

School Board Compensation Analysis

November 7, 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
89% Increase	\$ 10,000	\$ 8,500	\$ 61,000	\$ 28,700
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