

**VIRGINIA DEPARTMENT OF EDUCATION
2002-2003 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001 ACTUAL AVERAGE SALARY	FY 2002 ACTUAL AVERAGE SALARY	FY 2001 TO	FY 2002 TO FY 2003	
				FY 2002 PERCENTAGE INCREASE/ (DECREASE)	FY 2003 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<u>SCHOOL DIVISIONS</u>						
<i>Counties</i>						
001	ACCOMACK	59,729	64,820	8.5%	66,764	3.0%
002	ALBEMARLE	62,555	68,344	9.3%	74,611	9.2%
003	ALLEGHANY HGLNDS	53,321	57,993	8.8%	61,320	5.7%
004	AMELIA	80,354	72,694	(9.5%)	77,299	6.3%
005	AMHERST	62,893	64,656	2.8%	61,517	(4.9%)
006	APPOMATTOX	56,192	64,352	14.5%	59,679	(7.3%)
007	ARLINGTON	89,372	92,374	3.4%	100,203	8.5%
008	AUGUSTA	60,637	61,259	1.0%	62,476	2.0%
009	BATH	56,166	57,287	2.0%	59,583	4.0%
010	BEDFORD	61,422	60,797	(1.0%)	63,217	4.0%
011	BLAND	62,283	53,318	(14.4%)	55,742	4.5%
012	BOTETOURT	63,670	66,645	4.7%	70,063	5.1%
013	BRUNSWICK	54,356	58,437	7.5%	59,820	2.4%
014	BUCHANAN	52,999	50,058	(5.5%)	55,702	11.3%
015	BUCKINGHAM	52,729	57,050	8.2%	57,967	1.6%
016	CAMPBELL	69,075	73,978	7.1%	75,393	1.9%
017	CAROLINE	63,084	65,715	4.2%	67,695	3.0%
018	CARROLL	58,404	58,357	(0.1%)	59,448	1.9%
019	CHARLES CITY COUNTY	59,839	61,173	2.2%	63,314	3.5%
020	CHARLOTTE	55,010	58,385	6.1%	60,000	2.8%
021	CHESTERFIELD	72,649	76,147	4.8%	78,674	3.3%
022	CLARKE	71,722	74,948	4.5%	77,741	3.7%
023	CRAIG	59,429	59,590	0.3%	60,600	1.7%
024	CULPEPER	64,994	67,223	3.4%	71,115	5.8%
025	CUMBERLAND	55,448	37,510	(32.4%)	56,500	50.6%
026	DICKENSON	51,625	55,438	7.4%	55,438	0.0%
027	DINWIDDIE	61,857	63,260	2.3%	67,353	6.5%
028	ESSEX	60,732	63,114	3.9%	65,363	3.6%
029	FAIRFAX	89,775	93,123	3.7%	97,163	4.3%
030	FAUQUIER	75,554	74,152	(1.9%)	79,171	6.8%
031	FLOYD	58,515	62,303	6.5%	66,303	6.4%
032	FLUVANNA	68,678	71,480	4.1%	70,532	(1.3%)

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033	FRANKLIN	56,196	57,215	1.8%	59,558	4.1%
034	FREDERICK	68,541	72,522	5.8%	75,664	4.3%
035	GILES	64,929	47,903	(26.2%)	64,508	34.7%
036	GLOUCESTER	61,331	65,567	6.9%	67,709	3.3%
037	GOOCHLAND	65,768	70,761	7.6%	70,319	(0.6%)
038	GRAYSON	53,927	47,954	(11.1%)	50,657	5.6%
039	GREENE	58,817	60,274	2.5%	60,524	0.4%
040	GREENSVILLE	57,607	59,809	3.8%	62,094	3.8%
041	HALIFAX	47,159	54,076	14.7%	56,977	5.4%
042	HANOVER	71,528	74,140	3.7%	77,758	4.9%
043	HENRICO	79,116	79,167	0.1%	80,718	2.0%
044	HENRY	58,671	63,814	8.8%	57,868	(9.3%)
045	HIGHLAND	49,779	53,354	7.2%	55,000	3.1%
046	ISLE OF WIGHT	60,548	60,021	(0.9%)	62,122	3.5%
048	KING GEORGE	57,010	62,414	9.5%	67,506	8.2%
049	KING AND QUEEN	60,308	60,128	(0.3%)	61,932	3.0%
050	KING WILLIAM	59,505	64,765	8.8%	64,422	(0.5%)
051	LANCASTER	61,218	62,150	1.5%	64,940	4.5%
052	LEE	50,753	47,302	(6.8%)	47,143	(0.3%)
053	LOUDOUN	88,259	92,915	5.3%	99,113	6.7%
054	LOUISA	66,258	69,276	4.6%	71,528	3.3%
055	LUNENBURG	56,696	56,164	(0.9%)	59,185	5.4%
056	MADISON	57,090	55,912	(2.1%)	63,600	13.7%
057	MATHEWS	54,236	57,491	6.0%	57,149	(0.6%)
058	MECKLENBURG	57,519	59,123	2.8%	60,400	2.2%
059	MIDDLESEX	52,334	55,437	5.9%	58,222	5.0%
060	MONTGOMERY	65,307	68,676	5.2%	70,049	2.0%
062	NELSON	59,297	64,716	9.1%	66,252	2.4%
063	NEW KENT	64,572	67,309	4.2%	73,717	9.5%
065	NORTHAMPTON	63,482	60,139	(5.3%)	66,287	10.2%
066	NORTHUMBERLAND	64,457	66,342	2.9%	66,429	0.1%
067	NOTTOWAY	55,294	59,700	8.0%	59,400	(0.5%)
068	ORANGE	61,422	65,599	6.8%	66,911	2.0%
069	PAGE	53,094	58,875	10.9%	60,936	3.5%

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070	PATRICK	51,680	53,471	3.5%	52,642 (1.6%)	
071	PITTSYLVANIA	61,591	62,524	1.5%	63,599 1.7%	
072	POWHATAN	63,046	65,503	3.9%	63,307 (3.4%)	
073	PRINCE EDWARD	55,274	54,768	(0.9%)	58,857 7.5%	
074	PRINCE GEORGE	64,220	64,735	0.8%	66,357 2.5%	
075	PRINCE WILLIAM (see Note 3)	83,236	86,435	3.8%	82,724 (4.3%)	
077	PULASKI	60,897	60,665	(0.4%)	61,879 2.0%	
078	RAPPAHANNOCK	64,812	73,437	13.3%	68,139 (7.2%)	
079	RICHMOND	60,870	66,324	9.0%	64,515 (2.7%)	
080	ROANOKE	64,968	64,782	(0.3%)	65,836 1.6%	
081	ROCKBRIDGE	57,716	56,105	(2.8%)	57,074 1.7%	
082	ROCKINGHAM	65,218	65,812	0.9%	67,096 1.9%	
083	RUSSELL	61,412	55,923	(8.9%)	56,409 0.9%	
084	SCOTT	55,903	58,029	3.8%	57,560 (0.8%)	
085	SHENANDOAH	61,457	65,375	6.4%	68,570 4.9%	
086	SMYTH	53,311	55,284	3.7%	55,328 0.1%	
087	SOUTHAMPTON	55,131	60,333	9.4%	58,109 (3.7%)	
088	SPOTSYLVANIA	74,371	74,244	(0.2%)	77,100 3.8%	
089	STAFFORD	75,730	86,060	13.6%	89,380 3.9%	
090	SURRY	62,720	68,776	9.7%	69,241 0.7%	
091	SUSSEX	66,804	65,061	(2.6%)	67,940 4.4%	
092	TAZEWELL	61,976	59,987	(3.2%)	60,391 0.7%	
093	WARREN	57,478	53,841	(6.3%)	65,777 22.2%	
094	WASHINGTON	61,300	62,034	1.2%	63,036 1.6%	
095	WESTMORELAND	51,636	53,954	4.5%	53,954 0.0%	
096	WISE	63,287	64,117	1.3%	63,594 (0.8%)	
097	WYTHE	58,207	59,925	3.0%	61,848 3.2%	
098	YORK	77,191	75,318	(2.4%)	80,213 6.5%	
Cities						
101	ALEXANDRIA CITY	87,128	93,210	7.0%	94,688 1.6%	
102	BRISTOL CITY	61,171	61,296	0.2%	66,655 8.7%	
103	BUENA VISTA CITY	59,296	59,691	0.7%	57,619 (3.5%)	
104	CHARLOTTESVILLE CITY	74,447	78,656	5.7%	81,444 3.5%	

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106	COLONIAL HEIGHTS CITY	80,687	77,533	(3.9%)	79,125	2.1%
107	COVINGTON CITY	57,724	61,009	5.7%	62,753	2.9%
108	DANVILLE CITY	66,046	67,613	2.4%	68,394	1.2%
109	FALLS CHURCH CITY	87,621	95,423	8.9%	100,979	5.8%
110	FREDERICKSBURG CITY	73,698	73,790	0.1%	76,742	4.0%
111	GALAX CITY	59,114	61,479	4.0%	61,207	(0.4%)
112	HAMPTON CITY	66,623	67,630	1.5%	70,124	3.7%
113	HARRISONBURG CITY	69,463	72,918	5.0%	76,288	4.6%
114	HOPEWELL CITY	64,793	69,592	7.4%	71,111	2.2%
115	LYNCHBURG CITY	63,984	66,060	3.2%	68,006	2.9%
116	MARTINSVILLE CITY	60,283	63,991	6.2%	63,991	0.0%
117	NEWPORT NEWS CITY	67,675	67,490	(0.3%)	71,370	5.7%
118	NORFOLK CITY	74,285	77,756	4.7%	79,403	2.1%
119	NORTON CITY	63,595	65,150	2.4%	66,425	2.0%
120	PETERSBURG CITY	54,022	59,625	10.4%	59,739	0.2%
121	PORTSMOUTH CITY	65,910	67,402	2.3%	70,507	4.6%
122	RADFORD CITY	63,209	69,695	10.3%	71,073	2.0%
123	RICHMOND CITY	78,771	79,848	1.4%	81,792	2.4%
124	ROANOKE CITY	64,659	68,938	6.6%	70,726	2.6%
126	STAUNTON CITY	66,817	71,900	7.6%	71,906	0.0%
127	SUFFOLK CITY	64,623	68,573	6.1%	72,953	6.4%
128	VIRGINIA BEACH CITY	74,285	76,498	3.0%	78,064	2.0%
130	WAYNESBORO CITY	62,612	62,601	(0.0%)	65,659	4.9%
131	WILLIAMSBURG-JAMES CITY	72,068	73,188	1.6%	77,320	5.6%
132	WINCHESTER CITY	67,521	70,603	4.6%	74,133	5.0%
135	FRANKLIN CITY	62,690	65,120	3.9%	67,399	3.5%
136	CHESAPEAKE CITY	71,452	74,250	3.9%	77,553	4.4%
137	LEXINGTON CITY	55,497	52,656	(5.1%)	55,026	4.5%
139	SALEM CITY	73,159	76,717	4.9%	79,816	4.0%
142	POQUOSON CITY	66,663	64,636	(3.0%)	68,627	6.2%
143	MANASSAS CITY	83,452	84,462	1.2%	93,148	10.3%
144	MANASSAS PARK CITY	79,326	80,539	1.5%	87,604	8.8%

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<i>Towns</i>						
202	COLONIAL BEACH	63,405	52,254	(17.6%)	54,875	5.0%
207	WEST POINT	63,456	66,080	4.1%	68,393	3.5%
AVERAGE FOR SCHOOL DIVISIONS		70,402	72,660	3.2%	75,172	3.5%
<u>GOVERNOR'S SCHOOLS</u>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	60,154	63,162	5.0%	65,057	3.0%
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI*	-	-	N/A	-	N/A
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	83,467	-	N/A	-	N/A
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	74,271	75,730	2.0%	75,813	0.1%
264	NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	N/A	-	N/A	-	N/A
265	SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA*	-	-	N/A	-	N/A
266	THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE	N/A	-	N/A	-	N/A
267	APPOMATTOX REGIONAL GOVERNOR'S SCHOOL FOR THE ARTS AND TECHNOLOGY -PETERSBURG*	-	73,514	N/A	70,818	(3.7%)
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	N/A	-	N/A	-	N/A

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269	CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE -ESSEX	N/A	-	N/A	-	N/A
270	COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA*	-	-	N/A	-	N/A
271	MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND*	92,000	95,680	4.0%	95,680	0.0%
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	61,041	107,222	75.7%	107,222	(0.0%)
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA*	-	-	N/A	-	N/A
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY*	-	-	N/A	-	N/A

AVERAGE FOR GOVERNOR'S SCHOOLS	71,102	85,273	19.9%	84,903	(0.4%)
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**REGIONAL PROGRAMS
(VOCATIONAL AND SPECIAL EDUCATION)**

280	COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN*	-	-	N/A	-	N/A
281	MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	N/A	-	N/A	-	N/A
282	LAUREL REGIONAL CENTER	59,654	63,637	6.7%	64,910	2.0%
283	NORTHERN NECK REGIONAL CENTER	N/A	-	N/A	-	N/A
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM*	63,183	68,301	8.1%	72,572	6.3%
285	NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	N/A	-	N/A	-	N/A

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				FY 2003 BUDGETED AVERAGE SALARY		
286	PIEDMONT REGIONAL EDUCATION CENTER	52,389	60,000	14.5%	61,980	3.3%
287	SHENANDOAH VALLEY REGIONAL CENTER*	-	-	N/A	-	N/A
288	SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	N/A	-	N/A	-	N/A
290	NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM (See Note 3)*	-	-	N/A	-	N/A
291	CENTRAL VIRGINIA REGIONAL PROGRAM*	-	-	N/A	-	N/A
292	HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY*	-	-	N/A	-	N/A
299	ROANOKE VALLEY REGIONAL BOARD*	65,134	64,498	(1.0%)	64,498	0.0%
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	76,644	76,644	0.0%	-	N/A
302	JACKSON RIVER TECHNICAL CENTER	58,800	65,444	11.3%	67,223	2.7%
304	MASSANUTTEN TECHNICAL CENTER	70,455	69,995	(0.7%)	72,795	4.0%
306	VALLEY VOCATIONAL TECHNICAL CENTER	72,037	81,023	12.5%	75,056	(7.4%)
307	NEW HORIZONS TECHNICAL CENTER - WOODSIDE	64,695	68,585	6.0%	70,977	3.5%
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY*	67,201	70,437	4.8%	74,557	5.8%
309	ROWANTY VOCATIONAL TECHNICAL CENTER	70,794	73,768	4.2%	75,981	3.0%
310	NORTHERN NECK TECHNICAL CENTER*	57,310	59,848	4.4%	60,499	1.1%
311	AMELIA-NOTTOWAY VOCATIONAL CENTER*	67,762	70,314	3.8%	65,000	(7.6%)
AVERAGE FOR REGIONAL PROGRAMS		65,574	67,578	3.1%	66,412	(1.7%)

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<u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u>						
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	56,000	33,900	(39.5%)	-	N/A
402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	77,500	76,452	(1.4%)	80,175	4.9%
403	TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	N/A	-	N/A	-	N/A
404	REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	N/A	-	N/A	-	N/A
405	TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX	N/A	-	N/A	-	N/A
406	PROJECT RETURN-FLUVANNA COUNTY*	-	-	N/A	-	N/A
407	ALTERNATIVE EDUCATION PROGRAM- BEHAVIOR DISORDERED YOUTH - MONTGOMERY	-	-	N/A	-	N/A
408	PETERSBURG REGIONAL ALTERNATIVE PROGRAM*	53,333	52,308	(1.9%)	45,714	(12.6%)
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY*	31,052	31,883	2.7%	32,538	2.1%
410	PROJECT RETURN-POWHATAN COUNTY*	-	-	N/A	-	N/A
411	CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	N/A	-	N/A	-	N/A
412	METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM*	-	-	N/A	-	N/A
413	REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY*	-	-	N/A	-	N/A
414	SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY*	-	57,320	N/A	58,142	1.4%
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY*	-	-	N/A	-	N/A

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416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY*	83,915	86,432	3.0%	79,800 (7.7%)
417	PROJECT BRIDGE-RUSSELL COUNTY*	-	-	N/A	43,967
418	REGIONAL ALTERNATIVE PROGRAM- WYTHE COUNTY*	-	-	N/A	- N/A
419	THREE RIVERS PILOT PROJECT-YORK COUNTY*	-	-	N/A	- N/A
420	ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY*	54,250	54,700	0.8%	65,000 18.8%
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM*	N/A	-	N/A	- N/A
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS*	62,733	-	N/A	- N/A
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY*	-	-	N/A	65,328 N/A
424	CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	N/A	-	N/A	- N/A
425	RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE*	-	-	N/A	- N/A
426	REGIONAL LEARNING ACADEMY - WISE COUNTY	N/A	-	N/A	- N/A
427	THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM*	-	71,070	N/A	65,298 (8.1%)
428	PROJECT RENEW - NORTHAMPTON COUNTY	N/A	-	N/A	- N/A
429	RENAISSANCE - SCOTT COUNTY*	-	-	N/A	- N/A

**VIRGINIA DEPARTMENT OF EDUCATION
2002-2003 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001 ACTUAL AVERAGE SALARY	FY 2002 ACTUAL AVERAGE SALARY	FY 2001 TO FY 2002 PERCENTAGE INCREASE/ (DECREASE)	FY 2002 TO FY 2003 BUDGETED PERCENTAGE INCREASE/ (DECREASE)
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	N/A	62,167	N/A	61,168 (1.6%)
AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS		67,293	62,145	(7.7%)	61,603 (0.9%)
Statewide Average (School Divisions, Governor's Schools, Regional Programs, & Regional Alternative Education Programs)		70,376	72,617	3.2%	75,079 3.4%

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).