

DLAS Document Summary

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2007-2008 Teacher Salary Survey Results

Author

Department of Education

Enabling Authority

Item 135, paragraph B. 12., Chapter 847, 2007 Acts of Assembly

Executive Summary

Item 135, paragraph B. 12., of the 2007 Appropriation Act directs the Superintendent of Public Instruction to provide a report on the status of teacher salaries, by local school division, to the Governor and the Chairmen of the Senate Finance and House Appropriations Committees by December 1 of each year of the biennium.

Department of Education staff prepared the report based on Annual School Report (ASR) data submitted by each school division and regional program. Statewide and school division salary averages were computed for fiscal years 2007 and 2008. The report shows salary information from fiscal years 2006, 2007, and 2008 for comparative purposes. Year-to-year percentage change in salary averages is shown for statewide and division data.

According to these calculations, average salaries are expected to increase for classroom teachers, principals, and assistant principals from fiscal year 2007 to fiscal year 2008.

The average budgeted classroom teacher salary for fiscal year 2008 is \$50,633; this is a 2.99 percent increase from fiscal year 2007.

The average budgeted principal salary for fiscal year 2008 is \$90,045; this is a 4.14 percent increase from fiscal year 2007.

The average budgeted assistant principal salary for fiscal year 2008 is \$74,449; this is a 4.31 percent increase from fiscal year 2007.

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Statewide Averages - Summary

Classroom Teacher Salaries	
	Statewide:
FY 2006 Actual Average Teacher Salary	\$47,220
FY 2007 Actual Average Teacher Salary ¹	\$49,164
Average Percentage Increase, FY 2006 to FY 2007	4.12%
FY 2008 Budgeted Average Teacher Salary ²	\$50,633
Budgeted Percentage Increase, FY 2007 to FY 2008	2.99%

Principal Salaries	
	Statewide:
FY 2006 Actual Average Principal Salary	\$82,707
FY 2007 Actual Average Principal Salary ¹	\$86,462
Average Percentage Increase, FY 2006 to FY 2007	4.54%
FY 2008 Budgeted Average Principal Salary ²	\$90,045
Budgeted Percentage Increase, FY 2007 to FY 2008	4.14%

Assistant Principal Salaries	
	Statewide:
FY 2006 Actual Average Assistant Principal Salary	\$67,952
FY 2007 Actual Average Assistant Principal Salary ¹	\$71,374
Average Percentage Increase, FY 2006 to FY 2007	5.04%
FY 2008 Budgeted Average Assistant Principal Salary ²	\$74,449
Budgeted Percentage Increase, FY 2007 to FY 2008	4.31%

¹ Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2006-2007 Annual School Report. Averages calculated on the basis of statewide totals.

² Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions and regional programs on the 2006-2007 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)
"Rankings of the States 2005 and Estimates of School Statistics 2006" Report**

<http://www.nea.org/edstats/images/06rankings.pdf>
<http://www.nea.org/edstats/RankFull06b.htm>

NOTE: There is a difference between the average salary used in the NEA report and the average salary as published in the Annual Salary Survey Report. The NEA Rankings and Estimates average teacher salary includes instructional classroom teachers, substitutes, and homebound instructional teachers. The average teacher salary that is calculated and published in the Annual Salary Survey Report includes those positions included in the NEA average salary except substitutes, but also includes guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures. The average salary shown below for Virginia is based on the NEA calculation.

**From Rankings & Estimates 2005-2006, Rankings, Table C-11
Average Salaries (\$) of Public School Teachers, 2004-05 (Revised)**

Rank: 2004-05	State	School Year 2004-05 Average Salary
1	DISTRICT OF COLUMBIA	\$58,456
2	CALIFORNIA	\$57,876
3	CONNECTICUT	\$57,737
4	MICHIGAN	\$56,973
5	NEW JERSEY	\$56,682
6	NEW YORK	\$56,200
7	ILLINOIS	\$55,421
8	MASSACHUSETTS	\$54,679
9	RHODE ISLAND	\$53,473
10	PENNSYLVANIA	\$53,258
11	ALASKA	\$52,424
12	MARYLAND	\$52,331
13	DELAWARE	\$50,595
14	OHIO	\$48,692
15	OREGON	\$48,330
16	MINNESOTA	\$46,906
17	INDIANA	\$46,583
18	GEORGIA	\$46,526
19	HAWAII	\$46,149
20	WASHINGTON	\$45,718
21	VERMONT	\$44,535
22	WISCONSIN	\$44,299
23	COLORADO	\$43,949
24	NEW HAMPSHIRE	\$43,941
25	NEVADA	\$43,394
26	NORTH CAROLINA	\$43,348
27	ARIZONA	\$42,905
28	VIRGINIA	\$42,768
29	SOUTH CAROLINA	\$42,189
30	IDAHO	\$42,122
31	TENNESSEE	\$42,076
32	FLORIDA	\$41,590
33	TEXAS	\$41,011
34	KENTUCKY	\$40,522
35	WYOMING	\$40,497
36	ARKANSAS	\$40,495
37	MAINE	\$39,610
38	NEBRASKA	\$39,456
38	UTAH	\$39,456
40	NEW MEXICO	\$39,391
41	KANSAS	\$39,345
42	IOWA	\$39,284
43	MISSOURI	\$39,067
44	LOUISIANA	\$39,022
45	MONTANA	\$38,485
46	WEST VIRGINIA	\$38,360
47	ALABAMA	\$38,186
48	OKLAHOMA	\$37,879
49	NORTH DAKOTA	\$36,695
50	MISSISSIPPI	\$36,590
51	SOUTH DAKOTA	\$34,040
	U.S. and D.C.	\$47,674

* Computed from NEA Research, Estimates Database (2006).

**Virginia Department of Education
2007-2008 Salary Survey - Teachers**

Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Division	Name	FY 2006 Actual Average Teacher Salary	FY 2007 Actual Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
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School Divisions

Counties

001	Accomack County Public Schools	39,131	39,973	2.15%	40,991	2.55%
002	Albemarle County Public Schools	47,688	49,580	3.97%	52,427	5.74%
003	Alleghany County Public Schools	43,123	44,095	2.26%	47,064	6.73%
004	Amelia County Public Schools	30,446	40,442	32.83%	39,830	(1.51%)
005	Amherst County Public Schools	39,705	41,935	5.62%	45,001	7.31%
006	Appomattox County Public Schools	37,296	38,755	3.91%	40,551	4.63%
007	Arlington County Public Schools	65,790	64,447	(2.04%)	65,293	1.31%
008	Augusta County Public Schools	41,286	43,075	4.33%	43,472	0.92%
009	Bath County Public Schools	41,562	42,259	1.68%	35,628	(15.69%)
010	Bedford County Public Schools ¹	37,300	39,694	6.42%	41,731	5.13%
011	Bland County Public Schools	35,402	37,863	6.95%	32,654	(13.76%)
012	Botetourt County Public Schools	45,390	46,561	2.58%	47,815	2.69%
013	Brunswick County Public Schools	38,261	37,843	(1.09%)	41,036	8.44%
014	Buchanan County Public Schools	37,151	38,686	4.13%	42,172	9.01%
015	Buckingham County Public Schools	37,526	39,827	6.13%	40,883	2.65%
016	Campbell County Public Schools	39,663	41,324	4.19%	42,258	2.26%
017	Caroline County Public Schools	41,935	43,807	4.46%	46,381	5.88%
018	Carroll County Public Schools	36,885	37,024	0.38%	37,875	2.30%
019	Charles City County Public Schools	39,530	40,530	2.53%	42,615	5.14%
020	Charlotte County Public Schools	39,042	40,530	3.81%	41,412	2.18%
021	Chesterfield County Public Schools	44,417	46,486	4.66%	48,571	4.49%
022	Clarke County Public Schools ⁵	45,817	46,433	1.34%	43,543	(6.22%)
023	Craig County Public Schools	40,621	43,279	6.54%	42,908	(0.86%)
024	Culpeper County Public Schools	41,405	44,565	7.63%	48,896	9.72%
025	Cumberland County Public Schools	39,380	39,714	0.85%	39,493	(0.56%)
026	Dickenson County Public Schools	35,742	37,146	3.93%	39,068	5.18%
027	Dinwiddie County Public Schools	42,866	44,461	3.72%	41,975	(5.59%)
028	Essex County Public Schools	42,583	44,821	5.26%	45,088	0.59%
029	Fairfax County Public Schools ²	58,389	60,593	3.77%	63,550	4.88%
030	Fauquier County Public Schools	49,595	53,055	6.98%	57,067	7.56%
031	Floyd County Public Schools	39,871	41,891	5.07%	42,493	1.44%
032	Fluvanna County Public Schools	46,405	49,313	6.27%	51,593	4.62%
033	Franklin County Public Schools	Data not submitted	Data not submitted	Data not submitted by school division		
034	Frederick County Public Schools	42,960	45,481	5.87%	46,174	1.52%
035	Giles County Public Schools	38,871	39,804	2.40%	39,889	0.21%
036	Gloucester County Public Schools	42,925	44,543	3.77%	46,315	3.98%
037	Goochland County Public Schools	41,778	42,544	1.83%	45,711	7.44%
038	Grayson County Public Schools	34,470	36,708	6.49%	40,953	11.56%
039	Greene County Public Schools	37,478	39,212	4.63%	40,765	3.96%
040	Greensville County Public Schools ³	42,113	42,103	(0.02%)	43,456	3.21%
041	Halifax County Public Schools	38,104	39,665	4.10%	40,785	2.82%
042	Hanover County Public Schools	42,733	44,609	4.39%	46,192	3.55%
043	Henrico County Public Schools	45,085	46,833	3.88%	45,819	(2.17%)
044	Henry County Public Schools	37,720	38,302	1.54%	39,153	2.22%
045	Highland County Public Schools	37,795	41,206	9.03%	41,509	0.74%
046	Isle Of Wight County Public Schools	41,298	45,989	11.36%	47,425	3.12%
048	King George County Public Schools	42,217	44,936	6.44%	47,714	6.18%
049	King And Queen County Public Schools	38,803	40,744	5.00%	42,061	3.23%
050	King William County Public Schools	42,664	42,471	(0.45%)	43,442	2.29%
051	Lancaster County Public Schools	39,156	42,559	8.69%	41,459	(2.58%)
052	Lee County Public Schools	40,620	41,701	2.66%	42,907	2.89%
053	Loudoun County Public Schools	59,819	60,476	1.10%	61,293	1.35%
054	Louisa County Public Schools	39,010	47,347	21.37%	49,456	4.46%
055	Lunenburg County Public Schools	40,309	42,647	5.80%	40,361	(5.36%)
056	Madison County Public Schools	40,495	42,577	5.14%	44,706	5.00%
057	Mathews County Public Schools	38,693	41,041	6.07%	43,823	6.78%
058	Mecklenburg County Public Schools	38,429	40,432	5.21%	41,255	2.03%
059	Middlesex County Public Schools	37,404	38,979	4.21%	38,498	(1.23%)

**Virginia Department of Education
2007-2008 Salary Survey - Teachers**

Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Division	Name	FY 2006 Actual Average Teacher Salary	FY 2007 Actual Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	40,330	42,182	4.59%	43,628	3.43%
062	Nelson County Public Schools	40,848	42,627	4.35%	44,560	4.54%
063	New Kent County Public Schools	39,887	41,188	3.26%	42,681	3.63%
065	Northampton County Public Schools	39,429	42,670	8.22%	42,184	(1.14%)
066	Northumberland County Public Schools	44,365	46,644	5.14%	46,683	0.08%
067	Nottoway County Public Schools	40,033	39,961	(0.18%)	38,668	(3.24%)
068	Orange County Public Schools	41,882	43,133	2.99%	41,644	(3.45%)
069	Page County Public Schools	40,043	41,602	3.89%	42,403	1.93%
070	Patrick County Public Schools	38,081	39,783	4.47%	41,193	3.54%
071	Pittsylvania County Public Schools	38,968	41,202	5.73%	42,276	2.61%
072	Powhatan County Public Schools	41,523	45,078	8.56%	48,114	6.73%
073	Prince Edward County Public Schools	41,459	42,599	2.75%	44,107	3.54%
074	Prince George County Public Schools	44,529	45,720	2.67%	46,642	2.02%
075	Prince William County Public Schools	54,915	58,351	6.26%	52,817	(9.48%)
077	Pulaski County Public Schools	37,701	38,890	3.15%	40,290	3.60%
078	Rappahannock County Public Schools	43,373	43,490	0.27%	45,370	4.32%
079	Richmond County Public Schools	42,870	44,150	2.99%	45,739	3.60%
080	Roanoke County Public Schools	45,891	46,734	1.84%	47,937	2.57%
081	Rockbridge County Public Schools	38,168	40,043	4.91%	40,938	2.24%
082	Rockingham County Public Schools	41,390	43,154	4.26%	44,604	3.36%
083	Russell County Public Schools ⁵	35,479	36,054	1.62%	37,901	5.12%
084	Scott County Public Schools	40,877	41,271	0.96%	41,979	1.71%
085	Shenandoah County Public Schools	42,805	44,284	3.46%	45,126	1.90%
086	Smyth County Public Schools	37,211	36,969	(0.65%)	37,512	1.47%
087	Southampton County Public Schools	40,444	42,082	4.05%	44,347	5.38%
088	Spotsylvania County Public Schools	46,496	49,414	6.28%	53,956	9.19%
089	Stafford County Public Schools	49,068	51,383	4.72%	51,965	1.13%
090	Surry County Public Schools	44,663	44,351	(0.70%)	41,800	(5.75%)
091	Sussex County Public Schools	44,115	44,553	0.99%	44,366	(0.42%)
092	Tazewell County Public Schools	39,337	39,944	1.55%	41,014	2.68%
093	Warren County Public Schools	42,427	43,361	2.20%	44,278	2.12%
094	Washington County Public Schools	38,215	41,560	8.75%	42,974	3.40%
095	Westmoreland County Public Schools	40,581	42,707	5.24%	42,352	(0.83%)
096	Wise County Public Schools	40,831	42,253	3.48%	40,597	(3.92%)
097	Wythe County Public Schools	39,026	41,164	5.48%	42,751	3.86%
098	York County Public Schools	46,391	46,925	1.15%	48,433	3.21%
Cities						
101	Alexandria City Public Schools	61,000	65,202	6.89%	65,085	(0.18%)
102	Bristol City Public Schools	43,619	43,373	(0.57%)	48,890	12.72%
103	Buena Vista City Public Schools	42,425	43,262	1.97%	43,850	1.36%
104	Charlottesville City Public Schools	48,037	50,325	4.76%	53,361	6.03%
106	Colonial Heights City Public Schools	48,999	47,838	(2.37%)	49,751	4.00%
107	Covington City Public Schools	47,465	44,640	(5.95%)	46,784	4.80%
108	Danville City Public Schools	40,064	43,283	8.03%	43,098	(0.43%)
109	Falls Church City Public Schools	57,607	61,887	7.43%	64,827	4.75%
110	Fredericksburg City Public Schools	44,864	44,509	(0.79%)	47,989	7.82%
111	Galax City Public Schools	41,001	41,090	0.22%	44,117	7.37%
112	Hampton City Public Schools	37,507	37,594	0.23%	39,214	4.31%
113	Harrisonburg City Public Schools	43,074	45,195	4.92%	46,113	2.03%
114	Hopewell City Public Schools	42,351	42,378	0.07%	43,146	1.81%
115	Lynchburg City Public Schools	41,209	44,702	8.48%	47,662	6.62%
116	Martinsville City Public Schools	45,509	34,465	(24.27%)	29,687	(13.86%)
117	Newport News City Public Schools	43,812	44,735	2.11%	46,888	4.81%
118	Norfolk City Public Schools	44,165	45,288	2.54%	45,459	0.38%
119	Norton City Public Schools	41,518	43,339	4.39%	43,507	0.39%
120	Petersburg City Public Schools	38,252	38,998	1.95%	45,358	16.31%
121	Portsmouth City Public Schools	32,903	34,924	6.14%	53,486	53.15%
122	Radford City Public Schools	44,199	45,498	2.94%	45,873	0.82%
123	Richmond City Public Schools	45,873	46,845	2.12%	48,477	3.48%
124	Roanoke City Public Schools	45,920	47,392	3.20%	45,209	(4.61%)

**Virginia Department of Education
2007-2008 Salary Survey - Teachers**

Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Division	Name	FY 2006 Actual Average Teacher Salary	FY 2007 Actual Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
126	Staunton City Public Schools	38,857	41,087	5.74%	42,773	4.11%
127	Suffolk City Public Schools	44,844	47,447	5.81%	48,225	1.64%
128	Virginia Beach City Public Schools	47,928	51,102	6.62%	53,059	3.83%
130	Waynesboro City Public Schools	43,260	44,056	1.84%	47,416	7.63%
131	Williamsburg Public Schools*	50,831	52,367	3.02%	53,786	2.71%
132	Winchester City Public Schools	45,022	45,850	1.84%	48,980	6.83%
135	Franklin City Public Schools	43,176	43,610	1.00%	45,938	5.34%
136	Chesapeake City Public Schools	49,005	51,348	4.78%	51,429	0.16%
137	Lexington City Public Schools	38,553	44,251	14.78%	57,723	30.44%
139	Salem City Public Schools	49,864	51,211	2.70%	53,027	3.55%
142	Poquoson City Public Schools	43,972	43,809	(0.37%)	44,385	1.32%
143	Manassas City Public Schools	55,744	59,709	7.11%	59,734	0.04%
144	Manassas Park City Public Schools	53,649	58,247	8.57%	61,656	5.85%
Towns						
202	Colonial Beach Public Schools	39,867	39,792	(0.19%)	43,714	9.86%
207	West Point Public Schools	40,797	41,071	0.67%	46,787	13.92%
Average for School Divisions⁵:		47,255	49,186	4.09%	50,660	3.00%

Governor's Schools

260	Central Virginia Governor's School	60,064	61,147	1.80%	62,981	3.00%
261	Southwest Virginia Governor's School	47,416	47,754	0.71%	45,858	(3.97%)
262	Governor's School For The Arts	38,003	41,944	10.37%	42,309	0.87%
263	Roanoke Valley Governor's School	46,478	46,710	0.50%	51,196	9.60%
264	New Horizons Governor's School	46,437	49,670	6.96%	54,534	9.79%
265	Shenandoah Valley Governor's School	44,598	47,209	5.86%	48,625	3.00%
266	Governor's School Global Economics/Tech	44,856	45,703	1.89%	48,757	6.68%
267	Appomattox Regional Governor's School	40,990	41,986	2.43%	45,370	8.06%
268	A. Linwood Holton Governor's School	39,695	41,045	3.40%	43,098	5.00%
269	Chesapeake Bay Governor's School	46,869	48,754	4.02%	49,077	0.66%
270	Commonwealth Governor's School	58,954	60,014	1.80%	61,946	3.22%
271	Maggie L. Walker Governor's School	47,163	52,123	10.52%	48,045	(7.83%)
272	Thomas Jefferson High School	76,635	78,021	1.81%	81,052	3.88%
273	Blue Ridge Governor's School	40,597	38,555	(5.03%)	42,506	10.25%
274	Jackson River Governor's School	54,600	54,600	0.00%	64,850	18.77%
276	Piedmont Governor's School	41,923	44,418	5.95%	46,501	4.69%
277	Mountain Vista Governor's School	New School	50,139	New School	51,299	2.31%
Average for Governor's Schools⁵:		57,384	60,529	5.48%	60,829	0.50%

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	37,632	37,955	0.86%	39,093	3.00%
281	Middle Peninsula Special Education Program	36,486	38,883	6.57%	41,132	5.78%
282	Laurel Regional Special Education Center	41,389	46,480	12.30%	47,871	2.99%
283	Northern Neck Special Education Program	32,624	36,651	12.34%	43,657	19.12%
284	Northwestern Regional Education Program	41,259	45,414	10.07%	46,241	1.82%
285	Peninsula Area Cooperative Education Services	41,382	41,957	1.39%	42,281	0.77%
286	Piedmont Regional Education Program	43,156	44,835	3.89%	47,400	5.72%
287	Shenandoah Valley Regional Program	30,464	34,364	12.80%	36,198	5.34%
288	Southeastern Cooperative Educational Program	40,167	42,539	5.90%	42,501	(0.09%)
290	N. Virginia Regional Special Education Program	48,153	51,842	7.66%	52,160	0.61%
292	Henry Co/Martinsville Regional Program	34,888	34,890	0.01%	37,683	8.00%
299	Roanoke Valley Regional Board	39,368	41,169	4.58%	44,502	8.09%
Average for Special Education Programs⁵:		41,703	44,796	7.42%	45,343	1.22%

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	45,670	46,398	1.59%	50,831	9.56%
302	Jackson River Technical Center	41,258	42,906	3.99%	44,263	3.16%
304	Massanutten Technical Center	40,261	45,632	13.34%	53,237	16.67%
306	Valley Vocational-Technical Center	42,067	46,374	10.24%	48,425	4.42%
307	New Horizons Regional Education Center	41,938	40,341	(3.81%)	41,357	2.52%
308	P. D. Pruden Vocational-Technical Center	45,385	46,245	1.89%	51,065	10.42%

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309	Rowanty Vocational-Technical Center	48,639	<i>Data not submitted by regional program</i>			
310	Northern Neck Vocational-Technical Center	43,251	42,779	(1.09%)	41,357	(3.32%)
311	Amelia-Nottoway Vocational-Technical Center	37,617	37,084	(1.42%)	37,691	1.64%
Average for Vocational Education Programs⁵:		43,029	41,400	(3.79%)	47,249	14.13%

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	31,403	42,515	35.38%	43,790	3.00%
402	Enterprise Academy/Newport News City	53,161	55,067	3.58%	56,945	3.41%
403	Tidewater Regional Alternative Education	37,547	36,674	(2.32%)	43,013	17.29%
404	Regional Alternative Plus Self Project/Roanoke	33,984	42,453	24.92%	32,016	(24.59%)
405	Transition Support Resource Center/Fairfax	68,505	73,985	8.00%	74,766	1.06%
406	Project Return/Fluvanna County	36,721	38,741	5.50%	39,903	3.00%
407	Behav Disord Youth/Montgomery	37,838	44,075	16.48%	44,956	2.00%
408	Petersburg Regional Alternative	35,000	36,050	3.00%	36,500	1.25%
409	Regional Alternative/Pittsylvania Co	35,487	30,916	(12.88%)	44,743	44.73%
410	Project Return/Powhatan Co	37,083	41,063	10.73%	58,807	43.21%
411	Crossroads Alternative/Bristol City	37,478	38,528	2.80%	41,132	6.76%
412	Metro Richmond Alternative Ed	35,896	37,604	4.76%	34,730	(7.64%)
413	Regional Alternative Ed/Stafford Co	45,891	49,506	7.88%	62,827	26.91%
414	Southside L.I.N.K. Project/Brunswick Co	31,729	33,676	6.14%	35,360	5.00%
415	Regional Alternative Ed/King William	11,665	12,228	4.82%	12,500	2.22%
416	New Dominion/Prince William Co	51,702	73,523	42.21%	51,585	(29.84%)
417	Project Bridge/Russell Co	27,702	32,112	15.92%	38,461	19.77%
418	Regional Alternative/Wythe Co	35,951	43,120	19.94%	38,732	(10.18%)
420	On The Right Track Reg Alternative Education	29,230	35,261	20.63%	37,314	5.82%
421	Northern Neck Regional Alternative Education	40,289	36,017	(10.60%)	37,113	3.04%
422	Shenandoah Valley Reg Alternative Ed/Genesis	28,143	35,757	27.06%	42,658	19.30%
423	Breaking Barriers Alternative Ed/Henry Co	30,555	31,591	3.39%	31,304	(0.91%)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	30,295	34,408	13.58%	36,227	5.29%
426	Regional Learning Academy/Wise Co	28,920	28,227	(2.40%)	40,525	43.57%
427	Regional Community Alternative Ed Continuum	43,703	40,933	(6.34%)	36,755	(10.21%)
428	Project Renew/Northampton Co	23,332	32,060	37.41%	37,872	18.13%
429	Renaissance/Scott Co	42,734	43,206	1.10%	51,707	19.68%
430	R.E.Cook Regional Alternative	41,512	42,786	3.07%	48,779	14.01%
Average for Alternative Education Programs⁵:		36,592	40,389	10.38%	41,945	3.85%

Statewide Average⁵: 47,220 49,164 4.12% 50,633 2.99%

¹ Data for Bedford City is reported with Bedford County.

² Data for Fairfax City is reported with Fairfax County.

³ Data for Emporia City is reported with Greensville County.

⁴ Data for James City County is reported with Williamsburg City.

⁵ Average calculated on the basis of statewide totals.

Note:DOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.

**Virginia Department of Education
2007-2008 Salary Survey - Principals**

Division	Name	FY 2006 Actual Average Principal Salary	FY 2007 Actual Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
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School Divisions

Counties

001	Accomack County Public Schools	71,862	71,524	(0.47%)	74,745	4.50%
002	Albemarle County Public Schools	89,542	92,865	3.71%	95,239	2.56%
003	Alleghany County Public Schools	68,697	70,909	3.22%	73,255	3.31%
004	Amelia County Public Schools	48,545	75,667	55.87%	79,373	4.90%
005	Amherst County Public Schools	66,104	67,944	2.78%	70,320	3.50%
006	Appomattox County Public Schools	59,533	63,346	6.40%	69,020	8.96%
007	Arlington County Public Schools	116,858	122,477	4.81%	125,171	2.20%
008	Augusta County Public Schools	70,463	72,736	3.23%	74,133	1.92%
009	Bath County Public Schools	62,448	65,118	4.28%	66,235	1.71%
010	Bedford County Public Schools ¹	74,086	74,687	0.81%	78,128	4.61%
011	Bland County Public Schools	52,814	53,222	0.77%	55,282	3.87%
012	Botetourt County Public Schools	81,676	85,255	4.38%	87,885	3.09%
013	Brunswick County Public Schools	65,993	72,706	10.17%	73,475	1.06%
014	Buchanan County Public Schools	61,687	60,124	(2.53%)	61,591	2.44%
015	Buckingham County Public Schools	64,577	67,012	3.77%	71,032	6.00%
016	Campbell County Public Schools	80,325	84,635	5.37%	86,363	2.04%
017	Caroline County Public Schools	75,621	78,622	3.97%	81,405	3.54%
018	Carroll County Public Schools	63,863	66,556	4.22%	70,196	5.47%
019	Charles City County Public Schools	68,111	68,095	(0.02%)	72,824	6.95%
020	Charlotte County Public Schools	59,871	63,031	5.28%	61,429	(2.54%)
021	Chesterfield County Public Schools	85,671	88,705	3.54%	93,506	5.41%
022	Clarke County Public Schools ⁵	84,886	88,232	3.94%	100,735	14.17%
023	Craig County Public Schools	66,813	74,970	12.21%	67,088	(10.51%)
024	Culpeper County Public Schools	80,694	86,459	7.14%	90,972	5.22%
025	Cumberland County Public Schools	68,070	69,980	2.81%	75,000	7.17%
026	Dickenson County Public Schools	59,716	62,083	3.96%	63,900	2.93%
027	Dinwiddie County Public Schools	75,379	75,462	0.11%	76,485	1.36%
028	Essex County Public Schools	68,461	70,515	3.00%	73,335	4.00%
029	Fairfax County Public Schools ²	110,424	115,912	4.97%	119,830	3.38%
030	Fauquier County Public Schools	81,850	92,155	12.59%	93,881	1.87%
031	Floyd County Public Schools	70,061	70,243	0.26%	71,277	1.47%
032	Fluvanna County Public Schools	80,036	87,485	9.31%	90,610	3.57%
033	Franklin County Public Schools	68,486	Data not submitted by school division			
034	Frederick County Public Schools	81,909	89,792	9.62%	92,739	3.28%
035	Giles County Public Schools	67,703	70,312	3.85%	73,409	4.40%
036	Gloucester County Public Schools	81,023	83,043	2.49%	83,939	1.08%
037	Goochland County Public Schools	76,439	79,569	4.09%	82,188	3.29%
038	Grayson County Public Schools	53,129	57,898	8.98%	63,610	9.87%
039	Greene County Public Schools	65,870	67,947	3.15%	70,665	4.00%
040	Greensville County Public Schools ³	69,221	71,426	3.19%	79,336	11.07%
041	Halifax County Public Schools	63,989	66,552	4.01%	104,839	57.53%
042	Hanover County Public Schools	84,597	90,896	7.45%	94,090	3.51%
043	Henrico County Public Schools	88,926	86,234	(3.03%)	89,407	3.68%
044	Henry County Public Schools	63,127	68,312	8.21%	66,317	(2.92%)
045	Highland County Public Schools	57,445	59,168	3.00%	60,943	3.00%
046	Isle Of Wight County Public Schools	81,856	83,966	2.58%	86,288	2.77%
048	King George County Public Schools	84,624	77,227	(8.74%)	82,852	7.28%
049	King And Queen County Public Schools	70,841	67,964	(4.06%)	75,885	11.65%
050	King William County Public Schools	74,599	76,139	2.06%	78,568	3.19%
051	Lancaster County Public Schools	70,146	72,454	3.29%	74,627	3.00%
052	Lee County Public Schools	60,166	57,385	(4.62%)	59,080	2.95%
053	Loudoun County Public Schools	103,575	109,154	5.39%	112,556	3.12%
054	Louisa County Public Schools	85,548	84,207	(1.57%)	85,243	1.23%
055	Lunenburg County Public Schools	65,417	68,052	4.03%	70,840	4.10%
056	Madison County Public Schools	73,064	76,595	4.83%	80,372	4.93%
057	Mathews County Public Schools	66,343	70,442	6.18%	73,064	3.72%
058	Mecklenburg County Public Schools	63,157	62,579	(0.91%)	63,700	1.79%
059	Middlesex County Public Schools	64,667	66,587	2.97%	68,457	2.81%

**Virginia Department of Education
2007-2008 Salary Survey - Principals**

Division	Name	FY 2006 Actual Average Principal Salary	FY 2007 Actual Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	67,784	71,355	5.27%	71,990	0.89%
062	Nelson County Public Schools	82,626	78,050	(5.54%)	80,543	3.19%
063	New Kent County Public Schools	80,730	83,689	3.66%	85,324	1.95%
065	Northampton County Public Schools	73,583	73,416	(0.23%)	81,456	10.95%
066	Northumberland County Public Schools	75,322	78,315	3.97%	81,848	4.51%
067	Nottoway County Public Schools	65,868	70,146	6.49%	72,611	3.51%
068	Orange County Public Schools	73,096	76,210	4.26%	73,117	(4.06%)
069	Page County Public Schools	66,411	66,236	(0.26%)	69,905	5.54%
070	Patrick County Public Schools	59,159	62,616	5.84%	63,799	1.89%
071	Pittsylvania County Public Schools	69,859	74,271	6.32%	74,095	(0.24%)
072	Powhatan County Public Schools	78,713	81,342	3.34%	84,601	4.01%
073	Prince Edward County Public Schools	71,470	76,117	6.50%	79,162	4.00%
074	Prince George County Public Schools	77,039	79,891	3.70%	81,282	1.74%
075	Prince William County Public Schools	96,613	97,313	0.72%	106,646	9.59%
077	Pulaski County Public Schools	70,281	73,138	4.07%	71,810	(1.82%)
078	Rappahannock County Public Schools	75,176	76,522	1.79%	80,387	5.05%
079	Richmond County Public Schools	72,938	75,858	4.00%	79,035	4.19%
080	Roanoke County Public Schools	80,303	87,722	9.24%	89,332	1.84%
081	Rockbridge County Public Schools	61,674	63,080	2.28%	67,361	6.79%
082	Rockingham County Public Schools	75,025	78,352	4.44%	80,211	2.37%
083	Russell County Public Schools ^s	61,878	63,723	2.98%	64,550	1.30%
084	Scott County Public Schools	58,982	67,523	14.48%	69,994	3.66%
085	Shenandoah County Public Schools	80,681	85,177	5.57%	88,866	4.33%
086	Smyth County Public Schools	56,759	66,848	17.78%	76,750	14.81%
087	Southampton County Public Schools	62,428	69,563	11.43%	71,185	2.33%
088	Spotsylvania County Public Schools	88,901	96,151	8.15%	101,924	6.00%
089	Stafford County Public Schools	100,585	98,397	(2.18%)	103,661	5.35%
090	Surry County Public Schools	71,947	71,075	(1.21%)	76,107	7.08%
091	Sussex County Public Schools	78,262	80,933	3.41%	85,676	5.86%
092	Tazewell County Public Schools	65,578	67,301	2.63%	68,672	2.04%
093	Warren County Public Schools	74,845	79,550	6.29%	82,976	4.31%
094	Washington County Public Schools	66,601	74,439	11.77%	75,988	2.08%
095	Westmoreland County Public Schools	69,195	70,073	1.27%	71,398	1.89%
096	Wise County Public Schools	65,354	69,813	6.82%	70,324	0.73%
097	Wythe County Public Schools	68,258	71,763	5.13%	74,687	4.07%
098	York County Public Schools	88,370	90,938	2.91%	94,813	4.26%
Cities						
101	Alexandria City Public Schools	116,263	120,100	3.30%	121,051	0.79%
102	Bristol City Public Schools	75,218	73,466	(2.33%)	75,669	3.00%
103	Buena Vista City Public Schools	65,350	66,325	1.49%	68,034	2.58%
104	Charlottesville City Public Schools	89,468	93,103	4.06%	95,896	3.00%
106	Colonial Heights City Public Schools	89,097	84,182	(5.52%)	88,013	4.55%
107	Covington City Public Schools	65,738	65,286	(0.69%)	68,224	4.50%
108	Danville City Public Schools	71,572	73,114	2.16%	71,834	(1.75%)
109	Falls Church City Public Schools	114,430	117,840	2.98%	121,393	3.02%
110	Fredericksburg City Public Schools	88,668	94,819	6.94%	102,405	8.00%
111	Galax City Public Schools	57,809	60,952	5.44%	62,713	2.89%
112	Hampton City Public Schools	74,655	78,335	4.93%	79,925	2.03%
113	Harrisonburg City Public Schools	79,514	78,209	(1.64%)	81,681	4.44%
114	Hopewell City Public Schools	73,892	83,052	12.40%	88,712	6.82%
115	Lynchburg City Public Schools	72,357	87,721	21.23%	76,836	(12.41%)
116	Martinsville City Public Schools	63,667	76,244	19.75%	67,945	(10.89%)
117	Newport News City Public Schools	76,691	79,524	3.69%	84,292	6.00%
118	Norfolk City Public Schools	85,039	91,758	7.90%	93,754	2.18%
119	Norton City Public Schools	63,948	65,865	3.00%	68,200	3.55%
120	Petersburg City Public Schools	69,288	72,854	5.15%	74,072	1.67%
121	Portsmouth City Public Schools	75,270	79,460	5.57%	89,995	13.26%
122	Radford City Public Schools	79,931	80,200	0.34%	83,560	4.19%
123	Richmond City Public Schools	77,117	80,169	3.96%	86,905	8.40%
124	Roanoke City Public Schools	76,616	75,445	(1.53%)	79,525	5.41%

**Virginia Department of Education
2007-2008 Salary Survey - Principals**

Division	Name	FY 2006 Actual Average Principal Salary	FY 2007 Actual Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
126	Staunton City Public Schools	79,164	76,434	(3.45%)	81,526	6.66%
127	Suffolk City Public Schools	81,999	81,771	(0.28%)	83,000	1.50%
128	Virginia Beach City Public Schools	84,168	87,147	3.54%	89,280	2.45%
130	Waynesboro City Public Schools	73,250	73,408	0.22%	78,267	6.62%
131	Williamsburg Public Schools*	79,279	78,533	(0.94%)	85,860	9.33%
132	Winchester City Public Schools	83,583	87,054	4.15%	93,148	7.00%
135	Franklin City Public Schools	80,029	83,238	4.01%	85,735	3.00%
136	Chesapeake City Public Schools	88,810	93,597	5.39%	96,847	3.47%
137	Lexington City Public Schools	56,796	59,375	4.54%	61,438	3.47%
139	Salem City Public Schools	88,057	92,557	5.11%	94,103	1.67%
142	Poquoson City Public Schools	76,279	68,390	(10.34%)	63,390	(7.31%)
143	Manassas City Public Schools	98,995	104,386	5.45%	108,171	3.63%
144	Manassas Park City Public Schools	106,307	105,794	(0.48%)	116,260	9.89%
Towns						
202	Colonial Beach Public Schools	66,750	60,825	(8.88%)	67,950	11.71%
207	West Point Public Schools	70,986	74,202	4.53%	72,980	(1.65%)
Average for School Divisions⁵:		83,145	86,859	4.47%	90,417	4.10%

Governor's Schools

260	Central Virginia Governor's School	71,069	76,760	8.01%	79,062	3.00%
261	Southwest Virginia Governor's School	82,311	84,153	2.24%	92,477	9.89%
262	Governor's School For The Arts	-	-		-	
263	Roanoke Valley Governor's School	93,289	88,338	(5.31%)	90,630	2.59%
264	New Horizons Governor's School	-	-		-	
265	Shenandoah Valley Governor's School	81,898	86,812	6.00%	88,548	2.00%
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	-	-		-	
268	A. Linwood Holton Governor's School	-	-		-	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	97,335	101,228	4.00%	136,185	34.53%
272	Thomas Jefferson High School	129,947	134,910	3.82%	118,301	(12.31%)
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	New School	82,780	New School	90,825	9.72%
Average for Governor's Schools⁵:		94,603	97,068	2.61%	102,849	5.96%

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	71,479	73,594	2.96%	75,801	3.00%
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	85,718	91,537	6.79%	94,787	3.55%
285	Peninsula Area Cooperative Education	-	-		-	
286	Piedmont Regional Education Program	59,096	51,545	(12.78%)	54,314	5.37%
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational	53,476	66,426	24.22%	70,653	6.36%
290	N. Virginia Regional Special Education	92,382	118,122	27.86%	125,209	6.00%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
Average for Special Education Programs⁵:		58,904	67,971	15.39%	72,179	6.19%

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	108,997	91,685	(15.88%)	93,257	1.72%
302	Jackson River Technical Center	72,955	75,903	4.04%	80,694	6.31%
304	Massanutten Technical Center	81,910	85,220	4.04%	88,582	3.95%
306	Valley Vocational-Technical Center	63,283	67,238	6.25%	69,659	3.60%
307	New Horizons Regional Education Center	78,919	81,732	3.57%	85,051	4.06%

**Virginia Department of Education
2007-2008 Salary Survey - Principals**

Division	Name	FY 2006 Actual Average Principal Salary	FY 2007 Actual Average Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
308	P. D. Pruden Vocational-Technical Center	89,257	75,354	(15.58%)	73,224	(2.83%)
309	Rowanty Vocational-Technical Center	80,228	Data not submitted by regional program			
310	Northern Neck Vocational-Technical Center	72,654	75,560	4.00%	77,826	3.00%
311	Amelia-Nottoway Vocational-Technical Center	70,000	70,799	1.14%	74,137	4.71%
Average for Vocational Education Programs⁵:		80,332	79,160	(1.46%)	81,668	3.17%

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	-	-	-	-	-
402	Enterprise Academy/Newport News City	94,120	98,716	4.88%	98,716	0.00%
403	Tidewater Regional Alternative Education	65,665	65,866	0.31%	73,333	11.34%
404	Regional Alternative Plus Self Project/Roanoke	-	-	-	-	-
405	Transition Support Resource Center/Fairfax	-	-	-	-	-
406	Project Return/Fluvanna County	-	-	-	-	-
407	Behav Disord Youth/Montgomery	-	-	-	-	-
408	Petersburg Regional Alternative	47,500	50,000	5.26%	53,333	6.67%
409	Regional Alternative/Pittsylvania Co	71,675	91,787	28.06%	93,621	2.00%
410	Project Return/Powhatan Co	-	-	-	-	-
411	Crossroads Alternative/Bristol City	-	-	-	-	-
412	Metro Richmond Alternative Ed	-	-	-	-	-
413	Regional Alternative Ed/Stafford Co	-	-	-	-	-
414	Southside L.I.N.K. Project/Brunswick Co	62,104	62,575	0.76%	65,704	5.00%
415	Regional Alternative Ed/King William	-	39,386	-	41,667	5.79%
416	New Dominion/Prince William Co	61,397	62,591	1.95%	81,408	30.06%
417	Project Bridge/Russell Co	-	-	-	-	-
418	Regional Alternative/Wythe Co	-	-	-	-	-
420	On The Right Track Reg Alternative Education	70,000	67,851	(3.07%)	74,137	9.26%
421	Northern Neck Regional Alternative Education	-	-	-	-	-
422	Shenandoah Valley Reg Alternative	-	-	-	-	-
423	Breaking Barriers Alternative Ed/Henry Co	47,100	48,371	2.70%	48,333	(0.08%)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-	-	-	-
426	Regional Learning Academy/Wise Co	-	-	-	-	-
427	Regional Community Alternative Ed Continuum	71,021	80,726	13.66%	87,196	8.01%
428	Project Renew/Northampton Co	-	-	-	-	-
429	Renaissance/Scott Co	-	-	-	-	-
430	R.E.Cook Regional Alternative	72,637	81,073	11.61%	82,160	1.34%
Average for Alternative Education Programs⁵:		67,623	68,006	0.57%	73,893	8.66%

Statewide Average⁵: 82,707 86,462 4.54% 90,045 4.14%

¹ Data for Bedford City is reported with Bedford County.

² Data for Fairfax City is reported with Fairfax County.

³ Data for Emporia City is reported with Greensville County.

⁴ Data for James City County is reported with Williamsburg City.

⁵ Average calculated on the basis of statewide totals.

Note:DOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.

**Virginia Department of Education
2007-2008 Salary Survey - Assistant Principals**

Division	Name	FY 2006 Actual Average Assistant Principal Salary	FY 2007 Actual Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Assistant Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
School Divisions						
Counties						
001	Accomack County Public Schools	51,882	62,848	21.14%	62,590	(0.41%)
002	Albemarle County Public Schools	75,882	79,922	5.32%	79,238	(0.86%)
003	Alleghany County Public Schools	61,704	64,323	4.25%	66,999	4.16%
004	Amelia County Public Schools	33,292	65,099	95.54%	66,345	1.91%
005	Amherst County Public Schools	54,940	55,782	1.53%	60,455	8.38%
006	Appomattox County Public Schools	47,624	49,334	3.59%	55,264	12.02%
007	Arlington County Public Schools	91,060	95,204	4.55%	97,298	2.20%
008	Augusta County Public Schools	62,083	59,979	(3.39%)	60,276	0.50%
009	Bath County Public Schools	57,283	53,000	(7.48%)	53,928	1.75%
010	Bedford County Public Schools'	63,217	62,959	(0.41%)	70,245	11.57%
011	Bland County Public Schools	-	-		-	
012	Botetourt County Public Schools	72,860	75,895	4.17%	75,964	0.09%
013	Brunswick County Public Schools	56,617	61,350	8.36%	62,585	2.01%
014	Buchanan County Public Schools	49,777	66,500	33.60%	91,500	37.59%
015	Buckingham County Public Schools	59,521	57,176	(3.94%)	60,607	6.00%
016	Campbell County Public Schools	61,678	65,161	5.65%	69,521	6.69%
017	Caroline County Public Schools	65,964	69,243	4.97%	67,864	(1.99%)
018	Carroll County Public Schools	55,084	53,803	(2.32%)	57,536	6.94%
019	Charles City County Public Schools	45,208	45,796	1.30%	49,976	9.13%
020	Charlotte County Public Schools	47,529	51,537	8.43%	52,250	1.38%
021	Chesterfield County Public Schools	60,504	62,999	4.12%	64,789	2.84%
022	Clarke County Public Schools ^s	51,093	60,300	18.02%	67,814	12.46%
023	Craig County Public Schools	-	62,005		-	
024	Culpeper County Public Schools	64,846	67,618	4.27%	71,303	5.45%
025	Cumberland County Public Schools	55,082	53,703	(2.50%)	87,333	62.62%
026	Dickenson County Public Schools	-	-		-	
027	Dinwiddie County Public Schools	58,211	59,598	2.38%	62,429	4.75%
028	Essex County Public Schools	54,088	55,337	2.31%	57,687	4.25%
029	Fairfax County Public Schools ²	85,350	90,010	5.46%	94,253	4.71%
030	Fauquier County Public Schools	65,689	73,256	11.52%	78,595	7.29%
031	Floyd County Public Schools	64,174	68,292	6.42%	69,057	1.12%
032	Fluvanna County Public Schools	49,427	61,226	23.87%	63,150	3.14%
033	Franklin County Public Schools	61,070				
034	Frederick County Public Schools	64,293	71,616	11.39%	75,483	5.40%
035	Giles County Public Schools	59,383	59,314	(0.12%)	63,446	6.97%
036	Gloucester County Public Schools	59,803	61,010	2.02%	62,793	2.92%
037	Goochland County Public Schools	79,619	76,321	(4.14%)	72,396	(5.14%)
038	Grayson County Public Schools	51,688	53,814	4.11%	122,045	126.79%
039	Greene County Public Schools	55,710	54,903	(1.45%)	57,099	4.00%
040	Greensville County Public Schools ^s	56,758	58,965	3.89%	62,319	5.69%
041	Halifax County Public Schools	60,356	60,689	0.55%	63,213	4.16%
042	Hanover County Public Schools	62,346	64,114	2.84%	67,516	5.31%
043	Henrico County Public Schools	68,432	73,054	6.75%	73,803	1.03%
044	Henry County Public Schools	54,330	61,393	13.00%	58,783	(4.25%)
045	Highland County Public Schools	-	-		-	
046	Isle Of Wight County Public Schools	62,791	66,325	5.63%	70,330	6.04%
048	King George County Public Schools	70,905	66,818	(5.76%)	67,935	1.67%
049	King And Queen County Public Schools	51,603	59,800	15.89%	61,594	3.00%
050	King William County Public Schools	58,768	56,220	(4.33%)	64,360	14.48%
051	Lancaster County Public Schools	55,596	53,707	(3.40%)	61,199	13.95%
052	Lee County Public Schools	46,815	43,150	(7.83%)	44,128	2.27%
053	Loudoun County Public Schools	82,443	90,709	10.03%	91,680	1.07%
054	Louisa County Public Schools	60,061	62,299	3.73%	57,174	(8.23%)
055	Lunenburg County Public Schools	62,440	67,269	7.74%	69,400	3.17%
056	Madison County Public Schools	52,629	58,574	11.30%	61,502	5.00%
057	Mathews County Public Schools	54,314	56,691	4.38%	55,779	(1.61%)
058	Mecklenburg County Public Schools	48,778	50,384	3.29%	50,889	1.00%
059	Middlesex County Public Schools	58,692	57,730	(1.64%)	57,780	0.09%
060	Montgomery County Public Schools	58,479	60,909	4.15%	60,665	(0.40%)
062	Nelson County Public Schools	58,058	60,675	4.51%	60,479	(0.32%)
063	New Kent County Public Schools	59,042	58,513	(0.90%)	59,390	1.50%
065	Northampton County Public Schools	56,422	56,479	0.10%	63,729	12.84%
066	Northumberland County Public Schools	60,372	65,198	7.99%	70,676	8.40%
067	Nottoway County Public Schools	63,145	65,356	3.50%	68,232	4.40%
068	Orange County Public Schools	58,955	63,460	7.64%	65,215	2.76%
069	Page County Public Schools	56,974	53,214	(6.60%)	59,096	11.05%
070	Patrick County Public Schools	53,831	56,856	5.62%	58,028	2.06%
071	Pittsylvania County Public Schools	55,123	61,487	11.55%	63,122	2.66%
072	Powhatan County Public Schools	68,330	72,944	6.75%	76,465	4.83%
073	Prince Edward County Public Schools	58,400	61,612	5.50%	64,077	4.00%

**Virginia Department of Education
2007-2008 Salary Survey - Assistant Principals**

Division	Name	FY 2006 Actual Average Assistant Principal Salary	FY 2007 Actual Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Assistant Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
074	Prince George County Public Schools	58,765	59,297	0.91%	61,605	3.89%
075	Prince William County Public Schools	73,420	77,065	4.96%	83,825	8.77%
077	Pulaski County Public Schools	57,904	57,101	(1.39%)	61,497	7.70%
078	Rappahannock County Public Schools	61,501	59,303	(3.57%)	64,730	9.15%
079	Richmond County Public Schools	60,285	62,968	4.45%	65,153	3.47%
080	Roanoke County Public Schools	53,200	67,775	27.40%	71,328	5.24%
081	Rockbridge County Public Schools	59,469	54,805	(7.84%)	61,730	12.64%
082	Rockingham County Public Schools	59,883	61,513	2.72%	63,124	2.62%
083	Russell County Public Schools ⁵	51,132	52,488	2.65%	53,123	1.21%
084	Scott County Public Schools	66,028	50,950	(22.84%)	60,053	17.87%
085	Shenandoah County Public Schools	63,313	66,588	5.17%	65,662	(1.39%)
086	Smyth County Public Schools	42,500	52,848	24.35%	67,632	27.97%
087	Southampton County Public Schools	61,814	63,966	3.48%	68,709	7.41%
088	Spotsylvania County Public Schools	74,560	76,154	2.14%	78,252	2.75%
089	Stafford County Public Schools	78,004	86,331	10.67%	86,894	0.65%
090	Surry County Public Schools	67,059	62,350	(7.02%)	59,948	(3.85%)
091	Sussex County Public Schools	73,442	69,600	(5.23%)	77,429	11.25%
092	Tazewell County Public Schools	52,847	54,414	2.97%	56,159	3.21%
093	Warren County Public Schools	61,433	66,542	8.32%	64,214	(3.50%)
094	Washington County Public Schools	60,909	62,344	2.36%	65,000	4.26%
095	Westmoreland County Public Schools	55,175	54,494	(1.23%)	60,288	10.63%
096	Wise County Public Schools	54,085	54,431	0.64%	56,607	4.00%
097	Wythe County Public Schools	60,146	62,846	4.49%	65,482	4.19%
098	York County Public Schools	62,646	60,327	(3.70%)	62,842	4.17%
Cities						
101	Alexandria City Public Schools	87,848	94,111	7.13%	97,154	3.23%
102	Bristol City Public Schools	69,534	70,216	0.98%	70,323	0.15%
103	Buena Vista City Public Schools	57,625	58,525	1.56%	60,721	3.75%
104	Charlottesville City Public Schools	67,064	67,398	0.50%	70,461	4.54%
106	Colonial Heights City Public Schools	62,912	68,502	8.89%	72,917	6.44%
107	Covington City Public Schools	51,504	47,721	(7.35%)	49,868	4.50%
108	Danville City Public Schools	59,822	57,854	(3.29%)	59,663	3.13%
109	Falls Church City Public Schools	88,072	87,354	(0.82%)	92,472	5.86%
110	Fredericksburg City Public Schools	74,842	80,273	7.26%	84,814	5.66%
111	Galax City Public Schools	50,557	54,074	6.96%	55,696	3.00%
112	Hampton City Public Schools	60,097	56,902	(5.32%)	59,949	5.35%
113	Harrisonburg City Public Schools	58,631	59,770	1.94%	63,094	5.56%
114	Hopewell City Public Schools	56,947	56,125	(1.44%)	60,292	7.42%
115	Lynchburg City Public Schools	59,252	53,823	(9.16%)	65,979	22.58%
116	Martinsville City Public Schools	64,972	60,554	(6.80%)	59,167	47.25%
117	Newport News City Public Schools	57,963	61,539	6.17%	64,524	4.85%
118	Norfolk City Public Schools	66,034	64,829	(1.82%)	66,706	2.89%
119	Norton City Public Schools	61,963	63,820	3.00%	66,018	3.44%
120	Petersburg City Public Schools	51,831	51,846	0.03%	58,603	13.03%
121	Portsmouth City Public Schools	54,870	58,153	5.98%	62,388	7.28%
122	Radford City Public Schools	65,048	61,087	(6.09%)	63,530	4.00%
123	Richmond City Public Schools	65,109	69,792	7.19%	67,708	(2.99%)
124	Roanoke City Public Schools	54,239	56,196	3.61%	58,301	3.75%
126	Staunton City Public Schools	69,541	75,448	8.49%	78,548	4.11%
127	Suffolk City Public Schools	58,088	63,336	9.04%	64,581	1.97%
128	Virginia Beach City Public Schools	65,252	68,708	5.30%	71,888	4.63%
130	Waynesboro City Public Schools	60,765	60,962	0.32%	61,009	0.08%
131	Williamsburg Public Schools ⁵	64,786	63,797	(1.53%)	73,967	15.94%
132	Winchester City Public Schools	59,835	69,389	15.97%	89,715	29.29%
135	Franklin City Public Schools	53,602	61,674	15.06%	60,065	(2.61%)
136	Chesapeake City Public Schools	69,459	72,718	4.69%	75,240	3.47%
137	Lexington City Public Schools	-	-	-	-	-
139	Salem City Public Schools	76,305	75,896	(0.54%)	78,377	3.27%
142	Poquoson City Public Schools	63,100	63,392	0.46%	62,296	(1.73%)
143	Manassas City Public Schools	76,654	83,734	9.24%	88,032	5.13%
144	Manassas Park City Public Schools	74,596	80,310	7.66%	84,857	5.66%
Towns						
202	Colonial Beach Public Schools	-	-	-	-	-
207	West Point Public Schools	58,214	56,372	(3.16%)	51,876	(7.98%)
Average for School Divisions⁵:		67,969	71,391	5.03%	74,452	4.29%

Governor's Schools

260	Central Virginia Governor's School	-	-	-	-	-
261	Southwest Virginia Governor's School	-	-	-	-	-
262	Governor's School For The Arts	-	-	-	-	-
263	Roanoke Valley Governor's School	-	-	-	-	-
264	New Horizons Governor's School	-	-	-	-	-

**Virginia Department of Education
2007-2008 Salary Survey - Assistant Principals**

Division	Name	FY 2006 Actual Average Assistant Principal Salary	FY 2007 Actual Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Assistant Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
265	Shenandoah Valley Governor's School	-	-		-	
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	-	-		-	
268	A. Linwood Holton Governor's School	-	-		-	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	86,730	90,831	4.73%	89,272	(1.72%)
272	Thomas Jefferson High School	85,426	79,312	(7.16%)	101,404	27.86%
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	New School	-		-	

Average for Governor's Schools⁵: 85,013 83,426 (1.87%) 95,338 14.28%

Special Education Regional Programs

280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	-	-		-	
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	63,814	72,134	13.04%	74,644	3.48%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	-	-		-	
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	-	-		-	
290	N. Virginia Regional Special Education Program	71,919	74,570	3.69%	79,044	6.00%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	

Average for Special Education Programs⁵: 70,052 74,119 5.81% 78,230 5.55%

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	76,803	77,781	1.27%	84,645	8.82%
302	Jackson River Technical Center	55,499	57,767	4.09%	61,171	5.89%
304	Massanutten Technical Center	62,548	65,117	4.11%	67,721	4.00%
306	Valley Vocational-Technical Center	63,140	67,086	6.25%	69,501	3.60%
307	New Horizons Regional Education Center	51,824	54,415	5.00%	56,051	3.01%
308	P. D. Pruden Vocational-Technical Center	54,507	55,072	1.04%	64,734	17.54%
309	Rowanty Vocational-Technical Center	46,653	Data not submitted by regional program			
310	Northern Neck Vocational-Technical Center	67,002	71,920	7.34%	53,045	(26.24%)
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	

Average for Vocational Education Programs⁵: 60,017 64,733 7.86% 66,010 1.97%

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	68,657	72,035	4.92%	72,035	0.00%
403	Tidewater Regional Alternative Education	-	-		-	
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	-	-		-	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	-	-		-	
416	New Dominion/Prince William Co	-	-		-	
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	On The Right Track Reg Alternative Education	-	-		-	
421	Northern Neck Regional Alternative Education	8,609	9,000	4.55%	9,000	0.00%
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	-	-		-	
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	61,337	67,571	10.16%	71,727	6.15%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
430	R.E.Cook Regional Alternative	-	-		-	

Average for Alternative Education Programs⁵: 46,201 49,535 7.22% 50,921 2.80%

Virginia Department of Education
2007-2008 Salary Survey - Assistant Principals

Division	Name	FY 2006 Actual Average Assistant Principal Salary	FY 2007 Actual Average Assistant Principal Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)	FY 2008 Budgeted Average Assistant Principal Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)
Statewide Average⁵:		67,952	71,374	5.04%	74,449	4.31%

¹ Data for Bedford City is reported with Bedford County.

² Data for Fairfax City is reported with Fairfax County.

³ Data for Emporia City is reported with Greensville County.

⁴ Data for James City County is reported with Williamsburg City.

⁵ Average calculated on the basis of statewide totals.

Note:DOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.

Virginia Department of Education

2007-2008 Salary Survey

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2008

(As reported by school divisions on the 2006-2007 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
School Divisions		
Counties		
001	Accomack County Public Schools	All employees were given a 2% salary increase. The entire cost of the increase in health insurance premiums for employees was covered by the employer.
002	Albemarle County Public Schools	Approx. 3.65% to 8.5% increase (including step) in salary
003	Alleghany County Public Schools	3.0 plus step salary increase
004	Amelia County Public Schools	5% cost of living increase, plu a step for experience on the salary scale.
005	Amherst County Public Schools	Teachers received an average increase of 3.91% for the 2007-2008 school year.
006	Appomattox County Public Schools	Teachers received a step raise and a base scale increase equaling an average raise of 5.5%. The board continues to pay 100% of the employee only cost of the health insurance premium for the Keycare plan.
007	Arlington County Public Schools	The School Board provided for a 2.2% compensation adjustment effective 7/1/07 as well as step increases.
008	Augusta County Public Schools	An average increase of 3.6 % was given to all employees.
009	Bath County Public Schools	Employees were provided with an annual 1.75% increase including step.
010	Bedford County Public Schools1	Teacher salary increased by an average of 3%.
011	Bland County Public Schools	Each step of the salary scale was increased by 6%. Each teacher received the step in addition to this amount.
012	Botetourt County Public Schools	The base of the indexed Teacher Salary Scale was increased by 2%. There is a longevity step of \$1,000.00 for 28 or more years of experience. The average increase for all teachers is approximately 4.07%.
013	Brunswick County Public Schools	4% salary increase including step
014	Buchanan County Public Schools	A \$1,500 Salary Increase was approved by the School Board for all school employees.
015	Buckingham County Public Schools	The school board gave the teachers a 4% plus step raise.
016	Campbell County Public Schools	3% Salary Increase across the board.
017	Caroline County Public Schools	FY 2008 Budget included a 4% sstep increase effective 09/01/2007
018	Carroll County Public Schools	All staff were given a 3.5% plus step pay increase
019	Charles City County Public Schools	A three percentage salary increase was granted to teachers for school year 2007-2008, beginning July 1, 2007.
020	Charlotte County Public Schools	3% average increase for FY2008
021	Chesterfield County Public Schools	The FY08 Budget included a 4% to 5% salary increase for all employees.
022	Clarke County Public Schools5	CCPS employees' salary increase will average approximately 4% for teacher and administrators and 6% ofr instructional assistants and custodians.
023	Craig County Public Schools	Added 1.7% t to 0 Experience (Entry Level) Then, added 1.7% to each step of experience.
024	Culpeper County Public Schools	\$2,000 was added to teacher scale and nine steps were added to the scale which gives it thirty steps. The steps on the scale was equated to years of experience. Teachers were placed on scale according to years of experience.
025	Cumberland County Public Schools	Teacher raises are based on performance base pay scales as a n incentive.
026	Dickenson County Public Schools	Teachers received a 4% plus step salary increase FY 2008.
027	Dinwiddie County Public Schools	A 3% SALARY INCREASE WAS GIVEN TO ALL TEACHERS.
028	Essex County Public Schools	3% increase plus step increase
029	Fairfax County Public Schools2	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.7% for all teachers. 3) Increased the starting salaries of teachers to \$43,911.
030	Fauquier County Public Schools	Teacher salaries were adjusted by \$1,500 for each FTE regardless of where they were on the salary scale.
031	Floyd County Public Schools	1.75% salary increase to each teacher on annual salary for FY 2008
032	Fluvanna County Public Schools	For FY2008, salaries are budgeted to increase 3%
033	Franklin County Public Schools	Data not submitted by school division
034	Frederick County Public Schools	Division average increase 4.5% for teachers and 3.5% for all other groups.
035	Giles County Public Schools	The teacher salary scale was increased to accomplish an average 3.55% salary increase for all existing teachers.
036	Gloucester County Public Schools	Teachers received an average 3.3% increase with a 2.5% minimum
037	Goochland County Public Schools	Provided average 4% increase and adjusted the salary scales to maintain improvements made in prior years.
038	Grayson County Public Schools	Employees received an average 3.5% increase in 07-08. We continue to work on salaries and our benefits package in order to attract quality employees who will provide the best education possible for our students.
039	Greene County Public Schools	Teachers were given a 4% raise for FY 2008
040	Greensville County Public Schools3	4.25% salary increase
041	Halifax County Public Schools	All employees received a 3% increase in salary.
042	Hanover County Public Schools	Average salary increase of 4%
043	Henrico County Public Schools	4.785% Wage Adjustment on all employees.
044	Henry County Public Schools	AVERAGE ANNUAL SALARY INCREASE OF 3% FY 08
045	Highland County Public Schools	A 3% pay increase plus a step on the salary scale.
046	Isle Of Wight County Public Schools	The FY 2008 budget seeks to lessen the difference of the teacher salaries at the 30 year mark between IWCS and the larger urban division. Teachers with 25 years experience will receive pay raises of 5.7% while those with 30 years would receive a 10.17% pay increase.
048	King George County Public Schools	Step increase
049	King And Queen County Public Schools	3% increase across the board.
050	King William County Public Schools	Cost of Living increase of 2% for the entire contract year is budgeted for all
051	Lancaster County Public Schools	Teaching staff received a step increase plus 3%. Note there was some reclassification of personnel from prior year.
052	Lee County Public Schools	A salary step increase was given. The average increase was 3.21%
053	Loudoun County Public Schools	A 2 % cost of living increase, and a 3% step increase was awarded in FY 2008 to teachers.

Virginia Department of Education

2007-2008 Salary Survey

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2008

(As reported by school divisions on the 2006-2007 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
054	Louisa County Public Schools	Raised the starting salary from \$38,000 to \$39,500. This adjusted the entire salary scale upwardly. Average increase in teachers salaries was 3.76%. Which includes the salary schedule adjustment and movement along the salary schedule for years of service.
055	Lunenburg County Public Schools	Increased each step of salary scale by 1.35%. With step increase, the average effective annual percentage increase is 2.12%. Teachers are paid their first compensation on this year's contract on September 28.
056	Madison County Public Schools	The Madison County School Board provided cost of living increases and step increases to improve teacher salaries.
057	Mathews County Public Schools	3% PLUS STEP SALARY INCREASE FOR THE 2007-2008 SCHOOL YEAR.
058	Mecklenburg County Public Schools	Provided for a 1.75% increase effective July 1st, 2007
059	Middlesex County Public Schools	Teachers received raises from 3% - 9% depending were they are on the salary scale.
060	Montgomery County Public Schools	Average salary was increased by 2.0% (1.6 step increase plus 0.4% COLA).
062	Nelson County Public Schools	4% COST OF LIVING ALLOWANCE + STEP INCREASE ON SCALE IF
063	New Kent County Public Schools	3.3% increase to salary scale, all teachers given 1.67% step increase, average effective raise is 5%
065	Northampton County Public Schools	Provided 3% cost of living increase and salary step increase.
066	Northumberland County Public Schools	4.5% salary increase
067	Nottoway County Public Schools	Salary step increase, plus 3.65% raise. Health insurance contribution increased \$500 to \$3,900.
068	Orange County Public Schools	An overall 2.5% increase including step was provided to teachers
069	Page County Public Schools	Classroom teachers received a salary increase of \$1,700.00, which was an effective average of 4%.
070	Patrick County Public Schools	The school board approved and implemented a 3% plus an experience step. Increase in supplements for a master's and doctoral degree.
071	Pittsylvania County Public Schools	We provided an average 2.5% salary increase.
072	Powhatan County Public Schools	The Salary schedule was increased 6%. Teachers received the benefit of the salary schedule change and a longevity step movement as applicable. The average annual percentage salary increase is approximately 7.3%
073	Prince Edward County Public Schools	All employees received a 4% salary increase for the 2007-2008 school year.
074	Prince George County Public Schools	Teachers were provided with an average 4% pay increase (including COLA and step increase).
075	Prince William County Public Schools	The School Board approve a one step increase for all eligible employees, and a 2.0% cost of living increase. These two increases amounted to approximately a 5% increase across the board for all employees.
077	Pulaski County Public Schools	Everyone on teacher's salary scale will be given a combination step and cost-of-living increase resulting in an average overall increase of 3.6%.
078	Rappahannock County Public Schools	Classroom teachers salaries were increased 3.5% to the base salary scale plus a step (1.5%). Total 5% increase.
079	Richmond County Public Schools	Teachers received a 2% plus step raise for 2007-2008
080	Roanoke County Public Schools	All school employees were given a 3.5% salary increase for FY2007-08.
081	Rockbridge County Public Schools	Teacher Salaries were increased an average of 3.5% for FY2008.
082	Rockingham County Public Schools	average of 4% raise
083	Russell County Public Schools	All employees were given at least a 4% salary increase.
084	Scott County Public Schools	4% Salary increase and additional step increase for those not at top of salary scale.
085	Shenandoah County Public Schools	No action taken to improve teacher's salaries
086	Smyth County Public Schools	Cost of living increase (3 percent) and salary step increase.
087	Southampton County Public Schools	Provide a 3% minimum increase for all teachers
088	Spotsylvania County Public Schools	Steps on the teacher salary scale were increased by two percent. Additionally, teachers on steps 0 to 5 were given a career incentive bonus.
089	Stafford County Public Schools	Average salary increases of 3.25% are provided.
090	Surry County Public Schools	The School Board approved an average 6% salary increase for all employees. This includes cost of living increase and a step increase.
091	Sussex County Public Schools	Provided a 5% salary increase for all employees.
092	Tazewell County Public Schools	3% plus a step increase
093	Warren County Public Schools	Teachers received an average 5.6% salary increase in FY 2008.
094	Washington County Public Schools	2007-2008 is year 3 of a 5-year plan to improve teacher salaries. For 2007-2008 the average teacher raise is estimated at 4.5%.
095	Westmoreland County Public Schools	Teachers were given a 2.33% salary increase for the 2007-2008 school year effective September 1, 2007.
096	Wise County Public Schools	ALL TEACHERS RECEIVED STEP INCREASES PLUS 3.5% INCREASE IN WAGES.
097	Wythe County Public Schools	Salary scales increased by at least 4%
098	York County Public Schools	Provided a step increase on the scale to improve teacher salaries in FY08 (average increase 1.5%). Provided a market adjustment of 1.5%. Combined the above items average a budgeted annual increase of 3%.
Cities		
101	Alexandria City Public Schools	No action taken to improve teacher's salaries
102	Bristol City Public Schools	Provided a 3% plus step salary increase to all employees.
103	Buena Vista City Public Schools	Salary Step + 2%
104	Charlottesville City Public Schools	Average increase of 5.77%
106	Colonial Heights City Public Schools	An experience step was given to those not at the top of the teacher's scale. Also 3.3% COLA.
107	Covington City Public Schools	Increase of 3% applied to all salary scales.
108	Danville City Public Schools	Increased the base of the teacher's indexed salary scale by 2.1%, which yielded an average 4.0% increase for teachers
109	Falls Church City Public Schools	Implemented a new teacher salary scale which provides teachers with the equivalent of both a salary step increase (2.7%) and a 2.0% cost-of-living adjustment; therefore, the average effective annual percentage salary increase that will be provided to classroom teachers in FY2008 is 4.7%.
110	Fredericksburg City Public Schools	An 8.0% Average Scale Increase
111	Galax City Public Schools	An average 3% salary increase provided for FY 2008

**Virginia Department of Education
2007-2008 Salary Survey**

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2008

(As reported by school divisions on the 2006-2007 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
112	Hampton City Public Schools	A 4% increase was given to all employees for FY08. Starting teacher salaries were raised to \$38,000.
113	Harrisonburg City Public Schools	Teacher salaries were increased by providing a cost of living and step increase that averaged 4% on the teacher salary scale for the 2007-2008 fiscal year.
114	Hopewell City Public Schools	Teachers received an average of 5% including their step increases.
115	Lynchburg City Public Schools	A new step system combined with the scale raise will provide teachers with an average raise of 4.53%.
116	Martinsville City Public Schools	Salary increase of 5% or higher
117	Newport News City Public Schools	Teachers received a 5.0% salary increase to include their step increase. Scales raised approximately 3.5%.
118	Norfolk City Public Schools	Norfolk Public Schools will offer a salary and cost of living increase to teachers in 2008. The cost of living increase will be negotiated with the City of Norfolk during the budget process.
119	Norton City Public Schools	SALARY SCALE STEP ADJUSTMENTS AND OVER ALL AVERAGE INCREASE OF SCALE WAS 4.9%.
120	Petersburg City Public Schools	For FY 2008, teacher salaries were increased between 5 % and 16 %, with a 11.88 % average increase. Starting teacher salaries were increased from \$ 33,508 to \$ 37,000. These salary increases helped to close the substantial gap between Petersburg Public School teacher salaries and those of surrounding localities.
121	Portsmouth City Public Schools	A equity study was conducted and instructional employees and non-instructional employees were given raises based on the results in the equity study. For instructional positions the average raise was 4.8%.
122	Radford City Public Schools	4% Increase
123	Richmond City Public Schools	4% effective July 1, 2007
124	Roanoke City Public Schools	The increase in steps and the salary scale for teachers results in an average three percent increase for teachers.
126	Staunton City Public Schools	Provided a total 4% raise, including 1 step on scale and COLA.
127	Suffolk City Public Schools	Provided a one-step increase averaging 1.75% and provided a .75% cost of living increase, resulting in an average salary increase totaling 2.5%.
128	Virginia Beach City Public Schools	A 3.75% increase for those on the instructional scale
130	Waynesboro City Public Schools	Teachers provided a 3.0% average increase, starting September 2007 for FY 2008. Provided a salary step increase to improve teacher salaries in FY2007. The School Board also increased the starting teaching salary lane by \$600 and the impact flowed through the salary schedule resulting in an average salary increase of 3.0%.
131	Williamsburg Public Schools4	A 5% increase in salaries were provided for teachers in FY 2008. Also the master's stipend was increased by \$100 a year.
132	Winchester City Public Schools	All teachers received a 3% annual increase.
135	Franklin City Public Schools	The salary increase for 2008 is 3.25%.
136	Chesapeake City Public Schools	5% plus 1.5% step average 5.5%
137	Lexington City Public Schools	Provided a 3% average raise to employees in FY 2008
139	Salem City Public Schools	3% increase in all teacher and administrative salaries for 2007/2008.
142	Poquoson City Public Schools	Provided a cost of living increase and salary step increase for an average increase of 5%.
143	Manassas City Public Schools	Teachers received a salary increase adjustment of approximately six percent.
144	Manassas Park City Public Schools	
Towns		
202	Colonial Beach Public Schools	3.5 percent increase to start in September 2007
207	West Point Public Schools	West Point School Board will provide a 3.5 % salary increase plus step increase.
Governor's Schools		
260	Central Virginia Governor's School	Will ask for at least 3% increase and new step table was established in 07.
261	Southwest Virginia Governor's School	All teaching staff received a one-step increase plus a three percent cost-of-living adjustment.
262	Governor's School For The Arts	5% Increase for Full-Time teachers
263	Roanoke Valley Governor's School	The Teacher salary scale as a whole was increased which, taken with the step increases within the scale, resulted in an average salary increase for teachers of 3%
264	New Horizons Governor's School	Average salary increase of 3%
265	Shenandoah Valley Governor's School	COLA as well as percentage increase in salary step occurred for all staff. Average percent increase (including COLA) was 4%.
266	Governor's School Global Economics/Tech	Gave a 1.75% annual salary increase.
267	Appomattox Regional Governor's School	Average salary increase for personnel for FY2008 is at the minimum 3%. Years of experience increases and increases for additional educational certification.
268	A. Linwood Holton Governor's School	2007-2008 is year 3 of a 5-year plan to improve teachers' salaries. Teachers were given an average raise of 4.5% for the 2007-2008 fiscal year.
269	Chesapeake Bay Governor's School	2% salary increase plus 1.5% step
270	Commonwealth Governor's School	Please see Annual School Reports from Spotsylvania and Stafford.
271	Maggie L. Walker Governor's School	No action taken to improve teacher's salaries
272	Thomas Jefferson High School	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.7% for all teachers. 3) Increased the starting salaries of teachers to \$43,911.
273	Blue Ridge Governor's School	No action taken to improve teacher's salaries
274	Jackson River Governor's School	No action taken to improve teacher's salaries
276	Piedmont Governor's School	AVERAGE 3% ANNUAL SALARY INCREASE FY 2008
277	Mountain Vista Governor's School	All teachers received \$1,500
Special Education Regional Programs		
280	Cooperative Centers For Exceptional Children	Teachers are employed at various counties which reported salary increases of 3 to 5
281	Middle Peninsula Special Education Program	average salary increase of 3.3%
282	Laurel Regional Special Education Center	New step pay scale put in place plus cost of living increase is given by LCS Board.
283	Northern Neck Special Education Program	3% salary increase
284	Northwestern Regional Education Program	Division average increase 4.5% for teachers and 3.5% for all other groups.

Virginia Department of Education

2007-2008 Salary Survey

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2008

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
285	Peninsula Area Cooperative Education	Average salary increase of 3% plus. Step upgrade for aides.
286	Piedmont Regional Education Program	cost living and step=4.75%
287	Shenandoah Valley Regional Program	SVRP teachers are paid on the salary scales of the LEA where they are employed. Each LEA increased their salary scales.
288	Southeastern Cooperative Educational	Raises average 4%
290	N. Virginia Regional Special Education	No action taken to improve teacher's salaries
292	Henry Co/Martinsville Regional Program	AVERAGE OF 5 TO 7% INCREASE FY 08 (HENRY CO /MARTINSVILLE CITY)
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries

Vocational Education Regional Programs

301	Charlottesville-Albemarle Vocational-Technical	There is an ongoing effort to improve teacher salaries. We do not have that percentage at this time.
302	Jackson River Technical Center	Teachers were given a 3% pay increase plus salary step.
304	Massanutten Technical Center	an average of a 4% raise was given
306	Valley Vocational-Technical Center	An average of 3.6% raise was given to all employees.
307	New Horizons Regional Education Center	Average salary increase of 3%
308	P. D. Pruden Vocational-Technical Center	Teachers will receive a 2.5% average salary increase for the 2007-2008 school year
309	Rowanty Vocational-Technical Center	Data not submitted by school division
310	Northern Neck Vocational-Technical Center	4 percent salary increase.
311	Amelia-Nottoway Vocational-Technical Center	Step increase

Regional Alternative Education Programs

401	Lynchburg City Secondary Alternative	Improved pay table that includes step increase and possible cost of living increase.
402	Enterprise Academy/Newport News City	Teachers received a 5.0% salary increase to include step increase. Scale adjusted by approximately 3.5%
403	Tidewater Regional Alternative Education	4% salary increase
404	Regional Alternative Plus Self Project/Roanoke	The teacher salary scale was increased which, taken with the step increases within the scale, resulted in an average 3% salary increase for teachers.
405	Transition Support Resource Center/Fairfax	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.7% for all teachers. 3) Increased the starting salaries of teachers to \$43,911.
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	Salaries increased by average of 2.0%.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	Salary step increase
410	Project Return/Powhatan Co	The salary schedule was increased 6%. Teachers received the benefit of the salary schedule change and a longevity step movement is applicable. The average annual percentage salary increase is approximately 7.3%
411	Crossroads Alternative/Bristol City	Salary increase will be provided by each applicable division increase.
412	Metro Richmond Alternative Ed	No action taken to improve teacher's salaries
413	Regional Alternative Ed/Stafford Co	Provide a 3.25 % salary increase.
414	Southside L.I.N.K. Project/Brunswick Co	Provided increase of 4% including step.
415	Regional Alternative Ed/King William	Hourly rate was increased 10%, from \$25 per hour to \$27.50 per hour.
416	New Dominion/Prince William Co	The School Board approve a one step increase for all eligible employees, and a 2% cost of living increase. These two increases amounted to approximately a 5% increase across the board for all employees.
417	Project Bridge/Russell Co	All employees were given a 4% salary increase.
418	Regional Alternative/Wythe Co	Salary scales were increased by 4%
420	On The Right Track Reg Alternative Education	Salary step increase
421	Northern Neck Regional Alternative Education	Teachers will receive a 4 percent increase with their first paycheck that they will receive on September 28, 2007.
422	Shenandoah Valley Reg Alternative Ed/Genesis	Provided a step and cost of living adjustment, combined for a 4% average salary increase for FY08.
423	Breaking Barriers Alternative Ed/Henry Co	AN AVERAGE OF 3% RAISE WAS GIVEN TO ALL TEACHERS
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	All staff members received a 3.5% plus step pay increase for the 07-08 school year.
426	Regional Learning Academy/Wise Co	ALL TEACHERS RECEIVED STEP INCREASES PLUS 3.5% INCREASE IN WAGES
427	Regional Community Alternative Ed Continuum	Each teacher received \$1,500
428	Project Renew/Northampton Co	2% annual increase in teacher salaries was approved by the Northampton County Board of Supervisors for the 07-08 school term.
429	Renaissance/Scott Co	4 percent salary increase and a step on the salary scale for those not yet at the top of the scale.
430	R.E.Cook Regional Alternative	Roanoke County Public Schools budgeted a 3.5% salary increase for teachers in FY 07-08.

¹ Data for Bedford City is reported with Bedford County.

² Data for Fairfax City is reported with Fairfax County.

³ Data for Emporia City is reported with Greensville County.

⁴ Data for James City County is reported with Williamsburg City.

Average Teacher Salary Calculations:

Total reported compensation expenditures from the following Annual School Report Financial Section

Expenditure Category	Function	Object	Total Amount
Classroom Instruction Salaries and Wages	61100	1120	4,494,661,765.11
Classroom Instruction Supplemental Salaries and Wages	61100	1620	81,011,773.46
Guidance Services Instructional Salaries and Wages	61210	1120	206,589,488.58
Homebound Instruction Salaries and Wages	61230	1120	15,014,619.84
Media Services Instructional Salaries and Wages	61320	1120	3,211,885.63
Media Services Librarian Salaries and Wages	61320	1122	112,981,444.98
Technology Classroom Instruction Salaries and Wages	68100	1120	65,286,916.20
Technology Instructional Support Salaries and Wages	68200	1120	26,846,354.96
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
TOTAL:			5,005,604,248.76

Total reported FTEs from the following ASRFIN FTE categories are summed:

FTE Category	Function	Object	Total Amount
Instructional Classroom - Teacher	61100	1120	93,464.90
Guidance Counselors	61210	1120	3,807.85
Homebound Instructional	61230	1120	615.87
Media Instructional	61320	1120	62.50
Media Librarian	61320	1122	2,090.03
Technology Classroom Instruction	68100	1120	1,283.72
Technology Instructional Support	68200	1120	490.45
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
TOTAL:			101,815.32

Total reported compensation expenditures are divided by the total reported **\$49,164**

The same information is reported on a budgeted basis for fiscal year 2008 in Schedule I of the ASRFIN.

Average Principal Salary Calculations:

Total reported compensation expenditures from the following Annual School Report Financial Section

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Principal Salaries and Wages	61410	1126	171,022,686.80
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
TOTAL:			171,022,686.80

Total reported FTEs from the following ASRFIN FTE categories are summed:

FTE Category	Function	Object	Total Amount
Principals	61410	1126	1,978.01
Contingency Reserve Principals	69000	1126	-
TOTAL:			1,978.01

Total reported compensation expenditures are divided by the total reported **\$86,462**

The same information is reported on a budgeted basis for fiscal year 2008 in Schedule I of the ASRFIN.

Average Assistant Principal Salary Calculations:

Total reported compensation expenditures from the following Annual School Report Financial Section

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Assistant Principal Salaries and Wages	61410	1127	171,970,183.38
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
TOTAL:			171,970,183.38

Total reported FTEs from the following ASRFIN FTE categories are summed:

FTE Category	Function	Object	Total Amount
Assistant Principals	61410	1127	2,409.44
Contingency Reserve Assistant Principals	69000	1127	-
TOTAL:			2,409.44

Total reported compensation expenditures are divided by the total reported **\$71,374**

The same information is reported on a budgeted basis for fiscal year 2008 in Schedule I of the ASRFIN.