

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
COUNTIES	
ACCOMACK	Provided all professionals with a 2% salary step increase and with a 2% cost-of-living adjustment (COLA). In addition, employer contribution towards employee health insurance was raised by \$400 annually from \$1,800 per employee to \$2,200 per employee.
ALBEMARLE	Provided each teacher with a step on the scale of approximately 1%. In addition, the scale was moved approximately 4.2%.
ALLEGHANY	Provided teachers an average 10% salary increase including the step increase. All other employees received an average 5% increase including the step. All employees with health insurance received an additional \$20 to \$30 per month supplement on their health care premiums.
AMELIA	Increased salary scales an average of 4%.
AMHERST	Provided 4.61% average increase for teacher salaries fiscal year 2002 - Incurred a 20% increase in health care costs.
APPOMATTOX	Increased teachers' salaries on an average of 3%. Employer paid health insurance benefits increased by 12.9%. Doctorate degree supplements increased by 20%.
ARLINGTON	Provided 3% COLA, increased employer contribution toward VRS by 1%, effective January 1, 2002. An average step increase was up to 5%. An annual stipend of \$2,000 was paid to teachers who earned National Board Certification. A teacher stipend was paid for mentoring beginning teachers. Piloted a program for extended teacher contracts to those teachers who taught summer school.
AUGUSTA	Increased teacher salaries an average of 4.5%.
BATH	Provided a 3.5% average salary increase to classroom teachers in fiscal year 2002.
BEDFORD	Revised teacher salary scale - with increases ranging from 7% to 12%.
BLAND	Provided a 3% salary step increase.
BOTETOURT	Provided an average increase of 5.3%, in the fourth year of a five year plan to increase teacher salaries.
BRUNSWICK	Provided step increase averaging 1.4%.
BUCHANAN	Provided teachers \$1,000 plus a 4% increase. The salary scale was moved back from step 29 to step 27 (2 steps), making the top of the scale 27 years experience.

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BUCKINGHAM	Restructured the fiscal year 2002 salary scale with the new scale having a total of 20 steps. The average salary increase for all personnel in the school division was over 4%.
CAMPBELL	Provided a pay scale step increase of 5% from year to year for all teachers, with an additional increase for selected steps 11 to 29 to meet area market conditions.
CAROLINE	Increased the teacher salary scale by 5% as well as step increases for teachers where due. The average increase in teacher pay was 6.03%. The smallest increase for any teacher was 5%.
CARROLL	Provided teachers with only a step increase for the 2001-2002 school year with the exception of increases in the scale at the top three steps. The top three steps were increased to bring the maximum level of the Bachelors scale from \$39,214 to \$39,970.
CHARLES CITY COUNTY	Provided teachers a 7.83% average increase in salaries for fiscal year 2002.
CHARLOTTE	Provided a 4% pay increase for all teachers.
CHESTERFIELD	Continued the coordinated pay plan with County and School Board employees in fiscal year 2002. The plan includes a minimum 4% increase for teachers. Targeted points on the salary scale are being reviewed for positive adjustments as comparative data is analyzed. The Chesterfield County Public School System (CCPS) builds a 2% salary lapse in the budget due to turnover.
CLARKE	Increased salaries an average of 6%. In addition, supplements for teachers with a master's degree were increased from \$5,000 to \$5,500.
CRAIG	Provided each teacher a one step-up plus 1%.
CULPEPER	Provided a 3% increase for all employees.
CUMBERLAND	Provided an average increase of 3.5%.
DICKENSON	Provided a 4% COLA for fiscal year 2002.
DINWIDDIE	Planning to continue to address the entry-level teachers salary to allow for the attraction of quality teachers with appropriate certification and to adjust those teachers who are at the mid-level and the top-end of our current salary scale. Hope to provide an average adjustment of 3% to 5% over the 2000-2001 salary scale.

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ESSEX	Will pay the employee's share of the VRS contribution. Also, will contribute \$200 to \$250 (depending on the type of coverage) toward health insurance premiums. Teachers received a step increase in addition to a 4% increase within those steps.
FAIRFAX	Provided a 3% COLA for all teachers. Provided a step increase averaging 2.6% for all teachers. Enhanced the teacher salary scale, providing an average 0.9% increase for all teachers.
FAUQUIER	The fiscal year 2002 budget has not been approved. Looking into providing cost of living increases and salary step increases.
FLOYD	Provided teachers an average 4% increase including a step increase.
FLUVANNA	Approved a 6.4% plus step increase in teacher salaries.
FRANKLIN	Provided teachers a 3% minimum increase for the 2001-02 school year. Continuing implementation of 11 step teacher salary scale.
FREDERICK	Provided a step movement on an enhanced scale to average 6.7%; Starting salary was increased from \$29,000 to \$30,000. An additional step will be provided for those with 19 to 25 completed years of experience as of June 30, 2001. A third step will be provided for those with 20 and 21 completed years of experience as of June 30, 2001. Masters degree supplements were increased from \$2,500 to \$3,000.
GILES	Provided most teachers a step increase which averaged 2.4% . Average salaries decreased due to the establishment of an Early Retirement Incentive Program (ERIP).
GLOUCESTER	Provided a 3% COLA to all employees effective July 1, 2001.
GOOCHLAND	Provided an across-the-board 5.25% increase to all employees.
GRAYSON	Added a flat amount (\$624) to most steps in the teacher's salary scale, resulting in an overall 2% increase in teacher's salaries.
GREENE	In the second year of a five year plan to increase teacher salaries, the average teacher's salary for the 2001-2002 school year increased by 5.6%. Hope to continue to work on improving teachers' salaries over the next three years of the five year plan.
GREENSVILLE	Increased the entire salary scale to try to give a 2.5% increase to teachers.
HALIFAX	Provided teachers an average salary increase of 5%.

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HANOVER	Improved teacher salaries an average of 4.0% for the entire twelve months of employment.
HENRICO	Provided all employees with a 2.372% step increase and with a 1.628% wage adjustment.
HENRY	Provided a 2.8% COLA.
HIGHLAND	Provided a step plus 5%, which averages 6%.
ISLE OF WIGHT	Teachers with a satisfactory or better evaluation received a 1 step (2 %) increase plus a 1.5% COLA. The salary increase is effective on September 1, 2001 (entire school year 01-02).
KING GEORGE	Increased the teachers' salary scale by 5%. All returning teachers received a 5% salary increase.
KING AND QUEEN	Provided teachers an average increase of 5%. This was a combination of a step increase and a scale increase.
KING WILLIAM	Increased the teacher scale an average of 4%, giving teachers a 4% increase plus their step increase. All other positions got a straight 4% increase in salary. This was funded by the locality.
LANCASTER	A new salary scale was implemented and additional \$50.00 per month was added to the employer share of the school's health insurance.
LEE	No Action Taken
LOUDOUN	Restructured the teachers' salary scale. The average teacher's salary increase was 15.5%.
LOUISA	Increased total salary by 7% including a COLA and a salary step.
LUNENBURG	Increased each step of salary scale by 3%. Average increase with step amounts to 3.9%.
MADISON	Increased steps on the teacher salary scale.
MATHEWS	Revised teacher's salary scale to insure that each teacher received a full 4% increase for the 2001-02 school year. Created 2.50 new positions from additional funds received through grants for 2001-2002.
MECKLENBURG	The teachers are scheduled to receive a step increase of 2.5%.
MIDDLESEX	Received approval for an increase of 4% plus \$1,000 for all licensed classroom teachers.

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MONTGOMERY	Increased average salary by a step plus cost of living to equal an average increase of 4.5%.
NELSON	Provided 5% plus a step on the salary scale for seniority.
NEW KENT	Provided all teachers with a step increase of 1.67% and with a COLA of 4.33%, for an overall average increase of 6.0%.
NORTHAMPTON	No Action Taken.
NORTHUMBERLAND	Provided classroom teachers with a 2% raise plus a step increase of 2.25%.
NOTTOWAY	Provided teachers with a one-step increase in their salary.
ORANGE	Provided an overall 4% increase for teachers. Entry level position increased from \$28,000 to \$29,000. Also extended the teacher pay scale from 19 years to 30+ years.
PAGE	Provided an average of a 6% increase for the 2001-2002 school year.
PATRICK	Provided every teacher with a 1.5% pay increase in addition to the experience step increase.
PITTSYLVANIA	Provided an average 3% COLA for teachers in fiscal year 2002.
POWHATAN	Increased the teacher's' salary schedule by slightly over 4%.
PRINCE EDWARD	Increased all levels of the teacher salary schedule by 3%, an action fully funded by local tax dollars.
PRINCE GEORGE	Teachers remain on the Prince George Uniform Salary Scale. All employees were provided with a 3.1% scale adjustment increase and one step - 2.5%. A total of a 5.6% pay increase was provided to teachers for 2001-2002.
PRINCE WILLIAM	Provided a one-step increase averaging 2.6% (except for classroom teachers at top of scale). Provided a 3.0% COLA for all classroom teachers. Increased the School Board's contributions for health insurance premiums from 85% to 95% for individual plans and from 50% to 70% for family plans. Increased the salary differential for teachers with a Masters Degree from \$3,500 to \$4,250.
PULASKI	Increased teacher salaries by an average of 5% over fiscal year 2001. Because of turnover, however, the average salary actually decreased.
RAPPAHANNOCK	Increased teacher salaries by a 4% increase to the salary scale, plus a step (average 1.5%).

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RICHMOND	Provided teachers with a 4% plus step increase for the 2001-2002 school term.
ROANOKE	Provided a 4% pay raise for all instructional personnel. Signing bonuses were given to all new teachers in the amount of \$1,000. Beginning teacher salary was raised to \$30,500.
ROCKBRIDGE	Increased teacher salaries by an average of 5%.
ROCKINGHAM	Provided teachers an average 6.5% salary increase. This included a COLA and a salary step. The salary increase was effective in September 2001, which is the beginning of the school year.
RUSSELL	Provided teachers with step increases. An increase in the cost of insurance was paid for employees.
SCOTT	Provided a 3% raise plus a step increase for those not yet reaching the top of the scale, and \$500 was added to the top step. This would equal an approximate salary increase of 4.4%.
SHENANDOAH	Provided a \$2,000 pay raise to each teacher, amounting to an approximate 5% increase.
SMYTH	Provided 1.5% increase effective for second half of contract year.
SOUTHAMPTON	Provided a 4% minimum salary increase for all teachers.
SPOTSYLVANIA	Increased the teachers' salary scale by approximately 2%. Most teachers received a step increase also, for an average increase of 4%.
STAFFORD	Provided a one-step increase for all classroom teachers averaging 6.65%.
SURRY	Placed teachers on a salary scale developed by the Virginia School Board Association (VSBA). Teachers received an average pay increase of 4.94%.
SUSSEX	Provided teachers with a 2% annual COLA. Teachers received a step increase (average 1.5%). The school division picked up the employee share of Group Life (the School Division continues to pay the employee share of VRS).
TAZEWELL	Improved teachers' salaries by granting a step increase for those teachers climbing in experience. Teachers at the top scale received no increase.
WARREN	Increased teacher salaries by an average of 5.6%.

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WASHINGTON	Increased every teacher's salary by either \$1,100 or \$1,300 depending on location on the scale. This increase included a step and a raise.
WESTMORELAND	Provided teachers with a 2.25 % increase effective September 30, 2001. Progress was made toward moving persons to the step on the scale that equals their years of experience.
WISE	Provided a 2% increase for all returning teachers for fiscal year 2002.
WYTHE	Provided a 3% salary increase in fiscal year 2002.
YORK	Provided a step increase on the scale (average increase of 1.5%). Provided a market adjustment of 1% plus \$700 (average increase of 2.9%). Combined, the above items average a budgeted annual increase of 4.4%.
<u>CITIES</u>	
ALEXANDRIA	Granted a salary step increase, along with a 3% COLA. This approximates a 7% salary increase. In addition, the base step on the salary range was eliminated and those employees moving from base to step one were granted an additional step. The school board contribution to the individual employee health premium was also increased by 10%.
BRISTOL	It is expected that the System will provide a COLA. The System also uses a step scale for teachers. In addition, the System is evaluating a revision to the overall teacher scale. The outcome is unknown at this time. The average increase provided in FY 2002 was 5.35%.
BUENA VISTA	Provided salary step increases - approximately 2%.
CHARLOTTESVILLE	Provided average teacher increases of 8.87%, ranging from 3.33% at the beginning of the scale to 13.44% at the top. Increased degree supplements to \$2,000/200 day for Masters, \$3,000/200 day for Masters + 30, and \$4,000/200 day for Doctorate.
CHESAPEAKE	Budgeted an average 4.7% salary increase for all returning teachers. The final average salary may be less due to turnover.
COLONIAL HEIGHTS	Provided a 3.5% COLA to all teacher plus a step increase, if eligible. The increase in health insurance premiums was paid by the school board, resulting in no significant increase in health insurance premiums for teachers.
COVINGTON	Provided those teachers still on salary scale with a 5% salary increase. Those teachers who are off the scale received a 3.5% salary increase.

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DANVILLE	Adjusted teacher's salary scale resulting in an average 3.8% increase per teacher.
FALLS CHURCH	Provided teachers with a new salary scale that represented the equivalent of a step increase and a 4.0% COLA on the old scale.
FRANKLIN CITY	Provided all teachers a 3.5% increase for the entire 2001-2002 school year.
FREDERICKSBURG	Provided a COLA and a step increase.
GALAX	Provided an average 4% salary increase.
HAMPTON	Provided an average 2.5% salary increase for teachers, effective July 1, 2001.
HARRISONBURG	Provided teachers with a COLA and a salary step increase, a combination that totaled 6%.
HOPEWELL	Provided teachers with an average 6% increase. This included adjustments to the scale and the step increase on the scale.
LEXINGTON	Increased the teacher salary scale by 6.5%, with an "across the board" increase of 5% and a step increase of 1.5%.
LYNCHBURG	Increased teacher salary scale by an average of 6.91%.
MANASSAS	Increased teacher salaries by an on average of 6.5 %. Increased the number of years of previous teaching experience for new teachers. Increased maximum from 10 years to 20 years of experience to determine initial placement on the salary schedule.
MANASSAS PARK	Provided a 4% pay raise to all personnel who did not have a Master's Degree. Those personnel with a Master's Degree and above received a 4.5% pay raise. Continuing to enhance benefits' package through professional growth assistance by supporting financially a Master's program on site, by providing tuition reimbursement and by offering contracted courses on site.
MARTINSVILLE	Budgeted COLAs. Continuing to pay employee's share of VRS contribution as well as for the first time in several years also paying health insurance premiums for employees.
NEWPORT NEWS	Increased teacher salary scale by an average of 5.25% (actual average will ultimately be less due to retiring teachers being replaced by less experienced teachers).
NORFOLK	Provided an overall 4.5% salary increase.
NORTON	Provided teachers a 2.5% increase for the 2001-2002 school year.

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PETERSBURG	Teachers' salary scales were compared with school divisions in surrounding localities and adjusted for the 2002 year to be competitive with these surrounding localities.
POQUOSON	Implemented a new salary scale-average increase of 4%.
PORTSMOUTH	No Action Taken.
RADFORD	Provided teachers with a one step increase on the salary scale.
RICHMOND CITY	Provided a 4% COLA effective July 1, 2001. A 3% step increase was approved for mid-year.
ROANOKE CITY	Increased the fiscal year 2002 average teacher salary by 2.0% to continue the School Board's objective for maintaining the competitiveness of the teacher salary scale relative to other school districts in the region and state. The average raise included tier raises for all teachers eligible for such raise and changing the tier raise for senior teachers from 28 years to 26 years in order to complete the phase-in of the tier raise for teachers with more than 25 years of service
SALEM	Provided a 3.5% average annual raise to all teachers for fiscal year 2001.
STAUNTON	Provided teachers with a 5% average pay increase.
SUFFOLK	Provided a one-step increase, averaging 1.75% and provided a 2.25% COLA, resulting in an average increase totaling 4.00%.
VIRGINIA BEACH	Provided teachers on the "stepped" scale with a step and with a 1% COLA increase. Teachers on the "open range" scale received 2.7% of midpoint plus a 1% COLA increase.
WAYNESBORO	Provided average increase for teachers of 4.2% starting September 1, 2001. Base teacher scale increase at step 1 was 6.4%.
WMSBURG/J.CITY	Approved an average 4.9% salary increase for all teachers for fiscal year 2002. However, the budgeted average salary rate change was lower due to turnover and the creation of new teaching positions to accommodate growth and program improvement. In addition, the starting teacher salary was increased to \$30,000.
WINCHESTER	Provided teachers an average 5% salary increase in fiscal year 2002.
<u>TOWNS</u>	
COLONIAL BEACH	The teachers pay scale shows a 2.5 % increase for school year 2002.

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WEST POINT	Provided a one step salary increase for all classroom teachers for fiscal year 2002, averaging 5%.
<u>GOVERNOR'S SCHOOLS</u>	
A. LINWOOD HOLTON GS	Average of 3% increase was given.
APPOMATTOX BASIN GOV'S	No report submitted.
BLUE RIDGE VIRTUAL GOV	No report submitted.
CENTRAL SHENANDOAH VALLEY	No report submitted.
CENTRAL VA GS FOR SC&TECH	Increased teacher salary scale by an average of 6.91%.
CHESAPEAKE BAY GS/MARINE	Will pay the employee's share of the VRS contribution. Also, will contribute \$200 to \$250 (depending on type of coverage) toward health insurance premiums. Teachers received a step increase in addition to a 4% increase within those steps.
COMMONWEALTH GOV SCHOOL	No report submitted.
GOVERNOR SCHOOL FOR THE ARTS	No report submitted.
GOVERNOR SCHOOL FOR INTER. STUDIES	No report submitted.
JACKSON RIVER GOV SCHOOL	No report submitted.
NEW HORIZONS TECH. CENTER	Provided step upgrades and 3.5% to 5% raises.
ROANOKE VAL GS FOR SC&TEC	Increased the fiscal year 2002 average teacher salary by 2.0% to continue the School Board's objective for maintaining the competitiveness of the teacher salary scale relative to other school districts in the region and state. The average raise included tier raises for all teacher eligible for such raise and changing the tier raise for senior teachers from 28 years to 26 years in order to complete the phase-in of the tier raise for teachers with more than 25 years of service
SOUTHSIDE VA GS/GLOBAL-EC	Provided the teachers with a 2.1% salary step increase and with a 2.3% salary increase.
SOUTHWEST VA GS/SC-MA-TEC	No report submitted.
THOMAS JEFFERSON GVS	Provided a 3% COLA for all teachers. Provides a step increase averaging 2.6% for all teachers. Enhanced teacher salary scale, providing an average 0.9% increase for all teachers.
<u>REGIONAL CENTERS</u>	
AMELIA-NOTTOWAY VOC. CTR..	No report submitted.

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SCHOOL DIVISION	LOCAL ACTION TAKEN
CENTRAL VA REGIONAL PROGRAM	No report submitted.
CHARLOTTSVILLE-ALBEMRLE TEC	No report submitted.
COOP CTRS FOR EXCEP CHILDREN	No report submitted.
HENRY/MARTINSVILLE SPEC. ED	No report submitted.
JACKSON RIVER TECH. CTR.	Provided teachers an average increase of 9.57%.
LAUREL REGIONAL	Increased teacher salary scale by an average of 6.91%.
MASSANUTTEN TECH. CTR.	Each teacher received a step increase, which included both the COLA and a salary increase and an approximated 6% increase.
MIDDLE PENIN REG SP ED PR	Made a 3% COLA to the salary scale.
NEW HORIZONS SPECIAL ED CENTER	Provided step upgrades and raises averaging 3.5% to 5%.
NEW HORIZONS TC - WOODSIDE	Provided step upgrades and raises averaging 3.5% to 5%.
NORTHERN NECK REGIONAL	Provided teachers with a 2% plus step salary increase, which equals a 4% increase.
NORTHERN NECK VOC. CENTER	No report submitted.
NORTHWESTERN REGIONAL EDU	No report submitted.
PIEDMONT REGIONAL ED.	Increased teachers salaries by a step and 6.0%.
PIEDMONT TECH ED CENTER	No report submitted.
PRUDEN CENTER FOR INDUS.	No report submitted.
ROANOKE VALLEY REGIONAL B	No report submitted.
ROWANTY VOC. TECH. CTR.	Provided a 4.2% across the board increase.
SHENANDOAH VALLEY REG.	No report submitted.
SOUTHEAST. COOP. ED. PRG.	Provided an overall 4.5% salary increase.
VALLEY VOCATIONAL TECH.	Provided teachers with a 4.4% increase in salaries.
<u>REGIONAL ALTERNATIVE EDUCATION</u>	
ATL ED. PROGRAM - MONTGOMERY	No report submitted.
BREAKING BARRIERS REG. ALT.	No report submitted.

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CARROLL-GALAX-JOY RANCH	Provided teachers only a step increase for the 2001-2002 school year with the exception of increases in the scale at the top three steps. The top three steps were increased to bring the maximum level of the Bachelors scale from \$39,214 to \$39,970.
CROSSROADS ALT. PROGRAM	Provided COLAs to teachers for fiscal year 2002. It is expected that the System will provide a COLA to teachers in fiscal year 2003.
ENTERPRISE ACADEMY-N. N. CITY	Adjusted the teacher salary scale by an average of 5.25%.
METRO RICHMOND ALT ED.	No report submitted.
NEW DOMINION SCHOOL	No report submitted.
ON THE RIGHT TRACK REG ALT	No report submitted.
REGIONAL ALT. PLUS SELF PROJECT	Increased the fiscal year 2002 average teacher salary by 2.0% to continue the School Board's objective for maintaining the competitiveness of the teacher salary scale relative to other school districts in the region and state. The average raise included tier raises for all teacher eligible for such raise and changing the tier raise for senior teachers from 28 years to 26 years in order to complete the phase-in of the tier raise for teachers with more than 25 years of service
SHENH VALLEY REG ALT. ED PROJ	Provided teachers with a 5% average pay increase.
REGIONAL LEARNING ACADEMY	Provided a 2% increase for all returning teachers for fiscal year 2002.
REGIONAL ALT. SCHOOL-PITTSYLVANIA	No report submitted.
REGIONAL ALT. SCHOOL-WYTHE CO.	No report submitted.
RENAISSANCE-SCOTT COUNTY	No report submitted.
THREE RIVERS PILOT PROJECT	No report submitted.
TIDEWATER REGIONAL ALT.	Provided an overall 4.5% salary increase.
PETERSBURG REG ALT PROGRAM	No report submitted.
PROJECT RENEW	No report submitted.
PROJECT RETURN-FLUVANNA	No report submitted.
PROJECT BRIDGE-RUSSELL CO.	No report submitted.
LYNCHBURG SECONDARY ALT. PROG.	Increased teacher salary scale by an average of 6.91%.

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REGIONAL ALT. - STAFFORD CO.	No report submitted.
REGIONAL ALT. - KING WILLIAM	No report submitted.
RENEWING EDU. REG ALT.-ALBEMARLE	No report submitted.
THE REG. COMMUNITY ALT.	No report submitted.
RENAISSANCE - SCOTT CO.	No report submitted.
R. E. COOK ALT ED. PROGRAM	No report submitted.
SOUTHSIDE L..I.N.K. PROJECT	No report submitted.
REGIONAL LEARNING ACADEMY-WISE	No report submitted.
TRANS. SUPPORT RESOURCE CENTER	Provided a 3% COLA for all teachers. Provides a step increase averaging 2.6% for all teachers. Enhanced the teacher salary scale, providing an average 0.9% increase for all teachers.
NORTHERN NECK REG. ALT. ED. PROGRAM	Provided a raise of approximately 4% to the teachers effective September 4, 2001.