

School Board Compensation Analysis

October 19, 2024

Top 10 School Board Compensation

| Organization | Board Member Compensation | Board Chair Compensation | Student Enrollment Per School Quality Profile 23-24 |
|---------------------|----------------------------------|---------------------------------|--|
| Fairfax County | \$32,000.00 | \$34,000.00 | 180,982 |
| Arlington County | \$25,000.00 | \$27,000.00 | 27,536 |
| Henrico County | \$21,359.00 | \$23,359.00 | 50,464 |
| Loudoun County | \$20,000.00 | \$22,000.00 | 82,028 |
| Chesterfield County | \$17,549.00 | \$19,549.00 | 64,183 |
| Roanoke County | \$15,482.00 | \$17,282.00 | 13,803 |
| Alexandria City | \$15,000.00 | \$17,000.00 | 16,439 |
| Newport News City | \$15,000.00 | \$17,000.00 | 26,219 |
| Chesapeake City | \$16,000.00 | \$17,000.00 | 40,640 |
| Fauquier County | \$12,000.00 | \$14,400.00 | 10,845 |

Top 10 City School Board Compensation

| Organization | Board Member Compensation | Board Chair Compensation | Student Enrollment Per School Quality Profile 23-24 |
|---------------------|---------------------------|--------------------------|---|
| Alexandria City | \$15,000.00 | \$17,000.00 | 16,439 |
| Newport News City | \$15,000.00 | \$17,000.00 | 26,219 |
| Chesapeake City | \$16,000.00 | \$17,000.00 | 40,640 |
| Hampton City | \$12,711.00 | \$14,153.00 | 19,661 |
| Virginia Beach City | \$12,000.00 | \$14,000.00 | 65,078 |
| Suffolk City | \$10,000.00 | \$11,400.00 | 14,520 |
| Richmond City | \$10,000.00 | \$11,000.00 | 21,259 |
| Petersburg City | \$6,500.00 | \$8,500.00 | 4,464 |
| Portsmouth City | \$5,500.00 | \$6,600.00 | 13,162 |
| Bristol City | \$6,400.00 | \$6,400.00 | 2,154 |

Top 10 Region 5 School Board Compensation

| Organization | Board Member Compensation | Board Chair Compensation | Student Enrollment Per School Quality Profile 23-24 |
|----------------------|----------------------------------|---------------------------------|--|
| Albemarle County | \$6,490.00 | \$8,290.00 | 13,835 |
| Rockingham County | \$6,500.00 | \$7,500.00 | 11,570 |
| Louisa County | \$5,145.00 | \$7,145.00 | 5,211 |
| Fluvanna County | \$5,400.00 | \$6,400.00 | 3,372 |
| Waynesboro City | \$5,100.00 | \$6,120.00 | 3,060 |
| Harrisonburg City | \$4,800.00 | \$5,800.00 | 6,791 |
| Charlottesville City | \$4,500.00 | \$5,300.00 | 4,444 |
| Greene County | \$5,100.00 | \$5,100.00 | 2,818 |
| Bath County | \$4,800.00 | \$4,800.00 | 509 |
| Campbell County | \$4,200.00 | \$4,600.00 | 7,896 |

Comparison to Highest City School Board Compensation

| Board Compensation | Charlottesville | Alexandria | Dollar Variance | % Variance |
|--------------------|-----------------|------------|-----------------|------------|
| Chair | \$ 5,300 | \$ 17,000 | \$ 11,700 | 220.75% |
| Member | \$ 4,500 | \$ 15,000 | \$ 10,500 | 233.33% |

Charlottesville School Board Member Current Total Annualized Compensation

| Compensation | |
|--|----------|
| School Board Member Pay | \$32,300 |
| Benefits including Health Insurance & Gym | \$59,214 |
| Total Compensation | \$91,514 |

| | | |
|--------------------------------|-----------------------|----------|
| School Board Member Pay | Chair | \$5,300 |
| | Member | \$4,500 |
| Health Insurance Range | Individual | \$8,599 |
| | Individual + Children | \$16,198 |
| Gym Membership | | \$354 |

Percentage Increase on Current School Board Compensation

| Compensation | Chair | Member | Annual Budget Cost | Increase to Budget |
|---------------------|-----------|----------|--------------------|--------------------|
| Cost of 5% Increase | \$ 265 | \$ 225 | | |
| Current | \$ 5,300 | \$4,500 | \$32,300 | \$0 |
| 5% Increase | \$ 5,565 | \$ 4,725 | \$33,915 | \$1,615 |
| 10% Increase | \$ 5,830 | \$4,950 | \$35,530 | \$3,230 |
| 20% Increase | \$ 6,360 | \$5,400 | \$38,760 | \$6,460 |
| 50% Increase | \$ 7,950 | \$6,750 | \$48,450 | \$16,150 |
| 100% Increase | \$ 10,600 | \$9,000 | \$64,600 | \$32,300 |
| 150% Increase | \$ 13,250 | \$11,250 | \$80,750 | \$48,450 |
| 200% Increase | \$ 15,900 | \$13,500 | \$96,900 | \$64,600 |