



### Total Budget

**691,585,199**

General  
Operating Fund  
↑ **68,054,920**

School Nutrition  
Program Fund  
↑ **1,000,000**

Grants and Special  
Programs Fund  
↑ **222,035**

Capital  
Projects Fund  
↑ **129,828,611**

### 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

**\$8,500,000**  
Grades 3-8  
Individualized Tutoring & Small  
Group Instruction

**\$6,500,000**  
University  
Instructors

**\$2,300,000**  
Early Literacy  
Tutors

**\$2,100,000**  
Free PreK-12  
Summer Programs

**\$1,680,000**  
Permanent Substitute  
Teachers

**\$1,500,000**  
5th Grade  
Science Tutors

**\$1,280,000**  
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

