

**REPORT OF THE
DEPARTMENT OF PERSONNEL AND TRAINING**

**PUBLIC SCHOOL TEACHER
COMPENSATION**

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



HOUSE DOCUMENT NO. 58

**COMMONWEALTH OF VIRGINIA
RICHMOND
2000**



COMMONWEALTH of VIRGINIA

Department of Personnel and Training

SARA REDDING WILSON
DIRECTOR

JAMES MONROE BUILDING
101 N. 14TH STREET
RICHMOND, VIRGINIA 23219
(804) 225-2131
(V/TDD) (804) 371-7671

December 1, 1999

Dear Governor Gilmore, Members of the
General Assembly and the Board of Education:

Section 22.1-289.1 of the Code of Virginia requires the Department of Personnel and Training to conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training.

Enclosed for your review and consideration is the 1999 report that has been prepared in response to this Code requirement.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sara Redding Wilson".

Sara Redding Wilson

Enclosure

cc: The Honorable G. Bryan Slater
Secretary of Administration

The Honorable Wilbert Bryant
Secretary of Education

Preface

Section 22.1-289.1 of the Code of Virginia requires the Director of the Department of Personnel and Training to conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training. This report is submitted in fulfillment of this requirement for 1999.

The Office of Compensation Management of the Department of Personnel and Training conducted the review of salary data. The office of the Secretary of Education assisted in the preparation of the report, as did the Virginia Department of Education and the Virginia Education Association.

Table Of Contents

	<u>Page</u>
Teacher Salary Study: Executive Summary	1
Introduction	3
Beginning Teacher Salaries: 1998-1999	4
Average Teacher Salaries: 1998-1999	6
Actions Taken to Improve Classroom Teacher Salaries in Virginia: 1998-1999	7
Appendices	
Appendix A - Methodology for Determining Comparable Private Industry and State Salaries	8
Appendix B - Entry-Level Salary Matrix for Comparable Private Industry and State Positions	9
Appendix C - Regulations Governing the Employment of Professional Personnel	10
Appendix D - Entry-Level Salary Matrix for Comparable State Positions	11
Appendix E - Actual Average Beginning BA Teacher Salaries, 1996-97 And 1997-98	13
Appendix F - Average Annual Salary for Virginia Public School Teachers, 1981-1999	15
Appendix G - Survey and Analysis of Salary Trends 1997	16
Appendix H - 1998-99 Department of Education Average Classroom Teacher Salary Survey	17
Appendix I - Local Improvements in Average Annual Salary For Virginia Public School Teachers, 1998-1999	22

Teacher Salary Study: Executive Summary

Beginning Teacher Salaries

In the 1998-1999 school year, the average entry-level salary for Virginia public school teachers was \$25,813. Comparable entry level salaries in the private sector were 11.99% higher during that same time. However, when adjusted to reflect the actual number of days worked annually (200 for teachers and 234 for private sector employees), the entry level salary for Virginia public school teachers is 4.47% above that of private industry.

Entry level salaries for teachers are 2.38% higher than salaries for comparable state positions. When adjusted to reflect the actual number of days worked annually (200 for teachers, 234 for state employees), the entry level salary for Virginia public school teachers is 19.78% above that of comparable state employees.

Virginia ranks twentieth out of the fifty states and the District of Columbia in average salaries for beginning teachers.

Average Teacher Salaries

Virginia's average salary for public school teachers was \$36,527 in 1997/1998, and this ranked Virginia as 26/50 for that year. The average public school teacher salary in Virginia, when adjusted for the cost of living, is \$37,172. Virginia ranks above the national average, 23/50, by this measure.

Final decisions on increases to teacher salaries are made by localities. Average salaries (1998/1999) ranged from a high of \$52,331 in Arlington to a low of \$27,417 in Highland.

Actions Taken to Improve Teacher Salaries

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. In 1998/1999, these ranged from no action taken in Bath and Richmond County to an 8% increase for all teachers in Botetourt County.

In the 1999 Appropriation Act, Chapter 935 of the 1999 Virginia Acts of Assembly, the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 6% pay raise. It should be noted that each school division may choose to implement all or part of the 6% salary increase.

In 1998 the Governor proposed and the 1999 General Assembly passed a plan to return lottery proceeds to localities for education. The General Assembly inserted a requirement that half of the funding be expended on projects related to school construction and renovation. The other half is designated for educational priorities chosen by each locality, which may include teacher salary raises or supplements.

As yet, there is no information on the use of lottery funds for supplementing teacher salaries.

Introduction

Section 22.1-289.1 of the Code of Virginia requires a biennial review of the salaries paid to public school teachers in the Commonwealth. The legislation states that the review of teachers' salaries shall be reported to the Governor, the General Assembly, and the Board of Education in each odd-numbered year. The legislation specifies that: "It is the goal of the Commonwealth that its public school teachers be compensated at a rate that is competitive in order to attract and keep competent teachers."

In reviewing the salary data in this report, it should be noted that summary data compare average entry-level salaries paid to Virginia teachers with entry-level salaries paid by private firms and the Commonwealth of Virginia.

The average entry-level salary paid to Virginia schoolteachers is based on a summary of data from all school districts. The school systems establish their teachers' salaries and, therefore, teachers in any one locality may be paid more or less than the average. Thus, the findings of this report may not apply to the competitive position of teachers in each specific school system.

Beginning Teacher Salaries: 1998-1999

- **Entry-level salary (average) for Virginia public school teachers (1998-1999)**
(Source: Virginia Education Association)

Criteria: BA degree and no experience
Salary: \$25,813

- **Comparison of average entry-level salaries for Virginia public school teachers to those of private jobs (1998-1999)***
(Source: Appendix B: Entry-Level Salary Matrix for Comparable Private Industry Positions)

Entry-level salaries for beginning teachers in Virginia:	\$25,813
Entry-level salaries for comparable private and state jobs:	\$28,908

The entry-level salary of private and state jobs requiring similar education and training was 11.99% above the Virginia entry-level teacher salary in 1998-99. This does not take into account the pay raises authorized by the Governor and the 1999 General Assembly.

It should be noted that private industry and state employee data are based on the salaries of employees working approximately 234 days per year, whereas teacher salaries represent 200 work days (see Appendix C), or around 14.5% less than private sector employees.

If the salary data are adjusted to reflect the difference in days worked, the entry-level salary for Virginia's public school teachers (\$25,813) is 4.47% above the adjusted average entry-level salary in the private sector (\$24,708).

* For an explanation of methodology, see Appendix A (Virginia Department of Personnel and Training.)

- **Comparison of average entry-level salaries for Virginia public school teachers to those of comparable Virginia state positions (1998-1999)***
(Source: Appendix D: Entry-Level Salary Matrix for Comparable State Positions)

Entry-level salaries for beginning teachers in Virginia:	\$25,813
Entry-level salaries for comparable Virginia state jobs:	\$25,214

Beginning salaries for teachers in Virginia are 2.38% higher than those of state employees requiring comparable education and training.

As noted above, state employee data are based on the salaries of employees working approximately 234 days per year, whereas teacher salaries represent approximately 200 work days (see Appendix B), or around 14.5% less than state employees.

If the salary data are adjusted to reflect the difference in days worked, the entry-level salary for Virginia's public school teachers (\$25,813) is 19.78% above the adjusted average entry-level salary of comparable Virginia state positions (\$21,550).

- **National entry-level salary ranking for Virginia public school teachers (1997-1998)**
(Source: Appendix E: Survey and Analysis of Teacher Salary Trends: 1998, American Federation of Teachers.)

Virginia ranks 20th out of the 50 states and the District of Columbia in average salaries for beginning teachers.

* For an explanation of methodology, see Appendix A (Virginia Department of Personnel and Training.)

Average Teacher Salaries: 1998-1999

- **Average Annual Salary for Virginia Public School Teachers Over Time**
(Source: *Appendix F: Average Annual Salary for Virginia Public School Teachers 1981-1998.*)

The average annual salary for Virginia public school teachers has risen from \$17,009 in 1981/82 to \$36,527 in 1997/1998. The average (estimated) salary for 1998/1999 was \$37,332. (Actual amounts will not be determined until the 1999-2000 survey.)

- **Average Teacher Salary Adjusted for Cost of Living**
(Source: *Appendix G: Survey and Analysis of Salary Trends 1997, American Federation of Teachers, as cited in the 1999 edition of Quality Counts.*)

The average public school teacher salary in Virginia, when adjusted for the cost of living, is \$37,172. Virginia ranks above the national average, 23/50, by this measure.

- **Average Teacher Salaries in Virginia: Increases and Decreases**
(Source: *Appendix H: 1998-1999 Department of Education Teacher Salary Survey Results.*)

The 1997/1998 average annual salary (actual) for public school teachers in Virginia was \$36,527. The 1998/1999 average annual salary (budgeted) was \$37,709, an increase of 3.24%. Final decisions on increases to teacher salaries are made by localities.

Average salaries (1998/1999) range from a high of \$52,331 in Arlington to a low of \$27,417 in Highland.

Actions Taken to Improve Classroom Teacher Salaries in Virginia 1998-1999

- **1998-1999: Actions taken by localities to improve classroom teacher salaries in Virginia**
(Source: Appendix I: Improvement of Classroom Teacher Salaries, Department of Education: 1998-1999)

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. For 1998/1999, these ranged from no action taken in Bath and Richmond County to an 8% increase for all teachers in Botetourt County.

- **1999: Actions taken by the state to improve classroom teacher salaries in Virginia**
(Source: 1999 Appropriation Act)

In the 1999 Appropriation Act, Chapter 935 of the 1999 Virginia Acts of Assembly, the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 6% pay raise. It should be noted that each school division may choose to implement all or part of the 6% salary increase.

- **Lottery Funds**

In 1998 the Governor proposed and the 1999 General Assembly passed a plan to return lottery proceeds to localities for education. The General Assembly inserted a requirement that half of the funding be expended on projects related to school construction and renovation. The other half is designated for educational priorities chosen by each locality, which may include teacher salary raises or supplements.

As yet, there is no information on the use of lottery funds for supplementing teacher salaries.

Appendix A

Methodology for Determining Comparable

Private Industry and State Salaries

Entry-level salaries for public school teachers were compared to salaries for newly hired employees in private industry. For the purpose of this report, entry-level salaries provide the best measure of the competitiveness of teachers' salaries, because school boards compete directly with private firms for new college graduates in many of the degree areas that prepare graduates for public school teaching. Also, the duties and responsibilities of, and market for, experienced teachers and private employees may not be comparable.

Due to the low response rates by Virginia firms of past surveys and the cost of obtaining the data, a dedicated salary survey was not conducted this year. However, a detailed review was conducted of data published by national compensation survey firms, as well as college and university placement offices, to determine entry-level salary data for recent college graduates with specified educational degrees. The degrees selected were comparable to the various subject areas found in the teaching profession. The data were grouped into the following general categories:

**BUSINESS
SOCIAL SCIENCES
LIFE SCIENCES
HUMANITIES
PHYSICAL SCIENCES**

Salaries paid by private industry, other states, and Virginia State government were averaged and compared to the average entry-level salary for teachers in all Virginia localities. (See Appendix B for a matrix of average salaries.)

Appendix B

Entry-Level Salary Matrix for Comparable Private Industry and State Positions

	<u>WYATT</u>	<u>STATE EMPLOYEE</u>	<u>NACE</u>	<u>COMP. RESOURCES</u>	<u>OTHER STATES</u>	<u>MSU SURVEY</u>	<u>VIRGINIA COLLEGES</u>	<u>AVERAGE</u>	<u>GROUP AVERAGE</u>
BUSINESS									
Accounting	27,900	24,885	33,477	35,164	23,212	32,357	36,091	30,441	
Bus Admins	27,900	26,431	31,803	35,638	27,384	29,054		29,702	
Economics		26,568	35,016	35,683			37,942	33,802	
Marketing	28,100	27,204	30,619	35,086		30,804	31,723	30,589	
Agri Busin		24,885	30,361	34,337				29,861	30,879
SOCIAL SCIENCES									
History		24,984	31,400				26,846	27,743	
Sociology		24,984	27,793		22,567		28,125	25,867	
Psychology		20,823	28,019	41,063		27,941	26,658	28,901	27,504
LIFE SCIENCES									
Health/PE		23,824	21,950		21,841			22,538	
Biology	27,100	28,471	29,593	35,498	24,871	25,500	25,183	28,031	
Nursing	31,100	29,738	39,375		25,261			31,369	
Environ Sci	30,000	26,503	29,600	35,423	22,450		25,225	28,200	27,534
HUMANITIES									
Art		20,823	23,334				23,713	22,623	
Fine Arts		20,823	23,604					22,214	
English	28,300	22,763	26,425		21,043		25,921	24,890	
For Language		22,763	28,619				27,708	26,363	
Communications		22,763	28,492	27,547		27,500	25,213	26,303	
Education		28,611	24,692				29,603	27,635	25,005
PHYSICAL SCIENCE									
Math	28,000		36,581	38,656			37,016	35,063	
Statistics		24,885	32,554	38,168			31,744	31,838	
Chemistry	29,600	29,738	35,973	39,888	25,407		28,540	31,524	
Physics	32,500		45,633	41,837			29,067	37,259	
Geology		27,204	36,317	44,150	26,847		27,483	32,400	33,617

WYATT

= Watson Wyatt Data Services (ECS)

NACE

= National Association of Colleges and Employers

AVERAGE: 28,908

COMP. RESOURCES

= Compensation Resources Inc.

MSU

= Michigan State University Career Services/Placement

VIRGINIA COLLEGES

= College of William & Mary and Virginia Polytechnic Institute

Appendix C

Regulations Governing the Employment of Professional Personnel 8 VAC 20-440-10 et seq.

ARTICLE 2

CONTRACTS, GENERALLY

§ 1.2 Contractual Period Defined.

The local school board shall define the length of the contract period for each employee. A 10-month contractual period is defined to include 200 days as follows:

- A. 180 teaching days or 990 instructional hours (minimum required by law);
- B. Ten (10) days for activities such as teaching, planning for the opening of school, evaluation, completing records and reports incident to the closing of each semester or school year, committee assignments, and conferences;
- C. Ten (10) days for a continuation of activities under item (A) and (B), and/or such other activities as may be assigned or approved by the local school board.

§ 1.3 Contract to be in Writing.

The contract must be in writing. The local school board may utilize prototypes of contract forms provided by the Board, as shown in Appendix A, or may choose to develop their own contracts, but, in so doing must ensure that the essential elements set forth in Appendix B of these regulations are included.

ARTICLE 3

ANNUAL CONTRACTS, PROBATIONARY PERIOD

§ 1.4 Length of the Probationary Term.

A probationary term of full-time employment under an annual contract for three years in the same school division is required prior to the issuance of a continuing contract. When continuing contract status has been attained in a school division in the State, another probationary period need not be served in any other school division unless a probationary period not exceeding one year is made a part of the contract of employment.

§ 1.5 Calculating Term for First Year of Teaching.

For the purpose of calculating the three years of service required to attain continuing contract status, at least 160 contractual teaching days during the school year shall be deemed the equivalent of one year in the first year of service by the teacher.

Appendix D

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>CLASS CODE</u>	<u>FY 98/99 MINIMUM SALARY</u>	<u>FY 98/99 MIDPOINT SALARY</u>	<u>FY 98/99 MAXIMUM SALARY</u>
BUSINESS					
Accounting	Accountant	23414	24,885	31,868	38,851
Bus. Admin	Agency Management Analyst	21385	27,204	34,838	42,471
	Grants Specialist		24,885	31,868	38,851
	Business Manager A		27,204	34,838	42,471
	Economics	Labor Market Analyst		22,763	29,151
	Planner	37041	29,738	38,084	46,429
	Budget Analyst		27,204	34,838	42,471
Marketing	Agri Marketing Agent	81202	27,204	34,838	42,471
Agri-Bus	Agricultural Inspector	81073	24,885	31,868	38,851
SOCIAL SCIENCES					
History	Historian A	32041	22,763	29,151	35,539
	Archaeologist		27,204	34,838	42,471
Geography	No Match				
Sociology	Probation Officer	72402	27,204	34,838	42,471
	Social Worker		22,763	29,151	35,539
Psychology	Psychologist Assistant	45021	20,823	26,667	32,510
LIFE SCIENCES					
Health/PE	Environmental Health Specialis	41222	24,885	31,868	38,851
	Health Educator	35051	22,763	29,151	35,539
Biology	Microbiologist	53072	27,204	34,838	42,471
	Wildlife Biologist	82407	29,738	38,084	46,429
Nursing	Registered Nurse	42141	29,738	38,084	46,429
Environ Science	Environ Prog Specialist	83441	24,885	31,868	38,851
	Water Cont Enforc/Comp Spec		29,738	38,084	46,429
	Environmental Inspector		24,885	31,868	38,851

Appendix D

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>CLASS CODE</u>	<u>FY 98/99 MINIMUM SALARY</u>	<u>FY 98/99 MIDPOINT SALARY</u>	<u>FY 98/99 MAXIMUM SALARY</u>
HUMANITIES					
Art	Graphic Artist	35071	20,823	26,667	32,510
Fine Arts	FAM Educ Asst	36132	20,823	26,667	32,510
	FAM Asst Registrar	36064	20,823	26,667	32,510
English	Pub Relations Asst Specialist	35251	22,763	29,151	35,539
	Library Assistant		22,763	29,151	35,539
Foreign Lang	Research Specialist	34031	22,763	29,151	35,539
	Archivist A	32051	22,763	29,151	35,539
Communications	Pub Relations Asst Specialist	35251	22,763	29,151	35,539
Education	Academic Teacher		28,611	34,825	41,038
PHYSICAL SCIENCE					
Math	No Match				
Statistics	Statistical Analyst	21284	24,885	31,868	38,851
Chemistry	Analytical Chemist	53012	29,738	38,084	46,429
Physics	No Match				
Geology	Soil Scientist	53122	27,204	34,838	42,471
	AVERAGE:		25,214	32,237	39,259

Appendix E

Actual Average Beginning BA Teacher Salaries, 1996-97 And 1997-98

<u>State</u>	<u>Beginning Salary 1997-98</u>	<u>Average Salary 1997-98</u>	<u>Beginning To Average Salary Ratio</u>	<u>Beginning Salary 1996-97</u>	<u>Increase In: Beginning Avg. Salary Salary</u>
1 Alaska	\$33,162	\$48,275	68.7%	\$32,502	2.0% 0.0%
2 New York	30,204 c	48,712 c	62.0%	28,749 c	5.1% -0.2%
3 Pennsylvania	29,581	47,542	62.2%	29,426	0.5% 2.3%
4 Connecticut	29,506	51,727	57.0%	29,154	1.2% 0.5%
5 Nevada	28,641	40,572 e	70.6%	28,538	0.4% 3.2%
6 New Jersey	28,319	50,284	56.3%	28,039	1.0% 2.1%
7 Illinois	28,183 e	43,707 e	64.5%	27,210 e	3.6% 3.5%
9 California	27,852	44,585	62.5%	26,684	4.4% 1.7%
8 Alabama	27,388	32,799	83.5%	27,107	1.0% 3.7%
10 Massachusetts	27,238 b	44,285 b	61.5%	26,445 b	3.0% 2.5%
11 D.C.	27,234 b	44,746 b	60.9%	25,937 b	5.0% 0.0%
12 Michigan	27,064 b	48,361 b	56.0%	26,404 b	2.5% 2.0%
13 Maryland	27,010 f	41,404 f	65.2%	26,548 f	1.7% 0.2%
14 Hawaii	26,744	36,598 b	73.1%	25,965	3.0% 2.9%
15 Georgia	26,706 b	37,412	71.4%	25,434 b	5.0% 5.3%
16 Rhode Island	26,300 b	44,506 b	59.1%	25,450 b	3.3% 3.0%
17 Minnesota	26,266 b	39,104 b	67.2%	25,600 b	2.6% 3.0%
18 Oregon	26,098 e	42,301 e	61.7%	25,373 e	2.9% 3.5%
19 Delaware	25,493	42,439	60.1%	24,349	4.7% 2.2%
20 Virginia	25,272 f	37,024 f	68.3%	24,774 f	2.0% 3.8%
21 Florida	25,266	34,473	73.3%	24,736	2.1% 1.7%
22 Vermont	25,183 b	36,299	69.49%	24,934 b	1.0% 1.5%
23 Arizona	24,917 b	34,071 b	73.1%	24,286	2.6% 1.1%
24 Colorado	24,867	37,240	66.8%	24,199	2.8% 2.6%
25 Texas	24,736	33,537	73.8%	24,079	2.7% 3.3%
26 Indiana	24,716	39,752	62.2%	24,266	1.9% 2.8%
27 Missouri	24,125 a,f	34,001 a,f	71.0%	23,400 a,f	3.1% 2.5%
28 Wisconsin	24,077 f	38,179 f	63.1%	23,619 f	1.9% 2.5%
29 New Hampshire	23,927 b	36,663	65.3%	23,690 b	1.0% 0.7%
30 Washington	23,860	38,755 a	61.6%	23,933	-0.3% 0.0%
31 Oklahoma	23,676	30,940	76.5%	23,842	-0.7% 3.5%
32 Kentucky	23,536 f	34,453 f	68.3%	23,015 f	2.3% 2.6%
33 South Carolina	23,427	33,608	69.7%	22,794	2.8% 3.3%
34 New Mexico	23,297 b	30,309 b	76.9%	22,840	2.0% 1.5%
35 Louisiana	22,843	30,090	75.9%	20,615	10.8% 5.8%
36 Ohio	22,535	39,099	57.6%	22,146	1.8% 2.3%
37 West Virginia	22,529 f	33,396 f	67.5%	22,278 f	1.1% 3.4%
38 Iowa	22,475	34,084	65.9%	21,884	2.7% 2.8%

Appendix E

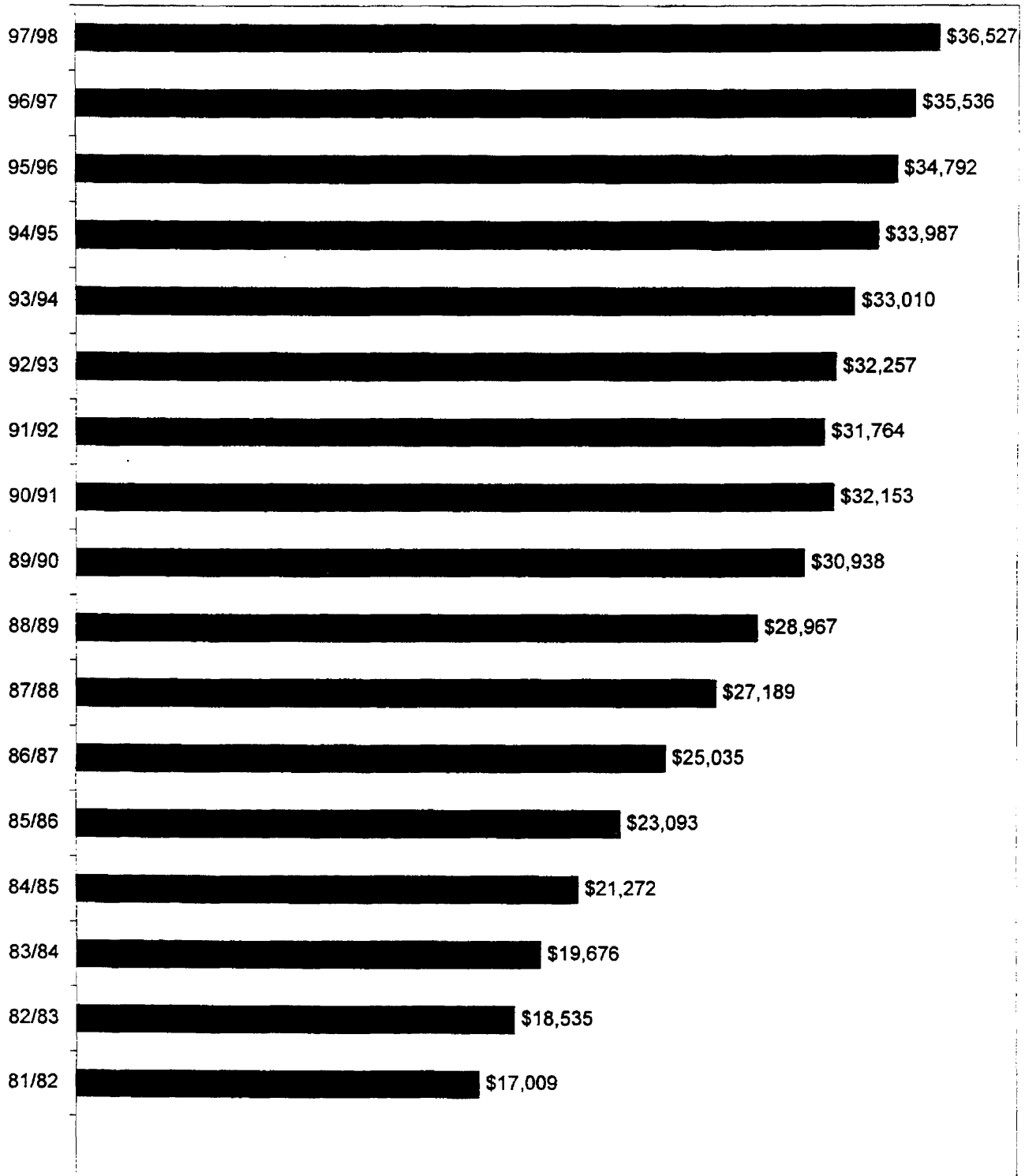
<u>State</u>	<u>Beginning Salary 1997-98</u>	<u>Average Salary 1997-98</u>	<u>Beginning To Average Salary Ratio</u>	<u>Beginning Salary 1996-97</u>	<u>Increase In:</u>	
					<u>Beginning Salary</u>	<u>Avg Salary</u>
39 Kansas	22,445 d	33,800 d	66.4%	21,909 d	2.4%	2.2%
40 Utah	22,241	32,981 a	67.4%	21,475	3.6%	2.4%
41 Wyoming	22,230 b	32,022	69.4%	22,010 b	1.0%	0.5%
42 North Carolina	22,150	33,123	66.9%	21,330	3.8%	2.5%
43 Tennessee	22,140 f	34,584 f	64.0%	21,705 f	2.0%	3.4%
44 Nebraska	21,949	32,668	67.2%	21,189	3.6%	0.9%
45 Maine	21,554	34,349	62.8%	20,972	2.8%	2.5%
46 Montana	21,045 b	30,617	68.7%	20,592 b	2.2%	2.0%
47 Arkansas	21,000	32,119 a,f	65.4%	21,000	0.0%	3.4%
48 Mississippi	20,630	28,691	71.9%	20,150	2.4%	-0.1%
49 South Dakota	20,340	27,839	73.1%	19,412	4.8%	2.8%
50 Idaho	20,248 b	32,834	61.7%	20,006	1.2%	3.0%
51 North Dakota	19,146	28,231	67.8%	18,889	1.4%	2.8%
US Average	\$25,735	\$39,347	65.4%	\$25,015	2.9%	2.4%
Guam	\$26,197	\$33,854	77.4%	\$26,197	0.0%	0.0%
Puerto Rico	\$18,000	\$24,000	75.0%	\$18,000	0.0%	0.0%
Virgin Islands	\$21,913	\$33,216	66.0%	\$20,226	8.3%	0.0%

A=estimate or preliminary; b=AFT estimate; c=median; d=estimated to exclude fringe benefits (at 8%); e=includes employer pick-up of employee pension contribution, where applicable; f=includes extra duty pay.

Source: American Federation of Teachers, TABLE III-1, annual survey of state departments of education.

Appendix F

Average Annual Salary for Virginia Public School Teachers 1981-1998



Appendix G

Survey and Analysis of Salary Trends 1997 (American Federation of Teachers, April 1998)

<u>Ranking</u>	<u>State</u>	<u>Average teacher salary, adjusted for cost of living (1997)</u>	<u>Ranking</u>	<u>State</u>	<u>Average teacher salary, adjusted for cost of living (1997)</u>
1	Michigan	\$50,437	27	Iowa	\$36,266
2	Pennsylvania	\$47,136	28	Florida	\$36,156
3	New York	\$43,736	29	Texas	\$36,065
4	Connecticut	\$43,067	30	South Carolina	\$35,954
5	New Jersey	\$43,025	31	Kansas	\$35,858
6	Illinois	\$42,314	32	Colorado	\$35,485
7	Indiana	\$42,040	33	Missouri	\$35,292
8	Oregon	\$41,334	34	Arkansas	\$35,284
9	Delaware	\$40,773	35	Maine	\$34,615
10	Ohio	\$40,689	36	Nebraska	\$34,494
11	Wisconsin	\$40,147	37	Oklahoma	\$34,289
12	Rhode Island	\$40,002	38	North Carolina	\$34,066
13	Minnesota	\$39,598	39	New Hampshire	\$34,056
14	Alaska	\$39,312	40	Arizona	\$33,424
15	Nevada	\$39,109	41	Idaho	\$33,186
16	Massachusetts	\$38,788	42	Utah	\$32,483
17	Maryland	\$38,739	43	Wyoming	\$32,316
18	Georgia	\$38,441	44	Mississippi	\$31,413
19	Tennessee	\$38,100	45	Montana	\$31,365
20	Kentucky	\$38,099	46	Louisiana	\$31,246
21	West Virginia	\$37,525	47	New Mexico	\$30,818
22	California	\$37,269	48	South Dakota	\$30,125
23	Virginia	\$37,172	49	North Dakota	\$29,617
24	Vermont	\$36,816	50	Hawaii	\$29,311
25	Washington	\$36,558			
26	Alabama	\$36,320		U.S. Average	\$36,995

Note: While transferring this data to a spread sheet it was noted that there was a discrepancy between the stated AFT average (\$38,436) and the actual computed average (\$36,995). AFT was notified and acknowledged the error.

Appendix H

1998-99 **Department of Education** Average Classroom Teacher Salary Survey

SUMMARY

1998-99 Increases in Classroom Teacher Salaries

1997-98 Average Classroom Teacher Salary:	\$36,527 **
	Budgeted *
1998-99 Average Classroom Teacher Salary:	\$37,709
Average Percent Increase Over 1997-98	3.24%

*Based on certification by Division Superintendents of the average increase in salary to be provided.

**Based on actual disbursements for salaries divided by the actual number FTE positions - subject to audit.

SUMMARY BY LOCALITY

<u>LOCALITY</u>	<u>1996-97</u> <u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>1997-98</u> <u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>%</u> <u>INCREASE/</u> <u>DECREASE</u>	<u>1998-99</u> <u>BUDGETED</u> <u>AVERAGE</u> <u>SALARY</u>	<u>%</u> <u>INC./DEC.</u>
ACCOMACK	31,400	30,486	-2.91	31,702	3.99
ALBEMARLE	35,702	37,099	3.91	37,421	0.87
ALLEGHANY-HGHLDS	31,771	32,905	3.57	33,736	2.52
AMELIA	31,425	32,130	2.24	33,082	2.96
AMHERST	31,265	32,088	2.63	32,280	0.60
APPOMATTOX	30,517	31,238	2.36	30,936	-0.97
ARLINGTON	41,868	46,231	10.42	52,331	13.19
AUGUSTA	32,909	33,720	2.46	34,675	2.83
BATH	34,791	31,902	-8.30	32,471	1.78
BEDFORD CO/CITY	30,119	29,258	-2.86	31,651	8.18
BLAND	30,916	31,238	1.04	30,790	-1.43
BOTETOURT	31,702	32,680	3.09	35,172	7.63
BRUNSWICK	28,357	28,860	1.77	29,730	3.02
BUCHANAN	29,325	28,167	-3.95	29,167	3.55
BUCKINGHAM	29,095	30,885	6.15	31,846	3.11

Appendix H

<u>LOCALITY</u>	<u>1996-97</u>	<u>1997-98</u>	<u>%</u> <u>INCREASE/</u> <u>DECREASE</u>	<u>1998-99</u>	<u>%</u> <u>INC./DEC.</u>
	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>		<u>BUDGETED</u> <u>AVERAGE</u> <u>SALARY</u>	
CAMPBELL	30,457	31,048	1.94	31,182	0.43
CAROLINE	29,937	31,347	4.71	34,039	8.59
CARROLL	29,976	30,578	2.01	32,422	6.03
CHARLES CITY	30,356	30,245	-0.37	30,796	1.82
CHARLOTTE	31,338	31,919	1.85	32,896	3.06
CHESTERFIELD	33,529	34,284	2.25	35,600	3.84
CLARKE	38,098	31,645	-16.94	32,160	1.63
CRAIG	30,262	31,197	3.09	32,284	3.48
CULPEPER	33,099	32,638	-1.39	33,812	3.60
CUMBERLAND	26,818	26,779	-0.15	28,841	7.70
DICKENSON	29,376	30,568	4.06	31,123	1.82
DINWIDDIE	30,407	30,922	1.69	32,525	5.18
ESSEX	29,918	33,723	12.72	34,913	-3.53
FAIRFAX	43,603	45,005	3.22	46,626	3.60
FAUQUIER	34,119	36,370	6.60	37,438	2.94
FLOYD	30,186	30,965	2.58	32,111	3.70
FLUVANNA	31,486	33,560	6.59	34,290	2.17
FRANKLIN	30,842	31,862	3.31	33,285	4.47
FREDERICK	31,539	33,043	4.77	34,010	2.93
GILES	33,040	33,003	-0.11	33,749	2.26
GLOUCESTER	31,666	32,135	1.48	33,819	5.24
GOOCHLAND	32,202	37,235	15.63	38,887	4.44
GRAYSON	30,022	31,546	5.08	32,003	1.45
GREENE	29,371	29,750	1.29	30,158	1.37
GREENSVILLE	30,848	30,801	-0.15	31,718	2.98
HALIFAX	29,907	30,835	3.10	32,086	4.05
HANOVER	33,880	34,931	3.10	35,955	2.93
HENRICO	38,096	37,971	-0.33	38,654	1.80
HENRY	30,661	32,186	4.97	27,576	-14.32
HIGHLAND	26,078	28,081	7.68	27,417	-2.37
ISLE OF WIGHT	34,142	34,400	0.76	35,445	3.04
KING GEORGE	32,782	32,462	-0.97	33,501	3.20
KING & QUEEN	29,959	30,928	3.23	32,788	6.02
KING WILLIAM	30,605	31,173	1.86	33,894	8.73
LANCASTER	30,960	30,058	-2.91	31,130	3.57
LEE	30,164	32,160	6.62	32,909	2.33
LOUDOUN	40,118	40,402	0.71	41,029	1.55
LOUISA	30,868	30,539	-1.06	31,358	2.68
LUNENBURG	29,684	31,230	5.21	31,940	2.27
MADISON	31,041	29,862	-3.80	30,988	3.77
MATHEWS	30,718	29,519	-3.90	33,320	12.88
MECKLENBURG	28,602	28,804	0.71	29,633	2.88
MIDDLESEX	28,715	31,006	7.98	31,606	1.93
MONTGOMERY	31,251	30,960	-0.93	31,485	1.69
NELSON	30,577	29,687	-2.91	31,392	5.74
NEW KENT	30,933	30,870	-0.20	32,749	6.09
NORTHAMPTON	30,554	29,646	-2.97	30,348	2.37
NORTHUMBERLAND	31,718	32,428	2.24	33,274	2.61
NOTTOWAY	31,110	32,614	4.83	33,178	1.73

Appendix H

<u>LOCALITY</u>	<u>1996-97</u>	<u>1997-98</u>	<u>%</u>	<u>1998-99</u>	<u>%</u>
	<u>ACTUAL</u>	<u>ACTUAL</u>		<u>BUDGETED</u>	
	<u>AVERAGE</u>	<u>AVERAGE</u>	<u>INCREASE/</u>	<u>AVERAGE</u>	<u>INC./DEC.</u>
	<u>SALARY</u>	<u>SALARY</u>	<u>DECREASE</u>	<u>SALARY</u>	
ORANGE	33,579	35,009	4.26	35,204	0.56
PAGE	27,981	28,832	3.04	29,956	3.90
PATRICK	31,499	33,057	4.95	33,890	2.52
PITTSYLVANIA	33,119	33,327	0.63	34,531	3.61
POWHATAN	30,992	31,265	0.88	31,563	0.95
PRINCE EDWARD	30,128	31,258	3.75	31,372	0.36
PRINCE GEORGE	34,178	34,147	-0.09	35,468	3.87
PRINCE WILLIAM	40,365	41,487	2.78	43,306	4.38
PULASKI	33,484	33,691	0.62	34,319	1.86
RAPPAHANNOCK	29,553	30,073	1.76	31,738	5.54
RICHMOND	32,262	32,159	-0.32	35,242	9.58
ROANOKE	37,279	38,284	2.70	39,450	3.05
ROCKBRIDGE	28,205	29,672	5.20	31,473	6.07
ROCKINGHAM	31,566	31,674	0.34	32,467	2.51
RUSSELL	30,349	31,060	2.34	31,374	1.01
SCOTT	32,941	34,103	3.53	34,988	2.60
SHENANDOAH	31,392	30,663	-2.32	31,398	2.40
SMYTH	34,097	33,738	-1.05	33,608	-0.38
SOUTHAMPTON	30,294	31,837	5.09	33,253	4.45
SPOTSYLVANIA	33,701	34,398	2.07	35,447	3.05
STAFFORD	34,935	35,690	2.16	37,186	4.19
SURRY	36,158	34,752	-3.89	35,140	1.12
SUSSEX	32,333	31,251	-3.35	32,380	3.61
TAZEWELL	32,816	33,356	1.65	34,813	4.37
WARREN	29,190	29,005	-0.64	30,165	4.00
WASHINGTON	32,010	32,128	0.37	33,153	3.19
WESTMORELAND	30,530	31,180	2.13	30,918	-0.84
WISE	34,644	35,195	1.59	35,907	2.02
WYTHE	31,247	31,662	1.33	32,608	2.99
YORK	33,448	33,817	1.10	36,021	6.52
ALEXANDRIA	43,604	46,840	7.42	46,127	-1.52
BRISTOL	34,694	34,010	-1.97	34,493	1.42
BUENA VISTA	33,055	33,493	1.33	34,994	4.48
CHARLOTTESVILLE	34,944	36,953	5.75	38,155	3.25
CHESAPEAKE	36,128	36,908	2.16	37,382	1.28
COLONIAL HEIGHTS	38,421	37,833	-1.53	40,626	7.38
COVINGTON	37,151	38,769	4.36	41,601	7.30
DANVILLE	34,473	34,054	-1.21	35,060	2.95
FALLS CHURCH	42,933	45,882	6.87	46,022	0.30
FRANKLIN CITY	32,936	33,274	1.03	34,399	3.38
FREDERICKSBURG	31,586	37,384	18.36	38,720	3.57
GALAX	32,744	32,627	-0.36	33,512	2.71
HAMPTON	33,377	34,165	2.36	35,348	3.46
HARRISONBURG	32,804	33,701	2.73	34,845	3.40
HOPEWELL	33,946	35,140	3.52	36,205	3.03
LEXINGTON	28,863	29,706	2.92	31,318	5.43
LYNCHBURG	32,477	35,211	8.42	36,022	2.30

Appendix H

<u>LOCALITY</u>	<u>1996-97</u>	<u>1997-98</u>	<u>%</u> <u>INCREASE/</u> <u>DECREASE</u>	<u>1998-99</u>	<u>%</u> <u>INC./DEC.</u>
	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>		<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	
MANASSAS	37,240	40,722	9.35	40,920	0.49
MANASSAS PARK	32,626	35,132	7.68	35,958	2.35
MARTINSVILLE	33,341	37,652	12.93	38,362	1.89
NEWPORT NEWS	34,860	33,940	-2.64	33,960	0.06
NORFOLK	36,216	36,013	-0.56	36,965	2.64
NORTON	35,244	35,898	1.86	35,197	-1.95
PETERSBURG	29,739	29,216	-1.76	31,228	6.89
POQUOSON	35,108	36,011	2.57	37,792	4.95
PORTSMOUTH	32,322	31,992	-1.02	33,799	5.65
RADFORD	35,636	36,465	2.33	37,328	2.37
RICHMOND CITY	33,850	37,793	11.65	37,736	-0.15
ROANOKE CITY	36,402	37,827	3.91	39,007	3.12
SALEM	39,442	40,511	2.71	41,182	1.66
STAUNTON	31,722	31,235	-1.54	33,880	8.47
SUFFOLK	32,583	33,173	1.81	32,997	-0.53
VIRGINIA BEACH	35,633	37,289	4.65	38,781	4.00
WAYNESBORO	32,685	35,113	7.43	36,191	3.07
WMSBURG/J. CITY	35,577	37,257	4.72	38,573	3.53
WINCHESTER	35,732	36,191	1.28	37,140	2.62
COLONIAL BEACH	30,815	30,018	-2.59	31,924	6.35
WEST POINT	34,725	38,069	9.63	39,090	2.68
AMELIA-NOTTOWAY	31,627	32,359	2.32	33,891	4.73
CHARL'VLE-ALBE	32,307	33,677	4.24	34,889	3.60
JACKSON RIVES	31,454	31,733	0.89	34,306	8.11
MASSANUTTEN	37,050	39,495	6.60	40,374	2.22
NEW HORIZONS	32,215	29,506	-8.41	30,531	3.48
NORTHERN NECK	31,923	34,711	8.73	36,063	3.89
P.D. PRUDEN	33,299	33,794	1.49	34,743	2.81
PIEDMONT TECHNICAL	40,049	33,684	-15.89	39,919	18.51
ROWANTY	36,295	35,421	-2.41	39,286	10.91
VALLEY	29,310	34,641	18.19	35,453	2.35
LAUREL	42,037	37,891	-9.86	39,198	3.45
MIDDLE PENINSULA REG.	29,791	30,168	1.26	31,772	5.32
PIEDMONT REG.	33,515	34,158	1.92	34,041	-0.34
ROANOKE VALLEY REG.	36,462	37,718	3.44	38,440	1.91
SECEP	31,562	28,414	-9.97	31,702	11.57
NORTHWESTERN REG.	30,348	32,144	5.92	29,524	-8.15
TOTAL	35,536	36,527	2.79	37,709	3.24

Appendix H

HOW VIRGINIA COMPARES TO THE NATION (Virginia Average Classroom Salaries Versus The National Average)*

	<u>Virginia Average</u>	<u>% Change From Prior Yr.</u>	<u>National Average</u>	<u>% Change From Prior Yr.</u>	<u>Difference</u>	<u>% Diff.</u>	<u>Rank</u>
1991-92 (Actual)	31,764	(1.2)	34,054	2.8	(2,290)	(6.7)	25
1992-93 (Actual)	32,257	1.6	35,017	2.8	(2,760)	(7.9)	26
1993-94 (Actual)	33,144	2.7	35,756	2.1	(2,612)	(7.3)	26
1994-95 (Actual)	33,987	2.5	36,802	2.9	(2,815)	(7.6)	26
1995-96 (Actual)	34,792	2.4	37,560	2.1	(2,768)	(7.5)	27
1996-97 (Actual)	35,536 *	2.1	38,554	2.6	(3,018)	(7.8)	26
1997-98 (Actual)	36,527 *	2.8	39,385	2.2	(2,858)	(7.3)	
1998-99(Estimate)	37,332 **	2.2	INFORMATION NOT AVAILABLE AT THIS TIME				

***Sources**

a.) NEA: Rankings of the states, 1991-1997

b.) Department of Education: 1996-97 Annual School Reports and 1997-98 Average Salary Survey

**Has been reduced by 1% based on historical difference between budgeted and actual data.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
ACCOMACK	Implemented new 30-step salary scale. Salary increases averaged 1.72%.
ALBEMARLE	Provided a 1.17% scale adjustment, a step increase of approximately \$538, and paid full cost of health insurance increase.
ALLEGHANY-HGHLDS	Provided a 2% cost of living increase and a step for all teachers with less than 25 years of service, averaging a 3% increase.
AMELIA	Professional personnel were given a step increase plus a 1% cost of living effective July 1, 1998 averaging a 2.8% total increase.
AMHERST	Provided an average 3.68% salary increase.
APPOMATTOX	Provided an average 2.3% salary increase.
ARLINGTON	Provided a cost-of-living increase of 1.5% and an average 4% step increase.
AUGUSTA	Provided a one step plus an average increase of 3%.
BATH	No action taken.
BEDFORD CO/CITY	Revised the 10-month teacher salary scale to eliminate the "swag" in the scale and raised teacher salaries to the state average. Salary increases range from 0% to 16% increase.
BLAND	Provided a one step plus 2%, averaging 3.65% salary increase.
BOTETOURT	The average increase for all teachers is approximately 8%.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
BRUNSWICK	Provided a 5% cost of living increase.
BUCHANAN	Provided a 3% increase.
BUCKINGHAM	Provided a one step increase, averaging 3%.
CAMPBELL	Provided a salary increase ranging from 2.7% to 10% for all returning teachers, averaging 3%.
CAROLINE	Provided a 5% increase, which includes a 1.6% step increase.
CARROLL	Provided a step increase which averaged 1.7%.
CHARLES CITY	Salary and supplements scale were increased an average of 2%.
CHARLOTTE	Provided a 3% average pay increase for all returning teachers effective July 1, 1998.
CHESTERFIELD	Provided a 1/2% scale adjustment and a 3% step adjustment for teachers not at the top of the range. This increase is to take place on 12/1/98.
CLARKE	Provided a one step scale increase plus \$250 scale adjustment for a total increase of \$1,250 per teacher, averaging 4%.
CRAIG	Provided a 2% increase plus a step, averaging 4%.
CULPEPER	Provided a 2.3% cost of living increase.
CUMBERLAND	Provided a 5% cost of living increase.
DICKENSON	Provided an average 4% salary increase.
DINWIDDIE	Provided a one step increase, averaging 3%.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
ESSEX	Provided a one step increase and a 3% increase to the base salary.
FAIRFAX	Provided a 2% cost of living increase and a step increase which average 2.6%. Increased Masters and doctoral supplements by \$300.
FAUQUIER	Provided a one step salary increase, averaging 2.5%.
FLOYD	Provided a one step increase, averaging 3.5%.
FLUVANNA	Provided a step plus 3% increase.
FRANKLIN	Provided a one step increase, averaging 3%.
FREDERICK	Provided an average 4% increase.
GILES	Provided a 4% increase.
GLOUCESTER	Provided an average 3% step increase for all eligible teachers and increased the salary by 2.25% cost of living.
GOOCHLAND	The teacher salary scale was increased to 95% of the market average of the surrounding school systems. The upper end of the scale had the greatest increase.
GRAYSON	Beginning January 1, 1999 will pay for the first time 1/ of the 5% employee's share of VRS contribution.
GREENE	Provided a 3% cost of living and adjusted salary scale.
GREENSVILLE	Raised the beginning salary by \$1,184 and increased most steps on scale by 2%.
HALIFAX	Provided a salary increase of 4.2%.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
HANOVER	Teachers' salary scale has been adjusted to increase salaries by an average of 3.62%.
HENRICO	Provided a 1.628% wage, adjustment and a 2.372% step increase for all eligible employees.
HENRY	Provided an average 3% salary increase.
HIGHLAND	Provided a 4.55% salary increase, a step increase, and supplement amounts were increased.
ISLE OF WIGHT	Provided a one step plus 2% increase for teachers on the scale and 2.5% increase for career teachers. Increases averaged 3.4%. Increased increment amount for advanced degrees.
KING GEORGE	Provided a one step increase averaging 3.20%.
KING & QUEEN	Provided a 2% increase to salary scale and a one step increase averaging 1.6%.
KING WILLIAM	Salary scale was increased 3% and all teachers received a step, except those at the top of the scale received a straight 3% increase.
LANCASTER	Provided a 3% increase.
LEE	Provided an average increase of 4%.
LOUDOUN	Provided a 3% step increase and a 2% cost of living.
LOUISA	Provided an average increase of 4.65%.
LUNENBURG	Teachers' salary scale increased by \$450 per step.
MADISON	Provided a 4% increase.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
MATHEWS	Provided a 3% cost of living increase, and a one step increase, averaging 4.15%.
MECKLENBURG	Provided a 3% cost of living and one step increase.
MIDDLESEX	Provided a one step increase, averaging 3%.
MONTGOMERY	Provided a one step salary increase, averaging 4%.
NELSON	Provided a 4% cost of living and a one step, on the salary scale averaging 1.5%.
NEW KENT	Provided a 3.3% cost of living increase and a step average of 1.7%.
NORTHAMPTON	Provided a one step increase plus enhanced the pay scale for teachers with 28 years or more of service, averaging 2.4%.
NORTHUMBERLAND	Provided a 1.75% cost of living increase. Provided a 2.25% step increase for teachers at the top of the scale. Increased the employers' share of health insurance.
NOTTOWAY	Adjusted salary scale, provided a two step increase for all teachers, increased Masters supplement by 7.6%, provided an average 2% cost of living increase and increased Doctoral supplement by 25%.
ORANGE	Provided an average increase of 3.5%.
PAGE	Provided an average one step increase of 4% with emphasis on holders of Master's degrees.
PATRICK	Adjusted salary scale index system to provide an average increase of 2.5%. Increased employers contribution to health care premium.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
PITTSYLVANIA	Provided a cost of living and step increase, averaging 3%.
POWHATAN	Provided a one step increase, averaging 3.68%.
PRINCE EDWARD	Salary schedules increased by 2.81 % based on the entire teacher's contract year.
PRINCE GEORGE	Provided an average 3% increase.
PRINCE WILLIAM	Provided a one step increase, averaging 2.6% and a .55% cost of living increase.
PULASKI	Base salaries were increased by 2%.
RAPPAHANNOCK	Provided an average 2.875% increase to salary scale, plus a step, averaging 1.5%. Average increase per step is 4.375%.
RICHMOND	No action taken.
ROANOKE	Provided a 3% average salary increase.
ROCKBRIDGE	Provided a one step increase, plus an average 6.6% salary increase.
ROCKINGHAM	Provided a one step increase, averaging 1.88%.
RUSSELL	Provided a step increase, averaging 2.4%.
SCOTT	Provided a 2% increase and a step increase for teachers at the top of the pay scale.
SHENANDOAH	Provided a \$1,000 salary increase for each full time employee.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
SMYTH	Provided a 2.25% increase effective for the second half of the contract year.
SOUTHAMPTON	Increased salary scale to provide a minimum of 4%. Provided 4% cost of living increase for those at the top of the scale.
SPOTSYLVANIA	Provided an average 3% increase.
STAFFORD	Provided a one step increase, averaging 4%.
SURRY	Provided a 2.5% salary increase.
SUSSEX	Provided a 3% increase, plus a step.
TAZEWELL	Restructured teachers' scale with improvements based on a 2.85% increase.
WARREN	Provided a 4% salary increase.
WASHINGTON	Provided an average 3.7% over the entire scale. Decreased the number of steps on the teacher's scale by one.
WESTMORELAND	Paid 3% of the 5% employee's share of VRS for this year. The other 2% will be paid in 1999-2000.
WISE	Provided an average 2% increase.
WYTHE	Provided a one step increase for all teachers, which averages not less than a 3% increase.
YORK	Provided an average 4% increase.
ALEXANDRIA	Paid for the first time the 5% employee's share of VRS contributions beginning November 1, 1998.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
BRISTOL	Provided an average salary increase of 2.5% for employees not on step. Provided a step plus 1.125% increase for employees on step and 2% for employee at the top of salary scale.
BUENA VISTA	Provided an average 5% increase for those not at the top of the salary scale. Those at the top received a 3% increase.
CHARLOTTESVILLE	Provided a 4.9% salary increase.
CHESAPEAKE	Budgeted a 3% increase for returning teachers.
COLONIAL HEIGHTS	Provided a 2.1 % cost of living increase. Those not at the top of scale received a step increase, averaging 1.75%.
COVINGTON	Provided an 3% salary increase.
DANVILLE	Provided a one step increase on the base salary scale averaging 3%.
FALLS CHURCH	Paid in 1998-99 for the first time the 5% employee's share of VRS contributions. Provided a one step increase for employees who do not participate in the VRS.
FRANKLIN CITY	Provided a 2.5% salary increase.
FREDERICKSBURG	Provided a one step increase, averaging 4%.
GALAX	Provided an average 3% salary increase.
HAMPTON	Provided a step increase effective July 1, 1998, for an average increase of 3.25%.
HARRISONBURG	Provided a one step increase averaging 4%.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
HOPEWELL	Provided a 3% increase which includes a step and a cost of living.
LEXINGTON	Provided an average 4% increase.
LYNCHBURG	Provided an average 3.45% increase and \$250 for degree supplements.
MANASSAS	Provided a 3% increase, which includes a step and a cost of living.
MANASSAS PARK	Provided a .75% cost of living increase plus a one step increase, averaging 3.25%.
MARTINSVILLE	Increased base Bachelor's scale by 5% effective December 1, 1998.
NEWPORT NEWS	Provided a 3% increase for all except those at the top of scale, they received a 1.5% longevity increase.
NORFOLK	Provided an average 3% salary increase.
NORTON	Provided a 1.125% salary increase.
PETERSBURG	Provided a step increase and an across-the-board increase for an average increase of 3.5%.
POQUOSON	Provided an average 4.9% increase.
PORTSMOUTH	A 3% pay increase will be awarded effective January 1, 1999.
RADFORD	Provided a 3% cost of living increase.
RICHMOND CITY	Provided a 4% cost of living increase.
ROANOKE CITY	Projected salary increase is 5.1%.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
SALEM	Provided a 3% increase across the board.
STAUNTON	Provided a 3.1% average step increase. Initiated a new salary scale.
SUFFOLK	Provided a one step plus a 1.25% cost of living increase, averaging a 3% increase.
VIRGINIA BEACH	Provided a 3% step increase for all eligible teachers. Provided a 3% longevity supplement for all teachers at the top of the pay scale. Increased the Masters allowance from \$2,300 to \$2,500.
WAYNESBORO	Base salary scale increased by 2.3%. Advancement scale increased by one step for those not at the top of the salary scale.
WMSBURG/J.CITY	Provided a 4% cost of living increase.
WINCHESTER	Provided an average 4.5% increase.
COLONIAL BEACH	Provided a 2% increase with a step increase for all teachers.
WEST POINT	Provided a one step increase, averaging 5%.
AMELIA-NOTTOWAY	Salary scale increased by 1.1%. Provided a step increase which averages 2%.
CHARL'VLE-ALBE	Provided a one step increase, averaging 5.59%.
JACKSON RIVER	Provided a one step increase, averaging 2.78%.
MASSANUTTEN	Provided a 2% cost of living increase.
NEW HORIZONS	Provided a 3% salary increase.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 1998-1999

DIVISION	ACTION TAKEN
NORTHERN NECK	Provided a 2% cost of living increase and a one step increase, averaging 1%.
P.D. PRUDEN	Provided a 1.25% cost of living increase, plus a one step increase. Total increase averages 3%.
PIEDMONT TECHNICAL	Provided a 3.5% salary increase.
ROWANTY	Provided a 3.33% salary increase.
VALLEY	Provided a one step increase, averaging 4%.
LAUREL	Provided a 3.45% salary increase.
MIDDLE PENNINSULA REG	Provided an average 3% step increase for all eligible teachers and a 2.25% cost of living increase.
PIEDMONT REG	Provided a one step increase, averaging 3%.
ROANOKE VALLEY REG	Provided an average 3% increase.
SECEP	Provided an average 3% salary increase.
NORTHWESTERN REG.	Provided an average 4% increase.