

2001 - 2002
Teacher Salary Survey Results

Virginia Department of Education
December 2001

SUMMARY

FY 2001

Increases in Classroom Teacher Salaries

FY 2000 Average Classroom Teacher Salary	\$38,744		
		<u>Budgeted*</u>	<u>Estimated**</u>
FY 2001 Average Classroom Teacher Salary	\$40,427	\$40,427	\$40,247
Average Percent Increase Over FY 2000	4.3%		3.9%

*Based on certification by division superintendents of the average budgeted salary to be provided.

**Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - division data subject to final audit.

SUMMARY

FY 2002

Increases in Classroom Teacher Salaries

FY 2001 Average Classroom Teacher Salary (Estimated)*	\$40,247
FY 2002 Average Classroom Teacher Salary (Budgeted)**	\$41,962
Average Percent Increase Over FY 2001	4.3%

*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - division data subject to final audit.

**Based on certification by division superintendents of the average budgeted salary to be provided.

VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)

DIV NUM	SCHOOL DIVISION	FY 2000	FY 2001	FY 2000 TO FY 2001	FY 2002	FY 2001 TO FY 2002
		ACTUAL AVERAGE SALARY*	ESTIMATED AVERAGE SALARY	% INCREASE/ DECREASE	BUDGETED AVERAGE SALARY	% INCREASE/ DECREASE
COUNTIES						
001	ACCOMACK	33,449	34,819	4.1%	35,965	3.3%
002	ALBEMARLE	37,701	37,435	-0.7%	39,002	4.2%
003	ALLEGHANY HGLNDS	34,001	34,706	2.1%	36,967	6.5%
004	AMELIA	33,589	34,184	1.8%	36,144	5.7%
005	AMHERST	34,367	36,363	5.8%	38,327	5.4%
006	APPOMATTOX	31,991	33,801	5.7%	35,526	5.1%
007	ARLINGTON	50,972	52,566	3.1%	54,963	4.6%
008	AUGUSTA	35,441	36,503	3.0%	37,729	3.4%
009	BATH	38,228	30,883	-19.2%	33,859	9.6%
010	BEDFORD	31,444	30,223	-3.9%	31,775	5.1%
011	BLAND	35,056	31,013	-11.5%	29,228	-5.8%
012	BOTETOURT	37,811	39,358	4.1%	41,446	5.3%
013	BRUNSWICK	29,803	33,133	11.2%	33,247	0.3%
014	BUCHANAN	30,747	33,040	7.5%	35,131	6.3%
015	BUCKINGHAM	33,721	34,838	3.3%	38,264	9.8%
016	CAMPBELL	33,784	34,765	2.9%	36,480	4.9%
017	CAROLINE	33,650	35,513	5.5%	37,670	6.1%
018	CARROLL	31,219	33,084	6.0%	34,484	4.2%
019	CHARLES CITY COUNTY	32,145	29,981	-6.7%	33,890	13.0%
020	CHARLOTTE	33,739	33,098	-1.9%	34,832	5.2%
021	CHESTERFIELD	37,160	38,329	3.1%	40,490	5.6%
022	CLARKE	35,556	40,532	14.0%	40,707	0.4%
023	CRAIG	33,589	33,009	-1.7%	33,202	0.6%
024	CULPEPER	35,144	36,759	4.6%	39,833	8.4%
025	CUMBERLAND	29,121	31,420	7.9%	32,365	3.0%
026	DICKENSON	32,459	31,963	-1.5%	32,769	2.5%
027	DINWIDDIE	32,600	35,984	10.4%	37,014	2.9%
028	ESSEX	37,391	37,145	-0.7%	36,862	-0.8%
029	FAIRFAX	46,922	48,717	3.8%	51,143	5.0%
030	FAUQUIER	41,457	37,005	-10.7%	39,444	6.6%
031	FLOYD	31,820	34,666	8.9%	36,185	4.4%
032	FLUVANNA	34,430	36,631	6.4%	39,246	7.1%

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		ACTUAL AVERAGE SALARY*	ESTIMATED AVERAGE SALARY	% INCREASE/ DECREASE	BUDGETED AVERAGE SALARY	% INCREASE/ BUDGETED DECREASE
033	FRANKLIN	34,614	36,477	5.4%	38,914	6.7%
034	FREDERICK	35,785	37,091	3.7%	39,048	5.3%
035	GILES	34,495	36,444	5.6%	34,756	-4.6%
036	GLOUCESTER	34,127	35,460	3.9%	37,061	4.5%
037	GOOCHLAND	38,073	40,114	5.4%	39,958	-0.4%
038	GRAYSON	33,200	33,437	0.7%	35,077	4.9%
039	GREENE	31,731	33,377	5.2%	34,802	4.3%
040	GREENSVILLE	32,208	34,854	8.2%	36,518	4.8%
041	HALIFAX	33,759	33,558	-0.6%	35,643	6.2%
042	HANOVER	37,031	36,835	-0.5%	38,482	4.5%
043	HENRICO	40,091	42,021	4.8%	41,572	-1.1%
044	HENRY	32,611	35,684	9.4%	36,202	1.5%
045	HIGHLAND	29,716	28,566	-3.9%	30,106	5.4%
046	ISLE OF WIGHT	37,867	39,696	4.8%	41,415	4.3%
048	KING GEORGE	34,481	36,748	6.6%	37,774	2.8%
049	KING AND QUEEN	33,042	34,554	4.6%	37,197	7.6%
050	KING WILLIAM	34,895	36,271	3.9%	37,845	4.3%
051	LANCASTER	32,558	35,386	8.7%	33,013	-6.7%
052	LEE	33,517	33,176	-1.0%	32,743	-1.3%
053	LOUDOUN	42,055	45,567	8.4%	51,488	13.0%
054	LOUISA	31,950	35,363	10.7%	37,336	5.6%
055	LUNENBURG	35,249	36,889	4.7%	37,243	1.0%
056	MADISON	28,790	32,293	12.2%	34,067	5.5%
057	MATHEWS	33,696	31,081	-7.8%	33,205	6.8%
058	MECKLENBURG	32,822	32,947	0.4%	34,661	5.2%
059	MIDDLESEX	31,538	32,628	3.5%	34,010	4.2%
060	MONTGOMERY	33,664	35,142	4.4%	36,695	4.4%
062	NELSON	34,857	38,047	9.2%	40,660	6.9%
063	NEW KENT	30,636	35,068	14.5%	35,945	2.5%
065	NORTHAMPTON	32,695	33,993	4.0%	34,041	0.1%
066	NORTHUMBERLAND	36,662	39,191	6.9%	37,204	-5.1%
067	NOTTOWAY	32,658	35,109	7.5%	34,506	-1.7%
068	ORANGE	38,934	43,275	11.2%	44,141	2.0%

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2001-2002 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)

DIV NUM	SCHOOL DIVISION	FY 2000	FY 2001	FY 2000 TO FY 2001	FY 2002	FY 2001 TO FY 2002
		ACTUAL AVERAGE SALARY*	ESTIMATED AVERAGE SALARY	% INCREASE/ DECREASE	BUDGETED AVERAGE SALARY	% INCREASE/ DECREASE
069	PAGE	30,830	32,307	4.8%	34,699	7.4%
070	PATRICK	33,384	31,784	-4.8%	32,884	3.5%
071	PITTSYLVANIA	34,595	36,610	5.8%	37,414	2.2%
072	POWHATAN	35,275	36,671	4.0%	38,188	4.1%
073	PRINCE EDWARD	32,005	32,485	1.5%	33,899	4.4%
074	PRINCE GEORGE	35,340	37,876	7.2%	39,280	3.7%
075	PRINCE WILLIAM	44,396	45,720	3.0%	49,417	8.1%
077	PULASKI	35,477	36,678	3.4%	33,644	-8.3%
078	RAPPAHANNOCK	31,551	32,647	3.5%	34,998	7.2%
079	RICHMOND	34,352	36,214	5.4%	40,435	11.7%
080	ROANOKE	39,438	42,240	7.1%	43,893	3.9%
081	ROCKBRIDGE	32,014	34,569	8.0%	36,966	6.9%
082	ROCKINGHAM	32,585	34,251	5.1%	37,223	8.7%
083	RUSSELL	31,099	31,774	2.2%	32,064	0.9%
084	SCOTT	35,737	37,246	4.2%	38,458	3.3%
085	SHENANDOAH	34,243	34,021	-0.6%	35,863	5.4%
086	SMYTH	36,202	36,572	1.0%	36,581	0.0%
087	SOUTHAMPTON	33,096	34,080	3.0%	35,286	3.5%
088	SPOTSYLVANIA	37,848	39,047	3.2%	40,681	4.2%
089	STAFFORD	37,461	41,437	10.6%	43,812	5.7%
090	SURRY	36,701	36,142	-1.5%	38,844	7.5%
091	SUSSEX	36,871	37,476	1.6%	44,160	17.8%
092	TAZEWELL	36,227	37,079	2.4%	38,279	3.2%
093	WARREN	32,879	34,319	4.4%	36,267	5.7%
094	WASHINGTON	33,848	35,884	6.0%	36,487	1.7%
095	WESTMORELAND	32,282	31,646	-2.0%	32,715	3.4%
096	WISE	36,628	36,839	0.6%	37,237	1.1%
097	WYTHE	33,475	34,519	3.1%	35,873	3.9%
098	YORK	35,815	37,738	5.4%	39,727	5.3%
<u>CITIES</u>						
101	ALEXANDRIA CITY	45,846	51,307	11.9%	52,859	3.0%
102	BRISTOL CITY	37,094	38,914	4.9%	39,883	2.5%

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103	BUENA VISTA CITY	36,311	37,192	2.4%	36,641	-1.5%
104	CHARLOTTESVILLE CITY	38,645	36,769	-4.9%	38,296	4.2%
106	COLONIAL HEIGHTS CITY	42,450	42,859	1.0%	46,167	7.7%
107	COVINGTON CITY	40,785	43,163	5.8%	46,548	7.8%
108	DANVILLE CITY	35,302	36,408	3.1%	37,831	3.9%
109	FALLS CHURCH CITY	47,319	47,893	1.2%	50,830	6.1%
110	FREDERICKSBURG CITY	38,833	41,330	6.4%	43,363	4.9%
111	GALAX CITY	34,410	35,251	2.4%	35,887	1.8%
112	HAMPTON CITY	34,858	35,541	2.0%	37,520	5.6%
113	HARRISONBURG CITY	35,123	36,731	4.6%	38,903	5.9%
114	HOPEWELL CITY	38,466	39,399	2.4%	41,763	6.0%
115	LYNCHBURG CITY	35,096	33,197	-5.4%	35,297	6.3%
116	MARTINSVILLE CITY	34,155	33,479	-2.0%	32,995	-1.4%
117	NEWPORT NEWS CITY	35,065	37,347	6.5%	39,211	5.0%
118	NORFOLK CITY	38,088	38,965	2.3%	38,915	-0.1%
119	NORTON CITY	35,492	35,308	-0.5%	36,176	2.5%
120	PETERSBURG CITY	31,242	29,210	-6.5%	30,987	6.1%
121	PORTSMOUTH CITY	36,836	39,947	8.4%	36,151	-9.5%
122	RADFORD CITY	40,833	38,510	-5.7%	39,523	2.6%
123	RICHMOND CITY	41,647	41,415	-0.6%	42,320	2.2%
124	ROANOKE CITY	40,076	40,823	1.9%	41,640	2.0%
126	STAUNTON CITY	34,150	34,196	0.1%	35,481	3.8%
127	SUFFOLK CITY	34,747	36,516	5.1%	37,821	3.6%
128	VIRGINIA BEACH CITY	39,072	40,556	3.8%	41,715	2.9%
130	WAYNESBORO CITY	35,893	37,429	4.3%	36,835	-1.6%
131	WILLIAMSBURG-JAMES CITY	40,225	41,456	3.1%	42,238	1.9%
132	WINCHESTER CITY	40,138	40,660	1.3%	42,171	3.7%
135	FRANKLIN CITY	35,755	36,225	1.3%	38,470	6.2%
136	CHESAPEAKE CITY	38,736	40,102	3.5%	41,175	2.7%
139	SALEM CITY	41,893	43,174	3.1%	43,584	1.0%
142	POQUOSON CITY	38,276	34,366	-10.2%	37,044	7.8%
143	MANASSAS CITY	41,225	42,627	3.4%	44,964	5.5%
144	MANASSAS PARK CITY	36,766	40,268	9.5%	41,965	4.2%

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<u>TOWNS</u>						
202	COLONIAL BEACH	32,810	36,153	10.2%	37,576	3.9%
207	WEST POINT	37,139	41,485	11.7%	43,741	5.4%
<u>GOVERNOR'S SCHOOLS</u>						
260	CENTRAL VIRGINIA GOV'S SCHOOL- LYNCHBURG	38,711	40,968	5.8%	44,029	7.5%
261	SOUTHWEST VA. GOVERNOR'S SCHOOL- PULASKI	34,830	NO DATA SUBMITTED		NO DATA SUBMITTED	
262	GOVERNOR'S SCHOOL FOR THE ARTS- NORFOLK	-	34,087		35,369	3.8%
263	ROANOKE VALLEY GOV'S SCHOOL-ROANOKE CITY	40,222	42,317	5.2%	43,163	2.0%
264	NEW HORIZONS TECHNICAL CENTER- HAMPTON	37,730	44,659	18.4%	42,940	-3.8%
265	CENTRAL SHEN. VALLEY GOV'S SCHOOL- AUGUSTA	35,722	NO DATA SUBMITTED		NO DATA SUBMITTED	
266	SOUTHSIDE VA. GOVERNOR'S SCHOOL- CHARLOTTE	37,819	40,604	7.4%	40,764	0.4%
267	APPOMATTOX BASIN GOVERNOR'S SCHOOL - PETERSBURG	34,117	NO DATA SUBMITTED		NO DATA SUBMITTED	
268	LINWOOD HOLTON GOV'S SCHOOL-WISE	39,243	33,307	-15.1%	33,398	0.3%
269	CHESAPEAKE GOVERNOR'S SCHOOL-ESSEX COMMONWEALTH GOV'S SCHOOL-	35,267	38,386	8.8%	37,638	-2.0%
270	SPOTSYLVANIA GOV'S SCH FOR GOV & INTERN'L STUDIES-	41,597	NO DATA SUBMITTED		NO DATA SUBMITTED	
271	RICHMOND	41,901	NO DATA SUBMITTED		NO DATA SUBMITTED	
272	THOMAS JEFFERSON HIGH-FAIRFAX COUNTY BLUE RIDGE VIRTUAL GOV SCHOOL-	62,190	66,500	6.9%	70,887	6.6%
273	FLUVANNA	-	NO DATA SUBMITTED		NO DATA SUBMITTED	

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				INCREASE/ DECREASE		INCREASE/ DECREASE
274	JACKSON RIVER GOV SCHOOL - ALLEGHANY COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
REGIONAL CENTERS						
280	COOP CTRS FOR EXCEP CHILD	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
281	MIDDLE PENIN REG SP ED PR	29,477	34,481	17.0%	33,393	-3.2%
282	LAUREL REGIONAL	41,614	49,360	18.6%	50,962	3.2%
283	NORTHERN NECK REGIONAL	31,937	34,885	9.2%	35,611	2.1%
284	NORTHWESTERN REGIONAL EDUCATION PRGM	35,027	NO DATA SUBMITTED		NO DATA SUBMITTED	
285	NEW HORIZONS SPECIAL ED CENTER FOR AUTISM - NEWPORT NEWS	29,017	30,494	5.1%	33,261	9.1%
286	PIEDMONT REGIONAL ED.	32,972	38,364	16.4%	39,679	3.4%
287	SHENANDOAH VALLEY REG.	27,369	NO DATA SUBMITTED		NO DATA SUBMITTED	
288	SOUTHEAST. COOP. ED. PRG.	34,318	34,702	1.1%	33,651	-3.0%
290	NORTHERN VA REGIONAL SPEC EDUC PRGM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
291	CENTRAL VA REGIONAL PROGRAM	36,875	NO DATA SUBMITTED		NO DATA SUBMITTED	
292	HENRY/MARTINSVILLE SPECIAL ED PROGRAM - HENRY COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
299	ROANOKE VALLEY REGIONAL BOARD	37,595	NO DATA SUBMITTED		NO DATA SUBMITTED	
301	CHARLOTTSVLL-ALBEMRLE TEC	35,345	39,137	10.7%	40,578	3.7%
302	JACKSON RIVER TECH. CTR.	30,834	35,523	15.2%	40,828	14.9%
304	MASSANUTTEN TECH. CTR.	38,151	47,503	24.5%	48,931	3.0%
306	VALLEY VOCATIONAL TECH.	47,242	34,436	-27.1%	33,197	-3.6%
307	NEW HORIZON TC-WOODSIDE	35,357	37,638	6.5%	36,620	-2.7%
308	PRUDEN CENTER FOR INDUS./TECH.	34,646	NO DATA SUBMITTED		NO DATA SUBMITTED	
309	ROWANTY VOC. TECH. CTR.	38,544	40,949	6.2%	42,089	2.8%
310	NORTHERN NECK TECHNICAL CENTER	35,806	NO DATA SUBMITTED		NO DATA SUBMITTED	
311	AMELIA-NOTTOWAY VOC.CTR.	30,036	NO DATA SUBMITTED		NO DATA SUBMITTED	

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<u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u>						
401	LYNCHBURG CITY SECONDARY ALT. PROGRAM	28,410	34,201	20.4%	36,253	6.0%
402	ENTERPRISE ACADEMY-NEWPORT NEWS CITY	35,518	37,366	5.2%	39,328	5.3%
403	TIDEWATER REGIONAL ALT. EDUCATION PROJECT	34,515	33,480	-3.0%	33,554	0.2%
404	REGIONAL ALT. PLUS SELF PROJECT-ROANOKE CITY	37,467	42,011	12.1%	42,851	2.0%
405	TRANS. SUPPORT RESOURCE CENTER-FAIRFAX	-	34,870		41,733	19.7%
406	PROJECT RETURN-FLUVANNA COUNTY ALT ED PROG - BEHAV DISORDERED YOUTH-	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
407	MONTGOMERY	31,308	NO DATA SUBMITTED		NO DATA SUBMITTED	
408	PETERSBURG REGIONAL ALT. PROGRAM REGIONAL ALT. SCHOOL-PITTSYLVANIA	28,762	NO DATA SUBMITTED		NO DATA SUBMITTED	
409	COUNTY	33,404	NO DATA SUBMITTED		NO DATA SUBMITTED	
410	PROJECT RETURN-POWHATAN COUNTY	33,024	NO DATA SUBMITTED		NO DATA SUBMITTED	
411	CROSSROADS ALT. PROGRAM-BRISTOL CITY METRO-RICHMOND ALT. EDUCATION	35,685	36,042	1.0%	35,110	-2.6%
412	PROGRAM	33,006	NO DATA SUBMITTED		NO DATA SUBMITTED	
413	REGIONAL ALT. EDUCATION PROGRAM-STAFFORD COUNTY	36,959	NO DATA SUBMITTED		NO DATA SUBMITTED	
414	SOUTHSIDE L.I.N.K. PROJECT-BRUNSWICK COUNTY	31,444	NO DATA SUBMITTED		NO DATA SUBMITTED	
415	REGIONAL ALT. EDUCATION PROGRAM-KING WILLIAM COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	50,592	NO DATA SUBMITTED		NO DATA SUBMITTED	
417	PROJECT BRIDGE-RUSSELL COUNTY	22,684	NO DATA SUBMITTED		NO DATA SUBMITTED	
418	REGIONAL ALT. PROGRAM-WYTHE COUNTY	26,154	NO DATA SUBMITTED		NO DATA SUBMITTED	

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419	-	NO DATA SUBMITTED		NO DATA SUBMITTED		
420	26,640	NO DATA SUBMITTED		NO DATA SUBMITTED		
421	28,446	33,227	16.8%	33,884	2.0%	
422	44,116	32,393	-26.6%	33,273	2.7%	
423	25,569	NO DATA SUBMITTED		NO DATA SUBMITTED		
424	33,718	34,829	3.3%	34,035	-2.3%	
425	28,146	NO DATA SUBMITTED		NO DATA SUBMITTED		
426	26,683	27,231	2.1%	28,000	2.8%	
427	39,080	NO DATA SUBMITTED		NO DATA SUBMITTED		
428	-	27,600		27,600	0.0%	
429	30,279	NO DATA SUBMITTED		NO DATA SUBMITTED		
430	-	NO DATA SUBMITTED		NO DATA SUBMITTED		
State (Division, Regional, Governor's Schools, & Alternative Ed.)		38,744	40,247	3.9%	41,962	4.3%

NOTE: Governor's Schools and Regional Alternative Education Programs began reporting salary survey data for 1999-2000.
*FY 2000 actual salary data is from the 1999-2000 Annual School Report.

HOW VIRGINIA COMPARES TO THE NATION

VIRGINIA AVERAGE CLASSROOM SALARIES VERSUS THE NATIONAL AVERAGE

	Virginia Average (a)	Virginia Percentage Change Over Prior Year	National Average (b)	National Percentage Change Over Prior Year	National Vs. Virginia Difference	Vs. Virginia Percentage Difference	Virginia National Ranking
1994-95 (Actual)	\$33,987	2.5%	\$36,802	2.9%	(\$2,815)	-7.6%	26
1995-96 (Actual)	\$34,792	2.4%	\$37,560	2.1%	(\$2,768)	-7.4%	27
1996-97 (Actual)	\$35,536	2.1%	\$38,554	2.6%	(\$3,018)	-7.8%	26
1997-98 (Actual)	\$36,428	2.5%	\$39,477	2.4%	(\$3,049)	-7.7%	26
1998-99 (Actual)	\$37,527	3.0%	\$40,582	2.8%	(\$3,055)	-7.5%	26
1999-00 (Actual)	\$38,744	3.2%	\$41,702	2.8%	(\$2,958)	-7.1%	25
2000-01 (Actual)	\$40,247	3.9%	\$42,929	2.9%	(\$2,682)	-6.2%	24
2001-02 (Estimate)	\$41,752 **	3.7%	NATIONAL INFORMATION NOT AVAILABLE AT THIS TIME				

Sources:

a.) Virginia Department of Education: 1999-2000 Annual School Reports and 2000-2001 Teacher Salary Survey.

b.) National Education Association (NEA): Rankings of the States, 1994-2001.

**Budgeted average of \$41,962 reduced by 0.5% based on the average historical difference between budgeted and actual salaries.

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%.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
FREDERICK	<p>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.</p>
GILES	<p>Provided most teachers a step increase which averaged 2.4% . Average salaries decreased due to the establishment of an Early Retirement Incentive Program (ERIP).</p>
GLOUCESTER	<p>Provided a 3% COLA to all employees effective July 1, 2001.</p>
GOOCHLAND	<p>Provided an across-the-board 5.25% increase to all employees.</p>
GRAYSON	<p>Added a flat amount (\$624) to most steps in the teacher's salary scale, resulting in an overall 2% increase in teacher's salaries.</p>
GREENE	<p>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.</p>
GREENSVILLE	<p>Increased the entire salary scale to try to give a 2.5% increase to teachers.</p>

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
HALIFAX	Provided teachers an average salary increase of 5%.
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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%).
RICHMOND	Provided teachers with a 4% plus step increase for the 2001-2002 school term.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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%.
WASHINGTON	Increased every teacher's salary by either \$1,100 or \$1,300 dependening location on the scale. This increase included a step and a raise.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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%.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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 PETERSBURG	Provided teachers a 2.5% increase for the 2001-2002 school year. 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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL 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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.
CENTRAL VA REGIONAL PROGRAM	No report submitted.
CHARLOTTSVILLE-ALBEMRLE TEC	No report submitted.
COOP CTRS FOR EXCEP CHILDREN	No report submitted.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.
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%.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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%.
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.

LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY 2002

SCHOOL DIVISION	LOCAL ACTION TAKEN
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.

SUMMARY

FY 2002

Increases in Principal Salaries

		% Increase from Prior Year
Actual FY 2000 Average Principal Salary	\$67,487	
*Estimated FY 2001 Average Principal Salary	\$70,376	4.3%
**Budgeted FY 2002 Average Principal Salary	\$73,175	4.0%

*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - division data subject to final audit.

**Based on certification by division superintendents of the average budgeted salary to be provided.

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV NUM	SCHOOL DIVISION	FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
COUNTIES						
001	ACCOMACK	54,115	59,729	10.4%	64,280	7.6%
002	ALBEMARLE	65,818	62,555	-5.0%	71,930	15.0%
003	ALLEGHANY HGLNDS	52,550	53,321	1.5%	52,920	-0.8%
004	AMELIA	74,286	80,354	8.2%	70,996	-11.6%
005	AMHERST	56,867	62,893	10.6%	60,837	-3.3%
006	APPOMATTOX	54,812	56,192	2.5%	57,638	2.6%
007	ARLINGTON	86,446	89,372	3.4%	93,416	4.5%
008	AUGUSTA	59,339	60,637	2.2%	61,020	0.6%
009	BATH	53,845	56,166	4.3%	58,132	3.5%
010	BEDFORD	56,770	61,422	8.2%	63,253	3.0%
011	BLAND	57,258	62,283	8.8%	55,644	-10.7%
012	BOTETOURT	61,122	63,670	4.2%	66,364	4.2%
013	BRUNSWICK	51,631	54,356	5.3%	58,437	7.5%
014	BUCHANAN	51,271	52,999	3.4%	49,947	-5.8%
015	BUCKINGHAM	50,031	52,729	5.4%	57,050	8.2%
016	CAMPBELL	62,956	69,075	9.7%	73,410	6.3%
017	CAROLINE	61,594	63,084	2.4%	66,182	4.9%
018	CARROLL	54,778	58,404	6.6%	58,145	-0.4%
019	CHARLES CITY COUNTY	61,131	59,839	-2.1%	65,494	9.5%
020	CHARLOTTE	54,214	55,010	1.5%	58,385	6.1%
021	CHESTERFIELD	71,015	72,649	2.3%	79,179	9.0%
022	CLARKE	52,178	71,722	37.5%	74,948	4.5%
023	CRAIG	55,977	59,429	6.2%	59,590	0.3%
024	CULPEPER	56,918	64,994	14.2%	66,164	1.8%
025	CUMBERLAND	54,936	55,448	0.9%	49,305	-11.1%
026	DICKENSON	53,678	51,625	-3.8%	55,528	7.6%
027	DINWIDDIE	60,242	61,857	2.7%	63,507	2.7%
028	ESSEX	58,719	60,732	3.4%	63,114	3.9%
029	FAIRFAX	85,565	89,775	4.9%	95,355	6.2%
030	FAUQUIER	71,368	75,554	5.9%	75,959	0.5%
031	FLOYD	54,808	58,515	6.8%	62,303	6.5%
032	FLUVANNA	55,938	68,678	22.8%	66,524	-3.1%
033	FRANKLIN	54,019	56,196	4.0%	57,932	3.1%
034	FREDERICK	65,347	68,541	4.9%	72,405	5.6%
035	GILES	60,538	64,929	7.3%	48,470	-25.3%
036	GLOUCESTER	60,436	61,331	1.5%	65,550	6.9%
037	GOOCHLAND	64,597	65,768	1.8%	85,911	30.6%
038	GRAYSON	48,077	53,927	12.2%	54,551	1.2%
039	GREENE	53,705	58,817	9.5%	60,270	2.5%
040	GREENSVILLE	52,969	57,607	8.8%	59,222	2.8%
041	HALIFAX	52,910	47,159	-10.9%	55,904	18.5%

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV		FY 2000	FY 2001	FY 2000 TO	FY 2002	FY 2001 TO
NUM	SCHOOL DIVISION	ACTUAL	ESTIMATED	FY 2001	BUDGETED	FY 2002
		AVERAGE	AVERAGE	%	AVERAGE	BUDGETED
		SALARY*	SALARY	INCREASE/ DECREASE	SALARY	% INCREASE/ DECREASE
042	HANOVER	68,252	71,528	4.8%	74,612	4.3%
043	HENRICO	76,466	79,116	3.5%	79,421	0.4%
044	HENRY	60,728	58,671	-3.4%	59,351	1.2%
045	HIGHLAND	48,565	49,779	2.5%	53,354	7.2%
046	ISLE OF WIGHT	62,775	60,548	-3.5%	62,596	3.4%
048	KING GEORGE	59,882	57,010	-4.8%	62,414	9.5%
049	KING AND QUEEN	61,484	60,308	-1.9%	63,866	5.9%
050	KING WILLIAM	63,768	59,505	-6.7%	66,552	11.8%
051	LANCASTER	58,863	61,218	4.0%	62,150	1.5%
052	LEE	50,407	50,753	0.7%	47,143	-7.1%
053	LOUDOUN	82,323	88,259	7.2%	92,640	5.0%
054	LOUISA	62,242	66,258	6.5%	70,897	7.0%
055	LUNENBURG	54,595	56,696	3.8%	57,223	0.9%
056	MADISON	53,057	57,090	7.6%	61,819	8.3%
057	MATHEWS	52,150	54,236	4.0%	57,182	5.4%
058	MECKLENBURG	54,758	57,519	5.0%	60,642	5.4%
059	MIDDLESEX	50,145	52,334	4.4%	55,827	6.7%
060	MONTGOMERY	63,825	65,307	2.3%	68,246	4.5%
062	NELSON	57,119	59,297	3.8%	64,716	9.1%
063	NEW KENT	62,818	64,572	2.8%	70,647	9.4%
065	NORTHAMPTON	57,089	63,482	11.2%	58,797	-7.4%
066	NORTHUMBERLAND	61,504	64,457	4.8%	65,789	2.1%
067	NOTTOWAY	59,369	55,294	-6.9%	59,550	7.7%
068	ORANGE	59,907	61,422	2.5%	62,651	2.0%
069	PAGE	50,285	53,094	5.6%	58,875	10.9%
070	PATRICK	49,287	51,680	4.9%	54,802	6.0%
071	PITTSYLVANIA	59,194	61,591	4.0%	62,503	1.5%
072	POWHATAN	55,961	63,046	12.7%	65,568	4.0%
073	PRINCE EDWARD	54,736	55,274	1.0%	54,751	-0.9%
074	PRINCE GEORGE	63,837	64,220	0.6%	65,485	2.0%
075	PRINCE WILLIAM	74,779	83,236	11.3%	79,596	-4.4%
077	PULASKI	56,336	60,897	8.1%	60,789	-0.2%
078	RAPPAHANNOCK	60,721	64,812	6.7%	73,437	13.3%
079	RICHMOND	57,968	60,870	5.0%	63,915	5.0%
080	ROANOKE	61,716	64,968	5.3%	74,286	14.3%
081	ROCKBRIDGE	54,424	57,716	6.0%	64,518	11.8%
082	ROCKINGHAM	60,302	65,218	8.2%	65,739	0.8%
083	RUSSELL	55,123	61,412	11.4%	55,902	-9.0%
084	SCOTT	54,182	55,903	3.2%	58,057	3.9%
085	SHENANDOAH	59,099	61,457	4.0%	64,087	4.3%
086	SMYTH	54,510	53,311	-2.2%	53,371	0.1%
087	SOUTHAMPTON	49,032	55,131	12.4%	55,874	1.3%

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV NUM	SCHOOL DIVISION	FY 2000	FY 2001	FY 2000 TO FY 2001	FY 2002	FY 2001 TO FY 2002
		ACTUAL AVERAGE SALARY*	ESTIMATED AVERAGE SALARY	% INCREASE/ DECREASE	BUDGETED AVERAGE SALARY	% INCREASE/ DECREASE
088	SPOTSYLVANIA	70,502	74,371	5.5%	76,790	3.3%
089	STAFFORD	73,555	75,730	3.0%	85,063	12.3%
090	SURRY	57,614	62,720	8.9%	68,776	9.7%
091	SUSSEX	63,731	66,804	4.8%	67,299	0.7%
092	TAZEWELL	60,754	61,976	2.0%	58,173	-6.1%
093	WARREN	59,535	57,478	-3.5%	59,433	3.4%
094	WASHINGTON	60,041	61,300	2.1%	63,140	3.0%
095	WESTMORELAND	49,545	51,636	4.2%	53,954	4.5%
096	WISE	62,333	63,287	1.5%	63,988	1.1%
097	WYTHE	57,533	58,207	1.2%	60,319	3.6%
098	YORK	69,794	77,191	10.6%	77,200	0.0%
CITIES						
101	ALEXANDRIA CITY	85,889	87,128	1.4%	96,136	10.3%
102	BRISTOL CITY	56,600	61,171	8.1%	59,539	-2.7%
103	BUENA VISTA CITY	57,446	59,296	3.2%	59,692	0.7%
104	CHARLOTTESVILLE CITY	69,586	74,447	7.0%	80,470	8.1%
106	COLONIAL HEIGHTS CITY	75,309	80,687	7.1%	80,965	0.3%
107	COVINGTON CITY	57,236	57,724	0.9%	61,010	5.7%
108	DANVILLE CITY	63,248	66,046	4.4%	66,990	1.4%
109	FALLS CHURCH CITY	83,240	87,621	5.3%	95,423	8.9%
110	FREDERICKSBURG CITY	72,267	73,698	2.0%	74,689	1.3%
111	GALAX CITY	56,299	59,114	5.0%	61,479	4.0%
112	HAMPTON CITY	64,391	66,623	3.5%	69,183	3.8%
113	HARRISONBURG CITY	67,879	69,463	2.3%	72,918	5.0%
114	HOPEWELL CITY	62,134	64,793	4.3%	69,646	7.5%
115	LYNCHBURG CITY	62,387	63,984	2.6%	67,184	5.0%
116	MARTINSVILLE CITY	61,480	60,283	-1.9%	63,687	5.6%
117	NEWPORT NEWS CITY	65,356	67,675	3.5%	69,812	3.2%
118	NORFOLK CITY	69,384	74,285	7.1%	79,267	6.7%
119	NORTON CITY	60,580	63,595	5.0%	65,150	2.4%
120	PETERSBURG CITY	58,632	54,022	-7.9%	56,033	3.7%
121	PORTSMOUTH CITY	65,473	65,910	0.7%	65,687	-0.3%
122	RADFORD CITY	61,197	63,209	3.3%	69,679	10.2%
123	RICHMOND CITY	73,610	78,771	7.0%	76,442	-3.0%
124	ROANOKE CITY	62,920	64,659	2.8%	69,859	8.0%
126	STAUNTON CITY	63,717	66,817	4.9%	70,150	5.0%
127	SUFFOLK CITY	63,259	64,623	2.2%	69,993	8.3%
128	VIRGINIA BEACH CITY	73,068	74,285	1.7%	74,965	0.9%
130	WAYNESBORO CITY	60,285	62,612	3.9%	65,782	5.1%
131	WILLIAMSBURG-JAMES CITY	73,091	72,068	-1.4%	75,136	4.3%
132	WINCHESTER CITY	66,436	67,521	1.6%	70,603	4.6%

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV		FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
NUM	SCHOOL DIVISION					
135	FRANKLIN CITY	60,394	62,690	3.8%	65,704	4.8%
136	CHESAPEAKE CITY	67,828	71,452	5.3%	74,087	3.7%
137	LEXINGTON CITY	51,387	55,497	8.0%	52,656	-5.1%
139	SALEM CITY	69,767	73,159	4.9%	76,717	4.9%
142	POQUOSON CITY	62,346	66,663	6.9%	65,685	-1.5%
143	MANASSAS CITY	78,278	83,452	6.6%	88,751	6.3%
144	MANASSAS PARK CITY	73,317	79,326	8.2%	89,943	13.4%
<u>TOWNS</u>						
202	COLONIAL BEACH	66,712	63,405	-5.0%	56,509	-10.9%
207	WEST POINT	58,156	63,456	9.1%	66,080	4.1%
<u>GOVERNOR'S SCHOOLS</u>						
260	CENTRAL VIRGINIA GOV'S SCHOOL-LYNCHBURG SOUTHWEST VA. GOVERNOR'S SCHOOL-	57,840	60,154	4.0%	63,162	5.0%
261	PULASKI	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
262	GOVERNOR'S SCHOOL FOR THE ARTS-NORFOLK ROANOKE VALLEY GOV'S SCHOOL-ROANOKE	-	83,467		86,806	4.0%
263	CITY	73,370	74,271	1.2%	75,730	2.0%
264	NEW HORIZONS TECHNICAL CENTER-HAMPTON CENTRAL SHEN. VALLEY GOV'S SCHOOL-	-	N/A	N/A	N/A	N/A
265	AUGUSTA SOUTHSIDE VA. GOVERNOR'S SCHOOL-	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
266	CHARLOTTE APPOMATTOX BASIN GOVERNOR'S SCHOOL -	-	N/A	N/A	N/A	N/A
267	PETERSBURG	62,888	NO DATA SUBMITTED		NO DATA SUBMITTED	
268	LINWOOD HOLTON GOV'S SCHOOL-WISE	-	N/A	N/A	N/A	N/A
269	CHESAPEAKE GOVERNOR'S SCHOOL-ESSEX COMMONWEALTH GOV'S SCHOOL-	-	N/A	N/A	N/A	N/A
270	SPOTSYLVANIA GOV'S SCH FOR GOV & INTERN'L STUDIES-	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
271	RICHMOND	87,699	NO DATA SUBMITTED		NO DATA SUBMITTED	
272	THOMAS JEFFERSON HIGH-FAIRFAX COUNTY	84,506	61,041	-27.8%	73,027	19.6%

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV NUM SCHOOL DIVISION	FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
273 BLUE RIDGE VIRTUAL GOV SCHOOL-FLUVANNA JACKSON RIVER GOV SCHOOL - ALLEGHANY COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
274 COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
<u>REGIONAL CENTERS</u>					
280 COOP CTRS FOR EXCEP CHILD	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
281 MIDDLE PENIN REG SP ED PR	-	N/A	N/A	N/A	N/A
282 LAUREL REGIONAL	57,360	59,654	4.0%	62,637	5.0%
283 NORTHERN NECK REGIONAL	-	N/A	N/A	N/A	N/A
284 NORTHWESTERN REGIONAL EDUCATION PRGM NEW HORIZONS SPECIAL ED CENTER FOR AUTISM - NEWPORT NEWS	59,603	NO DATA SUBMITTED		NO DATA SUBMITTED	
286 PIEDMONT REGIONAL ED.	55,580	52,389	-5.7%	60,136	14.8%
287 SHENANDOAH VALLEY REG.	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
288 SOUTHEAST. COOP. ED. PRG.	-	N/A	N/A	N/A	N/A
290 NORTHERN VA REGIONAL SPEC EDUC PRGM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
291 CENTRAL VA REGIONAL PROGRAM HENRY/MARTINSVILLE SPECIAL ED PROGRAM - HENRY COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
299 ROANOKE VALLEY REGIONAL BOARD	66,153	NO DATA SUBMITTED		NO DATA SUBMITTED	
301 CHARLOTTSVLL-ALBEMRLE TEC	70,118	76,644	9.3%	79,327	3.5%
302 JACKSON RIVER TECH. CTR.	75,458	58,800	-22.1%	62,100	5.6%
304 MASSANUTTEN TECH. CTR.	75,474	70,455	-6.7%	70,866	0.6%
306 VALLEY VOCATIONAL TECH.	69,347	72,037	3.9%	75,207	4.4%
307 NEW HORIZON TC-WOODSIDE	66,311	64,695	-2.4%	65,816	1.7%
308 PRUDEN CENTER FOR INDUS./TECH.	63,192	NO DATA SUBMITTED		NO DATA SUBMITTED	
309 ROWANTY VOC. TECH. CTR.	67,639	70,794	4.7%	73,768	4.2%
310 NORTHERN NECK TECHNICAL CENTER	55,095	NO DATA SUBMITTED		NO DATA SUBMITTED	
311 AMELIA-NOTTOWAY VOC.CTR.	61,635	NO DATA SUBMITTED		NO DATA SUBMITTED	
<u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u>					
401 LYNCHBURG CITY SECONDARY ALT. PROGRAM	31,644	56,000	77.0%	58,800	5.0%
402 ENTERPRISE ACADEMY-NEWPORT NEWS CITY TIDEWATER REGIONAL ALT. EDUCATION PROJECT	75,310	77,500	2.9%	80,020	3.3%
403 PROJECT	-	N/A	N/A	N/A	N/A

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV NUM	SCHOOL DIVISION	FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
404	REGIONAL ALT. PLUS SELF PROJECT-ROANOKE CITY	-	N/A	N/A	N/A	N/A
405	TRANS. SUPPORT RESOURCE CENTER-FAIRFAX	-	N/A	N/A	N/A	N/A
406	PROJECT RETURN-FLUVANNA COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
407	ALT ED PROG - BEHAV DISORDERED YOUTH- MONTGOMERY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
408	PETERSBURG REGIONAL ALT. PROGRAM	37,000	NO DATA SUBMITTED		NO DATA SUBMITTED	
409	REGIONAL ALT. SCHOOL-PITTSYLVANIA COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
410	PROJECT RETURN-POWHATAN COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
411	CROSSROADS ALT. PROGRAM-BRISTOL CITY	-	N/A	N/A	N/A	N/A
412	METRO-RICHMOND ALT. EDUCATION PROGRAM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
413	REGIONAL ALT. EDUCATION PROGRAM- STAFFORD COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
414	SOUTHSIDE L.I.N.K. PROJECT-BRUNSWICK COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
415	REGIONAL ALT. EDUCATION PROGRAM-KING WILLIAM COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
417	PROJECT BRIDGE-RUSSELL COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
418	REGIONAL ALT. PROGRAM-WYTHE COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
419	THREE RIVERS PILOT PROJECT-YORK COUNTY ON THE RIGHT TRACK REG ALT. ED PROG-	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
420	NOTTOWAY	52,850	NO DATA SUBMITTED		NO DATA SUBMITTED	
421	NORTHERN NECK REGIONAL ALT. EDUCATION PROGRAM	-	N/A	N/A	N/A	N/A
422	SHENH VALLEY REG PROG ALT. ED PROJECT- GENESIS	-	62,733		65,898	5.0%
423	BREAKING BARRIERS-A REG ALT. ED. SCH- HENRY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
424	CARROLL-GALAX-JOY RANCH REG ALT. ED. PROGRAM	-	N/A	N/A	N/A	N/A
425	RENEWING EDU THROUGH USE OF REG NETWORK II - ALBEMARLE	-	NO DATA SUBMITTED		NO DATA SUBMITTED	

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 PRINCIPAL SALARY SURVEY**

DIV NUM SCHOOL DIVISION	FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
426 REGIONAL LEARNING ACADEMY-WISE COUNTY THE REG COMMUNITY ALT. EDUCATION	-	N/A	N/A	N/A	N/A
427 CONTINUUM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
428 PROJECT RENEW - NORTHAMPTON COUNTY	-	N/A	N/A	N/A	N/A
429 RENAISSANCE-SCOTT COUNTY R.E. COOK ALTERNATIVE EDUCATION PROGRAM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
430 - ROANOKE CO.	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
State (Division, Regional, Governor's Schools, & Alt	67,487	70,376	4.3%	73,175	4.0%

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

*FY 2000 actual salary data is from the 1999-2000 Annual School Report.

SUMMARY

FY 2002

Increases in Assistant Principal Salaries

		% Increase from Prior Year
Actual FY 2000 Average Assistant Principal Salary	\$56,225	
*Estimated FY 2001 Average Assistant Principal Salary	\$58,218	3.5%
**Budgeted FY 2002 Average Assistant Principal Salary	\$60,642	4.2%

*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - division data subject to final audit.

**Based on certification by division superintendents of the average budgeted salary to be provided.

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 ASSISTANT PRINCIPAL SALARY SURVEY**

DIV NUM	SCHOOL DIVISION	FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
<u>COUNTIES</u>						
001	ACCOMACK	47,563	48,735	2.5%	50,942	4.5%
002	ALBEMARLE	51,597	62,370	20.9%	61,097	-2.0%
003	ALLEGHANY HGLNDS	44,672	61,193	37.0%	52,294	-14.5%
004	AMELIA	55,216	50,305	-8.9%	54,020	7.4%
005	AMHERST	50,547	50,821	0.5%	52,535	3.4%
006	APPOMATTOX	38,167	39,945	4.7%	41,151	3.0%
007	ARLINGTON	74,913	73,681	-1.6%	78,476	6.5%
008	AUGUSTA	54,038	53,115	-1.7%	53,929	1.5%
009	BATH	38,043	52,911	39.1%	53,500	1.1%
010	BEDFORD	47,402	46,077	-2.8%	47,919	4.0%
011	BLAND	-	N/A	N/A	44,600	N/A
012	BOTETOURT	54,555	57,114	4.7%	58,056	1.6%
013	BRUNSWICK	43,792	47,858	9.3%	49,586	3.6%
014	BUCHANAN	49,317	51,797	5.0%	52,004	0.4%
015	BUCKINGHAM	46,894	47,501	1.3%	51,033	7.4%
016	CAMPBELL	54,738	51,070	-6.7%	55,310	8.3%
017	CAROLINE	54,047	57,213	5.9%	59,708	4.4%
018	CARROLL	43,817	50,897	16.2%	50,588	-0.6%
019	CHARLES CITY COUNTY	48,395	49,397	2.1%	52,257	5.8%
020	CHARLOTTE	55,744	49,170	-11.8%	48,842	-0.7%
021	CHESTERFIELD	55,224	57,787	4.6%	59,793	3.5%
022	CLARKE	46,700	53,179	13.9%	56,370	6.0%
023	CRAIG	50,958	56,025	9.9%	57,570	2.8%
024	CULPEPER	55,665	60,692	9.0%	62,513	3.0%
025	CUMBERLAND	42,762	42,039	-1.7%	42,330	0.7%
026	DICKENSON	40,930	33,420	-18.3%	38,660	15.7%
027	DINWIDDIE	42,281	43,127	2.0%	48,100	11.5%
028	ESSEX	45,460	49,956	9.9%	46,995	-5.9%
029	FAIRFAX	68,800	71,536	4.0%	74,497	4.1%
030	FAUQUIER	49,780	56,819	14.1%	58,275	2.6%
031	FLOYD	60,277	51,943	-13.8%	56,520	8.8%
032	FLUVANNA	44,845	46,339	3.3%	49,805	7.5%

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 ASSISTANT PRINCIPAL SALARY SURVEY**

DIV NUM	SCHOOL DIVISION	FY 2000 ACTUAL AVERAGE SALARY*	FY 2001 ESTIMATED AVERAGE SALARY	FY 2000 TO FY 2001 % INCREASE/ DECREASE	FY 2002 BUDGETED AVERAGE SALARY	FY 2001 TO FY 2002 BUDGETED % INCREASE/ DECREASE
033	FRANKLIN	50,949	51,147	0.4%	55,425	8.4%
034	FREDERICK	50,629	54,187	7.0%	56,892	5.0%
035	GILES	55,804	62,345	11.7%	62,595	0.4%
036	GLOUCESTER	48,156	52,416	8.8%	54,369	3.7%
037	GOOCHLAND	53,344	60,237	12.9%	61,268	1.7%
038	GRAYSON	47,032	39,404	-16.2%	39,434	0.1%
039	GREENE	46,657	46,344	-0.7%	48,397	4.4%
040	GREENSVILLE	45,151	50,679	12.2%	51,312	1.2%
041	HALIFAX	42,597	44,902	5.4%	48,781	8.6%
042	HANOVER	50,957	56,565	11.0%	57,437	1.5%
043	HENRICO	61,294	61,479	0.3%	61,813	0.5%
044	HENRY	47,012	46,443	-1.2%	46,566	0.3%
045	HIGHLAND	-	N/A	N/A	N/A	N/A
046	ISLE OF WIGHT	51,453	48,368	-6.0%	49,425	2.2%
048	KING GEORGE	50,264	45,073	-10.3%	52,205	15.8%
049	KING AND QUEEN	56,055	49,973	-10.9%	54,600	9.3%
050	KING WILLIAM	41,070	48,096	17.1%	49,894	3.7%
051	LANCASTER	47,242	50,414	6.7%	54,751	8.6%
052	LEE	42,535	43,101	1.3%	43,455	0.8%
053	LOUDOUN	63,958	66,971	4.7%	73,360	9.5%
054	LOUISA	47,171	45,211	-4.2%	49,033	8.5%
055	LUNENBURG	46,905	46,882	-0.1%	47,407	1.1%
056	MADISON	49,258	48,863	-0.8%	54,302	11.1%
057	MATHEWS	33,987	45,705	34.5%	48,070	5.2%
058	MECKLENBURG	48,764	49,107	0.7%	56,275	14.6%
059	MIDDLESEX	33,643	51,000	51.6%	54,040	6.0%
060	MONTGOMERY	50,848	54,146	6.5%	56,582	4.5%
062	NELSON	48,535	54,523	12.3%	56,502	3.6%
063	NEW KENT	39,074	46,700	19.5%	50,504	8.1%
065	NORTHAMPTON	49,896	49,668	-0.5%	49,663	0.0%
066	NORTHUMBERLAND	55,719	58,569	5.1%	57,853	-1.2%
067	NOTTOWAY	51,507	36,647	-28.9%	54,559	48.9%
068	ORANGE	53,195	52,992	-0.4%	54,052	2.0%

**VIRGINIA DEPARTMENT OF EDUCATION
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069	PAGE	42,411	42,605	0.5%	50,667	18.9%
070	PATRICK	44,989	49,254	9.5%	51,802	5.2%
071	PITTSYLVANIA	51,444	50,189	-2.4%	52,456	4.5%
072	POWHATAN	49,599	45,800	-7.7%	48,567	6.0%
073	PRINCE EDWARD	42,235	44,849	6.2%	47,545	6.0%
074	PRINCE GEORGE	45,223	49,026	8.4%	50,798	3.6%
075	PRINCE WILLIAM	64,509	61,650	-4.4%	65,676	6.5%
077	PULASKI	45,633	46,486	1.9%	55,313	19.0%
078	RAPPAHANNOCK	49,460	54,121	9.4%	48,398	-10.6%
079	RICHMOND	49,865	50,476	1.2%	54,748	8.5%
080	ROANOKE	46,496	48,818	5.0%	46,510	-4.7%
081	ROCKBRIDGE	49,850	48,039	-3.6%	52,581	9.5%
082	ROCKINGHAM	50,008	54,821	9.6%	56,185	2.5%
083	RUSSELL	53,154	41,410	-22.1%	43,479	5.0%
084	SCOTT	-	N/A	N/A	N/A	N/A
085	SHENANDOAH	48,568	53,341	9.8%	52,593	-1.4%
086	SMYTH	53,792	48,497	-9.8%	48,659	0.3%
087	SOUTHAMPTON	48,508	48,937	0.9%	55,061	12.5%
088	SPOTSYLVANIA	65,516	65,694	0.3%	67,393	2.6%
089	STAFFORD	63,764	65,614	2.9%	71,464	8.9%
090	SURRY	53,409	57,927	8.5%	56,573	-2.3%
091	SUSSEX	61,482	63,964	4.0%	65,244	2.0%
092	TAZEWELL	59,130	52,174	-11.8%	55,190	5.8%
093	WARREN	35,321	48,142	36.3%	47,296	-1.8%
094	WASHINGTON	49,966	55,790	11.7%	55,948	0.3%
095	WESTMORELAND	47,361	40,540	-14.4%	45,964	13.4%
096	WISE	46,621	48,448	3.9%	49,473	2.1%
097	WYTHE	47,973	49,764	3.7%	52,489	5.5%
098	YORK	50,395	54,768	8.7%	57,004	4.1%
<u>CITIES</u>						
101	ALEXANDRIA CITY	64,181	67,852	5.7%	69,927	3.1%
102	BRISTOL CITY	52,736	54,303	3.0%	56,953	4.9%

**VIRGINIA DEPARTMENT OF EDUCATION
2001-2002 ASSISTANT PRINCIPAL SALARY SURVEY**

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103	BUENA VISTA CITY	49,432	52,829	6.9%	53,181	0.7%
104	CHARLOTTESVILLE CITY	51,738	57,974	12.1%	61,046	5.3%
106	COLONIAL HEIGHTS CITY	40,082	59,608	48.7%	63,896	7.2%
107	COVINGTON CITY	48,210	50,649	5.1%	53,505	5.6%
108	DANVILLE CITY	47,168	53,110	12.6%	53,687	1.1%
109	FALLS CHURCH CITY	65,040	64,109	-1.4%	69,478	8.4%
110	FREDERICKSBURG CITY	60,946	58,676	-3.7%	59,194	0.9%
111	GALAX CITY	47,852	47,623	-0.5%	49,528	4.0%
112	HAMPTON CITY	51,032	50,666	-0.7%	53,754	6.1%
113	HARRISONBURG CITY	54,852	55,594	1.4%	58,354	5.0%
114	HOPEWELL CITY	39,318	50,117	27.5%	52,791	5.3%
115	LYNCHBURG CITY	53,543	54,047	0.9%	57,429	6.3%
116	MARTINSVILLE CITY	51,561	50,661	-1.7%	53,504	5.6%
117	NEWPORT NEWS CITY	49,100	50,332	2.5%	52,436	4.2%
118	NORFOLK CITY	54,534	56,699	4.0%	59,320	4.6%
119	NORTON CITY	47,840	59,903	25.2%	58,095	-3.0%
120	PETERSBURG CITY	42,445	49,316	16.2%	49,640	0.7%
121	PORTSMOUTH CITY	57,437	56,969	-0.8%	56,594	-0.7%
122	RADFORD CITY	58,663	60,071	2.4%	61,715	2.7%
123	RICHMOND CITY	56,352	63,501	12.7%	65,152	2.6%
124	ROANOKE CITY	50,514	50,173	-0.7%	55,039	9.7%
126	STAUNTON CITY	56,982	58,614	2.9%	61,662	5.2%
127	SUFFOLK CITY	49,029	49,797	1.6%	52,611	5.7%
128	VIRGINIA BEACH CITY	58,654	59,087	0.7%	59,967	1.5%
130	WAYNESBORO CITY	54,778	54,013	-1.4%	58,111	7.6%
131	WILLIAMSBURG-JAMES CITY	51,482	52,354	1.7%	53,271	1.8%
132	WINCHESTER CITY	47,761	59,891	25.4%	64,240	7.3%
135	FRANKLIN CITY	46,591	46,244	-0.7%	48,279	4.4%
136	CHESAPEAKE CITY	55,353	58,134	5.0%	59,569	2.5%
137	LEXINGTON CITY	-	N/A	N/A	N/A	N/A
139	SALEM CITY	63,193	60,687	-4.0%	64,646	6.5%
142	POQUOSON CITY	50,460	45,825	-9.2%	58,707	28.1%
143	MANASSAS CITY	67,935	70,008	3.1%	76,891	9.8%

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144	MANASSAS PARK CITY	61,524	54,309	-11.7%	61,502	13.2%
	<u>TOWNS</u>					
202	COLONIAL BEACH	47,889	45,397	-5.2%	N/A	N/A
207	WEST POINT	-	N/A	N/A	N/A	N/A
	<u>GOVERNOR'S SCHOOLS</u>					
260	CENTRAL VIRGINIA GOV'S SCHOOL- LYNCHBURG	-	N/A	N/A	N/A	N/A
261	SOUTHWEST VA. GOVERNOR'S SCHOOL- PULASKI	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
262	GOVERNOR'S SCHOOL FOR THE ARTS- NORFOLK	-	56,650		58,916	4.0%
263	ROANOKE VALLEY GOV'S SCHOOL-ROANOKE CITY	-	N/A	N/A	N/A	N/A
264	NEW HORIZONS TECHNICAL CENTER- HAMPTON	-	N/A	N/A	N/A	N/A
265	CENTRAL SHEN. VALLEY GOV'S SCHOOL- AUGUSTA	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
266	SOUTHSIDE VA. GOVERNOR'S SCHOOL- CHARLOTTE	-	N/A	N/A	N/A	N/A
267	APPOMATTOX BASIN GOVERNOR'S SCHOOL - PETERSBURG	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
268	LINWOOD HOLTON GOV'S SCHOOL-WISE	-	N/A	N/A	N/A	N/A
269	CHESAPEAKE GOVERNOR'S SCHOOL-ESSEX COMMONWEALTH GOV'S SCHOOL-	-	N/A	N/A	N/A	N/A
270	SPOTSYLVANIA GOV'S SCH FOR GOV & INTERN'L STUDIES-	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
271	RICHMOND	65,701	NO DATA SUBMITTED		NO DATA SUBMITTED	
272	THOMAS JEFFERSON HIGH-FAIRFAX COUNTY	75,338	74,316	-1.4%	86,258	16.1%

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273	BLUE RIDGE VIRTUAL GOV SCHOOL- FLUVANNA	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
274	JACKSON RIVER GOV SCHOOL - ALLEGHANY COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
<u>REGIONAL CENTERS</u>						
280	COOP CTRS FOR EXCEP CHILD	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
281	MIDDLE PENIN REG SP ED PR	-	N/A	N/A	N/A	N/A
282	LAUREL REGIONAL	-	N/A	N/A	N/A	N/A
283	NORTHERN NECK REGIONAL NORTHWESTERN REGIONAL EDUCATION	-	N/A	N/A	N/A	N/A
284	PRGM NEW HORIZONS SPECIAL ED CENTER FOR	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
285	AUTISM - NEWPORT NEWS	-	N/A	N/A	N/A	N/A
286	PIEDMONT REGIONAL ED.	-	N/A	N/A	N/A	N/A
287	SHENANDOAH VALLEY REG.	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
288	SOUTHEAST. COOP. ED. PRG.	-	N/A	N/A	N/A	N/A
290	NORTHERN VA REGIONAL SPEC EDUC PRGM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
291	CENTRAL VA REGIONAL PROGRAM HENRY/MARTINSVILLE SPECIAL ED	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
292	PROGRAM - HENRY COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
299	ROANOKE VALLEY REGIONAL BOARD	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
301	CHARLOTTSVLL-ALBEMRLE TEC	48,489	59,147	22.0%	61,217	3.5%
302	JACKSON RIVER TECH. CTR.	51,021	41,837	-18.0%	45,100	7.8%
304	MASSANUTTEN TECH. CTR.	56,647	44,221	-21.9%	53,938	22.0%
306	VALLEY VOCATIONAL TECH.	60,973	63,208	3.7%	65,989	4.4%
307	NEW HORIZON TC-WOODSIDE	54,928	55,833	1.6%	63,872	14.4%
308	PRUDEN CENTER FOR INDUS./TECH.	34,778	NO DATA SUBMITTED		NO DATA SUBMITTED	
309	ROWANTY VOC. TECH. CTR.	55,877	58,490	4.7%	60,947	4.2%
310	NORTHERN NECK TECHNICAL CENTER	39,571	NO DATA SUBMITTED		NO DATA SUBMITTED	
311	AMELIA-NOTTOWAY VOC.CTR.	-	NO DATA SUBMITTED		NO DATA SUBMITTED	

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<u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u>					
401					
LYNCHBURG CITY SECONDARY ALT. PROGRAM					
	-	N/A	N/A	N/A	N/A
402	50,889	52,300	2.8%	54,000	3.3%
ENTERPRISE ACADEMY-NEWPORT NEWS CITY					
403	-	N/A	N/A	N/A	N/A
TIDEWATER REGIONAL ALT. EDUCATION PROJECT					
404	-	N/A	N/A	N/A	N/A
REGIONAL ALT. PLUS SELF PROJECT-ROANOKE CITY					
405	-	N/A	N/A	N/A	N/A
TRANS. SUPPORT RESOURCE CENTER-FAIRFAX					
406	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
PROJECT RETURN-FLUVANNA COUNTY ALT ED PROG - BEHAV DISORDERED YOUTH-MONTGOMERY					
407	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
408	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
PETERSBURG REGIONAL ALT. PROGRAM REGIONAL ALT. SCHOOL-PITTSYLVANIA COUNTY					
409	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
410	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
PROJECT RETURN-POWHATAN COUNTY					
411	-	N/A	N/A	N/A	N/A
CROSSROADS ALT. PROGRAM-BRISTOL CITY METRO-RICHMOND ALT. EDUCATION PROGRAM					
412	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
REGIONAL ALT. EDUCATION PROGRAM-STAFFORD COUNTY					
413	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
SOUTHSIDE L.I.N.K. PROJECT-BRUNSWICK COUNTY					
414	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
REGIONAL ALT. EDUCATION PROGRAM-KING WILLIAM COUNTY					
415	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY					
416	78,503	NO DATA SUBMITTED		NO DATA SUBMITTED	
417	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
PROJECT BRIDGE-RUSSELL COUNTY					
418	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
REGIONAL ALT. PROGRAM-WYTHE COUNTY					

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419	THREE RIVERS PILOT PROJECT-YORK COUNTY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
420	ON THE RIGHT TRACK REG ALT. ED PROG- NOTTOWAY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
421	NORTHERN NECK REGIONAL ALT. EDUCATION PROGRAM	-	N/A	N/A	N/A	N/A
422	SHENH VALLEY REG PROG ALT. ED PROJECT- GENESIS	-	N/A	N/A	48,162	N/A
423	BREAKING BARRIERS-A REG ALT. ED. SCH- HENRY	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
424	CARROLL-GALAX-JOY RANCH REG ALT. ED. PROGRAM	-	N/A	N/A	N/A	N/A
425	RENEWING EDU THROUGH USE OF REG NETWORK II - ALBEMARLE	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
426	REGIONAL LEARNING ACADEMY-WISE COUNTY	-	N/A	N/A	N/A	N/A
427	THE REG COMMUNITY ALT. EDUCATION CONTINUUM	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
428	PROJECT RENEW - NORTHAMPTON COUNTY	-	N/A	N/A	N/A	N/A
429	RENAISSANCE-SCOTT COUNTY R.E. COOK ALTERNATIVE EDUCATION	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
430	PROGRAM - ROANOKE CO.	-	NO DATA SUBMITTED		NO DATA SUBMITTED	
	State (Division, Regional, Governor's Schools, &	56,225	58,218	3.5%	60,642	4.2%

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

*FY 2000 actual salary data is from the 1999-2000 Annual School Report.