

Keep 'em Guessing posted – 25 January 2019

In February of 2018, Hampton City Schools reported the superintendent Smith's salary as - \$217,029...salary, not salary plus benefits. For that same time period Hampton City Schools reported the superintendent's salary to the Virginia Department of Education in the summer of 2018 as - \$218,829.07. By October of 2018 our superintendent's salary was reported to me as - \$223,377. The Daily Press, in October of 2018 – **Hampton adds year, more money for retirement to superintendent's contract** – reported our superintendent's salary as \$210,517.50.

What's going on? Back in September the Williamsburg Yorktown Daily reported – **Here are the 10 highest paid school employees in Hampton and Newport News** – the superintendent's salary as \$223,377. Same information I got in October. Why would the Daily Press be reporting our super's salary plummeting nearly \$13,000.

Superintendent Smith was hired with an annual salary of \$198,500 in May of 2015 for the FY16 school year. By FY17 his salary increased nearly 4% with a 3% raise approved by the school board.

HAMPTON CITY SCHOOLS SCHOOL BOARD'S APPROVED OPERATING BUDGET (FUND 50) FY 2016-2017 CATEGORY 2 - ADMINISTRATION/ATTENDANCE AND HEALTH								
OBJECT OF EXPENDITURE	-----PERSONNEL-----			ACTUAL 2014-2015	FINAL APPROVED 2015-2016	SCHOOL BOARD'S APPROVED 2016-2017	% INCR (DECR)	
	APPROVED 2015-2106	PROPOSED 2016-2017	INC. (DEC.)					
2 - 1111 Comp of Board Members	3.5	3.5	0.0	83,546	83,546	86,910	4.03	
2 - 1112 Comp of Superintendent	1.0	1.0	0.0	198,325	198,747	208,255	3.78	

By FY18, Smith's salary increase again to a tad over 2%.

HAMPTON CITY SCHOOLS SCHOOL BOARD'S APPROVED OPERATING BUDGET (FUND 50) FY 2017-2018								
OBJECT OF EXPENDITURE	-----PERSONNEL-----			ACTUAL 2015-2016	FINAL APPROVED 2016-2017	SCHOOL BOARD'S APPROVED 2017-2018	% INCR (DECR)	
	APPROVED 2016-2017	RECOMMENDED 2017-2018	INC. (DEC.)					
2 - 1111 Comp of Board Members	3.5	3.5	0.0	84,379	86,910	88,649	2.00	
2 - 1112 Comp of Superintendent	1.0	1.0	0.0	200,208	208,255	210,518	2.07	

By FY19...this year folks, Smith was reported to be receiving a little less than a 2% pay raise.

HAMPTON CITY SCHOOLS SCHOOL BOARD'S FINAL APPROVED OPERATING BUDGET (FUND 50) FY 2018-2019								
OBJECT OF EXPENDITURE	-----PERSONNEL-----			ACTUAL 2016-2017	FINAL APPROVED 2017-2018	SCHOOL BOARD'S FINAL APPROVED 2018-2019	% INCR (DECR)	
	APPROVED 2017-2018	APPROVED 2018-2019	INC. (DEC.)					
2 - 1111 Comp of Board Members	3.5	3.5	0.0	86,853	88,649	90,420	2.00	
2 - 1112 Comp of Superintendent	1.0	1.0	0.0	208,425	210,518	214,692	1.98	

Not exactly the salary reported by the Daily Press at \$210,517.50 (and this was after rolling his cell and cable benefit of \$1800 into his salary for annuity and VRS purposes) or the \$223,377 by the Williamsburg Yorktown Daily.

Hampton City Schools' explanation – "Insurance adjustments occur annually when the division's providers increase their costs to employees. **The annuity is a percentage of the Superintendent's salary**, so when the salary increases, the annuity also has a corresponding increase." ***Gibberish***

The annuity is not salary...it is based on salary...“the annuity is a percentage of the superintendent's salary.” If the Daily Press' \$210,517.50 is accurate (which I doubt), with the addition of the 9% annuity, Smith's salary plus annuity would amount to an additional \$18,946.58. Daily Press' reported base salary plus annuity would equal \$229,464.10. Still not the \$223,377 reported by the Williamsburg Yorktown Daily and provided to me by Hampton City Schools. Insurance didn't go up that much folks.

A couple of years ago, the school board planned to fiddle with non-teaching salaries to provide compensation that was more equitable. How are those adjustments coming? Is Hampton City Schools being proactive or has teacher recruitment been stepped up to fill voids because of pay disparities throughout the district?

I imagine Hampton will just keep us guessing.