



CHARLOTTESVILLE CITY SCHOOLS

Office of the Superintendent

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SUPPORTIVE INFORMATION SHEET CHARLOTTESVILLE CITY SCHOOL BOARD

DATE:	12/5/2024
SUBJECT:	Action - School Board Salary Increase
BACKGROUND INFORMATION:	<p>Director of Finance Renee Hoover prepared a compensation analysis for the School Board's discussion on a potential salary increase during their October 19, 2024, advance meeting. At the meeting, the Board requested the analysis be updated with a \$10,000 salary for the Chair and \$8,500 for the Board members, to be presented on November 7, 2024, for first reading and public input.</p> <p>The last salary adjustment for the Charlottesville City School Board occurred on December 4, 2014, increasing the Chair's salary to \$5,300 and board members' to \$4,500, effective January 1, 2016.</p> <p>Code of Virginia § 22.1-32. Salary of members, includes:</p> <p>Any elected or appointed school board may pay each of its members an annual salary that is consistent with the salary procedures and no more than the salary limits provided for local governments in Article 1.1 (§ 15.2-1414.1 et seq.) of Chapter 14 of Title 15.2 or as provided by charter, provided that:</p> <ol style="list-style-type: none">3. No school board shall be awarded a salary increase unless, upon an affirmative vote by such school board, a specific salary increase is approved. Local school boards shall adopt such increases according to the following procedures:<ol style="list-style-type: none">a. A local school board representing a county may establish a salary increase prior to July 1 of any year in which members are to be elected or appointed, or, if such school board is elected or appointed for staggered terms, prior to July 1 of any year in which at least two members are to be elected or appointed. Such increase shall become effective on January 1 of the following year.

	<p>b. A local school board representing a city or town may establish a salary increase prior to December 31 in any year preceding a year in which members are to be elected or appointed. Such increase shall become effective on July 1 of the year in which the election or appointment occurs if the election or appointment occurs prior to July 1 and shall become effective January 1 of the following year if the election or appointment occurs after June 30.</p>
STRATEGIC PLAN:	<ul style="list-style-type: none"> ● Priority 4: Ensure Effective and Efficient Operations <ul style="list-style-type: none"> ○ Demonstrate fiscal stewardship
RECOMMENDATION:	<p>The School Board desires to increase the compensation for the Chair's salary to \$10,000 and board members' to \$8,500, effective January 1, 2026.</p>
ACTION REQUIRED:	<p>Move to increase the compensation for the School Board Chair's salary to \$10,000 and School Board Members' to \$8,500, effective January 1, 2026.</p>
CONTACT PERSON(S):	<p>Renee Hoover, Director of Finance</p>