

VIRGINIA DEPARTMENT OF EDUCATION
2002-2003 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	PERCENTAGE INCREASE/ (DECREASE)	ACTUAL AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<u>SCHOOL DIVISIONS</u>						
<i>Counties</i>						
001	ACCOMACK	34,819	35,058	0.7%	37,266	6.3%
002	ALBEMARLE	37,435	39,847	6.4%	42,113	5.7%
003	ALLEGHANY HGLNDS	34,706	36,940	6.4%	38,283	3.6%
004	AMELIA	34,184	29,253	(14.4%)	28,297	(3.3%)
005	AMHERST	36,363	37,101	2.0%	38,039	2.5%
006	APPOMATTOX	33,801	33,845	0.1%	34,209	1.1%
007	ARLINGTON	52,566	55,148	4.9%	60,029	8.9%
008	AUGUSTA	36,503	36,842	0.9%	38,321	4.0%
009	BATH	30,883	38,236	23.8%	37,252	(2.6%)
010	BEDFORD	30,223	36,115	19.5%	37,363	3.5%
011	BLAND	31,013	29,893	(3.6%)	32,338	8.2%
012	BOTETOURT	39,358	40,846	3.8%	43,095	5.5%
013	BRUNSWICK	33,133	33,443	0.9%	33,802	1.1%
014	BUCHANAN	33,040	34,419	4.2%	32,525	(5.5%)
015	BUCKINGHAM	34,838	35,499	1.9%	38,260	7.8%
016	CAMPBELL	34,765	36,383	4.7%	40,431	11.1%
017	CAROLINE	35,513	37,255	4.9%	38,319	2.9%
018	CARROLL	33,084	33,127	0.1%	34,938	5.5%
019	CHARLES CITY COUNTY	29,981	35,796	19.4%	37,049	3.5%
020	CHARLOTTE	33,098	35,606	7.6%	38,616	8.5%
021	CHESTERFIELD	38,329	39,771	3.8%	40,393	1.6%
022	CLARKE	40,532	40,612	0.2%	43,526	7.2%
023	CRAIG	33,009	35,188	6.6%	33,814	(3.9%)
024	CULPEPER	36,759	39,653	7.9%	42,125	6.2%
025	CUMBERLAND	31,420	28,145	(10.4%)	32,527	15.6%
026	DICKENSON	31,963	31,995	0.1%	31,815	(0.6%)
027	DINWIDDIE	35,984	36,974	2.8%	37,367	1.1%
028	ESSEX	37,145	39,478	6.3%	39,456	(0.1%)
029	FAIRFAX	48,717	50,548	3.8%	52,787	4.4%
030	FAUQUIER	37,005	39,568	6.9%	42,452	7.3%
031	FLOYD	34,666	35,050	1.1%	36,109	3.0%
032	FLUVANNA	36,631	38,079	4.0%	40,377	6.0%

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033	FRANKLIN	36,477	39,599	8.6%	40,974	3.5%
034	FREDERICK	37,091	38,525	3.9%	40,037	3.9%
035	GILES	36,444	35,661	(2.1%)	35,937	0.8%
036	GLOUCESTER	35,460	36,548	3.1%	38,062	4.1%
037	GOOCHLAND	40,114	40,343	0.6%	42,565	5.5%
038	GRAYSON	33,437	34,564	3.4%	35,454	2.6%
039	GREENE	33,377	35,379	6.0%	37,853	7.0%
040	GREENSVILLE	34,854	35,479	1.8%	36,011	1.5%
041	HALIFAX	33,558	36,030	7.4%	37,907	5.2%
042	HANOVER	36,835	38,498	4.5%	39,295	2.1%
043	HENRICO	42,021	41,781	(0.6%)	42,134	0.8%
044	HENRY	35,684	34,305	(3.9%)	36,602	6.7%
045	HIGHLAND	28,566	32,860	15.0%	30,734	(6.5%)
046	ISLE OF WIGHT	39,696	38,710	(2.5%)	39,785	2.8%
048	KING GEORGE	36,748	36,864	0.3%	39,351	6.7%
049	KING AND QUEEN	34,554	34,103	(1.3%)	35,728	4.8%
050	KING WILLIAM	36,271	38,133	5.1%	40,281	5.6%
051	LANCASTER	35,386	35,392	0.0%	36,372	2.8%
052	LEE	33,176	32,983	(0.6%)	35,001	6.1%
053	LOUDOUN	45,567	50,662	11.2%	52,852	4.3%
054	LOUISA	35,363	35,241	(0.3%)	37,207	5.6%
055	LUNENBURG	36,889	37,859	2.6%	39,685	4.8%
056	MADISON	32,293	32,552	0.8%	35,501	9.1%
057	MATHEWS	31,081	35,337	13.7%	35,853	1.5%
058	MECKLENBURG	32,947	33,508	1.7%	34,316	2.4%
059	MIDDLESEX	32,628	33,980	4.1%	35,562	4.7%
060	MONTGOMERY	35,142	36,583	4.1%	37,544	2.6%
062	NELSON	38,047	37,773	(0.7%)	39,254	3.9%
063	NEW KENT	35,068	35,188	0.3%	36,477	3.7%
065	NORTHAMPTON	33,993	34,267	0.8%	38,997	13.8%
066	NORTHUMBERLAND	39,191	38,835	(0.9%)	38,066	(2.0%)
067	NOTTOWAY	35,109	35,342	0.7%	35,509	0.5%
068	ORANGE	43,275	40,794	(5.7%)	44,290	8.6%
069	PAGE	32,307	32,318	0.0%	37,851	17.1%

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070	PATRICK	31,784	34,075	7.2%		34,732	1.9%
071	PITTSYLVANIA	36,610	36,613	0.0%		38,662	5.6%
072	POWHATAN	36,671	36,420	(0.7%)		38,292	5.1%
073	PRINCE EDWARD	32,485	37,963	16.9%		39,402	3.8%
074	PRINCE GEORGE	37,876	39,277	3.7%		39,873	1.5%
075	PRINCE WILLIAM (see Note 3)	45,720	48,279	5.6%		46,155	(4.4%)
077	PULASKI	36,678	38,031	3.7%		38,807	2.0%
078	RAPPAHANNOCK	32,647	34,890	6.9%		36,072	3.4%
079	RICHMOND	36,214	37,365	3.2%		39,657	6.1%
080	ROANOKE	42,240	43,253	2.4%		44,509	2.9%
081	ROCKBRIDGE	34,569	35,628	3.1%		36,588	2.7%
082	ROCKINGHAM	34,251	36,243	5.8%		37,850	4.4%
083	RUSSELL	31,774	33,509	5.5%		33,507	(0.0%)
084	SCOTT	37,246	38,053	2.2%		36,047	(5.3%)
085	SHENANDOAH	34,021	35,659	4.8%		38,429	7.8%
086	SMYTH	36,572	38,289	4.7%		38,590	0.8%
087	SOUTHAMPTON	34,080	35,016	2.7%		37,413	6.8%
088	SPOTSYLVANIA	39,047	40,915	4.8%		43,005	5.1%
089	STAFFORD	41,437	43,109	4.0%		45,596	5.8%
090	SURRY	36,142	35,170	(2.7%)		35,331	0.5%
091	SUSSEX	37,476	37,066	(1.1%)		39,361	6.2%
092	TAZEWELL	37,079	37,257	0.5%		39,329	5.6%
093	WARREN	34,319	34,539	0.6%		36,094	4.5%
094	WASHINGTON	35,884	36,708	2.3%		36,700	(0.0%)
095	WESTMORELAND	31,646	33,108	4.6%		33,418	0.9%
096	WISE	36,839	37,154	0.9%		37,727	1.5%
097	WYTHE	34,519	35,411	2.6%		37,044	4.6%
098	YORK	37,738	39,596	4.9%		41,863	5.7%
Cities							
101	ALEXANDRIA CITY	51,307	49,030	(4.4%)		51,649	5.3%
102	BRISTOL CITY	38,914	38,361	(1.4%)		38,719	0.9%
103	BUENA VISTA CITY	37,192	36,910	(0.8%)		34,411	(6.8%)
104	CHARLOTTESVILLE CITY	36,769	42,832	16.5%		44,467	3.8%

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106	COLONIAL HEIGHTS CITY	42,859	45,284	5.7%	48,016	6.0%
107	COVINGTON CITY	43,163	43,810	1.5%	45,731	4.4%
108	DANVILLE CITY	36,408	37,440	2.8%	37,700	0.7%
109	FALLS CHURCH CITY	47,893	49,598	3.6%	56,207	13.3%
110	FREDERICKSBURG CITY	41,330	40,476	(2.1%)	42,504	5.0%
111	GALAX CITY	35,251	36,595	3.8%	37,396	2.2%
112	HAMPTON CITY	35,541	36,494	2.7%	36,593	0.3%
113	HARRISONBURG CITY	36,731	38,793	5.6%	41,674	7.4%
114	HOPEWELL CITY	39,399	39,649	0.6%	41,048	3.5%
115	LYNCHBURG CITY	33,197	32,375	(2.5%)	32,579	0.6%
116	MARTINSVILLE CITY	33,479	34,879	4.2%	34,879	0.0%
117	NEWPORT NEWS CITY	37,347	37,544	0.5%	39,873	6.2%
118	NORFOLK CITY	38,965	40,100	2.9%	40,377	0.7%
119	NORTON CITY	35,308	34,676	(1.8%)	35,176	1.4%
120	PETERSBURG CITY	29,210	35,773	22.5%	37,164	3.9%
121	PORTSMOUTH CITY	39,947	38,030	(4.8%)	37,665	(1.0%)
122	RADFORD CITY	38,510	39,724	3.2%	40,145	1.1%
123	RICHMOND CITY	41,415	44,083	6.4%	46,695	5.9%
124	ROANOKE CITY	40,823	40,725	(0.2%)	42,727	4.9%
126	STAUNTON CITY	34,196	35,156	2.8%	36,171	2.9%
127	SUFFOLK CITY	36,516	37,776	3.4%	39,223	3.8%
128	VIRGINIA BEACH CITY	40,556	42,978	6.0%	42,934	(0.1%)
130	WAYNESBORO CITY	37,429	37,316	(0.3%)	38,587	3.4%
131	WILLIAMSBURG-JAMES CITY	41,456	41,824	0.9%	40,193	(3.9%)
132	WINCHESTER CITY	40,660	40,750	0.2%	43,555	6.9%
135	FRANKLIN CITY	36,225	37,195	2.7%	39,028	4.9%
136	CHESAPEAKE CITY	40,102	41,433	3.3%	43,534	5.1%
139	SALEM CITY	43,174	43,209	0.1%	44,963	4.1%
142	POQUOSON CITY	34,366	38,347	11.6%	39,735	3.6%
143	MANASSAS CITY	42,627	44,683	4.8%	50,804	13.7%
144	MANASSAS PARK CITY	40,268	39,823	(1.1%)	42,767	7.4%

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<i>Towns</i>						
202	COLONIAL BEACH	36,153	36,552	1.1%	38,096	4.2%
207	WEST POINT	41,485	38,943	(6.1%)	43,058	10.6%
AVERAGE FOR SCHOOL DIVISIONS		40,234	41,730	3.7%	43,150	3.4%
<u>GOVERNOR'S SCHOOLS</u>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	40,968	46,770	14.2%	48,253	3.2%
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI*	37,626	42,736	13.6%	43,591	2.0%
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	34,087	34,140	0.2%	36,750	7.6%
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	42,317	42,654	0.8%	48,083	12.7%
264	NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	44,659	41,201	(7.7%)	38,914	(5.5%)
265	SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA*	28,723	38,255	33.2%	38,292	0.1%
266	THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE	40,604	41,329	1.8%	38,064	(7.9%)
267	APPOMATTOX REGIONAL GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE*	36,498	38,544	5.6%	39,537	2.6%
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	33,307	38,442	15.4%	39,594	3.0%

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269	CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE -ESSEX	38,386	31,195	(18.7%)	36,400	16.7%
270	COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA*	34,482	49,643	44.0%	51,391	3.5%
271	MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND*	38,386	45,757	19.2%	42,521	(7.1%)
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	66,500	69,853	5.0%	72,104	3.2%
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA ⁽¹⁾	-	-	N/A	-	N/A
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY ^{(2)*}	36,042	-	N/A	-	N/A

AVERAGE FOR GOVERNOR'S SCHOOLS	56,209	53,195	(5.4%)	53,985	1.5%
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REGIONAL PROGRAMS
(VOCATIONAL AND SPECIAL EDUCATION)

280	COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN ^{(3)*}	37,207	-	N/A	-	N/A
281	MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	34,481	31,682	(8.1%)	33,115	4.5%
282	LAUREL REGIONAL CENTER	49,360	48,495	(1.8%)	49,465	2.0%
283	NORTHERN NECK REGIONAL CENTER	34,885	36,686	5.2%	34,777	(5.2%)
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM	-	36,317	N/A	37,288	2.7%
285	NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	30,494	33,704	10.5%	32,356	(4.0%)

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286	PIEDMONT REGIONAL EDUCATION CENTER	38,364	41,184	7.4%	44,473	8.0%
287	SHENANDOAH VALLEY REGIONAL CENTER*	35,800	39,662	10.8%	31,772	(19.9%)
288	SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	34,702	36,049	3.9%	38,079	5.6%
290	NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM ^{(See Note 3) *}	40,428	-	N/A	-	N/A
291	CENTRAL VIRGINIA REGIONAL PROGRAM ^{(4) *}	35,192	35,233	0.1%	35,937	2.0%
292	HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY*	36,518	33,698	(7.7%)	34,118	1.2%
299	ROANOKE VALLEY REGIONAL BOARD*	-	32,585	N/A	33,971	4.3%
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	39,137	41,631	6.4%	-	N/A
302	JACKSON RIVER TECHNICAL CENTER	35,523	36,048	1.5%	41,513	15.2%
304	MASSANUTTEN TECHNICAL CENTER	47,503	44,352	(6.6%)	48,087	8.4%
306	VALLEY VOCATIONAL TECHNICAL CENTER	34,436	37,118	7.8%	37,928	2.2%
307	NEW HORIZONS TECHNICAL CENTER - WOODSIDE	37,638	36,854	(2.1%)	38,395	4.2%
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY*	34,042	37,005	8.7%	39,799	7.5%
309	ROWANTY VOCATIONAL TECHNICAL CENTER	40,949	44,532	8.7%	46,606	4.7%
310	NORTHERN NECK TECHNICAL CENTER*	27,580	36,286	31.6%	37,108	2.3%
311	AMELIA-NOTTOWAY VOCATIONAL CENTER*	31,251	39,803	27.4%	39,808	0.0%
AVERAGE FOR REGIONAL PROGRAMS		36,631	37,702	2.9%	38,247	1.4%

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<u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u>						
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM ⁽⁵⁾	34,201	35,023	2.4%	35,723	2.0%
402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	37,366	41,034	9.8%	42,647	3.9%
403	TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	33,480	34,333	2.5%	36,120	5.2%
404	REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	42,011	38,590	(8.1%)	39,583	2.6%
405	TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX ⁽⁶⁾	34,870	42,364	21.5%	-	N/A
406	PROJECT RETURN-FLUVANNA COUNTY ⁽⁶⁾ *	23,509	34,298	45.9%	-	N/A
407	ALTERNATIVE EDUCATION PROGRAM- BEHAVIOR DISORDERED YOUTH - MONTGOMERY*	34,734	32,601	(6.1%)	32,601	0.0%
408	PETERSBURG REGIONAL ALTERNATIVE PROGRAM*	42,011	25,250	(39.9%)	33,000	30.7%
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY*	28,107	29,316	4.3%	31,445	7.3%
410	PROJECT RETURN-POWHATAN COUNTY*	40,174	33,702	(16.1%)	37,835	12.3%
411	CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	36,042	34,915	(3.1%)	35,707	2.3%
412	METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM*	32,037	38,565	20.4%	45,277	17.4%
413	REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY*	27,231	41,229	51.4%	42,908	4.1%
414	SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY*	34,015	28,433	(16.4%)	31,980	12.5%
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY ^{(7)*}	38,502	-	N/A	-	N/A

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		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY*	42,317	43,063	1.8%	42,560	(1.2%)
417	PROJECT BRIDGE-RUSSELL COUNTY*	37,046	40,339	8.9%	46,105	14.3%
418	REGIONAL ALTERNATIVE PROGRAM- WYTHE COUNTY*	40,949	33,216	(18.9%)	34,213	3.0%
420	ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY*	32,393	28,967	(10.6%)	30,746	6.1%
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	33,227	37,633	13.3%	35,617	(5.4%)
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	32,393	31,202	(3.7%)	32,439	4.0%
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY*	41,235	29,638	(28.1%)	31,800	7.3%
424	CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	34,829	38,942	11.8%	31,239	(19.8%)
425	RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE*	66,500	40,424	(39.2%)	40,424	0.0%
426	REGIONAL LEARNING ACADEMY - WISE COUNTY	27,231	29,730	9.2%	31,972	7.5%
427	THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM*	32,772	34,643	5.7%	37,056	7.0%
428	PROJECT RENEW - NORTHAMPTON COUNTY	27,600	26,482	(4.1%)	30,302	14.4%
429	RENAISSANCE - SCOTT COUNTY*	43,493	39,721	(8.7%)	40,020	0.8%

**VIRGINIA DEPARTMENT OF EDUCATION
2002-2003 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	PERCENTAGE INCREASE/ (DECREASE)	PERCENTAGE BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY*	26,513	33,152	25.0%	35,754	7.9%

AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS	34,661	33,105	(4.5%)	38,062	15.0%
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Statewide Average (School Divisions, Governor's Schools, Regional Programs, & Regional Alternative Education Programs)	40,247	41,731	3.7%	43,152	3.4%
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NOTE 1: FY2001 Actual Average Salary Data is derived from the DOE salary survey report of December 2001. An " * " indicates that the FY2001 Actual Average Salary is derived from Table 19 (Total Instructional Positions and Average Annual Salaries) of the 2000-01 Superintendent's Annual Report for Virginia because this information was not available from the December 2001 salary survey report.

NOTE 2: Governor's Schools and Regional Alternative Education Programs began reporting salary survey data beginning in 1999-2000.

NOTE 3: As of the date of this report, the average salary for Prince William County (075) for FY2002 and the budgeted salary for FY2003 include full-time equivalent positions and expenditure/budget data from the Northern Virginia Regional Special Education Program (290).

Individual Governor's School and Regional Program Footnotes:

⁽¹⁾ Teacher salaries are reported in the affected school divisions, which are Albemarle County and the City of Charlottesville.

⁽²⁾ Teacher salaries are paid by Dabney-Lancaster Community College and are therefore not reported in the program's Annual School Report.

⁽³⁾ Teacher salaries are reported in the affected school divisions, which are Carroll County, Smyth County, Bristol City, Washington County, Bland County, and Grayson County.

⁽⁴⁾ Teacher salaries are reported under the improvement of instruction category. Average salary for FY2002 computed by the Department of Education.

⁽⁵⁾ Fiscal year 2003 budgeted average salary computed by Department of Education using updated information from the regional program.

⁽⁶⁾ Teacher salaries are reported under the improvement of instruction category. Average salary for FY2002 computed by the Department of Education. No data provided for FY2003, but program has indicated that no action will be taken in FY2003 to improve salaries (See Narrative).

⁽⁷⁾ Actual salary data not provided.