



## CHARLOTTESVILLE CITY SCHOOLS

Office of the Superintendent

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### SUPPORTIVE INFORMATION SHEET CHARLOTTESVILLE CITY SCHOOL BOARD

<b>DATE:</b>	May 1, 2025
<b>SUBJECT:</b>	Authorization of Retention Bonus FY25 - Renee Hoover
<b>BACKGROUND INFORMATION:</b>	<p>At the March 27, 2025 School Board meeting, Renee Hoover, Director of Finance, presented an update on the Charlottesville City Schools (CCS) budget for fiscal years 2025 and 2026.</p> <p>Since that presentation, CCS has decided to pause any amendments to the FY 2026 budget until after May 2, when the Governor is expected to take action on the General Assembly's (GA) conference budget.</p> <p>Virginia Department of Education (VDOE) is moving forward with the GA's budget action to distribute funding to support the \$1,000 bonus per instructional and support SOQ position. This funding will be released as soon as the state budget is officially adopted.</p> <p>In alignment with this action, CCS staff is recommending the approval of a one-time retention bonus to <b>all CCS employees</b>. The cost of the bonus is \$921,710, with \$471,712 covered by the state and \$449,998 funded by CCS through fiscal year-end funds.</p>
<b>STRATEGIC PLAN:</b>	<ul style="list-style-type: none"><li>• Priority 3: Support Our Staff - Recruit and retain teachers and staff.</li><li>• Priority 4: Ensure Effective and Efficient Operations - Demonstrating fiscal stewardship.</li></ul>
<b>RECOMMENDATION:</b>	The Superintendent supports the information in this presentation and recommends the Board take action on the one-time retention bonus for Instructional & Support Staff (all employees) using funds from the FY 2025 Budget.
<b>ACTION REQUIRED:</b>	Authorization of a one-time retention bonus for Instructional & Support Staff (all employees) using funds from the FY 2025 Budget.
<b>CONTACT PERSON(S):</b>	Renee Hoover, Director of Finance