

**2002 - 2003**  
**Teacher Salary Survey Results**

**Virginia Department of Education**  
**Final Report - February 2003**

# SUMMARY

## FY 2002

### Increases in Classroom Teacher Salaries

<b>FY 2001 Actual Average Classroom Teacher Salary *</b>	<b>\$40,247</b>
<b>FY 2002 Actual Average Classroom Teacher Salary**</b>	<b>\$41,731</b>
<b>Average Percent Increase Over FY 2001</b>	<b>3.7%</b>

\*From December 2001 Teacher Salary Survey Results.

\*\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions in the 2001-2002 Annual School Report.

# SUMMARY

## FY 2003

### Increases in Classroom Teacher Salaries

<b>FY 2002 Average Classroom Teacher Salary (Actual)*</b>	<b>\$41,731</b>
<b>FY 2003 Average Classroom Teacher Salary (Budgeted)**</b>	<b>\$43,152</b>
<b>Average Percent Increase Over FY 2002</b>	<b>3.4%</b>

\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions in the 2001-2002 Annual School Report.

\*\*Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions in the 2001-2002 Annual School Report.

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

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

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031	FLOYD	34,666	35,050	1.1%	36,109	3.0%
032	FLUVANNA	36,631	38,079	4.0%	40,377	6.0%
033	FRANKLIN	36,477	39,599	8.6%	40,974	3.5%
034	FREDERICK	37,091	38,525	3.9%	40,037	3.9%
035	GILES	36,444	35,661	(2.1%)	35,937	0.8%
036	GLOUCESTER	35,460	36,548	3.1%	38,062	4.1%
037	GOOCHLAND	40,114	40,343	0.6%	42,565	5.5%
038	GRAYSON	33,437	34,564	3.4%	35,454	2.6%
039	GREENE	33,377	35,379	6.0%	37,853	7.0%
040	GREENSVILLE	34,854	35,479	1.8%	36,011	1.5%
041	HALIFAX	33,558	36,030	7.4%	37,907	5.2%
042	HANOVER	36,835	38,498	4.5%	39,295	2.1%
043	HENRICO	42,021	41,781	(0.6%)	42,134	0.8%
044	HENRY	35,684	34,305	(3.9%)	36,602	6.7%
045	HIGHLAND	28,566	32,860	15.0%	30,734	(6.5%)
046	ISLE OF WIGHT	39,696	38,710	(2.5%)	39,785	2.8%
048	KING GEORGE	36,748	36,864	0.3%	39,351	6.7%
049	KING AND QUEEN	34,554	34,103	(1.3%)	35,728	4.8%
050	KING WILLIAM	36,271	38,133	5.1%	40,281	5.6%
051	LANCASTER	35,386	35,392	0.0%	36,372	2.8%
052	LEE	33,176	32,983	(0.6%)	35,001	6.1%
053	LOUDOUN	45,567	50,662	11.2%	52,852	4.3%
054	LOUISA	35,363	35,241	(0.3%)	37,207	5.6%
055	LUNENBURG	36,889	37,859	2.6%	39,685	4.8%
056	MADISON	32,293	32,552	0.8%	35,501	9.1%
057	MATHEWS	31,081	35,337	13.7%	35,853	1.5%
058	MECKLENBURG	32,947	33,508	1.7%	34,316	2.4%
059	MIDDLESEX	32,628	33,980	4.1%	35,562	4.7%
060	MONTGOMERY	35,142	36,583	4.1%	37,544	2.6%
062	NELSON	38,047	37,773	(0.7%)	39,254	3.9%
063	NEW KENT	35,068	35,188	0.3%	36,477	3.7%
065	NORTHAMPTON	33,993	34,267	0.8%	38,997	13.8%

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		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY BUDGETED PERCENTAGE INCREASE/ (DECREASE)
066	NORTHUMBERLAND	39,191	38,835	(0.9%)	38,066 (2.0%)
067	NOTTOWAY	35,109	35,342	0.7%	35,509 0.5%
068	ORANGE	43,275	40,794	(5.7%)	44,290 8.6%
069	PAGE	32,307	32,318	0.0%	37,851 17.1%
070	PATRICK	31,784	34,075	7.2%	34,732 1.9%
071	PITTSYLVANIA	36,610	36,613	0.0%	38,662 5.6%
072	POWHATAN	36,671	36,420	(0.7%)	38,292 5.1%
073	PRINCE EDWARD	32,485	37,963	16.9%	39,402 3.8%
074	PRINCE GEORGE	37,876	39,277	3.7%	39,873 1.5%
075	PRINCE WILLIAM (see Note 3)	45,720	48,279	5.6%	46,155 (4.4%)
077	PULASKI	36,678	38,031	3.7%	38,807 2.0%
078	RAPPAHANNOCK	32,647	34,890	6.9%	36,072 3.4%
079	RICHMOND	36,214	37,365	3.2%	39,657 6.1%
080	ROANOKE	42,240	43,253	2.4%	44,509 2.9%
081	ROCKBRIDGE	34,569	35,628	3.1%	36,588 2.7%
082	ROCKINGHAM	34,251	36,243	5.8%	37,850 4.4%
083	RUSSELL	31,774	33,509	5.5%	33,507 (0.0%)
084	SCOTT	37,246	38,053	2.2%	36,047 (5.3%)
085	SHENANDOAH	34,021	35,659	4.8%	38,429 7.8%
086	SMYTH	36,572	38,289	4.7%	38,590 0.8%
087	SOUTHAMPTON	34,080	35,016	2.7%	37,413 6.8%
088	SPOTSYLVANIA	39,047	40,915	4.8%	43,005 5.1%
089	STAFFORD	41,437	43,109	4.0%	45,596 5.8%
090	SURRY	36,142	35,170	(2.7%)	35,331 0.5%
091	SUSSEX	37,476	37,066	(1.1%)	39,361 6.2%
092	TAZEWELL	37,079	37,257	0.5%	39,329 5.6%
093	WARREN	34,319	34,539	0.6%	36,094 4.5%
094	WASHINGTON	35,884	36,708	2.3%	36,700 (0.0%)
095	WESTMORELAND	31,646	33,108	4.6%	33,418 0.9%
096	WISE	36,839	37,154	0.9%	37,727 1.5%
097	WYTHE	34,519	35,411	2.6%	37,044 4.6%
098	YORK	37,738	39,596	4.9%	41,863 5.7%

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<i>Cities</i>						
101	ALEXANDRIA CITY	51,307	49,030	(4.4%)	51,649	5.3%
102	BRISTOL CITY	38,914	38,361	(1.4%)	38,719	0.9%
103	BUENA VISTA CITY	37,192	36,910	(0.8%)	34,411	(6.8%)
104	CHARLOTTESVILLE CITY	36,769	42,832	16.5%	44,467	3.8%
106	COLONIAL HEIGHTS CITY	42,859	45,284	5.7%	48,016	6.0%
107	COVINGTON CITY	43,163	43,810	1.5%	45,731	4.4%
108	DANVILLE CITY	36,408	37,440	2.8%	37,700	0.7%
109	FALLS CHURCH CITY	47,893	49,598	3.6%	56,207	13.3%
110	FREDERICKSBURG CITY	41,330	40,476	(2.1%)	42,504	5.0%
111	GALAX CITY	35,251	36,595	3.8%	37,396	2.2%
112	HAMPTON CITY	35,541	36,494	2.7%	36,593	0.3%
113	HARRISONBURG CITY	36,731	38,793	5.6%	41,674	7.4%
114	HOPEWELL CITY	39,399	39,649	0.6%	41,048	3.5%
115	LYNCHBURG CITY	33,197	32,375	(2.5%)	32,579	0.6%
116	MARTINSVILLE CITY	33,479	34,879	4.2%	34,879	0.0%
117	NEWPORT NEWS CITY	37,347	37,544	0.5%	39,873	6.2%
118	NORFOLK CITY	38,965	40,100	2.9%	40,377	0.7%
119	NORTON CITY	35,308	34,676	(1.8%)	35,176	1.4%
120	PETERSBURG CITY	29,210	35,773	22.5%	37,164	3.9%
121	PORTSMOUTH CITY	39,947	38,030	(4.8%)	37,665	(1.0%)
122	RADFORD CITY	38,510	39,724	3.2%	40,145	1.1%
123	RICHMOND CITY	41,415	44,083	6.4%	46,695	5.9%
124	ROANOKE CITY	40,823	40,725	(0.2%)	42,727	4.9%
126	STAUNTON CITY	34,196	35,156	2.8%	36,171	2.9%
127	SUFFOLK CITY	36,516	37,776	3.4%	39,223	3.8%
128	VIRGINIA BEACH CITY	40,556	42,978	6.0%	42,934	(0.1%)
130	WAYNESBORO CITY	37,429	37,316	(0.3%)	38,587	3.4%
131	WILLIAMSBURG-JAMES CITY	41,456	41,824	0.9%	40,193	(3.9%)
132	WINCHESTER CITY	40,660	40,750	0.2%	43,555	6.9%
135	FRANKLIN CITY	36,225	37,195	2.7%	39,028	4.9%

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136	CHESAPEAKE CITY	40,102	41,433	3.3%	43,534	5.1%
139	SALEM CITY	43,174	43,209	0.1%	44,963	4.1%
142	POQUOSON CITY	34,366	38,347	11.6%	39,735	3.6%
143	MANASSAS CITY	42,627	44,683	4.8%	50,804	13.7%
144	MANASSAS PARK CITY	40,268	39,823	(1.1%)	42,767	7.4%
<b>Towns</b>						
202	COLONIAL BEACH	36,153	36,552	1.1%	38,096	4.2%
207	WEST POINT	41,485	38,943	(6.1%)	43,058	10.6%
<b>AVERAGE FOR SCHOOL DIVISIONS</b>		<b>40,234</b>	<b>41,730</b>	<b>3.7%</b>	<b>43,150</b>	<b>3.4%</b>
<b>GOVERNOR'S SCHOOLS</b>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	40,968	46,770	14.2%	48,253	3.2%
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI*	37,626	42,736	13.6%	43,591	2.0%
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	34,087	34,140	0.2%	36,750	7.6%
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	42,317	42,654	0.8%	48,083	12.7%
264	NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	44,659	41,201	(7.7%)	38,914	(5.5%)
265	SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA*	28,723	38,255	33.2%	38,292	0.1%
266	THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE	40,604	41,329	1.8%	38,064	(7.9%)



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267	APPOMATTOX REGIONAL GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE*	36,498	38,544	5.6%	39,537	2.6%
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	33,307	38,442	15.4%	39,594	3.0%
269	CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE -ESSEX	38,386	31,195	(18.7%)	36,400	16.7%
270	COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA*	34,482	49,643	44.0%	51,391	3.5%
271	MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND*	38,386	45,757	19.2%	42,521	(7.1%)
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	66,500	69,853	5.0%	72,104	3.2%
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA <sup>(1)</sup>	-	-	N/A	-	N/A
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY <sup>(2)*</sup>	36,042	-	N/A	-	N/A
<b>AVERAGE FOR GOVERNOR'S SCHOOLS</b>		<b>56,209</b>	<b>53,195</b>	<b>(5.4%)</b>	<b>53,985</b>	<b>1.5%</b>

**REGIONAL PROGRAMS**  
**(VOCATIONAL AND SPECIAL EDUCATION)**

280	COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN <sup>(3)*</sup>	37,207	-	N/A	-	N/A
281	MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	34,481	31,682	(8.1%)	33,115	4.5%

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282	LAUREL REGIONAL CENTER	49,360	48,495	(1.8%)	49,465	2.0%
283	NORTHERN NECK REGIONAL CENTER	34,885	36,686	5.2%	34,777	(5.2%)
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM	-	36,317	N/A	37,288	2.7%
285	NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	30,494	33,704	10.5%	32,356	(4.0%)
286	PIEDMONT REGIONAL EDUCATION CENTER	38,364	41,184	7.4%	44,473	8.0%
287	SHENANDOAH VALLEY REGIONAL CENTER*	35,800	39,662	10.8%	31,772	(19.9%)
288	SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	34,702	36,049	3.9%	38,079	5.6%
290	NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM <sup>(See Note 3) *</sup>	40,428	-	N/A	-	N/A
291	CENTRAL VIRGINIA REGIONAL PROGRAM (4) *	35,192	35,233	0.1%	35,937	2.0%
292	HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY*	36,518	33,698	(7.7%)	34,118	1.2%
299	ROANOKE VALLEY REGIONAL BOARD*	-	32,585	N/A	33,971	4.3%
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	39,137	41,631	6.4%	-	N/A
302	JACKSON RIVER TECHNICAL CENTER	35,523	36,048	1.5%	41,513	15.2%
304	MASSANUTTEN TECHNICAL CENTER	47,503	44,352	(6.6%)	48,087	8.4%
306	VALLEY VOCATIONAL TECHNICAL CENTER	34,436	37,118	7.8%	37,928	2.2%
307	NEW HORIZONS TECHNICAL CENTER - WOODSIDE	37,638	36,854	(2.1%)	38,395	4.2%
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY*	34,042	37,005	8.7%	39,799	7.5%

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309	ROWANTY VOCATIONAL TECHNICAL CENTER	40,949	44,532	8.7%	46,606 4.7%
310	NORTHERN NECK TECHNICAL CENTER*	27,580	36,286	31.6%	37,108 2.3%
311	AMELIA-NOTTOWAY VOCATIONAL CENTER*	31,251	39,803	27.4%	39,808 0.0%
<b>AVERAGE FOR REGIONAL PROGRAMS</b>		<b>36,631</b>	<b>37,702</b>	<b>2.9%</b>	<b>38,247 1.4%</b>
<b><u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u></b>					
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM <sup>(5)</sup>	34,201	35,023	2.4%	35,723 2.0%
402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	37,366	41,034	9.8%	42,647 3.9%
403	TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	33,480	34,333	2.5%	36,120 5.2%
404	REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	42,011	38,590	(8.1%)	39,583 2.6%
405	TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX <sup>(6)</sup>	34,870	42,364	21.5%	- N/A
406	PROJECT RETURN-FLUVANNA COUNTY <sup>(6)</sup> *	23,509	34,298	45.9%	- N/A
407	ALTERNATIVE EDUCATION PROGRAM- BEHAVIOR DISORDERED YOUTH - MONTGOMERY*	34,734	32,601	(6.1%)	32,601 0.0%
408	PETERSBURG REGIONAL ALTERNATIVE PROGRAM*	42,011	25,250	(39.9%)	33,000 30.7%
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY*	28,107	29,316	4.3%	31,445 7.3%
410	PROJECT RETURN-POWHATAN COUNTY*	40,174	33,702	(16.1%)	37,835 12.3%

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	FY 2003 BUDGETED AVERAGE SALARY
411	CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	36,042	34,915	(3.1%)	35,707 2.3%
412	METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM*	32,037	38,565	20.4%	45,277 17.4%
413	REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY*	27,231	41,229	51.4%	42,908 4.1%
414	SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY*	34,015	28,433	(16.4%)	31,980 12.5%
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY <sup>(7)</sup> *	38,502	-	N/A	- N/A
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY*	42,317	43,063	1.8%	42,560 (1.2%)
417	PROJECT BRIDGE-RUSSELL COUNTY*	37,046	40,339	8.9%	46,105 14.3%
418	REGIONAL ALTERNATIVE PROGRAM- WYTHE COUNTY*	40,949	33,216	(18.9%)	34,213 3.0%
420	ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY*	32,393	28,967	(10.6%)	30,746 6.1%
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	33,227	37,633	13.3%	35,617 (5.4%)
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	32,393	31,202	(3.7%)	32,439 4.0%
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY*	41,235	29,638	(28.1%)	31,800 7.3%
424	CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	34,829	38,942	11.8%	31,239 (19.8%)
425	RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE*	66,500	40,424	(39.2%)	40,424 0.0%

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY BUDGETED PERCENTAGE INCREASE/ (DECREASE)
426	REGIONAL LEARNING ACADEMY - WISE COUNTY	27,231	29,730	9.2%	31,972 7.5%
427	THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM*	32,772	34,643	5.7%	37,056 7.0%
428	PROJECT RENEW - NORTHAMPTON COUNTY	27,600	26,482	(4.1%)	30,302 14.4%
429	RENAISSANCE - SCOTT COUNTY*	43,493	39,721	(8.7%)	40,020 0.8%
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY*	26,513	33,152	25.0%	35,754 7.9%

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

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

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

<b>VIRGINIA DEPARTMENT OF EDUCATION</b> <b>2002-2003 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)</b>
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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)
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**Individual Governor's School and Regional Program Footnotes:**

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

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

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

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

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

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

<sup>(7)</sup> Actual salary data not provided.

## HOW VIRGINIA COMPARES TO THE NATION

### VIRGINIA AVERAGE TEACHER SALARY 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 Dollar Difference	National Vs. Virginia Percentage Difference	Virginia National Ranking
1994-95 (Actual)	\$33,987	2.5%	\$36,802	2.9%	(\$2,815)	(7.6%)	26th
1995-96 (Actual)	\$34,792	2.4%	\$37,560	2.1%	(\$2,768)	(7.4%)	27th
1996-97 (Actual)	\$35,536	2.1%	\$38,554	2.6%	(\$3,018)	(7.8%)	26th
1997-98 (Actual)	\$36,428	2.5%	\$39,477	2.4%	(\$3,049)	(7.7%)	26th
1998-99 (Actual)	\$37,527	3.0%	\$40,582	2.8%	(\$3,055)	(7.5%)	26th
1999-00 (Actual)	\$38,744	3.2%	\$41,702	2.8%	(\$2,958)	(7.1%)	25th
2000-01 (Actual)	\$40,247	3.9%	\$43,339	3.9%	(\$3,092)	(7.1%)	23rd
2001-02 (Actual)	\$41,731	3.7%	\$44,499	2.7%	(\$2,768)	(6.2%)	24th
2002-03 (Estimate)	\$43,152	3.4%	<b>NATIONAL INFORMATION NOT AVAILABLE AT THIS TIME</b>				

**Sources:**

a.) Virginia Department of Education: Schedule I from the 2001-2002 Annual School Report.

b.) National Education Association (NEA): Rankings of the States 2001 and Estimates of School Statistics 2002, Update.

**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
COUNTIES	
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 to19 - 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%.



**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
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.
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.

**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
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.
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.

**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
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.
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.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY2003**  
**(As reported in the 2001-2002 Annual School Report)**

<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION TAKEN FOR FISCAL YEAR 2003</b>
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%.
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%.

**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
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.
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%).

**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
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**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.
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.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY2003**  
**(As reported in the 2001-2002 Annual School Report)**

<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION TAKEN FOR FISCAL YEAR 2003</b>
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	1. Provided a 2% cost-of-living increase for all teachers. 2. Provided step increase averaging 2.6% for all teachers.
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.

**REGIONAL PROGRAMS (VOCATIONAL AND SPECIAL EDUCATION)**

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.
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.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FY2003**  
**(As reported in the 2001-2002 Annual School Report)**

<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION TAKEN FOR FISCAL YEAR 2003</b>
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%.

<b>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>	
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.



**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
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.
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.

**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
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.*

# SUMMARY

**FY 2003**

## Increases in Principal Salaries

	Average Salary	Percentage Increase from Prior Year
<b>*Actual FY 2001 Average Principal Salary</b>	<b>\$70,376</b>	<b>4.3%</b>
<b>**Actual FY 2002 Average Principal Salary</b>	<b>\$72,617</b>	<b>3.2%</b>
<b>***Budgeted FY 2003 Average Principal Salary</b>	<b>\$75,079</b>	<b>3.4%</b>

**\*From December 2001 Teacher Salary Survey Results.**

**\*\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions in the 2001-2002 Annual School Report.**

**\*\*\*Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions in the 2001-2002 Annual School Report.**

**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)
<b><u>SCHOOL DIVISIONS</u></b>						
<b><i>Counties</i></b>						
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%

**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)
031	FLOYD	58,515	62,303	6.5%	66,303	6.4%
032	FLUVANNA	68,678	71,480	4.1%	70,532	(1.3%)
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%

**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)	BUDGETED PERCENTAGE INCREASE/ (DECREASE)	
				FY 2003 BUDGETED AVERAGE SALARY		
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%
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%

**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)
<i>Cities</i>						
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%
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%

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY BUDGETED PERCENTAGE INCREASE/ (DECREASE)
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%
<b>Towns</b>					
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%
<b>AVERAGE FOR SCHOOL DIVISIONS</b>		<b>70,402</b>	<b>72,660</b>	<b>3.2%</b>	<b>75,172</b> <b>3.5%</b>
<b>GOVERNOR'S SCHOOLS</b>					
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



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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003	
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	FY 2003 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
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
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
<b>AVERAGE FOR GOVERNOR'S SCHOOLS</b>		<b>71,102</b>	<b>85,273</b>	<b>19.9%</b>	<b>84,903</b>	<b>(0.4%)</b>

**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 2003 BUDGETED AVERAGE SALARY	FY 2002 TO FY 2003 BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>REGIONAL PROGRAMS</u></b>						
<b><u>(VOCATIONAL AND SPECIAL EDUCATION)</u></b>						
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
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

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	FY 2003 BUDGETED AVERAGE SALARY
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%)
<b>AVERAGE FOR REGIONAL PROGRAMS</b>		<b>65,574</b>	<b>67,578</b>	<b>3.1%</b>	<b>66,412 (1.7%)</b>

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003	
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY BUDGETED PERCENTAGE INCREASE/ (DECREASE)	
<b><u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u></b>						
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%	

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY BUDGETED PERCENTAGE INCREASE/ (DECREASE)
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY*	-	-	N/A	N/A
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY*	83,915	86,432	3.0%	(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%	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
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	(8.1%)

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2002 TO FY 2003	
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	FY 2003 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
428	PROJECT RENEW - NORTHAMPTON COUNTY	N/A	-	N/A	-	N/A
429	RENAISSANCE - SCOTT COUNTY*	-	-	N/A	-	N/A
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	N/A	62,167	N/A	61,168	(1.6%)

<b>AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>	<b>67,293</b>	<b>62,145</b>	<b>(7.7%)</b>	<b>61,603</b>	<b>(0.9%)</b>
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<b>Statewide Average (School Divisions, Governor's Schools, Regional Programs, &amp; Regional Alternative Education Programs)</b>	<b>70,376</b>	<b>72,617</b>	<b>3.2%</b>	<b>75,079</b>	<b>3.4%</b>
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**NOTE 1:** FY2001 Actual Average Salary Data is derived from the DOE salary survey report of December 2001. An "\*" indicates that the FY2001 Actual Average Salary is derived from Table 19 (Total Instructional Positions and Average Annual Salaries) of the 2000-01 Superintendent's Annual Report for Virginia because this information was not available from the December 2001 salary survey report.

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

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

# SUMMARY

## FY 2003

### Increases in Assistant Principal Salaries

	Average Salary	Percentage Increase from Prior Year
*Actual FY 2001 Average Principal Salary	\$58,218	3.5%
**Actual FY 2002 Average Principal Salary	\$59,573	2.3%
***Budgeted FY 2003 Average Principal Salary	\$62,353	4.7%

\*From December 2001 Teacher Salary Survey Results.

\*\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions in the 2001-2002 Annual School Report.

\*\*\*Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions in the 2001-2002 Annual School Report.

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2003	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>SCHOOL DIVISIONS</u></b>						
<b><i>Counties</i></b>						
001	ACCOMACK	48,735	46,789	(4.0%)	52,573	12.4%
002	ALBEMARLE	62,370	57,353	(8.0%)	60,869	6.1%
003	ALLEGHANY HGLNDS	61,193	51,034	(16.6%)	54,445	6.7%
004	AMELIA	50,305	43,131	(14.3%)	75,429	74.9%
005	AMHERST	50,821	52,700	3.7%	53,188	0.9%
006	APPOMATTOX	39,945	41,471	3.8%	46,769	12.8%
007	ARLINGTON	73,681	75,750	2.8%	83,227	9.9%
008	AUGUSTA	53,115	52,159	(1.8%)	53,590	2.7%
009	BATH	52,911	53,497	1.1%	54,835	2.5%
010	BEDFORD	46,077	53,939	17.1%	53,695	(0.5%)
011	BLAND	N/A	44,600	N/A	46,350	3.9%
012	BOTETOURT	57,114	57,730	1.1%	61,095	5.8%
013	BRUNSWICK	47,858	49,878	4.2%	50,906	2.1%
014	BUCHANAN	51,797	53,608	3.5%	70,006	30.6%
015	BUCKINGHAM	47,501	51,883	9.2%	53,760	3.6%
016	CAMPBELL	51,070	55,310	8.3%	56,416	2.0%
017	CAROLINE	57,213	57,842	1.1%	61,199	5.8%
018	CARROLL	50,897	50,082	(1.6%)	52,714	5.3%
019	CHARLES CITY COUNTY	49,397	48,187	(2.4%)	49,874	3.5%
020	CHARLOTTE	49,170	53,252	8.3%	50,063	(6.0%)
021	CHESTERFIELD	57,787	59,127	2.3%	60,214	1.8%
022	CLARKE	53,179	56,370	6.0%	-	N/A
023	CRAIG	56,025	57,570	2.8%	58,580	1.8%
024	CULPEPER	60,692	57,558	(5.2%)	59,536	3.4%
025	CUMBERLAND	42,039	48,444	15.2%	46,533	(3.9%)
026	DICKENSON	33,420	38,936	16.5%	-	N/A
027	DINWIDDIE	43,127	45,584	5.7%	53,370	17.1%
028	ESSEX	49,956	52,140	4.4%	54,301	4.1%



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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2003	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
029	FAIRFAX	71,536	74,747	4.5%	76,804	2.8%
030	FAUQUIER	56,819	58,574	3.1%	60,185	2.8%
031	FLOYD	51,943	53,583	3.2%	56,282	5.0%
032	FLUVANNA	46,339	47,030	1.5%	41,238	(12.3%)
033	FRANKLIN	51,147	55,425	8.4%	57,044	2.9%
034	FREDERICK	54,187	56,909	5.0%	60,228	5.8%
035	GILES	62,345	62,626	0.5%	56,847	(9.2%)
036	GLOUCESTER	52,416	52,464	0.1%	55,425	5.6%
037	GOOCHLAND	60,237	66,219	9.9%	76,105	14.9%
038	GRAYSON	39,404	46,170	17.2%	54,215	17.4%
039	GREENE	46,344	48,394	4.4%	50,817	5.0%
040	GREENSVILLE	50,679	51,812	2.2%	52,472	1.3%
041	HALIFAX	44,902	48,842	8.8%	50,419	3.2%
042	HANOVER	56,565	56,297	(0.5%)	58,580	4.1%
043	HENRICO	61,479	63,532	3.3%	63,280	(0.4%)
044	HENRY	46,443	47,666	2.6%	47,185	(1.0%)
045	HIGHLAND	N/A	-	N/A	-	N/A
046	ISLE OF WIGHT	48,368	49,530	2.4%	51,175	3.3%
048	KING GEORGE	45,073	54,107	20.0%	60,422	11.7%
049	KING AND QUEEN	49,973	58,850	17.8%	60,615	3.0%
050	KING WILLIAM	48,096	52,315	8.8%	57,711	10.3%
051	LANCASTER	50,414	54,751	8.6%	56,166	2.6%
052	LEE	43,101	40,897	(5.1%)	45,864	12.1%
053	LOUDOUN	66,971	66,048	(1.4%)	73,720	11.6%
054	LOUISA	45,211	57,967	28.2%	54,011	(6.8%)
055	LUNENBURG	46,882	47,742	1.8%	48,906	2.4%
056	MADISON	48,863	52,087	6.6%	55,500	6.6%
057	MATHEWS	45,705	46,086	0.8%	47,589	3.3%
058	MECKLENBURG	49,107	48,628	(1.0%)	53,407	9.8%
059	MIDDLESEX	51,000	49,954	(2.1%)	52,000	4.1%

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

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2001	FY 2002	FY 2001 TO	FY 2003	FY 2002 TO FY 2003
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	FY 2002 PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
060	MONTGOMERY	54,146	57,624	6.4%	58,776	2.0%
062	NELSON	54,523	56,614	3.8%	58,440	3.2%
063	NEW KENT	46,700	49,097	5.1%	52,597	7.1%
065	NORTHAMPTON	49,668	51,414	3.5%	56,507	9.9%
066	NORTHUMBERLAND	58,569	59,307	1.3%	55,992	(5.6%)
067	NOTTOWAY	36,647	53,637	46.4%	52,850	(1.5%)
068	ORANGE	52,992	54,043	2.0%	55,124	2.0%
069	PAGE	42,605	52,266	22.7%	51,750	(1.0%)
070	PATRICK	49,254	48,819	(0.9%)	50,811	4.1%
071	PITTSYLVANIA	50,189	51,622	2.9%	53,279	3.2%
072	POWHATAN	45,800	53,177	16.1%	55,698	4.7%
073	PRINCE EDWARD	44,849	48,579	8.3%	50,305	3.6%
074	PRINCE GEORGE	49,026	50,110	2.2%	51,185	2.1%
075	PRINCE WILLIAM (see Note 3)	61,650	56,874	(7.7%)	66,795	17.4%
077	PULASKI	46,486	42,280	(9.0%)	43,296	2.4%
078	RAPPAHANNOCK	54,121	52,497	(3.0%)	53,044	1.0%
079	RICHMOND	50,476	54,507	8.0%	55,348	1.5%
080	ROANOKE	48,818	50,164	2.8%	52,084	3.8%
081	ROCKBRIDGE	48,039	53,929	12.3%	53,014	(1.7%)
082	ROCKINGHAM	54,821	55,744	1.7%	55,391	(0.6%)
083	RUSSELL	41,410	38,364	(7.4%)	42,782	11.5%
084	SCOTT	N/A	-	N/A	57,410	N/A
085	SHENANDOAH	53,341	56,026	5.0%	60,048	7.2%
086	SMYTH	48,497	47,402	(2.3%)	50,035	5.6%
087	SOUTHAMPTON	48,937	55,423	13.3%	58,531	5.6%
088	SPOTSYLVANIA	65,694	64,291	(2.1%)	67,089	4.4%
089	STAFFORD	65,614	70,451	7.4%	72,688	3.2%
090	SURRY	57,927	60,120	3.8%	61,493	2.3%
091	SUSSEX	63,964	62,364	(2.5%)	62,424	0.1%
092	TAZEWELL	52,174	52,537	0.7%	53,698	2.2%

**VIRGINIA DEPARTMENT OF EDUCATION  
2002-2003 ASSISTANT 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 2003 BUDGETED AVERAGE SALARY	FY 2002 TO FY 2003 BUDGETED PERCENTAGE INCREASE/ (DECREASE)
093	WARREN	48,142	44,412	(7.7%)	51,981	17.0%
094	WASHINGTON	55,790	57,079	2.3%	58,022	1.7%
095	WESTMORELAND	40,540	47,791	17.9%	47,722	(0.1%)
096	WISE	48,448	49,461	2.1%	47,967	(3.0%)
097	WYTHE	49,764	52,393	5.3%	54,074	3.2%
098	YORK	54,768	52,685	(3.8%)	55,887	6.1%
<b>Cities</b>						
101	ALEXANDRIA CITY	67,852	65,233	(3.9%)	70,121	7.5%
102	BRISTOL CITY	54,303	56,953	4.9%	65,306	14.7%
103	BUENA VISTA CITY	52,829	53,913	2.1%	50,701	(6.0%)
104	CHARLOTTESVILLE CITY	57,974	57,873	(0.2%)	61,000	5.4%
106	COLONIAL HEIGHTS CITY	59,608	66,637	11.8%	66,633	(0.0%)
107	COVINGTON CITY	50,649	53,505	5.6%	55,370	3.5%
108	DANVILLE CITY	53,110	54,439	2.5%	53,419	(1.9%)
109	FALLS CHURCH CITY	64,109	75,666	18.0%	70,954	(6.2%)
110	FREDERICKSBURG CITY	58,676	65,142	11.0%	66,344	1.8%
111	GALAX CITY	47,623	49,528	4.0%	50,418	1.8%
112	HAMPTON CITY	50,666	50,476	(0.4%)	55,020	9.0%
113	HARRISONBURG CITY	55,594	58,012	4.3%	60,267	3.9%
114	HOPEWELL CITY	50,117	46,883	(6.5%)	48,026	2.4%
115	LYNCHBURG CITY	54,047	51,465	(4.8%)	53,418	3.8%
116	MARTINSVILLE CITY	50,661	53,759	6.1%	53,759	0.0%
117	NEWPORT NEWS CITY	50,332	50,397	0.1%	54,801	8.7%
118	NORFOLK CITY	56,699	60,497	6.7%	60,387	(0.2%)
119	NORTON CITY	59,903	51,723	(13.7%)	59,260	14.6%
120	PETERSBURG CITY	49,316	48,374	(1.9%)	44,096	(8.8%)
121	PORTSMOUTH CITY	56,969	57,423	0.8%	59,033	2.8%
122	RADFORD CITY	60,071	61,715	2.7%	62,950	2.0%
123	RICHMOND CITY	63,501	60,274	(5.1%)	63,663	5.6%

**VIRGINIA DEPARTMENT OF EDUCATION  
2002-2003 ASSISTANT 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 2003 BUDGETED AVERAGE SALARY	FY 2002 TO FY 2003 BUDGETED PERCENTAGE INCREASE/ (DECREASE)
124	ROANOKE CITY	50,173	52,547	4.7%	54,337	3.4%
126	STAUNTON CITY	58,614	61,743	5.3%	63,431	2.7%
127	SUFFOLK CITY	49,797	52,234	4.9%	55,386	6.0%
128	VIRGINIA BEACH CITY	59,087	59,564	0.8%	60,814	2.1%
130	WAYNESBORO CITY	54,013	54,766	1.4%	59,215	8.1%
131	WILLIAMSBURG-JAMES CITY	52,354	53,776	2.7%	57,762	7.4%
132	WINCHESTER CITY	59,891	66,871	11.7%	67,344	0.7%
135	FRANKLIN CITY	46,244	49,262	6.5%	49,865	1.2%
136	CHESAPEAKE CITY	58,134	58,978	1.5%	61,703	4.6%
137	LEXINGTON CITY	N/A	-	N/A	-	N/A
139	SALEM CITY	60,687	65,764	8.4%	68,425	4.0%
142	POQUOSON CITY	45,825	58,819	28.4%	61,174	4.0%
143	MANASSAS CITY	70,008	76,178	8.8%	80,743	6.0%
144	MANASSAS PARK CITY	54,309	61,385	13.0%	66,825	8.9%
<b><i>Towns</i></b>						
202	COLONIAL BEACH	45,397	-	N/A	-	N/A
207	WEST POINT	N/A	-	N/A	52,867	N/A
<b>AVERAGE FOR SCHOOL DIVISIONS</b>		<b>58,211</b>	<b>59,575</b>	<b>2.3%</b>	<b>62,380</b>	<b>4.7%</b>
<b><u>GOVERNOR'S SCHOOLS</u></b>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	N/A	-	N/A	-	N/A
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI*	-	-	N/A	-	N/A
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	56,650	-	N/A	-	N/A

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

<b>DIVISION NUMBER</b>	<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>FY 2001 ACTUAL AVERAGE SALARY</b>	<b>FY 2002 ACTUAL AVERAGE SALARY</b>	<b>FY 2001 TO FY 2002 PERCENTAGE INCREASE/ (DECREASE)</b>	<b>FY 2003 BUDGETED AVERAGE SALARY</b>	<b>FY 2002 TO FY 2003 BUDGETED PERCENTAGE INCREASE/ (DECREASE)</b>
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	N/A	-	N/A	-	N/A
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	N/A	-	N/A	-	N/A
267	APPOMATTOX REGIONAL GOVERNOR'S SCHOOL FOR THE ARTS AND TECHNOLOGY -PETERSBURG*	-	-	N/A	-	N/A
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	N/A	-	N/A	-	N/A
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*	68,710	68,291	(0.6%)	70,378	3.1%
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	74,316	79,563	7.1%	89,177	12.1%
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA*	-	-	N/A	-	N/A

**VIRGINIA DEPARTMENT OF EDUCATION  
2002-2003 ASSISTANT 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 2003 BUDGETED AVERAGE SALARY	FY 2002 TO FY 2003 BUDGETED PERCENTAGE INCREASE/ (DECREASE)
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY*	-	-	N/A	-	N/A
<b>AVERAGE FOR GOVERNOR'S SCHOOLS</b>		<b>68,897</b>	<b>73,301</b>	<b>6.4%</b>	<b>77,898</b>	<b>6.3%</b>
<b><u>(VOCATIONAL AND SPECIAL EDUCATION)</u></b>						
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	N/A	-	N/A	-	N/A
283	NORTHERN NECK REGIONAL CENTER	N/A	-	N/A	-	N/A
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM*	-	41,756	N/A	48,424	16.0%
285	NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	N/A	-	N/A	-	N/A
286	PIEDMONT REGIONAL EDUCATION CENTER	N/A	-	N/A	-	N/A
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

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

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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*	-	-	N/A	-	N/A
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	59,147	55,646	(5.9%)	-	N/A
302	JACKSON RIVER TECHNICAL CENTER	41,837	56,041	33.9%	56,037	(0.0%)
304	MASSANUTTEN TECHNICAL CENTER	44,221	53,810	21.7%	55,962	4.0%
306	VALLEY VOCATIONAL TECHNICAL CENTER	63,208	53,636	(15.1%)	66,105	23.2%
307	NEW HORIZONS TECHNICAL CENTER - WOODSIDE	55,833	64,342	15.2%	51,899	(19.3%)
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY*	53,830	56,407	4.8%	59,699	5.8%
309	ROWANTY VOCATIONAL TECHNICAL CENTER	58,490	60,947	4.2%	62,775	3.0%
310	NORTHERN NECK TECHNICAL CENTER*	41,448	46,024	11.0%	47,825	3.9%
311	AMELIA-NOTTOWAY VOCATIONAL CENTER*	-	-	N/A	-	N/A
<b>AVERAGE FOR REGIONAL PROGRAMS</b>		<b>56,517</b>	<b>54,100</b>	<b>(4.3%)</b>	<b>53,686</b>	<b>(0.8%)</b>
<b><u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u></b>						
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	N/A	-	N/A	-	N/A

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

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402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	52,300	55,302	5.7%	57,995	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*	-	-	N/A	36,364	N/A
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY*	-	-	N/A	-	N/A
410	PROJECT RETURN-POWHATAN	-	-	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*	-	-	N/A	-	N/A
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY*	-	-	N/A	-	N/A



**VIRGINIA DEPARTMENT OF EDUCATION  
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416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY *	59,694	58,107	(2.7%)	60,840	4.7%
417	PROJECT BRIDGE-RUSSELL COUNTY*	-	-	N/A	-	N/A
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*	-	-	N/A	-	N/A
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	N/A	-	N/A	-	N/A
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	N/A	-	N/A	-	N/A
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY*	-	-	N/A	-	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*	-	50,533	N/A	52,367	3.6%

**VIRGINIA DEPARTMENT OF EDUCATION  
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428	PROJECT RENEW - NORTHAMPTON COUNTY	N/A	-	N/A	-	N/A
429	RENAISSANCE - SCOTT COUNTY*	-	-	N/A	-	N/A
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	N/A	-	N/A	-	N/A

<b>AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>	<b>52,300</b>	<b>55,152</b>	<b>5.5%</b>	<b>55,016</b>	<b>(0.2%)</b>
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<b>Statewide Average (School Divisions, Governor's Schools, Regional Programs, &amp; Regional Alternative Education Programs)</b>	<b>58,218</b>	<b>59,573</b>	<b>2.3%</b>	<b>62,353</b>	<b>4.7%</b>
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**NOTE 1:** FY2001 Actual Average Salary Data is derived from the DOE salary survey report of December 2001. An " \*" indicates that the FY2001 Actual Average Salary is derived from Table 19 (Total Instructional Positions and Average Annual Salaries) of the 2000-01 Superintendent's Annual Report for Virginia because this information was not available from the December 2001 salary survey report.

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

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