

FY 2026 Bonus Payment

School Board Meeting
Tuesday, March 31, 2026



Strategic Plan

Priority 3: Support Our Staff

Supports employee retention and reflects the division's recognition of staff as valued, while reinforcing its commitment to their well-being.



Bonus Payment for All Staff

- \$1,500 bonus authorized under Chapter 7 of the 2026 Acts of Assembly
- School divisions must certify to VDOE by May 1, 2026
- Funds must be disbursed by June 30, 2026
- Local match required

CCS Impact

- 880.61 FTE instructional and support staff
- Total bonus cost: \$1,421,965
- State share: \$172,840 (12.15%)
- Local required match: \$1,249,125
 - Local share funded through year-end and/or fund balance
 - Use aligns with one-time nature of fund balance and ensures equitable distribution

Bonus Guidelines

- Prorated bonus: Based on the employee's FTE status:
 - 1.00 FTE: \$ 1,500 before taxes
 - .75 FTE: \$ 1,125 before taxes
 - .50 FTE: \$ 750 before taxes
 - .25 FTE: \$ 375 before taxes (includes daily permanent hourly staff such as crossing guards.)
- Eligibility:
 - Hired on or before March 27, 2026
 - Employed on last day of school May 29, 2026
 - Returns for first contract day 2026–2027 school year (August 3 – 12, 2026)

**Thank
You!**

