



**Total Budget**

**691,585,199**

General Operating Fund ↑ <b>68,054,920</b>	School Nutrition Program Fund ↑ <b>1,000,000</b>	Grants and Special Programs Fund ↑ <b>222,035</b>	Capital Projects Fund ↑ <b>129,828,611</b>
---	---	--	---

**Budget Priorities**

- Employee Compensation
- Employee Recruitment and Retention
- Right-sizing the School Division
- Safety, Security, and Building Maintenance/Repairs
- Instructional & Social-Emotional Learning Resources for Students and Schools

**Instruction Support**

<b>\$8,500,000</b> Grades 3-8 Individualized Tutoring & Small Group Instruction	<b>\$6,500,000</b> University Instructors	<b>\$2,300,000</b> Early Literacy Tutors	<b>\$2,100,000</b> Free PreK-12 Summer Programs	<b>\$1,680,000</b> Permanent Substitute Teachers	<b>\$1,500,000</b> 5th Grade Science Tutors	<b>\$1,280,000</b> Middle School Reading & Math Tutors
--	--	---	--	---	--	---



**Teachers**

**Starting Teacher Salary**

**\$57,500**

Cost-of-living adjustment of **\$5,000** for 10-month, **\$5,500** for 11-month, and **\$6,000** for 12-month teachers

**Average Teacher Salary Increase**

**8.04%**



**Classified Staff**

**Starting Hourly Rate**

**\$15.05**

Wage increases are expected to average

**8.34%**

**No Increase in Health Care**

**\$0**

No increase in health care premiums for all eligible NPS employees



**Administrators**

**Average Salary Increase**

**5.94%**

**Substitute Teachers Pay Increase**

- from **\$17.50** to **\$23** per hour for daily substitute teachers
- from **\$21** to **\$26** per hour for non-degreed long-term substitute teachers
- from **\$27** to **\$33.50** per hour for degreed long-term substitute teachers

**84%** of the FY24-25 operating budget is allocated for employees' salaries and benefits.

**Employee Recruitment and Retention**

**\$3,000 | Retention Bonus**

For eligible full-time, contracted employees and other staff who renew and complete their contracts for the 2024-2025 school year

**\$500 | Relocation Bonus**

Bonus for new teacher hires coming from a non-Hampton Roads locality

**\$2,000 | NPS Believes in You**

Bonus for classified employees who move to a teacher position

**\$2,000 | Let's Get Started**

Payment for student teachers who begin full-time employment here

**\$1,500 | Welcome Back**

Bonus for former NPS teachers returning after a separation period of a year or more

**\$1,500 | Happy You're Here**

Bonus for new teacher hires

**\$250 | Finders Keepers**

One-time incentive for non-administrative, full-time employees who refer teaching candidates who are successfully hired

**\$350 | Student Teacher Placement**

One-time incentive for teachers who accept a student teacher placement to supervise

Tuition reimbursement is maintained for eligible employees.

**IGNITE Program at Lindenwood Elementary School**

**\$5,000** Bonus For Eligible Teachers

**\$500** Supply Allowance

Tuition Reimbursement for 2 Courses



**LTHS Transformation to a Comprehensive CTE School**

- Implement a feasibility study to explore the potential transformation
- Use SY24-25 as research and planning year; the end goal will be a recommendation to proceed or not to proceed



**Equity and Excellence Learning Centers (EELCs) at Four NPS Schools**

Establishment of Equity and Excellence Learning Centers in four schools: P.B. Young Elementary, Jacox Elementary, the Ruffner (3-8) School, and Booker T. Washington High School

**\$2,500**

Bonus for eligible returning and new classroom teachers who join the teacher corps of these schools

**\$425,000**

To support varied EELC before, during, and after school activities for students and families

**\$100,000**

To provide for one (1) EELC 12-month teacher specialist

