

DLAS Document Summary

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2006-2007 Teacher Salary Survey Results

Author

Department of Education

Enabling Authority

Item 135, paragraph B. 12., Chapter 10, 2006 Acts of Assembly, Special Session I

Executive Summary

Item 135, paragraph B. 12., of the 2006 Appropriation Act directs the Superintendent of Public Instruction to provide a report on the status of teacher salaries, by local school division, to the Governor and the Chairmen of the Senate Finance and House Appropriations Committees by December 1 of each year of the biennium.

Department of Education staff prepared the report based on Annual School Report (ASR) data submitted by each school division and regional program. Statewide and school division salary averages were computed for fiscal years 2006 and 2007. The report shows salary information from fiscal years 2005, 2006, and 2007 for comparative purposes. Year-to-year percentage change in salary averages is shown for statewide and division data.

According to these calculations, average salaries are expected to increase for classroom teachers, principals, and assistant principals from fiscal year 2006 to fiscal year 2007.

The average budgeted classroom teacher salary for fiscal year 2007 is \$49,252; this is a 4.24 percent increase from fiscal year 2006.

The average budgeted principal salary for fiscal year 2007 is \$86,409; this is a 4.23 percent increase from fiscal year 2006.

The average budgeted assistant principal salary for fiscal year 2007 is \$71,680; this is a 5.44 percent increase from fiscal year 2006.

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Statewide Averages - Summary

Classroom Teacher Salaries	
	Statewide:
FY 2005 Actual Average Teacher Salary	\$45,377
FY 2006 Actual Average Teacher Salary ¹	\$47,248
Average Percentage Increase, FY 2005 to FY 2006	4.12%
FY 2007 Budgeted Average Teacher Salary ²	\$49,252
Budgeted Percentage Increase, FY 2006 to FY 2007	4.24%

Principal Salaries	
	Statewide:
FY 2005 Actual Average Principal Salary	\$80,563
FY 2006 Actual Average Principal Salary ¹	\$82,903
Average Percentage Increase, FY 2005 to FY 2006	2.90%
FY 2007 Budgeted Average Principal Salary ²	\$86,409
Budgeted Percentage Increase, FY 2006 to FY 2007	4.23%

Assistant Principal Salaries	
	Statewide:
FY 2005 Actual Average Assistant Principal Salary	\$65,794
FY 2006 Actual Average Assistant Principal Salary ¹	\$67,984
Average Percentage Increase, FY 2005 to FY 2006	3.33%
FY 2007 Budgeted Average Assistant Principal Salary ²	\$71,680
Budgeted Percentage Increase, FY 2006 to FY 2007	5.44%

¹ Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2005-2006 Annual School Report. Averages calculated on the basis of statewide totals.

² Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions and regional programs on the 2005-2006 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)
"Rankings of the States 2005 and Estimates of School Statistics 2006" Report**

<http://www.nea.org/edstats/images/06rankings.pdf>
<http://www.nea.org/edstats/RankFull06b.htm>

NOTE: There is a difference between the average salary used in the NEA report and the average salary as published in the Annual Salary Survey Report. The NEA Rankings and Estimates average teacher salary includes instructional classroom teachers, substitutes, and homebound instructional teachers. The average teacher salary that is calculated and published in the Annual Salary Survey Report includes those positions included in the NEA average salary except substitutes, but also includes guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures. The average salary shown below for Virginia is based on the NEA calculation.

**From Rankings & Estimates 2005-2006, Rankings, Table C-11
Average Salaries (\$) of Public School Teachers, 2004-05 (Revised)**

Rank: 2004-05	State	School Year 2004-05 Average Salary
1	DISTRICT OF COLUMBIA	\$58,456
2	CALIFORNIA	\$57,876
3	CONNECTICUT	\$57,737
4	MICHIGAN	\$56,973
5	NEW JERSEY	\$56,682
6	NEW YORK	\$56,200
7	ILLINOIS	\$55,421
8	MASSACHUSETTS	\$54,679
9	RHODE ISLAND	\$53,473
10	PENNSYLVANIA	\$53,258
11	ALASKA	\$52,424
12	MARYLAND	\$52,331
13	DELAWARE	\$50,595
14	OHIO	\$48,692
15	OREGON	\$48,330
16	MINNESOTA	\$46,906
17	INDIANA	\$46,583
18	GEORGIA	\$46,526
19	HAWAII	\$46,149
20	WASHINGTON	\$45,718
21	VERMONT	\$44,535
22	WISCONSIN	\$44,299
23	COLORADO	\$43,949
24	NEW HAMPSHIRE	\$43,941
25	NEVADA	\$43,394
26	NORTH CAROLINA	\$43,348
27	ARIZONA	\$42,905
28	VIRGINIA	\$42,768
29	SOUTH CAROLINA	\$42,189
30	IDAHO	\$42,122
31	TENNESSEE	\$42,076
32	FLORIDA	\$41,590
33	TEXAS	\$41,011
34	KENTUCKY	\$40,522
35	WYOMING	\$40,497
36	ARKANSAS	\$40,495
37	MAINE	\$39,610
38	NEBRASKA	\$39,456
38	UTAH	\$39,456
40	NEW MEXICO	\$39,391
41	KANSAS	\$39,345
42	IOWA	\$39,284
43	MISSOURI	\$39,067
44	LOUISIANA	\$39,022
45	MONTANA	\$38,485
46	WEST VIRGINIA	\$38,360
47	ALABAMA	\$38,186
48	OKLAHOMA	\$37,879
49	NORTH DAKOTA	\$36,695
50	MISSISSIPPI	\$36,590
51	SOUTH DAKOTA	\$34,040
	U.S. and D.C.	\$47,674

* Computed from NEA Research, Estimates Database (2006).

**Virginia Department of Education
2006-2007 Salary Survey - Teachers**

Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
School Divisions						
Counties						
001	Accomack County Public Schools	37,727	39,131	3.72%	41,216	5.33%
002	Albemarle County Public Schools	44,094	47,688	8.15%	49,933	4.71%
003	Alleghany County Public Schools	41,008	43,123	5.16%	46,375	7.54%
004	Amelia County Public Schools	30,516	30,446	(0.23%)	32,368	6.31%
005	Amherst County Public Schools	38,050	39,705	4.35%	42,671	7.47%
006	Appomattox County Public Schools	35,216	37,296	5.91%	40,538	8.69%
007	Arlington County Public Schools	61,407	65,790	7.14%	69,723	5.98%
008	Augusta County Public Schools	40,388	41,286	2.22%	42,757	3.56%
009	Bath County Public Schools	39,519	41,562	5.17%	37,299	(10.26%)
010	Bedford County Public Schools ¹	38,074	37,300	(2.03%)	39,425	5.69%
011	Bland County Public Schools	35,811	35,402	(1.14%)	35,215	(0.53%)
012	Botetourt County Public Schools	43,955	45,390	3.27%	46,399	2.22%
013	Brunswick County Public Schools	38,097	Data not submitted by school division			
014	Buchanan County Public Schools	37,333	37,151	(0.49%)	32,404	(12.78%)
015	Buckingham County Public Schools	37,425	37,526	0.27%	39,355	4.87%
016	Campbell County Public Schools	38,773	39,663	2.30%	42,064	6.05%
017	Caroline County Public Schools	39,376	41,935	6.50%	43,462	3.64%
018	Carroll County Public Schools	36,291	36,885	1.64%	38,066	3.20%
019	Charles City County Public Schools	38,061	39,530	3.86%	44,248	11.93%
020	Charlotte County Public Schools	37,634	39,042	3.74%	39,538	1.27%
021	Chesterfield County Public Schools	43,104	44,417	3.05%	45,400	2.21%
022	Clarke County Public Schools ²	43,850	45,817	4.49%	46,807	2.16%
023	Craig County Public Schools	41,288	40,621	(1.61%)	39,127	(3.68%)
024	Culpeper County Public Schools	41,355	41,405	0.12%	45,000	8.68%
025	Cumberland County Public Schools	38,477	39,380	2.35%	41,661	5.79%
026	Dickenson County Public Schools	33,951	35,742	5.28%	37,600	5.20%
027	Dinwiddie County Public Schools	41,784	42,866	2.59%	43,879	2.36%
028	Essex County Public Schools	40,735	42,583	4.54%	42,859	0.65%
029	Fairfax County Public Schools ²	55,158	58,389	5.86%	62,155	6.45%
030	Fauquier County Public Schools	47,429	49,595	4.57%	49,545	(0.10%)
031	Floyd County Public Schools	39,028	39,871	2.16%	41,723	4.65%
032	Fluvanna County Public Schools	43,591	46,405	6.46%	49,455	6.57%
033	Franklin County Public Schools	40,867	Data not submitted by school division			
034	Frederick County Public Schools	41,915	42,960	2.50%	45,092	4.96%
035	Giles County Public Schools	38,779	38,871	0.24%	40,204	3.43%
036	Gloucester County Public Schools	40,818	42,925	5.16%	46,048	7.28%
037	Goochland County Public Schools	42,682	41,778	(2.12%)	42,615	2.00%
038	Grayson County Public Schools	33,532	34,470	2.80%	41,440	20.22%
039	Greene County Public Schools	37,611	37,478	(0.36%)	40,155	7.14%
040	Greensville County Public Schools ³	40,009	42,113	5.26%	44,282	5.15%
041	Halifax County Public Schools	37,685	38,104	1.11%	40,142	5.35%
042	Hanover County Public Schools	41,301	42,733	3.47%	42,621	(0.26%)
043	Henrico County Public Schools	43,578	45,085	3.46%	44,129	(2.12%)
044	Henry County Public Schools	36,769	37,720	2.59%	38,957	3.28%
045	Highland County Public Schools	37,343	37,795	1.21%	38,348	1.47%
046	Isle Of Wight County Public Schools	43,147	41,298	(4.29%)	46,099	11.62%
048	King George County Public Schools	39,100	42,217	7.97%	44,058	4.36%
049	King And Queen County Public Schools	38,653	38,803	0.39%	43,236	11.42%
050	King William County Public Schools	41,782	42,664	2.11%	44,568	4.46%
051	Lancaster County Public Schools	41,125	39,156	(4.79%)	38,206	(2.43%)
052	Lee County Public Schools	39,645	40,620	2.46%	39,568	(2.59%)
053	Loudoun County Public Schools	52,547	59,819	13.84%	62,469	4.43%
054	Louisa County Public Schools	39,711	39,010	(1.77%)	44,220	13.36%
055	Lunenburg County Public Schools	38,331	40,309	5.16%	43,592	8.14%
056	Madison County Public Schools	38,675	40,495	4.70%	41,698	2.97%
057	Mathews County Public Schools	37,204	38,693	4.00%	38,932	0.62%
058	Mecklenburg County Public Schools	38,244	38,429	0.48%	40,587	5.62%
059	Middlesex County Public Schools	37,484	37,404	(0.21%)	37,031	(1.00%)
060	Montgomery County Public Schools	39,014	40,330	3.37%	42,475	5.32%
062	Nelson County Public Schools	39,888	40,848	2.41%	42,258	3.45%
063	New Kent County Public Schools	41,044	39,887	(2.82%)	42,836	7.39%
065	Northampton County Public Schools	40,008	39,429	(1.45%)	48,796	23.76%
066	Northumberland County Public Schools	44,264	44,365	0.23%	42,937	(3.22%)
067	Nottoway County Public Schools	37,925	40,033	5.56%	38,783	(3.12%)

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
068	Orange County Public Schools	38,473	41,882	8.86%	40,614	(3.03%)
069	Page County Public Schools	38,141	40,043	4.99%	40,543	1.25%
070	Patrick County Public Schools	36,964	38,081	3.02%	41,887	10.00%
071	Pittsylvania County Public Schools	37,682	38,968	3.41%	38,427	(1.39%)
072	Powhatan County Public Schools	39,190	41,523	5.95%	45,189	8.83%
073	Prince Edward County Public Schools	40,126	41,459	3.32%	43,532	5.00%
074	Prince George County Public Schools	42,805	44,529	4.03%	45,286	1.70%
075	Prince William County Public Schools	53,108	54,915	3.40%	53,130	(3.25%)
077	Pulaski County Public Schools	36,870	37,701	2.25%	40,263	6.80%
078	Rappahannock County Public Schools	40,565	43,373	6.92%	44,650	2.94%
079	Richmond County Public Schools	41,357	42,870	3.66%	44,817	4.54%
080	Roanoke County Public Schools	45,957	45,891	(0.14%)	47,086	2.60%
081	Rockbridge County Public Schools	36,870	38,168	3.52%	40,254	5.47%
082	Rockingham County Public Schools	39,755	41,390	4.11%	42,157	1.85%
083	Russell County Public Schools ^d	33,725	35,479	5.20%	39,410	11.08%
084	Scott County Public Schools	39,485	40,877	3.53%	42,590	4.19%
085	Shenandoah County Public Schools	42,826	42,805	(0.05%)	46,973	9.74%
086	Smyth County Public Schools	38,957	37,211	(4.48%)	39,391	5.86%
087	Southampton County Public Schools	38,339	40,444	5.49%	45,935	13.58%
088	Spotsylvania County Public Schools	44,277	46,496	5.01%	51,066	9.83%
089	Stafford County Public Schools	46,211	49,068	6.18%	51,191	4.33%
090	Surry County Public Schools	40,746	44,663	9.61%	46,500	4.11%
091	Sussex County Public Schools	42,687	44,115	3.35%	46,196	4.72%
092	Tazewell County Public Schools	38,081	39,337	3.30%	42,872	8.99%
093	Warren County Public Schools	40,115	42,427	5.76%	44,144	4.05%
094	Washington County Public Schools	36,798	38,215	3.85%	40,018	4.72%
095	Westmoreland County Public Schools	37,160	40,581	9.21%	42,584	4.94%
096	Wise County Public Schools	40,283	40,831	1.36%	42,208	3.37%
097	Wythe County Public Schools	37,101	39,026	5.19%	41,053	5.19%
098	York County Public Schools	44,098	46,391	5.20%	48,919	5.45%
Cities						
101	Alexandria City Public Schools	58,759	61,000	3.81%	61,956	1.57%
102	Bristol City Public Schools	42,090	43,619	3.63%	46,106	5.70%
103	Buena Vista City Public Schools	39,833	42,425	6.51%	42,874	1.06%
104	Charlottesville City Public Schools	45,502	48,037	5.57%	53,235	10.82%
106	Colonial Heights City Public Schools	49,066	48,999	(0.14%)	51,315	4.73%
107	Covington City Public Schools	45,913	47,465	3.38%	49,175	3.60%
108	Danville City Public Schools	39,404	40,064	1.68%	42,465	5.99%
109	Falls Church City Public Schools	57,194	57,607	0.72%	59,542	3.36%
110	Fredericksburg City Public Schools	43,117	44,864	4.05%	46,642	3.96%
111	Galax City Public Schools	39,020	41,001	5.08%	45,252	10.37%
112	Hampton City Public Schools	37,236	37,507	0.73%	42,297	12.77%
113	Harrisonburg City Public Schools	42,525	43,074	1.29%	44,905	4.25%
114	Hopewell City Public Schools	42,918	42,351	(1.32%)	43,879	3.61%
115	Lynchburg City Public Schools	39,737	41,209	3.70%	43,629	5.87%
116	Martinsville City Public Schools	37,494	45,509	21.38%	45,405	(0.23%)
117	Newport News City Public Schools	42,195	43,812	3.83%	45,962	4.91%
118	Norfolk City Public Schools ^e	41,306	44,165	6.92%	45,746	3.58%
119	Norton City Public Schools	41,158	41,518	0.87%	41,409	(0.26%)
120	Petersburg City Public Schools	36,654	38,252	4.36%	36,767	(3.88%)
121	Portsmouth City Public Schools	35,892	32,903	(8.33%)	39,086	18.79%
122	Radford City Public Schools	42,477	44,199	4.05%	45,454	2.84%
123	Richmond City Public Schools	45,724	45,873	0.32%	43,464	(5.25%)
124	Roanoke City Public Schools	44,303	45,920	3.65%	44,472	(3.15%)
126	Staunton City Public Schools	38,306	38,857	1.44%	41,702	7.32%
127	Suffolk City Public Schools	42,203	44,844	6.26%	47,333	5.55%
128	Virginia Beach City Public Schools	46,611	47,928	2.82%	50,564	5.50%
130	Waynesboro City Public Schools	41,216	43,260	4.96%	45,949	6.22%
131	Williamsburg Public Schools ^d	48,016	50,831	5.86%	52,499	3.28%
132	Winchester City Public Schools	44,495	45,022	1.18%	46,238	2.70%
135	Franklin City Public Schools	41,868	43,176	3.12%	44,994	4.21%
136	Chesapeake City Public Schools	47,121	48,274	2.45%	50,256	4.11%
137	Lexington City Public Schools	41,559	38,553	(7.23%)	36,733	(4.72%)
139	Salem City Public Schools	47,848	49,864	4.21%	52,068	4.42%
142	Poquoson City Public Schools	41,336	43,972	6.38%	42,444	(3.48%)
143	Manassas City Public Schools	54,943	55,744	1.46%	58,904	5.67%
144	Manassas Park City Public Schools	47,998	53,649	11.77%	56,490	5.30%
Towns						
202	Colonial Beach Public Schools	38,728	39,867	2.94%	40,625	1.90%
207	West Point Public Schools	38,708	40,797	5.40%	46,553	14.11%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
Average for School Divisions⁵:		45,399	47,283	4.15%	49,299	4.26%

Governor's Schools

260	Central Virginia Governor's School	55,531	60,064	8.16%	61,434	2.28%
261	Southwest Virginia Governor's School	48,523	47,416	(2.28%)	52,999	11.77%
262	Governor's School For The Arts	36,196	38,003	4.99%	42,261	11.20%
263	Roanoke Valley Governor's School	44,715	46,478	3.94%	47,096	1.33%
264	New Horizons Governor's School	43,136	46,437	7.65%	49,275	6.11%
265	Shenandoah Valley Governor's School	41,848	44,598	6.57%	46,773	4.88%
266	Governor's School Global Economics/Tech	41,951	44,856	6.92%	45,654	1.78%
267	Appomattox Regional Governor's School	39,761	40,990	3.09%	44,909	9.56%
268	A. Linwood Holton Governor's School	38,915	39,695	2.01%	40,444	1.89%
269	Chesapeake Bay Governor's School	41,345	46,869	13.36%	42,958	(8.34%)
270	Commonwealth Governor's School	53,278	58,954	10.65%	60,933	3.36%
271	Maggie L. Walker Governor's School	42,366	<i>Data not submitted by regional program</i>			
272	Thomas Jefferson High School	74,232	76,635	3.24%	80,159	4.60%
273	Blue Ridge Governor's School	36,798	40,597	10.32%	45,737	12.66%
274	Jackson River Governor's School	48,000	54,600	13.75%	28,300	(48.17%)
276	Piedmont Governor's School	35,782	41,923	17.16%	44,607	6.40%
Average for Governor's Schools⁵:		53,963	59,285	9.86%	61,772	4.20%

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	37,381	37,632	0.67%	38,761	3.00%
281	Middle Peninsula Special Education Program	33,076	36,486	10.31%	39,245	7.56%
282	Laurel Regional Special Education Center	43,089	41,389	(3.94%)	41,402	0.03%
283	Northern Neck Special Education Program	33,899	32,624	(3.76%)	38,649	18.47%
284	Northwestern Regional Education Program	38,921	41,259	6.01%	44,610	8.12%
285	Peninsula Area Cooperative Education Services	38,932	41,382	6.29%	43,079	4.10%
286	Piedmont Regional Education Program	46,015	43,156	(6.21%)	34,222	(20.70%)
287	Shenandoah Valley Regional Program	32,278	30,464	(5.62%)	36,286	19.11%
288	Southeastern Cooperative Educational Program	41,216	40,167	(2.54%)	40,282	0.29%
290	N. Virginia Regional Special Education Program	46,847	48,153	2.79%	48,799	1.34%
292	Henry Co/Martinsville Regional Program	32,415	34,888	7.63%	-	-
299	Roanoke Valley Regional Board	36,612	39,368	7.53%	40,942	4.00%
Average for Special Education Programs⁵:		41,847	41,703	(0.35%)	41,996	0.70%

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	39,643	45,670	15.20%	47,476	3.95%
302	Jackson River Technical Center	39,934	41,258	3.32%	43,250	4.83%
304	Massanutten Technical Center	43,939	40,261	(8.37%)	49,473	22.88%
306	Valley Vocational-Technical Center	37,121	42,067	13.33%	43,068	2.38%
307	New Horizons Regional Education Center	39,771	41,938	5.45%	43,956	4.81%
308	P. D. Pruden Vocational-Technical Center	41,766	45,385	8.67%	43,421	(4.33%)
309	Rowanty Vocational-Technical Center	51,136	48,639	(4.88%)	50,108	3.02%
310	Northern Neck Vocational-Technical Center	38,315	43,251	12.88%	40,279	(6.87%)
311	Amelia-Nottoway Vocational-Technical Center	29,652	37,617	26.86%	35,676	(5.16%)
Average for Vocational Education Programs⁵:		40,715	43,029	5.68%	44,798	4.11%

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	37,252	31,403	(15.70%)	32,973	5.00%
402	Enterprise Academy/Newport News City	44,466	53,161	19.55%	55,731	4.83%
403	Tidewater Regional Alternative Education	39,010	37,547	(3.75%)	39,686	5.70%
404	Regional Alternative Plus Self Project/Roanoke	33,402	33,984	1.74%	36,327	6.89%
405	Transition Support Resource Center/Fairfax	63,177	68,505	8.43%	84,496	23.34%
406	Project Return/Fluvanna County	34,642	36,721	6.00%	38,741	5.50%
407	Behav Disord Youth/Montgomery	36,760	37,838	2.93%	39,730	5.00%
408	Petersburg Regional Alternative	32,358	35,000	8.17%	35,000	0.00%
409	Regional Alternative/Pittsylvania Co	30,673	35,487	15.69%	42,838	20.71%
410	Project Return/Powhatan Co	39,136	37,083	(5.24%)	42,720	15.20%
411	Crossroads Alternative/Bristol City	34,709	37,478	7.98%	40,079	6.94%
412	Metro Richmond Alternative Ed	31,423	35,896	14.24%	35,754	(0.40%)
413	Regional Alternative Ed/Stafford Co	41,693	45,891	10.07%	44,315	(3.43%)
414	Southside L.I.N.K. Project/Brunswick Co	35,154	31,729	(9.74%)	33,315	5.00%
415	Regional Alternative Ed/King William	14,470	11,665	(19.38%)	12,222	4.77%
416	New Dominion/Prince William Co	49,991	51,702	3.42%	49,359	(4.53%)
417	Project Bridge/Russell Co	32,445	27,702	(14.62%)	39,279	41.79%
418	Regional Alternative/Wythe Co	37,734	35,951	(4.73%)	38,410	6.84%
420	On The Right Track Reg Alternative Education	27,827	29,230	5.04%	35,836	22.60%
421	Northern Neck Regional Alternative Education	39,253	40,289	2.64%	42,304	5.00%
422	Shenandoah Valley Reg Alternative Ed/Genesis	32,275	28,143	(12.80%)	36,467	29.58%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
423	Breaking Barriers Alternative Ed/Henry Co	30,891	30,555	(1.09%)	31,019	1.52%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	32,320	30,295	(6.27%)	31,658	4.50%
426	Regional Learning Academy/Wise Co	29,022	28,920	(0.35%)	31,850	10.13%
427	Regional Community Alternative Ed Continuum	46,628	43,703	(6.27%)	44,554	1.95%
428	Project Renew/Northampton Co	23,054	<i>Data not submitted by regional program</i>			
429	Renaissance/Scott Co	40,705	42,734	4.99%	44,565	4.28%
430	R.E.Cook Regional Alternative	36,883	41,512	12.55%	48,121	15.92%
Average for Alternative Education Programs⁵:		36,535	36,661	0.34%	39,591	7.99%
Statewide Average⁵:		45,377	47,248	4.12%	49,252	4.24%

- ¹ Data for Bedford City is reported with Bedford County
² Data for Fairfax City is reported with Fairfax County
³ Data for Emporia City is reported with Greensville County
⁴ Data for James City County is reported with Williamsburg City.
⁵ Average calculated on the basis of statewide totals
⁶ ASR Data for Norfolk has not been certified by the school division

**Virginia Department of Education
2006-2007 Salary Survey - Principals**

Division	Name	FY 2005 Actual Average Principal Salary	FY 2006 Actual Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
School Divisions						
Counties						
001	Accomack County Public Schools	68,799	71,862	4.45%	75,024	4.40%
002	Albemarle County Public Schools	79,351	89,542	12.84%	92,256	3.03%
003	Alleghany County Public Schools	66,451	68,697	3.38%	70,909	3.22%
004	Amelia County Public Schools	55,198	48,545	(12.05%)	65,900	35.75%
005	Amherst County Public Schools	64,849	66,104	1.93%	69,553	5.22%
006	Appomattox County Public Schools	63,607	59,533	(6.40%)	63,488	6.64%
007	Arlington County Public Schools	110,868	116,858	5.40%	123,870	6.00%
008	Augusta County Public Schools	67,574	70,463	4.28%	73,591	4.44%
009	Bath County Public Schools	59,545	62,448	4.88%	63,785	2.14%
010	Bedford County Public Schools ¹	71,371	74,086	3.80%	75,852	2.38%
011	Bland County Public Schools	55,533	52,814	(4.90%)	53,210	0.75%
012	Botetourt County Public Schools	79,508	81,676	2.73%	85,091	4.18%
013	Brunswick County Public Schools	64,270	Data not submitted by school division			
014	Buchanan County Public Schools	57,633	61,687	7.03%	64,000	3.75%
015	Buckingham County Public Schools	63,941	64,577	0.99%	66,690	3.27%
016	Campbell County Public Schools	77,138	80,325	4.13%	84,635	5.37%
017	Caroline County Public Schools	73,349	75,621	3.10%	78,995	4.46%
018	Carroll County Public Schools	62,199	63,863	2.67%	66,532	4.18%
019	Charles City County Public Schools	73,190	68,111	(6.94%)	72,151	5.93%
020	Charlotte County Public Schools	57,551	59,871	4.03%	62,715	4.75%
021	Chesterfield County Public Schools	84,349	85,671	1.57%	90,392	5.51%
022	Clarke County Public Schools ²	79,409	84,886	6.90%	88,451	4.20%
023	Craig County Public Schools	64,903	66,813	2.94%	68,844	3.04%
024	Culpeper County Public Schools	78,096	80,694	3.33%	84,344	4.52%
025	Cumberland County Public Schools	67,319	68,070	1.11%	69,664	2.34%
026	Dickenson County Public Schools	57,816	59,716	3.29%	62,100	3.99%
027	Dinwiddie County Public Schools	71,827	75,379	4.95%	77,725	3.11%
028	Essex County Public Schools	66,467	68,461	3.00%	70,515	3.00%
029	Fairfax County Public Schools ²	108,062	110,424	2.18%	116,941	5.90%
030	Fauquier County Public Schools	71,900	81,850	13.84%	83,763	2.34%
031	Floyd County Public Schools	69,195	70,061	1.25%	72,806	3.92%
032	Fluvanna County Public Schools	72,287	80,036	10.72%	84,938	6.12%
033	Franklin County Public Schools	65,881	Data not submitted by school division			
034	Frederick County Public Schools	78,968	81,909	3.73%	90,715	10.75%
035	Giles County Public Schools	66,054	67,703	2.50%	71,255	5.25%
036	Gloucester County Public Schools	76,213	81,023	6.31%	81,527	0.62%
037	Goochland County Public Schools	74,662	76,439	2.38%	79,496	4.00%
038	Grayson County Public Schools	57,131	53,129	(7.01%)	58,092	9.34%
039	Greene County Public Schools	65,869	65,870	0.00%	70,292	6.71%
040	Greensville County Public Schools ³	67,256	69,221	2.92%	74,491	7.61%
041	Halifax County Public Schools	62,300	63,989	2.71%	70,907	10.81%
042	Hanover County Public Schools	83,053	84,597	1.86%	91,353	7.99%
043	Henrico County Public Schools	85,165	88,926	4.42%	85,161	(4.23%)
044	Henry County Public Schools	63,647	63,127	(0.82%)	66,524	5.38%
045	Highland County Public Schools	55,845	57,445	2.87%	59,168	3.00%
046	Isle Of Wight County Public Schools	79,694	81,856	2.71%	85,812	4.83%
048	King George County Public Schools	63,108	84,624	34.09%	80,048	(5.41%)
049	King And Queen County Public Schools	67,170	70,841	5.47%	73,675	4.00%
050	King William County Public Schools	68,522	74,599	8.87%	78,543	5.29%
051	Lancaster County Public Schools	68,558	70,146	2.32%	72,952	4.00%
052	Lee County Public Schools	60,427	60,166	(0.43%)	54,907	(8.74%)
053	Loudoun County Public Schools	105,163	103,575	(1.51%)	105,804	2.15%
054	Louisa County Public Schools	76,944	85,548	11.18%	83,067	(2.90%)
055	Lunenburg County Public Schools	62,393	65,417	4.85%	70,650	8.00%
056	Madison County Public Schools	68,567	73,064	6.56%	76,790	5.10%
057	Mathews County Public Schools	62,766	66,343	5.70%	70,021	5.54%
058	Mecklenburg County Public Schools	62,372	63,157	1.26%	66,630	5.50%
059	Middlesex County Public Schools	59,529	64,667	8.63%	66,363	2.62%
060	Montgomery County Public Schools	72,854	67,784	(6.96%)	72,611	7.12%
062	Nelson County Public Schools	72,920	82,626	13.31%	77,094	(6.70%)
063	New Kent County Public Schools	77,934	80,730	3.59%	82,321	1.97%
065	Northampton County Public Schools	70,692	73,583	4.09%	75,980	3.26%
066	Northumberland County Public Schools	70,214	75,322	7.27%	78,315	3.97%
067	Nottoway County Public Schools	61,200	65,868	7.63%	69,479	5.48%
068	Orange County Public Schools	67,598	73,096	8.13%	76,273	4.35%

Division	Name	FY 2005 Actual Average Principal Salary	FY 2006 Actual Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
069	Page County Public Schools	65,173	66,411	1.90%	66,369	(0.06%)
070	Patrick County Public Schools	57,113	59,159	3.58%	63,102	6.67%
071	Pittsylvania County Public Schools	67,191	69,859	3.97%	79,609	13.96%
072	Powhatan County Public Schools	73,321	78,713	7.36%	81,181	3.13%
073	Prince Edward County Public Schools	67,089	71,470	6.53%	71,600	0.18%
074	Prince George County Public Schools	73,012	77,039	5.52%	78,166	1.46%
075	Prince William County Public Schools	92,628	96,613	4.30%	100,933	4.47%
077	Pulaski County Public Schools	68,411	70,281	2.73%	72,389	3.00%
078	Rappahannock County Public Schools	71,561	75,176	5.05%	75,350	0.23%
079	Richmond County Public Schools	69,465	72,938	5.00%	76,732	5.20%
080	Roanoke County Public Schools	73,998	80,303	8.52%	88,115	9.73%
081	Rockbridge County Public Schools	60,580	61,674	1.81%	63,803	3.45%
082	Rockingham County Public Schools	72,662	75,025	3.25%	77,933	3.88%
083	Russell County Public Schools ⁵	65,615	61,878	(5.70%)	63,690	2.93%
084	Scott County Public Schools	56,942	58,982	3.58%	67,523	14.48%
085	Shenandoah County Public Schools	79,182	80,681	1.89%	80,734	0.06%
086	Smyth County Public Schools	58,146	56,759	(2.39%)	58,110	2.38%
087	Southampton County Public Schools	63,236	62,428	(1.28%)	69,111	10.71%
088	Spotsylvania County Public Schools	85,769	88,901	3.65%	96,922	9.02%
089	Stafford County Public Schools	89,800	100,585	12.01%	100,369	(0.21%)
090	Surry County Public Schools	73,036	71,947	(1.49%)	71,075	(1.21%)
091	Sussex County Public Schools	73,171	78,262	6.96%	82,269	5.12%
092	Tazewell County Public Schools	61,486	65,578	6.65%	67,069	2.27%
093	Warren County Public Schools	71,720	74,845	4.36%	79,550	6.29%
094	Washington County Public Schools	64,964	66,601	2.52%	73,438	10.26%
095	Westmoreland County Public Schools	69,016	69,195	0.26%	69,651	0.66%
096	Wise County Public Schools	63,814	65,354	2.41%	63,924	(2.19%)
097	Wythe County Public Schools	64,865	68,258	5.23%	71,887	5.32%
098	York County Public Schools	82,398	88,370	7.25%	93,080	5.33%
Cities						
101	Alexandria City Public Schools	105,745	116,263	9.95%	115,252	(0.87%)
102	Bristol City Public Schools	71,702	75,218	4.90%	73,466	(2.33%)
103	Buena Vista City Public Schools	62,469	65,350	4.61%	67,925	3.94%
104	Charlottesville City Public Schools	87,690	89,468	2.03%	93,942	5.00%
106	Colonial Heights City Public Schools	84,036	89,097	6.02%	86,181	(3.27%)
107	Covington City Public Schools	66,102	65,738	(0.55%)	69,372	5.53%
108	Danville City Public Schools	69,956	71,572	2.31%	71,988	0.58%
109	Falls Church City Public Schools	107,440	114,430	6.51%	117,841	2.98%
110	Fredericksburg City Public Schools	80,706	88,668	9.87%	93,473	5.42%
111	Galax City Public Schools	61,191	57,809	(5.53%)	61,764	6.84%
112	Hampton City Public Schools	71,133	74,655	4.95%	80,294	7.55%
113	Harrisonburg City Public Schools	78,347	79,514	1.49%	83,091	4.50%
114	Hopewell City Public Schools	76,230	73,892	(3.07%)	77,956	5.50%
115	Lynchburg City Public Schools	72,074	72,357	0.39%	71,793	(0.78%)
116	Martinsville City Public Schools	70,933	63,667	(10.24%)	76,268	19.79%
117	Newport News City Public Schools	75,013	76,691	2.24%	78,612	2.51%
118	Norfolk City Public Schools ⁶	81,392	85,039	4.48%	88,324	3.86%
119	Norton City Public Schools	63,942	63,948	0.01%	65,865	3.00%
120	Petersburg City Public Schools	62,944	69,288	10.08%	69,228	(0.09%)
121	Portsmouth City Public Schools	72,710	75,270	3.52%	78,141	3.81%
122	Radford City Public Schools	78,947	79,931	1.25%	82,782	3.57%
123	Richmond City Public Schools	79,380	77,117	(2.85%)	81,099	5.16%
124	Roanoke City Public Schools	76,461	76,616	0.20%	79,437	3.68%
126	Staunton City Public Schools	74,438	79,164	6.35%	80,095	1.18%
127	Suffolk City Public Schools	78,963	81,999	3.84%	85,763	4.59%
128	Virginia Beach City Public Schools	84,559	84,168	(0.46%)	84,962	0.94%
130	Waynesboro City Public Schools	68,992	73,250	6.17%	76,635	4.62%
131	Williamsburg Public Schools ⁴	80,864	79,279	(1.96%)	83,898	5.83%
132	Winchester City Public Schools	72,847	83,583	14.74%	86,753	3.79%
135	Franklin City Public Schools	73,337	80,029	9.12%	83,230	4.00%
136	Chesapeake City Public Schools	83,818	88,810	5.96%	92,085	3.69%
137	Lexington City Public Schools	53,338	56,796	6.48%	58,501	3.00%
139	Salem City Public Schools	83,717	88,057	5.19%	91,656	4.09%
142	Poquoson City Public Schools	73,383	76,279	3.95%	79,290	3.95%
143	Manassas City Public Schools	98,563	98,995	0.44%	103,628	4.68%
144	Manassas Park City Public Schools	97,530	106,307	9.00%	113,375	6.65%
Towns						
202	Colonial Beach Public Schools	68,710	66,750	(2.85%)	71,500	7.12%
207	West Point Public Schools	73,637	70,986	(3.60%)	67,453	(4.98%)
Average for School Divisions⁵:		80,833	83,361	3.13%	86,877	4.22%

Division	Name	FY 2005 Actual Average Principal Salary	FY 2006 Actual Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
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Governor's Schools

260	Central Virginia Governor's School	67,685	71,069	5.00%	71,990	1.30%
261	Southwest Virginia Governor's School	78,971	82,311	4.23%	86,427	5.00%
262	Governor's School For The Arts	-	-		-	
263	Roanoke Valley Governor's School	89,945	93,289	3.72%	96,757	3.72%
264	New Horizons Governor's School	-	-		-	
265	Shenandoah Valley Governor's Schoo	78,748	81,898	4.00%	86,812	6.00%
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	-	-		-	
268	A. Linwood Holton Governor's School	-	-		-	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	92,700	<i>Data not submitted by regional program</i>			
272	Thomas Jefferson High School	123,688	129,947	5.06%	133,845	3.00%
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
Average for Governor's Schools⁵:		90,526	93,995	3.83%	97,741	3.98%

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	68,123	71,479	4.93%	73,594	2.96%
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	79,465	85,718	7.87%	91,836	7.14%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	56,806	59,096	4.03%	62,056	5.01%
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	64,267	53,476	(16.79%)	55,615	4.00%
290	N. Virginia Regional Special Education Program	96,738	92,382	(4.50%)	106,330	15.10%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	62,088	-		-	
Average for Special Education Programs⁵:		67,232	58,904	(12.39%)	61,939	5.15%

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	92,413	108,997	17.94%	98,800	(9.36%)
302	Jackson River Technical Center	70,556	72,955	3.40%	75,903	4.04%
304	Massanutten Technical Center	78,330	81,910	4.57%	86,754	5.91%
306	Valley Vocational-Technical Center	60,849	63,283	4.00%	67,238	6.25%
307	New Horizons Regional Education Center	74,781	78,919	5.53%	82,865	5.00%
308	P. D. Pruden Vocational-Technical Center	85,797	89,257	4.03%	96,056	7.62%
309	Rowanty Vocational-Technical Center	75,464	80,228	6.31%	83,337	3.88%
310	Northern Neck Vocational-Technical Center	70,762	72,654	2.67%	74,833	3.00%
311	Amelia-Nottoway Vocational-Technical Center	70,017	70,000	(0.02%)	73,850	5.50%
Average for Vocational Education Programs⁵:		75,717	80,332	6.09%	82,786	3.06%

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	90,585	94,120	3.90%	98,826	5.00%
403	Tidewater Regional Alternative Education	65,754	65,665	(0.14%)	68,292	4.00%
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	46,577	47,500	1.98%	48,333	1.75%
409	Regional Alternative/Pittsylvania Co	70,306	71,675	1.95%	75,976	6.00%
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Cc	61,087	62,104	1.66%	65,209	5.00%
415	Regional Alternative Ed/King William	-	-		-	
416	New Dominion/Prince William Co	100,472	61,397	(38.89%)	65,000	5.87%
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	On The Right Track Reg Aternative Education	70,017	70,000	(0.02%)	73,850	5.50%
421	Northern Neck Regional Alternative Education	-	-		-	
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Cc	46,500	47,100	1.29%	35,000	(25.69%)

Division	Name	FY 2005 Actual Average Principal Salary	FY 2006 Actual Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	69,289	71,021	2.50%	80,726	13.66%
428	Project Renew/Northampton Co	-	<i>Data not submitted by regional program</i>			
429	Renaissance/Scott Co	-	-		-	
430	R.E.Cook Regional Alternative	68,368	72,637	6.24%	81,120	11.68%
Average for Alternative Education Programs⁵:		70,785	67,623	(4.47%)	70,874	4.81%
Statewide Average⁵:		80,563	82,903	2.90%	86,409	4.23%

- ¹ Data for Bedford City is reported with Bedford County
² Data for Fairfax City is reported with Fairfax County
³ Data for Emporia City is reported with Greensville County
⁴ Data for James City County is reported with Williamsburg City.
⁵ Average calculated on the basis of statewide totals
⁶ ASR Data for Norfolk has not been certified by the school division

Virginia Department of Education
2006-2007 Salary Survey - Assistant Principals

Division	Name	FY 2005 Actual Average Assistant Principal Salary	FY 2006 Actual Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
School Divisions						
Counties						
001	Accomack County Public Schools	51,928	51,882	(0.09%)	54,165	4.40%
002	Albemarle County Public Schools	64,193	75,882	18.21%	78,138	2.97%
003	Alleghany County Public Schools	59,337	61,704	3.99%	64,268	4.15%
004	Amelia County Public Schools	36,424	33,292	(8.60%)	57,569	72.92%
005	Amherst County Public Schools	52,019	54,940	5.62%	57,779	5.17%
006	Appomattox County Public Schools	49,227	47,624	(3.26%)	52,512	10.26%
007	Arlington County Public Schools	89,026	91,060	2.28%	96,523	6.00%
008	Augusta County Public Schools	59,238	62,083	4.80%	62,064	(0.03%)
009	Bath County Public Schools	57,857	57,283	(0.99%)	56,000	(2.24%)
010	Bedford County Public Schools ¹	62,950	63,217	0.42%	62,819	(0.63%)
011	Bland County Public Schools	-	-		-	
012	Botetourt County Public Schools	70,133	72,860	3.89%	75,726	3.93%
013	Brunswick County Public Schools	56,707	Data not submitted by school division			
014	Buchanan County Public Schools	49,896	49,777	(0.24%)	53,400	7.28%
015	Buckingham County Public Schools	58,031	59,521	2.57%	57,099	(4.07%)
016	Campbell County Public Schools	55,554	61,678	11.02%	65,063	5.49%
017	Caroline County Public Schools	63,966	65,964	3.12%	65,947	(0.03%)
018	Carroll County Public Schools	52,915	55,084	4.10%	59,954	8.84%
019	Charles City County Public Schools	47,240	45,208	(4.30%)	57,457	27.09%
020	Charlotte County Public Schools	48,510	47,529	(2.02%)	50,469	6.19%
021	Chesterfield County Public Schools	60,699	60,504	(0.32%)	63,877	5.57%
022	Clarke County Public Schools ⁵	55,700	51,093	(8.27%)	53,164	4.05%
023	Craig County Public Schools	65,984	-		-	
024	Culpeper County Public Schools	60,924	64,846	6.44%	66,991	3.31%
025	Cumberland County Public Schools	52,786	55,082	4.35%	54,182	(1.63%)
026	Dickenson County Public Schools	-	-		-	
027	Dinwiddie County Public Schools	55,603	58,211	4.69%	53,983	(7.26%)
028	Essex County Public Schools	54,541	54,088	(0.83%)	58,229	7.65%
029	Fairfax County Public Schools ²	82,242	85,350	3.78%	90,226	5.71%
030	Fauquier County Public Schools	57,904	65,689	13.44%	66,494	1.23%
031	Floyd County Public Schools	57,580	64,174	11.45%	68,810	7.22%
032	Fluvanna County Public Schools	48,459	49,427	2.00%	59,703	20.79%
033	Franklin County Public Schools	59,738	Data not submitted by school division			
034	Frederick County Public Schools	63,734	64,293	0.88%	74,293	15.55%
035	Giles County Public Schools	56,141	59,383	5.77%	62,794	5.74%
036	Gloucester County Public Schools	53,559	59,803	11.66%	63,766	6.63%
037	Goochland County Public Schools	79,905	79,619	(0.36%)	89,705	12.67%
038	Grayson County Public Schools	37,800	51,688	36.74%	61,418	18.83%
039	Greene County Public Schools	55,159	55,710	1.00%	59,053	6.00%
040	Greensville County Public Schools ³	51,233	56,758	10.78%	59,779	5.32%
041	Halifax County Public Schools	52,605	60,356	14.73%	57,596	(4.57%)
042	Hanover County Public Schools	59,247	62,346	5.23%	66,661	6.92%
043	Henrico County Public Schools	64,585	68,432	5.96%	73,190	6.95%
044	Henry County Public Schools	53,007	54,330	2.50%	57,362	5.58%
045	Highland County Public Schools	-	-		-	
046	Isle Of Wight County Public Schools	65,069	62,791	(3.50%)	66,084	5.25%
048	King George County Public Schools	74,789	70,905	(5.19%)	76,723	8.21%
049	King And Queen County Public Schools	61,800	51,603	(16.50%)	59,800	15.89%
050	King William County Public Schools	54,049	58,768	8.73%	63,034	7.26%
051	Lancaster County Public Schools	57,109	55,596	(2.65%)	57,819	4.00%
052	Lee County Public Schools	32,132	46,815	45.69%	20,100	(57.06%)
053	Loudoun County Public Schools	83,687	82,443	(1.49%)	88,095	6.86%
054	Louisa County Public Schools	55,758	60,061	7.72%	63,111	5.08%
055	Lunenburg County Public Schools	59,558	62,440	4.84%	67,434	8.00%
056	Madison County Public Schools	50,546	52,629	4.12%	58,574	11.30%
057	Mathews County Public Schools	52,444	54,314	3.57%	56,150	3.38%
058	Mecklenburg County Public Schools	49,205	48,778	(0.87%)	51,461	5.50%
059	Middlesex County Public Schools	56,435	58,692	4.00%	57,766	(1.58%)
060	Montgomery County Public Schools	60,442	58,479	(3.25%)	62,772	7.34%
062	Nelson County Public Schools	58,101	58,058	(0.07%)	66,411	14.39%
063	New Kent County Public Schools	55,723	59,042	5.96%	61,007	3.33%
065	Northampton County Public Schools	52,484	56,422	7.50%	56,330	(0.16%)
066	Northumberland County Public Schools	67,812	60,372	(10.97%)	49,962	(17.24%)
067	Nottoway County Public Schools	57,208	63,145	10.38%	65,504	3.73%
068	Orange County Public Schools	55,309	58,955	6.59%	65,461	11.04%

Division	Name	FY 2005 Actual Average Assistant Principal Salary	FY 2006 Actual Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
069	Page County Public Schools	53,261	56,974	6.97%	56,105	(1.52%)
070	Patrick County Public Schools	53,600	53,831	0.43%	56,981	5.85%
071	Pittsylvania County Public Schools	55,270	55,123	(0.27%)	59,167	7.34%
072	Powhatan County Public Schools	59,136	68,330	15.55%	73,233	7.18%
073	Prince Edward County Public Schools	56,287	58,400	3.75%	60,610	3.79%
074	Prince George County Public Schools	53,694	58,765	9.45%	60,704	3.30%
075	Prince William County Public Schools	74,098	73,420	(0.91%)	80,673	9.88%
077	Pulaski County Public Schools	59,174	57,904	(2.15%)	59,641	3.00%
078	Rappahannock County Public Schools	58,449	61,501	5.22%	64,504	4.88%
079	Richmond County Public Schools	55,820	60,285	8.00%	63,255	4.93%
080	Roanoke County Public Schools	50,373	53,200	5.61%	56,005	5.27%
081	Rockbridge County Public Schools	54,874	59,469	8.37%	59,613	0.24%
082	Rockingham County Public Schools	59,594	59,883	0.49%	61,264	2.31%
083	Russell County Public Schools ⁵	46,342	51,132	10.34%	52,488	2.65%
084	Scott County Public Schools	62,930	66,028	4.92%	50,950	(22.84%)
085	Shenandoah County Public Schools	71,077	63,313	(10.92%)	67,855	7.17%
086	Smyth County Public Schools	41,831	42,500	1.60%	56,461	32.85%
087	Southampton County Public Schools	61,403	61,814	0.67%	62,114	0.49%
088	Spotsylvania County Public Schools	72,089	74,560	3.43%	77,884	4.46%
089	Stafford County Public Schools	76,050	78,004	2.57%	83,787	7.41%
090	Surry County Public Schools	64,245	67,059	4.38%	64,019	(4.53%)
091	Sussex County Public Schools	68,510	73,442	7.20%	73,748	0.42%
092	Tazewell County Public Schools	45,107	52,847	17.16%	54,901	3.89%
093	Warren County Public Schools	57,035	61,433	7.71%	66,517	8.28%
094	Washington County Public Schools	50,671	60,909	20.20%	65,300	7.21%
095	Westmoreland County Public Schools	56,407	55,175	(2.18%)	58,205	5.49%
096	Wise County Public Schools	52,165	54,085	3.68%	50,472	(6.68%)
097	Wythe County Public Schools	57,108	60,146	5.32%	63,353	5.33%
098	York County Public Schools	58,441	62,646	7.20%	65,419	4.43%
Cities						
101	Alexandria City Public Schools	74,066	87,848	18.61%	92,455	5.24%
102	Bristol City Public Schools	68,101	69,534	2.10%	70,216	0.98%
103	Buena Vista City Public Schools	56,831	57,625	1.40%	58,625	1.74%
104	Charlottesville City Public Schools	66,598	67,064	0.70%	70,910	5.74%
106	Colonial Heights City Public Schools	64,218	62,912	(2.03%)	72,402	15.08%
107	Covington City Public Schools	59,262	51,504	(13.09%)	53,307	3.50%
108	Danville City Public Schools	52,327	59,822	14.32%	61,953	3.56%
109	Falls Church City Public Schools	83,972	88,072	4.88%	92,088	4.56%
110	Fredericksburg City Public Schools	66,269	74,842	12.94%	79,687	6.47%
111	Galax City Public Schools	54,798	50,557	(7.74%)	54,074	6.96%
112	Hampton City Public Schools	57,243	60,097	4.99%	60,867	1.28%
113	Harrisonburg City Public Schools	55,626	58,631	5.40%	61,692	5.22%
114	Hopewell City Public Schools	56,718	56,947	0.40%	59,357	4.23%
115	Lynchburg City Public Schools	59,693	59,252	(0.74%)	71,255	20.26%
116	Martinsville City Public Schools	57,203	64,972	13.58%	43,532	(33.00%)
117	Newport News City Public Schools	56,802	57,963	2.04%	62,820	8.38%
118	Norfolk City Public Schools ⁶	62,815	66,034	5.12%	69,462	5.19%
119	Norton City Public Schools	61,579	61,963	0.62%	63,820	3.00%
120	Petersburg City Public Schools	47,047	51,831	10.17%	52,030	0.39%
121	Portsmouth City Public Schools	52,895	54,870	3.73%	58,877	7.30%
122	Radford City Public Schools	70,002	65,048	(7.08%)	57,989	(10.85%)
123	Richmond City Public Schools	68,138	65,109	(4.45%)	67,138	3.12%
124	Roanoke City Public Schools	59,256	54,239	(8.47%)	55,881	3.03%
126	Staunton City Public Schools	66,187	69,541	5.07%	73,714	6.00%
127	Suffolk City Public Schools	57,803	58,088	0.49%	64,064	10.29%
128	Virginia Beach City Public Schools	63,820	65,252	2.24%	68,586	5.11%
130	Waynesboro City Public Schools	58,428	60,765	4.00%	61,718	1.57%
131	Williamsburg Public Schools ⁴	63,055	64,786	2.75%	67,940	4.87%
132	Winchester City Public Schools	66,743	59,835	(10.35%)	62,229	4.00%
135	Franklin City Public Schools	53,873	53,602	(0.50%)	58,527	9.19%
136	Chesapeake City Public Schools	66,899	69,459	3.83%	71,590	3.07%
137	Lexington City Public Schools	-	-	-	-	-
139	Salem City Public Schools	73,014	76,305	4.51%	78,003	2.23%
142	Poquoson City Public Schools	60,673	63,100	4.00%	71,326	13.04%
143	Manassas City Public Schools	79,152	76,654	(3.16%)	86,439	12.76%
144	Manassas Park City Public Schools	71,027	74,596	5.02%	81,309	9.00%
Towns						
202	Colonial Beach Public Schools	-	-	-	-	-
207	West Point Public Schools	55,979	58,214	3.99%	56,186	(3.48%)
Average for School Divisions⁵:		65,861	68,018	3.27%	71,716	5.44%

Division	Name	FY 2005 Actual Average Assistant Principal Salary	FY 2006 Actual Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
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Governor's Schools

260	Central Virginia Governor's School	-	-		-	
261	Southwest Virginia Governor's School	-	-		-	
262	Governor's School For The Arts	-	-		-	
263	Roanoke Valley Governor's School	-	-		-	
264	New Horizons Governor's School	-	-		-	
265	Shenandoah Valley Governor's School	-	-		-	
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	-	-		-	
268	A. Linwood Holton Governor's School	-	-		-	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	83,216				
272	Thomas Jefferson High School	86,811	85,426	(1.60%)	96,935	13.47%
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
Average for Governor's Schools⁵:		85,013	85,426	0.49%	96,935	13.47%

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	-	-		-	
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	59,159	63,814	7.87%	72,549	13.69%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	-	-		-	
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	47,312	-		-	
290	N. Virginia Regional Special Education Program	63,381	71,919	13.47%	72,958	1.44%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
Average for Special Education Programs⁵:		58,606	70,052	19.53%	72,867	4.02%

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	66,128	76,803	16.14%	81,120	5.62%
302	Jackson River Technical Center	60,541	55,499	(8.33%)	57,767	4.09%
304	Massanutten Technical Center	59,769	62,548	4.65%	66,302	6.00%
306	Valley Vocational-Technical Center	59,473	63,140	6.17%	67,086	6.25%
307	New Horizons Regional Education Center	46,464	51,824	11.54%	54,418	5.01%
308	P. D. Pruden Vocational-Technical Center	49,385	54,507	10.37%	58,660	7.62%
309	Rowanty Vocational-Technical Center	44,346	46,653	5.20%	48,419	3.79%
310	Northern Neck Vocational-Technical Center	62,146	67,002	7.81%	50,000	(25.38%)
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
Average for Vocational Education Programs⁵:		56,355	60,017	6.50%	61,716	2.83%

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	66,059	68,657	3.93%	72,090	5.00%
403	Tidewater Regional Alternative Education	-	-		-	
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	-	-		-	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	-	-		-	
416	New Dominion/Prince William Co	-	-		-	
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	On The Right Track Reg Alternative Education	-	-		-	
421	Northern Neck Regional Alternative Education	9,000	8,609	(4.35%)	9,000	4.55%
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	-	-		-	

Division	Name	FY 2005 Actual Average Assistant Principal Salary	FY 2006 Actual Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	58,381	61,337	5.06%	67,571	10.16%
428	Project Renew/Northampton Co	-	<i>Data not submitted by regional program</i>			
429	Renaissance/Scott Co	-	-		-	
430	R.E.Cook Regional Alternative	-	-		-	
Average for Alternative Education Programs⁵:		44,480	46,201	3.87%	49,554	7.26%
Statewide Average⁵:		65,794	67,984	3.33%	71,680	5.44%

¹ Data for Bedford City is reported with Bedford County.

² Data for Fairfax City is reported with Fairfax County.

³ Data for Emporia City is reported with Greensville County.

⁴ Data for James City County is reported with Williamsburg City.

⁵ Average calculated on the basis of statewide totals.

⁶ ASR Data for Norfolk has not been certified by the school division.

**Virginia Department of Education
2006-2007 Salary Survey**

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2007

(As reported by school divisions on the 2005-2006 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
School Divisions		
Counties		
001	Accomack County Public Schools	All employees received a salary step increase. Moved another step in the second year towards the implementation of a new salary scale. Average raise for teachers was 4.4%. Also increased the employer contribution towards the health insurance plan \$1,000 for each non-single subscriber (family, subscriber + spouse, & subscriber + child) .
002	Albemarle County Public Schools	Targeted increases for more experienced teachers
003	Alleghany County Public Schools	3.0% plus step increase
004	Amelia County Public Schools	5% cost of living increase, plus a step for experience on the salary scale
005	Amherst County Public Schools	Implemented a new five-year salary scale for teachers. For the FY07 school year, teachers will receive an average of 7.07% increase.
006	Appomattox County Public Schools	Teachers received a step increase plus an increase in the scale to equal an average increase of 7.26%. A \$600 supplement was added for teachers with an EDS degree and the Masters supplement was increased by \$300
007	Arlington County Public Schools	The School Board provided for a 3% compensation adjustment as well as for step increases.
008	Augusta County Public Schools	Teachers were given an average of 6.25 % increase in pay for the 2006-2007 school year.
009	Bath County Public Schools	The School Board adopted a 4% plus step increase for all personnel employed by Bath County Public Schools for FY 2007.
010	Bedford County Public Schools ¹	Added Signing Bonuses. Teacher salary increases ranged from 4% to 6%
011	Bland County Public Schools	Teachers were provided with a 4% salary increase in addition to a salary step increase for FY 2007.
012	Botetourt County Public Schools	The base on the indexed teacher salary scale was increased by 3%. There is a longevity step of \$1000.00 for 28 or more years of experience. The average increase for all teachers, including the step increase was approximately 4.49%
013	Brunswick County Public Schools	Data not submitted by school division
014	Buchanan County Public Schools	Did Evaluation of Salary Scales for 2006-2007 for Professional Employees and Development Scales that Reflected Cost of Living Plus Additional Increases That Gave Teachers Salary Increases From 3% to 10%.
015	Buckingham County Public Schools	All of the teachers received a 5% plus step raise.
016	Campbell County Public Schools	5% raise across the board, plus market adjustment to make teacher payscale more competitive with area school divisions.
017	Caroline County Public Schools	Increased starting step from \$34,500 to \$35,325, revised balance of salary scale to provide an average increase of 6.02% effective 08/28/2006
018	Carroll County Public Schools	All staff members were given a 3.25% salary plus step increase
019	Charles City County Public Schools	4% raise in FY 2007
020	Charlotte County Public Schools	5% average increase for instructional staff; 4% increase for all other staff
021	Chesterfield County Public Schools	A 4% salary increase for all employees not at the top of their scale or range and other targeted adjustments particularly for the teachers' salary scale
022	Clarke County Public Schools ⁵	Salary increase of 5% effective at the beginning of the FY 07 school year.
023	Craig County Public Schools	Salary scales revamped with a 4% increase at the top of the scale
024	Culpeper County Public Schools	\$1,400 was added to each teacher step and a step increase was given for an average total increase of 6.00%.
025	Cumberland County Public Schools	Teacher raises are based on a performance base pay scale as an incentive
026	Dickenson County Public Schools	Teachers received 4% increase in salary plus salary step
027	Dinwiddie County Public Schools	Annual increase of 4% provided to all employees. Also picked up majority of health insurance increase.
028	Essex County Public Schools	Provided a 3% salary increase and salary step increase
029	Fairfax County Public Schools ²	1. Provide a 3% cost-of-living increase for all teachers. 2. Provide a step increase averaging 2.6% for all teachers. 3. Increased starting teacher salary with a bachelor's degree to \$42,400 and made other adj
030	Fauquier County Public Schools	All teachers received a \$3,000 increase. Custodians & Bus Drivers/Aides received a 10% and all other employees received a 7.5% increase
031	Floyd County Public Schools	Salary step increase of 4.5% + \$500
032	Fluvanna County Public Schools	For FY2007, salaries are budgeted to increase 5.5%
033	Franklin County Public Schools	Data not submitted by school division
034	Frederick County Public Schools	Increased starting salary to \$35,000 and increased step increment from \$1,000 to \$1,050.
035	Giles County Public Schools	The teacher salary scale was increased to accomplish an average 4.02% salary increase for all existing teachers.
036	Gloucester County Public Schools	4.48% average increase
037	Goochland County Public Schools	No action taken to improve teacher's salaries

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
038	Grayson County Public Schools	For the 2006-2007 school year, we revised all of our salary scales in an attempt to attract and maintain quality employees. Our teacher scale has an average 8.1% increase in it as well as giving the teachers their step. Our main focus was the beginning and middle of our scale, so those teachers received a higher percentage than those at the top of the scale
039	Greene County Public Schools	6% salary increase for all staff for FY 2007
040	Greensville County Public Schools ^s	Employees were given a 4.78% increase
041	Halifax County Public Schools	Teacher salaries were increased by 4%.
042	Hanover County Public Schools	Salaries were increased an average of 5%.
043	Henrico County Public Schools	1.628% Wage Adjustment on all employees + 2.372% Step Increase for eligible employees.
044	Henry County Public Schools	AVERAGE ANNUAL SALARY INCREASE OF 7 % FY 07
045	Highland County Public Schools	Teachers received a step plus a 3% increase.
046	Isle Of Wight County Public Schools	A salary increase averaging 8.2% was provided to all classroom teachers in FY 2007. Raises for individual teachers ranged from 3.5% to over 15%.
048	King George County Public Schools	Provided an average salary increase of 6% to teachers
049	King And Queen County Public Schools	We increased the first 7 steps by 6% to be competitive. We increased the remaining steps by 4%.
050	King William County Public Schools	All teacher scales were increased 3% in addition to providing a step increase
051	Lancaster County Public Schools	THE TEACHERS GOT A STEP AND 2.5%
052	Lee County Public Schools	Teachers were provided a salary step with an average annual percentage increase of 4.22%.
053	Loudoun County Public Schools	Teachers salaries were increased approximately 6.2%
054	Louisa County Public Schools	Salary improvements for teachers consisted of instituting a new salary schedule where teachers are compensated based upon years of service. Average annual increase of 6.65% with 30 steps verses 20 steps in the old scale
055	Lunenburg County Public Schools	Each step of the salary scale was increased by 6%. This would be an average effective rate of 6.6%.
056	Madison County Public Schools	A cost-of-living increase was awarded to all teachers. The range was from 2-12%. The average raise was 6.3%.
057	Mathews County Public Schools	4% plus step has been given for the 2006-2007 school year
058	Mecklenburg County Public Schools	5 1/2% across the board increase plus an additional \$200 for Classified personnel
059	Middlesex County Public Schools	3 % raise given for the 2006-2007 school year
060	Montgomery County Public Schools	Salaries increased by adding the cost of a step increase per salary scales and adding cost of living increase of 3.8% for total average salary increase of 5.5%
062	Nelson County Public Schools	3.5 % Cost of Living Increase + Seniority Step on Scale
063	New Kent County Public Schools	Provided 2.81% COLA plus step increase for a total increase of 4.5%
065	Northampton County Public Schools	Average teacher salary increases ranged from 3% to 5.2%
066	Northumberland County Public Schools	1.75% + step salary increase
067	Nottoway County Public Schools	All eligible teachers received a Step raise plus a 5% raise in scale (total average increase was 6.36 %). Additionally, a \$500 increase was given toward health insurance.
068	Orange County Public Schools	8.11% average increase for teacher positions includes COLA and step increase
069	Page County Public Schools	Teacher salaries were increased by \$1,800 per person (average 4.3%
070	Patrick County Public Schools	3% increase on salary scale plus experience step. Increase in master's degree and doctorate degree supplements
071	Pittsylvania County Public Schools	We provided an average 6% salary increase.
072	Powhatan County Public Schools	The pay schedule was increased 4%. Teachers received an increase based upon the revised pay schedule and the appropriate step movement if applicable. The average annual percentage salary increase was 5.56%
073	Prince Edward County Public Schools	A 5% salary increase was given for the 2006-2007 school term
074	Prince George County Public Schools	Teachers were provided with an average 4% pay increase (including COLA and step increase).
075	Prince William County Public Schools	The School Board approved a one step increase for all eligible employees, and a 3% cost of living increase. These two increases amounted to approximately a 6% increase across the board for all employees.
077	Pulaski County Public Schools	Everyone on the teacher's salary scale will get a combination step and cost of living increase of 5%.
078	Rappahannock County Public Schools	Classroom teacher salaries were increased 3.5% to the base salary on the salary scale plus a step (1.5%). Total 5% increase
079	Richmond County Public Schools	Teachers received a 3% + step raise for 2006-2007.
080	Roanoke County Public Schools	Provided a salary increase of 4% for teachers and 3.5% for other school employees for 2006-07.
081	Rockbridge County Public Schools	Teacher salaries were increased an average of 4% in FY2007
082	Rockingham County Public Schools	average raise given was 6%
083	Russell County Public Schools ^s	Teachers will receive the greater of either a 3.11% or a step increase
084	Scott County Public Schools	Five percent salary increase and a step for those personnel not at the top of the salary scale.
085	Shenandoah County Public Schools	No action taken to improve teacher's salaries
086	Smyth County Public Schools	Three percent increase, cost of living increase, and salary step increase
087	Southampton County Public Schools	Provided a 5% minimum salary increase for all employees.
088	Spotsylvania County Public Schools	Spotsylvania County Schools are implementing Phase III of a three-year teacher salary scale adjustment in 2006-07. Phase III provides an average increase of over 9% to teachers (above 2005-2006).

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
089	Stafford County Public Schools	Cost of living increase of 5% and an average step increase of 2.5% for all employees including classroom teachers.
090	Surry County Public Schools	The School Board approved an average 6% salary increase for teachers. This includes cost of living increase and a step increase.
091	Sussex County Public Schools	Teachers were given an average raise of 5.2% plus a step increase, for an effective average increase of 6.6% for FY 2007.
092	Tazewell County Public Schools	3% salary plus step increase equals a 4.5% increase. The Health Insurance increase paid by school division equaled .5%. Total increase in salary and benefits 5%
093	Warren County Public Schools	Teachers received a "step"(if eligible) plus 4% increase in FY 2007
094	Washington County Public Schools	Provided an average teacher raise of 6.79% for fiscal year 2006-2007. 2006-2007 is year 2 of a 5-year plan to improve teacher salaries.
095	Westmoreland County Public Schools	Scale was revised with teachers getting anywhere in between a 4 to 17 percent increase. The scale was revised from a 21 step scale to a 41 step scale, with teachers put on their step according to their years of service. Teachers will receive their salary increase beginning with their September 29, 2006 paychecks. Guidance Counselors received their increases beginning with their August 31, 2006 paycheck. Librarians received their increases beginning with their September 29, 2006 paycheck. A
096	Wise County Public Schools	The approved budget gave a step (1.5%) and a 4% increase in salary
097	Wythe County Public Schools	A minimum of 5% increase in each step of the salary scale
098	York County Public Schools	Provided a step increase on the scale to improve teacher salaries in FY07 (average increase 1.5%). Provided a market adjustment of 3.5%. Combined, the above items average a budgeted annual increase of 5.5%
Cities		
101	Alexandria City Public Schools	INCREASE SALARY SCALE AND COLA OF 7.26
102	Bristol City Public Schools	Salary increase of 1% plus step (2.35% average)
103	Buena Vista City Public Schools	Teachers are given a step raise of \$500.00 plus each step level has been increased \$100.00 giving a total raise of \$600.00 per teacher
104	Charlottesville City Public Schools	Average increase to steps in pay table of 7.46%
106	Colonial Heights City Public Schools	An experience step was given to those not at the top of the teacher's scale. Also 2.5% COLA.
107	Covington City Public Schools	Increase of 3.5% applied to all salary scales
108	Danville City Public Schools	Implemented an indexed teacher salary schedule that yielded an average 7.36% increase for 2006-07
109	Falls Church City Public Schools	Provided an average teacher salary improvement of 7.4%, which includes a step increase and a 4.1% cost-of-living increase.
110	Fredericksburg City Public Schools	4.5% Average Scale Increase
111	Galax City Public Schools	Provided an average increase of 4.25% effective July 1, 2006
112	Hampton City Public Schools	Classroom teachers, guidance counselors, librarians, and principals will receive an average 7% salary increase effective July 1, 2006. All other staff will receive an average 5% salary increase effective July 1, 2006.
113	Harrisonburg City Public Schools	Teachers' salaries were increased by providing a cost of living and step increase that averaged 4.25% on the teachers' salary scales for 2006-2007
114	Hopewell City Public Schools	Teachers received an average increase of 5% including their step increases
115	Lynchburg City Public Schools	Salary Study was completed and teachers were given from 3% to 9% increase
116	Martinsville City Public Schools	Average increase of 5%
117	Newport News City Public Schools	All employees received a 5% across the board increase
118	Norfolk City Public Schools	Data not submitted by school division
119	Norton City Public Schools	TEACHER SALARY SCALE WAS INCREASED AND ADJUSTED TO REFLECT AN AVERAGE INC. OF 4.5%.
120	Petersburg City Public Schools	Salary scale adjustment of 3% including step for all employees
121	Portsmouth City Public Schools	Instructional employees were given an average of 8% increase, and non-instructional employees were given a 2.5% increase and 1 step on the salary scale, for a combined total increase of approximately 5%.
122	Radford City Public Schools	Teacher received a step raise plus additional 3.2% raise
123	Richmond City Public Schools	Teachers received 5% raise.
124	Roanoke City Public Schools	The teacher salary scale was increased by 1.83% to account for inflation and increases in the cost of living. Teachers are eligible for tier raises based on satisfactory evaluations, with the average tier raise of 1.17%, resulting in an average overall increase in teacher salaries of 3.0%.
126	Staunton City Public Schools	Provided one step on salary scale + cost of living increase. Average effective annual percentage salary increase for FY07 is 6.5%.
127	Suffolk City Public Schools	Provided a one-step increase averaging 1.75% and provided a 5.25% cost of living increase, resulting in an average salary increase totaling 7.0%
128	Virginia Beach City Public Schools	Personnel will be moved from the Step and Open Range Scales to the Instructional scale and compensated based on the years of creditable teaching experience
130	Waynesboro City Public Schools	Provided an average teacher increase of 5.05% for FY 2007
131	Williamsburg Public Schools ⁴	Provided a salary step increase to improve teacher salaries in FY2006. The School Board also increased the starting teaching salary lane by \$1,400 and the impact flowed through the salary schedule resulting in an average salary increase of 5.0%
132	Winchester City Public Schools	Classroom teachers received an average 4% increase in FY 2007
135	Franklin City Public Schools	All teachers received an annual increase from 2.8% to 5.78%
136	Chesapeake City Public Schools	No action taken to improve teacher's salaries
137	Lexington City Public Schools	Teachers were given a cost of living and a step. Average effect 3.5%
139	Salem City Public Schools	Provided a 4% average raise to all employees in FY 2007

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
142	Poquoson City Public Schools	Teachers received a 5% increase over the previous year. All other staff received a 4% increase.
143	Manassas City Public Schools	Provided a cost of living increase, salary step increase, and rebased the Master's Lane to stay competitive.
144	Manassas Park City Public Schools	Average teacher salary increase of 8.3% (including step) effective for full contract year

Towns

202	Colonial Beach Public Schools	Teaching staff received a 4% increase for 2006-2007.
207	West Point Public Schools	West Point School Board will provide a 4% salary increase plus step increase

Governor's Schools

260	Central Virginia Governor's School	Salary study was completed and teacher pay scale was increased from 3% to 9% depending on step.
261	Southwest Virginia Governor's School	Step plus cost of living raise of 5%
262	Governor's School For The Arts	Placement of additional faculty on new salary schedule. Increase in hourly rate for part time instructors.
263	Roanoke Valley Governor's School	The teacher salary scale was increased by 1.83% to account for inflation and increases in the cost of living. Teachers are eligible for tier raises based on satisfactory evaluations, with the average tier raise of 1.17%, resulting in an average overall increase in teacher salaries of 3.0%.
264	New Horizons Governor's School	5% average salary increase.000
265	Shenandoah Valley Governor's School	Cost of living increase as well as step increases were provided that averaged 6%
266	Governor's School Global Economics/Tech	Teachers were given a 3% base salary increase
267	Appomattox Regional Governor's School	4% Minimum increase plus adding additional supplements for teachers with graduate degrees.
268	A. Linwood Holton Governor's School	Provided an average teacher raise of 6.79% for fiscal year 2006-2007. 2006-2007 is year 2 of a 5-year plan to improve teacher salaries.
269	Chesapeake Bay Governor's School	READJUSTED SALARY SCALE FOR MORE EQUITY BETWEEN STEPS; 2% INCREASE PLUS STEP. THIS RESULTED IN A 6 - 10 PERCENT INCREASE.
270	Commonwealth Governor's School	Please see information provided by Spotsylvania County and Stafford County. Each division pays teachers employed at the Commonwealth Governor's School sites in their respective localities according to local teacher salary scales
271	Maggie L. Walker Governor's School	Data not submitted by regional program
272	Thomas Jefferson High School	1. Provide a 3% cost-of-living increase for all teachers. 2. Provide a step increase averaging 2.6% for all teachers. 3. Increased starting teacher salary with a bachelor's degree to \$42,400 and made other adjustments
273	Blue Ridge Governor's School	No action taken to improve teacher's salaries
274	Jackson River Governor's School	No action taken to improve teacher's salaries
276	Piedmont Governor's School	AVERAGE 7% ANNUAL SALARY INCREASE FY 2007

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	Salary increases ranged by county from 3% to 5% for teachers and aides
281	Middle Peninsula Special Education Program	average of 4% increase
282	Laurel Regional Special Education Center	Average 3% increase.
283	Northern Neck Special Education Program	4% Salary Increase
284	Northwestern Regional Education Program	Increased starting salary to \$35,000 and increased step increment from \$1,000 to \$1,050.
285	Peninsula Area Cooperative Education Services	5% Across the board salary increase.
286	Piedmont Regional Education Program	cost of living and step=6.6%
287	Shenandoah Valley Regional Program	No action taken to improve teacher's salaries
288	Southeastern Cooperative Educational Program	Average 4% salary increase
290	N. Virginia Regional Special Education Program	The School Board has approved a step increase for all eligible employees, and a 3% cost of living increase. These two increases amount to approximately a 6% increase across the board for all employees.
292	Henry Co/Martinsville Regional Program	AVERAGE SALARY INCREASE OF 7 PERCENT FY 07
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	Albemarle County has increased teacher's salaries in order to become competitive with other districts, counties and cities in Virginia, in the last couple of years. Until they present to the board we will not know what the salaries will increase by for the coming year.
302	Jackson River Technical Center	provided salary step plus 3% increase
304	Massanutten Technical Center	an average of 6% raise
306	Valley Vocational-Technical Center	Raise is 6.25%. Trying to bring salaries up to where they need to be
307	New Horizons Regional Education Center	5% Across the board average increase in salaries.
308	P. D. Pruden Vocational-Technical Center	Increase in scale plus step increase; average total increase 9.6%
309	Rowanty Vocational-Technical Center	salary step increase
310	Northern Neck Vocational-Technical Center	Our teachers were given a 4 percent increase
311	Amelia-Nottoway Vocational-Technical Center	Step Increase

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	Salary study was completed and teacher scales increased over 3% average
402	Enterprise Academy/Newport News City	All employees received a 5% across the board salary increase

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
403	Tidewater Regional Alternative Education	Average 4% salary increase
404	Regional Alternative Plus Self Project/Roanoke	The teacher salary scale was increased by 1.83% to account for inflation and increases in the cost of living. Teachers are eligible for tier raises based on satisfactory evaluations, with the average tier raise of 1.17%, resulting in an average overall increase in teacher salaries of 3.0%.
405	Transition Support Resource Center/Fairfax	1. Provide a 3% cost-of-living increase for all teachers. 2. Provide a step increase averaging 2.6% for all teachers. 3. Increased starting teacher salary with a bachelor's degree to \$42,400 and made other adju
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	Salaries increased by step plus cost of living increase for total average increase of 5 percent.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	Salary step increase
410	Project Return/Powhatan Co	Teachers received a 4% salary increase plus the step movement. Average increase equated to 5.56%
411	Crossroads Alternative/Bristol City	Salary increase provided based on applicable division increase
412	Metro Richmond Alternative Ed	Merit increase @ an average of 3.5%
413	Regional Alternative Ed/Stafford Co	Cost of living increase of 5% and an average step increase of 2/5% for all employees including classroom teachers.
414	Southside L.I.N.K. Project/Brunswick Co	Provided increase of 5% including step
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	The School Board approved a one step increase for all eligible employees, and a 3% cost of living increase. These two increases amount to approximately a 6% increase across the board for all employees.
417	Project Bridge/Russell Co	Teachers will receive the greater of either a 3.11% or a step increase
418	Regional Alternative/Wythe Co	Salary scales increase by 5%
420	On The Right Track Reg Aternative Education	Step Increase
421	Northern Neck Regional Alternative Education	Teachers will receive a 5% increase with their first paycheck that they receive on September 22, 2006.
422	Shenandoah Valley Reg Alternative Ed/Genesis	Provided one step on salary scale and a cost of living increase, together providing a 6.5% increase for FY07.
423	Breaking Barriers Alternative Ed/Henry Co	HOURLY INCREASE OF \$2.00 PER HOUR FOR ALL PART-TIME TEACHERS (ALL ARE PART-TIME IN REGIONAL ALTERNATIVE PROGRAM)
424	Carroll/Galax/Joy Ranch Reg Alternative Ec	All staff members receive a 3.25% plus step pay increase.
426	Regional Learning Academy/Wise Co	ALL TEACHERS RECEIVED STEP INCREASES PLUS A 4.0% INCREASE IN WAGES
427	Regional Community Alternative Ed Continuum	All teachers will receive a \$3,000 increase in their salaries
428	Project Renew/Northampton Co	Data not submitted by regional program
429	Renaissance/Scott Co	Five percent salary increase and step for those personnel not yet at the top of the salary scale.
430	R.E.Cook Regional Alternative	Roanoke County Public Schools budgeted a 4.5 % salary increase for teachers in FY06 07.

¹ Data for Bedford City is reported with Bedford County

² Data for Fairfax City is reported with Fairfax County

³ Data for Emporia City is reported with Greensville County

⁴ Data for James City County is reported with Williamsburg City.

Average Teacher Salary Calculations:

Total reported compensation expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:

Expenditure Category	Function	Object	Total Amount
Classroom Instruction Salaries and Wages	61100	1120	4,247,624,792.31
Classroom Instruction Supplemental Salaries and Wages	61100	1620	78,362,768.73
Guidance Services Instructional Salaries and Wages	61210	1120	196,583,907.77
Homebound Instruction Salaries and Wages	61230	1120	14,000,144.32
Media Services Instructional Salaries and Wages	61320	1120	6,691,648.42
Media Services Librarian Salaries and Wages	61320	1122	103,642,424.78
Technology Classroom Instruction Salaries and Wages	68100	1120	55,899,980.61
Technology Instructional Support Salaries and Wages	68200	1120	29,310,609.37
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
TOTAL:			4,732,116,276.31

Total reported FTEs from the following ASRFIN FTE categories are summed:

FTE Category	Function	Object	Total Amount
Instructional Classroom - Teacher	61100	1120	91,962.14
Guidance Counselors	61210	1120	3,728.34
Homebound Instructional	61230	1120	598.11
Media Instructional	61320	1120	144.00
Media Librarian	61320	1122	1,985.06
Technology Classroom Instruction	68100	1120	1,159.88
Technology Instructional Support	68200	1120	577.50
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
TOTAL:			100,155.03

Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2006: **\$47,248**

The same information is reported on a budgeted basis for fiscal year 2007 in Schedule I of the ASRFIN.

Average Principal Salary Calculations:

Total reported compensation expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Principal Salaries and Wages	61410	1126	162,395,589.38
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
TOTAL:			162,395,589.38

Total reported FTEs from the following ASRFIN FTE categories are summed:

FTE Category	Function	Object	Total Amount
Principals	61410	1126	1,958.87
Contingency Reserve Principals	69000	1126	-
TOTAL:			1,958.87

Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2006: **\$82,903**

The same information is reported on a budgeted basis for fiscal year 2007 in Schedule I of the ASRFIN.

Average Assistant Principal Salary Calculations:

Total reported compensation expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Assistant Principal Salaries and Wages	61410	1127	160,570,334.87
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
TOTAL:			160,570,334.87

Total reported FTEs from the following ASRFIN FTE categories are summed:

FTE Category	Function	Object	Total Amount
Assistant Principals	61410	1127	2,361.88
Contingency Reserve Assistant Principals	69000	1127	-
TOTAL:			2,361.88

Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2006: **\$67,984**

The same information is reported on a budgeted basis for fiscal year 2007 in Schedule I of the ASRFIN.