

The Northampton County School Board

School Board Meeting

Thursday, June 25, 2026

Closed session @ 5:00 p.m. – Open session @ 6:00 p.m. (Approx.)

School Board Administration Building - Conference Room

7207 Young Street, Machipongo, Virginia 23405

Board Members Present:

Mrs. Liz Jones, Board Chair
Mr. Joseph Andrews, Vice Board Chair
Mrs. Jill Bieri, Board Member
Mr. Ian Brenson, Board Member
Mrs. Jo Ann Molera, Board Member
Mrs. Betty Borden, Board Member
Mr. Wayne Bell, Jr., Board Member

Other Attendees Present:

Dr. Lisa Martin, Superintendent
Ms. Karen Reid, Board Clerk

Board Members Absent:

None

Board Chair Liz Jones called the meeting to order and requested a motion to enter a closed session. A motion was made by Mr. Brenson and seconded by Mrs. Borden. Without objection, the board convened a closed session meeting.

Reconvene Open Session/Certification of Closed Session

Chair Jones asked for a motion to come out of closed session and re-enter the open session. A motion was made by Mr. Brenson and seconded by Mrs. Borden. Without objection, the board reconvened an open session.

Chair Jones then requested a roll call vote from board members to certify that the closed session meeting was held in conformity with Virginia law.

Mrs. Molera - Yes

Mrs. Bieri – Yes

Mr. Bell - Yes

Mrs. Borden - Yes

Mr. Brenson - Yes

Mr. Andrews - Yes

Mrs. Jones - Yes

Motion carried.

Adoption of the Agenda

Chair Jones asked for a motion from the board to adopt the agenda as presented. A motion was made by Mr. Brenson and seconded by Mrs. Borden. Without objection, the motion was unanimously carried forward.

Opening Exercises

Dr. Martin led the Pledge of Allegiance and held a moment of silence.

Public Comment(s)

Chair Jones asked if any in-person or emailed public comments had been received. None were received.

Discussion Topics/Presentations

Professional Development Plans-FY27

Dr. Taneshia Rachal, Assistant Superintendent of Curriculum and Instruction, started by saying she would be giving an overview of the 2026-2027 Professional Development Plans. Dr. Rachal started the discussion by sharing information on the 2026 summer development opportunities, followed by 2026/2027 professional development topics. Board members asked questions as Dr. Rachal responded.



For the 2026-27 school year, in-services will be held on the following days:

Division Led:

- August 10-12
- August 13-14, 17-21
- November 3
- January 26

Building Led (½ day PD):

- September 15
- December 9
- February 12
- May 12



Upcoming 2026-2027 PD Topics

- Classroom Library Training
- Collaborative for Teaching & Learning (CTL)
- Data to Instruction: Strengthening Writing Across Content Areas w/ T/TAC
- HMH Training
- Model Lesson Plan Training
- Monthly Principal Meetings
- NWEA MAP Refresher
- Small Group Literacy Training for I.A.'s
- Special Education Updates

Northampton County Public Schools
Professional Development Catalog



[Click here to view.](#)



Northampton County Schools
All Division Welcome and Pre-Planning Week Schedule
2026-2027

Thursday, August 13, 2026

All Staff - Required			
Time Slot	Training	Target Audience	Room
8:00 a.m. - 8:30 a.m.	Continental Breakfast / Sign-in Booth	All Staff	Cafeteria & Hallway
8:30 a.m. - 12:00 p.m.	All Division Welcome by Dr. Martin School Board Member - TBD Board of Supervisors - TBD Education Foundation Chair - Ms. Billie-Jean Benson NAACP Representative - TBD Guest Speaker - Joshua Peach Principals Recognize New & Returning Staff Introduction of the Superintendent's Cabinet Awards for Years of Service	All Staff	NHS/MS Auditorium
12:00 p.m. - 1:00 p.m.	Lunch (Grab and Go - Provided) Time to Travel to Schools	All Staff	Auditorium Lobby
1:00 p.m. - 3:30 p.m.	Building Level Activities	All Staff	Buildings



Northampton County Schools
All Division Welcome and Pre-Planning Week Schedule
2026-2027

Friday, August 14, 2026

Time Slot	Training	Target Audience	Room
8:30 a.m. - 9:30 a.m.	Model Lesson Plan Training	Teachers (Grades 2-8 Required)	NHS/MS Library
9:30 a.m. - 10:30 a.m.	Classroom Library Training	K-8 Teachers	NHS/MS Library
10:30 a.m. - 12:30 p.m.	Scientific Method & Science Fair Training w/ ESSWCD, 4-H, and VIMS	K-8 Science Teachers	NHS/MS Choir Room
10:30 a.m. - 12:30 p.m.	AI in Education Learning Series: Part 2	9-12 Teachers	NHS/MS Cafeteria
Lunch 12:30 p.m. - 1:30 p.m. (On Your Own)			
1:30 p.m. - 3:30 p.m.	Building Level Activities/ Work in Classrooms	Teachers	Buildings



Northampton County Schools All Division Welcome and Pre-Planning Week Schedule 2026-2027			
Monday, August 17, 2026			
Time Slot	Training	Target Audience	Room
8:30 a.m. - 12:00 p.m.	IEP Developmental Series	SPED Teachers & SPED Administrators	NHS/MS Choir Room
8:30 a.m. - 10:30 a.m.	Small Group Literacy Training	K-6 Instructional Assistants	NHS/MS Library
8:30 a.m. - 10:30 a.m.	AI In Education Learning Series: Part 1	K-5 Teachers	NHS/MS Cafeteria
8:30 a.m. - 12:00 p.m.	Attendance Matters - Part 1	Attendance Officers	Central Office PD Room
8:30 a.m. - 12:00 p.m.	Cafeteria Management and Staff Workshop (Part 1)	Cafeteria Staff & Managers	Central Office Conf. Room
Lunch 12:00 p.m. - 1:00 p.m. (On Your Own)			
1:00 p.m. - 3:30 p.m.	IEP Developmental Series	SPED Teachers & SPED Administrators	NHS/MS Choir Room
1:00 p.m. - 3:30 p.m.	Attendance Matters - Part 2	Attendance Officers	Central Office PD Room
12:30 p.m. - 3:30 p.m.	Cafeteria Management and Staff Workshop (Part 2)	Cafeteria Staff & Managers	Central Office Conf. Room
1:30 p.m. - 3:30 p.m.	AI In Education Learning Series: Part 1	6-8 Teachers	NHS/MS Cafeteria



Northampton County Schools All Division Welcome and Pre-Planning Week Schedule 2026-2027			
Tuesday, August 18, 2026			
Time Slot	Training	Target Audience	Room
8:30 a.m. - 12:00 p.m.	CLASS Training	Pre-K, ECSE Teachers, and their Instructional Assistants	Central Office Conf. Room
8:30 a.m. - 9:30 a.m.	Ellevation: Overview of WIDA ELD Standards and Implications for Daily Instruction	Teachers & Administrators	Virtual
9:45 a.m. - 10:45 a.m.	Ellevation: Exploring Student Data	1st and 2nd Year Teachers	Virtual
11:00 a.m. - 12:00 p.m.	Ellevation: Lesson Planning and Integration	All Teachers	Virtual
8:30 a.m. - 12:00 p.m.	Handle with Care Training w/ Dr. Plowden	K-12 Instructional Assistants & Select School Staff	QUEST (Brick Building) Classroom 1 (on the left)
Lunch 12:00 p.m. - 1:00 p.m. (On Your Own)			
1:00 p.m. - 3:30 p.m.	Dual Enrollment Orientation - Meet & Greet: VCCS Policy Review; ESCE Procedures	All DE Teachers	Eastern Shore Community College (2 story bldg.) Room 147/148
1:00 p.m. - 3:30 p.m.	Just Right Reader Program	Pre-K, Kindergarten Teachers, and their Instructional Assistants	Central Office Conf. Room
1:00 p.m. - 3:30 p.m.	Handle with Care Training w/ Dr. Plowden	K-12 Instructional Assistants & Select School Staff	QUEST (Brick Building) Classroom 1 (on the left)
1:00 p.m. - 3:30 p.m.	Building Level Activities/ Work in Classrooms	All Other Teachers	Buildings



Northampton County Schools All Division Welcome and Pre-Planning Week Schedule 2026-2027			
Wednesday, August 19, 2026			
Time Slot	Training	Target Audience	Room
8:30 a.m. - 12:00 p.m.	Pre-K Curriculum Training	Pre-K, ECSE Teachers, and their Instructional Assistants	Central Office Conf. Room
8:30 a.m. - 10:30 a.m.	HMH	K-12 Reading Teachers	Virtual
10:30 a.m. - 12:00 p.m.	CTL	K-8 Teachers	Media Center at School Location
8:30 a.m. - 12:00 p.m.	Data to Instruction: Strengthening Writing Across Content Areas w/ T/TAC	9-12 Teachers	NHS/MS Cafeteria
Lunch 12:00 p.m. - 1:00 p.m. (On Your Own)			
1:00 p.m. - 3:30 p.m.	CTL	K-8 Teachers	Media Center at School Location
1:00 p.m. - 3:30 p.m.	Data to Instruction: Strengthening Writing Across Content Areas w/ T/TAC	9-12 Teachers	NHS/MS Cafeteria



Northampton County Schools All Division Welcome and Pre-Planning Week Schedule 2026-2027			
Thursday, August 20, 2026			
Time Slot	Training	Target Audience	Room
8:30 a.m. - 2:00 p.m.	Building Level Staff Meetings Work in Classrooms Set-Up for Open House	All Staff	Buildings
Lunch 12:00 p.m. - 1:00 p.m. (On Your Own)			
2:00 p.m. - 6:00 p.m.	Open House - KES & OES	All Staff	Buildings
2:00 p.m. - 6:00 p.m.	Open House - NMS & NHS	All Staff	Buildings
Friday, August 21, 2026			
Time Slot	Training	Target Audience	Room
8:30 a.m. - 10:30 a.m.	NWEA MAP Refresher	K-10 Teachers	Virtual
8:30 a.m. - 2:00 p.m.	Building Level Activities/ Specific Meetings/ Work in Classrooms	All Staff	Buildings



REQUIRED ANNUAL Trainings	
1. Fire Safety	1. Fire Safety
2. First Aid	2. First Aid
3. CPR	3. CPR
4. Bloodborne Pathogens	4. Bloodborne Pathogens
5. Hazardous Waste	5. Hazardous Waste
6. Emergency Response	6. Emergency Response
7. Security	7. Security
8. Safety	8. Safety
9. Health	9. Health
10. Environmental	10. Environmental
11. Other	11. Other



New Teacher Orientation

[illegible]

Wednesday, September 16
Wednesday, October 14
Wednesday, November 11
Wednesday, December 16
Wednesday, January 3
Wednesday, February 10
Wednesday, March 10
Wednesday, April 21

Wednesday, September 23
Thursday, October 21
Wednesday, December 9
Wednesday, February 3
Wednesday, March 17

Wednesday, September 30
Wednesday, November 10
Wednesday, January 20
Wednesday, February 24
Wednesday, April 14



NEW TEACHER WELCOME



AUGUST 10, 2026
from 8:45 - 9:15 in the Mornin

Media Center/Library
Occohannock Elementary School

Mrs. Paige Ford, Director of Federal and State Grants, said she would be discussing the Federal Title Programs Consolidated Application. Mrs. Ford first gave an overview of each title program the division participates in, explaining how the programs support the division's needs. Board members asked questions and shared their thoughts as Mrs. Ford responded.

Federal Title Programs Consolidated Application 2026

June 25, 2026

Title Programs IA, IC, II, III, IV, and V

Overview of Federal Title Programs

Federal Title Programs	
Program	Description
Title I A	Improving Basic Programs - Provides supplemental instructional assistance through additional staffing and supplies. For SY 26-27, Kiptopeke, Occohannock, and Northampton Middle are designated as Title 1 schools.
Title I C	Migrant Education - Provides funding to support the education of migratory students.
Title II	Supporting Effective Instruction - Preparing, training, and recruiting high-quality teachers and principals.

Federal Title Programs	
Program	Description
Title III	Limited English Proficiency - Provides supplemental instructional programs and professional development focused on the needs of our English Language Learner population.
Title IV	Student Support & Academic Enrichment - Provides for a well-rounded education, safe and healthy students, and effective use of technology.
Title V	Rural & Low Income - Provides additional funds related to needs from any areas above (IA through IV).

Allocations of Title Funding

Title Funds through ESEA are distributed through a school-based formula that is drawn from the census data and specific school data reported to the state each year.



Grant Planning based on 2025 Allocations

<u>Program</u>	<u>Fall 2025 Allocation</u>
Title IA	\$804,059.76
Title IC	\$38,538.43
Title IC, CIG	\$6,519.27
Title II	\$93,271.81
Title III	\$14,135.04
Title IV	\$59,357.07
Title V	\$45,763.62
Total	\$1,061,645.00



Stakeholder Engagement

- Annual surveys of faculty, families, and community stakeholders
- Meetings with community stakeholders at least twice per year to
 - review survey results
 - discuss programs and initiatives
 - preview proposed plans for spending Title funds



Title I, Part A Improving Basic Programs

Provides supplemental instructional assistance through additional staffing and supplies.

For SY 26-27, Kiptopeke, Occohannock, and Northampton Middle are designated as Title I schools.

Title I funding is determined by a statutory formula based on the number of children, ages 5 through 17, from low-income families from census data, which is updated annually.



Title I, Part A Improving Basic Programs

\$804,059.76	Base Allocation, Improving Basic Programs
<u>\$12,000.00</u>	Transferred in from Title IV
\$816,059.76	Application Total

Personnel Salaries and Benefits	\$709,048.02
Contractual Services	\$38,684.16
Internal Services	\$1,000.00
Other Services	\$750.00
Materials and Supplies	\$66,577.58

Title IA funding for Virginia has been reduced for the coming year.



Title I, Part A Improving Basic Programs

Personnel Salaries and Benefits

- Reading/Math Tutors
- Summer and After School Remediation Program (Teachers & Bus Drivers)
- Instructional Media Clerk (Paraprofessional)
- Reading Specialist
- ESL Tutor/Translators
- Instructional Coordinator - Literacy
- Partial Salary Federal Programs Financial Assistant, Director of State/Federal Grants/Programs, Instructional Coordinator - Math, Work-Based Learning Coordinator, Communications/Family Engagement Coordinator, Additional ESL teacher beyond SOQ



Title I, Part A Improving Basic Programs

- Professional Development on improving instruction to raise student achievement
- Licenses for Instructional Resources such as IXL Math, Science, and Social Studies; Gizmo; Discovery Education
- NWEA MAP Growth Assessment Testing
- Catered food for family engagement events
- Travel for school improvement conferences



Title I, Part A Improving Basic Programs

- Instructional Materials and Supplies-consumable math and reading supports; classroom workstation materials
- Set Aside-Parental Involvement-workshops that will assist parents in providing materials and resources to share effective strategies to help students
- School supplies and backpacks for students
- Books to support PBIS vending machines and Bookmobile
- Set Aside-Homeless Supportive Services: Personal Hygiene Kits



Title I, Part C Migrant Education

Provides funding to support the education of migratory students.

The Title I, C allocation changes based on the number of migrant students in our program and in the state in total.

The total state allocation has been reduced over recent years, so there is less money to go around.



Title I Part C, Migrant Education	\$38,538.43
Personnel Salaries and Benefits	\$31,898.69
Instructional materials and Supplies	\$6,639.74

Title I, C funds have been steadily decreasing due to the declining number of migratory students in Virginia and in Northampton County.



Title I, Part C Migrant Education

- Funding Supports
- Migrant Education Program staff salaries and benefits
 - Instructional supports and materials
 - Family Engagement



Title I Part C, Consortium Incentive Grant

Virginia Migrant Education Programs receive this funding for being members of the Migrant Parent Empowerment Consortium.



Title I Part C, Consortium Incentive Grant \$6,519.27

- | | |
|---------------------------------|------------|
| Personnel Salaries and Benefits | \$6,519.27 |
|---------------------------------|------------|
- Partial ESL/Migrant Parent Liaison salary and benefits



Title II Supporting Effective Instruction

Preparing, training, and recruiting high quality teachers and principals.

Formula based allocation: 20% of our allocation is our proportionate share of the state's number of children age 5-17 and 80% is based on our share of children age 5-17 from families with income under the poverty line.



Title II Supporting Effective Instruction \$93,271.81

Personnel Salaries and Benefits	\$61,033.40
Private School Equitable Share	\$11,137.23
Contractual Services	\$21,101.18

If allocated, Title II funding is likely to remain close to last year's level.



Title II Supporting Effective Instruction

Funding Supports

- Professional development to improve instruction
- Tuition support for teachers seeking initial or full licensure
- Recruitment and retention incentives for teachers of dual enrollment classes
- Partial Salary and Benefits Director of State/Federal Grants/Programs
- Stipends for new and current teacher instructional academy 2 days focusing on literacy, numeracy and science



Title III Limited English Proficiency

Provides supplemental instructional programs and professional development focused on the needs of our English Language Learner (EL) population.

The 2026-2027 Title III, Part A, federal allocation for each school division is based on the fall 2025 reported enrollment of ELs.



Title III Limited English Proficiency

\$14,135.04	Base Allocation, Limited English Proficiency
<u>\$24,000.00</u>	Transferred in from Title IV
\$38,135.04	Application Total

Personnel Salaries and Benefits	\$32,103.71
Contractual Services	\$2,500.00
Instructional Materials	\$3,531.33

Title III funds have remained relatively stable in recent years.



Title III Limited English Proficiency

Funding supports

- Partial Salary and Benefits ESL Tutor/Translator
- Stipends to support teacher professional development -
 - World Class Instructional Design and Assessment (WIDA) and
 - Sheltered Instruction Observation Protocol (SIOP)
- Professional development
- ELLII (formerly ESL Library)
- Instructional materials



Title IV, Part A Student Support and Academic Enrichment

Provides for a well rounded education, safe and healthy students, and effective use of technology.

A **division's share** of the Title IV, Part A funds is **proportionate** to the share of Title I, Part A funds it received in the previous fiscal year.



Title IV, Part A Student Support and Academic Enrichment

\$59,357.07	Base, Student Support/Academic Enrichment
(\$12,000.00)	Transferred <u>out</u> to Title IA
(\$24,000.00)	Transferred <u>out</u> to Title III
\$23,357.07	

Private School Equitable Share	\$4,144.00
Contractual Services	\$19,213.07



Title IV, Part A Student Support and Academic Enrichment

Funding Supports

- Dual enrollment costs
- Partial funding Ellevation database
- Transferring funds to support ESL support positions
- Private school professional development

Braiding funds from other sources to support important initiatives -

- Family engagement (I and V), professional development (IA, II, III, and V),
- enhancing curriculum (VDOE Botvin LifeSkills),
- student support (School-Based Mental Health grants, IA, III, and V).



Title V Rural & Low Income

Provides additional funds related to needs from Title Programs I, Part A through IV.

ESEA specifies the following eligibility criteria for RLIS:
Twenty percent or more of children aged 5 to 17 in average daily attendance must be from families with incomes below the poverty line as determined by the small area income poverty estimate data ([SAIPE Data](#)).

33 school divisions qualify to receive a proportionate share of Title V funds.



Title V Rural & Low Income

Personnel Salaries and Benefits

Contractual Services

Materials and Supplies/Other

\$45,763.62

\$28,592.21

\$14,671.41

\$2,500.00



Title V Rural & Low Income

Funding Supports

- Edgenuity for credit recovery
- Family engagement
- Partial funding Ellevation database and professional development
- Travel for professional development
- Avant Stamp 4S testing
- Partial Salary and Benefits Director of State/Federal Grants/Programs



Comments?

Questions?



VHSL Application for 2026-2027

Dr. Martin, Superintendent, gave an overview of the 2026-2027 VHSL Application and explained that the application is a requirement of VHSL and lists all of the athletic programs

NCPS will participate in for the 2026-2027 school year.



MEMBERSHIP APPLICATION FOR THE SCHOOL YEAR 2026-2027

Mail completed application with applicable fees to VHSL, 1642 State Farm Blvd., Charlottesville, VA 22911

Please complete this application and return it with payment and all signatures to the League office by **August 1, 2026**. If your school division pays your school's membership fee, complete the application and forward it to your school division. Your completed application and payment, must be sent to the League office by **August 1, 2026**. Partial payment of your membership fee is permitted if you have received approval for such payment from the Executive Director. The complete payment must be made on or before **September 15, 2026** (9-2-2, *VHSL Handbook*).

The **2026-2027** membership fee is \$800 plus \$35 for each varsity activity marked below that your school sponsored during the 2025-2026 school year. The insurance premium is also based on your school's total number of participants from the 2025-2026 school year. The insurance formula counts all student participants, with each person counted just once regardless of the number of athletic/academic activities the individual plays.

If your school will add or delete a varsity activity from those sponsored during the **2026-2027** school year, please have your insurance formula count for student participation reflected in those changes for this year's application. For the new activity, the insurance premium due should include the number of participants anticipated to be on this team. **This completed application serves as your invoice. The VHSL will send no further billings.**

Baseball	Gymnastics (Girls)	Softball	Debate
Basketball (Boys)	Indoor Track (Boys)	Swim/Diving (Boys)	Film Festival
Basketball (Girls)	Indoor Track (Girls)	Swim/Diving (Girls)	Speech
Cheerleading	Lacrosse (Boys)	Tennis (Boys)	Scholastic Bowl
Cross Country (Boys)	Lacrosse (Girls)	Tennis (Girls)	Student Media (Publications)
Cross Country (Girls)	Outdoor Track (Boys)	Volleyball (Boys)	Theatre Festival
Field Hockey	Outdoor Track (Girls)	Volleyball (Girls)	Esports
Football	Soccer (Boys)	Wrestling (Boys)	Robotics
Golf	Soccer (Girls)	Wrestling (Girls)	

1. Number of sponsored activities: 23 x \$35 = \$805.00

2. Basic Membership Fee: \$800.00

3. League Insurance Premium: 260 Students x \$5.50 each = \$1,430.00

4. TOTAL DUE IF PAID BY AUGUST 1, 2026: \$3,035.00

5. Enter amount enclosed here →

6. Balance Due: \$3,035.00

If paid AFTER August 1, 2026, amount due is (10% late fee): \$0.00

Amount enclosed (if after August 1):

Balance Due:

Payment for the total amount is due in the League office on or before August 1, 2026, unless you have received an extension from the Executive Director, Ty Gafford.

As principal for Northampton High School, and with the expressed written authority from my school board, I am applying for membership in the Virginia High School League, Inc., for the school year 2026-2027. Our current classification is: Class Region District

As the representative for this school, I agree to uphold and abide by the League's by-laws, all rules, regulations, and policies. I will instruct and counsel all school personnel to comply with all League rules, regulations, and policies.

Signed: G. D. Clark Principal Date: June 1, 2026

(Signature Required)

We certify that High School applies for VHSL membership with the expressed written authority of its school board and with the understanding that the high school subscribes to and agrees to follow the rules of eligibility, and all other rules, regulations and policies of the League.

Signed: School Board Chairperson Date

Signed: Superintendent Date

(Signature Required)

Please check this box if the Superintendent gives permission for Sunday play in emergency situations for activities listed above for the 26-27 school year.

Budget – Final Action

Ms. Brook Thomas, Chief Financial Officer, said she would be giving a presentation update on the budget, but before starting, Ms. Thomas shared that the General Assembly Conference Group agreed on a budget which the Governor publicly endorsed but has not officially been signed off on yet.

Ms. Thomas then continued with first speaking on the background of the raise, which included the cost of raises, a non-compensation policy update, health insurance, including the updated renewal information, and a summary of the breakdown of the estimated local funding increase.

After the budget presentation portion of the discussion, Ms. Thomas then moved to the presentation of the 2027 Salary Scale to include discussion on the following scales:

- Teacher & Instructional Coordinator
- Administrator Scales-Linked to Teacher
- Decompression of Classified, Non-Instructional Coordinator & Admin
- FY 27 Compensation Increase Highlights
- Minimum Wage Adjustments

The board asked questions as Ms. Thomas responded.

FY 27 Budget Update

(General Assembly Conference - Preliminary Budget)

June 25, 2026

1

Background of Raise %

<u>December 2025</u>	
Governor's Introduced Budget:	2%
<u>March 2026</u>	
House Budget:	2%
Senate Budget:	3%
<u>June 2026</u>	
House Budget 6/12/26	3%
Senate Budget 6/19/26	4%
Conference Budget 6/22/26	4% (pending Governor's signature)



2

Cost of Raises

Each 1% raise costs approximately \$236,000:

\$57,000 funded by the State
\$179,000 funded Locally

So, the net **Local** increase of increasing from 2% to 4% is approximately \$358,000.



3

Non-Compensation Policy Updates

	STATE SHARE	LOCAL MATCH
	42.81%	57.19%
Increase Special Ed Add On	\$57,111	\$76,295
Sales Tax Updates	\$15,113	-
Increase At-Risk Add On	\$37,809	\$50,510
Increase Infrastructure & Ops Per Pupil	\$47,095	\$62,914
	\$157,128	\$189,718



4

Health Insurance

- School Board's Proposal: \$344,736 increase
- Revised Proposal: \$177,192 (based on \$716 per month - \$46 additional/month)
 - Will fund 100% of the employee-only increase in FY 27 for:
 - \$1,500, \$2,000, and \$2,500 Deductible Plans
 - Will fund 85% of the employee-only increase in FY 27 for:
 - \$3,300 High Deductible Plan
 - Overall, this will bring the measurement percentage (based on \$1,500 plan) up to 86%
 - Average Statewide Employer Contribution was 89% when last measured (FY 23)

This Revised Proposal generates budget savings of approximately \$172,000

Note: The measurement percentage is based on the employee-only tier under the most widely accepted plan which is our OA/POS \$1,500 deductible plan.



5

Summary

Local Cost of Additional 2% (Totaling 4%):	\$358,000
Possible Match on New Funding Increases:	\$190,000
<u>Budget Savings from Health Insurance:</u>	<u>(\$172,000)</u>
Estimated Local Funding Increase:	\$382,000



County Approval

On Tuesday, June 23, 2026, the Board of Supervisors approved their proposed budget, which included the School Board's Modified Budget Proposal, which was based on providing an average raise of 2%.

As a reminder, the one modification to the School Board's budget after your adoption was to place one currently vacant Pre-K Teacher position on hold for FY 27 based on anticipated enrollment, which reduced the request from the County by \$83,000.

Because the raise for school employees was effective July 1, the Supervisors' motion for budget approval permitted NCPS to proceed with incorporating a raise based on the 4% approved by the General Assembly, noting that School and County staff will work together in the coming weeks to balance the budget once final funding levels are known.

We hope to have those funding levels and any recommended balancing adjustments in time for your discussion and approval of a budget amendment on July 9, 2026.



Questions?



NORTHAMPTON COUNTY PUBLIC SCHOOLS
7207 Young Street
Machipongo, Virginia 23405
www.nepsk12.com

TO: All Health Insurance Eligible Employees
FROM: Brook Thomas, CPA, SFO
RE: Health Insurance Renewal Update
DATE: May 28, 2026

During development of the FY27 budget, staff anticipated a significant increase in Anthem health insurance premiums for the upcoming plan year. Although our claims experience has improved in recent months, the School Board's FY26 Proposed Budget included approximately \$345,000 of additional employer contributions to maintain the current 85% employer contribution rate and help offset premium increases for employees.

Last week, Anthem provided draft renewal rates reflecting an average premium increase of approximately 6% if we renew coverage without marketing the plan to other carriers. By comparison, Anthem indicated that rates would increase by approximately 12% if the plan is marketed, which aligns with current insurance market trends, largely driven by inflation. Given current market conditions, staff does not believe it is reasonable to expect a more competitive proposal below prevailing trend rates and therefore recommend accepting Anthem's renewal proposal without shopping the plan to other providers.

If the Board is in agreement with this approach, staff will notify Anthem and work to finalize the employer contribution amounts associated with the new premium levels for presentation to the Board for approval following adoption of the State budget.



INSPIRING LEARNERS FOR LIFE THROUGH ACHIEVEMENT AND SUCCESS

FY 2027 Salary Scale Development

June 25, 2026

Teacher & Instructional Coordinator Scales

These scales were fully decompressed in FY 25.

In FY 27, these positions will be receiving a 4% overall increase, as follows:

- A scale increase of 2.75%
- A step increase of 1.25% (up to step 30)
 - Longevity incentives will also be applied beyond Step 30



Administrator Scales-Link to Teacher Scale

To implement a progressive compensation structure between the Teacher Scales and the Administrator Scales, the goal Administrator Scales (once fully implemented) have been developed using the Teacher scales as a factor:

Scale	Description	Example Using \$1,000
Elementary Assistant Principal	3% higher than the M-12 Teacher Scale	\$1,030
Middle School Assistant Principal - <i>New Scale</i>	3% higher than Elementary Assistant Principal Scale	\$1,061
High School Assistant Principal - <i>New Scale</i>	3% higher than Middle School Assistant Principal Scale Note: Current supplement will not continue since the scale is now differentiated	\$1,093
Elementary Principal	10% higher than the Elementary Assistant Principal Scale	\$1,133
Middle School Principal	3% higher than the Elementary Principal Scale	\$1,167
High School Principal	6% higher than the Middle School Principal Scale	\$1,237
Directors	6% higher than the High School Principal Scale	\$1,311
Chiefs & Assistant Superintendent	6% higher than the Director Scale	\$1,390

Decompression of Classified, Non-Instructional Coordinator & Admin Scales

These are our remaining scales which are currently compressed.

This is Year 2 of decompressing which continues placement on the step equivalent to the employee's years of experience.

- We would like to finalize phasing in the decompression over the next 2 years, but it may take longer based on available budget.
- We decompress over time by using a formula to phase in the decompression (and reclassification) over multiple years, spreading the increase between the base rate (FY 25) and the FY 28 Market Scale over FY's 26, 27, and 28.
 - During the phases, some classified staff will receive higher percentages and some will receive lower percentages based on their years of experience and whether they fall in a compressed band.
 - No employees on these scales will receive less than a 2.75% increase in FY 27.



FY 27 Compensation Increase Highlights

Employment Group	Average % Increase
Teachers & Instructional Coordinators (Fully Decompressed in FY 25, includes longevity incentive)	4%
Other Classified/Specialist/Administrator Scales (Year 2 Decompression process in FY 27)	4%
Division-Wide Average	4%



Minimum Wage Adjustments

Virginia's method for making increases to minimum wage has changed again.

The Code mandates annual increases as follows:

- \$12.77 as of January 1, 2026 (FY 26)
- \$13.75 as of January 1, 2027 (FY 27)
- \$15.00 as of January 1, 2028 (FY 28)

Our estimated minimum hourly wage for FY 27 is \$14.57, well above the \$13.75 requirement above.

- The estimated minimum hourly wage for FY 27 is based on Step 0 on the lowest salary scale under Phase 2 decompression.
- An increase from our \$14.30 Minimum Wage in FY 26 to \$14.57 for FY 27 is 1.89%.
- The goal minimum wage at the point of full decompression is \$15 per hour
 - We will need to meet this minimum wage for all scales and hourly rates in FY 28.



Questions/Discussion?

next....review FY 27 Salary Scales



Teacher Salary Scale 2026-2027								
PROFESSIONAL								
Grade >	B10	B10.5	B11	B12	M10	M10.5	M11	M12
Yrs. of Exper.	Step							
0	0	\$ 52,789.00	\$ 55,428.00	\$ 60,707.00	\$ 68,890.00	\$ 55,798.00	\$ 58,588.00	\$ 64,168.00
1	1	\$ 53,449.00	\$ 56,121.00	\$ 61,486.00	\$ 69,751.00	\$ 56,495.00	\$ 59,320.00	\$ 64,969.00
2	2	\$ 54,117.00	\$ 56,823.00	\$ 62,235.00	\$ 70,623.00	\$ 57,201.00	\$ 60,061.00	\$ 65,781.00
3	3	\$ 54,793.00	\$ 57,533.00	\$ 63,012.00	\$ 71,505.00	\$ 57,916.00	\$ 60,812.00	\$ 66,603.00
4	4	\$ 55,478.00	\$ 58,252.00	\$ 63,800.00	\$ 72,399.00	\$ 58,640.00	\$ 61,572.00	\$ 67,436.00
5	5	\$ 56,171.00	\$ 58,980.00	\$ 64,597.00	\$ 73,303.00	\$ 59,373.00	\$ 62,342.00	\$ 68,279.00
6	6	\$ 56,873.00	\$ 59,717.00	\$ 65,404.00	\$ 74,219.00	\$ 60,115.00	\$ 63,121.00	\$ 69,132.00
7	7	\$ 57,584.00	\$ 60,463.00	\$ 66,222.00	\$ 75,147.00	\$ 60,866.00	\$ 63,909.00	\$ 69,996.00
8	8	\$ 58,304.00	\$ 61,219.00	\$ 67,050.00	\$ 76,087.00	\$ 61,627.00	\$ 64,708.00	\$ 70,871.00
9	9	\$ 59,033.00	\$ 61,985.00	\$ 67,888.00	\$ 77,038.00	\$ 62,397.00	\$ 65,517.00	\$ 71,757.00
10	10	\$ 59,771.00	\$ 62,760.00	\$ 68,737.00	\$ 78,001.00	\$ 63,177.00	\$ 66,336.00	\$ 72,654.00
11	11	\$ 60,518.00	\$ 63,544.00	\$ 69,596.00	\$ 78,976.00	\$ 63,967.00	\$ 67,165.00	\$ 73,562.00
12	12	\$ 61,274.00	\$ 64,338.00	\$ 70,465.00	\$ 79,963.00	\$ 64,767.00	\$ 68,005.00	\$ 74,482.00
13	13	\$ 62,040.00	\$ 65,142.00	\$ 71,346.00	\$ 80,962.00	\$ 65,577.00	\$ 68,856.00	\$ 75,414.00
14	14	\$ 62,816.00	\$ 65,957.00	\$ 72,238.00	\$ 81,975.00	\$ 66,397.00	\$ 69,717.00	\$ 76,357.00
15	15	\$ 63,601.00	\$ 66,781.00	\$ 73,141.00	\$ 82,999.00	\$ 67,227.00	\$ 70,588.00	\$ 77,311.00
16	16	\$ 64,396.00	\$ 67,616.00	\$ 74,055.00	\$ 84,037.00	\$ 68,067.00	\$ 71,470.00	\$ 78,277.00
17	17	\$ 65,201.00	\$ 68,461.00	\$ 74,981.00	\$ 85,087.00	\$ 68,918.00	\$ 72,364.00	\$ 79,256.00
18	18	\$ 66,016.00	\$ 69,317.00	\$ 75,918.00	\$ 86,151.00	\$ 69,779.00	\$ 73,268.00	\$ 80,246.00
19	19	\$ 66,841.00	\$ 70,183.00	\$ 76,867.00	\$ 87,228.00	\$ 70,651.00	\$ 74,184.00	\$ 81,249.00
20	20	\$ 67,677.00	\$ 71,061.00	\$ 77,829.00	\$ 88,318.00	\$ 71,534.00	\$ 75,111.00	\$ 82,264.00
21	21	\$ 68,523.00	\$ 71,949.00	\$ 78,801.00	\$ 89,423.00	\$ 72,428.00	\$ 76,049.00	\$ 83,292.00
22	22	\$ 69,380.00	\$ 72,849.00	\$ 79,787.00	\$ 90,541.00	\$ 73,333.00	\$ 77,000.00	\$ 84,333.00
23	23	\$ 70,247.00	\$ 73,759.00	\$ 80,784.00	\$ 91,672.00	\$ 74,250.00	\$ 77,963.00	\$ 85,388.00
24	24	\$ 71,125.00	\$ 74,681.00	\$ 81,794.00	\$ 92,818.00	\$ 75,178.00	\$ 78,937.00	\$ 86,455.00
25	25	\$ 72,014.00	\$ 75,615.00	\$ 82,816.00	\$ 93,978.00	\$ 76,118.00	\$ 79,924.00	\$ 87,536.00
26	26	\$ 72,914.00	\$ 76,560.00	\$ 83,851.00	\$ 95,153.00	\$ 77,069.00	\$ 80,922.00	\$ 88,629.00
27	27	\$ 73,825.00	\$ 77,516.00	\$ 84,899.00	\$ 96,342.00	\$ 78,032.00	\$ 81,934.00	\$ 89,737.00
28	28	\$ 74,748.00	\$ 78,485.00	\$ 85,960.00	\$ 97,546.00	\$ 79,007.00	\$ 82,957.00	\$ 90,858.00
29	29	\$ 75,682.00	\$ 79,466.00	\$ 87,034.00	\$ 98,765.00	\$ 79,995.00	\$ 83,995.00	\$ 91,994.00
30+	30	\$ 76,628.00	\$ 80,459.00	\$ 88,122.00	\$ 100,000.00	\$ 80,995.00	\$ 85,045.00	\$ 93,144.00

For Fiscal Year 2027, this scale has been updated to reflect a 2.75% increase.
Please note that Employee Years of Experience (YOE) remain equal to the Employee Steps on the Scale through 30 YOE.
Employees on Steps 0-29 in FY 26 have also received a step increase in addition to the overall scale-based increase,
with no employee receiving less than a 2.75% base salary increase.
10 month position 200 days
10.5 month position 210 days
11 month position 230 days
12 month position 261 days

Classified Salary Scale 2026-2027

12 Months, A Scale: 261 days, 7.5 hours per day

CLASSIFIED 261 ANNUAL

Grade >		1		2		3		4		5		6	
Yrs. of Exper.	Step	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
		Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual		
0	0												
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2	2												
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34	34												
35	35												
36	36												
37	37												
38	38												
39	39												
40+	40+												
Grade >		7		8		9		10		11		12	
		-Elementary Bookkeeper -Secondary Secretary		-Secondary Bookkeeper -Acad. Sec'y -Operations Admin Asst.		-Tech Support Technician -Academic Support -Operations Admin Asst.		-Sup't's Executive Asst.		-Maintenance Supervisor -Academic Svcs Svcs Asst. -Facilities Assistant -Health Asst.		-HVAC Technician	
Yrs. of Exper.	Step	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
		Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual		
0	0	\$17.72	\$34,693.00	\$ 19.83	\$38,819.00	\$ 23.08	\$45,185.00	\$ 24.92	\$48,778.00	\$ 25.72	\$50,349.00	\$ 35.53	\$69,544.00
1	1	\$17.95	\$35,132.00	\$ 20.08	\$39,297.00	\$ 23.39	\$45,785.00	\$ 25.25	\$49,430.00	\$ 26.06	\$51,021.00	\$ 35.99	\$70,457.00
2	2	\$18.17	\$35,575.00	\$ 20.33	\$39,795.00	\$ 23.70	\$46,390.00	\$ 25.59	\$50,086.00	\$ 26.41	\$51,687.00	\$ 36.47	\$71,385.00
3	3	\$18.41	\$36,029.00	\$ 20.59	\$40,297.00	\$ 24.01	\$46,996.00	\$ 25.92	\$50,747.00	\$ 26.76	\$52,378.00	\$ 36.93	\$72,294.00
4	4	\$18.54	\$36,301.00	\$ 20.74	\$40,592.00	\$ 24.18	\$47,341.00	\$ 26.11	\$51,117.00	\$ 26.96	\$52,768.00	\$ 37.20	\$72,823.00
5	5	\$18.69	\$36,577.00	\$ 20.89	\$40,891.00	\$ 24.36	\$47,689.00	\$ 26.30	\$51,492.00	\$ 27.16	\$53,164.00	\$ 37.48	\$73,358.00
6	6	\$18.83	\$36,856.00	\$ 21.04	\$41,193.00	\$ 24.54	\$48,041.00	\$ 26.50	\$51,872.00	\$ 27.36	\$53,565.00	\$ 37.75	\$73,900.00
7	7	\$18.97	\$37,139.00	\$ 21.20	\$41,499.00	\$ 24.72	\$48,398.00	\$ 26.70	\$52,257.00	\$ 27.57	\$53,971.00	\$ 38.03	\$74,448.00
8	8	\$19.20	\$37,593.00	\$ 21.47	\$42,037.00	\$ 25.05	\$49,045.00	\$ 27.05	\$52,950.00	\$ 27.94	\$54,685.00	\$ 38.53	\$75,416.00
9	9	\$19.45	\$38,077.00	\$ 21.74	\$42,553.00	\$ 25.39	\$49,696.00	\$ 27.41	\$53,696.00	\$ 28.31	\$55,413.00	\$ 39.02	\$76,382.00
10	10	\$19.70	\$38,572.00	\$ 22.01	\$43,089.00	\$ 25.72	\$50,352.00	\$ 27.76	\$54,350.00	\$ 28.67	\$56,129.00	\$ 39.52	\$77,364.00
11	11	\$19.95	\$39,054.00	\$ 22.30	\$43,647.00	\$ 26.06	\$51,013.00	\$ 28.13	\$55,074.00	\$ 29.05	\$56,875.00	\$ 40.02	\$78,336.00
12	12	\$20.10	\$39,355.00	\$ 22.46	\$43,973.00	\$ 26.25	\$51,393.00	\$ 28.34	\$55,483.00	\$ 29.28	\$57,307.00	\$ 40.32	\$78,920.00
13	13	\$20.26	\$39,660.00	\$ 22.63	\$44,302.00	\$ 26.45	\$51,776.00	\$ 28.56	\$55,898.00	\$ 29.50	\$57,744.00	\$ 40.62	\$79,511.00
14	14	\$20.42	\$39,968.00	\$ 22.80	\$44,636.00	\$ 26.65	\$52,165.00	\$ 28.77	\$56,317.00	\$ 29.72	\$58,187.00	\$ 40.92	\$80,109.00
15	15	\$20.58	\$40,280.00	\$ 22.98	\$44,974.00	\$ 26.85	\$52,559.00	\$ 28.99	\$56,742.00	\$ 29.95	\$58,635.00	\$ 41.23	\$80,715.00
16	16	\$20.74	\$40,596.00	\$ 23.15	\$45,317.00	\$ 27.05	\$52,957.00	\$ 29.21	\$57,172.00	\$ 30.19	\$59,089.00	\$ 41.55	\$81,329.00
17	17	\$21.00	\$41,110.00	\$ 23.44	\$45,881.00	\$ 27.41	\$53,664.00	\$ 29.60	\$57,836.00	\$ 30.59	\$59,877.00	\$ 42.07	\$82,354.00
18	18	\$21.27	\$41,636.00	\$ 23.74	\$46,478.00	\$ 27.77	\$54,367.00	\$ 29.98	\$58,689.00	\$ 30.99	\$60,654.00	\$ 42.60	\$83,387.00
19	19	\$21.53	\$42,141.00	\$ 24.04	\$47,060.00	\$ 28.14	\$55,084.00	\$ 30.38	\$59,489.00	\$ 31.41	\$61,479.00	\$ 43.13	\$84,436.00
20	20	\$21.81	\$42,692.00	\$ 24.35	\$47,664.00	\$ 28.51	\$55,814.00	\$ 30.79	\$60,269.00	\$ 31.82	\$62,284.00	\$ 43.67	\$85,485.00
21	21	\$22.08	\$43,230.00	\$ 24.66	\$48,273.00	\$ 28.89	\$56,558.00	\$ 31.19	\$61,055.00	\$ 32.23	\$63,095.00	\$ 44.21	\$86,533.00
22	22	\$22.37	\$43,781.00	\$ 24.98	\$48,894.00	\$ 29.27	\$57,299.00	\$ 31.61	\$61,872.00	\$ 32.66	\$63,938.00	\$ 44.75	\$87,606.00
23	23	\$22.65	\$44,345.00	\$ 25.29	\$49,503.00	\$ 29.67	\$58,071.00	\$ 32.02	\$62,687.00	\$ 33.09	\$64,778.00	\$ 45.30	\$88,680.00
24	24	\$22.94	\$44,904.00	\$ 25.62	\$50,142.00	\$ 30.05	\$58,831.00	\$ 32.45	\$63,516.00	\$ 33.53	\$65,633.00	\$ 45.85	\$89,761.00
25	25	\$23.25	\$45,519.00	\$ 25.97	\$50,837.00	\$ 30.45	\$59,605.00	\$ 32.89	\$64,375.00	\$ 33.98	\$66,519.00	\$ 46.51	\$91,045.00
26	26	\$23.57	\$46,129.00	\$ 26.32	\$51,519.00	\$ 30.86	\$60,401.00	\$ 33.31	\$65,208.00	\$ 34.42	\$67,378.00	\$ 47.17	\$92,337.00
27	27	\$23.88	\$46,753.00	\$ 26.68	\$52,223.00	\$ 31.27	\$61,203.00	\$ 33.76	\$66,088.00	\$ 34.88	\$68,286.00	\$ 47.84	\$93,646.00
28	28	\$24.21	\$47,389.00	\$ 27.05	\$52,949.00	\$ 31.68	\$62,019.00	\$ 34.20	\$66,941.00	\$ 35.33	\$69,166.00	\$ 48.51	\$94,964.00
29	29	\$24.54	\$48,038.00	\$ 27.41	\$53,682.00	\$ 32.10	\$62,833.00	\$ 34.66	\$67,851.00	\$ 35.81	\$70,103.00	\$ 49.18	\$96,274.00
30	30	\$24.87	\$48,692.00	\$ 27.78	\$54,394.00	\$ 32.53	\$63,689.00	\$ 35.12	\$68,759.00	\$ 36.29	\$71,031.00	\$ 49.86	\$97,596.00
31	31	\$25.19	\$49,346.00	\$ 28.14	\$55,107.00	\$ 32.96	\$64,514.00	\$ 35.54	\$69,589.00	\$ 36.71	\$71,963.00	\$ 50.54	\$98,918.00
32	32	\$25.16	\$49,258.00	\$ 28.15	\$55,063.00	\$ 32.90	\$64,410.00	\$ 35.52	\$69,533.00	\$ 36.69	\$71,841.00	\$ 50.48	\$98,814.00
33	33	\$25.31	\$49,551.00	\$ 28.31	\$55,416.00	\$ 33.10	\$64,788.00	\$ 35.73	\$69,945.00	\$ 36.90	\$72,226.00	\$ 50.78	\$99,403.00
34	34	\$25.46	\$49,845.00	\$ 28.49	\$55,761.00	\$ 33.30	\$65,166.00	\$ 35.94	\$70,380.00	\$ 37.12	\$72,603.00	\$ 51.07	\$100,000.00
35	35	\$25.62	\$50,157.00	\$ 28.67	\$56,115.00	\$ 33.49	\$65,554.00	\$ 36.15	\$70,770.00	\$ 37.32	\$73,001.00	\$ 51.40	\$100,615.00
36	36	\$25.78	\$50,460.00	\$ 28.85	\$56,477.00	\$ 33.69	\$65,950.00	\$ 36.37	\$71,199.00	\$ 37.54	\$73,480.00	\$ 51.70	\$101,205.00
37	37	\$25.95	\$50,786.00	\$ 29.04	\$56,856.00	\$ 33.89	\$66,364.00	\$ 36.59	\$71,629.00	\$ 37.76	\$73,939.00	\$ 52.01	\$101,811.00
38	38	\$26.11	\$51,099.00	\$ 29.24	\$57,234.00	\$ 34.10	\$66,782.00	\$ 36.82	\$72,066.00	\$ 37.97	\$74,390.00	\$ 52.32	\$102,423.00
39	39	\$26.27	\$51,419.00	\$ 29.43	\$57,613.00	\$ 34.31	\$67,162.00	\$ 37.05	\$72,521.00	\$ 38.21	\$74,860.00	\$ 52.63	\$103,034.00
40+	40+	\$26.42	\$51,774.00	\$ 29.63	\$57,950.00	\$ 34.52	\$67,563.00	\$ 37.28	\$72,975.00	\$ 38.44	\$75,266.00	\$ 52.92	\$103,595.00

Classified Salary Scale 2026-2027
12 Months, B Scale: 261 days, 7.5 hours per day

CLASSIFIED 261 ANNUAL SCALE / 10T

Grade >		1		2		3		4		5		6	
Yrs. of Exper.	Step	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	0	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used
1	1												
2	2												
3	3												
4	4												
5	5												
6	6												
7	7												
8	8												
9	9												
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25	25												
26	26												
27	27												
28	28												
29	29												
30+	30												

Grade >		7		8		9		10		11		12	
Yrs. of Exper.	Step	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	0	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used
1	1												
2	2												
3	3												
4	4												
5	5												
6	6												
7	7												
8	8												
9	9												
10	10												
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35	35												
36	36												
37	37												
38	38												
39	39												
40+	40												

For Fiscal Year 2027, this scale has been updated to reflect Phase 2 of a multi-phase reclassification and decompression plan. Positions on this scale have a different decompression rate than positions on the same Grade on the 12 Month, 261 day A scale. Please note that the steps on the scale remain equal to Employee Years of Experience. No employee on this scale will receive less than a 2.75% base salary increase.

Administrative Salary Scale 2026-2027
261 Days

ADMINISTRATIVE

		~Asst. Principals: ~KES ~OES ~QUEST Program Administrator	~Asst. Principals: ~NMS	~Asst. Principals: ~NHS	~Principals: ~KES ~OES	~Principals: ~NMS	~Principals: ~NHS	~Directors: ~Special Programs ~Technology ~State & Federal Grants/Programs ~Human Resources ~Assessment & Accountability	~Assistant Superintendent, Curriculum & Instruction ~Chief Financial Officer ~Chief of Operations
Grade >	Step	A1	A1M	A1H	A2	A2M	A2H	A3A	A4
0	0	\$72,807.00	\$74,125.00	\$75,482.00	\$80,734.00	\$83,156.00	\$87,147.00	\$90,312.00	\$96,160.00
1	1	\$73,761.00	\$75,095.00	\$76,469.00	\$81,792.00	\$84,245.00	\$88,288.00	\$91,493.00	\$100,405.00
2	2	\$74,721.00	\$76,072.00	\$77,463.00	\$82,866.00	\$85,342.00	\$89,437.00	\$92,681.00	\$101,666.00
3	3	\$75,688.00	\$77,056.00	\$78,465.00	\$83,930.00	\$86,448.00	\$90,595.00	\$93,880.00	\$103,118.00
4	4	\$76,258.00	\$77,643.00	\$79,090.00	\$84,457.00	\$87,094.00	\$91,279.00	\$94,606.00	\$103,667.00
5	5	\$76,835.00	\$78,237.00	\$79,682.00	\$85,132.00	\$87,747.00	\$91,972.00	\$95,340.00	\$104,666.00
6	6	\$77,419.00	\$78,839.00	\$80,301.00	\$85,834.00	\$88,409.00	\$92,674.00	\$96,084.00	\$105,454.00
7	7	\$78,011.00	\$79,448.00	\$80,929.00	\$86,495.00	\$89,080.00	\$93,394.00	\$96,837.00	\$106,253.00
8	8	\$78,615.00	\$80,470.00	\$81,969.00	\$87,198.00	\$90,226.00	\$94,365.00	\$98,081.00	\$107,291.00
9	9	\$80,025.00	\$81,496.00	\$83,016.00	\$88,720.00	\$91,362.00	\$95,794.00	\$99,333.00	\$108,857.00
10	10	\$81,043.00	\$82,535.00	\$84,072.00	\$89,850.00	\$92,545.00	\$97,074.00	\$101,596.00	\$110,136.00
11	11	\$82,070.00	\$83,580.00	\$85,136.00	\$90,980.00	\$93,710.00	\$98,242.00	\$101,870.00	\$111,345.00
12	12	\$82,899.00	\$84,229.00	\$85,804.00	\$91,872.00	\$94,423.00	\$98,997.00	\$102,671.00	\$112,195.00
13	13	\$83,336.00	\$84,685.00	\$86,280.00	\$92,373.00	\$95,145.00	\$99,751.00	\$103,483.00	\$113,054.00
14	14	\$83,982.00	\$85,550.00	\$87,165.00	\$93,083.00	\$95,878.00	\$100,538.00	\$104,304.00	\$113,925.00
15	15	\$84,635.00	\$86,223.00	\$87,854.00	\$93,802.00	\$96,678.00	\$101,322.00	\$105,136.00	\$114,807.00
16	16	\$85,297.00	\$86,904.00	\$88,560.00	\$94,529.00	\$97,365.00	\$102,117.00	\$105,978.00	\$115,699.00
17	17	\$86,371.00	\$87,988.00	\$89,675.00	\$95,726.00	\$98,600.00	\$103,403.00	\$107,313.00	\$117,067.00
18	18	\$87,454.00	\$89,102.00	\$90,790.00	\$96,828.00	\$99,836.00	\$104,699.00	\$108,667.00	\$118,546.00
19	19	\$88,544.00	\$90,213.00	\$91,931.00	\$98,139.00	\$101,083.00	\$106,005.00	\$110,013.00	\$119,845.00
20	20	\$89,644.00	\$91,333.00	\$93,074.00	\$99,368.00	\$102,538.00	\$107,322.00	\$111,379.00	\$121,273.00
21	21	\$90,752.00	\$92,443.00	\$94,225.00	\$100,585.00	\$103,602.00	\$108,648.00	\$112,756.00	\$123,614.00
22	22	\$91,869.00	\$93,561.00	\$95,385.00	\$101,824.00	\$104,979.00	\$109,966.00	\$114,168.00	\$125,000.00
23	23	\$92,995.00	\$94,693.00	\$96,556.00	\$103,072.00	\$106,164.00	\$111,334.00	\$115,545.00	\$126,542.00
24	24	\$94,130.00	\$95,906.00	\$97,735.00	\$104,329.00	\$107,460.00	\$112,693.00	\$117,134.00	\$128,154.00
25	25	\$95,470.00	\$97,268.00	\$99,120.00	\$105,602.00	\$108,717.00	\$114,296.00	\$118,614.00	\$129,856.00
26	26	\$96,820.00	\$98,641.00	\$100,575.00	\$107,317.00	\$110,337.00	\$115,911.00	\$120,282.00	\$130,362.00
27	27	\$98,176.00	\$100,027.00	\$101,967.00	\$108,927.00	\$112,092.00	\$117,258.00	\$122,001.00	\$131,921.00
28	28	\$99,547.00	\$101,443.00	\$103,326.00	\$110,345.00	\$113,655.00	\$118,715.00	\$123,657.00	\$133,718.00
29	29	\$100,968.00	\$102,885.00	\$104,822.00	\$111,870.00	\$115,265.00	\$120,289.00	\$125,311.00	\$135,561.00
30	30	\$102,344.00	\$104,223.00	\$106,197.00	\$113,416.00	\$116,818.00	\$122,484.00	\$127,079.00	\$137,524.00
31	31	\$102,914.00	\$104,827.00	\$106,776.00	\$114,091.00	\$117,514.00	\$123,200.00	\$127,794.00	\$138,152.00
32	32	\$103,515.00	\$105,451.00	\$107,392.00	\$114,782.00	\$118,202.00	\$123,925.00	\$128,405.00	\$139,792.00
33	33	\$104,116.00	\$106,026.00	\$107,998.00	\$115,442.00	\$118,905.00	\$124,632.00	\$129,298.00	\$140,655.00
34	34	\$104,716.00	\$106,611.00	\$108,573.00	\$116,116.00	\$119,616.00	\$125,367.00	\$130,189.00	\$141,481.00
35	35	\$105,316.00	\$107,224.00	\$109,206.00	\$116,780.00	\$120,289.00	\$126,067.00	\$131,056.00	\$142,206.00
36	36	\$105,917.00	\$107,830.00	\$109,800.00	\$117,445.00	\$120,994.00	\$126,772.00	\$131,972.00	\$142,961.00
37	37	\$106,518.00	\$108,432.00	\$110,402.00	\$118,141.00	\$121,685.00	\$127,468.00	\$132,833.00	\$143,692.00
38	38	\$107,119.00	\$109,032.00	\$111,003.00	\$118,815.00	\$122,379.00	\$128,200.00	\$133,603.00	\$144,420.00
39	39	\$107,719.00	\$109,632.00	\$111,602.00	\$119,490.00	\$123,075.00	\$128,926.00	\$134,377.00	\$145,170.00
40	40	\$108,319.00	\$110,232.00	\$112,202.00	\$120,165.00	\$123,780.00	\$129,651.00	\$135,151.00	\$145,920.00

Specialist Salary Scale 2026-2027 (A-Support Coordinators)

SPECIALIST SCALE A				
		~Operations Coordinator		~Communications Coordinator
		~Food Service Coordinator		(Bach. Deg. Required)
				~Finance Coordinator
				(Bach. Deg. Required)
				~Network Administrator
				(Network Certs Required)
		12 Month, 261 Days		12 Months, 261 Days
Grade >		H		S4
Yrs. of Exper.	Step	Annual		Annual
0	0	\$57,773.00		\$55,966.00
1	1	\$58,501.00		\$56,636.00
2	2	\$59,252.00		\$57,702.00
3	3	\$60,009.00		\$58,583.00
4	4	\$60,448.00		\$59,086.00
5	5	\$60,893.00		\$59,593.00
6	6	\$61,343.00		\$70,107.00
7	7	\$61,798.00		\$70,627.00
8	8	\$62,592.00		\$71,541.00
9	9	\$63,382.00		\$72,451.00
10	10	\$64,197.00		\$73,378.00
11	11	\$65,028.00		\$74,302.00
12	12	\$65,510.00		\$74,856.00
13	13	\$66,002.00		\$75,417.00
14	14	\$66,498.00		\$75,984.00
15	15	\$67,002.00		\$76,560.00
16	16	\$67,512.00		\$77,141.00
17	17	\$68,378.00		\$78,117.00
18	18	\$69,250.00		\$79,100.00
19	19	\$70,129.00		\$80,081.00
20	20	\$71,033.00		\$81,079.00
21	21	\$71,943.00		\$82,076.00
22	22	\$72,878.00		\$83,089.00
23	23	\$73,802.00		\$84,101.00
24	24	\$74,760.00		\$85,130.00
25	25	\$75,788.00		\$86,347.00
26	26	\$76,832.00		\$87,871.00
27	27	\$77,883.00		\$88,813.00
28	28	\$78,968.00		\$90,055.00
29	29	\$80,081.00		\$91,305.00
30	30	\$81,152.00		\$92,863.00
31	31	\$81,673.00		\$93,138.00
32	32	\$82,176.00		\$93,703.00
33	33	\$82,715.00		\$94,299.00
34	34	\$83,253.00		\$94,844.00
35	35	\$83,792.00		\$95,408.00
36	36	\$84,340.00		\$95,975.00
37	37	\$84,905.00		\$96,601.00
38	38	\$85,480.00		\$97,115.00
39	39	\$86,072.00		\$97,681.00
40+	40	\$86,072.00		\$98,237.00

For Fiscal Year 2027, this scale has been updated to reflect Phase 2 of a multi-phase reclassification and decompression plan.
Please note that the steps on the scale remain equal to Employee Years of Experience.
No employee on this scale will receive less than a 2.75% base salary increase.

Specialist Salary Scale 2026-2027 (B-Instructional Coordinators)
(Decompressed)

SPECIALIST SCALE B			
		~Coordinator of Student Support Programs	
		12 Months, 261 Days (Master's Degree)	
Grade >		S5	
Yrs. of Exper.	Step	Annual	
0	0	\$76,676.00	
1	1	\$77,633.00	
2	2	\$78,603.00	
3	3	\$79,586.00	
4	4	\$80,581.00	
5	5	\$81,589.00	
6	6	\$82,608.00	
7	7	\$83,640.00	
8	8	\$84,685.00	
9	9	\$85,744.00	
10	10	\$86,817.00	
11	11	\$87,901.00	
12	12	\$89,001.00	
13	13	\$90,114.00	
14	14	\$91,241.00	
15	15	\$92,380.00	
16	16	\$93,536.00	
17	17	\$94,706.00	
18	18	\$95,888.00	
19	19	\$97,086.00	
20	20	\$98,299.00	
21	21	\$99,527.00	
22	22	\$100,772.00	
23	23	\$102,033.00	
24	24	\$103,307.00	
25	25	\$104,599.00	
26	26	\$105,905.00	
27	27	\$107,229.00	
28	28	\$108,568.00	
29	29	\$109,926.00	
30+	30	\$111,301.00	

For Fiscal Year 2027, this scale has been updated to reflect a 2.75% increase.
Please note that Employee Years of Experience (YOE) remain equal to the Employee Steps on the Scale through 30 YOE.
Employees on Steps 0-29 in FY 26 have also received a step increase in addition to the overall scale-based increase, with no employee receiving less than a 2.75% base salary increase.

Daily/Hourly Rate Coordinator Salary Scale 2026-2027 (Decompressed)

Note: This is the daily rate for part-time Instructionally-Based Coordinators, such as the Work Based Learning Coordinator. Hourly positions shall be prorated based on the proportion of hours worked of the total school day. For 2026-27, hourly rates are based on a full school day of 7.63 hours.

COORDINATORS					
Yrs. of Exper.	Grade > Step	Bachelor's Degree Coordinator Daily Rate	Bachelor's Degree Coordinator Hourly Rate	Master's Degree Coordinator Daily Rate	Master's Degree Coordinator Hourly Rate
0	0	\$ 277.94	\$ 36.43	\$ 293.78	\$ 38.50
1	1	\$ 281.40	\$ 36.88	\$ 297.44	\$ 38.98
2	2	\$ 284.92	\$ 37.34	\$ 301.16	\$ 39.47
3	3	\$ 288.48	\$ 37.81	\$ 304.93	\$ 39.96
4	4	\$ 292.09	\$ 38.28	\$ 308.74	\$ 40.46
5	5	\$ 295.74	\$ 38.76	\$ 312.60	\$ 40.97
6	6	\$ 299.44	\$ 39.24	\$ 316.50	\$ 41.48
7	7	\$ 303.18	\$ 39.74	\$ 320.46	\$ 42.00
8	8	\$ 306.97	\$ 40.23	\$ 324.47	\$ 42.52
9	9	\$ 310.81	\$ 40.74	\$ 328.52	\$ 43.06
10	10	\$ 314.70	\$ 41.24	\$ 332.63	\$ 43.60
11	11	\$ 318.63	\$ 41.76	\$ 336.79	\$ 44.14
12	12	\$ 322.61	\$ 42.28	\$ 341.00	\$ 44.69
13	13	\$ 326.65	\$ 42.81	\$ 345.27	\$ 45.25
14	14	\$ 330.73	\$ 43.35	\$ 349.58	\$ 45.82
15	15	\$ 334.86	\$ 43.89	\$ 353.95	\$ 46.39
16	16	\$ 339.05	\$ 44.44	\$ 358.37	\$ 46.97
17	17	\$ 343.29	\$ 44.99	\$ 362.86	\$ 47.56
18	18	\$ 347.58	\$ 45.55	\$ 367.39	\$ 48.15
19	19	\$ 351.92	\$ 46.12	\$ 371.98	\$ 48.75
20	20	\$ 356.32	\$ 46.70	\$ 376.63	\$ 49.36
21	21	\$ 360.77	\$ 47.28	\$ 381.33	\$ 49.98
22	22	\$ 365.28	\$ 47.87	\$ 386.10	\$ 50.60
23	23	\$ 369.85	\$ 48.47	\$ 390.93	\$ 51.24
24	24	\$ 374.47	\$ 49.08	\$ 395.81	\$ 51.88
25	25	\$ 379.15	\$ 49.69	\$ 400.76	\$ 52.52
26	26	\$ 383.89	\$ 50.31	\$ 405.77	\$ 53.18
27	27	\$ 388.69	\$ 50.94	\$ 410.84	\$ 53.85
28	28	\$ 393.54	\$ 51.58	\$ 415.97	\$ 54.52
29	29	\$ 398.47	\$ 52.22	\$ 421.17	\$ 55.20
30+	30	\$ 403.44	\$ 52.88	\$ 426.44	\$ 55.89

Master's Degree rates on this scale are equivalent to the 2026-27
11-Month Teacher Salary Scale for Instructionally-Based Coordinators (Scale S2).
Bachelor's Degree rates are calculated as a percentage of the Master's Degree rate
using the same percentage differences found between Bachelor's Degree rates and
Master's Degree rates on the Professional (Teacher) scale.

Please note that Employee Years of Experience remain equal to the Employee Steps on the Scale through 30 YOE.

Approval of Policy – 1st Read

Dr. Martin discussed the current policies for the first read. Board members asked questions as Dr. Martin responded.

Book	Policies
Section	3000 - Teaching and Learning
Title	Guest Speakers
Code	3102-P
Status	
Adopted	
Last Reviewed	

PURPOSE: To establish guidelines for guest speakers

The Northampton County Public Schools' (NCPS) School Board recognizes that guest speakers may enhance educational programming and supports the invitation of guest speakers to address students during the school day or at school-sponsored events when the purpose of the guest speaker's presentation directly supports the strategic plan, and/or the NCPS Division's or school's priorities.

Guest speakers invited or engaged to speak at any school assembly shall be approved by the principal or their designee. Guest speakers shall speak upon the topics agreed upon by the school principal/designee. Prior to the engagement, the Office of Curriculum and Instruction shall be notified and may review such requests to ensure alignment with the Division's expectations and instructional priorities. Additionally, guest speakers may be invited to address commemorative events, awards, or other ceremonies that honor students, staff, or officials for their academic or other achievements.

Teachers desiring to invite guest speakers to their classes should be guided by the maturity of the students and the relationship of the material to be presented to the instructional program, as well as the qualifications and experience of the speaker. Teachers shall obtain the permission and advice of the principal/designee prior to extending any invitation to guest speakers.

Consideration of the need to balance academic learning time and School Division resources shall be made prior to extending invitations to guest speakers. Assemblies during the school day for which professional groups or speakers are engaged shall be without cost to the students.

Book	Policies
Section	J-3000 Students Teaching and Learning
Title	Student-Athlete Sudden Cardiac Arrest Prevention Awareness
Code	JJAF- 3504-P
Status	Active
Adopted	June 23, 2022
Revised	May 15, 2026

STUDENT-ATHLETE SUDDEN CARDIAC ARREST

Purpose: To develop policies and procedures regarding sudden cardiac arrest prevention awareness and return to play criteria

I. Definitions

- "Athletic emergency action plan" or "Athletic EAP" means an emergency action plan that establishes and details emergency management and response preparations, strategies, and guidelines specifically for emergencies that occur in an athletic setting, including sports-related health emergencies and physical injuries that occur in the course of participating in athletic practices, games, competition, or other events.
- "Cardiac emergency response plan" or "CERP" means a written document that establishes the specific steps to reduce death from sudden cardiac arrest that occurs on school grounds.
- "Sudden cardiac arrest" (SCA) is a medical emergency that occurs when the heart unexpectedly malfunctions and stops beating effectively. A host of factors, including electrical or structural problems in the heart, can cause sudden cardiac arrest.
 - Many of the causes of cardiac arrest are not recognized or diagnosed until the individual begins to experience adverse symptoms, which can lead to death if not treated within minutes.

II. Sudden Cardiac Arrest Information & Play Requirements

To participate in any extracurricular physical activity, each student-athlete and the student-athlete's parent or guardian must annually review information provided by the school division about symptoms that may lead to sudden cardiac arrest. After reviewing the materials, each student-athlete and the student-athlete's parent or guardian must sign a statement acknowledging receipt of such information, in a manner approved by the Virginia Board of Education.

A student-athlete who is experiencing symptoms suggestive of sudden cardiac arrest must be immediately removed from play. A student-athlete who is removed from play shall not return to play until ~~he is~~ they are evaluated by and receive written clearance to return to physical activity ~~by from~~ an appropriate licensed health care provider as determined by the Virginia Board of

Education. The licensed healthcare provider evaluating student-athletes may be a volunteer. The Virginia Department of Education (VDOE) defines an appropriate licensed health care provider as a physician (MD or DO) or nurse practitioner licensed in Virginia and experienced in evaluating cardiovascular conditions.

III. Athletic EAPs and CERPs

In accordance with Va. Code Section 22.1-271.9, each school must maintain a venue-specific athletic EAP for athletic activities in accordance with the VDOE guidelines.

This policy supports education and awareness efforts for student-athletes, parents, and coaches regarding the signs, symptoms, and risks of sudden cardiac arrest.

In accordance with Va. Code Section 22.1-271.9, the Superintendent or designee shall ensure that each school develops and implements a CERP or Athletic EAP, as applicable. These plans shall integrate nationally recognized evidence-based guidelines and be reviewed and updated annually.

IV. Policy Review

The Superintendent is responsible for developing, biennially reviewing, and updating procedures to implement this policy in accordance with model guidelines developed by the VDOE.

Legal Refs.: Code of Virginia, 1950, as amended, §§22.1-271.8 and 22.1-271.9; The Virginia Department of Education's *Guidelines for Policies on Sudden Cardiac Arrest Prevention in Student-Athletes*

VSBA Cross-Refs.: JJAF, EB

Book	Policies
Section	I-3000 - Instruction Teaching and Learning
Title	Testing Programs
Code	IL 3602-P
Status	Active
Adopted	November 24, 2015
Last Revised	December 18, 2018, April 24, 2026
Last Reviewed	December 13, 2018

PURPOSE: To establish the standardized testing program

A program of standardized testing, as prescribed by the Virginia Department of Education, ~~is shall be~~ administered annually according to federal, state, and district-wide directives. In addition to this testing program, school personnel may conduct testing to meet specific needs within the school. This testing shall be submitted to the superintendent/designee for approval.

In administering these tests (or other assessment instruments), NCPS School Board employees shall not require students to disclose their race or ethnicity ~~on such tests. however, may obtain~~ Such information, if necessary, ~~may shall~~ be obtained from the student's permanent record and placed on the test or assessment ~~by the school/division.~~

No student or ~~his/her~~ their parent or guardian shall be required to disclose information related to the student's race or ethnicity unless (i) the student or ~~his/her~~ their parent or guardian is given an option to designate "other" for the student's race or ethnicity or (ii) such disclosure is required by federal law.

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-4.2, 22.1-253.13:1, 22.1-253.13:3.C.

VSBA Code Ref.: IL, IKH

Book	Policies
Section	I-3000 -Instruction Teaching and Learning
Title	The Virginia Assessment Program and Graduation Requirements, Diplomas, Certificates
Code	IKF 3608-P
Status	Active
Adopted	March 22, 2018
Last Revised	February 28, 2019, April 25, 2026

PURPOSE: To establish requirements for graduation, diplomas, and certificates

The Virginia Board of Education (VBOE) has established educational objectives known as the Standards of Learning (SOLs), which form the core of Virginia's educational program, and other education objectives, which together are designed to ensure the development of the skills that are necessary for success in school and in preparation for life in the years beyond. The requirements for graduation from high school shall meet those established by the Virginia General Assembly and the Virginia Board of Education (VBOE) regulations.

The school board may extend the requirements for graduation with the approval of the VBOE, after receiving input from the community. Implementation of graduation requirements shall be consistent with the provisions of the Standards of Accreditation as promulgated by the VBOE, the Standards of Learning (SOL) tests, verified units of credit, including locally awarded credits, and Early College Scholars.

The Northampton County (NCPS) School Board has developed and implemented a program of instruction that is aligned to the Standards of Learning and that meets or exceeds the requirements of the Virginia Board of Education.

NCPS Northampton County School Board shall award diplomas and certificates to all secondary school students, including students who transfer from nonpublic schools or from home instruction, who meet the requirements prescribed by the Board of Education VBOE and meet such other requirements as are prescribed by the NCPS School Board and approved by the Board of Education VBOE.2 in accordance with state laws and regulations. The requirements for a student to earn a diploma and graduate from high school are shall be those in effect when the student enters ninth grade for the first time.

THE VIRGINIA ASSESSMENT PROGRAM
AND GRADUATION REQUIREMENTS

Generally

Virginia Assessment Program

In kindergarten through eighth grade, where the administration of Virginia Assessment Program tests are required by the Board of Education, each student is expected to take the tests following instruction. Students who are accelerated take the test aligned with the highest grade level, following instruction in the content. No student takes more than one test in any content area in each year, except in the case of expedited retakes as provided for in 8 VAC 20-131-30. Schools use the test results in kindergarten through eighth grade as part of a set of multiple criteria for determining the promotion or retention of students.

Each student in middle and secondary school takes all applicable end-of-course SOL tests following course instruction. The superintendent certifies to the Department of Education that the division's policy for dropping courses ensures that students' course schedules are not changed to avoid end-of-course SOL tests. Students who achieve a passing score on an end-of-course SOL test will be awarded a verified unit of credit in that course in accordance with 8 VAC 20-131-110. Students may earn verified credits in any courses for which end-of-course SOL tests are available. Students are not required to take an end-of-course SOL test in an academic subject after they have earned the number of verified credits required for that academic content area for graduation unless such test is necessary in order for the school to meet federal accountability requirements. Middle and secondary schools may consider the student's end-of-course SOL test score in determining the student's final course grade.

Participation in the Virginia Assessment Program by students with disabilities is prescribed by provisions of their Individualized Education Program (IEP) or 504 Plan. All students with disabilities are assessed with appropriate accommodations and alternate assessments where necessary.

Any student identified as an English Learner (EL) participates in the Virginia Assessment Program. A school-based committee convenes and makes determinations regarding the participation level of EL students in the Virginia Assessment Program. In kindergarten through eighth grade, EL students may be granted a one-time exemption from SOL testing in the areas of writing, and history and social science.

Definitions

Authentic Performance Assessment

	An "Authentic Performance Assessment" is a test that complies with guidelines adopted by the Board of Education that requires students to perform a task or create a product that is typically scored using a rubric.
	Standard Unit of Credit
	A "standard unit of credit" or "standard credit" is a credit awarded for a course in which the student successfully completes 140 clock hours of instruction and the requirements of the course. A standard unit of credit may be awarded based on a waiver of the 140 clock-hour requirement as provided in Policy IKFD Alternative Paths to Attaining Standard Units of Credit.3
	Verified Unit of Credit
	A "verified unit of credit" or "verified credit" is a credit awarded for a course in which a student earns a standard unit of credit and completes one of the following:
	1. Achieves a passing score on a corresponding end-of-course SOL test;
	2. Achieves a passing score on an additional test, as defined in 8 VAC 20-131-5, as a part of the Virginia Assessment Program;
	3. Meets the criteria for the receipt of a locally awarded verified credit when the student has not passed a corresponding SOL test;
	4. Meets the criteria for the receipt of a verified credit in history and social science by demonstrating mastery of the content of the associated course on an authentic performance assessment that complies with guidelines adopted by the Board of Education;
	5. Meets the criteria for the receipt of a verified credit for English (writing) by demonstrating mastery of the content of the associated course on an authentic performance assessment that complies with guidelines adopted by the Board of Education.
	Students may also earn verified credits by taking alternative tests to the SOL assessment. Such tests may only be those approved by the Virginia Board of Education, and the student may earn verified credits only by achieving that score established by the Board of Education.
	Virginia Assessment Program
	The "Virginia Assessment Program" is a system used to evaluate student achievement that includes SOL tests and additional tests that may be approved from time to time by the Board of Education.

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-253.13:1, 22.1-253.13:3, : 22.1-253.13:4, 22.1-254, 22.1-254.2., 8 VAC 20-131-10. 8 VAC 20-131-51. 8 VAC 20-

131-110., 8 VAC 20-150-10., 8 VAC 20-160-10., 8 VAC 20-360-10.,8 VAC 20-360-20.,8 VAC 20-680-10.,8 VAC 20-680-20.

Cross Refs.: IAA Notification of Learning Objectives
IKFA Locally Awarded Verified Credits
IKFD Alternative Paths to Attaining Standard Units of Credit
IKH Retaking SOL Assessments

Book	Policies
Section	4000 – Human Resources
Title	Job Descriptions
Code	4101-P
Status	
Adopted	
Last Reviewed	

PURPOSE: To require job descriptions for all authorized personnel positions

Northampton County Public Schools (**NCPS**) shall publish and maintain job descriptions defining the duties and responsibilities of each position authorized by the NCPS School Board for the operation of the division. The Superintendent or their designee shall be authorized to amend job descriptions as may be required.

Each position shall have a written job description that includes, at a minimum, the duties and responsibilities of the position and the qualifications required for the position. Job descriptions shall be maintained in accordance with applicable Virginia law and regulations.

A copy of the applicable job description shall be provided to each employee upon employment or assignment to a position.

Legal Ref.: 8VAC20-671-290.

Book	Policies
Section	4000 – Human Resources
Title	Non-Discrimination on the Basis of Disability
Code	4102-P
Status	
Adopted	
Last Revised	
Last Reviewed	

PURPOSE: To affirm the Northampton County School Board’s position regarding nondiscrimination on the basis of disability

In accordance with federal law, no otherwise qualified individuals with disabilities shall be denied benefits, participation in, or subjected to discrimination under any program or activity receiving federal financial assistance solely by reason of their disabilities.

For purposes of this policy, a person with disabilities shall be one who satisfies the definition outlined in the Rehabilitation Act of 1973, the Americans with Disabilities Act, and any amendments and implementing regulations thereto.

Legal Refs.: 29 U.S.C. Section 794 (1990); Rehabilitation Act of 1973; 42 U.S.C. § 12101 et seq; Americans With Disabilities Act

VSBA Cross Ref.: JBA

Book	Policies
Section	4000 - Human Resources Services
Title	Vacancy Notices
Code	4103-P
Status	
Adopted	
Last Revised	

PURPOSE: To require publication of vacancy notices

The Superintendent or their designee shall issue a written notice when seeking to fill any personnel vacancy. Notices of vacancies shall be posted on the division website for at least five (5) work days.

Advertisements outside of the School Division shall be at the discretion of the Superintendent or their designee. The Superintendent/designee shall have the right to fill vacancies internally without posting pursuant to Policy 4104 – Filling of Vacancies, and Policy 4105 – Administrative Employment.

Legal Refs.: Code of VA., 1950, as amended §§22.1-70, 22.1-78

Book	Policies
Section	4000 - Human Resources Services
Title	Administrative Employment
Code	4105-P
Status	
Adopted	
Last Reviewed	

PURPOSE: To establish appointment, reappointment, reclassification, assignment/reassignment, and transfer authority for administrative personnel

Personnel may be appointed, reappointed, and/or reclassified by the Northampton County Public Schools (**NCPS**) School Board upon the recommendation of the Superintendent.

Following initial appointment by the NCPS School Board, any subsequent assignment/reassignment and/or transfer of administrative personnel shall be the prerogative of the Superintendent with notification to the Board.

Book	Policies
Section	4000 - Human Resources Services
Title	Employment Categories
Code	4106-P
Status	
Adopted	
Last Revised	

PURPOSE: To define terminology that pertains to employment categories

Definitions

The following definitions shall apply in salary guides and schedules for employees of the Northampton County School Board:

- **Administrative Employee** - All school-based building administrators, such as a principal, assistant principal, or administrative intern, as well as certain Central Office department heads, such as director, program administrator, assistant superintendent, and chief officers.
- **Employees of the Board** - All division employees. Whenever reference is made to employees without distinction, such statements shall refer to all employees with the exception of the School Division Superintendent.
- **Full-Time Employee** - One who has a written contract or letter of appointment, who also works at least 40 hours per week, including 30 minutes per day for lunch, and who is paid by annual salary.
- **Licensed Employee** - One who holds a current teaching license issued by the Virginia Department of Education, is employed on a contractual basis by the division in a position requiring such licensure as a condition of employment, and is paid according to the teacher or instructional coordinator salary schedule.
- **Part-Time Employee** - One who has a written contract or letter of appointment, who works less than 40 hours per week, including 30 minutes per day for lunch, and who is paid by annual salary.
- **Professional Employee** - A school nurse, occupational therapist, physical therapist, or another similarly and uniquely qualified professional required to hold a state license by an agency other than the Virginia Department of Education as a condition of employment.
- **Restricted Licensed Employee** - One who is employed for a limited purpose and only for the period of time necessary to fill a short-term vacancy created by a licensed employee, other than a teacher, who is on an approved leave of absence (e.g., building principal, occupational therapist, or speech therapist).

- **NOTE:** Upon fulfillment of all contractual obligations and having completed the school year in good standing, a restricted licensed employee may be given preference in the selection process for other positions in the division for which the employee is qualified.
- **Classified Employee** – One who primarily performs support functions in areas such as clerical, nutrition services, operations, instructional assistance, labor, and logistics.
- **Stipend Employee** - One who is employed to accomplish a given task and paid in a lump sum based on the Stipend Scale upon completion of duties. Examples include, but are not limited to, athletic coaches and academic sponsors.
- **Hourly Employee** - One who is employed to be paid on an hourly basis based on hours worked, regardless of the total number of hours worked. Examples include, but are not limited to, behavioral support aides, general education bus monitors, car drivers, part-time teachers, and part-time coordinators.
- **Temporary Employee** - A subcategory of Hourly Employees employed to accomplish a given task within a specified length of time, typically of short duration, and paid on an hourly or daily basis. Examples include but are not limited to summer school instructional staff, homebound teachers, substitute teachers, substitute paraprofessionals, supplemental clerical staff, and summer maintenance staff.

Book	Policies
Section	G-Personnel 4000 - Human Resources Services
Title	Staff Benefits Workers' Compensation and Injury Leave Benefits
Code	GCBC -4714-P
Status	Active
Adopted	
Last Reviewed	04/24/2026

Purpose: To provide compensation to employees for the loss of their opportunity to engage in work when their disability is caused by an injury/condition arising out of and in the course of employment.

In compliance with the Virginia Workers' Compensation Act, the Northampton County School Board shall provide workers' compensation benefits (up to the maximum amount provided by the Virginia Workers' Compensation Act) and payment for medical services in connection with the treatment of work-incurred injury.

Eligibility for workers' compensation benefits, based on injuries incurred by employees from accidents in the line of duty, are compensable under the state workers' compensation act. The Superintendent/designee shall develop regulations to implement the provisions as required by Virginia law.

Legal Refs.: Va. Code Section 65.2-100, et. Seq (The Virginia Workers' Compensation Act)

Book	Policy
Section	J-9000 - Student Services
Title	Search and Seizure
Code	JFG 9417
Status	Active
Adopted	October 1, 2005
Last Revised	May 1, 2019
Last Reviewed	November 25, 2014, April 25, 2026
Prior Revised Dates	October, 2014

PURPOSE: To establish procedures for search and seizure

Warrantless searches may be conducted when there are reasonable grounds to suspect (reasonable suspicion) that a search will uncover evidence that a student has violated or is violating state or federal laws, county or town codes, or Northampton County Public Schools (NCPS) School Board policies or regulations. The principal or their designee shall conduct such searches in the student's presence if the student is available.

Designated school officials may search any student when there is a reasonable and articulable basis to believe that the student possesses an item which violates local, state, or federal law, NCPS School Board policies or regulations, or which may be harmful to the school or its students and staff. Strip search of students is not permitted.

The Superintendent shall develop procedures for conducting searches and seizures that conform to the law and the guidelines promulgated by the Virginia Board of Education.

Legal Reference

Code of Virginia § 22.1-279.7, as amended. Guidelines for student searches.

VDOE School Search Resource Guide (VDOE October 2000), as amended.

Book	Policies
Section	I- 9000 - Instruction-Student Services
Title	Homebound, Correspondence, and Alternative Means of Instruction and Home-Based Instruction
Code	IGBG 9504-P
Status	Active
Adopted	June 23, 2016
Last Revised	May 31, 2016, May 15, 2026
Last Reviewed	June 9, 2016

PURPOSE: To authorize a homebound instruction and home-based program

The Northampton County Public Schools' (NCPS) School Board shall maintain a program of homebound and home-based instruction for students who are confined for periods of at least 20 or more consecutive school days, or whose condition constitutes a short-term medical condition that would prevent regular school attendance or because of an extended illness, or a disability, as well as certain students involved in the disciplinary process, as determined by an authorized division employee. Such program recommendation will be based upon certification of need by a licensed physician, nurse practitioner, physician's assistant, licensed clinical psychologist, IEP/504 team, or an authorized division employee.

The guidelines set forth by the Virginia Department of Education shall be followed in the administration of these programs. An application for homebound instruction shall be initiated by the parent/guardian or another person in charge of a child through the Coordinator of Student Support Services. Home-based instruction shall be initiated by the IEP/504 team at the child's school or by an authorized division employee. It shall be the responsibility of the Coordinator of Student Support Services, in partnership with the student's assigned school, to provide the homebound and home-based instructional services. The Office of Student Support Services shall be responsible for implementing and monitoring this policy.

Credit for the work shall be awarded when it is done under the supervision of a licensed teacher, a person eligible to hold a Virginia license, or other appropriately licensed professional employed by the School Board, and there is evidence that the instructional time requirements or alternative means of awarding credit adopted by the school board have been met.

Legal Refs.: Code of Virginia, 1950, as amended, § 22.1-253.13:2, 54.1-2952.2, 54.1-2957.02, 8 VAC 20-131-180.

VSBA Cross-Refs.: IGBG

Correspondence Courses

Students who enroll in high school as freshmen before July 1, 2018; as sophomores before July 1, 2019; as juniors before July 1, 2020 or as seniors before July 1, 2021 may enroll in and receive a standard and verified unit of credit for supervised correspondence courses with prior approval of the principal. Standard units of credit will be awarded for the successful completion of such courses when the course is equivalent to that offered in the regular school program and the work is done under the supervision of a licensed teacher, or a person eligible to hold a Virginia license, approved by the school board. Verified units of credit may be earned when the student has passed the SOL test associated with the correspondence course completed. The division superintendent will develop regulations governing this method of instruction in accordance with the regulations of the Board of Education.

Instruction through Alternative Technological Means

Standard units of credit will be awarded for the successful completion of courses delivered through emerging technologies and other similar means when the course is equivalent to that offered in the regular school program and the work is done under the supervision of a licensed teacher, or a person eligible to hold a Virginia license, and approved by the school board. Verified units of credit may be earned when the student has successfully completed the requirements and passed the SOL test associated with the course. The division superintendent will develop regulations governing this method of delivery of instruction in accordance with the regulations of the Board of Education.

Book	Regulations
Section	3000 - Teaching and Learning
Title	Student-Athlete Sudden Cardiac Arrest Prevention Awareness
Code	3504-R
Status	
Adopted	
Last Revised	

Purpose: To set forth guidelines on the prevention, identification, and management of sudden cardiac arrest in student-athletes

A structural or electrical abnormality of the heart usually causes sudden cardiac arrest (SCA) in young athletes. Most of these abnormalities are inherited, but remain undiagnosed and may be unknown to the athlete.

An annual pre-participation physical examination, including a detailed personal and family medical history, is critical to identifying potential causes of SCA. Exercise can be a trigger for SCA in individuals with an abnormal heart condition.

Although SCAs happen unexpectedly, up to 72 percent of SCAs are preceded by symptoms that often go unrecognized, unreported, or misdiagnosed. Parents, student-athletes, and coaches are often unaware of the warning signs, which may include:

- Shortness of breath or fatigue that is not typical of the type of activity;
- Pressure, tightness, or pain in the chest;
- Lightheadedness or fainting during or right after exercise; and
- Heart palpitations or the sensation that the heart is skipping beats (racing, fluttering).

A student-athlete reporting any warning signs of SCA should be removed immediately from activity and referred for further immediate evaluation. A student-athlete removed from play due to suspected SCA symptoms shall not return to play on the same day and must be evaluated by an appropriate licensed healthcare provider. Written clearance from a licensed medical provider must be provided before resuming participation.

Management of Sudden Cardiac Arrest

1. Check for responsiveness. (Tap the person and ask, "Hey, are you ok?" / "Can you hear me?").
2. Check for a pulse.

3. Immediately activate EMS - instruct someone nearby to call 911 or do so yourself.
4. Retrieve an AED (automatic external defibrillator) if one is available.
5. Begin chest compressions, pushing the chest down 2" to 2½", 100 to 120 times per minute to the beat of the Bee Gees song "Stayin' Alive" until the AED or EMS arrives.
6. Follow the instructions given by the AED unit, continuing chest compressions when advised to do so until EMS personnel arrive.

Athletic Emergency Action Plans (AEAPs)and Cardiac Emergency Response Plans (CERPS):

Each school shall maintain a written Athletic Emergency Action Plan (AEAP) specific to each athletic venue, developed collaboratively with athletic trainers, administrators, EMS, and school health staff. The AEAP shall include emergency personnel roles, communication protocols, AED locations, and directions for EMS access.

Each school shall develop and implement a CERP, which may be part of the AEAP, that addresses the appropriate use of school personnel to respond to sudden cardiac arrest or similar life-threatening emergencies. The CERPs shall include:

- a designated cardiac emergency response team with each team member maintaining a current CPR/AED/FA certification;
- annual drills to practice response protocols;
- integration with local EMS protocols;
- clearly marked and accessible AEDs at all athletic venues and within school buildings;
- AED placement that ensures access within three minutes of a cardiac event;
- annual review and updates of the plan; and
- dissemination of the plan to appropriate school personnel.

Responsibilities of Student-Athletes

- Attend the parent/athlete information event at your school.
- Read the information in the student-athlete code of conduct regarding SCA and sign the signature page of understanding.
- Report symptoms to a coach/athletic trainer.
- Look out for other teammates who may be experiencing symptoms and report any such incidents to a coach or athletic trainer.

Responsibilities of Parents/Guardians

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- Attend the parent/athlete information event at your student-athlete's school.
- Read the information in the student-athlete code of conduct regarding SCA and sign the signature page of understanding.

Responsibilities of Coaches

- Maintain a current CPR/AED/FA certification.
- Follow guidance on symptoms and management of SCA.
- Immediately remove symptomatic athletes from practice or competitions ("when in doubt, sit them out").

Responsibilities of Athletic Trainers

- Maintain all AEDs in respective buildings.
- Keep portable AEDs accessible during all athletic activities.
- Educate coaches about symptoms and management of SCA.
- Educate parents and student-athletes about SCA during the parent/athlete information event.
- Immediately remove symptomatic athletes from practice or competitions.

Responsibilities of School Nurses

- Work with coaches and athletic trainers to document and monitor any student-athletes who have reported cardiac concerns that could potentially lead to SCA.
- Provide contact information to parents of students experiencing symptoms.
- Work with the CPR/AED/FA technician to access the list of CPR-certified staff in each building.

Responsibilities of Athletic Directors, Curriculum and Instruction Staff, Student Wellness, and Building Administration

- Work with Athletic Trainers, HPE teachers, and the school nurses to ensure all coaches are current with their CPR/AED/FA certification.
- Ensure all coaches, athletes, and parents are provided the opportunity to learn about sudden cardiac arrest.

Legal Refs.: Va. Code §§ 22.1-271.8 and 22.1-271.9
VSBA Cross-Refs: JJAF, EB

Book	Policies
Section	1-3000 - Instruction Teaching and Learning
Title	Testing Programs
Code	IL 3602-R
Status	Active
Adopted	November 24, 2015
Last Revised	December 18, 2018, April 24, 2026
Last Reviewed	December 13, 2018

PURPOSE: To provide guidance regarding the standardized testing program

Testing and Assessment

A. Testing

- Standardized Tests**
Standardized tests required by the Virginia Board of Education through the Virginia State Assessment Program shall be administered annually in accordance with federal, state, and local directives. Additional standardized testing will be administered as deemed necessary by the Superintendent.
- Standardized Test Results**
Standardized test results shall be analyzed to identify program strengths and weaknesses. Students' individual test results will be reported to adult students or to the parents/legal guardians of minor students. Divisionwide test results will be released to the media through the Department of Curriculum and Instruction at the discretion of the Superintendent.
- Objective-Referenced Tests**
Objective-referenced tests shall be developed locally to assess student progress with the approved curriculum. The results of such testing will be used to analyze the effectiveness of the instructional program, both division-wide and at each individual school.
- Unauthorized Testing**
Any scheduling of testing, other than testing authorized as a part of the Northampton County Public School's divisionwide assessment program, shall be approved by the Department of Curriculum and Instruction.

B. Instructional Programs

- All new programs shall include an assessment component administered by the Department of Curriculum and Instruction.
- All existing programs shall be assessed through ongoing formal and/or informal processes.

C. Staff Development

Staff members shall be trained in test administration, test data interpretation, and the use of varied assessment strategies.

D. Standard of Learning (SOL) Assessments

Students in middle and secondary schools shall take all applicable End-of-Course SOL tests after completing course instruction. In accordance with the Virginia Standards for Accrediting Public Schools, students who achieve a passing score on an End of Course SOL test shall be awarded a verified unit of credit in that course as required within the provisions of 8 VAC 20-131-110.B.

E. Retaking SOL Assessments

Students in kindergarten through grade 8 are not required to retake Virginia Assessment Program tests unless they are retained in grade and have not previously passed the related tests or as otherwise permitted by the Board of Education. Students in high school shall be required to retake end-of-course SOL tests as determined by the Board of Education.

F. Promotion/Retention Recommendations

Elementary and secondary schools may consider the student's End of Grade/Course SOL test score in determining the student's promotion or retention recommendations as outlined in Regulation 3605.

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-4.2, 22.1-253.13:1, 22.1-253.13:3.C.

VSBA Code Ref.: IL, IKH

Book	Regulations
Section	I-3000 –Instruction Teaching and Learning
Title	The Virginia Assessment Program and Graduation Requirements, Diplomas, Certificates
Code	IKF 3608-R
Status	Active
Adopted	July 17, 2014
Last Revised	April 25, 2026

PURPOSE: To establish requirements for graduation, diplomas, and certificates

Graduation Requirements

A. Generally

In order to graduate from Northampton County Public Schools (NCPS), a student must meet all applicable requirements outlined in the Standards of Accreditation (SOAs) and the Standards of Quality (SOQs).

B. Types of Diplomas and Certificates

The school board will award diplomas to all secondary school students, including students who transfer from nonpublic schools, from home instruction, or from another country, who earn the units of credit prescribed by the Virginia Board of Education (VBOE), pass the prescribed tests, and meet such other requirements as are prescribed by the Northampton County School Board ("School Board") and approved by the VBOE.

The School Board will award diplomas and certificates in accordance with state laws and regulations, including standard diplomas, advanced studies diplomas, applied studies diplomas, certificates of program completion, general achievement adult high school diplomas (GAAHSD), and high school equivalency (HSE) certificates. The VBOE specifies the availability of each diploma and certificate type.

The specific graduation requirements for each diploma and certificate type are described in the Northampton Schools Program of Studies and are approved annually by the School Board.

The requirements for a student to earn a diploma are those in effect when the student would have entered ninth grade for the first time with their graduation-year cohort.

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C. Standards of Learning Assessments and Verified Units of Credit

In kindergarten through eighth grade, where Standards of Learning (SOL) assessments are required, each student is expected to take the required SOL assessment. Schools will use the SOL assessment results in kindergarten through eighth grade as one of multiple criteria for determining students' promotion or retention.

Each student in middle and secondary school will take all applicable Standard of Learning (SOL) end-of-course assessments. Students **enrolled in high school credit-bearing courses** who successfully complete the course requirements and achieve a passing score **on the associated** SOL end-of-course assessment **shall** be awarded a verified unit of credit **for** that course.

Students may earn verified credits in any course for which an SOL end-of-course assessment or a Virginia Board of Education (VBOE)-approved substitute assessment is available.

Upon recommendation of the Superintendent/designee and demonstration of mastery of course content and objectives, qualified students may receive a standard unit of credit and be permitted to sit for the relevant SOL assessment to earn a verified credit without having to meet the 140-clock-hour requirement. The Superintendent/designee, by regulation, will determine the manner in which a student may demonstrate mastery of course content and objectives, and documentation of such mastery will be maintained in the student's permanent record.

Students may also earn verified credits by taking substitute assessments for the SOL assessment. Such assessments may only be those approved by the VBOE, and the student may earn verified credits only by achieving a score established by the VBOE.

Participation in SOL testing by students identified as English Learners (EL) will be guided by a school-based committee convened as prescribed by Virginia Department of Education guidelines in accordance with federal laws and regulations. In kindergarten through eighth grade, EL students may be granted a one-time exemption from SOL testing in accordance with Virginia Department of Education (VDOE) guidelines.

Students with disabilities for whom participation in the SOL assessment program is deemed inappropriate according to their Individualized Education Program (IEP) or 504 Plan shall be expected to demonstrate proficiency on an alternative assessment prescribed by the VBOE in accordance with state and federal laws and regulations.

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D. Locally-Awarded Verified Credits

Certain students who have failed to earn the required number of verified credits for high school graduation may petition a local review committee, appointed by the Superintendent or designee, and described more fully below, to earn locally awarded verified credits in English, mathematics, science, or history/social science.

Eligibility

To be eligible to earn locally-awarded verified credits in English, mathematics, science, or history/social science, a student must:

- pass the high school course;
- score within a 375-399 scale score range on any administration of the SOL test after taking the test at least twice; and
- demonstrate achievement in the academic content through an appeal process administered at the local level.

For eligible students:

- no more than one locally-awarded verified credit may be awarded; and
- locally-awarded verified credits can be applied toward either a standard or an advanced studies diploma.

Eligibility - Credit Accommodations:

To be eligible for locally awarded verified credits as credit accommodations, students with disabilities must meet all criteria established by Virginia law or regulation, and eligibility for such credit accommodations must be documented in the student's IEP or Section 504 plan.

E. Procedures

The Superintendent or their designee shall appoint a local review committee for each high school that consists of the principal or designee, the division's Assistant Superintendent of Instruction or their designee, the Director of Assessment and Accountability, the Coordinator for School Counseling, and a school subject-area department chair, on an as-needed basis.

The Assistant Superintendent for Curriculum and Instruction or their designee shall serve as chair of the review committee.

The local review committee will review information that provides evidence of the student's achievement of adequate knowledge of the SOL content. The local review committee shall have discretion in determining the information to be considered. It shall include, but not be limited to: results of classroom assignments, division-wide exams,

course grades, and additional academic assignments (e.g., papers, projects, essays, or written questions) as deemed appropriate.

Based on the evidence reviewed, the local review panel may award the verified credit, deny the verified credit, suggest participation in a remedial program and retesting, or make additional academic assignments as deemed appropriate prior to determining whether to award the verified credit.

The local review committee shall make decisions on a case-by-case basis in the case of transfer students who earned a passing grade in the course and for whom no academic or attendance data is available.

Decisions of the Local Review Committee

A majority vote shall determine the local review committee's decision and shall be considered final.

The **Locally-Awarded Verified Credit Form** (Exhibit 1) shall be completed, serve as documentation of the local review process, and shall be maintained in the student's educational record.

The **Special Permission Credit Accommodation for Locally-Awarded Verified Credit (SP-LVC) Form** (Exhibit 2) shall be completed, serve as documentation of the local review process, and shall be maintained in the student's educational record.

Eligibility

Eligibility for the Special Permission Locally-Awarded Verified Credits must be documented in the IEP or Section 504 plan.

An eligible student must:

- pass the high school course based on the non-modified curriculum;
- score below 375 on the Standards of Learning test;
- have a documented disability that presents a unique or significant challenge to the degree that the student is unable to demonstrate knowledge of the course content on the SOL test using available accommodations; and
- demonstrate achievement in the academic content through an appeal process administered at the local level.

For eligible students:

- No more than one locally-awarded verified credit may be awarded. Locally-awarded verified credits may be applied toward the standard diploma.
- There is no limit on the number of locally awarded verified credits that may be granted to students with disabilities who are eligible for credit accommodations.

Procedures

Schools shall submit the required evidence and the ***Eligibility Criteria Request Form*** to the appropriate Northampton Schools office.

A local review committee shall be convened and composed of at least three Central Office staff members representing special education/student services, assessment, and instruction.

Review committees will convene throughout the school year as needed.

The panel's decision shall be based on a majority vote. The ***Special Permission Locally Awarded Verified Credit Form*** (Exhibit 2) shall be completed. This form shall serve as documentation of the local review process and shall be maintained in the student's educational record.

The review committee shall review information that provides evidence of the student's achievement of adequate knowledge of the SOL content. The panel shall have discretion in determining the information it will consider. That evidence must include:

- evidence of remediation;
- evidence for all reporting categories with a scaled score below 30; and
- all evidence must be assigned by a teacher and completed independently by the student.

Evidence may include, but is not limited to:

- classroom formative or summative assessments;
- course grades;
- written products;
- projects; and
- classroom work samples.

Based on the evidence provided, the review panel may recommend:

- awarding the verified credit; or
- denying the verified credit; or
- requesting additional evidence.

The review committee shall make decisions on a case-by-case basis in the case of transfer students who earned a passing grade in the course and for whom no academic or attendance data is available.

Decisions of the Review Committee

A majority vote shall determine the review committee's decision and shall be considered final.

For students who are awarded credit through the Special Permissions Locally-Awarded Verified Credit process, the ***Eligibility Criteria Request Form*** shall be reviewed by the Assistant Superintendent for Curriculum and Instruction and the division Director of Assessment and Accountability and forwarded to the VDOE for review.

Early College Scholars

The Early College Scholars Program allows eligible high school students to earn at least 15 hours of transferable college credit while completing the requirements for an advanced studies diploma. To qualify for the Early College Scholars Program, a student must meet the following requirements:

1. have a "B" average or better;
2. be pursuing an advanced studies diploma;
3. take and complete college-level course work (i.e., Advanced Placement or dual enrollment) that will earn at least 15 transferable college credits; and,
4. sign an *Early College Scholars Agreement*.

Diploma Seals

Students who demonstrate outstanding achievement may be eligible for one of the following VDOE seals:

The **Governor's Seal** will be awarded to students who complete the requirements for an advanced studies diploma, with an average grade of "B" or better, and successfully complete college-level coursework that earns the student at least nine transferable college credits in Advanced Placement (AP) or Dual Enrollment (DE) courses.

The **VBOE Seal** will be awarded to students who meet the requirements for a standard diploma or an advanced studies diploma and have an average grade of "A."

The **Career & Technical Education (CTE) Seal** is awarded to students who:

- earn a standard or advanced studies diploma and complete a prescribed sequence of courses in a career and technical education concentration or specialization that they choose and maintain a "B" or better average in those courses; **or**
- pass an examination or an occupational competency assessment in a career and technical education concentration or specialization that confers certification or an occupational competency credential from a recognized industry, trade, or professional association; **or**
- acquire a professional license in that career and technical education field from the Commonwealth of Virginia.

The VBOE shall approve all professional licenses and examinations to satisfy these requirements.

The **Seal for Science, Technology, Engineering, and Mathematics (STEM)** is awarded to students who earn either a standard diploma or an advanced studies diploma and satisfy all math and science requirements for the advanced studies diploma with a "B" average or better in all coursework, and

- successfully complete a 50-hour or more work-based learning opportunity in a STEM area, and
- satisfy all requirements for a CTE concentration (a concentration is a coherent sequence of two or more state-approved courses as identified in the course listing within the CTE Administrative Planning Guide), and
- pass one of the following:
 - (a) a VBOE CTE STEM-H credential examination, or
 - (b) an examination approved by the VBOE that confers a college-level credit in a STEM field.

The **Seal for Excellence in Civics Education** is awarded to students who earn either a standard diploma or an advanced studies diploma and meet each of the following criteria:

- Complete Virginia and U.S. History and Virginia and U.S. Government courses with a grade of "B" or higher.
- Have good attendance and no disciplinary infractions as determined by local School Board policies.
- Complete 50 hours of voluntary participation in community service or extracurricular activities, such as volunteering for a charitable or religious organization that provides services to the poor, sick or less fortunate; participating in Boy Scouts, Girl Scouts or similar youth organizations; participating in Junior Reserve Officer Training Corps (JROTC); participating in political campaigns, government internships, Boys State, Girls State or Model General Assembly; or participating in school-sponsored extracurricular activities that have a civics focus.
- Any student who enlists in the United States military prior to graduation will be deemed to have met this community service requirement.

The **Seal of Biliteracy** is awarded to students who earn a VBOE-approved diploma and:

- pass all required end-of-course assessments in English reading and writing at the proficient or higher level; and
- demonstrate proficiency at the intermediate-mid level or higher in one or more languages other than English, as demonstrated through an assessment from a list approved by the Superintendent of Public Instruction.

The **Seal for Excellence in Science and the Environment** is awarded to students who meet each of the following criteria:

- Earn either a standard or advanced studies diploma;
- Complete at least three different first-level board-approved laboratory science courses and at least one rigorous advanced-level or postsecondary-level laboratory science course, each with a grade of "B" or higher;
- Complete laboratory or field-science research and present that research in a formal, juried setting; and
- Complete at least 50 hours of voluntary participation in community service or extracurricular activities that involve the application of science, such as environmental monitoring, protection, management, or restoration.

The **Advanced Placement (AP) Capstone Seal** is awarded to students who fulfill the requirements of the advanced studies diploma and earn a score of 3 or higher in each of the assessments associated with both AP Capstone courses (Research and Seminar) and on four additional AP exams of their choosing.

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-253.13:1, 22.1-253.13:3, 22.1-253.13:4, 22.1-254, 22.1-254.2., 8 VAC 20-132-10., 8 VAC 20-132-51., 8 VAC 20-132-110., 8 VAC 20-150-10., 8 VAC 20-160-10., 8 VAC 20-360-10., 8 VAC 20-360-20., 8 VAC 20-680-10., 8 VAC 20-680-20

Name of Student:		School:
State Testing Identifier (STI):	101/102	Date:

Check One (1) if Applicable: [] IEP or [] 504

Locally-Awarded Verified Credit Requested (Subject): _____

Checklist for Eligibility:			
	The student passed the class	Final Grade:	
	The student has completed a minimum of three administrations of the SOL assessment.	Number of Attempts:	
	The Students has scored at least 375 once	Highest Score:	

Enter total number verified credits student has earned: _____

The review panel's decision shall be based on a majority vote. By signing below, the review committee confirms that its recommendation is based on a thorough analysis of the student's academic record.

Principal or Designee and Committee Member Signatures:

1. _____ Counselor 2. _____ Principal

3. _____ Director A/A 4. _____ Coord. Coun.

Recommendation of the committee: Final Vote: For [] Against []

☐ Award verified credit

☐ Deny award of verified credit for the following reason(s):

☐ Reconsider after the student has submitted the following:

☐ Suggest participation in a remedial program and retesting as described:

Maintain one copy of this document in the student's permanent academic record.
Provide one copy to the parent/guardian or student (if the student is of legal age).

Special Permission: Locally Awarded Verified Credit Form
(Complete one form per verified credit request.)

Name of Student:		School:
State Testing Identifier (STI):	101/102	Date of Meeting:

Check One (1) if Applicable: [] IEP or [] 504

Locally-Awarded Verified Credit Requested (Subject): _____

Checklist for Eligibility:

☐	The student passed the class	Final Grade:	
☐	The student has completed a minimum of three administrations of the SOL assessment.	Number of Attempts:	
☐	The Students has scored at least 375 once	Highest Score:	

Enter total number verified credits student has earned: _____

The review panel's decision shall be based on a majority vote. By signing below, the review committee confirms that its recommendation is based on a thorough analysis of the student's academic record.

Special Education/Student Services Rep. and Committee Member Signatures:

1. _____ Counselor 2. _____ Spec. Ed.
3. _____ Director A/A 4. _____ Coord. Coun.

Recommendation of the committee: Final Vote: For [] Against []

- ☐ Award verified credit
- ☐ Deny award of verified credit for the following reason: _____
- ☐ Reconsider after the student has submitted the following: _____

Maintain one copy of this document in the student's permanent academic record.
Provide one copy to the parent/guardian or student (if the student is of legal age).

Special Permission: Locally Awarded Verified Credit Form
(Complete one form per verified credit request.)

Assistant Superintendent Signature Date

Book	Regulations
Section	G – Personnel-4000 Human Resources Services
Title	Fringe Benefits – Part 4-Workers' Compensation Insurance
Code	GCBC-R, GD-R-4714-R
Status	Active
Adopted	November 22, 2016
Last Revised	July 31, 2018, February 11, 2026
Last Reviewed	November 22, 2016, February 11, 2026

PURPOSE: To establish consistent procedures for the administration of Workers' Compensation benefits

Workers' Compensation Insurance

The Board **shall** obtain workers' Compensation Insurance, and benefits **shall be** provided for all **eligible** employees. If an employee is injured in an accident or contracts a disease related to or **caused resulting** by the performance of the employee's duties, medical attention **shall be** provided.

I. Reporting

Employees are required to immediately report all workplace injuries, conditions, or illnesses to their supervisor. All incidents shall be reported, no matter how insignificant, and regardless of **whether** medical treatment is necessary. If the immediate supervisor is not available, a report must be made to the Office of Human Resources. Late reporting by the employee can result in delayed or denied workers' compensation benefits.

The supervisor shall immediately have the injured worker call the **Workman's Compensation Nurse Triage, referred to as the Company Nurse NT24** (Injury Hotline: 1-888-770-0925 ~~1-877-234-0898~~) and report the claim. **Company Nurse NT24** is available 24 hours a day, 7 days a week, 365 days a year. If the employee is unable to call **Company Nurse NT24**, the supervisor must make this call and report the claim. Delays in reporting **incidents to the Company Nurse** can jeopardize employees' rights under workers' compensation law and subject Northampton County Public Schools to penalties that the Virginia Workers' Compensation Commission may assess. All occupational reports shall be called into **Company Nurse NT24** immediately upon the notification of a work-related injury or illness (within 24 hours).

II. Panel of Physicians

Northampton County Public Schools has an approved Panel of Physicians for treating workers' compensation injuries and illnesses. The supervisor shall, immediately upon notification of a work-related injury or illness, provide the employee with the Panel of Physicians. ~~The employee shall sign and date an acknowledgement of receipt of the Panel of Physicians and the supervisor shall witness the employee's signature. The supervisor will retain the original signed panel and provide the employee with a signed copy.~~ The Panel of Physicians shall be offered

and provided to the employee, regardless of **whether** if the employee intends to receive medical attention.

Treatment by a physician or medical facility outside of the panel will be at the employee's expense. In the event of an emergency, the employee may **seek medical attention** ~~treat~~ at the closest emergency facility. Once the emergency treatment is completed, a panel physician must be chosen for follow-up care.

III. Medical Treatment

An employee shall not use health insurance for situations believed to be work-related unless the claim is denied.

Immediately upon receipt, all medical bills, reports, and other medical correspondence shall be forwarded to ~~VML~~ **VACorp** Insurance Programs. All medical facility inquiries shall be referred to ~~VML~~ **VACorp** Insurance Programs. Only ~~VML~~ **VACorp** Insurance Programs has the authority to authorize treatment, testing, physical therapy, surgery, changes in physician, second opinions, etc.

The employee shall cooperate with ~~VML~~ **VACorp** Insurance Programs. This includes providing disability slips, medical information, and keeping appointments, etc. Additionally, the employee shall keep their supervisor and the Office of Human Resources advised of their work status and cooperate with return-to-work efforts.

IV. Prescriptions

The supervisor shall complete and provide the employee with an Instant Coverage Workers' Compensation Prescription Program authorization form if medication is prescribed. The employee will take this authorization to a participating network pharmacy and will be provided with a 7- to 10-day supply of medication at no cost. This authorization is valid for one-time use only. VACorp Insurance Programs must authorize any additional medication prescribed beyond the first fill.

Should an employee incur the cost for any medication, a receipt, which includes the employee's name, prescribing physician's name, date of purchase, name of medication, and cost of medication, may be submitted to ~~VML~~ **VACorp** Insurance Programs for reimbursement consideration.

V. Wage Loss Benefits

Workers' Compensation guidelines require a seven-day waiting period prior to eligibility for wage benefits. During this waiting period, employees may **shall** take accrued paid (annual, sick, or personal) leave. If the employee does not have sufficient paid leave (annual, sick, or personal), any absences shall be unpaid. It is the employee's responsibility to notify their supervisor of how they would like to be charged for the first 7 days missed. If a designation is not made, the employee's pay will be docked.

Temporary and part-time employees who are not eligible for annual leave, and employees with no earned leave available, will not receive pay for the first seven (7) days of the absence.

If the absence is longer than seven days and is authorized by a panel physician and is the result of a compensable injury under the Virginia Workers Compensation Act, payments for lost wages under Workers' Compensation guidelines shall be made directly to the employee from the School Board's Workers' Compensation Insurance carrier, as set forth by the Virginia Workers' Compensation Act., Va. Code Ann. § 65.2-500, subject to weekly maximum as approved by the Virginia Workers' Compensation Commission. This amount is not subject to any payroll taxes.

If an employee is out of work for over twenty-one (21) days due to a covered injury/illness, and a panel physician authorizes the disability, the employee will receive compensation for the first seven (7) days. The employee has the option to sign this check over to Northampton County Public Schools, in which case their earned leave will be restored, or to keep the compensation and have their paid leave not reinstated.

Injured employees do not continue to accrue sick and annual leave while out of work due to a workers' compensation injury/illness. Further, employees will not be permitted to use paid leave (annual, sick, or personal) to receive a full paycheck while receiving workers' compensation wage payments.

Work-related disability will be designated under the Family Medical Leave Act (FMLA) and will run concurrently with workers' compensation benefits if the disability constitutes a "serious health condition".

Employees receiving workers' compensation wage benefits will be financially responsible for voluntary payroll deductions. It is the employee's responsibility to contact the Finance Department to arrange payment.

VI. Contact the Human Resources Office for additional procedural information.

Book	Regulations
Section	J-9000 - Student Services
Title	Search and Seizure
Code	JEQ 9417
Status	Active
Adopted	October 1, 2005
Last Revised	May 1, 2019
Last Reviewed	November 25, 2014, April 24, 2026
Prior Revised Dates	10/14

PURPOSE: To establish procedures for search and seizure

SEARCH AND SEIZURE

A search of a person or property without informed consent involves an invasion of privacy. Whether such a search of a student is permissible depends on a balancing of the student's right to privacy and freedom from unreasonable searches and seizures against the school division's responsibility to protect the health, safety, and welfare of all persons in the school/community and to carry out its educational mission. To maintain order and discipline in the schools and to protect the health, safety, and welfare of students and school personnel, school authorities may search a student, a student's locker, or a student's automobile under the circumstances outlined below and may seize any illegal, unauthorized, or contraband materials discovered during the search.

As used in this policy, the term "unauthorized" means any item that is dangerous to the health or safety of students or school personnel, disruptive of any lawful function, mission, or process of the school, or described as unauthorized in school rules available to the student beforehand.

The locations where searches of students and their property may be conducted are not limited to the school building or school property. Searches may be conducted wherever the student is involved in a school-sponsored function.

A. ADMINISTRATIVE SEARCHES

Student desks, storage spaces, and lockers are provided to students without charge and are therefore the property of the school and remain under the school's control at all times. Student desks and lockers may be used for the storage of permitted student belongings only. Students are expected to assume full responsibility for the security of their assigned lockers and their contents at all times.

The decision to inspect a desk, locker, or storage space and the belongings contained therein shall be made by the principal or his/her designee. Any inspection shall be conducted by the principal or their designee and a third-party witness, in the presence of the student if he or she is available. Reasonable efforts to locate the student shall be made prior to searching a student's locker or personal property. If the student is present, the school official shall inform him/her of any circumstances justifying the inspection or search.

B. PERSONAL SEARCHES

A student's person and/or personal effects (e.g., purse, book bag, etc.) may be searched by a school official whenever the official has reasonable suspicion to believe that the student has violated or is about to violate the law or a school rule and that the search will yield evidence of the violation.

All individual searches of students must be based on reasonable suspicion. To be permissible, the search must be:

- justified at its inception and
- reasonably related in scope to the circumstances justifying the search.

An individual search is justified at its inception when a school official has reasonable grounds, based on the totality of the known circumstances, to suspect that the search will reveal evidence that the student has violated or is violating the law or the school's rules. A search is reasonable in scope when it is reasonably related to the objectives of the search and is not excessively intrusive in light of the age and sex of the student and the nature of the suspected infraction.

A personal search may include requiring a student to be scanned with a metal detector.

A second staff member shall be present during the search of a student's person or personal property in his/her immediate possession. Searches of the student's person shall be conducted in a private room by a person of the same sex as the student being searched. Whenever feasible, an adult witness of the same sex will be present for a search of a student's person. Where the health or safety of students or staff may be endangered by delay, strict adherence to these procedures may be waived. The school official shall advise the student of the circumstances that justify a search of the person or personal belongings. If the student is not present, they shall be informed of the search within a reasonable time thereafter. School officials shall notify the parent(s)/guardian(s) of any student whose person or personal belongings have been searched of the circumstances justifying the search and the results thereof. Searches of the person of a student shall be limited to:

1. The contents of students' pockets;
2. Any object in the possession of the student, including but not limited to a purse, wallet, shoes, socks, outerwear, backpack, or book bag.

A pat-down search of a student may be conducted only if a school administrator has established a high level of reasonable suspicion that evidence will be found corroborating suspicion that a law or school rule has been broken. If a pat-down search of a student's person is conducted, it will be conducted in private by a school official of the same sex and with an adult witness of the same sex present. The school resource officer or law enforcement official shall also be contacted.

C. STRIP SEARCHES

For purposes of this regulation, "strip search" of a student shall have the same meaning as outlined in § 19.2-59.1 of the Code of Virginia, including, but not limited to, having a student

remove or arrange some or all of their clothing so as to permit a visual inspection of the undergarments of such person.

School officials may require a student to remove coats, jackets, hats, shoes, and shirts or sweaters that are worn over other shirts. Such a search will be conducted in private, by a school official of the same sex as the student, and in the presence of another school official of the same sex as the student.

Searches of this nature will not constitute strip searches. More extensive searches of students will be referred to a law enforcement officer in accordance with subsection F of this regulation. Nothing in this regulation will prevent a school official from conducting a search of a student's person or clothing if the student poses an immediate danger to himself or others by possessing such an item.

Strip searches involve an extreme intrusion into the rights of a student and ~~may~~ shall only be conducted when an extremely serious situation ~~exists~~ that requires immediate action. Such a search should be used only in the context ~~because~~ of an imminent threat of death or great bodily injury to a person or persons. If a strip search is necessary, the school official should contact the appropriate law enforcement official, and the search should be conducted by a sworn law enforcement officer of the same sex, in the presence of a same sex adult witness.

The school official must also have prior approval from the Superintendent or their designee, unless the delay endangers the health or safety of the student or the school.

D. LOCKER AND DESK SEARCHES

No student shall lock or otherwise impede access to any locker or storage area except with a lock provided by or approved by the principal of the school in which the locker or storage area is located. Unapproved locks shall be removed and destroyed. Periodic general inspections of lockers and desks may be conducted by school authorities for any reason at any time without notice, without student consent, and without a search warrant.

School officials retain locker combinations and reserve the right to search desks and lockers as well as to open lockers at any time for repairs. A general search of lockers or desks may be conducted to repossess school property or to locate illegal materials. A random, systemic, non-selective search of student classrooms, desks, lockers, or automobiles may be conducted by school officials in accordance with a predetermined search methodology.

Students are responsible for the content of their assigned lockers at all times. The student's individual right to privacy and freedom from unreasonable search and seizure is balanced by the school's responsibility to protect the health, safety, and welfare of all persons within the school community. Should illegal materials be found during a search, law enforcement officials shall be notified.

E. AUTOMOBILE SEARCHES

Students are permitted to park on school premises as a matter of privilege, not of right. The privilege of bringing a student-operated motor vehicle onto school premises is hereby conditioned on written consent by the student driver, the owner of the motor vehicle, and the

parent or guardian of the student to allow a search of that motor vehicle when there is reasonable suspicion for the search of that motor vehicle.

The school retains the authority to conduct routine patrols of student parking lots and to inspect the exteriors of student automobiles on school property. The interiors of student vehicles may be inspected whenever a school official has reasonable suspicion to believe that the student has violated or is about to violate the law or a school rule and that the search will yield evidence of the violation, or that illegal or unauthorized materials or other evidence of illegal or otherwise prohibited activities are contained inside the automobile. Such patrols and inspections may be conducted without notice, without student consent, and without a search warrant.

Refusal by a student, parent or guardian, or the motor vehicle owner to provide or allow access to a motor vehicle on school premises at the time of a request to search the motor vehicle shall be cause for termination, without further hearing, of the privilege of bringing a motor vehicle onto school premises. The principal, or a member of the administrative staff designated in writing by the principal, may request a law enforcement officer to search a motor vehicle on school premises, pursuant to subsection H of this regulation.

F. COMPUTER SEARCHES

The school computer system, as defined in Policy GAB/IBEA 6301 Acceptable Computer System Use, is school property. Students are authorized to use only the school's computer system and other similar educational technology consistent with the school's educational mission and in accordance with Policy GAB/IBEA 6301, Acceptable Computer System Use. School officials may search school computers, software, and internet access records at any time for any reason and without student consent.

G. CONSENT SEARCHES

If a student gives a school official consent to search, the school official does not need to demonstrate reasonable suspicion. A student's consent is valid only if given willingly and with knowledge of the meaning of consent. Students should be told informed of their right to refuse to be searched, and students must not perceive themselves to be at risk of punishment for refusing to grant permission for the search.

H. Assistance of Law Enforcement Agency

The principal or their designee may request the assistance of a law enforcement officer to:

- 1. search any area of the school premises, any student, or any motor vehicle on school premises;
- 2. conduct a K-9 drug sniff of school property, after obtaining prior approval of the Superintendent or their designee;
- 3. identify or dispose of anything found in the course of a search conducted in accordance with this regulation; or
- 4. assist in any other situation in which law enforcement assistance is necessary.

Where law enforcement officers respond to such a request, school employees shall assist or otherwise participate at the law enforcement officer's request. The legal standard of probable cause governs searches by law enforcement officers. The decision on whether there is sufficient probable cause to justify a search is fact-specific and solely within the discretion of law enforcement officers. The principal or their designee will refer to the Memorandum of Understanding between the Northampton County Sheriff's Department and the School Board when requesting police assistance.

I. USE OF METAL DETECTORS (MAGNETOMETER)

Weapons of any nature on school property or at school functions are prohibited by school policy and state law. The unauthorized presence of weapons is inherently dangerous to all persons in the school setting. The Administrator is authorized to use stationary or mobile metal detectors to search any or all persons to identify illegal weapons or other prohibited materials. In accordance with Regulations 8502-R and 8503-R, students will be given notice of the use of metal detectors. They will be required to submit to a screening for metal as a condition of entering or continuing attendance at school or a school-sponsored event. Failure to submit to a metal detector check by authorized school personnel may be considered grounds for disciplinary action. The Superintendent has developed procedures for implementing metal detector searches in accordance with the law, as set out in Regulation 7301-R.

J. SEIZURE OF ILLEGAL MATERIALS

If a properly conducted search yields illegal or contraband materials, such findings materials shall be turned over to the proper legal authorities for ultimate disposition.⁴

Legal Refs.: New Jersey v. T.L.O., 469 U.S. 325 (1985).
Constitution of the United States, Amendment IV.
Constitution of Virginia, Article I, § 10.
Code of Virginia, 1950, as amended, § 22.1-279.7, 22.1-280.2,3.

Cross Refs.: Policy 6301, Acceptable Computer Use
Regulation 9401, Code of Student Conduct
Virginia School Search Resource Guide (Virginia Department of Education, Oct. 2000).

VSBA Cross Ref.: JFG Search and Seizure
CLA Reporting Acts of Violence and Substance Abuse
EGAA Reproduction and Use of Copyrighted Materials
GAB/IBEA Acceptable Computer System Use
JFC Student Conduct
JFC-R Standards of Student Conduct
JFCD Weapons in School
JFCF Drugs in School
KNAJ Relations with Law Enforcement Authorities

Book	Regulations
Section	9000 - Student Services
Title	Homebound and Home-Based Instruction
Code	9504-R
Status	
Adopted	
Last Revised	

PURPOSE: To provide continuity of educational services between the school classroom and the home setting for students whose medical needs, either physical or emotional, or administrative reasons (e.g., disciplinary) prevent school attendance.

I. Definitions

- “Homebound instruction” means academic instruction provided to students who are confined at home or in a healthcare facility for periods that would prevent normal school attendance, based upon medical certification of need.

For the purposes of homebound instructional services, “confined at home or in a healthcare facility” means the student is **unable to participate** in the normal day-to-day activities typically expected during school attendance, and absences from home are infrequent, of relatively short duration, or to receive healthcare treatment.

- “Home-based instruction” means academic instruction provided to students who have been removed from school due to administrative reasons (e.g., disciplinary or non-disciplinary) as approved by the school administrative team.

II. Homebound Instruction

Homebound instruction may be provided for students who are physically or emotionally unable to attend school, as certified by a licensed physician, nurse practitioner, physician's assistant, or licensed clinical psychologist. Homebound instruction is not intended to supplant school services and is, by design, temporary.

Eligibility for homebound status shall be determined by the Office of Student Support Services (OSSS). Approval of services is based upon a completed medical certification of need; the Coordinator of the Student Support Services Office processes homebound referrals and services. Homebound services are only for the current school year and/or for the time certified by the student's licensed physician or nurse practitioner, physician's assistant or licensed clinical psychologist within the current school year, whichever comes first.

The medical certification of need is the licensed healthcare provider's documentation of the student's illness, treatment plan, and the estimated length of recovery time. The certification must be fully completed, including parental permission to contact the treating licensed

physician, nurse practitioner, physician assistant, or licensed clinical psychologist, for the student to be considered for homebound services. The OSSS will review all requests for completeness of information and for appropriateness and will follow up with the treating licensed healthcare provider to clarify whether homebound instruction is needed or whether school-based instruction with appropriate accommodations is appropriate, as necessary. Homebound services are for student illness/injury only; services are not appropriate to compensate for absences related to family care or illness.

Upon approval of homebound services, the Individualized Education Plan (IEP) team will meet to determine frequency and duration of the homebound services. The IEP may also include a statement that the IEP team will reconsider the need for continuation of services by a specified date. The IEP team should add a statement that these services are temporary and do not constitute a permanent change in placement, nor are they the "stay put" placement, should the IEP team and parents/guardians later disagree over the continuation of homebound services. If a medical professional has approved the student's return to school prior to the end of homebound services, as indicated in the IEP, the IEP team must meet to amend the IEP before the student may return to the school setting.

The amount of homebound instruction provided shall be based on the student's grade level, educational needs, and applicable state guidelines.

- **Elementary (Grades K-5):** Students are generally eligible to receive up to 20 hours of instruction per month, typically scheduled as approximately one hour per school day.
- **Middle School (Grades 6-8):** Students are generally eligible to receive up to 32 hours of instruction per month, typically scheduled as approximately eight (8) hours per week.
- **High School (Grades 9-12):** Students are generally eligible to receive up to 40 hours of instruction per month, generally scheduled at a rate of approximately two (2) hours per week for each core instructional course in which the student is enrolled through homebound instruction.
- **High School Students Enrolled in Two Courses or Fewer:** Students in grades 9-12 who are receiving homebound instruction for two courses or fewer are generally eligible for 20 hours of instruction per month.
- **Students with Disabilities:** Homebound services for students receiving special education services shall be provided in accordance with the student's Individualized Education Program (IEP) and applicable state and federal regulations.

A student who is pregnant is eligible to receive homebound instruction following the birth of her child for a period of up to six (6) calendar weeks. Homebound instruction may be provided prior to delivery and/or beyond the six-week postpartum period when supported by appropriate medical documentation indicating a medical necessity.

Partial or intermittent homebound instruction may be appropriate for some students, with specific details provided by the licensed healthcare provider. For students with disabilities, the IEP/504 team determines the appropriate subjects and number of hours.

When a student is found eligible for homebound services, the Office of Student Support Services (OSSS) will assign a homebound tutor, a homebound mentor, and/or an educational virtual platform. Homebound instruction shall be provided on days when school is in session and may be scheduled during regular school hours, late afternoon, or early evening. Any exception to this schedule must be approved by mutual agreement among the Coordinator of OSSS, the homebound instructor, and the student's parent/guardian. Instruction will not be given to homebound students when they are not in attendance (e.g., during inclement weather, teacher workdays, winter break, spring break, and student holidays). Under special circumstances, exceptions may be approved by the NCPS OSSS Coordinator.

Students found eligible for homebound instruction will remain on the class roll and will be counted present unless the student has an unexcused cancellation of homebound tutoring sessions or refuses to comply with services (e.g., refusing to complete assignments, failing to provide dates for homebound service delivery, failing to attend or participate in services). Assignments and tests will be provided to the homebound tutor by the student's classroom teacher(s).

Grades earned during homebound services will be graded by the student's assigned classroom teacher. Grades will be accepted by the student's home school and averaged with all other classroom grades. On-time graduation is not guaranteed, and students receiving homebound services must meet all diploma requirements for graduation.

Homebound services are designed so that a student does not fall significantly behind during the period of confinement. Accordingly, the hours of homebound services provided will not align with school hours, and priority will be given to core academic subjects rather than specialty classes (e.g., those requiring labs, special facilities, or equipment) or elective classes. Homebound services will not be provided for all classes. Students receiving homebound services will be expected to complete schoolwork outside the presence of the homebound tutor and be prepared to participate in the instructional process.

Students receiving homebound services must be confined to the home. Students on homebound status may not participate in school activities or sports, or have a job while on homebound status, unless prior approval is obtained from the principal. The ability to participate in such activities may constitute a reason to review the approval of homebound instruction and/or adjust the services provided.

If the School Division determines that the home setting is not appropriate for instruction and the student's condition allows, homebound services may take place at other locations determined appropriate and conducive to learning.

Students receiving homebound instruction should return to school-based instruction as soon as possible. Homebound services will be approved for a time period not to exceed nine (9) calendar weeks. An extension of homebound services will require review and approval by the appropriate team and office. Completion of an extension form, including treatment plan,

progress towards treatment goals, and specific plans to transition the student back to the school setting, will be required from the treating licensed healthcare provider to document the need for extended services. Approval for homebound services is conditioned upon submission of all required documentation and permissions.

Time and location for scheduled sessions will be mutually agreed upon. Homeboundtutors will take into consideration parent or guardian requests; however not all requests can be accommodated.

The payment of homebound tutors shall be at the hourly rate set forth in the adopted budget. Payment will be made for travel or preparation time, not to exceed ten (10) percent of the instructional time per pay period.

If a student is temporarily hospitalized for physical or emotional care, the student may be eligible for homebound services. The school division is also responsible for providing homebound services to a student enrolled in the school division who is confined in another county or city in Virginia and to qualified students confined in another state, if those students meet homebound eligibility requirements.

The procedure for applying for approval for homebound services through a hospital or day treatment center is the same as for non-hospitalized students requesting homebound services.

III. Home-Based

Home-based instruction is academic instruction that may be provided in the home or other public location as designated by the Individualized Education Program (IEP) or 504 team.

This type of instruction may be provided in unique circumstances, as determined by the IEP team, which may include (but are not limited to) disciplinary reasons, long-term medical conditions that require services in the home or a nursing facility, or services during a period of transition between placements.

IV. Resolving Disputes Regarding Homebound or Home-Based Instructional Process

Disagreements that arise during the implementation of homebound or home-based services and cannot be resolved by the Coordinator of Student Support Services will be referred to the Director of Student Support Services or their designee. If the matter remains unresolved, it shall be referred to the Assistant Superintendent for Curriculum and Instruction for review and resolution. The decision of the Assistant Superintendent for Curriculum and Instruction shall constitute the final administrative determination.

V. Homebound Instruction: Referral, Eligibility, Timelines, and Requirements

Information regarding the referral process, eligibility determination, services timelines and requirements, and other information regarding homebound services can be found in the NCPS Homebound Services Office and the Virginia Department of Education's Homebound Instructional Service Guidelines.

Public Comment(s)

None received.

Consent Agenda Items

School Board Meeting for May

Chair Jones asked board members if any of them had any questions regarding the school board minute drafts for May. None were given.

Approval of Appropriation Req FY 26-27 #1 – USDA Distance Learning & Telemedicine Grant

NORTHAMPTON COUNTY PUBLIC SCHOOLS
7207 Young Street
Machipongo, Virginia 23405
www.ncnpsk12.com

June 25, 2024

Reg. 2027-1

Mr. John Chandler
Director of Finance
County of Northampton
P.O. Box 66
Eastville, VA 23347

Dear Mr. Chandler,

Subsequent to a vote taken on the date noted above, the Northampton County School Board respectfully requests an appropriation of \$842,304 in the 2026-2027 Capital Improvement Fund Budget to reflect the award of a Distance Learning and Telemedicine (DLT) grant received from the United States Department of Agriculture and the corresponding required local match. These funds will be used over the next three fiscal years to expand interactive technology infrastructure to include a video conferencing network, expand broadband capabilities, and digital classroom enhancements to overcome the geographic and economic barriers faced by our rural community.

Revenues will be recorded as Federal Revenue (\$732,438) and Appropriated Fund Balance (\$109,866). Expenditures will be classified in a separate USDA DIT Grant Project.

Please notify me in writing when this request has been passed by the Northampton County Board of Supervisors. Thank you for your help with this matter.

Sincerely,

E. Brook Thomas, CPA, SFO
Chief Financial Officer

Cc: Dr. Lisa L. Martin, Superintendent of Schools
Members, Northampton County School Board

Date: _____

Chairman, Northampton County

RODA:		
275-000-1010999	APPROPRIATED FUND BALANCE	\$109,866
275-000-	USDA - DLT GRANT	\$732,430 (NEW CODE)
275-056-009-000-0000-50100-5100	CIP - USDA DLT GRANT EXPENSES	\$642,304 NEW CODE)
NEW:		
395-004-00-90000	APPROPRIATED FUND BALANCE	\$109,866
395-004-00-44775	OTHER FEDERAL GRANTS	\$732,430
395-000-59075	TECHNICAL GRANT EXPENSES	\$642,304
		NOTE: USDA DLT Grant Project (New Project)



INSPIRING LEARNERS FOR LIFE THROUGH ACHIEVEMENT AND SUCCESS

Chair Jones then asked for a motion to accept the consent agenda item with the exclusion of items #10:02 and 10:04. A motion was made by Mrs. Borden and seconded by Mr. Bell.

Roll call vote:

Mrs. Molera – Yes

Mrs. Bieri - Yes

Mr. Bell - Yes

Mrs. Borden - Yes

Mr. Brenson - Yes
Mr. Andrews - Yes
Mrs. Jones - Yes

The motion was carried.

Before moving on to the approval of action items, Mr. Brenson asked the board chair if Mrs. Molera, who had briefly stepped out of the meeting, could cast her vote. Chair Jones then reviewed what had taken place after Mrs. Molera had stepped out.

Mrs. Molera then voted “yes” to the approval of the consent agenda.

Action Items

Approval of Salary Scales

Chair Jones asked for a motion to approve the salary scales as presented. A motion was made by Mr. Brenson and seconded by Mrs. Borden.

Roll call vote:

Mrs. Molera – Yes
Mrs. Bieri - Yes
Mr. Bell - Yes
Mrs. Borden - Yes
Mr. Brenson - Yes
Mr. Andrews - Yes
Mrs. Jones – Yes

The motion was unanimously carried.

Approval of Health Insurance Premiums

Chair Jones asked for a motion to approve the health insurance premiums as presented. A motion was made by Mrs. Molera and seconded by Mrs. Borden.

Roll call vote:

Mrs. Molera – Yes
Mrs. Bieri - Yes
Mr. Bell - Yes
Mrs. Borden - Yes
Mr. Brenson - Yes
Mr. Andrews - Yes
Mrs. Jones – Yes

The motion was unanimously carried.

Approval of Federal Grants Application

Chair Jones asked for a motion to approve the federal grants application as presented. A motion was made by Mrs. Borden and seconded by Mrs. Molera.

Roll call vote:

Mrs. Molera – Yes
Mrs. Bieri - Yes
Mr. Bell - Yes
Mrs. Borden - Yes
Mr. Brenson - Yes
Mr. Andrews - Yes
Mrs. Jones – Yes

The motion was unanimously carried.

Approval of Non-Resident Student Applications for OES

Dr. Martin shared that they had received 12 non-resident student applications for the 2026-2027 school year and recommended that the school board approve all applications so students can continue with their registration at Occohannock Elementary School (OES) for the upcoming school year.

Chair Jones asked for a motion to approve the non-resident student applications received from OES. A motion was made by Mrs. Borden and seconded by Mrs. Molera.

Roll call vote:

- Mrs. Molera – Yes*
- Mrs. Bieri - Yes*
- Mr. Bell - Yes*
- Mrs. Borden - Yes*
- Mr. Brenson - Yes*
- Mr. Andrews - Yes*
- Mrs. Jones – Yes*

The motion was unanimously carried.

Chair Jones noted that there was a discussion during the 1st closed session, and the board will add an approval item as it relates to that discussion for approval during the 2nd approval of action item(s) added to the agenda.

Old/New Business Discussion

Dates of Note

The board discussed upcoming events taking place in July and August.

Date	School Board Meetings and Events (Meetings to be held at Central Office Building)
7/9/2026	School Board Work Session 5:30 p.m. - Closed Session 6:00 p.m. - Open Session (No Public Comments)
7/23/2026	School Board Retreat - Barrier Islands Center- Machipongo, Virginia
8/10/2026	New Teacher Welcome to be held at OES Media Center from 8:45 a.m. to 9:15 a.m.
8/13/2026	All Division Welcome 8:30 a.m. - NHS Auditorium
8/13/2026	School Board Meeting 5:30 p.m. - Closed Session 6:00 p.m. - Open Session (No Public Comments)
8/27/2026	School Board Work Session 5:30 p.m. - Closed Session 6:00 p.m. - Open Session (Public Comments Accepted)
9/10/2026	School Board Work Session 5:30 p.m. - Closed Session 6:00 p.m. - Open Session (No Public Comments)
9/24/2026	School Board Meeting 5:30 p.m. - Closed Session 6:00 p.m. - Open Session (Public Comments Accepted)

2nd Closed Session to Discuss – Superintendent’s Evaluation

Chair Jones asked for a motion to go into a 2nd closed session to discuss the superintendent review process. A motion was made by Mr. Bell. Mr. Andrews said he would like to amend the motion to go into the 2nd closed session to include the personnel discussion that was not included as part of the 1st closed session discussion. Seconded by Mr. Bell. Without objection, the board convened a 2nd closed session meeting.

Reconvene Open Session/Certify Closed Meeting

Reconvene Open Session

Chair Jones asked for a motion from the board to reconvene the open session. A motion was made by Mrs. Borden and seconded by Mrs. Molera. Without objection, the board reconvened the open session.

Certification of 2nd Closed Session

Chair Jones certified that the 2nd closed session meeting was held in conformity with Virginia Law and asked for a roll call vote from board members.

Mrs. Molera – Yes

Mrs. Bieri - Yes

Mr. Bell - Yes

Mrs. Borden - Yes

Mr. Brenson - Yes

Mr. Andrews - Yes

Mrs. Jones – Yes

The motion was unanimously carried.

2nd Approval of Action Item(s)

Chair Jones asked for a motion to accept the personnel as presented. A motion was made by Mrs. Molera and seconded by Mr. Brenson.

Roll call vote:

Mrs. Molera – Yes

Mrs. Bieri - Yes

Mr. Bell - Yes

Mrs. Borden - Yes

Mr. Brenson - Yes

Mr. Andrews - Yes

Mrs. Jones – Yes

The motion was unanimously carried.

Chair Jones asked for a motion from the board. Mr. Andrews made the motion to accept the recommendation of the superintendent as a division employee. The motion was seconded by Mrs. Molera.

Roll call vote:

Mrs. Molera – Yes

Mrs. Bieri - Yes

Mr. Bell - Yes

Mrs. Borden - Yes

Mr. Brenson - Yes

Mr. Andrews - Yes

Mrs. Jones – Yes

The motion was unanimously carried.

Adjournment

Chair Jones asked for a motion to adjourn the meeting. A motion was made by Mr. Brenson and seconded by Mrs. Borden. Without objection, the meeting adjourned at 8:55 p.m.

**These minutes were approved by the school board on July 9, 2026. (K. Reid)*