

## **COMPENSATION PHILOSOPHY OF THE SCHOOL BOARD OF THE CITY OF VIRGINIA BEACH**

The vision statement for the School Board of the City of Virginia Beach has the goal that every student will be achieving at his or her maximum potential in an engaging, inspiring, and challenging learning environment. With this vision in mind, the School Board strives to provide a total employee compensation program that enables the school division to:

- Attract and retain a highly qualified and diverse workforce
- Ensure fair and consistent pay practices
- Comply with applicable laws and regulations
- Operate within the constraints of fiscal resources while balancing and achieving educational goals

***The School Board's compensation philosophy embraces the following points:***

1. The school division strives to provide a total compensation program that is competitive with institutions in Virginia and for certain positions outside of our local labor market.
2. Benchmarking and broad banding are used as best practices for compensation of similar positions.
3. Compensation strategies must include the flexibility needed to adapt to market changes and address the needs of the school division. Pay adjustments, other than allowances and supplements, may be provided to employees when appropriate, to address equity, market conditions, targeted needs, and consistency in the administration of the school division's compensation program
4. Starting pay for new employees is based upon education and work experience related to position requirements.
5. Allowances are available to eligible employees based on the attainment of educational/licensing credentials earned beyond the requirements of the position to the extent they relate to the employee's current job responsibilities and to the extent they enhance the employee's ability to contribute to the mission and strategic goals of the school division.
6. Supplements may be provided to eligible employees performing specific functions outside of their established job descriptions.
7. Salary progression may occur as a result of annual salary increases, promotions, reclassifications and pay adjustments.
8. Benefit plans, retirement, and other non-cash compensation are reviewed annually for competitiveness, cost-effectiveness, and their value to employees and the school division.
9. To ensure our compensation structure remains competitive, pay ranges for all instructional positions are evaluated annually. Pay ranges for other job groups are reviewed every 3-5 years or as needed.
10. The Division's Human Resources Department is responsible for evaluating the pay programs for alignment with VBCPS' compensation philosophy, senior leadership is responsible for proposing any changes to the program, and the Board is responsible for approving any proposed changes.
11. The compensation philosophy will be made available to employees