

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY2003**

**(As reported in the 2001-2002 Annual School Report)**

SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION TAKEN FOR FISCAL YEAR 2003
<b>COUNTIES</b>	
ACCOMACK	Provided a 2% step raise + a 1% cost of living adjustment. Also increased employer contribution for health insurance by \$400 to a total of \$2,600.
ALBEMARLE	Overall 2% salary increase for FY 2002-2003. No increase in employee contributions for Health Insurance.
ALLEGHANY HGLNDS	Three percent (3%) base increase in salary scale.
AMELIA	Teachers received a 2.5% raise for fiscal year 2003.
AMHERST	Teachers will receive an average of 2.26% increase for the FY2003 school year.
APPOMATTOX	Increased teachers salaries an average of 3%.
ARLINGTON	Revised the teacher pay scales to implement the Teacher Excellence Initiative. This initiative increased teacher salaries on average by 8.84%.
AUGUSTA	Provide for an average 2.61% salary increase.
BATH	Cost of living adjustment provided at 2.5%.
BEDFORD	Provided 3% plus salary step.
BLAND	Three percent (3%) increase was added to each salary step for teachers. Teachers received the 3% plus the step increase.
BOTETOURT	Currently in the final year of five year plan to increase teacher salaries. Average increase for all teachers is 5.4%.
BRUNSWICK	Provided a step increase, which averaged 1.3%.
BUCHANAN	No action taken to improve teacher's salaries.
BUCKINGHAM	One and one half percent (1 1/2%) increase plus step increase.
CAMPBELL	Two percent (2%) pay increase.
CAROLINE	The teacher salary scale was revised from one step for every two years of experience to one step for every year of experience. Every year of experience was given some increase in the new scale. The average increase over all steps was 3%.
CARROLL	Teachers received a step plus a 2% pay increase for FY 2003.
CHARLES CITY COUNTY	Teacher salaries were increased by an average 3.5%.
CHARLOTTE	Teacher scale adjusted as follows: Steps 0 to 19 - 2% and Steps 20 & above - 3%.
CHESTERFIELD	The Approved FY2003 Annual Financial Plan included a 3% salary increase for all employees.
CLARKE	A \$1,500 increase was provided for each step. This equates to an average 4% raise. A similar increase was provided for all employees.
CRAIG	Employees received a salary step increase amounting to approximately 2.7%.
CULPEPER	Salary step increase was given for FY2003, which averaged 3.0%.
CUMBERLAND	Teachers were given a 8% increase in pay.
DICKENSON	No action taken to improve teacher's salaries.

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DINWIDDIE	For FY2003, the teacher scale was completely revised. The number of steps was condensed from 33 to 26. The beginning step went from \$30,005 to \$31,005 and the last step increased from \$44,835 to \$47,000. The overall average increase for teachers was approximately 4.2%.
ESSEX	Three and one half percent (3.5%) salary increase and a salary step increase provided.
FAIRFAX	1. Provided a 2% cost-of-living increase for all teachers. 2. Provided a step increase averaging 2.6% for all teachers.
FAUQUIER	Increased the teacher pay scale. Placed everyone on scale according to years of experience. This had the affect of removing those hired under an experience cap (which no longer exists). In the master degree columns, 2.5% incremental steps up to 29 years. Average pay increase is approximately 9.22%.
FLOYD	Salary step increase with raises ranging 2.07% to 5% for teachers.
FLUVANNA	3.7% increase plus a step increase in teacher salary scale provided.
FRANKLIN	All teachers received a minimum 2% salary increase. Some teachers received a step adjustment that increased their pay rate by 8.20% to a maximum of 14.10%.
FREDERICK	The teacher pay table was modified to include a step movement on an enhanced scale (to average 5%). Starting salary was increased from \$30,000 to \$31,000.
GILES	Giles County Public Schools provided a step increase which averaged a 1.92% salary increase for teachers.
GLOUCESTER	3.6% salary increase for all employees.
GOOCHLAND	Salaries increased by 4.00% for FY 2003.
GRAYSON	Each step on the salary scale was increased by \$408.
GREENE	The School Board implemented the third year of its five year plan to increase teacher salaries to be comparable to surrounding counties. For this year, the average increase was at 5.2 %.
GREENSVILLE	Annual salaries increased by 4%.
HALIFAX	Average salary increased by 4%.
HANOVER	Average 3.5% increase in annual salary.
HENRICO	2.372% step increase for eligible employees and a 1.628% wage increase for all employees.
HENRY	Moved to an indexed salary schedule and provided a 1.1% pay increase.
HIGHLAND	Teachers received a step increase on the pay scale.
ISLE OF WIGHT	Teachers on the salary scale received a 1 step plus 1.5% cost of living adjustment for a total increase of 3.5%. Teachers on the Career step received a 1.5% cost of living adjustment increase. Both increases were effective beginning August 26, 2002.
KING GEORGE	Provided salary step increase.
KING AND QUEEN	Teachers were provided with an across the board 3% raise.
KING WILLIAM	Increased teacher scale by 3% and provided a step increase for teachers with local funding.

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LANCASTER	The School Board increased the employer share toward health insurance from \$2,400 to \$2,700 for each employee, who has school sponsored health insurance. The teachers received a 2% step increase and all others received a 2% increase.
LEE	A salary step increase has been given. The average increase was 5.53%.
LOUDOUN	The teacher salary scale was improved by 2%.
LOUISA	Provided a 3.25% salary step increase to all teachers.
LUNENBURG	Increased each salary step by 2%. Increased steps 25 through 30 by an additional \$50 each. Average teacher increase will amount to 2.82% if there is no change in personnel.
MADISON	Cost of living increase provided.
MATHEWS	No action taken to improve teacher's salaries.
MECKLENBURG	Salary Step including cost of living for those at top of scale - average effect: 2.5%.
MIDDLESEX	Teachers received a 2% raise for FY 2003.
MONTGOMERY	The classroom teachers received a step increase on the salary scale which resulted in an average increase of 1.9%.
NELSON	Provided 2.5% cost of living increase to salary scale + 1 year experience step.
NEW KENT	Provided step increase to all teachers plus a 4.33% increase in each step for an overall effective increase of 6% for all employees, except those at the highest step (who only received a 4.33% increase).
NORTHAMPTON	Provided a cost of living increase and a salary step increase equivalent to an average 5% salary increase for all classroom teachers in FY2003.
NORTHUMBERLAND	Two percent (2%) raise provided.
NOTTOWAY	Teachers moved forward one step on the salary schedule - average 1.63%.
ORANGE	Provided a 2% increase for all employees.
PAGE	Average 5% salary increase provided.
PATRICK	No action taken to improve teacher's salaries.
PITTSYLVANIA	An average 3% cost of living increase was given in 2002 - 2003.
POWHATAN	The school division approved a 2% cost of living increase, which included the step increase. Teacher salaries were improved an average of 2.2%, with different distributions among the salary steps.
PRINCE EDWARD	Teachers received a salary step increase. The average annual percentage salary increase is 3% for the 2002-2003 school year.
PRINCE GEORGE	For FY 2003, a 1% scale adjustment was implemented in addition to a 2.5% step increase. A total teacher pay increase of 3.5% was implemented for FY 2003.
PRINCE WILLIAM	The School Board approved a one step increase for all eligible employees and a 3.5% cost of living increase. These two increases amounted to approximately a 6% increase across the board for all employees.

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PULASKI	Increased salaries in each step by an average of 2%.
RAPPAHANNOCK	Classroom teacher salaries were increased 2% to the base salary plus a step (1.5%). Total increase amounts to 3.5%.
RICHMOND	Provided a step adjustment increase to average 1.7%
ROANOKE	Average salary scale increases of 2.5% provided to teachers for FY2003.
ROCKBRIDGE	Teacher salaries were increased an average of 2.5% in FY2003.
ROCKINGHAM	Provided an average 4% raise to teachers. This included a cost of living and a step increase.
RUSSELL	Each teacher will receive a 2% increase plus a step increase for FY2003.
SCOTT	Provided a step increase for those personnel who have not yet reached the top of the salary scale and provided a 2% salary increase based on the medium scale.
SHENANDOAH	Provided a 6% step increase.
SMYTH	Provided a cost of living increase and a salary step increase of 1%.
SOUTHAMPTON	A 4% minimum salary increase was provided for all teachers. Master's Degree supplement increased by 25%.
SPOTSYLVANIA	Provided a three percent increase to the teachers' salary scale plus teachers received a step increase, if applicable. This resulted in an overall increase of approximately 5%.
STAFFORD	Provided a one step increase for all classroom teachers, averaging 6.72%.
SURRY	No action taken to improve teacher's salaries.
SUSSEX	No action taken to improve teacher's salaries.
TAZEWELL	Teacher salaries improved by 3.1% in FY2003.
WARREN	Teacher salaries were increased by an average of 5.48%.
WASHINGTON	Reduced number of steps on the scale and provided average of 2.77% over the entire scale.
WESTMORELAND	No action taken to improve teacher's salaries.
WISE	All teachers received a step increase. Approximate average increase of 1.5%.
WYTHE	Three percent (3%) salary increase for all personnel.
YORK	Provided a step increase on the scale (average increase of 1.5%). Provided a market adjustment of 3.3%. Combined, the above items average a budgeted annual increase of 4.8%.

<b>CITIES</b>	
ALEXANDRIA CITY	Provided a 2.5% salary increase to all personnel.
BRISTOL CITY	Bristol Virginia schools increased teacher pay by 3.5% plus step.
BUENA VISTA CITY	Two percent (2%) plus step raise has been provided.
CHARLOTTESVILLE CITY	Provided a 3.65% increase. Step = 1.65% and cost of living adjustment = 2.0%.
COLONIAL HEIGHTS CITY	An experience step was given to those not at the top of the teachers' scale, and the scale was raised by 2%.

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COVINGTON CITY	Teachers with 21+ years of service will get 1.5% increase in salaries. Teachers on Steps 0-20 will get a 3% increase in salaries.
DANVILLE CITY	\$600 step increase to teacher salary scale.
FALLS CHURCH CITY	Provided all eligible staff with a salary improvement in the form of a step increase and a 3% cost-of-living increase.
FREDERICKSBURG CITY	Individual teacher increases from 3% to 8%, varies by step on scale. Average scale increase of 5%.
GALAX CITY	Salary step increases, which provided a minimum increase of 3%.
HAMPTON CITY	Teachers were given a 5% salary increase for FY 2003.
HARRISONBURG CITY	Teachers salaries were increased by providing cost of living and step increases that averaged 6% for fiscal year 2002-2003.
HOPEWELL CITY	Teachers received their salary step increase plus \$500. The average of these combined increases was 2.5%.
LYNCHBURG CITY	Salary scale was adjusted so that all teachers receive a 2% pay increase.
MARTINSVILLE CITY	No action taken to improve teacher's salaries.
NEWPORT NEWS CITY	Teachers received an average 4.87% increase.
NORFOLK CITY	Provided a 3.55% increase to contracted teacher salaries.
NORTON CITY	Classroom teachers were given a 2% salary increase for the 2002-2003 school year.
PETERSBURG CITY	Salaries increased by 2%.
PORTSMOUTH CITY	4% cost of living increase provided to all staff including Teacher/Instructional staff.
RADFORD CITY	Teacher salaries were increased an average of 2%.
RICHMOND CITY	FY2003 budget provides a mid-year cost of living increase of 4%.
ROANOKE CITY	A combined increase of 1.4% in the teacher salary scale, with teacher progression between tiers, is expected to result in an average teacher salary increase of 2.65% for FY 2003.
STAUNTON CITY	Though little funding was available, teachers were granted one step on the teachers' scale, and additional increases were provided at the bottom and at the top of the scale. The result was that teachers received average raises of 2.5%.
SUFFOLK CITY	Provided a one-step increase, averaging 1.75%, and provided a 3.25% cost-of-living increase, resulting in an average increase totaling 5%.
VIRGINIA BEACH CITY	Adjusted the scales to increase the minimum salary and the maximum salary. The average increase for teachers is 5.95% and took effect January 1, 2003.
WAYNESBORO CITY	Provided a 3.2% average increase for FY2003.
WILLIAMSBURG-JAMES CITY	The Williamsburg-James City County School Board approved an average 4% salary increase for all teachers for FY2003. However, the budgeted average salary rate change was lower due to turnover and the addition of new teaching positions to accommodate growth and program improvement.
WINCHESTER CITY	All teachers received a 7% salary increase in FY 2003.

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FAIRFAX CITY	No action taken to improve teacher's salaries.
FRANKLIN CITY	All teachers received from a 3.5% to a 9.61% increase. No teacher received less than a 3.5% increase.
CHESAPEAKE CITY	An average 5.8% salary increase was budgeted for teachers. However, the final average is expected to be less due to turnover.
LEXINGTON CITY	Teachers received a cost of living and a salary step that was equal to a 4.5% increase over the previous year.
SALEM CITY	Provided a 4% raise to all employees.
BEDFORD CITY	No action taken to improve teacher's salaries.
POQUOSON CITY	Average 4% salary increase for teachers and administrative personnel.
MANASSAS CITY	Provided a cost of living increase and a salary step increase. Adjusted the base for the salary scale, resulting in an average increase for classroom teachers of 9.5%.
MANASSAS PARK CITY	All teachers received an increase in salary of between 7 and 7.5% (3.25% step; 3.75% cost of living adjustment; additional .5% increase for Bachelor's + 15 and above, resulting in an average effective increase of approximately 7.35%).

**TOWNS**

COLONIAL BEACH	Teachers received a 4% increase.
WEST POINT	West Point School Board will provide a 3.5% salary plus step increase.

**GOVERNOR'S SCHOOLS**

CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	Teacher salary scale adjusted so that all teachers receive a 2% raise.
SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI	Increased salaries in steps by an average of 2%.
GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	No action taken to improve teacher's salaries.
ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	A combined increase of 1.4% in the teacher salary scale, with teacher progression between tiers, is expected to result in an average teacher salary increase of 2.65% for FY 2003.
NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	Salary step increase plus a small cost of living increase.

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SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA	Salary step increase plus cost of living adjustment.
THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE	The contract length was shortened to 10.5 months from 11 months at the same salary equaling a 5% increase.
APPOMATTOX REGIONAL GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE	Across the Board - 3% increase.
A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	Scale was increased on average by 2.77%.
CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE - ESSEX	3.5% increase and salary step increase.
COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA	Please see information provided by Spotsylvania County and Stafford County. Teachers from these divisions are employed by the Commonwealth Governor's School and are provided with increases according to each division's local salary schedule.
MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND	Health Care Cost reduced. Across the board pay increase of 2.5%. Included a step increase.
THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	<ol style="list-style-type: none"> <li>1. Provided a 2% cost-of-living increase for all teachers.</li> <li>2. Provided step increase averaging 2.6% for all teachers.</li> </ol>
BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA	No action taken to improve teacher's salaries.
JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY	No action taken to improve teacher's salaries.

<b>REGIONAL PROGRAMS (VOCATIONAL AND SPECIAL EDUCATION)</b>	
COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN	No action taken to improve teacher's salaries.
MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	A 3.6% salary increase was provided to all employees.
LAUREL REGIONAL CENTER	Teacher salary scale was adjusted so that all teachers received a 2% raise.
NORTHERN NECK REGIONAL CENTER	1.4% salary increase.

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NORTHWESTERN REGIONAL EDUCATION PROGRAM	The teacher pay table was modified to include a step movement on an enhanced scale (to average 5%). Starting salary was increased from \$30,000 to \$31,000.
NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	Salary step increase plus a small cost of living increase.
PIEDMONT REGIONAL EDUCATION CENTER	3.3% cost of living increase.
SHENANDOAH VALLEY REGIONAL CENTER	No action taken to improve teacher's salaries.
SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	3% raise.
NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM	No action taken to improve teacher's salaries.
CENTRAL VIRGINIA REGIONAL PROGRAM	Step increase for teachers, which resulted in a 3% increase.
HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY	Moved to an indexed salary schedule and provided a 1.1% pay increase.
ROANOKE VALLEY REGIONAL BOARD	Average salary increases of 2.5% were provided to all personnel.
CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	No action taken to improve teacher's salaries.
JACKSON RIVER TECHNICAL CENTER	An average 3% annual salary increase was provided for classroom teachers for FY 2003.
MASSANUTTEN TECHNICAL CENTER	Provided a salary step and an increase. The average annual percentage increase given to teachers was 4%.
VALLEY VOCATIONAL TECHNICAL CENTER	Provide 2.61% pay increase.
NEW HORIZONS TECHNICAL CENTER - WOODSIDE	Step increase plus small cost of living increase.
PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY	Teachers received a cost of living increase plus a step increase. The total increase averaged 5%.
ROWANTY VOCATIONAL TECHNICAL CENTER	3% salary increase to all employees.
NORTHERN NECK TECHNICAL CENTER	A 1.4 % raise was given.
AMELIA-NOTTOWAY VOCATIONAL CENTER	Salary step increase in FY 2003. Annual percent salary increase for FY 2003 was 1.63%.

**REGIONAL ALTERNATIVE EDUCATION PROGRAMS**



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LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	The teacher salary scale was adjusted so that all teachers would receive a 2% increase in pay.
ENTERPRISE ACADEMY - NEWPORT NEWS CITY	Teachers received an average salary increase of 4.87%.
TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	3% raise.
REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	A combined increase of 1.4% in the teacher salary scale, with teacher progression between tiers, is expected to result in an average teacher salary increase of 2.65% for FY 2003.
TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX	No action taken to improve teacher's salaries.
PROJECT RETURN-FLUVANNA COUNTY	No action taken to improve teacher's salaries.
ALTERNATIVE EDUCATION PROGRAM- BEHAVIOR DISORDERED YOUTH - MONTGOMERY	No action taken to improve teacher's salaries.
PETERSBURG REGIONAL ALTERNATIVE PROGRAM	As a private provider, there is a salary review process in place throughout the service area to ensure that the salary scale remains competitive with school divisions. This action, in addition to performance based increases, typically results in salary increases of 2% to 5%.
REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY	No action taken to improve teacher's salaries.
PROJECT RETURN-POWHATAN COUNTY	Staff was provided an average of a 2% increase.
CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	Cost of living increase provided to employees.
METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM	Salary step increase.
REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY	Provided a one-step increase for all classroom teachers averaging 6.72%.
SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY	Provided step increase which averaged 1.3%.
REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY	Hourly rate was increased.
NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	The School Board approved a one step increase for all eligible employees and a 3.5% cost of living increase. These two increases amounted to approximately a 6% increase across the board for all employees.
PROJECT BRIDGE-RUSSELL COUNTY	Each teacher will receive a 2% raise plus a step increase for 2003.
REGIONAL ALTERNATIVE PROGRAM-WYTHE COUNTY	3% salary increase for all personnel.

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ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY	Teachers provided with a one step increase, or approximately 1.63%.
NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	Teachers to receive a 1.44% increase.
SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	Though little additional funding was available, teachers were granted one step on the salary scale, which resulted in average teacher raises of 2.5%.
BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY*	Moved to an index salary schedule and gave a 1.1% pay increase.
CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	Teachers received a step and a 2% salary increase.
RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE	No action taken to improve teacher's salaries.
REGIONAL LEARNING ACADEMY - WISE COUNTY	All teachers received a step increase. Approximate average increase of 1.5%.
THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM	Action taken same as Fauquier County Public Schools (Division 30).
PROJECT RENEW - NORTHAMPTON COUNTY	An average 5% raise during the 2002-2003 school year was received.
RENAISSANCE - SCOTT COUNTY	Provided a step increase for those personnel not yet reaching the top of the salary scale and provided a 2.5% salary increase for all teachers.
R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	Average salary increases of 2.5% provided to teachers for FY 2002-03.

*Note: Comments have been edited for clarity.*