

Section 2

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Date: January 29, 2009

Current **Longevity Pay**

A supplement of \$1,000 is added to the salary of:

1. each certified employee with 30 years of experience and again with 35 years.
2. each classified employee who has completed 30 years of service with Charlottesville City Schools
3. each secretary, administrative/accounting technician who has completed 25 years of service with Charlottesville City Schools

Proposed **Longevity Pay**

To recognize longevity in Charlottesville City Schools and provide longevity pay consistently across employee groups, the revised longevity pay plan is proposed for all full-time employees. To be eligible for the longevity pay, employees must have both the years of experience and at least 10 years of service with CCS.

Once employees are eligible for the longevity pay, they will continue to receive an annual longevity increase. This helps to address the concern about salary increases for employees at the top of the scale.

(Note: Employees currently receiving longevity pay will continue to be credited for the amount awarded through budget year 2009. Any longevity pay earned through the new proposal replaces the amount previously awarded not above and beyond.)

Longevity pay is provided to employees who meet the following criteria:

1. Full time position
2. Employed for at least 10 consecutive years in CCS
3. Have 30 years of recognized experience by CCS
4. At the top of the pay scale (not eligible for step increase)

Payment is provided as follows:

1. \$1000 at 30 years experience level
2. \$200 a year thereafter to a maximum of \$3000.

Recommendation: Accept the proposed change in longevity pay effective in the 2009-2010 school year.