3,240 per 30-student section is already in the EBA budget, with no tuition charge from TCC.

Philosophy 111: Logic would be added as an option alongside Philosophy 220: Ethics to ease staffing and scheduling challenges with TCC-taught summer courses. Students would earn one-half division credit and three TCC credits. They would pay for their own textbook ($79.99) and a tuition cost of about $75 each. For an estimated 25 students, the projected cost was about $1,875, which is already covered in the EBA budget.

After the presentation, a discussion followed with questions and comments regarding course access division-wide, and if course qualified for weighted credit.

4. ***AP Business with Personal Finance;*** and
5. ***AP Cybersecurity:*** Thomas Quinn, executive director, Office of Secondary Teaching and Learning, provided the School Board information on two new courses to be offered in the Fall of 2027.

   AP Business with Personal Finance: Year-long, one credit. The Virginia Board of Education has approved it as a substitute for Economics and Personal Finance, so it satisfies that graduation requirement. It would be taught by existing staff with no budget impact.

   AP Cybersecurity: Year-long, one credit, offered at the Governor's STEM Academy at Landstown High School and the Advanced Technology Center for students who have completed the relevant CTE course sequence. It would use existing space, equipment, and staff. The College Board will provide free teacher training in summer 2027, and textbooks would be funded from the existing textbook budget, so there is no new budget impact. After the presentation, there was a question regarding weighted credit for either course.

13. ***Return to public comments if needed:*** As noted, under Agenda Item #11, the Public Comments concluded at 6:10 p.m.

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

A. ***Policy Review Committee (PRC) Recommendations:*** Recommended that the School Board approve recommendations regarding the amendment of certain policies as recommended by the Policy Review Committee at its September 9, 2026 meeting.

1. ***Policy 5-37/Reporting Data About School Violence and Crime:*** Recommended adding language directly from the related Virginia Code sections.
2. ***Policy 5-57/Medications:*** Recommended updating the policy to align with the Code of Virginia and current School Division practices regarding epinephrine, insulin, and rescue inhalers. Additionally, the PRC recommends adding language allowing students to self-carry rescue seizure medications in response to recently passed legislation.
3. ***Policy 6-3/Accreditation:*** Recommended minor scrivener's changes.
4. ***Policy 6-6/Kindergarten Program:*** Recommended removing the Editor's Note to an outdated document and updating the related links.
5. ***Policy 6-7/Access to Programs:*** Recommended adding the language to align with the Code of Virginia and updating the legal reference and related links sections.
6. ***Policy 6-9/Religion in the Curriculum:*** Recommended updating the legal references.
7. ***Policy 6-31/Gifted Programs:*** Recommended updating Section B to align with the order with the local plan and confirm that the VDOE evaluates the local plan once every five (5) years.

B. ***Harbor Hope Center Recovery School: Year-One Implementation Evaluation Recommendations:*** Recommended that the School Board approve the administration's recommendations that were proposed in response to the Harbor Hope Center Recovery School: Year-One Implementation Evaluation.

C. ***403(b) Oversight Committee Membership:*** Recommended that the School Board approve the recommendation to add the Chief Human Resources Officer to the 403(b) Oversight Committee as a voting member.

D. ***2025-2026 Annual Field Trip Report:*** Recommended that the School Board accept the 2025-2026 annual field trip report.

E. ***HRT Bus Shelter Easement – N. Witchduck Road – Renaissance Academy:*** Recommended that the School Board approve the Chair to execute a Hampton Roads Transit (HRT) bus

shelter easement along the sidewalk fronting N. Witchduck Rd, on School Board property used for Renaissance Academy.

After reading the items on the Consent Agenda, Chair Brown asked if there were any objections to voting on the Consent Agenda as presented. Ms. Rogers requested to move Consent Agenda Items #14D (2025-2026 Annual Field Trip Report) and #14E (HRT Bus Shelter Easement – N. Witchduck Road – Renaissance Academy) to Action. Without further modifications, Chair Brown called for a motion to approve the Consent Agenda as presented and modified (without items #14D and #14E). Ms. Dwyer made the motion, seconded by Ms. Rogers. Chair Brown called for a vote. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve the Consent Agenda as presented and modified: 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) nay opposed to the motion to approve the Consent Agenda as presented and modified: Ms. Melnyk. The motion passed, 10-1-0.

15. Action

A. ***Personnel Report/Administrative Appointments:*** Chair Brown called for a motion to approve the October 13, 2026 personnel report and administrative appointments. Ms. Dwyer made the motion, seconded by Mr. Callan, that the School Board approve the appointments, and the acceptance of the resignations, retirements, and other employment actions, as listed on the October 13, 2026 personnel report along with the administrative appointments 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 October 13, 2026 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.

Superintendent Robertson mentioned the following appointment: **Steven B. Tyler,** transportation area supervisor, Office of Transportation and Fleet Management Services, as coordinator, transportation routing and analytics, Office of Transportation and Fleet Management Services.

B. ***2025-2026 Annual Field Trip Report:*** Note, item moved from Consent Agenda. See Agenda Item #14 (page 11). Chair Brown called for a motion to approve the 2025-2026 Annual Field Trip Report. Ms. Rogers made the motion, seconded by Vice Chair Weems. A discussion followed regarding Policy 6-56 and Regulation 6-56.1, which requires an annual field trip report and that, consistent with longstanding practice, the detailed report had been included in the consent agenda packet. Without further 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 2025-2026 Annual Field Trip Report. The motion passed unanimously, 11-0-0.

C. ***HRT Bus Shelter Easement – N. Witchduck Road – Renaissance Academy:*** Note, item moved from Consent Agenda. See Agenda Item #14 (page 11). Chair Brown called for a motion to approve the HRT Bus Shelter Easement – N. Witchduck Road – Renaissance Academy. Ms. Rogers made the motion, seconded by Dr. Green. A discussion followed regarding the shelter. Staff explained that Hampton Roads Transit (HRT) requested a permanent easement at Renaissance Academy to install and maintain a shelter at an existing bus stop on North Witchduck Road. The easement preserved School Board ownership of the property while assigning HRT responsibility for shelter maintenance and repairs. The discussion continued with questions and comments regarding reason for shelter, responsibility for maintenance and repair, deed and property ownership. Without further 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 HRT Bus Shelter Easement – N. Witchduck Road – Renaissance Academy. The motion passed unanimously, 11-0-0.

16. ***Committee, Organization or Board Reports:*** Dr. Green mentioned the Legislative Breakfast on December 4 at 8:30 a.m. at the Renaissance Academy. Betty F. Williams Ad Hoc Committee public information session on October 20 at 6:00 p.m. at Bayside Middle School. Vice Chair Weems attended the Superintendent's Student Roundtable with Dr. Green. Students discussed topics regarding school calendar and vaping. The Policy Review Committee meeting is scheduled for tomorrow (October 14) at 1:30 p.m. Ms. Rogers attended the Teacher Forum meeting and

the calendar committee meeting. Ms. Felton mentioned the Sister Cities committee meeting on October 14, to discuss preparations for the international gala.

17. ***Return to Administrative, Informal, Workshop or Closed Session matters.*** None.

18. ***Adjournment:*** Chair Brown adjourned the meeting at 6:46 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 Agenda Item

Subject: 2027 VBCPS Legislative Agenda

Item Number: 12A

Date: October 27, 2026

Section: Information

Senior Staff: Cheryl Woodhouse, Chief of Staff

Prepared by:

Joel Andrus, Legislative Consultant; Kamala H. Lannetti, School Board Attorney

Presenter(s):

Joel Andrus, Legislative Consultant

Recommendation:

That the School Board reviews the 2027 Legislative Agenda as proposed by the School Board Legislative Committee.

Background Summary:

Each year the School Board adopts a Legislative Agenda that provides guidance regarding the School Board's and the School Division's position regarding matters affecting K-12 education. The Legislative Agenda serves as guidance for legislators and executive department offices for determining the needs of K-12 public education in Virginia Beach. Specific legislation or regulation is addressed through the General Assembly or regulatory processes.

Source:

Bylaw 1- 28 Committees, Organizations and Boards - School Board Member assignments

Budget Impact:

No Budgetary implications.

Next Steps:

The School Board will vote on the 2027 Legislative Agenda during its meeting on November 10, 2025.

2027 Legislative Agenda

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

- Short Session: January 13 – February 27
- “Non Budget Year”: Governor Proposes Amendments to Biennial Budget on December 17
- Potential Legislative Issues:
  - AI, Device Usage, and Data Privacy
  - Funding Formula Changes (Likely 2028)
    - Joint Subcommittee Meeting October 26
  - Indoor Air Quality
  - School Nurse Staffing
  - Teacher Recruitment, Retention, and Employment

BUDGET AND FUNDING

- **Joint Subcommittee on Elementary and Secondary Education**
- **Sustainable Dual Enrollment**
- **Teacher Salary Increase and Recruitment and Retention**
- **Continued Resources for behavior and mental health staff**
- **Delivering Quality Special Education Services**
  - No additional unfunded mandates around the delivery of special education services
- **Dedicated State Funding for Capital Improvements**

OTHER LEGISLATIVE ISSUES

- **School Bus Driver Shortage**
- **Eliminate or Fund Currently Unfunded Mandates**
  - Continue working with School Health Committee to identify and remove unfunded mandates
- **Artificial Intelligence and Electronic Device Usage in the Classroom**
- **Other Potential Issue**
  - **Vaping and Other Nicotine Products**

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Interim Financial Statements – September 2026 **Item Number: 12B**

Section: Information **Date: October 27, 2026**

Senior Staff: Crystal M. Pate, Chief Financial Officer

Prepared by: Daniel G. Hopkins, Director of Business Services

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

Recommendation:

That the School Board receives 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 implication.

Next Steps:

No further action is required.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INTERIM FINANCIAL STATEMENTS
FISCAL YEAR 2026-2027
SEPTEMBER 2026

The financial statements include the following:

Page

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**
- Balance Sheet **B2**
- Revenues by Account **B3**

Special Revenue and Proprietary Funds:

- Athletics **B5**
- Cafeterias **B6**
- 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**

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

INTERIM FINANCIAL STATEMENTS

FISCAL YEAR 2026-2027

SEPTEMBER 2026

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 **$90.7 million**. Of the amount realized for the month, **$45.9 million** was realized from the City, **$8.4 million** was received in state sales tax, and **$34.0 million** was received from the Commonwealth of Virginia for Basic School Aid, Standards of Quality (SOQ) entitlements, and other State revenue. A payment of **$1,517,627** was received from the federal government department of defense for Impact Aid.

School Operating Fund Expenditures (page B1)

The percent of the total current fiscal year budget expended and encumbered through this month was **18.72%.** The percent of expenditures and encumbrances to the total actual expenditures and encumbrances for the same period in FY 2026 was **17.47%**, and FY 2025 was **18.21%.** Please note that **$9,100,021** 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 **$197,610** (includes **$3,657** in field hockey receipts, **$56,272** in football receipts, **$14,676** in volleyball receipts, and **$6,250** in Middle School receipts) this month or **84.1%** of the estimated revenue for the current fiscal year compared to **92.4%** of FY 26 actual. Expenditures totaled **$582,128** for this month. This fund has incurred expenditures and encumbrances of **16.8%** of the current fiscal year budget compared to **20.3%** of the FY

26 actual. Please note that **$133,801** 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 **$1,102,021** (includes **$1,026,109** for service charges). Expenditures totaled **$3,870,844** for this month. This fund has incurred expenditures and encumbrances of **11.8%** of the current fiscal year budget compared to **13.1%** of the FY 26 actual. Please note that **$6,228,618** of the current year budget is funded by the prior year fund balance **($4,767,471)** and prior year fund balance for encumbrances **($1,461,147)**.

Textbooks Fund (page B7)

The Textbooks Fund accounts for the financing and acquisitions of textbooks used in the School Division. The fund realized **$508,711** (includes **$474,575** from the Department of Education) this month or **26.1%** of the estimated revenue for the current fiscal year compared to the **27.3%** of the FY 26 actual. Expenditures totaled **$3,798,835** for this month. This fund has incurred expenditures and encumbrances of **55.6%** of the budget for the current fiscal year compared to **34.9%** of the FY 26 actual. Please note that **$11,045,833** of the current year budget is funded by the prior year fund balance **($3,321,161)** and prior year fund balance for encumbrances **($7,724,672)**.

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 **$96,624** in revenue (includes **$87,358** in interest) this month. Expenses for this month totaled **$349,406** (includes **$189,031** in Worker's Compensation payments).

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 **$31,652** in revenue (includes **$5,233** in tower rent-Cox High**, $6,844** in tower rent-Tech Center, and **$1,289** in tower rent-Woodstock Elementary) this month or **25.8%** of the estimated revenue for the current fiscal year compared to **58.3%** of FY 26 actual. Expenditures totaled **$232,598** for this month. This fund has incurred expenditures and encumbrances of **64.7%** of the budget for the current fiscal year compared to **33.8%** of FY 26 actual. Please note that **$922,254** of the current budget is funded by the prior year fund balance **($500,000)** and prior year fund balance for encumbrances **($422,254).**

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 **$5,652,737** in expenditures was incurred for various grants this month.

Schools Health Insurance Fund_(page B13)

The Health Insurance Fund accounts for the health insurance program and the administration thereof for the School Board employees. Revenues for this month totaled **$17,008,329** (including School Board (employer and employee) premium payments). Expenses for this month totaled **$11,288,933**. This includes medical and prescription drug claim payments for 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. This fund has not realized any of the estimated revenue for the current fiscal year compared to **14.8%** of FY 26 actual. The fund has not incurred any expenditures or encumbrances of the budget for the current fiscal year.

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 **$110,655** in revenue (interest) this month or **30.4%** of the estimated revenue for the current fiscal year. Expenditures totaled **$31,364** for this month. This fund has incurred expenditures and encumbrances of **11.3%** of current fiscal year budget. Please note that **$627,658** of the current year budget is funded by the prior year fund balance **($589,334)** and prior year fund balance for encumbrances **($38,324).**

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 **$548** in revenue (interest) this month. This fund has incurred expenditures and encumbrances of **31.0%** of the budget for the current fiscal year. Please note that **$177,333** of the current year budget is funded by the prior year fund balance **($110,688)** and prior year fund balance for encumbrances **($66,645)**.

Capital Projects Funds_(page B17)

The Capital Projects Funds accounts for the financial resources used for the construction of major capital facilities (e.g., schools). A total of **$7,060,758** in expenditures was incurred for various school capital projects this month. This includes **$2,928,475** for Renovation and Replacement HVAC Phase III projects, **$1,659,555** for Reroofing Renovation and Replacement Phase III projects, **$892,312** for various Renovation and Replacement Phase III projects, **$660,958** for Renovation and Replacement Phase III Ground projects, and **$352,161** for Tri-Campus Additions).

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 **$5,062,922** 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 **12.3%** of the current fiscal year budget compared to **13.3%** of FY 26.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Policy Review Committee Recommendations

Item Number: 12C 1-5

Date: October 27, 2026

Section: Information

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 review recommendations regarding the amendment of policies and a regulation as recommended by the Policy Review Committee at its October 14, 2026 meeting.

Background Summary:

1. **Policy 3-60 Safety: Testing, Maintenance, reporting – Radon, Mold, Lead, etc.** – the PRC recommends adding language to align with the Code of Virginia regarding submitting a mold testing plan to the Department of Health and notification of results to staff and parents.

2. **Policy 5-69 Fees/Materials/Deposits/Reimbursements** – the PRC recommends adding language directly from the Code of Virginia and minor scrivener's changes.

3. **Policy 7-16 Expressive Activities** – the PRC recommends scrivener's changes and updating the legal references.

4. **Policy 7-17 Visitors to School Board facilities and events** – the PRC recommends adding language to clarify actions taken by the public that might limit a person's ability to be on School Board property.

5. **Regulation 5-36.1 Code of Student Conduct/Expulsion for First Time Offense** – the PRC recommends amendments to align with Code of Virginia.

Source:

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

Policy Review Committee Meeting of October 14, 2026.

Budget Impact:

None.

Next Steps:

The policies and regulations will be on the Consent agenda at the next School Board Meeting.

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Safety: Testing, Maintenance, reporting -Radon, Mold, Lead, etc.

The Superintendent or designee is directed to implement all safety programs required by state or federal law or regulation regarding radon, mold, lead or other substances potentially hazardous to building occupants or public health. In compliance with applicable law, the Superintendent or designee will provide appropriate notice to staff, students, families and the public regarding such programs.

A. Radon testing and measurement

In accordance with applicable state and federal law, school buildings and additions ~~opened for~~ in operation after July 1, 1994, shall be tested for radon pursuant to such United States Environmental Protection Agency (EPA) procedures and regulations prescribed by the Virginia Board of Education. Each school shall maintain files of its radon test results and make such files available for review. The Superintendent or designee shall report radon test results to the Virginia Department of Health.

B. Mold testing and reporting

In accordance with applicable state and federal law and regulation, the School Division will develop and implement plans to test, and if necessary, remediate mold in School Division buildings and facilities. The School Board shall submit such testing plan to the Department of Health and take all steps necessary to notify school staff and the parents of all enrolled students if tests indicates the presence of mold in a public school building at or above the normal level that raises concerns for the health of building occupants by the Department of Health.

C. Potable water- lead testing and reporting

In accordance with applicable state and federal law and regulation, the School Division will develop and implement plans to test, and if necessary, remediate potable water from sources identified as high priority for testing. Such plans will be consistent with guidance promulgated by federal and state agencies. All steps necessary to notify parents will be taken if testing results indicate lead contamination that exceeds 10 parts per billion.~~, or otherwise if laws or regulations are amended will be taken.~~

D. Other potentially hazardous substances in public schools or facilities

As required by state or federal law or regulation, the Superintendent or designee will implement testing, maintenance and remediation programs regarding other potentially hazardous substances in public schools.

E. Reporting

The Superintendent or designee is directed to implement ~~take~~ all ~~steps~~ necessary actions to notify school staff and the families of all enrolled students if applicable environmental testing results in School Division buildings or facilities are at or above established ~~minimum~~ levels that raise a concern for health of building occupants or as otherwise determined by state or federal agencies. The School Board will be promptly ~~timely~~ informed if various environmental ~~when~~ testing results indicate a level of concern~~s~~.

Legal Reference

Code of Virginia § 22.1-135.1, as amended. Potable water; lead testing.

Code of Virginia § 22.1-138, as amended. Minimum standards for public school buildings.

Code of Virginia § 32.1-229.01, as amended. Companies listed as proficient to perform radon screening, testing or mitigation; compliance.

Code of Virginia § 32.1-299.01:1, as amended. Action for damages.

Code of Virginia § 22.1-135, as amended. Health and decency.

Adopted by School Board: February 16, 1993
Amended by School Board: September 16, 2014
Amended by School Board: November 9, 2021

Amended by School Board: 2026

STUDENTS

Fees/Materials/Deposits/Reimbursements

A. Generally

1. Fees and charges approved by the School Board

No fees or charges may be levied on students except when approved by the School Board and when specifically permitted by law or the regulations of the Virginia Board of Education or the General Assembly.

a. The School Board will annually adopt a schedule of fees and charges for students.

b. Such schedule will include provisions for reducing or waiving fees or charges as well as the consequences for nonpayment of fees. The schedule may refer to policies, regulations or guidelines that address such matters.

c. Eligible students, parents/legal guardians of minor students will be ~~provided~~ informed of the fee schedule annually and the fee schedule will be posted on the School Division's website. Such notice will include that a fee waiver may be requested and directions for how to apply for a waiver.

2. **Financial assistance or waiver for students and families**

The Superintendent or designee is~~are~~ authorized to provide financial assistance or waiver of fees and charges when students or families may not have the financial means to pay fees or charges. At the discretion of the Superintendent/designee and consistent with applicable law, policy or regulation, all students and families may be exempted from fees and charges when doing so will promote an equitable and inclusive opportunity for all students and families.

3. **Fees and charges for voluntary school and extracurricular activities**

Students may be charged for their participation in school activities or extracurricular activities of a voluntary nature if fees or charges are approved by the School Board. Before recommending a fee or charge for voluntary school activities or extracurricular activities, the school administrator will consider the impact that such fee or charge may have on the inclusivity and equity opportunity for students.

4. **Prohibited actions based on nonpayment of fees or charges**

a. A student may not be suspended or expelled or have scholastic report cards, diplomas, or class schedules withheld because of nonpayment of fees or charges.

b. A student may not be denied a school provided meal based on inability to pay or unpaid prior meal fees or charges. The Superintendent or designee is authorized to take actions to collect unpaid meal fees or charges consistent with applicable law.

B. Admission Fees and Charges

Reasonable fees and charges may be collected for admission to athletic contests, student performances that are open to the public and other programs sponsored by the school.

C. Voluntary Class and Membership Dues

Approved student organizations and classes may assess their members voluntary class or membership dues. The principal or executive director for the school or program will specify the kinds of programs and activities that class or membership dues can be used for. These dues shall not exceed an amount approved by the principal or executive director and will take into consideration the impact that such dues may have on the inclusivity and equity opportunities for students.

D. Lockers and Locks

A fee may be charged for the use of school lockers. All locks on school lockers must be approved by the school administrator.

E. Library/Media Center Fines

Students may be assessed reasonable fines for overdue, damaged or lost books, materials, and equipment from the Library/Media Center. The principal or executive director may waive or reduce the fines. Students will not be assessed for reasonable wear and tear of such items.

F. Material Charges and Rentals

1. Classroom Materials

Students may be required to purchase or rent materials other than instructional materials used in a class.

2. Musical instruments or personal attire

~~2.~~ Students may be required to purchase or rent musical instruments, so long as the instruction in the use of the musical instruments is not part of the required curriculum. Students may be assessed a fee for ~~and~~ personal attire for voluntary participation in organizations sponsored by the school.

G. Fees for Classes and Programs

Persons attending adult education programs, night school, summer school, postgraduate classes or behind-the-wheel phase of driver education may be charged a fee approved by the School Board.

H. Field Trip Fees and Charges

Students may be charged for transportation and admission fees for cultural, enrichment programs or extracurricular activities when:

1. Participation is voluntary.

2. Participation is not required for any course of study.

3. The activity is of a type authorized ~~.~~by policy or regulation and approved by the principal as a qualifying activity.

4. The trip or program is not covered by an activity fund.

5. The funds are available to pay for those students who are financially unable to pay the fee and have expressed the intent to otherwise participate.

I. Textbooks and other educational materials

The Superintendent or designee shall establish regulations regarding payment for lost or damaged or additional textbooks, other educational materials and supplementary materials. Students may be assessed a fee for consumable materials, such as workbooks writing books, drawing books, and fine arts materials. Supplies provided to students who are not able to afford such items may have the fee waived or reduced. Additionally, no fee may be charged for instructional materials, textbooks, or other materials that are not directly used by students.

Legal Reference

Code of Virginia § 22.1-6, as amended. Permitted fees and charges.

Code of Virginia § 22.1-79.71:1, as amended. School meals; availability to students.

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

Code of Virginia § 22.1-280,4, as amended. School Board action regarding destruction of property.

~~Code of Virginia § 22.1-276, as amended. Liability of pupils for destruction of property.~~

Virginia Board of Education Regulations 8VAC20-720-80, as amended. Student fees and charges.

Related Links

Link to Annual Fee Schedule

School Board **Policy 6-28**

School Board **Policy 6-56**

School Board **Regulation 5-69.2**

School Board **Regulation 6-56.1**

Adopted by School Board: October 21, 1969

Amended by School Board: November 21, 1978

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: April 13, 2021

COMMUNITY RELATIONS

Expressive Activities

A. General

1. The buildings, facilities, grounds, equipment and vehicles of the School Division and the School Board (hereinafter "facilities") are not open public forums for purposes of public expression during the regular school day, when education-oriented activities are being conducted, during business hours or when members of the public have not obtained permission to use School Division and School Board buildings, facilities, grounds and vehicles. These restrictions are established in consideration of the potential for disruption caused by activities not related to the dedicated purpose of the School Board and the School Division.

2. This Policy does not extend to the public sidewalks outside of and adjacent to facilities. Internal sidewalks, internal paths for ingress and egress, parking areas are not open forums of public expression, unless a facility use request or application has been approved by the Superintendent or designee.

3. These restrictions are "content neutral" and apply to any individual or group, whether representing a non-profit, commercial, political or other interest.

B. Restrictions

1. No expressive activities (including but not limited to picketing, demonstrating, solicitation, public address, musical or art presentation, pamphlet distribution,

canvassing, petitioning or sales of any nature are permitted on or in School Board and School Division buildings, facilities, grounds, or vehicles unless prior authorization is obtained from the School Administration.

2. This prohibition shall not prevent expressive activities in any meeting space reserved for and in use by a private group or organization, consistent with School Board policies, regulations or agreements governing use of buildings, facilities, grounds or vehicles.

3. These conditions shall also not be applicable to participants in any school sponsored or organized activity held in conjunction with a course of instruction or school related activity. Nor shall these conditions be applicable to students/student groups acting in accordance with School Board Policies 5-38 Freedom of Speech, 5-39 Publications, and 5-40 Assemblies/Demonstrations and their applicable regulations.

4. For purposes of this prohibition, the regular school day is defined as 30 minutes before the time the first students are scheduled to arrive at a particular school on School Board provided transportation until 30 minutes after the last students are scheduled to leave the school on School Board provided transportation.

C. Use of Students

1. Students shall not be required to convey or deliver any materials that:

   a. advocate the election or defeat of any candidate for elective office;

   b. advocate the passage or defeat of any referendum question;

c. advocate the passage or defeat of any matter pending before a local school board, local governing body, the Virginia General Assembly, or the United States Congress.

This prohibition shall not be construed to prohibit the discussion or use of political or issue-oriented materials as part of classroom discussions or projects or to prohibit the delivery of informational materials.

2. While educators should encourage, but not require, students to take an active interest in national, state, and local elections through school-sponsored activities, school staff shall not encourage nor require a student to take part in the campaign or political activities of a particular candidate, party, or position over that of another candidate, party, or position.

D. Exception for Election Day When School Used as Polling Place

When school buildings, facilities or grounds are used as polling places, policy and regulations prohibiting posting signs and disseminating written material (except subsection C, above) shall be waived on the day of the election to permit distribution of written campaign and election materials to prospective voters in compliance with state election laws, provided this distribution does not interfere with the educational process. Materials and signs must be removed by the candidates or their representatives within 24 hours of the time the polls close or the School Administration may remove and discard the materials.

E. Enforcement

Any person(s) in violation of any provision of this Policy should be advised of these restrictions and given the opportunity to comply. If the person(s) thereafter fails to comply, the building administrator or designee shall request the person(s) to leave, and may take appropriate action if the person(s) refuses to do so, including contacting law enforcement and filing criminal charges.

Legal Reference

Code of Virginia § 24.2-604, as amended. ~~Prohibited activities at polls; notice of prohibited area; presence of representatives of parties or candidates; simulated elections; observers; news media; penalties.~~Polling places; prohibited activities; prohibited area; penalties.

Code of Virginia § 24.2-604.1, as amended. Signs for special entrances to polling places.

Code of Virginia § 22.1-79.3, as amended. Policies regarding certain activities.

Related Links

School Board **Policy 5-38**
School Board **Policy 5-40**

Adopted by School Board: December 19, 2000
Amended by School Board: May 9, 2006
Amended by School Board: August 19, 2014

Amended by School Board: October 26, 2021

Amended by School Board: 2026

COMMUNITY RELATIONS

Visitors to School Board facilities and events

A. Visitors

1. The School Board welcomes visits by citizens of the city to their public schools and other School Board property. Visitors are expected to act in a manner consistent with School Board bylaws, policies, regulations, and applicable law. In order to protect the students, staff and property, visitors during the school day or business day shall report to the security desk or the main office for authorization to be in or on the facilities and wear a visitor's identification badge.

2. The School Board authorizes the Superintendent or designee to take all necessary actions regarding the safety, order and preservation of the educational environment and business environment in or on facilities or at School Division-sponsored activities. The Superintendent or designee shall formulate and post such regulations, and procedures as are necessary to protect students, staff, and facilities from unauthorized, unsafe, threatening or disruptive conduct by visitors. Law enforcement officers may be called upon to enforce this Policy in cases of uncooperative visitors.

3. When visiting facilities, school sponsored events, or School Division communication systems visitors are expected to comply with the decorum and order guidelines, health and safety protocols and applicable bylaws, policies and regulations. Principals and building administrators or their designees are encouraged to post decorum and order guidelines at facilities for visitor viewing.

Visitors seeking to meet with specific administrators or employees should make arrangements in advance of coming to facilities in order to be assured that school personnel will be available to meet with them. Delivery of education services and activities for students should not be interrupted unless prior approval of the school administrators is obtained. The visitor(s) shall be treated in a courteous manner and shall be afforded prompt and informative replies to legitimate questions in accordance with School Board bylaws, policies and regulations. For safety or health purposes, the Superintendent or designee may prevent or limit persons other than students, staff, and authorized agents from accessing School Board property or School Division events.

B. Trespassing or Disorderly Conduct

1. Unauthorized persons on or entering buildings, grounds or facilities or School Board communication systems for the purposes of disrupting or causing harm or damage~~same~~ or who create disturbances to the educational environment or business of School Division personnel or agents or to School Board meetings shall be subject to punishment as defined in the Code of Virginia and banning or limitation of access as determined by the School Division. Administrators shall inform such law enforcement officers and agencies as required to maintain order to take appropriate action to remove violators or otherwise end the disruptive, unsafe and/or disorderly conduct.

2. No person shall be in a school or School Board administration building or facility, school bus or on school grounds during hours of darkness unless the person is on official school business, is participating in a supervised school activity, is authorized by an administrator, is at an activity open to the public or is a member of an organization having permission to use the school facilities. Unauthorized persons loitering upon school property may be treated as trespassers.

3. The Superintendent or designee may take all appropriate actions against persons who cause or pose a threat, disorder, ~~or~~ disruption or safety risk to the educational environment or school activities by:

a~~)~~. committing criminal or disruptive acts on School Board property or against students or employees;

b~~)~~. committing criminal or disruptive , threatening or unsafe acts at School Board sponsored activities and meetings;

c~~)~~. having convictions or administrative findings that the Superintendent or designee determines make the person a potential or actual threat or disruption to the educational or business environment;

d~~)~~. other good and just cause as determined by the Superintendent or designee.

The Superintendent is authorized to create regulations or other guidance to address these issues.

C. Definition

Buildings, facilities, grounds, equipment and vehicles owned, leased or operated by the School Board and the School Division will be referred to as "facilities."

Legal Reference

Code of Virginia, § 18.2-128, as amended. Trespass upon church or school property.

Code of Virginia, § 18.2-415, as amended. Disorderly conduct in public places.

Adopted by School Board: October 21, 1969

Amended by School Board: October 21, 1981

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: October 20, 1992

Amended by School Board: September 21, 2010

Amended by School Board: August 19, 2014

Amended by School Board: August 18, 2015

Amended by School Board: September 28, 2021

STUDENTS

Code of Student Conduct/Expulsion for First Time Offenses

A. A Code of Student Conduct shall be distributed to all students at the beginning of each school year.

B. Each Code of Student Conduct shall have regulatory status and set forth the discipline practices of the school division, as well as the responsibilities of students and parents/guardians in the provision of safe school environments.

C. Expulsion recommendation required for certain offenses. Students may be disciplined as set forth in the appropriate Code of Student Conduct, the Discipline Guidelines and the regulations provided herein for any disturbance to the learning environment. However, any student committing any of the following offenses while on school property, during extra-curricular activities, or at school sponsored or related activities, or while coming to or from school, shall, except for a first time simple drug possession offense as provided in Division Regulation 5-45.1 (I)(A), be automatically recommended by the principal to the Superintendent for expulsion of at least one calendar year (365 calendar days) and, when appropriate, referred for criminal prosecution.

1. Arson or attempted arson;

2. Assault and Battery of an employee or student;

3. Possession, use or sale of a firearm, pneumatic weapon as defined in Code of Virginia § 15.2-915.4, as amended, a firearm muffler or a firearm silencer, a

destructive device as defined in Code of Virginia § 22.1-277.07(e), as amended, or dangerous weapon;

4. Use, possession, being under the influence of, selling, bringing, giving, distributing or passing to another individual or possessing with intent to sell, give, or distribute alcohol, marijuana as defined in Code of Virginia § 18.2-247, as amended, THC in any form, controlled substances or imitation controlled substances; and inhalants

5. Extortion, attempted extortion, robbery, and/or larceny, burglary, motor theft;

6. Sex offenses, obscene phone calls, sexual assault, sexual battery, and inappropriate sexual behavior;

7. Hazing; Initiation of another student into a club, group, or any other organization through abuse and humiliation so as to cause bodily injury, Code of Virginia § 18.2-56, as amended~~;~~

8. Kidnapping or other serious criminal violations.

9. Possession, use, distribution, sale, lighting or discharge of explosive devices, except poppers;

10. Homicide;

11. And other good and just cause as determined by the Superintendent or designee.

D. Expulsion for 365 calendar days for certain firearm, pneumatic gun or destructive devices on school property or school sponsored events. The School Board shall expel for at least one (1) year (365 calendar days) any student who is determined to have brought to or possessed a

firearm or destructive device as defined in Code of Virginia § 22.1-277.07(e), firearm muffler or firearm silencer, or pneumatic gun as defined in Code of Virginia § 15.2-915.4(e), on school property, including a school bus, at extra-curricular activities or any school-sponsored or related activity, or coming to and from school. The School Board may, on a case-by-case basis, determine that other disciplinary action is appropriate.

E. The School Board may suspend or expel any student for whom the Superintendent has received a report pursuant to Virginia Code § 16.1-305.1, as amended, of an adjudication of delinquency or a conviction.

F. Alternative education placement may be required for certain conditions. The School Board may require any student who ~~has~~ meets any of the conditions set forth below to attend an alternative education program, including, but not limited to, night school, adult education or any other educational program designed to offer instruction to students for whom the regular program of instruction may be inappropriate. The School Board may require such student to attend such programs regardless of where the crime occurred.~~been:~~

~~(~~1.~~)~~ charged with an offense relating to the Commonwealth's laws, or with a violation of School Board policies on weapons, alcohol or drugs or intentional injury to another person;

~~(~~2.~~)~~ found guilty or not innocent of an offense relating to the laws on weapons, alcohol, or drugs, or of a crime which resulted in or could have resulted in injury to others, or of a crime for which the disposition ordered by a court is required to be disclosed to the Superintendent pursuant to ~~Virginia~~ Code of Virginia §§ 16.1-260, 16.1-305.1, as amended;

~~(~~3.~~)~~ found to have committed a serious offense or repeated offenses in violation of school board policies and/or regulations;

~~(~~4.~~)~~ suspended pursuant to Virginia Code § 22.1-277.05, as amended (written threats); or

~~(~~5.~~)~~ expelled pursuant to ~~Virginia~~ Code of Virginia § 22.1-277.06 or § 22.1-277.07, or § 22.1-277.08, or subsection B of § 22.1-277, as amended.~~to attend an alternative education program, including, but not limited to, night school, adult education or any other educational program designed to offer instruction to students for whom the regular program of instruction may be inappropriate. The School Board may require such student to attend such programs regardless of where the crime occurred.~~

As used in this regulation, "charged" means that a petition or warrant has been filed or is pending against a pupil.

G. Substance abuse related offenses may require evaluation and treatment program compliance. The School Board may require any student who has been found, in accordance with procedures set forth in this regulation to have been in possession of, or under the influence of, drugs or alcohol on a school bus, on school property, or during extra-curricular activities or at a school sponsored activity, or coming from or going to school in violation of School Board policies, to undergo evaluation for drug or alcohol abuse, or both, and if recommended by the evaluator and with the consent of the adult student or a minor student's parent, to participate in a treatment program.

~~Editor's Note~~

~~For Substance Abuse Intervention Program see Division Regulation 5-45.1.~~
~~For disciplinary hearing procedures see School Board Policy 5-21.~~
~~For Weapons/Explosives/Fireworks see Division Regulation 5-36.4.~~
~~Code of Student Conduct Disciplinary Guidelines~~

Legal Reference

Code of Virginia. § 22.1-277, as amended. Sort-term suspension; procedures; readmission.

Code of Virginia. § 22.1-277.05, as amended. Long-suspensions; procedures; readmission.

Code of Virginia. § 22.1-277.06, as amended. Expulsions; procedures; readmission.

Code of Virginia. § 22.1-277.07, as amended. Expulsion of students under certain circumstances; exceptions.

Code of Virginia. § 22.1-277.08, as amended. Expulsion of students for certain drug offenses.

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

Virginia Board of Education Model Guidance for Positive and Preventive Code of Student Conduct Policy and Alternatives to Suspension, June 2021, as amended.

~~Code of Va., § 22.1-277.04, as amended, *et seq*. Short-term and long-term suspension, and expulsion of pupils; generally.~~

Related Links

School Board **Policy 5-21**
School Division **Regulation 5-36.4**
School Division **Regulation 5-45.1**
Code of Student Conduct Disciplinary Guidelines

Approved by Superintendent: July 16, 1991
Revised by Superintendent: August 18, 1992
Revised by Superintendent: September 21, 1993 (Effective August 14, 1993)
Revised by Superintendent: October 17, 1995

Adopted by School Board: December 15, 1998

Amended by School Board: August 21, 2001

Amended by School Board: April 4, 2006

Amended by School Board: August 22, 2006

Amended by School Board: 2026

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Accreditation and Accountability Results for Virginia Beach City Public Schools – Student Achievement Results

Item Number: 12D

Date: October 27, 2026

Section: Information

Senior Staff: Lisa A. Banicky, Ph.D., Executive Director, Planning, Innovation and Accountability

Prepared by:

Tracy A. LaGatta, Director of Student Assessment
Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation and Accountability
Daniel J. Miani, Ed.D., Chief Academic Officer

Presenter(s):

Martin Barritt, Specialist, Office of Student Assessment
Daniel J. Miani, Ed.D., Chief Academic Officer

Recommendation:

That the School Board receive this information on 2026-2027 *Accreditation and Accountability Results for Virginia Beach City Public Schools* based on 2025-2026 data.

Background Summary:

The Virginia Department of Education (VDOE) has released accreditation ratings and accountability designations based on standards for school Accreditation and their School Performance and Support Framework. Accreditation focuses on school level compliance to components of the standards of accreditation covering areas related to instructional programs, school leadership, school facilities, safety, and community engagement. Schools are held accountable for student performance under the School Performance and Support Framework. The framework is designed to identify and support schools based on four key components of student performance: mastery, growth, readiness, and graduation. The Office of Student Assessment will review these two systems, share the status of our schools relative to these systems, and compare the outcomes for our division to the state.

Source:

The Virginia Department of Education Website.

Budget Impact:

No budgetary implications.

Next Steps:

No action needed.

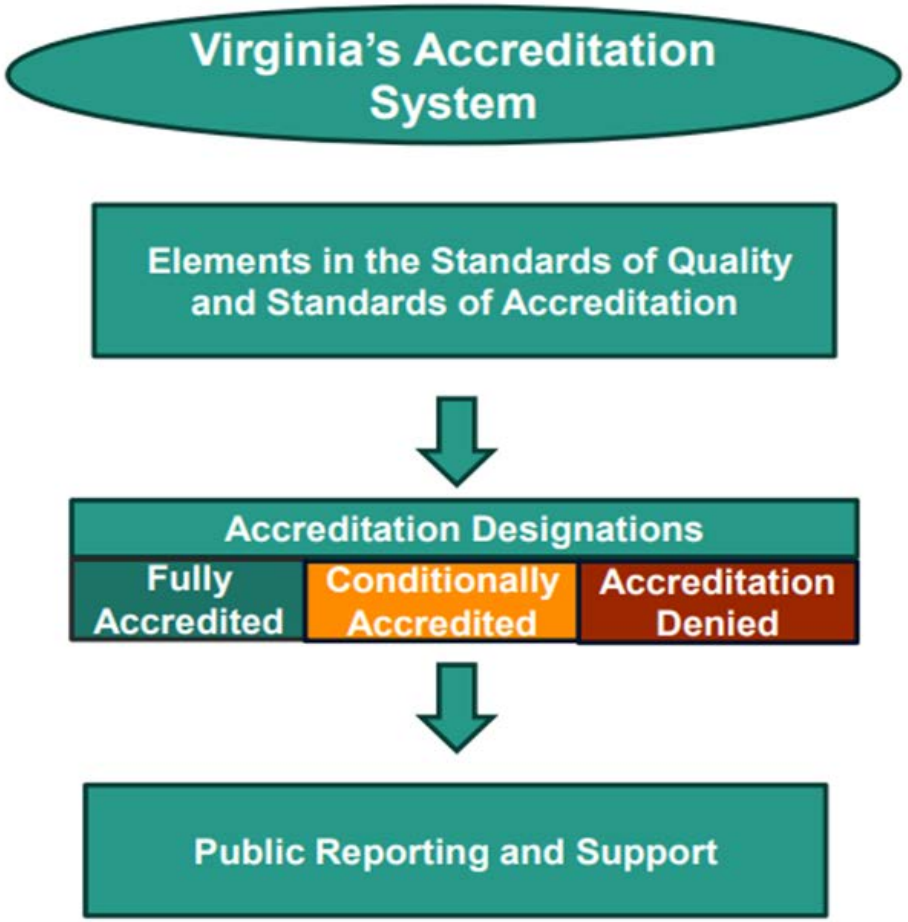
Accreditation and Accountability Results for Virginia Beach City Public Schools – Student Achievement Results

School Board Information

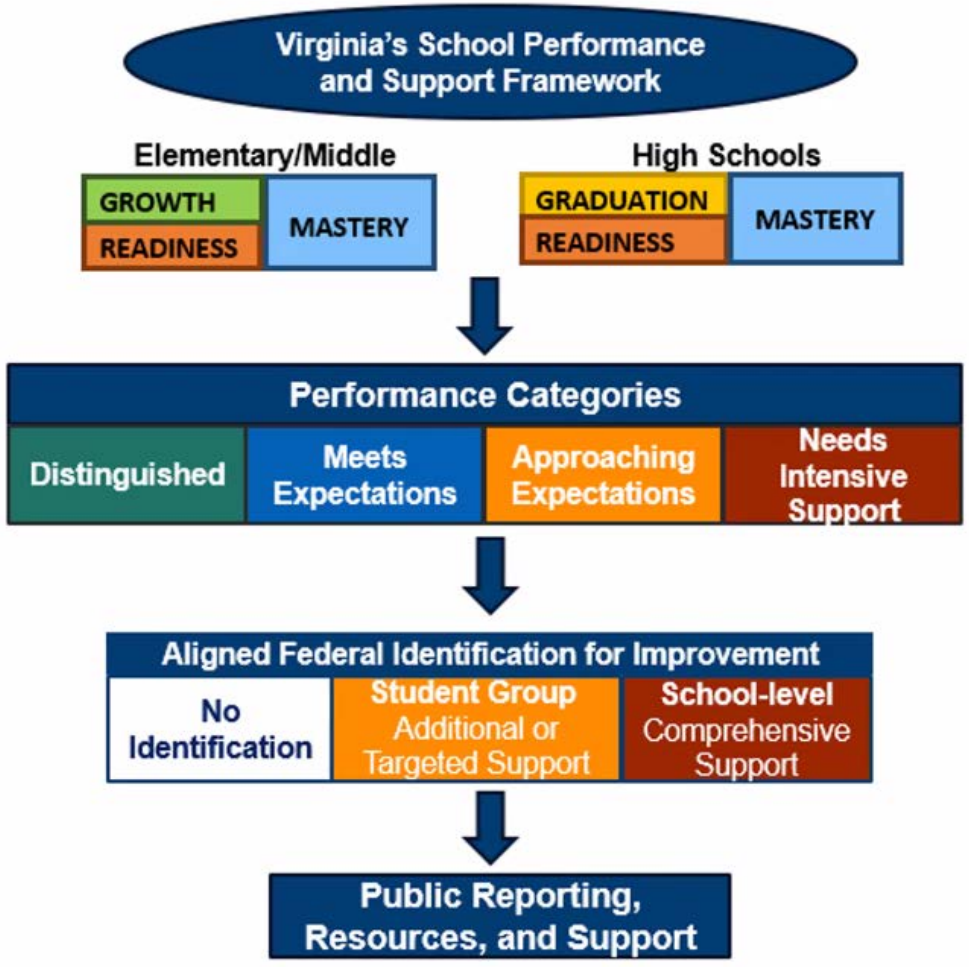
October 27, 2026

Office of Planning, Innovation, and Accountability

Virginia's Two-Part Classification System for Schools

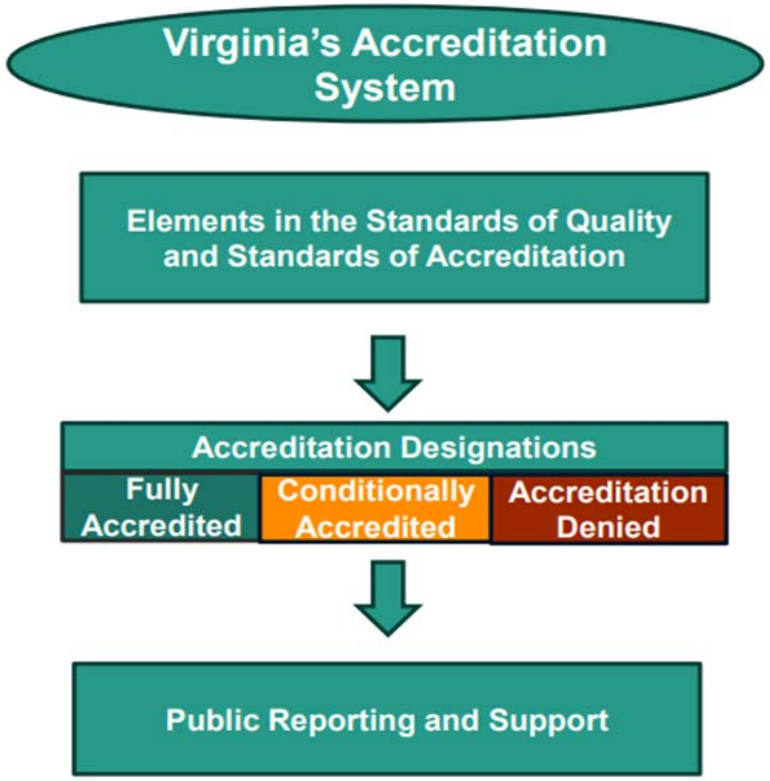


Compliance focused



Performance focused

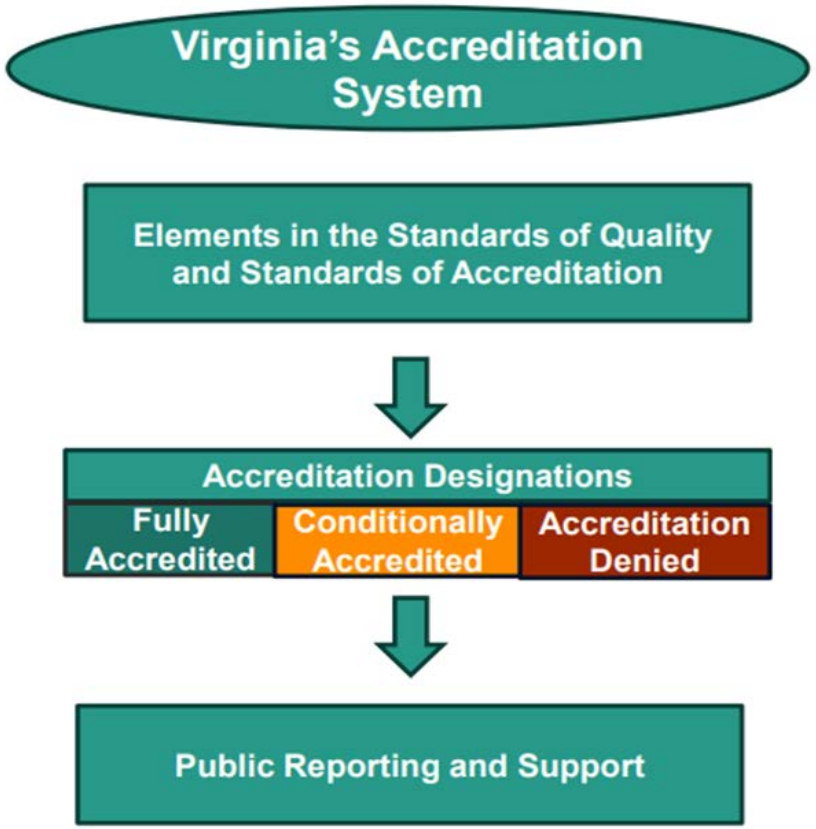
Virginia's Two-Part Classification System for Schools: Accreditation (1 of 3)



Compliance focused

- Accreditation is based on compliance with Standards of Accreditation
  - Promotion and Retention Policies
  - Graduation Requirements
  - Instructional Programs
  - Leadership and Staffing Requirements
  - Facilities and Safety Provisions
  - Parental Notifications
  - Standards of Learning
  - Long-Range Comprehensive Plan
  - Federally Identified Schools
  - Compliance

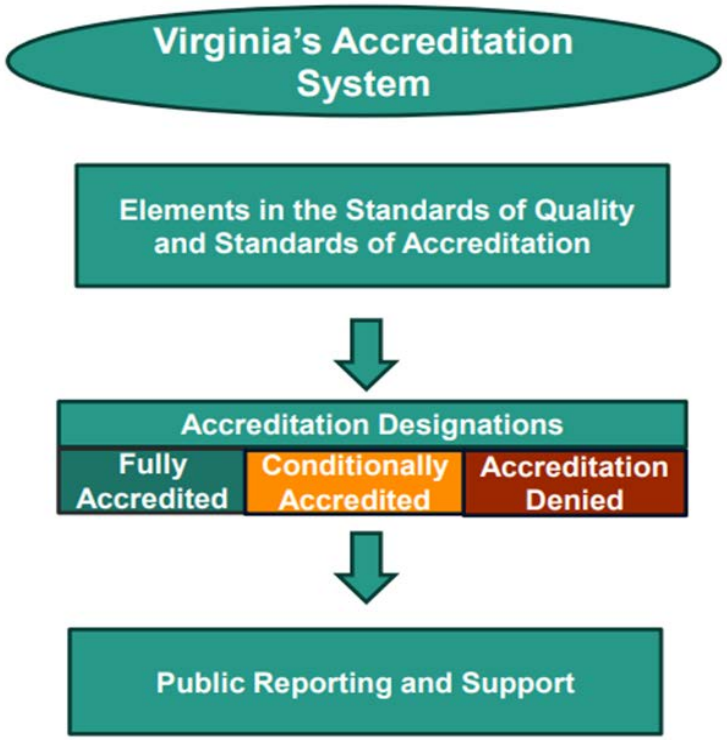
Virginia's Two-Part Classification System for Schools: Accreditation (2 of 3)



Compliance focused

- Schools classified as:
  - Fully Accredited
  - Conditionally Accredited
  - Accreditation Denied
- Historically certified by select central office staff

Virginia's Two-Part Classification System for Schools: Accreditation (3 of 3)



Compliance focused

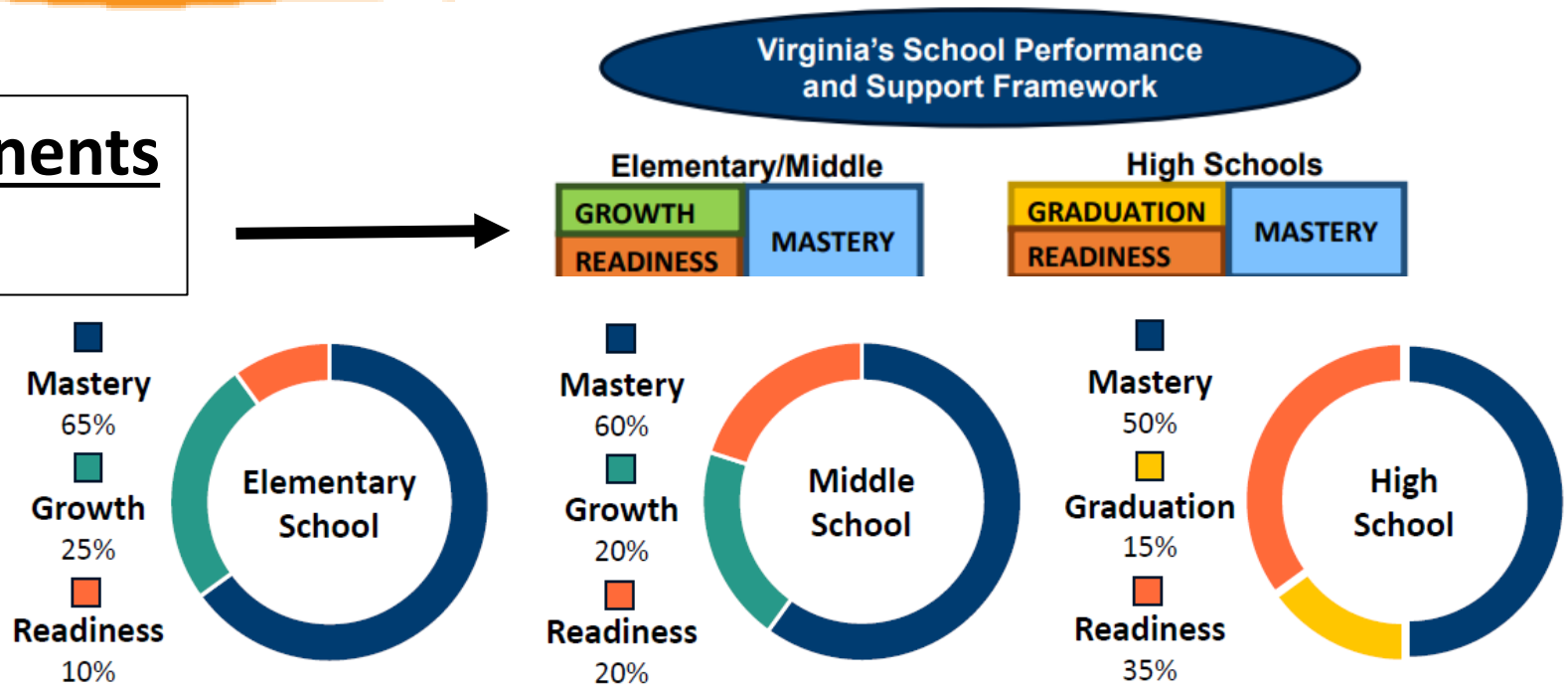
- Accreditation Status of Our Schools for 2026-2027 based on the 2025-2026 certification process

100% of VBCPS Schools are Fully Accredited

99% of Virginia Schools are Fully Accredited

Virginia's Two-Part Classification System for Schools: School Performance and Support Framework (SPSF)

- Focuses on four **components** of student performance



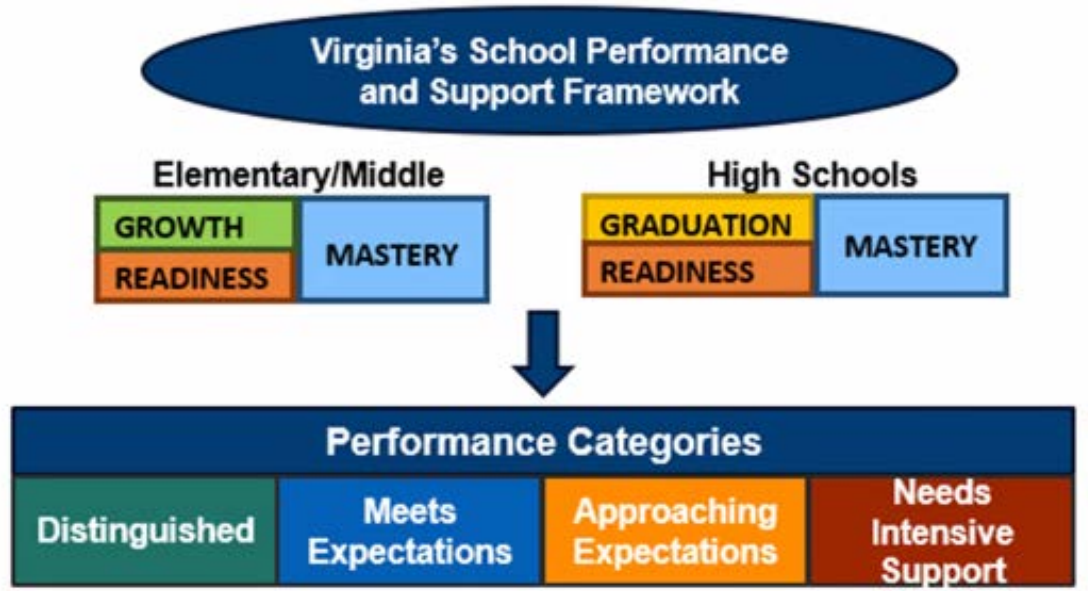
Elementary Schools	
Mastery	65%
Growth	25%
Readiness	10%
Total	**100**

Middle Schools	
Mastery	60%
Growth	20%
Readiness	20%
Total	**100**

High Schools	
Mastery	50%
Graduation	15%
Readiness	35%
Total	**100**

Virginia's Two-Part Classification System for Schools: SPSF Categories

- Framework Score
  - 0-100
- Performance Category
  - Distinguished
    - Scores of 90 or above
    - Exceeding the state's expectations
  - Meets Expectations (formerly On Track)
    - Scores between 80 and 89
    - Meeting the state's expectations
  - Approaching Expectations (formerly Off Track)
    - Scores between 65 to 79
    - Not meeting the state's expectations
  - Needs Intensive Support
    - Scores below 65
    - Significantly not meeting the state's expectations



Performance focused

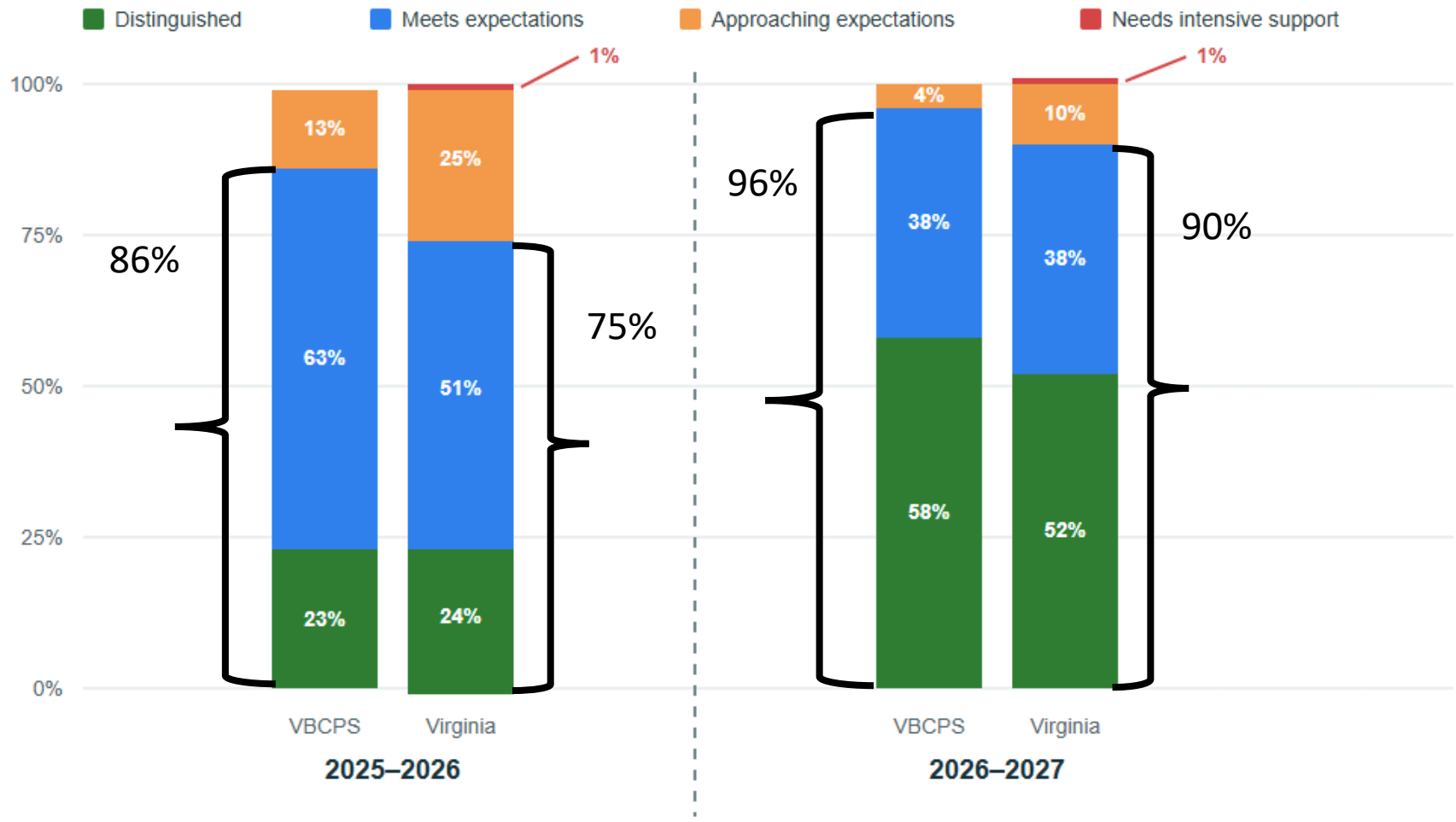
VBCPS Initial Performance Categories for 2026-2027

Before Federal Designation*

	Distinguished	Meets Expectations	Approaching Expectations	Needs Intensive Support
	Schools are exceeding the state's expectation for achievement, growth, graduation, and readiness.	Schools are meeting the state's expectation for achievement, growth, graduation, and readiness.	Schools are not meeting the state's expectation for achievement, growth, graduation, and readiness.	Schools are significantly not meeting the state's expectation for achievement, growth, graduation, and readiness.
	90 points and above	Between 80 to 89 points	Between 65 to 79 points	Below 65 points
Elementary	30 Schools (55%)	22 Schools (40%)	3 Schools (5%)	--
Middle	6 Schools (29%)	8 Schools (71%)	--	--
High	11 Schools (92%)	1 School (8%)	--	--
Total	47 Schools (58%)	31 Schools (38%)	3 Schools (4%)	--

*These designations are not published by VDOE as they are data prior to federal designation.

VBCPS and Virginia Initial Percentage of School in Each Performance Category Before Federal Designation



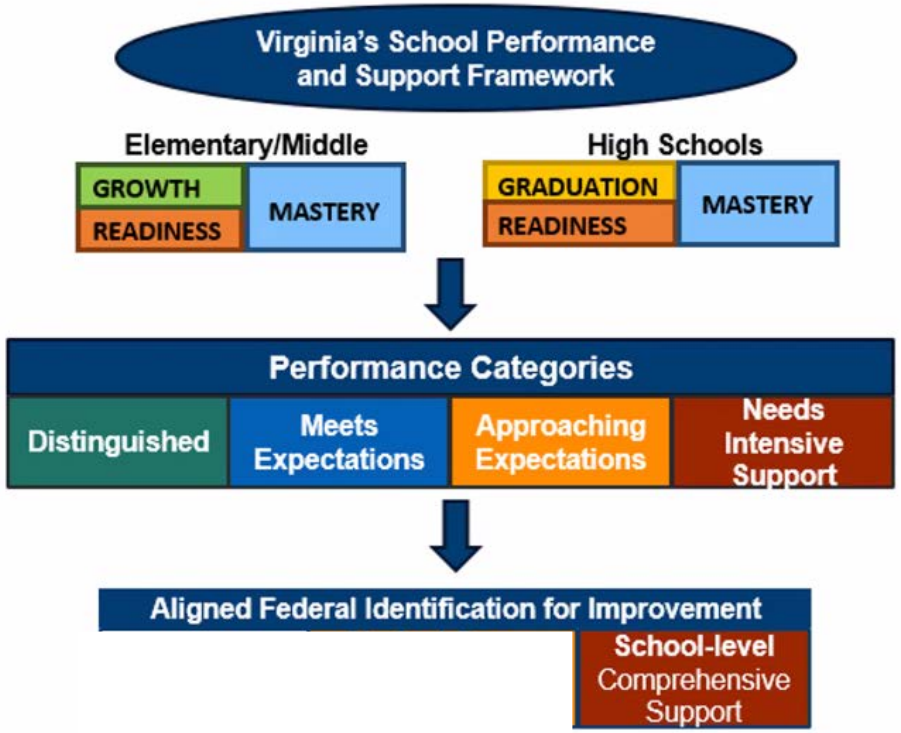
Note: Due to rounding rules, totals may not equal 100%

Virginia's Two-Part Classification System for Schools: SPSF - CSI

Federal Identification for Improvement

<u>Comprehensive Support and Improvement (CSI)</u>

- Lowest performing 5% of Title I schools
- Any high school with a 4-year graduation rate below 67%
- Every three years, the next cycle is 2028



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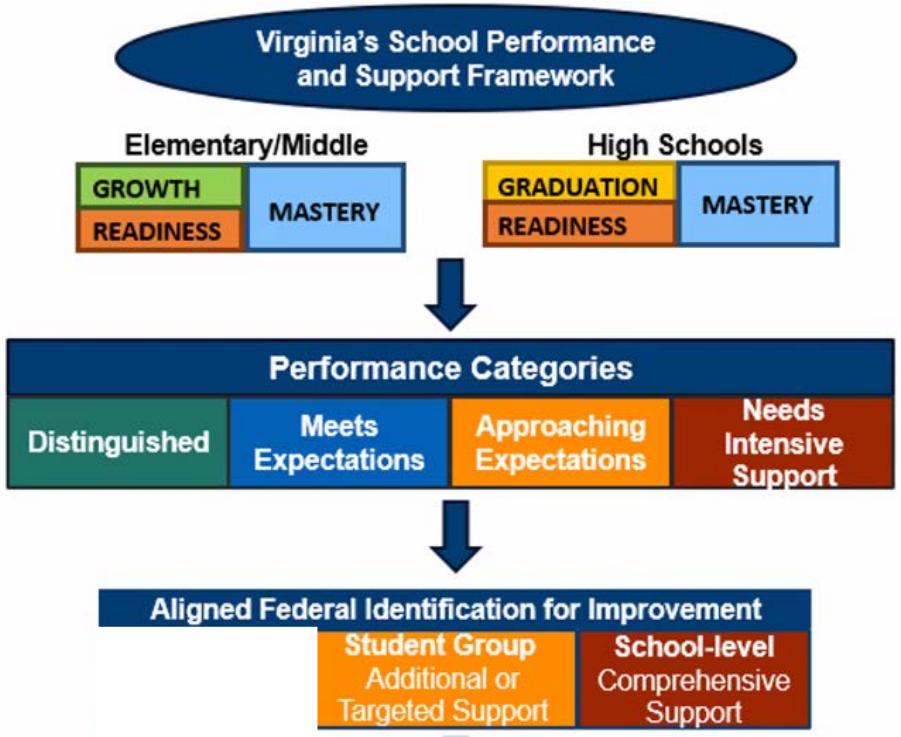
Virginia's Two-Part Classification System for Schools: SPSF - TSI

Federal Identification for Improvement

Targeted Support and Improvement (TSI)

- Identify the lowest-performing 5% of Title I schools and the highest-performing threshold school at each level.
- Identify schools with student groups of 15 or more scoring below the threshold school's **"All Students"** overall framework score.
- Designate schools as TSI if any student group also scores lower in reading, math, and science than the threshold school's "All Students" group.
- **Automatically lower TSI schools' SPSF performance category by one level.**



Performance focused

Virginia's Two-Part Classification System for Schools: SPSF STATE Thresholds

Elementary			
Measure	**2025-2026**	**2026-2027**	**Change**
Overall Framework Score	71.80	74.62	**+2.82**
Reading Performance (%)	71.30	77.47	**+6.17**
Math Performance (%)	74.51	75.99	**+1.48**
Science Performance (%)	84.25	87.50	**+3.25**

Middle			
Measure	**2025-2026**	**2026-2027**	**Change**
Overall Framework Score	68.90	67.26	**-1.64**
Reading Performance (%)	69.83	72.49	**+2.66**
Math Performance (%)	70.52	67.79	**-2.73**
Science Performance (%)	76.09	84.64	**+8.55**

High			
Measure	**2025-2026**	**2026-2027**	**Change**
Overall Framework Score	48.90	73.16	**+24.26**
Reading Performance (%)	59.72	91.95	**+32.23**
Math Performance (%)	86.05	97.11	**+11.06**
Science Performance (%)	63.63	89.42	**+25.79**

Targeted Support and Improvement Identification

High School Example

High School Threshold School 2026-2027			
Overall Framework Score	Reading Performance Indicator	Math Performance Indicator	Science Performance Indicator
73.16	91.95	97.11	89.42

Student Group	Overall Framework Score	Reading Performance Indicator	Math Performance Indicator	Science Performance Indicator
All Students	90.2	103.01	100.65	99.17
Asian	106.4	109.16	105.83	103.33
Black	90.5	100.94	100	97.66
Hispanic	84.9	100.32	100	96.28
White	100.7	106.75	101.44	102.31
Multiple Races	96.7	104.06	99.41	100.62
Students with Disabilities	58.1	55.61	65.1	58.85
Economically Disadvantaged	87.7	100.54	100.41	97.85
English Learners	79.2	90.17	100	91.96

Targeted Support and Improvement Identification

High School Report

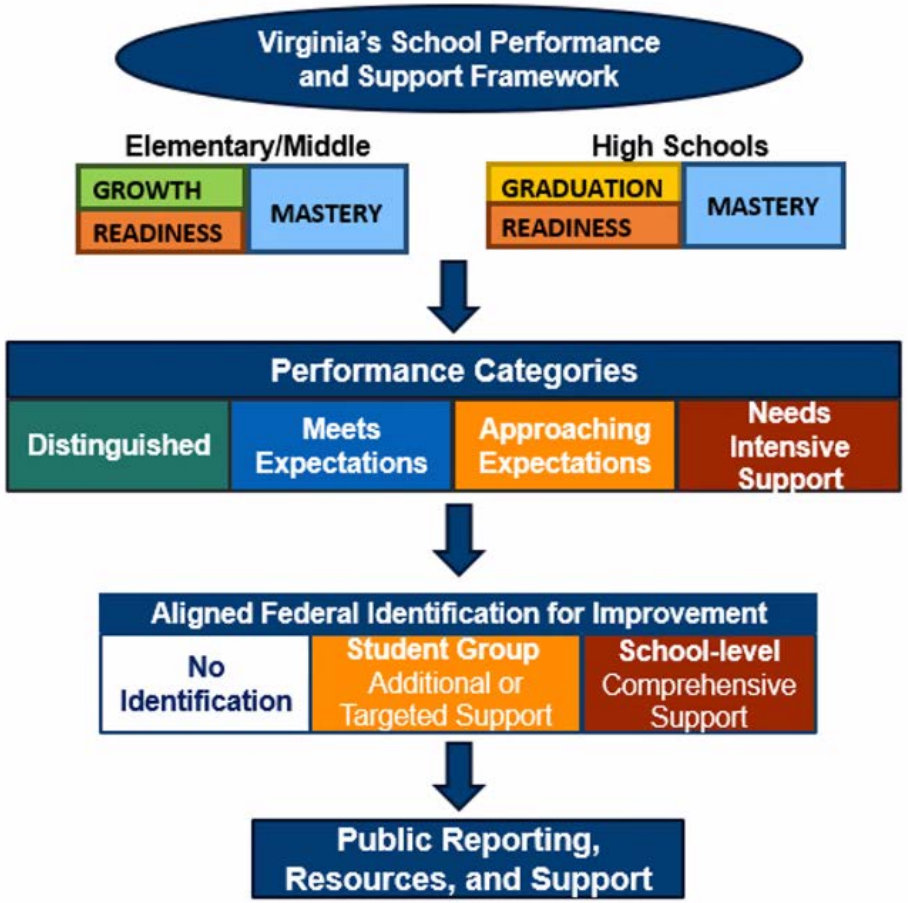
School Model	Overall Performance	Performance Category	Accreditation Designation	Federal Identification Status
High	90.22 Points	Meets Expectations*	Fully Accredited	Targeted Support and Improvement

Virginia's Two-Part Classification System for Schools: SPSF - ATSI

Federal Identification for Improvement

Additional Targeted Support and Improvement (ATSI)

- Any school with **one or more underperforming student group for more than 3 consecutive years.**



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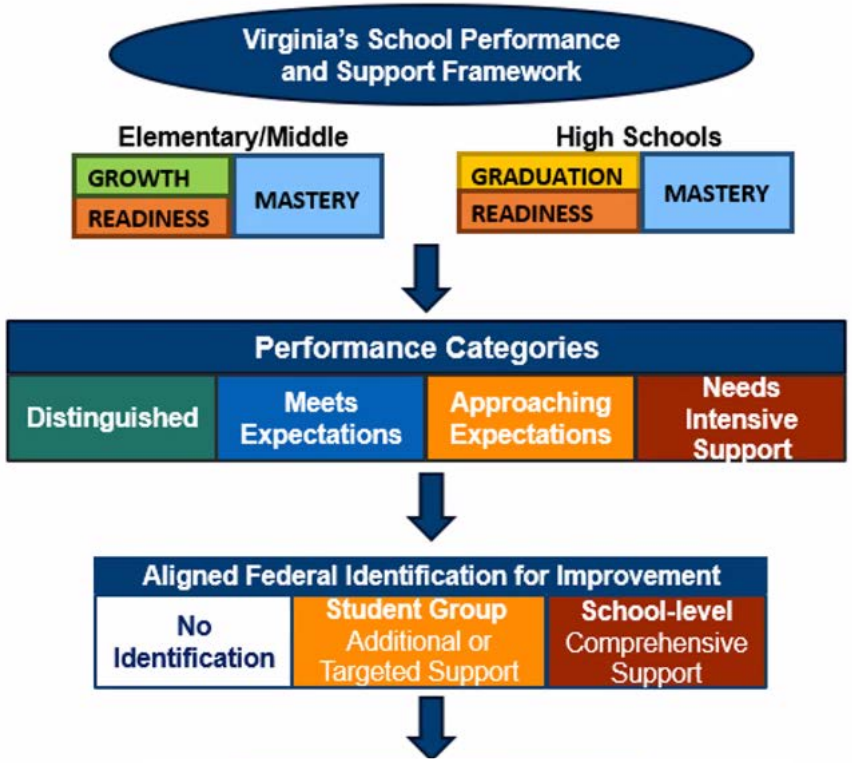
Virginia's Two-Part Classification System for Schools: SPSF – TSI State Results

Federal Targeted Support and Improvement

	2025-2026	2026-2027	Change
Elementary	318	420	**+102**
Middle	13	77	**+64**
High	0	98	**+98**
Combined Schools	12	14	**+2**
Total	343	609	**+266**



Statewide Results

- 76% of federally identified TSI schools were identified based on the performance of students with disabilities only

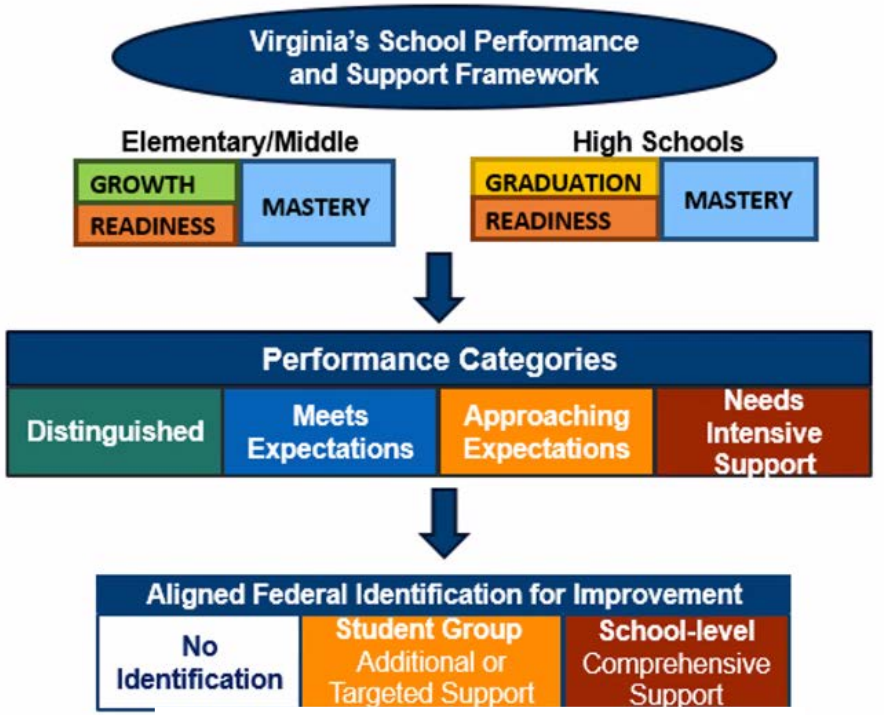
Performance focused

Virginia Beach City Public Schools Federal Identification Virginia Beach Results

Federal Identification for Improvement

Virginia Beach Results

- 5 Elementary Schools Exited TSI Status in 2026-2027
- 36 Schools were federally identified as TSI in 2026-2027
  - 28 Elementary schools (12 New)
  - 1 middle school (New)
  - 7 high schools (All New)
- All schools identified for students with disabilities
- One elementary school identified for students with disabilities and English language learners
- Performance Category Changes Resulting from Federal Designation
  - Distinguished → Meets Expectations (16 schools)
  - Meets Expectations → Approaching Expectations (17 schools)
  - Approaching Expectations → Needs Intensive Support (3 schools)



Performance focused

VBCPS Final Performance Categories for 2026-2027

After Federal Designation

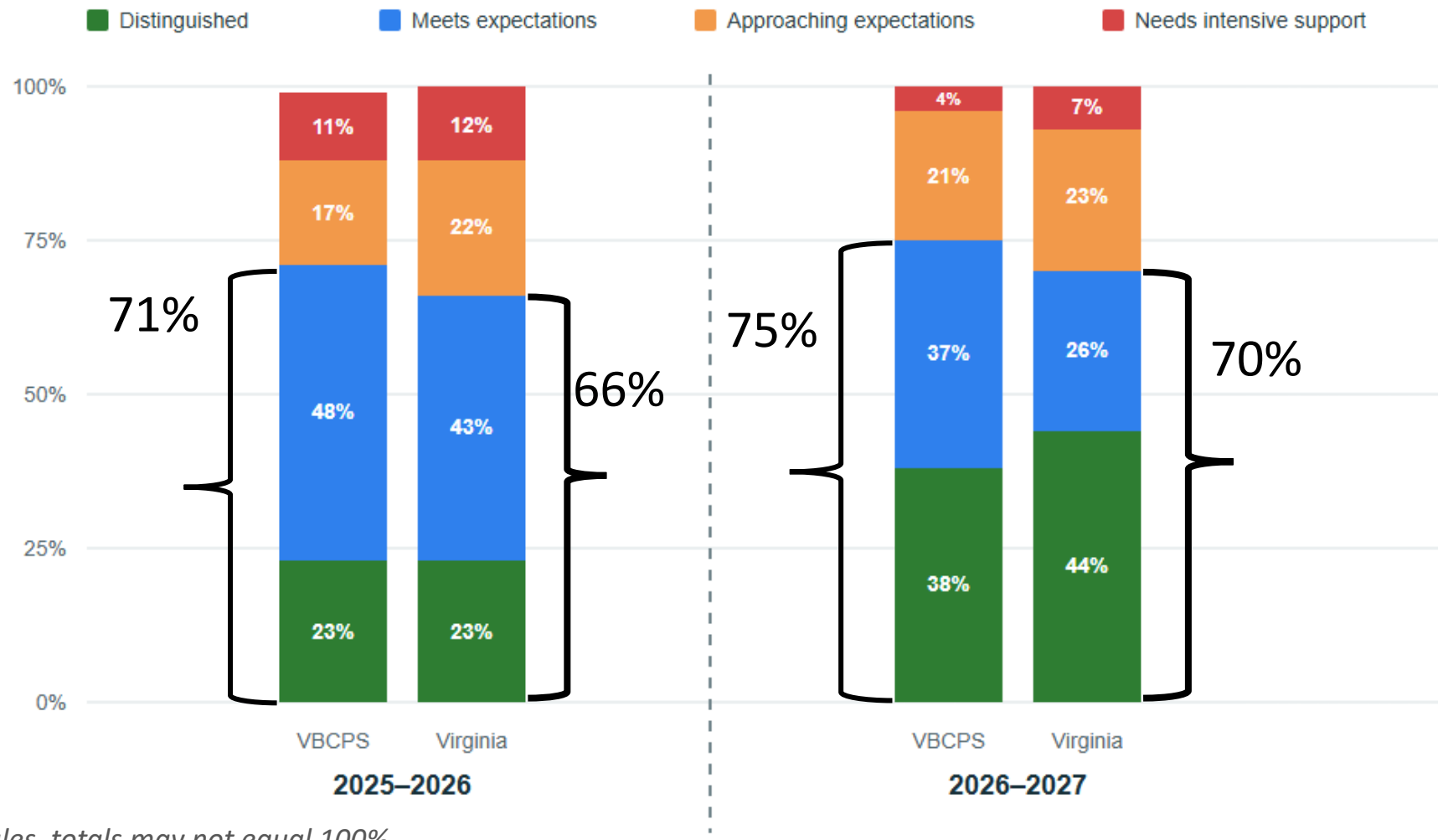
	Distinguished	*Meets Expectations*	*Approaching Expectations*	*Needs Intensive Support*
	Schools are exceeding the state's expectation for achievement, growth, graduation, and readiness.	Schools are meeting the state's expectation for achievement, growth, graduation, and readiness.	Schools are not meeting the state's expectation for achievement, growth, graduation, and readiness.	Schools are significantly not meeting the state's expectation for achievement, growth, graduation, and readiness.
Elementary	20 Schools (36%)	17 Schools (31%)	15 Schools (27%)	3 Schools (5%)
Middle	6 Schools (43%)	7 Schools (50%)	1 School (7%)	--
High	5 Schools (42%)	6 Schools (50%)	1 School (8%)	--
Total	31 Schools (38%)	30 Schools (37%)	17 Schools (21%)	3 Schools (4%)

School Performance and Support Framework Improvements from 2025-2026

- **Mastery Indicators** – 52 out of 81 schools showed improvement (64%)
- **Growth Indicators** – 62 out of 69 schools showed improvement (90%)
  - Update to growth calculations
- **Readiness Indicators** – 48 out of 81 schools showed improvement (59%)
- **Graduation Indicator** – 6 out of 12 high schools showed improvement (50%)

- **Overall Framework Score** – 77 out of 81 schools showed improvement (95%)

VBCPS Final Percentage of Schools in Each Performance Category After Federal Designation



Note: Due to rounding rules, totals may not equal 100%

Executive Summary

- 100% of VBCPS schools are fully accredited.
- 95% of VBCPS schools showed improvement on overall School Performance and Support framework scores.
- Final VBCPS categories: 38% Distinguished, 37% Meets Expectations, 21% Approaching, 4% Needs Intensive Support.
  - More schools in the highest two categories than last year.
- 36 VBCPS schools received federal TSI identification.

Looking Ahead: Key Changes for 2027-2028 Ratings

- New SOL proficiency cut scores
- High school mastery based on current-year testing rather than the graduating cohort
- English Learner progress weight redistributed evenly across all other indicators when there are too few students to calculate progress
- Growth calculations will be revised due to the elimination of the Virginia Growth Assessment requirement

Administrative Response (1 of 2)

- School Support process began in the summer with a differentiated approach
- School-based Plans for Continuous Improvement aligned to key accountability markers
- VDOE cyclical review of findings and student data to guide professional learning and close achievement gaps

Administrative Response (2 of 2)

- Professional learning for administrators, coaches, specialists, teacher leads, and teachers on improving instructional practices, responding to student data and adjusting to changes to SOL proficiency scores

  - Professional Learning Examples:
    - July 8th: Middle School Math Task Force initial meeting
    - Mid-July: Leadership Conference
    - Early August: Assistant Principal Conference, DTAL Conference
    - Mid-August: Start of monthly specialist training
    - September 28th: Middle School Math Task Force and Algebra 1 meetings
    - Mid-October: Principal and Assistant Principal Citywide meetings
    - November 2nd: Middle School and High School Math Teacher training

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Course Proposal: AP African American Studies

Item Number: 12E

Date: October 27, 2026

Section: Information

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning
Taylor Lovejoy, Coordinator of Secondary Social Studies
Kelli Bradshaw, Instructional Specialist of Secondary Social Studies

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

Recommendation:

That the School Board receive information regarding a new course proposal for AP African American Studies. This course would be implemented in the fall of 2027.

Background Summary:

AP African American Studies as a one-credit, yearlong course that provides students with an interdisciplinary study of African American history, culture, and experiences through rigorous, college-level coursework aligned with the College Board's AP African American Studies course framework. Students will examine a range of historical periods, sources, perspectives, and themes while developing skills in analysis, argumentation, and evidence-based reasoning. The course will expand Advanced Placement opportunities for students and align with recent changes to Virginia graduation requirements that allow AP African American Studies to fulfill a history and social science requirement toward the Advanced Studies Diploma. A score of 3 on the AP exam would provide a student with a verified credit.

Source:

N/A

Budget Impact:

Staffing: None. Will use current staffing.

Textbooks: $83,584.76* over 7 years.

*Estimates based on current prices.

Next Steps:

Item will be presented on the November 10 consent agenda.

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VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Course Proposal

AP African American Studies

School Board Information
October 27, 2026

Department of Teaching and Learning

Office of Secondary Teaching and Learning

Course Proposal:
AP African American Studies



Grade Level(s)	**10-12**
Format	**Yearlong**
Credit	**1**
Staffing	**Existing Staff**
Initial Budget Impact	**$71,151.63**

AP African American Studies Estimated Implementation Cost

Course	Course Materials	Estimated Student Enrollment	Initial Implementation Cost	Six Year Additional Costs (3%/yr.)	Total Implementation Cost
AP African American Studies	*Physical/Digital Bundles* *Digital Licensure* *Teacher Editions/Resources*	~330 (1 Section per Site)	$71,151.63	$12,433.13	$83,584.76

Questions

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Resolution to Transfer Funds from the School Reserve Special Revenue Fund

Item Number: 12F

Date: October 27, 2026

Section: Information

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 receive information for the Resolution to Transfer Funds from the School Reserve Special Revenue Fund.

Background Summary:

On November 25, 2025, City Council approved the FY 2024/25 Reversion and Revenue Sharing Formula Reconciliation with a clause of, "$5,800,000 to be appropriated to the School Reserve Special Revenue fund with the amounts to be made available to the Schools Health Insurance fund and not to be used to pay employee premiums. Any use of such funds shall be reported to the City Council within 30 days of such use".

As of June 30, 2026, the Schools Health Insurance fund has matured into a healthy fund balance of $15,092,539.

VBCPS is currently implementing a new Human Capital Management System (HCM).

The city is seeking funding assistance for a new CIP project to promote sports tourism, ecotourism, and local usage within Princess Anne Commons.

Source:

N/A

Budget Impact:

Once approved by the School Board and the City Council, $5,800,000 will be reappropriated to various funds as indicated in the presentation.

Next Steps:

This information will be presented to the City Council on November 24, 2026. A public hearing will be held on December 1, and it will be presented for action on December 8, 2026.

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VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Resolution to Transfer Funds from the School Reserve Special Revenue Fund

School Board Information

October 27, 2026

Department of Budget and Finance

Office of Budget Development

Background

- On November 25, 2025, City Council approved the FY 2024/25 Reversion and Revenue Sharing Formula Reconciliation with a clause of, “$5,800,000 to be appropriated to the School Reserve Special Revenue fund with the amounts to be made available to the Schools Health Insurance Fund and not to be used to pay employee premiums. Any use of such funds shall be reported to the City Council within 30 days of such use”.
- Since then, the Schools Health Insurance Fund has moved into a positive direction with a fund balance of $15,092,539 as of June 30, 2026.

Background cont.

- VBCPS is currently implementing a new Human Capital Management System (HCM).
- The city is seeking funding assistance for a new CIP project to fund the Interfacility Traffic Area (ITA) Athletic Village and Preservation Area Plan (Cross Country Trail).

Proposed Spending Plan

Description	Amount	Balance
Amount available for reappropriation		$5,800,000
PAYGO funding for project 1-030 Payroll System Replacement	$2,800,000	$3,000,000
City CIP Request-Project: 100700 ITA Athletic Village and Preservation Area Plan (Cross Country Trail)	$3,000,000	$0

Next Steps

- November 10 - School Board Action
- November 24 - Present to City Council
- December 1 - City Council Public Hearing
- December 8 - City Council Action

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
CHARTING THE COURSE

Questions/Discussion

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Budget Resolution Regarding 2025-26 Reversion and Revenue Sharing Formula Reconciliation **Item Number: 12G**

Section: Information **Date: October 27, 2026**

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 receive information on the FY 2025/26 Reversion and Revenue Sharing Formula Reconciliation.

Background Summary:

The net estimated funding available for reappropriation is $45,273,377.

Source:

Unaudited Financial Statements for FY 2025/26 and communication from the city staff.

Budget Impact:

Once approved by the School Board and the City Council, $45,273,377 will be reappropriated to various funds as indicated in the presentation.

Next Steps:

This Resolution is scheduled for Action at the November 10, 2026 School Board meeting.

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VIRGINIA BEACH
CITY PUBLIC SCHOOLS
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FY 2025/26 Reversion and Revenue Sharing Formula Reconciliation

School Board Information

October 27, 2026

Department of Budget and Finance

Office of Budget Development

Breakdown of Reversion Funds

Description	Amount
School Operating fund reversion*	$20,880,929
Unexpended debt service	$8,386,076
Federal revenue over budget	$6,295,650
State revenue under budget	$(423,277)
Sales tax over budget	$2,952,900
Other revenues over budget	$1,114,239
Athletics fund reversion	$619,166
Green Run Collegiate fund reversion	$434,701
Total FY 2025/26 Reversion Funds	$40,260,384

1.98% of the School Operating budget

* Excludes debt service and revenues over/under budget

Revenue Sharing Formula Reconciliation

- Per the Revenue Sharing Formula, if actual local tax revenues exceed the budgeted local tax revenues, the School Board may request that such funds be appropriated at the same time as the appropriation of reversion funds
- FY 2025/26 city revenues outperformed the budget
- The Revenue Sharing Formula true-up is **$5,012,993**

Net Available for Reappropriation

Description	Amount
Total FY 2025/26 Reversion Funds	$40,260,384
FY 2025/26 City Revenue Sharing Formula True-up	$5,012,993
Net Available for Reappropriation	**$45,273,377**

Proposed Spending Plan

Description	Amount	Balance
Amount available for reappropriation		$45,273,377
Capital Improvement Program	$45,273,377	$0
PAYGO funding for project 1-015 Princess Anne High School Replacement ($27,273,377)		
PAYGO funding for project 1-030 Payroll System Replacement ($2,000,000)		
School Reserve fund for use in the FY2027/28 CIP ($16,000,000)		

Next Steps

- November 10 - School Board Action
- November 24 - Present to the City Council
- December 1 - City Council Public Hearing
- December 8 - City Council Action

VIRGINIA BEACH
CITY PUBLIC SCHOOLS
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Questions/Discussion

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Course Proposals: Anatomy and Physiology

Item Number: 14A1

Date: October 27, 2026

Section: Consent

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning
Meghan A. Timlin, Coordinator of Entrepreneurship and Business Academy
Keith Goodman, Coordinator of Secondary Science

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

Recommendation:

That the School Board approve a course proposal for Anatomy and Physiology. This proposal directly advances Goal 1 of Compass to 2030 by challenging and supporting students to gain the future-ready skills they need for postsecondary success. An anatomy and physiology course is a recognized on-ramp to health sciences, nursing, and medical pathways.

Background Summary:

While two academy-specific versions of the course currently exist, there is no common course available to students outside of these programs. The proposed course will provide students with opportunities to study the structure and function of the human body, including cells, tissues, and body systems. This course differs from the Health and PE course, which is focused more on body movement and treating sports injuries.

Source:

N/A

Budget Impact:

$15,000 to purchase instructional materials for each site.

Next Steps:

Implementation of course.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Course Proposal: IB MYP German I, II, III

Item Number: 14A2

Date: October 27, 2026

Section: Consent

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Crystal Lewis-Wilkerson, Ed. D., Director of K-12 & Gifted Programs

Presenter(s): Crystal Lewis-Wilkerson, Ed. D., Director of K-12 & Gifted Programs

Recommendation:

That the School Board approve the addition of Middle Years Programme (MYP) German I & II, MYP German III, Diploma Programme (DP) German IV, and DP German V classes as a language pathway for the International Baccalaureate (IB) program at Princess Anne High School beginning the 2027-2028 school year.

Background Summary:

The proposed IB MYP/DP German language pathway would give students a third-language option to meet the language requirement for the International Baccalaureate Diploma. Current staff have scheduling capacity and qualifications to deliver these courses within the existing FTE allocation. This pathway gives students access to rigorous, advanced coursework.

Source:

N/A

Budget Impact:

The proposed pathway does not require an immediate significant budgetary investment beyond the already established staffing.

Next Steps:

No further action is needed.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Course Proposals: Principles of Management & Philosophy 111: Logic

Item Number: 14A3

Date: October 27, 2026

Section: Consent

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning
Meghan A. Timlin, Coordinator of Entrepreneurship and Business Academy
Keith Goodman, Coordinator of Secondary Science

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

Recommendation:

That the School Board approve two new course proposals for the Entrepreneurship and Business Academy at Kempsville High School. These courses are in response to a joint curriculum review in partnership with TCC during the summer of 2026.

Background Summary:

EBA and TCC faculty met to review the current curriculum aligned with the Business Administration degree pathway. As part of that review, TCC shared several updates to the course options within this pathway. Those updates necessitate corresponding changes to the courses we offer through our partnership at Kempsville High School, which include Business 200: Principles of Management, and Philosophy 111: Logic. Business 200 will replace the previous course. Philosophy 111: Logic will provide students with a choice in courses fulfilling this requirement of the Business Administration associate's degree.

Source:

N/A

Budget Impact:

Business 200: Principles of Management:
- Books: $3,240*
- Tuition: $0* (will use current VBCPS staff)

Philosophy 111: Logic
- Books: $1,999.75*
- Tuition: $1,875&

*Estimates based on current prices

Next Steps:

Implementation of course.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Course Proposal: AP Business with Personal Finance

Item Number: 14A4

Date: October 27, 2026

Section: Consent

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning
Sara Lockett, Ed.D., Director of Technical and Career Education

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

Recommendation:

That the School Board approve the new course AP Business and Personal Finance to be offered at all high school sites beginning in the fall of 2027.

Background Summary:

AP Business with Personal Finance is a new College Board AP Career Kickstart course launched in 2026. The course provides students with an opportunity to earn college-level business experience while developing practical personal financial skills. The yearlong, one-credit course integrates foundational concepts in business, entrepreneurship, marketing, finance, accounting, and management with personal financial literacy and real-world application. It incorporates case studies and opportunities to pitch entrepreneurial ideas as part of Career and Technical Student Organization leadership competitions like DECA and FBLA.

The course is particularly relevant to Virginia students because it fulfills the Commonwealth's one-credit Economics and Personal Finance graduation requirement. The Virginia Board of Education approved AP Business with Personal Finance as a substitute course for the traditional Economics and Personal Finance course, provided the Virginia Economics and Personal Finance Standards of Learning are incorporated into the course curriculum. This creates an opportunity for students to meet a required graduation component while participating in an advanced, career-focused business course.

Source:

AP Business with Personal Finance – AP Central | College Board
Diploma Options | Virginia Department of Education

Course Description:

- Yearlong Advanced Placement
- Elective Meeting Graduation Requirement for Economics and Personal Finance
- 1 Weighted Credit
- Open to Students in Grades 10-12

Budget Impact:

The new course will leverage existing space and instructional staff. College Board is providing new teacher training free of charge in the summer of 2027. The budget impact is limited to textbooks provided to students. One to two class sets of textbooks will be available to each high school site and the estimated cost is between $42,000 and $84,000 depending on demand for the course and pricing of the adopted book at the conclusion of the RFP process. The class sets of textbooks will be covered by the existing textbook budget

Staffing:

The course will leverage existing staff currently eligible to teach Economics and Personal Finance. This includes teachers with endorsements in Business, Marketing, Mathematics, and Social Studies.

Next Steps:

No further action needed.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Course Proposal: AP Cybersecurity

Item Number: 14A5

Date: October 27, 2026

Section: Consent

Senior Staff: Daniel J. Miani, Ed.D., Chief Academic Officer

Prepared by: Thomas W. Quinn, Executive Director of Secondary Teaching and Learning
Sara Lockett, Ed.D., Director of Technical and Career Education

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

Recommendation:

That the School Board approve the new course AP Cybersecurity to be offered at the Governor's STEM Academy and the Advanced Technology Center (ATC) beginning in the fall of 2027.

Background Summary:

AP Cybersecurity is a new College Board AP Career Kickstart course launched in 2026. The course provides students with an opportunity to earn college-level cybersecurity experience while developing practical digital literacy and technical defense skills. The yearlong, one-credit course integrates foundational concepts in risk management, physical and infrastructure security, network defense, endpoint security, and application data protection with real-world threat analysis and hands-on application.

The course is particularly relevant to Virginia Beach students because it serves as an ideal capstone for existing CTE completer sequences in Cybersecurity offered at the Landstown High School Governor's STEM Academy and the Advanced Technology Center. By integrating advanced concepts in threat detection, network defense, and risk mitigation, AP Cybersecurity builds upon foundational CTE coursework—such as Cybersecurity Software and Cybersecurity Hardware—to offer students a rigorous, college-level culmination of their pathway. This creates an opportunity for academy and ATC students to synthesize their technical training, earn college credit, and refine high-demand skills as they prepare for postsecondary degree programs and entry into the cybersecurity workforce.

Source:

AP Cybersecurity – AP Central | College Board

Course Description:

- Yearlong Advanced Placement
- Elective
- 1 Weighted Credit

- Open to Students in Grades 10-12

Budget Impact:

There is no budget impact for adding this course at the two locations specified. The new course will leverage existing space, equipment, and instructional staff. College Board is providing new teacher training free of charge in the summer of 2027. The cost of implementation is limited to one class set of textbooks at each location that will be purchased within the existing textbook budget.

Staffing:

The course will leverage existing staff currently eligible to teach cybersecurity courses at the Governor's STEM Academy and the Advanced Technology Center**.**

Next Steps:

No further action needed.

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Salary Resolution Regarding FY 2026/27

Item Number: 14B

Date: October 27, 2026

Section: Consent

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 Salary Resolution for FY 2026/27 and the following corresponding attachments:

- Attachment C – Unified Experience - Based Step Pay Scale Grade assignments (2/1/27 – 6/30/27)
- Attachment E – Table of Allowances - (7/1/26)

Background Summary:

The City Council Approved the FY 2026/27 Budget that places an emphasis on staffing and compensation needs.

Source:

N/A.

Budget Impact:

Funding for FY 2026/27 is allocated across multiple funds and budget cost centers.

Next Steps:

No further steps needed.

SALARY RESOLUTION
October 27, 2026

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 amended FY 2026/27 Operating Budget includes a 0.25% step increase to years 1-14 on the Unified Experience-Based Step Pay Scale effective February 1, 2027; and

WHEREAS, the amended FY 2026/27 Operating Budget includes an increase in the Tuition Reimbursement Rate on the Table of Allowances from $1,000 to $2,000, effective July 1, 2026; and

WHEREAS, the Unified Experience-Based Step Pay Scale and Table of Allowances 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 C - Unified Experience-Based Step Pay Scale (2/1/27).
- Attachment E - Table of Allowances (7/1/26).

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 October 2026.

SEAL

_____
Kathleen J. Brown, School Board Chair

Attest:

_____
Regina M. Toneatto, Clerk of the Board

VBCPS Unified Experience-Based Pay Scale
SY 2026-2027
Effective February 1, 2027

Professional Level II (PL2)

Annual Hours		1500	1658	1950
Creditable Years of Experience	Hourly Rate	10-mo 200 days 7.5 hr/day	11-mo 221 days 7.5 hr/day	12-mo 260 days 7.5 hr/day
0	41.3911	62,086	68,626	80,712
1	41.9085	62,862	69,484	81,721
2	42.4324	63,648	70,352	82,743
3	42.9628	64,444	71,232	83,777
4	43.4998	65,249	72,122	84,824
5	44.0436	66,065	73,024	85,885
6	44.5941	66,891	73,937	86,958
7	45.1516	67,727	74,861	88,045
8	45.7159	68,573	75,796	89,146
9	46.2874	69,431	76,744	90,260
10	46.8660	70,299	77,703	91,388
11	47.4518	71,177	78,675	92,531
12	48.0450	72,067	79,658	93,687
13	48.6455	72,968	80,654	94,858
14	49.2536	73,880	81,662	96,044
15	49.9924	74,988	82,887	97,485
16	50.7423	76,113	84,130	98,947
17	51.5034	77,255	85,392	100,431
18	52.2760	78,414	86,673	101,938
19	53.0601	79,590	87,973	103,467
20	53.8560	80,784	89,293	105,019
21	54.6638	81,995	90,632	106,594
22	55.4838	83,225	91,992	108,193
23	56.3160	84,474	93,371	109,816
24	57.1608	85,741	94,772	111,463
25	58.0182	87,027	96,194	113,135
26	58.8885	88,332	97,637	114,832
27	59.7718	89,657	99,101	116,555
28	60.6684	91,002	100,588	118,303
29	61.5784	92,367	102,096	120,077
30	62.5021	93,753	103,628	121,879
31	63.4396	95,159	105,182	123,707
32	64.3912	96,586	106,760	125,562
33	65.3571	98,035	108,362	127,446
34	66.3374	99,506	109,987	129,357
35	67.3325	100,998	111,637	131,298
36	68.3425	102,513	113,311	133,267
37	69.3676	104,051	115,011	135,266
38	70.4081	105,612	116,736	137,295
39	71.4642	107,196	118,487	139,355
40	72.5362	108,804	120,265	141,445
41	73.6242	110,436	122,068	143,567
42	74.7286	112,092	123,900	145,720
43	75.8495	113,774	125,758	147,906
44	76.9873	115,480	127,644	150,125
45	78.1421	117,213	129,559	152,377
46	79.3142	118,971	131,502	154,662
47	80.5039	120,755	133,475	156,982

1500/1658 - Behavior Intervention Specialist
1500/1658 - Occupational Therapist
1500/1658 - Physical Therapist
1500/1950 - School Psychologist
1500/1950 - School Social Worker

VBCPS Unified Experience-Based Pay Scale
SY 2026-2027
Effective February 1, 2027

U07

Annual Hours		651	744	837	930	1023	1116	1209	1302	1395	1488	1600	1720	2080
Creditable Years of Experience	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	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day
0	16.2318	10,566	12,076	13,586	15,095	16,605	18,114	19,624	21,133	22,643	24,152	25,970	27,918	33,762
1	16.4347	10,698	12,227	13,755	15,284	16,812	18,341	19,869	21,397	22,926	24,454	26,295	28,267	34,184
2	16.6402	10,832	12,380	13,927	15,475	17,022	18,570	20,118	21,665	23,213	24,760	26,624	28,621	34,611
3	16.8482	10,968	12,535	14,101	15,668	17,235	18,802	20,369	21,936	23,503	25,070	26,957	28,978	35,044
4	17.0588	11,105	12,692	14,278	15,864	17,451	19,037	20,624	22,210	23,797	25,383	27,294	29,341	35,482
5	17.2720	11,244	12,850	14,456	16,062	17,669	19,275	20,881	22,488	24,094	25,700	27,635	29,707	35,925
6	17.4879	11,384	13,011	14,637	16,263	17,890	19,516	21,142	22,769	24,395	26,021	27,980	30,079	36,374
7	17.7065	11,526	13,174	14,820	16,467	18,113	19,760	21,407	23,053	24,700	26,347	28,330	30,455	36,829
8	17.9278	11,670	13,338	15,005	16,672	18,340	20,007	21,674	23,341	25,009	26,676	28,684	30,835	37,289
9	18.1519	11,816	13,505	15,193	16,881	18,569	20,257	21,945	23,633	25,321	27,010	29,043	31,221	37,755
10	18.3788	11,964	13,674	15,383	17,092	18,801	20,510	22,219	23,929	25,638	27,347	29,406	31,611	38,227
11	18.6086	12,114	13,845	15,575	17,305	19,036	20,767	22,497	24,228	25,958	27,689	29,773	32,006	38,705
12	18.8412	12,265	14,018	15,770	17,522	19,274	21,026	22,779	24,531	26,283	28,035	30,145	32,406	39,189
13	19.0767	12,418	14,193	15,967	17,741	19,515	21,289	23,063	24,837	26,611	28,386	30,522	32,811	39,679
14	19.3152	12,574	14,371	16,166	17,963	19,759	21,555	23,352	25,148	26,944	28,741	30,904	33,222	40,175
15	19.6049	12,762	14,586	16,409	18,232	20,055	21,879	23,702	25,525	27,348	29,172	31,367	33,720	40,778
16	19.8990	12,954	14,805	16,655	18,506	20,356	22,207	24,057	25,908	27,759	29,609	31,838	34,226	41,389
17	20.1974	13,148	15,027	16,905	18,783	20,661	22,540	24,418	26,297	28,175	30,053	32,315	34,739	42,010
18	20.5004	13,345	15,252	17,158	19,065	20,971	22,878	24,784	26,691	28,598	30,504	32,800	35,260	42,640
19	20.8079	13,545	15,481	17,416	19,351	21,286	23,221	25,156	27,091	29,027	30,962	33,292	35,789	43,280
20	21.1200	13,749	15,713	17,677	19,641	21,605	23,569	25,534	27,498	29,462	31,426	33,792	36,326	43,929
21	21.4368	13,955	15,949	17,942	19,936	21,929	23,923	25,917	27,910	29,904	31,897	34,298	36,871	44,588
22	21.7584	14,164	16,188	18,211	20,235	22,258	24,282	26,305	28,329	30,352	32,376	34,813	37,424	45,257
23	22.0848	14,377	16,431	18,484	20,538	22,592	24,646	26,700	28,754	30,808	32,862	35,335	37,985	45,936
24	22.4160	14,592	16,678	18,762	20,846	22,931	25,016	27,100	29,185	31,270	33,355	35,865	38,555	46,625
25	22.7523	14,811	16,928	19,043	21,159	23,275	25,391	27,507	29,623	31,739	33,855	36,403	39,133	47,324
26	23.0935	15,033	17,182	19,329	21,476	23,624	25,772	27,920	30,067	32,215	34,363	36,949	39,720	48,034
27	23.4399	15,259	17,439	19,619	21,799	23,979	26,158	28,338	30,518	32,698	34,878	37,503	40,316	48,754
28	23.7915	15,488	17,701	19,913	22,126	24,338	26,551	28,763	30,976	33,189	35,401	38,066	40,921	49,486
29	24.1484	15,720	17,966	20,212	22,458	24,703	26,949	29,195	31,441	33,687	35,932	38,637	41,535	50,228
30	24.5106	15,956	18,236	20,515	22,794	25,074	27,353	29,633	31,912	34,192	36,471	39,216	42,158	50,982
31	24.8783	16,195	18,509	20,823	23,136	25,450	27,764	30,077	32,391	34,705	37,018	39,805	42,790	51,746
32	25.2515	16,438	18,787	21,135	23,483	25,832	28,180	30,529	32,877	35,225	37,574	40,402	43,432	52,523
33	25.6302	16,685	19,069	21,452	23,836	26,219	28,603	30,986	33,370	35,754	38,137	41,008	44,083	53,310
34	26.0147	16,935	19,355	21,774	24,193	26,613	29,032	31,451	33,871	36,290	38,709	41,623	44,745	54,110
35	26.4049	17,189	19,645	22,100	24,556	27,012	29,467	31,923	34,379	36,834	39,290	42,247	45,416	54,922
36	26.8010	17,447	19,940	22,432	24,924	27,417	29,909	32,402	34,894	37,387	39,879	42,881	46,097	55,746
37	27.2030	17,709	20,239	22,768	25,298	27,828	30,358	32,888	35,418	37,948	40,478	43,524	46,789	56,582
38	27.6111	17,974	20,543	23,110	25,678	28,246	30,813	33,381	35,949	38,517	41,085	44,177	47,491	57,431
39	28.0252	18,244	20,851	23,457	26,063	28,669	31,276	33,882	36,488	39,095	41,701	44,840	48,203	58,292
40	28.4456	18,518	21,164	23,808	26,454	29,099	31,745	34,390	37,036	39,681	42,327	45,512	48,926	59,166
41	28.8723	18,795	21,481	24,166	26,851	29,536	32,221	34,906	37,591	40,276	42,961	46,195	49,660	60,054
42	29.3054	19,077	21,803	24,528	27,254	29,979	32,704	35,430	38,155	40,881	43,606	46,888	50,405	60,955
43	29.7449	19,363	22,130	24,896	27,662	30,429	33,195	35,961	38,727	41,494	44,260	47,591	51,161	61,869
44	30.1911	19,654	22,462	25,269	28,077	30,885	33,693	36,501	39,308	42,116	44,924	48,305	51,928	62,797
45	30.6440	19,949	22,799	25,649	28,498	31,348	34,198	37,048	39,898	42,748	45,598	49,030	52,707	63,739
46	31.1036	20,248	23,141	26,033	28,926	31,818	34,711	37,604	40,496	43,389	46,282	49,765	53,498	64,695
47	31.5702	20,552	23,488	26,424	29,360	32,296	35,232	38,168	41,104	44,040	46,976	50,512	54,300	65,666

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
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
1600/2080 - Custodian I
2080 - Fleet Shop Helper

U08

Annual Hours		1371	1393	1400	2080
Creditable Years of Experience	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 190 days 7.33hr/day	10-mo 200 days 7hr/day	12-mo 260 days 8hr/day
0	16.7955	23,026	23,396	23,513	34,934
1	17.0055	23,314	23,688	23,807	35,371
2	17.2181	23,606	23,984	24,105	35,813
3	17.4333	23,901	24,284	24,406	36,261
4	17.6512	24,199	24,588	24,711	36,714
5	17.8718	24,502	24,895	25,020	37,173
6	18.0952	24,808	25,206	25,333	37,638
7	18.3214	25,118	25,521	25,649	38,108
8	18.5504	25,432	25,840	25,970	38,584
9	18.7823	25,750	26,163	26,295	39,067
10	19.0171	26,072	26,490	26,623	39,555
11	19.2548	26,398	26,821	26,956	40,049
12	19.4955	26,728	27,157	27,293	40,550
13	19.7392	27,062	27,496	27,634	41,057
14	19.9859	27,400	27,840	27,980	41,570
15	20.2857	27,811	28,257	28,399	42,194
16	20.5900	28,228	28,681	28,826	42,827
17	20.8989	28,652	29,112	29,258	43,469
18	21.2123	29,082	29,548	29,697	44,121
19	21.5305	29,518	29,991	30,142	44,783
20	21.8535	29,961	30,441	30,594	45,455
21	22.1813	30,410	30,898	31,053	46,137
22	22.5140	30,866	31,362	31,519	46,829
23	22.8517	31,329	31,832	31,992	47,531
24	23.1945	31,799	32,309	32,472	48,244
25	23.5424	32,276	32,794	32,959	48,968
26	23.8955	32,760	33,286	33,453	49,702
27	24.2540	33,252	33,785	33,955	50,448
28	24.6178	33,751	34,292	34,464	51,205
29	24.9870	34,257	34,806	34,981	51,972
30	25.3618	34,771	35,328	35,506	52,752
31	25.7423	35,292	35,859	36,039	53,543
32	26.1284	35,822	36,396	36,579	54,347
33	26.5203	36,359	36,942	37,128	55,162
34	26.9181	36,904	37,496	37,685	55,989
35	27.3219	37,458	38,059	38,250	56,829
36	27.7317	38,020	38,630	38,824	57,681
37	28.1477	38,590	39,209	39,406	58,547
38	28.5699	39,169	39,797	39,997	59,425
39	28.9985	39,756	40,394	40,597	60,316
40	29.4335	40,353	41,000	41,206	61,221
41	29.8750	40,958	41,615	41,825	62,140
42	30.3231	41,572	42,240	42,452	63,072
43	30.7779	42,196	42,873	43,089	64,018
44	31.2396	42,829	43,516	43,735	64,978
45	31.7082	43,471	44,169	44,391	65,953
46	32.1838	44,123	44,832	45,057	66,942
47	32.6666	44,785	45,504	45,733	67,946

1400 - Baker/Cook @ 7 hrs
1400 - Cafeteria Manager in Training @ 7 hrs
1371 - Clinic Assistant - CMA/CAN/PCT
2080 - Custodian II

VBCPS Unified Experience-Based Pay Scale
SY 2026-2027
Effective February 1, 2027

U09

	Annual Hours	1371	1386	1600	2080
Creditable Years of Experience	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
0	17.9919	24,666	24,936	28,787	37,423
1	18.2168	24,975	25,248	29,146	37,890
2	18.4446	25,287	25,564	29,511	38,364
3	18.6751	25,603	25,883	29,880	38,844
4	18.9086	25,923	26,207	30,253	39,329
5	19.1449	26,247	26,534	30,631	39,821
6	19.3842	26,575	26,866	31,014	40,319
7	19.6265	26,907	27,202	31,402	40,823
8	19.8719	27,244	27,542	31,795	41,333
9	20.1203	27,584	27,886	32,192	41,850
10	20.3718	27,929	28,235	32,594	42,373
11	20.6264	28,278	28,588	33,002	42,902
12	20.8842	28,632	28,945	33,414	43,439
13	21.1453	28,990	29,307	33,832	43,982
14	21.4096	29,352	29,673	34,255	44,531
15	21.7307	29,792	30,118	34,769	45,199
16	22.0567	30,239	30,570	35,290	45,877
17	22.3876	30,693	31,029	35,820	46,566
18	22.7234	31,153	31,494	36,357	47,264
19	23.0642	31,621	31,966	36,902	47,973
20	23.4102	32,095	32,446	37,456	48,693
21	23.7613	32,576	32,933	38,018	49,423
22	24.1177	33,065	33,427	38,588	50,164
23	24.4795	33,561	33,928	39,167	50,917
24	24.8467	34,064	34,437	39,754	51,681
25	25.2194	34,575	34,954	40,351	52,456
26	25.5977	35,094	35,478	40,956	53,243
27	25.9817	35,620	36,010	41,570	54,041
28	26.3714	36,155	36,550	42,194	54,852
29	26.7670	36,697	37,099	42,827	55,675
30	27.1685	37,248	37,655	43,469	56,510
31	27.5760	37,806	38,220	44,121	57,358
32	27.9896	38,373	38,793	44,783	58,218
33	28.4095	38,949	39,375	45,455	59,091
34	28.8356	39,533	39,966	46,136	59,978
35	29.2681	40,126	40,565	46,828	60,877
36	29.7072	40,728	41,174	47,531	61,790
37	30.1528	41,339	41,791	48,244	62,717
38	30.6051	41,959	42,418	48,968	63,658
39	31.0641	42,588	43,054	49,702	64,613
40	31.5301	43,227	43,700	50,448	65,582
41	32.0030	43,876	44,356	51,204	66,566
42	32.4831	44,534	45,021	51,972	67,564
43	32.9703	45,202	45,696	52,752	68,578
44	33.4649	45,880	46,382	53,543	69,606
45	33.9669	46,568	47,078	54,347	70,651
46	34.4764	47,267	47,784	55,162	71,710
47	34.9935	47,976	48,500	55,989	72,786

1600 - Assistant Cafeteria Manager
1371 - Clinic Assistant - EMT
2080 - Custodian III
1386 - In-School Suspension (ISS) Coordinator
2080 - Office Associate II
1600/2080 - School Office Associate II
2080 - School Office Associate II (Data Technician)

U10

	Annual Hours	1027	1371	1415	1488	1540	1720	1768	2080
Creditable Years of Experience	Hourly Rate	10-mo 158 days 7.33hr/day	10-mo 187 days 7.33hr/day	10-mo 193 days 7.33hr/day	10-mo 186 days 8hr/day	10-mo Ext 210 days 7.33hr/day	11-mo 215 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	19.2833	19,803	26,437	27,285	28,693	29,696	33,167	34,092	40,109
1	19.5244	20,051	26,767	27,627	29,052	30,067	33,581	34,519	40,610
2	19.7684	20,302	27,102	27,972	29,415	30,443	34,001	34,950	41,118
3	20.0156	20,556	27,441	28,322	29,783	30,824	34,426	35,387	41,632
4	20.2657	20,812	27,784	28,675	30,155	31,209	34,857	35,829	42,152
5	20.5191	21,073	28,131	29,034	30,532	31,599	35,292	36,277	42,679
6	20.7756	21,336	28,483	29,397	30,914	31,994	35,734	36,731	43,213
7	21.0352	21,603	28,839	29,764	31,300	32,394	36,180	37,190	43,753
8	21.2982	21,873	29,199	30,136	31,691	32,799	36,632	37,655	44,300
9	21.5644	22,146	29,564	30,513	32,087	33,209	37,090	38,125	44,853
10	21.8340	22,423	29,934	30,895	32,488	33,624	37,554	38,602	45,414
11	22.1069	22,703	30,308	31,281	32,895	34,044	38,023	39,084	45,982
12	22.3832	22,987	30,687	31,672	33,306	34,470	38,499	39,573	46,557
13	22.6630	23,274	31,070	32,068	33,722	34,901	38,980	40,068	47,139
14	22.9463	23,565	31,459	32,469	34,144	35,337	39,467	40,569	47,728
15	23.2905	23,919	31,931	32,956	34,656	35,867	40,059	41,177	48,444
16	23.6399	24,278	32,410	33,450	35,176	36,405	40,660	41,795	49,170
17	23.9945	24,642	32,896	33,952	35,703	36,951	41,270	42,422	49,908
18	24.3544	25,011	33,389	34,461	36,239	37,505	41,889	43,058	50,657
19	24.7197	25,387	33,890	34,978	36,782	38,068	42,517	43,704	51,416
20	25.0905	25,767	34,399	35,503	37,334	38,639	43,155	44,360	52,188
21	25.4668	26,154	34,914	36,035	37,894	39,218	43,802	45,025	52,970
22	25.8488	26,546	35,438	36,576	38,463	39,807	44,459	45,700	53,765
23	26.2366	26,944	35,970	37,124	39,040	40,404	45,126	46,386	54,572
24	26.6301	27,349	36,509	37,681	39,625	41,010	45,803	47,082	55,390
25	27.0296	27,759	37,057	38,246	40,220	41,625	46,490	47,788	56,221
26	27.4350	28,175	37,613	38,820	40,823	42,249	47,188	48,505	57,064
27	27.8465	28,598	38,177	39,402	41,435	42,883	47,895	49,232	57,920
28	28.2642	29,027	38,750	39,993	42,057	43,526	48,614	49,971	58,789
29	28.6882	29,462	39,331	40,593	42,688	44,179	49,343	50,720	59,671
30	29.1185	29,904	39,921	41,202	43,328	44,842	50,083	51,481	60,566
31	29.5553	30,353	40,520	41,820	43,978	45,515	50,835	52,253	61,475
32	29.9986	30,808	41,128	42,448	44,637	46,197	51,597	53,037	62,397
33	30.4486	31,270	41,745	43,084	45,307	46,890	52,371	53,833	63,333
34	30.9053	31,739	42,371	43,730	45,987	47,594	53,157	54,640	64,283
35	31.3689	32,215	43,006	44,386	46,676	48,308	53,954	55,460	65,247
36	31.8394	32,699	43,651	45,052	47,377	49,032	54,763	56,292	66,225
37	32.3170	33,189	44,306	45,728	48,087	49,768	55,585	57,136	67,219
38	32.8018	33,687	44,971	46,414	48,809	50,514	56,419	57,993	68,227
39	33.2938	34,192	45,645	47,110	49,541	51,272	57,265	58,863	69,251
40	33.7932	34,705	46,330	47,817	50,284	52,041	58,124	59,746	70,289
41	34.3001	35,226	47,025	48,534	51,038	52,822	58,996	60,642	71,344
42	34.8146	35,754	47,730	49,262	51,804	53,614	59,881	61,552	72,414
43	35.3368	36,290	48,446	50,001	52,581	54,418	60,779	62,475	73,500
44	35.8669	36,835	49,173	50,751	53,369	55,235	61,691	63,412	74,603
45	36.4049	37,387	49,911	51,512	54,170	56,063	62,616	64,363	75,722
46	36.9510	37,948	50,659	52,285	54,983	56,904	63,555	65,329	76,858
47	37.5052	38,517	51,419	53,069	55,807	57,758	64,508	66,309	78,010

1027 - ALC General Assistant
1488 - Auxiliary Bus Driver
1720 - Auxiliary Bus Driver - Plan Bee
2080 - Carpentry Craftsman I
1371 - Clinic Assistant - LPN
2080 - Custodian IV
1371 - Distance Learning Assistant
2080 - Distribution Driver
1371 - General Assistant
1371 - Kindergarten & Pre-K Assistant
1415 - Library/Media Assistant
1371 - PE Assistant
2080 - Maintenance Craftsman I
2080 - Painter Craftsman I
1371 - PreK Assistant
1371/1540 - Special Educ. Assistant
1371 - Title I Assistant
2080 - School Rentals Assistant
1415 - Security Assistant
1415 - School Security Officer I
1768 - Student Residency Verifier

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U11

Annual Hours		1415	1544	1632	2080
Creditable Years of Experience	Hourly Rate	10-mo 193 days 7.33hr/day	10-mo 193 days 8hr/day	10-mo 204 days 8hr/day	12-mo 260 days 8hr/day
0	20.6603	29,234	31,899	33,717	42,973
1	20.9186	29,599	32,298	34,139	43,510
2	21.1801	29,969	32,702	34,565	44,054
3	21.4448	30,344	33,110	34,997	44,605
4	21.7129	30,723	33,524	35,435	45,162
5	21.9843	31,107	33,943	35,878	45,727
6	22.2591	31,496	34,368	36,326	46,298
7	22.5373	31,890	34,797	36,780	46,877
8	22.8191	32,289	35,232	37,240	47,463
9	23.1043	32,692	35,673	37,706	48,056
10	23.3931	33,101	36,118	38,177	48,657
11	23.6855	33,514	36,570	38,654	49,265
12	23.9816	33,933	37,027	39,137	49,881
13	24.2814	34,358	37,490	39,627	50,505
14	24.5849	34,787	37,959	40,122	51,136
15	24.9536	35,309	38,528	40,724	51,903
16	25.3279	35,838	39,106	41,335	52,682
17	25.7079	36,376	39,692	41,955	53,472
18	26.0935	36,922	40,288	42,584	54,274
19	26.4849	37,476	40,892	43,223	55,088
20	26.8822	38,038	41,506	43,871	55,914
21	27.2854	38,608	42,128	44,529	56,753
22	27.6947	39,188	42,760	45,197	57,604
23	28.1101	39,775	43,401	45,875	58,469
24	28.5317	40,372	44,052	46,563	59,345
25	28.9597	40,977	44,713	47,262	60,236
26	29.3941	41,592	45,384	47,971	61,139
27	29.8350	42,216	46,065	48,690	62,056
28	30.2825	42,849	46,756	49,421	62,987
29	30.7368	43,492	47,457	50,162	63,932
30	31.1978	44,144	48,169	50,914	64,891
31	31.6658	44,807	48,891	51,678	65,864
32	32.1408	45,479	49,625	52,453	66,852
33	32.6229	46,161	50,369	53,240	67,855
34	33.1122	46,853	51,125	54,039	68,873
35	33.6089	47,556	51,892	54,849	69,906
36	34.1131	48,270	52,670	55,672	70,955
37	34.6248	48,994	53,460	56,507	72,019
38	35.1441	49,728	54,262	57,355	73,099
39	35.6713	50,474	55,076	58,215	74,196
40	36.2064	51,232	55,902	59,088	75,309
41	36.7494	52,000	56,741	59,975	76,438
42	37.3007	52,780	57,592	60,874	77,585
43	37.8602	53,572	58,456	61,787	78,749
44	38.4281	54,375	59,332	62,714	79,930
45	39.0045	55,191	60,222	63,655	81,129
46	39.5896	56,019	61,126	64,610	82,346
47	40.1834	56,859	62,043	65,579	83,581

2080 - Administrative Office Associate I
2080 - Bookkeeper - Middle School
2080 - Communication Program Associate
2080 - Customer Support Technician I
2080 - Data Processing Specialist
2080 - Electrical Craftsman I
2080 - Electronics Craftsman I
2080 - Employee Relations Associate
2080 - Financial Assistant
2080 - Fleet Technician I
2080 - Food Service Craftsman I
2080 - Human Resources Associate
2080 - HVAC Craftsman I
2080 - Library Cataloger
2080 - Machinist Craftsman I
2080 - Pest Control Technician
2080 - Plumbing Craftsman I
2080 - Refrigeration Craftsman I
2080 - School Admin Associate I
1415/1632 - Security Assistant - Renaissance
1544/2080 - Security Officer - 10/12 mo
2080 - Web Page Design Technician

U12

Annual Hours		1309	1415	1600	2080
Creditable Years of Experience	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	22.1322	28,971	31,317	35,411	46,034
1	22.4089	29,333	31,708	35,854	46,610
2	22.6890	29,699	32,104	36,302	47,193
3	22.9726	30,071	32,506	36,756	47,783
4	23.2598	30,447	32,912	37,215	48,380
5	23.5505	30,827	33,323	37,680	48,985
6	23.8449	31,212	33,740	38,151	49,597
7	24.1430	31,603	34,162	38,628	50,217
8	24.4448	31,998	34,589	39,111	50,845
9	24.7503	32,398	35,021	39,600	51,480
10	25.0597	32,803	35,459	40,095	52,124
11	25.3729	33,213	35,902	40,596	52,775
12	25.6901	33,628	36,351	41,104	53,435
13	26.0112	34,048	36,805	41,617	54,103
14	26.3364	34,474	37,266	42,138	54,779
15	26.7314	34,991	37,824	42,770	55,601
16	27.1324	35,516	38,392	43,411	56,435
17	27.5394	36,049	38,968	44,063	57,281
18	27.9525	36,589	39,552	44,724	58,141
19	28.3717	37,138	40,145	45,394	59,013
20	28.7973	37,695	40,748	46,075	59,898
21	29.2293	38,261	41,359	46,766	60,796
22	29.6677	38,835	41,979	47,468	61,708
23	30.1127	39,417	42,609	48,180	62,634
24	30.5644	40,008	43,248	48,903	63,573
25	31.0229	40,608	43,897	49,636	64,527
26	31.4882	41,218	44,555	50,381	65,495
27	31.9606	41,836	45,224	51,136	66,478
28	32.4400	42,463	45,902	51,904	67,475
29	32.9266	43,100	46,591	52,682	68,487
30	33.4205	43,747	47,290	53,472	69,514
31	33.9218	44,403	47,999	54,274	70,557
32	34.4306	45,069	48,719	55,088	71,615
33	34.9470	45,745	49,450	55,915	72,689
34	35.4712	46,431	50,191	56,753	73,780
35	36.0033	47,128	50,944	57,605	74,886
36	36.5434	47,835	51,708	58,469	76,010
37	37.0915	48,552	52,484	59,346	77,150
38	37.6479	49,281	53,271	60,236	78,307
39	38.2126	50,020	54,070	61,140	79,482
40	38.7858	50,770	54,881	62,057	80,674
41	39.3676	51,532	55,705	62,988	81,884
42	39.9581	52,305	56,540	63,932	83,112
43	40.5575	53,089	57,388	64,892	84,359
44	41.1658	53,886	58,249	65,865	85,624
45	41.7833	54,694	59,123	66,853	86,909
46	42.4101	55,514	60,010	67,856	88,213
47	43.0462	56,347	60,910	68,873	89,536

2080 - Accounts Payable Technician
2080 - Administrative Office Assoc II
2080 - Assistant Warehouse Manager
2080 - Benefits Assistant
2080 - Bookkeeper - High School
2080 - Building Operations Supervisor
1600 - Cafeteria Manager I
2080 - Carpentry Craftsman II
2080 - General Maintenance Craft II
1309 - Interpreter
2080 - Inventory Technician
2080 - Licensure Analyst
2080 - Painter Craftsman II
2080 - Payroll Assistant
2080 - Records Analyst
2080 - Research, Evaluation and Assessment Assistant
2080 - School Admin Associate II - High School
1415 - School Security Officer II
2080 - Substitute Office Associate
2080 - Technology Support Technician

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U13

	Annual Hours	930	1023	1116	1209	1302	1309	1393	1395	1488	1600	1680	1720	2080
Creditable Years of Experience	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	23.7212	22,060	24,266	26,472	28,678	30,885	31,051	33,043	33,091	35,297	37,953	39,851	40,800	49,340
1	24.0178	22,336	24,570	26,803	29,037	31,271	31,439	33,456	33,504	35,738	38,428	40,349	41,310	49,957
2	24.3180	22,615	24,877	27,138	29,400	31,662	31,832	33,874	33,923	36,185	38,908	40,854	41,826	50,581
3	24.6220	22,898	25,188	27,478	29,767	32,057	32,230	34,298	34,347	36,637	39,395	41,364	42,349	51,213
4	24.9297	23,184	25,503	27,821	30,140	32,458	32,632	34,727	34,776	37,095	39,887	41,881	42,879	51,853
5	25.2414	23,474	25,821	28,169	30,516	32,864	33,040	35,161	35,211	37,559	40,386	42,405	43,415	52,502
6	25.5569	23,767	26,144	28,521	30,898	33,275	33,453	35,600	35,651	38,028	40,891	42,935	43,957	53,158
7	25.8763	24,064	26,471	28,877	31,284	33,690	33,872	36,045	36,097	38,503	41,402	43,472	44,507	53,822
8	26.1998	24,365	26,802	29,238	31,675	34,112	34,295	36,496	36,548	38,985	41,919	44,015	45,063	54,495
9	26.5273	24,670	27,137	29,604	32,071	34,538	34,724	36,952	37,005	39,472	42,443	44,565	45,626	55,176
10	26.8589	24,978	27,476	29,974	32,472	34,970	35,158	37,414	37,468	39,966	42,974	45,122	46,197	55,866
11	27.1946	25,290	27,820	30,349	32,878	35,407	35,597	37,882	37,936	40,465	43,511	45,686	46,774	56,564
12	27.5345	25,607	28,167	30,728	33,289	35,849	36,042	38,355	38,410	40,971	44,055	46,257	47,359	57,271
13	27.8787	25,927	28,519	31,112	33,705	36,298	36,493	38,835	38,890	41,483	44,605	46,836	47,951	57,987
14	28.2272	26,251	28,876	31,501	34,126	36,751	36,949	39,320	39,376	42,002	45,163	47,421	48,550	58,712
15	28.6506	26,645	29,309	31,974	34,638	37,303	37,503	39,910	39,967	42,632	45,840	48,133	49,279	59,593
16	29.0804	27,044	29,749	32,453	35,158	37,862	38,066	40,508	40,567	43,271	46,528	48,855	50,018	60,487
17	29.5166	27,450	30,195	32,940	35,685	38,430	38,637	41,116	41,175	43,920	47,226	49,587	50,768	61,394
18	29.9593	27,862	30,648	33,434	36,220	39,007	39,216	41,733	41,793	44,579	47,934	50,331	51,529	62,315
19	30.4087	28,280	31,108	33,936	36,764	39,592	39,804	42,359	42,420	45,248	48,653	51,086	52,302	63,250
20	30.8648	28,704	31,574	34,445	37,315	40,185	40,402	42,994	43,056	45,926	49,383	51,852	53,087	64,198
21	31.3278	29,134	32,048	34,961	37,875	40,788	41,008	43,639	43,702	46,615	50,124	52,630	53,883	65,161
22	31.7977	29,571	32,529	35,486	38,443	41,400	41,623	44,294	44,357	47,314	50,876	53,420	54,692	66,139
23	32.2747	30,015	33,017	36,018	39,020	42,021	42,247	44,958	45,023	48,024	51,639	54,221	55,512	67,131
24	32.7588	30,465	33,512	36,558	39,605	42,651	42,881	45,633	45,698	48,745	52,414	55,034	56,345	68,138
25	33.2502	30,922	34,014	37,107	40,199	43,291	43,524	46,317	46,384	49,476	53,200	55,860	57,190	69,160
26	33.7489	31,386	34,525	37,663	40,802	43,941	44,177	47,012	47,079	50,218	53,998	56,698	58,048	70,197
27	34.2552	31,857	35,043	38,228	41,414	44,600	44,840	47,717	47,786	50,971	54,808	57,548	58,918	71,250
28	34.7690	32,335	35,568	38,802	42,035	45,269	45,512	48,433	48,502	51,736	55,630	58,411	59,802	72,319
29	35.2905	32,820	36,102	39,384	42,666	45,948	46,195	49,159	49,230	52,512	56,464	59,288	60,699	73,404
30	35.8199	33,312	36,643	39,975	43,306	46,637	46,888	49,897	49,968	53,300	57,311	60,177	61,610	74,505
31	36.3572	33,812	37,193	40,574	43,955	47,337	47,591	50,645	50,718	54,099	58,171	61,080	62,534	75,622
32	36.9026	34,319	37,751	41,183	44,615	48,047	48,305	51,405	51,479	54,911	59,044	61,996	63,472	76,757
33	37.4561	34,834	38,317	41,801	45,284	48,767	49,030	52,176	52,251	55,734	59,929	62,926	64,424	77,908
34	38.0179	35,356	38,892	42,427	45,963	49,499	49,765	52,958	53,034	56,570	60,828	63,870	65,390	79,077
35	38.5882	35,887	39,475	43,064	46,653	50,241	50,511	53,753	53,830	57,419	61,741	64,828	66,371	80,263
36	39.1670	36,425	40,067	43,710	47,352	50,995	51,269	54,559	54,637	58,280	62,667	65,800	67,367	81,467
37	39.7545	36,971	40,668	44,366	48,063	51,760	52,038	55,378	55,457	59,154	63,607	66,787	68,377	82,689
38	40.3508	37,526	41,278	45,031	48,784	52,536	52,819	56,208	56,289	60,041	64,561	67,789	69,403	83,929
39	40.9561	38,089	41,898	45,707	49,515	53,324	53,611	57,051	57,133	60,942	65,529	68,806	70,444	85,188
40	41.5704	38,660	42,526	46,392	50,258	54,124	54,415	57,907	57,990	61,856	66,512	69,838	71,501	86,466
41	42.1940	39,240	43,164	47,088	51,012	54,936	55,231	58,776	58,860	62,784	67,510	70,885	72,573	87,763
42	42.8269	39,829	43,811	47,794	51,777	55,760	56,060	59,657	59,743	63,726	68,523	71,949	73,662	89,079
43	43.4693	40,426	44,469	48,511	52,554	56,597	56,901	60,552	60,639	64,682	69,550	73,028	74,767	90,416
44	44.1214	41,032	45,136	49,239	53,342	57,446	57,754	61,461	61,549	65,652	70,594	74,123	75,888	91,772
45	44.7832	41,648	45,813	49,978	54,142	58,307	58,621	62,382	62,472	66,637	71,653	75,235	77,027	93,149
46	45.4549	42,273	46,500	50,727	54,954	59,182	59,500	63,318	63,409	67,636	72,727	76,364	78,182	94,546
47	46.1367	42,907	47,197	51,488	55,779	60,069	60,392	64,268	64,360	68,651	73,818	77,509	79,355	95,964

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 Assistant
2080 - Customer Support Technician II
2080 - Data Management Analyst
1393 - Driver Education Instructor
2080 - Electrical Craftsman II
2080 - Electronics Craftsman II
2080 - Executive Office Associate 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 Assistant III
2080 - Refrigeration Craftsman II
2080 - Testing Assistant
2080 - Warehouse & Distribution Technician
2080 - Workers Comp Claims Analyst

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U14

Annual Hours		1309	1600	2080
Creditable Years of Experience	Hourly Rate	10-mo 187 days 7hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	25.4147	33,267	40,663	52,862
1	25.7324	33,683	41,171	53,523
2	26.0541	34,104	41,686	54,192
3	26.3798	34,531	42,207	54,869
4	26.7095	34,962	42,735	55,555
5	27.0434	35,399	43,269	56,250
6	27.3814	35,842	43,810	56,953
7	27.7237	36,290	44,357	57,665
8	28.0702	36,743	44,912	58,386
9	28.4211	37,203	45,473	59,115
10	28.7764	37,668	46,042	59,854
11	29.1361	38,139	46,617	60,603
12	29.5003	38,615	47,200	61,360
13	29.8690	39,098	47,790	62,127
14	30.2424	39,587	48,387	62,904
15	30.6960	40,181	49,113	63,847
16	31.1565	40,783	49,850	64,805
17	31.6238	41,395	50,598	65,777
18	32.0982	42,016	51,357	66,764
19	32.5796	42,646	52,127	67,765
20	33.0683	43,286	52,909	68,782
21	33.5644	43,935	53,703	69,813
22	34.0678	44,594	54,508	70,861
23	34.5788	45,263	55,326	71,923
24	35.0975	45,942	56,156	73,002
25	35.6240	46,631	56,998	74,097
26	36.1583	47,331	57,853	75,209
27	36.7007	48,041	58,721	76,337
28	37.2512	48,761	59,601	77,482
29	37.8100	49,493	60,496	78,644
30	38.3771	50,235	61,403	79,824
31	38.9528	50,989	62,324	81,021
32	39.5371	51,754	63,259	82,237
33	40.1301	52,530	64,208	83,470
34	40.7321	53,318	65,171	84,722
35	41.3431	54,118	66,148	85,993
36	41.9632	54,929	67,141	87,283
37	42.5927	55,753	68,148	88,592
38	43.2316	56,590	69,170	89,921
39	43.8800	57,438	70,208	91,270
40	44.5382	58,300	71,261	92,639
41	45.2063	59,175	72,330	94,029
42	45.8844	60,062	73,415	95,439
43	46.5727	60,963	74,516	96,871
44	47.2713	61,878	75,634	98,324
45	47.9803	62,806	76,768	99,799
46	48.7000	63,748	77,920	101,296
47	49.4305	64,704	79,088	102,815

2080 - Assistant Distribution Center Supervisor
2080 - Benefits Specialist I
2080 - Bus Driver Trainer
1600 - Cafeteria Manager III
2080 - Carpentry Craftsman III
2080 - Executive Office Associate II
2080 - General Maintenance 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

U15

Annual Hours		1488	2080
Creditable Years of Experience	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day
0	27.2259	40,512	56,629
1	27.5663	41,018	57,337
2	27.9109	41,531	58,054
3	28.2597	42,050	58,780
4	28.6130	42,576	59,515
5	28.9706	43,108	60,258
6	29.3328	43,647	61,012
7	29.6994	44,192	61,774
8	30.0707	44,745	62,547
9	30.4466	45,304	63,328
10	30.8271	45,870	64,120
11	31.2125	46,444	64,922
12	31.6026	47,024	65,733
13	31.9977	47,612	66,555
14	32.3976	48,207	67,387
15	32.8836	48,930	68,397
16	33.3769	49,664	69,423
17	33.8775	50,409	70,465
18	34.3857	51,165	71,522
19	34.9015	51,933	72,595
20	35.4250	52,712	73,684
21	35.9563	53,502	74,789
22	36.4957	54,305	75,911
23	37.0431	55,120	77,049
24	37.5988	55,947	78,205
25	38.1628	56,786	79,378
26	38.7352	57,637	80,569
27	39.3162	58,502	81,777
28	39.9060	59,380	83,004
29	40.5046	60,270	84,249
30	41.1121	61,174	85,513
31	41.7288	62,092	86,795
32	42.3547	63,023	88,097
33	42.9901	63,969	89,419
34	43.6349	64,928	90,760
35	44.2894	65,902	92,121
36	44.9538	66,891	93,503
37	45.6281	67,894	94,906
38	46.3125	68,913	96,330
39	47.0072	69,946	97,774
40	47.7123	70,995	99,241
41	48.4280	72,060	100,730
42	49.1544	73,141	102,241
43	49.8917	74,238	103,774
44	50.6401	75,352	105,331
45	51.3997	76,482	106,911
46	52.1707	77,630	108,515
47	52.9532	78,794	110,142

2080 - Boiler Craftsman III
2080 - Building Manager
2080 - Custodial Supervisor
2080 - Distribution 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 - Occupational Health & Safety Tech
1488 - Occupat'l Therapy Assistant (COTA)
2080 - Paralegal
1488 - Physical Therapy Assistant (LPTA)
2080 - Plumbing Craftsman III
2080 - Refrigeration Craftsman III
2080 - Special Project Support (Title Only)

U16

Annual Hours		1309	2080
Creditable Years of Experience	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day
0	29.1748	38,189	60,683
1	29.5395	38,667	61,442
2	29.9088	39,150	62,210
3	30.2826	39,639	62,987
4	30.6612	40,135	63,775
5	31.0444	40,637	64,572
6	31.4325	41,145	65,379
7	31.8254	41,659	66,196
8	32.2232	42,180	67,024
9	32.6260	42,707	67,862
10	33.0338	43,241	68,710
11	33.4467	43,781	69,569
12	33.8648	44,329	70,438
13	34.2881	44,883	71,319
14	34.7167	45,444	72,210
15	35.2375	46,125	73,294
16	35.7661	46,817	74,393
17	36.3025	47,519	75,509
18	36.8471	48,232	76,641
19	37.3998	48,956	77,791
20	37.9608	49,690	78,958
21	38.5302	50,436	80,142
22	39.1081	51,192	81,344
23	39.6948	51,960	82,565
24	40.2902	52,739	83,803
25	40.8945	53,530	85,060
26	41.5080	54,333	86,336
27	42.1306	55,148	87,631
28	42.7625	55,976	88,946
29	43.4040	56,815	90,280
30	44.0550	57,667	91,634
31	44.7159	58,533	93,009
32	45.3866	59,411	94,404
33	46.0674	60,302	95,820
34	46.7584	61,206	97,257
35	47.4598	62,124	98,716
36	48.1717	63,056	100,197
37	48.8942	64,002	101,699
38	49.6277	64,962	103,225
39	50.3721	65,937	104,773
40	51.1277	66,926	106,345
41	51.8946	67,930	107,940
42	52.6730	68,948	109,559
43	53.4631	69,983	111,203
44	54.2650	71,032	112,871
45	55.0790	72,098	114,564
46	55.9052	73,179	116,282
47	56.7438	74,277	118,027

2080 - Accounting Systems Specialist
2080 - Benefits Specialist II
2080 - Boiler Specialist
2080 - Construction Inspector
2080 - Crash Investigator
2080 - Customer Support Center Supervisor
2080 - Educational Data Analyst
2080 - Executive Office Associate III
2080 - Facilities Asset Manager
2080 - Fleet Foreman
2080 - Food Services Area Supervisor
2080 - Food Service Program Analyst
2080 - HVAC Specialist
1309 - Interpreter III
2080 - Multimedia Communication Producer
2080 - Network Technician II
2080 - Occupational Safety Specialist
2080 - Procurement Card Program Analyst
2080 - Secretary & Clerk to the Board
2080 - Student Information System Specialist

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U17

Annual Hours	1768	2080
Creditable Years of Experience	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	55,269	65,023
1	55,960	65,835
2	56,660	66,659
3	57,368	67,492
4	58,085	68,335
5	58,811	69,189
6	59,546	70,054
7	60,290	70,930
8	61,044	71,817
9	61,807	72,714
10	62,580	73,623
11	63,362	74,544
12	64,154	75,475
13	64,956	76,419
14	65,768	77,374
15	66,754	78,535
16	67,756	79,713
17	68,772	80,908
18	69,804	82,122
19	70,851	83,354
20	71,914	84,604
21	72,992	85,873
22	74,087	87,161
23	75,199	88,469
24	76,326	89,796
25	77,471	91,143
26	78,633	92,510
27	79,813	93,898
28	81,010	95,306
29	82,225	96,736
30	83,459	98,187
31	84,711	99,660
32	85,981	101,154
33	87,271	102,672
34	88,580	104,212
35	89,909	105,775
36	91,257	107,362
37	92,626	108,972
38	94,016	110,607
39	95,426	112,266
40	96,857	113,950
41	98,310	115,659
42	99,785	117,394
43	101,282	119,155
44	102,801	120,942
45	104,343	122,756
46	105,908	124,598
47	107,497	126,467

2080 - Accountant, Senior
2080 - Budget Analyst
2080 - Construction Inspector, Senior (Title Only)
2080 - Fleet Supervisor
2080 - Geographic Information Systems (GIS) Analyst
2080 - Interpreter Specialist
2080 - Procurement Specialist I
2080 - School Improvement Specialist (MS)
1768 - Student Support Specialist
2080 - Supervisor Maintenance
2080 - Technical Contract Manager

U18

Annual Hours	1408	1600	1768	2080
Creditable Years of Experience	10-mo 192 days 7.33hr/day	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	47,160	53,592	59,219	69,669
1	47,750	54,261	59,959	70,540
2	48,347	54,940	60,709	71,422
3	48,951	55,627	61,467	72,315
4	49,563	56,322	62,236	73,219
5	50,183	57,026	63,014	74,134
6	50,810	57,739	63,801	75,060
7	51,445	58,460	64,599	75,999
8	52,088	59,191	65,406	76,949
9	52,739	59,931	66,224	77,910
10	53,399	60,680	67,052	78,885
11	54,066	61,439	67,890	79,870
12	54,742	62,207	68,738	80,869
13	55,426	62,984	69,598	81,880
14	56,119	63,772	70,468	82,903
15	56,961	64,728	71,525	84,147
16	57,815	65,699	72,598	85,409
17	58,682	66,685	73,687	86,690
18	59,563	67,685	74,792	87,991
19	60,456	68,700	75,914	89,310
20	61,363	69,731	77,052	90,650
21	62,283	70,777	78,208	92,010
22	63,218	71,838	79,381	93,390
23	64,166	72,916	80,572	94,791
24	65,128	74,010	81,781	96,213
25	66,105	75,120	83,007	97,656
26	67,097	76,247	84,252	99,121
27	68,103	77,390	85,516	100,608
28	69,125	78,551	86,799	102,117
29	70,162	79,729	88,101	103,648
30	71,214	80,925	89,423	105,203
31	72,283	82,139	90,764	106,781
32	73,367	83,371	92,125	108,383
33	74,467	84,622	93,507	110,009
34	75,584	85,891	94,910	111,659
35	76,718	87,180	96,334	113,334
36	77,869	88,487	97,779	115,034
37	79,037	89,815	99,245	116,759
38	80,222	91,162	100,734	118,511
39	81,426	92,529	102,245	120,288
40	82,647	93,917	103,779	122,093
41	83,887	95,326	105,335	123,924
42	85,145	96,756	106,915	125,783
43	86,422	98,207	108,519	127,670
44	87,719	99,680	110,147	129,585
45	89,035	101,176	111,799	131,529
46	90,370	102,693	113,476	133,501
47	91,726	104,234	115,178	135,504

2080 - Audiologist
2080 - Family Engagement Specialist
1600/2080 - Family Outreach Representative
2080 - Foundation Transition Planner
1768 - MTSS Coach
2080 - Network Administrator
2080 - Occupational Health and Safety Specialist
2080 - School Improvement Specialist (HS)
1408 - School Nurse
2080 - Sous-Chef
1600 - Student Activities Coordinator (MS)
2080 - Tech Services Support Supervisor
2080 - Transportation Area Supervisor
2080 - Work-Based Learning Specialist

U19

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	74,668
1	75,602
2	76,547
3	77,504
4	78,472
5	79,453
6	80,447
7	81,452
8	82,470
9	83,501
10	84,545
11	85,602
12	86,672
13	87,755
14	88,852
15	90,185
16	91,538
17	92,911
18	94,304
19	95,719
20	97,155
21	98,612
22	100,091
23	101,593
24	103,117
25	104,663
26	106,233
27	107,827
28	109,444
29	111,086
30	112,752
31	114,444
32	116,160
33	117,903
34	119,671
35	121,466
36	123,288
37	125,138
38	127,015
39	128,920
40	130,854
41	132,816
42	134,809
43	136,831
44	138,883
45	140,967
46	143,081
47	145,227

2080 - Accountant - Principal
2080 - Assistant Payroll Supervisor
2080 - Benefits Program Specialist
2080 - Coordinator Custodial Services
2080 - Coordinator Distribution Services
2080 - Coordinator Food Services
2080 - Coordinator Maintenance
2080 - Coordinator Mechanical Systems
2080 - Coordinator Public Relations I
2080 - Coordinator Special Projects
2080 - Energy Manager
2080 - Health Services Nursing Specialist
2080 - Instructional Specialist
2080 - Procurement Specialist II
2080 - Programmer/Analyst
2080 - School Counseling Department Chair
2080 - Specialist Professional Learning
2080 - Student Activities Coordinator (HS)
2080 - Supervisor Construction
2080 - Systems Administrator
2080 - Systems Engineer
2080 - Webmaster

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U20

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	79,999
1	80,999
2	82,011
3	83,036
4	84,074
5	85,125
6	86,189
7	87,267
8	88,357
9	89,462
10	90,580
11	91,713
12	92,859
13	94,020
14	95,195
15	96,623
16	98,072
17	99,543
18	101,036
19	102,552
20	104,090
21	105,652
22	107,236
23	108,845
24	110,478
25	112,135
26	113,817
27	115,524
28	117,257
29	119,016
30	120,801
31	122,613
32	124,452
33	126,319
34	128,214
35	130,137
36	132,089
37	134,070
38	136,082
39	138,123
40	140,195
41	142,298
42	144,432
43	146,599
44	148,798
45	151,030
46	153,295
47	155,594

2080 - Assistant Principal - Elementary School
2080 - Educational Data Specialist
2080 - Financial Management Specialist
2080 - Human Resources Information Systems Specialist
2080 - Internal Auditor
2080 - Marketing Specialist
2080 - Procurement Contract Specialist
2080 - Project Manager - Construction
2080 - Project Manager - Safe Schools
2080 - Specialist, Intergov't Affairs & Constituent Svcs
2080 - Systems Analyst
2080 - Transportation System Specialist

U21

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	85,726
1	86,798
2	87,883
3	88,981
4	90,094
5	91,220
6	92,360
7	93,515
8	94,684
9	95,867
10	97,066
11	98,279
12	99,507
13	100,751
14	102,011
15	103,541
16	105,094
17	106,670
18	108,270
19	109,894
20	111,543
21	113,216
22	114,914
23	116,638
24	118,387
25	120,163
26	121,966
27	123,795
28	125,652
29	127,537
30	129,450
31	131,392
32	133,363
33	135,363
34	137,394
35	139,455
36	141,546
37	143,669
38	145,825
39	148,012
40	150,232
41	152,486
42	154,773
43	157,095
44	159,451
45	161,843
46	164,270
47	166,734

2080 - Academic Dean - Middle School
2080 - Asst Director Custodial & Distribution Services
2080 - Assistant Director Maintenance Services
2080 - Assistant Director Mechanical Systems
2080 - Assistant Principal - Middle School
2080 - Coordinator Procurement
2080 - Coordinator Public Relations II
2080 - Coordinator Security & Emergency Management
2080 - Coordinator Transportation
2080 - Coordinator Transportation Routing/Analytics
2080 - Dean of Students (MS)
2080 - Demographer / GIS Manager
2080 - Development Team Leader (DOT)
2080 - Emergency Manager
2080 - Fleet Manager
2080 - Information Systems-Project Manager
2080 - Information Security Manager
2080 - Programmer Analyst - Sr
2080 - Staff Architect
2080 - Sustainability Officer
2080 - Systems Engineer Supervisor

U22

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	91,850
1	92,998
2	94,160
3	95,338
4	96,529
5	97,736
6	98,958
7	100,195
8	101,447
9	102,715
10	103,999
11	105,299
12	106,615
13	107,948
14	109,297
15	110,937
16	112,601
17	114,290
18	116,004
19	117,744
20	119,510
21	121,303
22	123,123
23	124,969
24	126,844
25	128,747
26	130,678
27	132,638
28	134,628
29	136,647
30	138,697
31	140,777
32	142,889
33	145,032
34	147,208
35	149,416
36	151,657
37	153,932
38	156,241
39	158,585
40	160,963
41	163,378
42	165,829
43	168,316
44	170,841
45	173,403
46	176,004
47	178,644

Note: All instructional coordinators are not listed

2080 - Academic Dean - High School
2080 - Assistant Director - Advanced Technology Center
2080 - Assistant Director - Food Services
2080 - Assistant Principal - High School
2080 - Coordinator Accounting
2080 - Coordinator Achievable Dream Academy
2080 - Coordinator Adult Academic Programs
2080 - Coordinator Benefits
2080 - Coordinator Budget Development
2080 - Coordinator Business and Information Technology
2080 - Coordinator Classification and Compensation
2080 - Coordinator Custodial Support/QA
2080 - Coordinator Early Literacy
2080 - Coordinator Educational Foundation
2080 - Coordinator Engineering/Technology
2080 - Coordinator Environmental Studies Program
2080 - Coordinator Guidance
2080 - Coordinator Health Services
2080 - Coordinator High School Redesign
2080 - Coordinators of Instruction
2080 - Coordinator K-12 Programs and Grants
2080 - Coordinator Medicaid Programs & Related Svcs
2080 - Coordinator Opportunity and Achievement
2080 - Coordinator Parent and Stakeholder Services
2080 - Coordinator PreK-12
2080 - Coordinator Professional Learning
2080 - Coordinator Psychological Services
2080 - Coordinator Recovery School
2080 - Coordinator Recruitment & Retention
2080 - Coordinator School/Community Partnerships
2080 - Coordinator School Social Work Services
2080 - Coordinator Section 504
2080 - Coordinator Special Education
2080 - Coordinator Student Activities
2080 - Coordinator Student Leadership
2080 - Coordinator Student Conduct/Services
2080 - Coordinator TCE Admin and Marketing Programs
2080 - Coordinator Technical and Career Education
2080 - Coordinator Technical Applications
2080 - Coordinator Title I
2080 - Coordinator Title IX
2080 - Coordinator Work-based Learning
2080 - Database Administrator
2080 - Dean of Students - High School
2080 - Grants Manager
2080 - Neuropsychologist
2080 - Payroll Supervisor
2080 - Risk Manager
2080 - Senior Internal Auditor
2080 - Specialist Employee Relations
2080 - Specialist Human Resources
2080 - Specialist Program Evaluation
2080 - Specialist Research
2080 - Specialist Testing
2080 - Technical Architect

VBCPS Unified Experience-Based Pay Scale
SY 2026-2027
Effective February 1, 2027

U23

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	98,413
1	99,644
2	100,889
3	102,150
4	103,427
5	104,720
6	106,029
7	107,354
8	108,696
9	110,055
10	111,431
11	112,823
12	114,234
13	115,662
14	117,107
15	118,864
16	120,647
17	122,457
18	124,294
19	126,158
20	128,051
21	129,971
22	131,921
23	133,900
24	135,908
25	137,947
26	140,016
27	142,116
28	144,248
29	146,412
30	148,608
31	150,837
32	153,100
33	155,396
34	157,727
35	160,093
36	162,494
37	164,932
38	167,406
39	169,917
40	172,466
41	175,053
42	177,678
43	180,343
44	183,049
45	185,794
46	188,581
47	191,410

2080 - Coordinator Information Services
2080 - Coordinator Technical Services
2080 - Director Advanced Technology Center
2080 - Director Family and Community Engagement
2080 - Director Research, Evaluation and Assessment
2080 - Director Security and Emergency Management
2080 - Director Testing
2080 - Director Transportation
2080 - Principal - Elementary School

U24

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	105,462
1	106,780
2	108,115
3	109,466
4	110,834
5	112,220
6	113,623
7	115,043
8	116,481
9	117,937
10	119,411
11	120,904
12	122,415
13	123,945
14	125,495
15	127,377
16	129,288
17	131,227
18	133,195
19	135,193
20	137,221
21	139,280
22	141,369
23	143,489
24	145,642
25	147,826
26	150,044
27	152,294
28	154,579
29	156,897
30	159,251
31	161,640
32	164,064
33	166,525
34	169,023
35	171,559
36	174,132
37	176,744
38	179,395
39	182,086
40	184,817
41	187,590
42	190,404
43	193,260
44	196,158
45	199,101
46	202,087
47	205,119

2080 - Associate School Board Attorney
2080 - Director Adult Learning Center
2080 - Director Benefits
2080 - Director Budget
2080 - Director Business Services
2080 - Director Compliance and Special Ed Services
2080 - Director Custodial & Distribution Services
2080 - Director Employee Relations
2080 - Director Employment Services
2080 - Director Food Services
2080 - Director Instructional Technology
2080 - Director K-12 and Gifted Programs
2080 - Director Maintenance Services
2080 - Director Opportunity and Achievement
2080 - Director Professional Growth and Innovation
2080 - Director Procurement Services
2080 - Director Student Leadership
2080 - Director Student Services
2080 - Director Technical & Career Education
2080 - Director Technical & Career Ed Center
2080 - Director Technology
2080 - Director Title I Programs
2080 - Head of School (Green Run Collegiate)
2080 - Principal - Middle School

U25

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	112,995
1	114,407
2	115,837
3	117,285
4	118,751
5	120,236
6	121,739
7	123,261
8	124,801
9	126,361
10	127,941
11	129,540
12	131,159
13	132,799
14	134,459
15	136,476
16	138,523
17	140,601
18	142,710
19	144,850
20	147,023
21	149,228
22	151,467
23	153,739
24	156,045
25	158,386
26	160,761
27	163,173
28	165,620
29	168,105
30	170,626
31	173,186
32	175,783
33	178,420
34	181,097
35	183,813
36	186,570
37	189,369
38	192,209
39	195,092
40	198,019
41	200,989
42	204,004
43	207,064
44	210,170
45	213,323
46	216,523
47	219,770

2080 - Director Alternative Education
2080 - Director Elementary Schools
2080 - Exec Dir Elementary Teaching and Learning
2080 - Exec Dir Facilities Services
2080 - Exec Dir Office of Programs for Exceptional Children
2080 - Exec Dir Planning, Innovation and Accountability
2080 - Exec Dir Secondary Teaching and Learning
2080 - Exec Dir Student Support Services
2080 - Exec Dir Transportation Fleet Management Services
2080 - Principal - High School
2080 - Senior School Board Attorney

VBCPS Unified Experience-Based Pay Scale
SY 2026-2027
Effective February 1, 2027

U26

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	121,078
1	122,592
2	124,124
3	125,676
4	127,247
5	128,837
6	130,448
7	132,078
8	133,730
9	135,401
10	137,094
11	138,807
12	140,542
13	142,299
14	144,078
15	146,239
16	148,433
17	150,659
18	152,919
19	155,213
20	157,541
21	159,904
22	162,303
23	164,737
24	167,208
25	169,717
26	172,262
27	174,846
28	177,469
29	180,131
30	182,833
31	185,575
32	188,359
33	191,185
34	194,052
35	196,963
36	199,917
37	202,916
38	205,960
39	209,049
40	212,185
41	215,368
42	218,599
43	221,877
44	225,206
45	228,584
46	232,012
47	235,493

2080 - Senior Executive Director Elementary Schools
2080 - Senior Executive Director Middle Schools
2080 - Senior Executive Director High Schools

U27

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	129,734
1	131,355
2	132,997
3	134,660
4	136,343
5	138,047
6	139,773
7	141,520
8	143,289
9	145,080
10	146,894
11	148,730
12	150,589
13	152,471
14	154,377
15	156,693
16	159,043
17	161,429
18	163,851
19	166,308
20	168,803
21	171,335
22	173,905
23	176,514
24	179,161
25	181,849
26	184,576
27	187,345
28	190,155
29	193,008
30	195,903
31	198,841
32	201,824
33	204,851
34	207,924
35	211,043
36	214,209
37	217,422
38	220,683
39	223,993
40	227,353
41	230,764
42	234,225
43	237,739
44	241,304
45	244,924
46	248,598
47	252,327

2080 - Chief Academic Officer Teaching and Learning
2080 - Chief Communications and Community Engagement Officer
2080 - Chief Financial Officer
2080 - Chief Human Resources Officer
2080 - Chief Information Officer
2080 - Chief Operations Officer
2080 - Chief Schools Officer

U28

Annual Hours	2080
Creditable Years of Experience	12-mo 260 days 8hr/day
0	139,008
1	140,746
2	142,506
3	144,287
4	146,090
5	147,916
6	149,766
7	151,638
8	153,533
9	155,452
10	157,395
11	159,363
12	161,355
13	163,372
14	165,414
15	167,895
16	170,413
17	172,970
18	175,564
19	178,198
20	180,871
21	183,584
22	186,338
23	189,133
24	191,970
25	194,849
26	197,772
27	200,738
28	203,750
29	206,806
30	209,908
31	213,057
32	216,253
33	219,496
34	222,789
35	226,130
36	229,523
37	232,965
38	236,460
39	240,007
40	243,607
41	247,261
42	250,970
43	254,734
44	258,555
45	262,434
46	266,370
47	270,366

2080 - Chief of Staff
2080 - School Board Attorney
2080 - School Board Auditor

TABLE OF ALLOWANCES SY 2026 - 2027 Effective February 1, 2027		
CODE	**DESCRIPTION**	**VALUE**
ZALW 7016	Acting Pay* (Per Regulation 4-35.3)	Varies
ZALW 7010	Additional Class - HS Teacher	8,500.00
ZALW 7011	Additional Class - MS Teacher	8,500.00
ZALW 7000	Additional Time - Vocational Teacher	400.00
ZALW 7200	Advanced Certificate (CAGS, ED.S., or Masters plus 30)	4,825.00
ZALW7288	ASE Certification (Automotive Service Association)	500.00
ZALW7289	ASE Master Certification (Automotive Service Association)	1,500.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher (3-year cycle)	1,000.00
ZALW 7211	Clerical 180 Points Allowance	350.00
ZALW 7212	Clerical 360 Points Allowance	475.00
ZALW 7213	Clerical Associate Degree	525.00
ZALW 7214	Clerical Bachelor Degree	750.00
ZALW 7220	Clinical Competency Certification	1,000.00
ZALW 7097	Data Communication Allowance	540.00
ZALW 7230	Doctorate Administrative	6,920.00
ZALW 7231	Doctorate Instructional	6,620.00
ZALW 7095	Executive Communication Allowance	1,200.00
ZALW 7096	Emergency Communication Allowance	420.00
ZALW 7235	School Nutrition Specialist	1,000.00
ZALW 7031	Hazardous Waste Removal	1,000.00
ZALW 7245	Interpreter 180 Points Allowance	350.00
ZALW 7246	Interpreter 360 Points Allowance	475.00
ZALW 7250	Masters Allowance Instructional	3,265.00
ZALW 7271	Masters Allowance Professional	2,900.00
ZALW 7398	Military Leave Differential Allowance - (Based on the individual's assignment)	Varies
ZALW 7051	Miscellaneous Credit*	Varies
ZALW 7255	MS Certified Systems Eng/Dev	1,500.00
ZALW 7260	National Board for Teaching Standards Certification	2,000.00
ZALW 7267	Nursing Bachelors Degree	750.00
ZALW 7270	Professional Licenses/Certifications	1,500.00
ZALW 7075	Doctoral Intern in Professional Psychology* (Eligible for health insurance subsidy)	32,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW7287	State Inspector's License	1,000.00
ZALW 7285	Journeyman Tradesman License	350.00
ZALW 7286	Master Tradesman License	1,000.00
ZALW 7297	Teacher/Security Assistant Bachelor's Degree	750.00
ZALW 7050	Temporary Duty Allowance*	Varies
ZALW 7090	Travel Allowance (Per contract or employment agreement)	Varies
*2026 - 2027	Tuition Reimbursement Rate (Per Policy 4-39)	2,000.00

* Denotes allowances that are not subject to VRS

VIRGINIA BEACH CITY PUBLIC SCHOOLS
CHARTING THE COURSE

School Board Agenda Item

Subject: Personnel Report/Administrative Appointments

Item Number: 15A

Date: October 27, 2026

Section: Action

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 appointments and the acceptance of the resignations, retirements and other employment actions as listed on the October 27, 2026, 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

Next Steps:

No further action needed.

Subject: Closed Session

Item Number: 17

Date: October 27, 2026

Section: Closed Session

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 7, 8, and 29 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.

29. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body.

    Namely to discuss:

    A. Princess Anne High School CIP project – final RFP draft.

B. Status of pending litigation or administrative cases.
C. 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.