



## CHARLOTTESVILLE CITY SCHOOLS

Office of the Superintendent

1562 Dairy Road

Charlottesville, VA 22903

(434) 245-2400

Fax (434) 245-2603

[www.charlottesvilleschools.org](http://www.charlottesvilleschools.org)

### SUPPORTIVE INFORMATION SHEET CHARLOTTESVILLE CITY SCHOOL BOARD

<b>DATE:</b>	11/7/2024
<b>SUBJECT:</b>	School Board Salary Increase
<b>BACKGROUND INFORMATION:</b>	<p>Director of Finance Renee Hoover prepared a compensation analysis to inform the School Board's discussion on a potential salary increase during their October 19, 2024 advance meeting. At the meeting the board requested a specific analysis for a \$10,000 salary for the Chair and \$8,500 for other members. The last salary adjustment for the Charlottesville City School Board occurred on December 4, 2014, increasing the Chair's salary to \$5,300 and other members' to \$4,500, effective January 1, 2016. This analysis will be presented to the board for further discussion on November 7, 2024.</p> <p><a href="#">Code of Virginia § 22.1-32. Salary of members</a>, 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"><li>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"><li>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.</li></ol></li></ol>

	<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>
<b>STRATEGIC PLAN:</b>	<ul style="list-style-type: none"> <li>● Priority 1: Increase Academic Achievement</li> <li>● Priority 2: Provide a Culture of Safety, Wellness, and Belonging</li> <li>● Priority 3: Support our Staff</li> <li>● Priority 4: Ensure Effective and Efficient Operations</li> </ul>
<b>RECOMMENDATION:</b>	The Superintendent recommends the Board discuss School Board Salary Compensation.
<b>ACTION REQUIRED:</b>	None
<b>CONTACT PERSON(S):</b>	Renee Hoover, Director of Finance