

**REPORT OF THE
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

Public School Teacher Compensation

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



HOUSE DOCUMENT NO. 27

**COMMONWEALTH OF VIRGINIA
RICHMOND
2002**



COMMONWEALTH of VIRGINIA

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December 1, 2001

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 Human Resource Management 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 2001 report that has been prepared in response to this Code requirement.

Respectfully submitted,

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

Sara Redding Wilson

Enclosure

cc: The Honorable Donald L. Moseley, Sr.
Secretary of Administration

The Honorable Cheri P. Yecke
Secretary of Education

Preface

Section 22.1-289.1 of the Code of Virginia requires the Director of the Department of Human Resource Management 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 2001.

The Office of Compensation and Policy of the Department of Human Resource Management 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.

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Teacher Salary Study: Executive Summary

Beginning Teacher Salaries

In the 2000-2001 school year, the average entry-level salary for Virginia public school teachers was \$28,139. Comparable entry-level salaries in the private sector were 8.26% 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 5.77% above that of private industry.

Entry-level salaries for teachers are 7.80% 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 23.43% above that of comparable state employees.

Virginia ranks twenty-second out of the fifty states and the District of Columbia in average salaries for beginning teachers. The Virginia average is 95.7% of the national average.

Average Teacher Salaries

Virginia's average salary for public school teachers was \$38,690 in 1999/2000, and this ranked Virginia as 25th among 50 states and the District of Columbia for that year. The average public school teacher salary in Virginia ranks third among 12 states in the southeastern United States. The Virginia average is 7.49% higher than the southeastern states' average and 93.2% of the national average.

Final decisions on increases to teacher salaries are made by localities. Average salaries for the 2000-2001 school year ranged from a high of \$53,399 in Arlington County to a low of \$29,201 in Highland County.

Actions Taken to Improve Teacher Salaries

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. In 2000-2001, all jurisdictions reported increases for their teachers' salaries. The highest overall percentage increase reported was 14% in Stafford County.

In the 2000 Appropriation Act, Chapter 1073 of the 2000 Virginia Acts of Assembly (Reconvened Session), the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 2.4% pay raise. It should be noted that each school division could choose to implement all or part of the 2.4% 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.

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: 2000-2001

- **Entry-level salary (average) for Virginia public school teachers (2000-2001)**
(Source: Virginia Education Association)

Criteria: BA degree and no experience
Salary: \$28,139

- **Comparison of average entry-level salaries for Virginia public school teachers to those of private jobs (2000-2001)***
(Source: Appendix B: Entry-Level Salary Matrix for Comparable Private Industry Positions)

The entry-level salary of private and state jobs requiring similar education and training was 8.26% above the Virginia entry-level teacher salary in 2000-01.

Entry-level salaries for beginning teachers in Virginia:	\$28,139
Entry-level salaries for comparable private and state jobs:	\$30,462

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 (\$28,139) is 5.77% above the adjusted average entry-level salary in the private sector (\$26,604).

Entry-level salaries for beginning teachers in Virginia:	\$28,139
Entry-level salaries for comparable private and state jobs:	\$26,604
(Adjusted for the number of days worked)	

* For an explanation of methodology, see Appendix A (Virginia Department of Human Resource Management.)

- **Comparison of average entry-level salaries for Virginia public school teachers to those of comparable Virginia state positions (2000-2001)***
(*Source: Appendix D: Entry-Level Salary Matrix for Comparable State Positions*)

Beginning salaries for teachers in Virginia are 7.80% higher than those of state employees requiring comparable education and training.

Entry-level salaries for beginning teachers in Virginia:	\$28,139
Entry-level salaries for comparable Virginia state jobs:	\$26,102

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 (\$28,139) is 23.43% above the adjusted average entry-level salary of comparable Virginia state positions (\$22,797).

Entry-level salaries for beginning teachers in Virginia:	\$28,139
Entry-level salaries for comparable Virginia state jobs:	\$22,797
(Adjusted for the number of days worked)	

- **National entry-level salary ranking for Virginia public school teachers (1999-2000)**
(*Source: Appendix E: Survey and Analysis of Teacher Salary Trends: 2000, American Federation of Teachers.*)

Virginia ranks 22nd out of the 50 states and the District of Columbia in average salaries for beginning teachers. The Virginia average is 95.7% of the national average.

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

Average Teacher Salaries: 2000-2001

- **Average Annual Salary for Virginia Public School Teachers Over Time**
(Source: *Appendix F: Average Annual Salary for Virginia Public School Teachers 1983-2000.*)

The average annual salary for Virginia public school teachers has risen from \$19,676 in 1983/84 to \$38,690 in 1999/2000. The average (estimated) salary for 2000/2001 was \$40,399. (Actual amounts will not be determined until the 2001-2002 survey.)

- **Average Teacher Salary Compared with Other States**
(Source: *Appendix J: American Federation of Teachers, Survey and Analysis of Teacher Salary Trends, 2000.*)

The average public school teacher's salary in Virginia ranks 3rd among the twelve states in the southeastern United States. The Virginia average is 7.49% higher than the average for these states.

The Virginia average teacher salary is 93.2% of the average for all states, ranking 25th among the 51 states.

- **Average Teacher Salaries in Virginia: Increases and Decreases**
(Source: *Appendix H: 2000-2001 Department of Education Teacher Salary Survey Results.*)

The 1999-2000 average annual salary (actual) for public school teachers in Virginia was \$38,690. The 2000-2001 average annual salary (budgeted) was \$40,399, an increase of 4.42%. Final decisions on increases to teacher salaries are made by localities.

Average salaries (2000-2001) range from a high of \$53,399 in Arlington County to a low of \$29,201 in Highland County.

Actions Taken to Improve Classroom Teacher Salaries in Virginia 2000-2001

- **2000-2001: Actions taken by localities to improve classroom teacher salaries in Virginia**
(Source: Appendix I: Improvement of Classroom Teacher Salaries, Department of Education: 2000-2001)

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. For 2000-2001, all localities reported increases; up to a 14% overall average increase in Stafford County.

- **2000: Actions taken by the state to improve classroom teacher salaries in Virginia**
(Source: 2000 Appropriation Act)

In the 2000 Appropriation Act, Chapter 1073 of the 2000 Virginia Acts of Assembly (Reconvened Session), the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 2.4% pay raise. It should be noted that each school division could choose to implement all or part of the 2.4% 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.

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	29,200	25,881	36,710	36,587	25,472	38,900	38,782	33.076	
Bus Admins	30,200	28,292	36,357	36,617	28,940	42,300		33.784	
Economics		28,292	37,757	41,399			41,216	37.166	
Marketing	29,700	28,292	33,373	36,875		35,900	34,055	33.033	
Agri Busin		25,881	34,739	47,963				36.194	34,651
SOCIAL SCIENCES									
History		25,881	31,599				28,636	28.705	
Sociology	26,900	25,881	27,899		24,262		27,080	26.404	
Psychology	27,200	21,657	28,811	36,597		26,000	28,181	28.074	27,728
LIFE SCIENCES									
Health/PE		23,675	26,749		22,416			24.280	
Biology	28,000	30,929	29,074	39,344	27,388	32,000	27,320	30.579	
Nursing	34,000	30,929	33,452		25,940			31.080	
Environ Sci	29,200	25,881	28,372	36,429			32,000	30.376	29.079
HUMANITIES									
Art	28,900	21,657					24,141	24.899	
Fine Arts		21,657					26,646	24.152	
English	27,300	23,675	29,108				26,679	26.691	
For Language		23,675	29,474					26.575	
Communications	27,900	28,292	30,497	35,314	22,558	29,200	28,848	28.944	
Education		30,434	26,765				30,740	29.313	26.762
PHYSICAL SCIENCE									
Math	28,500		41,761	41,158		35,700	36,047	36.633	
Statistics	26,300	25,881		39,333				30.505	
Chemistry	29,100	30,929	35,942	41,044	26,398		29,049	32.077	
Physics	37,500		42,455	47,229			31,750	39.734	
Geology	28,500	28,292	34,755	42,162	29,407		25,833	31.492	34.088

WYATT

= Watson Wyatt Data Services (ECS)

NACE

= National Association of Colleges and Employers

AVERAGE: 30.462

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 00/01 MINIMUM SALARY</u>	<u>FY 00/01 MIDPOINT SALARY</u>	<u>FY 00/01 MAXIMUM SALARY</u>
BUSINESS					
Accounting	Accountant	23414	25,881	33,144	40,406
Bus. Admin	Agency Management Analyst	21385	28,292	36,232	44,171
	Grants Specialist	22071	25,881	33,144	40,406
Economics	Business Manager A	23421	28,292	36,232	44,171
	Labor Market Analyst	24202	23,675	30,319	36,962
	Planner	37041	30,929	39,608	48,287
Marketing	Budget Analyst	23431	28,292	36,232	44,171
	Agri Marketing Agent	81202	28,292	36,232	44,171
Agri-Bus	Agricultural Inspector	81073	25,881	33,144	40,406
SOCIAL SCIENCES					
History	Historian A	32041	23,675	30,319	36,962
	Archaeologist	32064	28,292	36,232	44,171
Geography	No Match				
Sociology	Probation Officer	72402	28,292	36,232	44,171
	Social Worker	45103	23,675	30,319	36,962
Psychology	Psychologist Assistant	45021	21,657	27,734	33,811
LIFE SCIENCES					
Health/PE	Environmental Health Specialist	41222	25,881	33,144	40,406
	Health Educator	35051	23,675	30,319	36,962
Biology	Microbiologist	53072	28,292	36,232	44,171
	Wildlife Biologist	82407	30,929	39,608	48,287
Nursing	Registered Nurse	42141	30,929	39,608	48,287
Environ Science	Environ Prog Specialist	83441	25,881	33,144	40,406
	Environmental Inspector	83431	25,881	33,144	40,406

Appendix D

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>CLASS CODE</u>	<u>FY 00/01 MINIMUM SALARY</u>	<u>FY 00/01 MIDPOINT SALARY</u>	<u>FY 00/01 MAXIMUM SALARY</u>
HUMANITIES					
Art	Graphic Artist	35071	21,657	27,734	33,811
Fine Arts	FAM Educ Asst	36132	21,657	27,734	33,811
	FAM Asst Registrar	36064	21,657	27,734	33,811
English	Pub Relations Asst Specialist	35251	23,675	30,319	36,962
	Library Assistant	32012	23,675	30,319	36,962
Foreign Lang	Research Specialist	34031	23,675	30,319	36,962
	Archivist A	32051	23,675	30,319	36,962
Communications Education	Pub Relations Asst Specialist	35251	23,675	30,319	36,962
	Academic Teacher	33065	30,434	36,557	42,680
PHYSICAL SCIENCE					
Math	No Match				
Statistics	Statistical Analyst	21284	25,881	33,144	40,406
Chemistry	Analytical Chemist	53012	30,929	39,608	48,287
Physics	No Match				
Geology	Soil Scientist	53122	28,292	36,232	44,171
	AVERAGE:		26,102	33,353	40,604

Appendix E

Actual Average Beginning BA Teacher Salaries, 1998-99 And 1999-00

<u>State</u>	<u>Beginning Salary 1999-00</u>	<u>Average Salary 1999-00</u>	<u>Beginning To Average Salary Ratio</u>	<u>Beginning Salary 1998-99</u>	<u>Increase In:</u>	
					<u>Beginning Salary</u>	<u>Avg. Salary</u>
1 Alaska	\$33,676	\$46,481	72.5%	\$33,057	1.9%	0.4%
2 California	32,190	47,680 a,c	67.5%	31,129	3.4%	3.4%
3 New York	31,910	51,020 g	64.8%	30,808	3.6%	3.1%
4 Delaware	30,945 a	44,435 a	64.1%	29,981	3.2%	3.8%
5 District of Columbia	30,850	48,304	69.4%	30,000	2.9%	2.9%
6 New Jersey	30,480 a	50,878 g	59.9%	29,112	4.7%	-1.2%
7 Connecticut	30,466	52,410	58.1%	29,992	1.6%	0.7%
8 Georgia	30,402 c	41,122 c	73.9%	29,491	3.1%	3.4%
9 Massachusetts	30,330 a	46,955 a	64.6%	29,312	3.5%	4.0%
10 Pennsylvania	30,185	48,321 a	62.5%	29,793	1.3%	-0.3%
11 Illinois	30,151 a,e	46,480 a,e	64.9%	28,954	4.1%	2.6%
12 Alabama	29,790 a	36,689	81.2%	29,092	2.4%	2.4%
13 Oregon	29,733 b	45,103 b	65.9%	28,589	4.0%	3.0%
14 Hawaii	29,204	41,292	70.7%	28,315	3.1%	2.2%
15 Nevada	28,734 a	43,083 a	66.7%	28,428	1.1%	1.3%
16 Maryland	28,612	43,720	65.4%	27,605	3.6%	2.7%
17 Michigan	28,545 a	48,729	58.6%	27,822	2.6%	2.7%
18 Texas	28,400	37,567	75.6%	25,586	11.0%	9.4%
19 North Carolina	27,968	39,404	71.0%	25,044	11.7%	6.8%
20 Rhode Island	27,286 a	48,138 a	56.7%	26,237	4.0%	4.0%
21 Tennessee	27,228	36,328	75.0%	26,314	3.5%	2.4%
22 Virginia	26,783 a	38,992 a	68.7%	25,777	3.9%	3.9%
23 Indiana	26,553	41,855	63.4%	26,268	1.1%	1.7%
24 Washington	26,514	41,047	64.6%	23,650	12.1%	6.1%
25 Missouri	25,977	35,660 c	72.8%	25,306	2.7%	2.5%
26 Vermont	25,791 a	36,402	70.9%	25,435	1.4%	1.4%
27 Louisiana	25,738	33,109 c	77.7%	24,102	6.8%	2.2%
28 Minnesota	25,666	40,678 a	63.1%	24,468	4.9%	3.0%
29 Arizona	25,613 a	34,824	73.5%	24,755	3.5%	4.9%
30 Wisconsin	25,344	39,897 c	63.5%	24,839	2.0%	1.3%
31 Iowa	25,275	35,678 c	70.8%	24,132	4.7%	1.9%
32 Kansas	25,252	36,282 c,f	69.6%	24,648	2.5%	2.5%
33 South Carolina	25,215	36,081	69.9%	23,827	5.8%	4.6%
34 Florida	25,132	36,722	68.4%	24,402	3.0%	2.2%
35 New Mexico	25,042 a	32,713	76.6%	24,393	2.7%	2.7%
36 Colorado	24,875 a	39,073 a	63.7%	24,293	2.4%	2.4%
37 Kentucky	24,753	36,255 c	68.3%	24,387	1.5%	2.5%
38 New Hampshire	24,650 a	37,734	65.3%	24,406	1.0%	0.9%

Appendix E

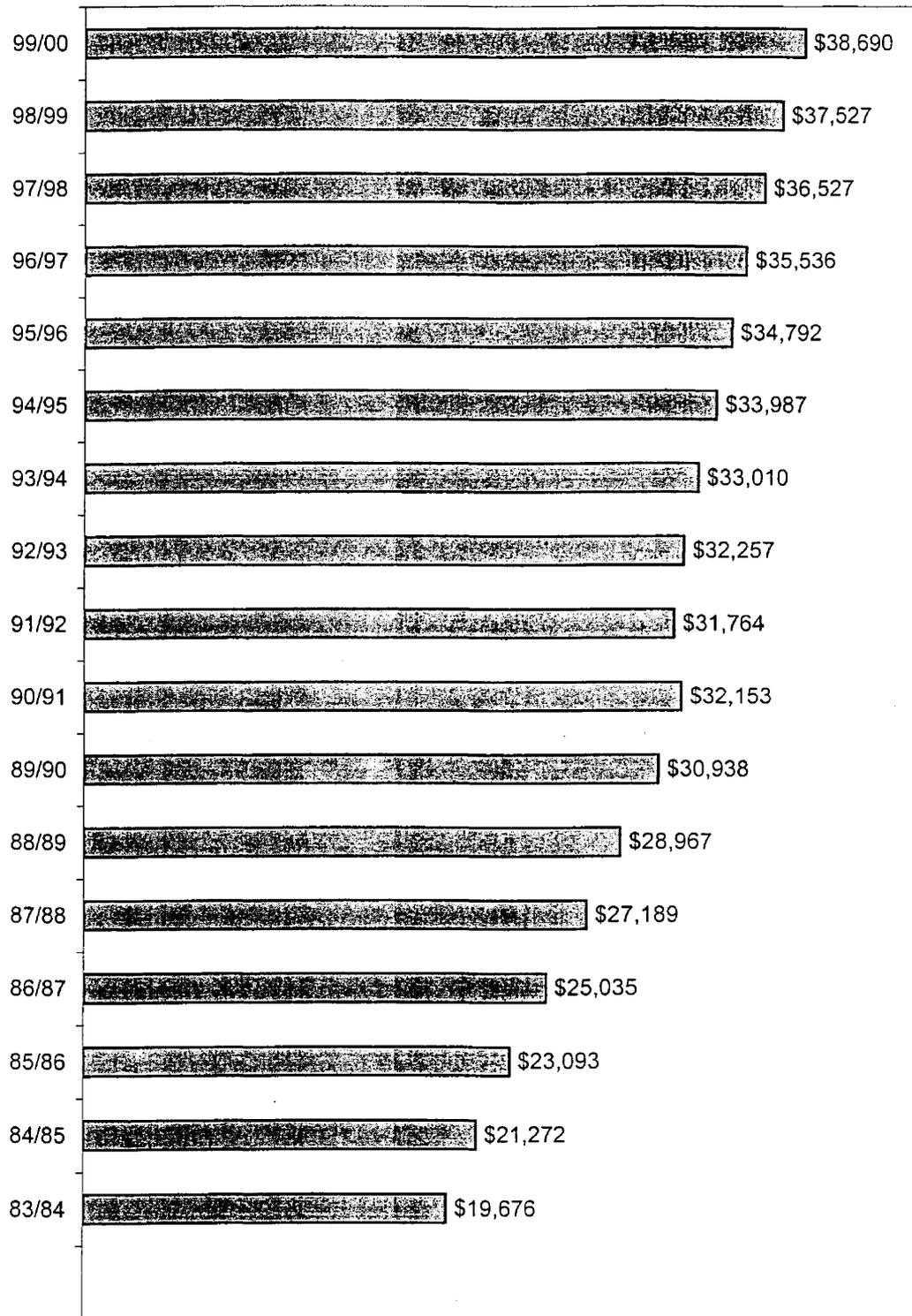
<u>State</u>	<u>Beginning Salary 1999-00</u>	<u>Average Salary 1999-00</u>	<u>Beginning To Average Salary Ratio</u>	<u>Beginning Salary 1998-99</u>	<u>Increase In:</u>	
					<u>Beginning Salary</u>	<u>Avg Salary</u>
39 Wyoming	\$24,168	\$34,188	70.7%	\$23,507	2.8%	2.1%
40 Oklahoma	24,025	29,525	81.4%	23,818	0.9%	0.3%
41 West Virginia	23,829	35,011 c	68.1 %	23,316	2.2%	2.2%
42 Ohio	23,597	41,713	56.6%	23,096	2.2%	2.4%
43 Utah	23,273	34,946	66.6%	22,941	1.4%	2.5%
44 Mississippi	23,040 h	31,897	72.2%	21,145	9.0%	7.9%
45 Maine	22,942	35,561	64.5%	22,513	1.9%	1.9%
46 Nebraska	22,923	33,237	69.0%	22,611	1.4%	1.1%
47 Arkansas	22,599	33,691 c	67.1%	21,975	2.8%	2.7%
48 South Dakota	21,889 a	29,072	75.3%	21,376	2.4%	2.4%
49 Montana	20,969	32,121 c	65.3%	20,732	1.1%	2.4%
50 Idaho	20,915	35,155	59.5%	20,306	3.0%	3.2%
51 North Dakota	20,422	29,863	68.4%	19,136	6.7%	3.0%
U.S. Average	\$27,989	\$41,820	64.5%	\$26,855	4.2%	3.2%
Guam	26,197 d	34,947 d	83.9%	26,197	0.0%	2.1%
Puerto Rico	18,700	24,980	72.1%	18,000	3.9%	4.1%
Virgin Islands	22,751	33,310	68.3%	22,751	0.0%	-4.2%

a. AFT estimate; b. Includes employer pick-up of employee pension contribution where applicable; c. includes extra-duty pay; d. includes health care contributions where applicable; e. Includes pension and extra-duty pay where applicable; f. estimated to exclude fringe benefits at 8 percent; g. median; h. Includes estimated \$1,000 in local supplements.

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 1983-2000



Appendix G

Survey and Analysis of Salary Trends 1999-2000 (American Federation of Teachers, May 2000)

<u>Ranking</u>	<u>State</u>	<u>Average teacher Salary</u>	<u>Ranking</u>	<u>State</u>	<u>Average teacher Salary</u>
1	Connecticut	\$52,410	27	Texas	\$37,567
2	New York	51,020	28	Florida	36,722
3	New Jersey	50,878	29	Alabama	36,689
4	Michigan	48,729	30	Vermont	36,402
5	Pennsylvania	48,321	31	Tennessee	36,328
6	District of Columbia	48,304	32	Kansas	36,282
7	Rhode Island	48,138	33	Kentucky	36,255
8	California	47,680	34	South Carolina	36,081
9	Massachusetts	46,955	35	Iowa	35,678
10	Alaska	46,481	36	Missouri	35,660
11	Illinois	46,480	37	Maine	35,561
12	Oregon	45,103	38	Idaho	35,155
13	Delaware	44,435	39	West Virginia	35,011
14	Maryland	43,720	40	Utah	34,946
15	Nevada	43,083	41	Arizona	34,824
16	Indiana	41,855	42	Wyoming	34,188
17	Ohio	41,713	43	Arkansas	33,691
18	Hawaii	41,292	44	Nebraska	33,237
19	Georgia	41,122	45	Louisiana	33,109
20	Washington	41,047	46	New Mexico	32,713
21	Minnesota	40,678	47	Montana	32,121
22	Wisconsin	39,897	48	Mississippi	31,897
23	North Carolina	39,404	49	North Dakota	29,863
24	Colorado	39,073	50	Oklahoma	29,525
25	Virginia	38,992	51	South Dakota	29,072
26	New Hampshire	37,734			
				U.S. Average	\$41,820

Source: American Federation of Teachers, annual survey of state departments of education. *Early Estimates of Public Elementary and Secondary Education Statistics*. 1999-2000. U.S. Department of Education, May 2000. <http://nces.ed.gov/pubs2000/2000364.pdf>

Appendix H

2000-01 Department of Education Average Classroom Teacher Salary Survey

SUMMARY

2000-01 Increases in Classroom Teacher Salaries

1999-00 Average Classroom Teacher Salary: \$38,690 **
(Estimated)

Budgeted *

2000-01 Average Classroom Teacher Salary: \$40,399 ***

Average Percent Increase Over 1999-00 4.4%

*Based on certification by Division Superintendents of the average salaries to be provided and the resulting increase.

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

***Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

SUMMARY BY LOCALITY

<u>LOCALITY</u>	1998-99	1999-00	%	2000-01	%
	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>		<u>INCREASE/</u> <u>DECREASE</u>	
<u>COUNTIES</u>					
ACCOMACK	32,425	34,561	6.6%	36,166	4.6%
ALBEMARLE	36,818	37,620	2.2%	37,934	0.8%
ALLEGHANY HGLNDS	32,620	35,999	10.4%	35,696	-0.8%
AMELIA	32,391	34,365	6.1%	35,368	2.9%
AMHERST	32,595	32,253	-1.0%	33,409	3.6%
APPOMATTOX	30,857	32,419	5.1%	35,276	8.8%
ARLINGTON	49,559	51,532	4.0%	53,399	3.6%
AUGUSTA	34,425	35,500	3.1%	36,873	3.9%
BATH	35,136	37,288	6.1%	38,708	3.8%
BEDFORD	29,661	31,605	6.6%	33,299	5.4%
BLAND	31,784	35,283	11.0%	39,744	5.1%
BRUNSWICK	29,723	29,803	0.3%	33,077	11.0%
BUCHANAN	30,010	32,708	9.0%	33,040	1.0%
BUCKINGHAM	31,877	33,076	3.8%	34,778	5.1%

Appendix H

<u>LOCALITY</u>	<u>1998-99</u>	<u>1999-00</u>	<u>%</u> <u>INCREASE/</u> <u>DECREASE</u>	<u>2000-01</u>	
	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>		<u>AVERAGE</u> <u>SALARY</u>	<u>%</u> <u>INC./DEC.</u>
CAMPBELL	32,474	33,014	1.7%	34,368	4.1 %
CAROLINE	33,158	33,633	1.4%	37,286	10.9%
CARROLL	30,366	31,991	5.4%	32,854	2.7%
CHARLES CITY COUNTY	30,775	33,814	9.9%	33,391	-1.2%
CHARLOTTE	32,981	33,739	2.3%	33,910	0.5%
CHESTERFIELD	35,245	37,735	7.1%	38,936	3.2%
CLARKE	33,096	35,325	6.7%	36,015	2.0%
CRAIG	32,681	35,140	7.5%	34,189	-2.7%
CULPEPER	32,921	33,341	1.3%	35,151	5.4%
CUMBERLAND	32,171	29,383	-8.7%	30,248	2.9%
DICKENSON	30,843	33,672	9.2%	33,834	0.5%
DINWIDDIE	32,107	32,459	1.1%	36,222	11.6%
ESSEX	35,687	36,525	2.3%	36,337	-0.5%
FAIRFAX	46,081	46,922	1.8%	48,639	3.7%
FAUQUIER	39,030	41,643	6.7%	42,900	3.0%
FLOYD	31,848	34,001	6.8%	35,200	3.5%
FLUVANNA	32,623	33,557	2.9%	35,988	7.2%
FRANKLIN	32,904	34,820	5.8%	36,767	5.6%
FREDERICK	33,588	34,602	3.0%	37,017	7.0%
GILES	33,359	34,552	3.6%	37,409	8.3%
GLOUCESTER	32,932	33,682	2.3%	35,466	5.3%
GOOCHLAND	35,725	39,353	10.2%	38,767	-1.5%
GRAYSON	31,058	32,064	3.2%	34,295	7.0%
GREENE	29,476	31,947	8.4%	34,339	7.5%
GREENSVILLE	31,130	32,951	5.8%	35,354	7.3%
HALIFAX	30,874	33,295	7.8%	33,987	2.1%
HANOVER	35,939	37,031	3.0%	37,799	2.1%
HENRICO	39,070	39,709	1.6%	40,596	2.2%
HENRY	31,966	33,528	4.9%	34,051	1.6%
HIGHLAND	27,100	27,978	3.2%	29,201	4.4%
ISLE OF WIGHT	35,955	37,967	5.6%	39,481	4.0%
KING AND QUEEN	31,728	34,931	10.1%	36,324	4.0%
KING GEORGE	32,929	33,222	0.9%	36,651	10.3%
KING WILLIAM	33,033	35,440	7.3%	40,345	13.8%
LANCASTER	33,064	33,432	1.1%	35,089	5.0%
LEE	32,888	34,328	4.4%	35,097	2.2%
LOUDOUN	40,698	42,808	5.2%	45,580	6.5%
LOUISA	30,818	32,629	5.9%	35,503	8.8%
LUNENBURG	32,083	35,252	9.9%	37,501	6.4%
MADISON	28,008	29,466	5.2%	32,963	11.9%
MATHEWS	33,518	30,821	-8.0%	31,713	2.9%
MECKLENBURG	29,962	34,895	16.5%	36,061	3.3%
MIDDLESEX	29,417	31,051	5.6%	32,416	4.4%
MONTGOMERY	31,734	33,634	6.0%	35,457	5.4%
NELSON	33,025	33,758	2.2%	34,886	3.3%
NEW KENT	31,410	30,871	-1.7%	32,434	5.1%
NORTHAMPTON	30,976	33,338	7.6%	31,174	-6.5%
NORTHUMBERLAND	34,255	36,662	7.0%	38,639	5.4%
NOTTOWAY	32,449	32,654	0.6%	34,014	4.2%

Appendix H

<u>LOCALITY</u>	1998-99	1999-00	% INCREASE/ DECREASE	2000-01	% INC./DEC.
	<u>ACTUAL AVERAGE SALARY</u>	<u>ACTUAL AVERAGE SALARY</u>		<u>BUDGETED AVERAGE SALARY</u>	
ORANGE	36,747	39,309	7.0%	39,439	0.3%
PAGE	29,569	30,830	4.3%	32,216	4.5%
PATRICK	32,522	33,073	1.7%	34,576	4.5%
PITTSYLVANIA	33,300	34,598	3.9%	35,879	3.7%
POWHATAN	31,666	35,758	12.9%	37,394	4.6%
PRINCE EDWARD	30,443	30,957	1.7%	32,890	6.2%
PRINCE GEORGE	34,613	36,247	4.7%	38,882	7.3%
PRINCE WILLIAM	43,555	44,421	2.0%	48,059	8.2%
PULASKI	33,986	35,463	4.3%	36,039	1.6%
RAPPAHANNOCK	31,514	30,679	-2.6%	35,378	15.3%
RICHMOND	31,920	34,425	7.8%	38,266	11.2%
ROANOKE	38,951	40,802	4.8%	42,204	3.4%
ROCKBRIDGE	31,404	32,204	2.5%	33,821	5.0%
ROCKINGHAM	32,208	32,585	1.2%	34,963	7.3%
RUSSELL	31,753	31,319	-1.4%	33,061	5.6%
SCOTT	34,429	36,036	4.7%	37,447	3.9%
SHENANDOAH	32,139	34,443	7.2%	36,601	6.3%
SMYTH	34,311	35,801	4.3%	36,821	2.8%
SOUTHAMPTON	32,461	33,132	2.1%	35,201	6.2%
SPOTSYLVANIA	34,754	37,848	8.9%	40,045	5.8%
STAFFORD	36,227	37,461	3.4%	41,751	11.5%
SURRY	31,305	37,710	20.5%	38,730	2.7%
SUSSEX	34,994	35,239	0.7%	36,179	2.7%
TAZEWELL	34,258	36,205	5.7%	37,341	3.1%
WARREN	33,054	33,527	1.4%	33,669	0.4%
WASHINGTON	33,770	33,848	0.2%	34,680	2.5%
WESTMORELAND	30,831	32,421	5.2%	32,211	-0.6%
WISE	35,539	36,628	3.1%	37,382	2.1%
WYTHE	32,289	33,432	3.5%	35,155	5.2%
YORK	35,106	35,957	2.4%	38,050	5.8%
 <u>CITIES</u>					
ALEXANDRIA CITY	46,055	48,404	5.1%	49,619	2.5%
BRISTOL CITY	36,074	37,100	2.8%	38,202	3.0%
BUENA VISTA CITY	33,878	35,652	5.2%	37,140	4.2%
CHARLOTTESVILLE CITY	36,431	38,582	5.9%	41,084	6.5%
CHESAPEAKE CITY	37,759	38,739	2.6%	39,831	2.8%
COLONIAL HEIGHTS CITY	40,522	41,794	3.1%	45,412	8.7%
COVINGTON CITY	40,118	39,893	-0.6%	42,565	6.7%
DANVILLE CITY	35,297	35,221	-0.2%	37,194	5.6%
FALLS CHURCH CITY	45,501	47,605	4.6%	51,640	8.5%
FRANKLIN CITY	34,479	35,755	3.7%	36,572	2.3%
FREDERICKSBURG CITY	36,805	39,822	8.2%	41,980	5.4%
GALAX CITY	33,331	34,436	3.3%	34,394	-0.1%
HAMPTON CITY	34,803	34,858	0.2%	37,264	6.9%
HARRISONBURG CITY	34,635	35,123	1.4%	37,566	7.0%
HOPEWELL CITY	36,401	38,435	5.6%	40,815	6.2%
LEXINGTON CITY	29,912	33,200	11.0%	34,694	4.5%
LYNCHBURG CITY	33,830	31,762	-6.1%	33,880	6.7%

Appendix H

<u>LOCALITY</u>	1998-99	1999-00	%	2000-01	%
	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>	<u>ACTUAL</u> <u>AVERAGE</u> <u>SALARY</u>		<u>INCREASE/</u> <u>DECREASE</u>	
MANASSAS CITY	39,734	41,196	3.7%	45,191	9.7%
MANASSAS PARK CITY	35,583	38,116	7.1%	39,435	3.5%
MARTINSVILLE CITY	33,237	34,379	3.4%	34,797	1.2%
NEWPORT NEWS CITY	35,748	35,110	-1.8%	36,753	4.7%
NORFOLK CITY	39,488	36,742	-7.0%	37,663	2.5%
NORTON CITY	34,961	36,349	4.0%	35,194	-3.2%
PETERSBURG CITY	30,683	31,587	2.9%	34,178	8.2%
POQUOSON CITY	37,039	37,438	1.1%	39,591	5.8%
PORTSMOUTH CITY	36,453	36,201	-0.7%	36,599	1.1%
RADFORD CITY	38,207	39,109	2.4%	39,545	1.1%
RICHMOND CITY	37,146	38,641	4.0%	39,625	2.5%
ROANOKE CITY	38,884	40,076	3.1%	41,400	3.3%
SALEM CITY	41,133	41,893	1.8%	43,481	3.8%
STAUNTON CITY	32,687	34,544	5.7%	34,902	1.0%
SUFFOLK CITY	33,984	34,747	2.2%	36,961	6.4%
VIRGINIA BEACH CITY	37,895	39,072	3.1%	40,351	3.3%
WAYNESBORO CITY	35,086	37,194	6.0%	39,019	4.9%
WILLIAMSBURG-JAMES CITY	38,257	40,104	4.8%	39,215	-2.2%
WINCHESTER CITY	37,944	40,277	6.1%	42,614	5.8%
 <u>TOWNS</u>					
COLONIAL BEACH	32,533	31,095	-4.4%	36,329	16.8%
WEST POINT	39,879	36,348	-8.9%	38,975	7.2%
 <u>REGIONAL CENTERS</u>					
AMELIA-NOTTOWAY	33,364	30,036	-10.0%	34,356	14.4%
CENTRAL VA	31,507	NO DATA SUBMITTED FOR THIS REPORT			
CHARLOTTSVLL-ALBEMRLE	36,855	34,605	-6.1%	38,108	10.1%
JACKSON RIVER	32,472	30,196	-7.0%	33,584	11.2%
LAUREL REGIONAL	44,120	41,614	-5.7%	44,261	6.4%
MASSANUTTEN	40,999	48,113	17.4%	43,815	-8.9%
MIDDLE PENIN SP ED	29,283	29,477	0.7%	35,997	22.1%
NEW HORIZONS	23,186	32,890	41.9%	34,340	4.4%
NORTHERN NECK	30,787	30,756	-0.1%	38,078	23.8%
NORTHERN NECK VOC	28,684	35,551	23.9%	34,129	-4.0%
NORTHWESTERN	31,919	31,069	-2.7%	31,192	0.4%
PIEDMONT	32,105	31,654	-1.4%	33,011	4.3%
PIEDMONT TECH ED	34,889	39,234	12.5%	PROGRAM CLOSED IN FY2001	
PRUDEN CENTER	34,453	34,646	0.6%	37,642	8.6%
ROANOKE VALLEY	35,859	38,017	6.0%	40,627	6.9%
ROWANTY	37,427	38,544	3.0%	39,115	1.5%
SHENANDOAH VALLEY	30,279	NO DATA SUBMITTED FOR THIS REPORT			
SOUTHEAST COOP	34,927	32,106	-8.1%	34,426	7.2%
VALLEY VOCATIONAL	35,137	47,242	34.5%	49,749	5.3%
<u>STATE</u>	37,527	38,690	3.1%	40,399	4.4%
(LEA plus Regional Spec. Ed. & Voc. Ed.)					

Appendix H

<u>LOCALITY</u>	1998-99	1999-00	% INCREASE/ DECREASE	2000-01	% INC./DEC.
	<u>ACTUAL AVERAGE SALARY</u>	<u>ACTUAL AVERAGE SALARY</u>		<u>BUDGETED AVERAGE SALARY</u>	
<u>GOVERNOR'S SCHOOLS</u>					
A. LINWOOD HOLTON	N/A	39,243	100.0%	40,420	3.0%
CENTRAL SHEN VALLEY	N/A	35,054	100.0%	36,456	4.0%
CENTRAL VA SC&TECH	N/A	38,712	100.0%	41,199	6.4%
CHESAPEAKE MARINE	N/A	35,267	100.0%	36,671	4.0%
SCHOOL FOR THE ARTS	N/A	33,112	100.0%	34,672	4.7%
NEW HORIZONS	N/A	40,875	100.0%	44,048	7.8%
ROANOKE VAL SC&TEC	N/A	40,261	100.0%	42,070	4.5%
SOUTHSIDE VA GLOBAL	N/A	37,007	100.0%	41,699	12.7%
SOUTHWEST SC-MA-TEC	N/A	38,134	100.0%	38,897	2.0%
THOMAS JEFFESON	N/A	62,190	100.0%	65,305	5.0%
<u>REGIONAL ALTERNATIVE EDUCATION</u>					
GALAX-JOY RANCH	N/A	33,718	100.0%	34,894	3.5%
CROSSROADS	N/A	35,685	100.0%	36,067	1.1%
ENTERPRISE -N. N. CITY	N/A	35,518	100.0%	36,584	3.0%
ON THE RIGHT TRACK	N/A	26,640	100.0%	28,499	7.0%
PLUS SELF PROJECT	N/A	37,467	100.0%	38,922	3.9%
SHEN VALLEY	N/A	43,757	100.0%	44,009	0.6%
LEARNING ACADEMY	N/A	26,683	100.0%	27,475	3.0%
RENAISSANCE-SCOTT	N/A	30,279	100.0%	36,461	20.4%
TIDEWATER	N/A	34,358	100.0%	34,847	1.4%
PROJECT RENEW	N/A	22,673	100.0%	27,000	19.1%
<u>STATE</u>	37,527	38,717	3.2%	40,427	4.4%
(LEA, Regional, Gov. Schools, & Alt. Ed.)					

NOTE: Governor's Schools and Regional Alternative Education Programs began reporting salary survey data for 1999-00.

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>
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)	36,428	2.5	39,477	2.4	(3,049)	(7.7)	26
1998-99 (Actual)	37,527	3.0	40,582	2.4	(3,055)	(7.3)	26
1999-00 (Estimate)*	38,690	3.1	41,575	2.8	(2,885)	(6.9)	26
2000-01 (Estimate)	40,197 **	4.0	National Information Not Available At This Time				

***Sources:**

a.) Department of Education: 1998-99 Annual School Reports and 1999-00 Average Salary Survey.

Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

b.) NEA: Rankings of the States, 1993-2000

** Estimate reduced by 0.5% based on the average historical difference between budgeted and actual data.

Data for the Governor's Schools and the Regional Alternative Education Programs are not included in the average.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
ACCOMACK	Provided a 2% salary step and a 2.7% cost of living increase; Increased employer contribution for health insurance. Revised salary scale.
ALBEMARLE	Provided a 4.25% salary scale adjustment plus a step for all teachers. Beginning step increased from \$26,532 to \$28,803.
ALLEGHANY-HGHLDS	Provided a 2% base increase plus the a step increase, averaging a 3.65% salary increase.
AMELIA	Provided an overall average increase of 2.2%
AMHERST	Provided an average increase of 6.54% for all teachers.
APPOMATTOX	Budgeted an average increase of 5.7%.
ARLINGTON	Provided a 3.0% cost of living increase, plus a one step increase for the majority of teachers, averaging 5%. Effective January 1, 2001 will pay 2.5% of the VRS costs previously paid by the employee and enhance the beginning step of the teacher pay plan.
AUGUSTA	Provided an average increase of 4.2% on base salary. Masters supplement remained the same and coaching supplements were increased by 3.0%.
BATH	Provided a cost of living increase of 2.5% plus a step increase for experience (teachers received .75% up to 2.7% depending on experience).
BEDFORD CO/CITY	Provided a 3% increase.
BLAND	Provided a one-step increase for all classroom teachers, averaging an increase of 1.4%.
BOTETOURT	Provided a 3.5% increase to the indexed base salary.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
BRUNSWICK	Provided an overall average increase of 10% which includes a step and cost of living increase.
BUCHANAN	Provided a 3% salary increase and \$1,000 increase for Professional staff with 20 years experience.
BUCKINGHAM	Step increases were given in addition to the approximately 3.28% increase on the scale.
CAMPBELL	Provided a pay scale step increase of 5% for all teachers, an additional \$300 for each teacher moving a step and added a signing license bonus of \$500.
CAROLINE	Increased step one of the teachers salary scale by 9%, step 2-13 were increased by 5%. Step increases were given to those teachers due to move up a step. The lowest increase was 5% and the highest was 17.9%.
CARROLL	Increased entry level salary by 11%; replaced fixed amount of Master's degree supplement with 8.7% of step level, and replaced fixed amount of Doctorate degree supplement with 14% step level. Increased all supplement duties 5%.
CHARLES CITY	Increased teachers' salaries by 6%.
CHARLOTTE	Provided a 3% increase for all returning teachers.
CHESTERFIELD	Continues the two year coordinated pay plan. The plan includes a minimum % increase for teachers not at the top of the scale and 3% adjustment for teachers at the maximum of the range.
CLARKE	Provided an average 9% salary increase, adjusted salary scales to lessen time on a step, double Master's degree supplement to \$5,000.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
CRAIG	Projected to give a 4% overall increase.
CULPEPER	Beginning teacher salary increased 8.9%. Provided a one step for all teachers which average a 3% increase and cost of living adjustment to the salary scale ranging from .6% to 9.22%.
CUMBERLAND	Provided a 5% increase, and increased the employer's contribution for health insurance.
DICKENSON	Provided a \$600 salary increase, which average a 2.4% increase.
DINWIDDIE	Each ten-month teacher received a \$3,000 increase. Teachers on an eleven month contract received a \$3,300 increase and twelve month teachers received a \$3,600 increase.
ESSEX	Provided a step increase in addition to a 3.5% increase within those steps.
FAIRFAX	Provided a 5% cost of living increase for all teachers and a one step increase averaging 2.6%.
FAUQUIER	Provided an overall 7.72% average salary increase.
FLOYD	Provided an increase of 2.47% to 10.17%, including step with the larger percentage going to teachers with the least experience.
FLUVANNA	Increased beginning teachers' salary to \$29,000. All other teachers received a step plus a 6% increase.
FRANKLIN	Continuing implementation of our 11 step salary scale for all teachers.
FREDERICK	Provided an average increase of 7.22%.

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
GILES	Implemented a new salary scale that gave an average increase of 8.2% with no teachers receiving less than an annual increase of \$1,500.
GLOUCESTER	Provided a 2.4% salary increase plus an average 3% step for instructional positions, averaging an overall increase of 5.4%.
GOOCHLAND	Provided a cost of living and step increase based on area market.
GRAYSON	Provided a 2.4% salary increase.
GREENE	The Green County School System is presently involved in a 5 year planning cycle to increase teacher salaries. At the end of 5 year planning cycle, the plan is for teacher salaries to be at or above the cumulative average of those school systems in the area.
GREENSVILLE/EMPORIA	Raised the salary scale by an average of 7%.
HALIFAX	Provided an average increase of 2.4%.
HANOVER	Provided an average increase of 5.08%.
HENRICO	All teachers received the equivalent of a step increase of 2.372% and a wage adjustment of 1.628%, averaging an overall increase of 4.038%.
HENRY	Provided an average 6.9% salary increase. In addition, three steps were removed making it quicker for employee to reach the top of the scale.
HIGHLAND	Provided a 5% salary increase.

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Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
ISLE OF WIGHT	Provided a 5% salary increase to teachers with a satisfactory or better evaluation.
KING GEORGE	Provided a salary increase of \$1,350 for all teachers.
KING & QUEEN	Provided an average increase of 5%.
KING WILLIAM	Increased salary scale and adjusted the top of the scale allowing teachers to reach the maximum with 28 years of experience rather than 31. The average increase was 5%. No teacher Received less than 4.84%.
LANCASTER	Provided an average increase of 4%.
LEE	Provided a salary step increase, averaging 2.7%.
LOUDOUN	Provided a 3% step increase and 7.2% to the teachers' salary scale.
LOUISA	Restructured the salary scale. The beginning salary was increased an average of 6.61%. The new scale has 3.25% between steps. Teachers were transitioned into the new scale with increases ranging from 5.23% to 8.78%.
LUNENBURG	Increased each step of teacher salary scale by \$2,000.
MADISON	Provided a cost of living increase and/or step increase. No percentage is available at this time.
MATHEWS	Provided a 3% cost of living increase on the salary scale with a one step increase for all teachers, averaging a 4% increase.
MECKLENBURG	Teachers received the final portion of a phase-in to a revised salary scale plus one step (2.5%) on the scale plus a 3% increase.

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Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
MIDDLESEX	Provided an average 4% salary increase.
MONTGOMERY	Provided a one step salary increase, averaging 5%.
NELSON	The Nelson County School Board added a 4% cost of living increase to the salary scale and gave a step increase. The stipend for Masters' Degree Supplements was increased from \$1,488 to \$1,750 per year.
NEW KENT	Provided a 5.33% cost of living plus a one step increase, averaging a 7% increase.
NORTHAMPTON	Provided a 5% increase.
NORTHUMBERLAND	Provided a 4% increase plus a step increase.
NOTTOWAY	Provided a one step increase for all teachers, averaging \$1,500. Increased health care benefits by \$250. Overall increase of 6.07%.
ORANGE	Increased the first step on the teacher pay scale, averaging 5.98%.
PAGE	Increased the average salary steps by 5%. The steps in the middle of the scale, steps 10 through 23, were given an additional 1% increase.
PATRICK	Increased base step on teacher salary scale by 3%, plus a step increase which ranged from 1% to 7%. Overall individual increase ranged from 4% to 10%.
PITTSYLVANIA	Provided an average 6% salary increase.
POWHATAN	If resources permit, the school division will provide a salary step increase in the range of 4-6%.

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DIVISION	ACTION TAKEN
PRINCE EDWARD	Budgeted a 6.56% average salary increase for all teachers.
PRINCE GEORGE	Provided a 2% cost of living adjustment and a two step increase, averaging increase of 7%.
PRINCE WILLIAM	Provided a one step increase averaging 2.6% for those teachers that are not at top of the pay scale. Provided a 3.75% cost of living adjustment for all classroom teachers.
PULASKI	Increased teacher salary scale by an average of 6%. Supplement schedule increased by an average of 3%.
RAPPAHANNOCK	Increased teacher salaries by 7.4% plus a step, which averaged 1.5%.
RICHMOND	Provided a 4% increase plus a step increase.
ROANOKE	Provided a 4% increase for all instructional personnel. Signing bonuses were implemented for the first time of \$1,000 for all new teachers. Beginning teachers salary was raised to \$30,000.
ROCKBRIDGE	Increased teacher salary scale by steps which resulted in an average of 9%.
ROCKINGHAM	Provided teachers an average of 5.5% salary increase. This increase included a cost of living and a salary step.
RUSSELL	Provided a step increase plus \$750.
SCOTT	Provided a 3% raise plus one step for those not at the top of the scale; added a 24th step to the scale with step amounting to \$500, averaging a 3.8% increase.

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Local Improvements in Average Annual Salary for Virginia Public School Teachers 2000-2001

DIVISION	ACTION TAKEN
SHENANDOAH	Provided an overall 6% increase. Increased supplements for Master's and Doctorate degrees from \$2,100 to \$3,000 each.
SMYTH	Provided a 2.4% increase effective for the second of half of the contract year.
SOUTHAMPTON	Provided a minimum salary increase of 4% for all teachers and a 4% cost of living increase for those teachers at the top of the salary scale.
SPOTSYLVANIA	Revised salary scale. Beginning steps were increased. Provided an overall increase of 6%.
STAFFORD	Provided a one step increase for all classroom teachers, averaging 14%.
SURRY	Will continue to pay employees' share of retirement and term life insurance and will continue to try to improve salary increase percentage by at least 3%.
SUSSEX	Provided a 4% salary increase plus a step which averaged 1.5%.
TAZEWELL	Classroom teachers' salaries were increased by 1.68%, except those at top of the pay scale; they were increased by 17.47% and 21.10%.
WARREN	Provided a 4% increase in teacher salaries. Increased the employer's share of health insurance.
WASHINGTON	Increased salary scale by 2.4%. Teachers on scale received 2.4% plus a step. Increased employer share of health insurance payments by 13%.

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DIVISION	ACTION TAKEN
WESTMORELAND	Provided a 3.25% salary increase with the exception of teachers at step 24; they received a 1.22% increase.
WISE	Provided an average 3% increase.
WYTHE	Provided a 4% increase for all classroom teachers.
YORK	Provided a step increase on the salary scale which averaged 1.5%. Provided a cost of living increase of 2% plus \$1,450 which averaged 5.4%. Provided a total overall average increase of 6.9%.
ALEXANDRIA	Provided a salary step increase, a 2.5% cost of living increase, and the employer's share of health insurance was increased by 5%.
BRISTOL	It is expected that the System will provide a cost of living increase. The System also used a step scale for teachers. In addition, the System is evaluating a revision to the overall teacher scale. Outcome is unknown at this time.
BUENA VISTA	Provided a 3% plus step salary increase. For those at the top of the scale, a 1% increase was added to the index at the top of the salary scale.
CHARLOTTESVILLE	Teacher salary increases will range from 4.61% to 12.37% with an average increase of 6.26%. Degree supplements will increase to \$2,000 per year for 200 day teachers with Master's degrees, \$3,000 per year for Masters plus 30 hours, and \$4,000 for a Doctorate.
CHESAPEAKE	An average 5.6% salary increase was budgeted for returning teachers. The final average salary may be less due to turnover.

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DIVISION	ACTION TAKEN
COLONIAL HEIGHTS	Provided a 4% cost of living plus one step. Provided a 20% increase in medical insurance benefits.
COVINGTON	Provided a 5% salary increase for teachers on the salary scale. Those teachers off the scale with 21-plus years of service received an increase of 3%.
DANVILLE	Provided an average increase of 6%.
FALLS CHURCH	Provided a step increase which averaged 2.5% and a 4.1% cost of living increase.
FRANKLIN CITY	Provided a 2.5% increase for all teachers.
FREDERICKSBURG	Provided a step increase for all teachers, averaging 5%.
GALAX	Provided an average 5% salary increase.
HAMPTON	Provided an average 6% salary increase.
HARRISONBURG	Provided all classroom teachers an average 6.26% increase.
HOPEWELL	Provided a 2.4% cost of living and an average 2.5% step increase.
LEXINGTON	Provided a 3% step increase plus a 1.5% merit increase for all teachers.
LYNCHBURG	Provided a 5% increase for teachers with 1-12 years of experience and a 7% increase for teachers with 13 more years of experience.
MANASSAS	Provided an average salary increase of 6.35%.
MANASSAS PARK	Provided a step increase of 3.25% plus a cost of living increase of 2.75%.

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DIVISION	ACTION TAKEN
MARTINSVILLE	An average of 2.4% increase will be given effective December 2000.
NEWPORT NEWS	Provided an average salary increase of 4.25%.
NORFOLK	Provided an average salary increase of 5.5%.
NORTON	Provided an average salary increase of 2.5%.
PETERSBURG	Provided an average 5% increase effective July 1, 2000.
POQUOSON	Provided a 4% cost of living increase.
PORTSMOUTH	Provided a 4% salary increase and an additional 1% salary increase for teachers with more than 16 years of service.
RADFORD	Increased teacher salaries by 2.4% at each step on the salary scale.
RICHMOND CITY	Increased base teacher salary to \$30,600 beginning July 1, 2000. Will provide mid-year step increase of 3% to eligible employees.
ROANOKE CITY	Increased the teacher salary scale by 1.5% to maintain the competitiveness of the salary scale, fund tier raises averaging 1.16% for all teachers eligible for such a raise based on satisfactory evaluation, and added a tier raise of 6% for teachers with a Master's degree at year 26 of the salary scale, to provide an average teacher of raise of 3.3%.
SALEM	Provided a 4% average salary increase for all teachers.
STAUNTON	Provided one step and a 2% cost of living adjustment, plus one additional step toward parity. Overall, employees will receive an average 3.9% increase.

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DIVISION	ACTION TAKEN
SUFFOLK	Provided a one step increase, averaging 1.75%. Provided a 5.25% cost of living increase, resulting in an average increase of 7%.
VIRGINIA BEACH	All eligible teachers received a one-step increase at the beginning of their contract, averaging 3%.
WAYNESBORO	Provided an increase of 2.38% with the exception that for step one the increase was 2%.
WMSBURG/J.CITY	Provided an average 6% salary increase.
WINCHESTER	Provided an average 6% increase. A tuition policy for teachers seeking a Master's degree was established to pay for three courses per calendar year at a maximum \$500 per course or \$4,500 over 3 years.
COLONIAL BEACH	Provided a 2.5% overall increase, plus adjusted the salary scale.
WEST POINT	Provided a one step salary increase for all classroom teachers, averaging 4.5%.
AMELIA-NOTTOWAY	Provided an average increase of 4.77% and increased insurance contribution by \$300 per year.
CHARLOTTESVILLE- ALBEMARLE TECH	Provided a 4.25% salary scale adjustment plus a step for all teachers. Beginning step increased from \$26,532 to \$28,803.
JACKSON RIVER	Provided a one step increase, Averaging 3%.
LAUREL	Provided a 5% increase to teachers with 1-12 years and 7% increase for teachers with 13 or more years of experience.
MASSANUTTEN	Provided a 5% salary increase.

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DIVISION	ACTION TAKEN
NEW HORIZONS	Provided a 4% salary increase and increased employer's share of health insurance.
NORTHERN NECK	Provided a 3% plus a step increase.
NORTHERN NECK VOC TECH	Provided a 4% cost of living increase.
P.D. PRUDEN	Provided a step increase averaging 1.75% plus a 5.25% cost of living increase, resulting in an average increase of 7%.
PIEDMONT TECHNICAL	Vocational classes no longer in operation.
ROWANTY	Provided a 7.67% cost of living increase.
VALLEY	Provided an average increase of 4.2% to base salary.
MIDDLE PENNINSULA REG	Provided a 2.4% salary increase plus an average 3% step for instructional positions, averaging an overall increase of 5.4%.
PIEDMONT REG	Provided a 5% increase which includes a step increase.
ROANOKE VALLEY REG	Provided a 4% increase for all instructional personnel. Signing bonuses were implemented for the first time of \$1,000 for all new teachers. Beginning teachers salary was raised to \$30,000.
NORTHWESTERN REG.	Provided a 6% average increase.
SOUTHEAST COOP. ED. PRG.	Provided an average salary increase of 5.5%.

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DIVISION	ACTION TAKEN
A. LINWOOD HOLTON GOV.	Will do everything possible to achieve at least the mandated raise, if there was one, and to at least give a 3% raise annually.
CENTRAL SHEN. VALLEY GOV.	Provided an average increase of 4.2% on their base salary. Master's supplement remained the same and coaching supplements were increased by 3.0%.
CENTRAL VA. GS FOR SC 8 TECH	Provided a 5% increase for teachers with 1-12 years of experience and a 7% increase for teachers with 13 or more years of experience.
CHESAPEAKE BAY GOV. SCHOOL	Provided a one step increase in addition to a 3.5% increase within those steps.
GOVERNOR'S FOR THE ARTS	Provided a 4% cost of living increase.
NEW HORIZONS REGIONAL GOV	Provided an average 4% salary increase, pay for one-half of increased cost of medical premium, continued payment of entire cost of single dental coverage.
ROANOKE VAL. GS FOR SC&TECH	Increased the teacher salary scale by 1.5% to maintain the competitiveness of the salary scale, fund tier raises averaging 1.16% for all eligible teachers based on a satisfactory evaluation, and add a tier raise (6%) for teachers with a Master's degree at year 26 of the salary scale, averaging a 3.3% increase overall.
SOUTHSIDE VA. GS/GLOBAL-EC	Proposed a cost of living and salary step increases.
SOUTHWEST VA GS/SC-MA-TECH	Provided a 2% cost of living increase.
THOMAS JEFFERSON - FAIRFAX	Provided a 5% cost of living increase for all teachers and a step increase, averaging 2.6%.

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DIVISION	ACTION TAKEN
CARROLL-GALAX JOY RANCH	Increased entry level salary by 11%. Replaced fixed amount of Master's degree supplement with 6.7% of step level. Replaced fixed amount of Doctorate degree supplement with 14% of step level. Increased all supplement duties 5%.
CROSSROADS ALT. PRG	It is expected that the System will provide a cost of living increase. The System is evaluating a revision to the overall teacher scale. The outcome is unknown at this time.
ENTERPRISE ACADEMY- N.N. CITY	Provided an average salary increase of 4.25%
ON THE RIGHT TRACK REGIONAL ALT.	All teachers moved up one step. Each step increased approximately \$1,500. Health care benefit increased by \$250. Estimated overall average salary increase of 6.07%.
REG. ALT. PLUS SELF PROJECT	Provided an average salary increase of 3.3%.
RENAISSANCE-SCOTT	Provided a 3% raise plus step for those not at the top of the scale; added a 24th step to the scale with step amounting to \$500, averaging a 3.8% increase.
SHEN-VALLEY REG ALT. ED.	Provided an overall increase of 3.9%.
REGIONAL LEARNING ACADEMY	Provided an average 3% increase.
TIDEWATER REG. ALT. ED.	Provided an average salary increase of 5.5%.
PROJECT RENEW	Provided an average 5% salary increase.

Appendix J

BEGINNING AND AVERAGE TEACHER SALARY IN 1999-2000 RANKED BY AVERAGE SALARY WITHIN REGION

<u>State</u>	<u>Average Salary</u>	<u>Beginning Salary</u>	<u>State</u>	<u>Average Salary</u>	<u>Beginning Salary</u>
NEW ENGLAND			SOUTHEAST		
Connecticut	\$52,410	\$30,466	Georgia	\$41,122	\$30,402
Rhode Island	48,138	27,286	North Carolina	39,404	27,968
Massachusetts	46,955	30,330	Virginia	38,992	26,783
New Hampshire	37,734	24,650	Florida	36,722	25,132
Vermont	36,402	25,791	Alabama	36,689	29,790
Maine	35,561	22,942	Tennessee	36,328	27,228
MIDEAST			Kentucky	36,255	24,753
New York	\$51,020	\$31,910	South Carolina	36,081	25,215
New Jersey	50,878	30,480	West Virginia	35,011	23,829
Pennsylvania	48,321	30,185	Arkansas	33,691	22,599
District of Columbia	48,304	30,850	Louisiana	33,109	25,738
Delaware	44,435	30,945	Mississippi	31,897	23,040
Maryland	43,720	28,612	ROCKY MOUNTAINS		
GREAT LAKES			Colorado	\$39,073	\$24,875
Michigan	\$48,729	\$28,545	Idaho	35,155	20,915
Illinois	46,480	30,151	Utah	34,946	23,273
Indiana	41,855	26,553	Wyoming	34,188	24,168
Ohio	41,713	23,597	Montana	32,121	20,969
Minnesota	40,678	25,666	FAR WEST		
Wisconsin	39,897	25,344	California	\$47,680	\$32,190
PLAINS			Alaska	46,481	33,676
Kansas	\$36,282	\$25,252	Oregon	45,103	29,733
Iowa	35,678	25,275	Nevada	43,083	28,734
Missouri	35,660	25,977	Hawaii	41,292	29,204
Nebraska	33,237	22,923	Washington	41,047	26,514
North Dakota	29,863	20,422	OUTLYING AREAS		
South Dakota	29,072	21,889	Guam	\$34,947	\$26,917
SOUTHWEST			Virgin Islands	34,784	22,751
Texas	\$37,567	\$28,400	Puerto Rico	24,980	18,700
Arizona	34,824	25,613	U.S. AVERAGE		
New Mexico	32,713	25,042		\$41,820	\$27,989
Oklahoma	29,525	24,025			

Source: American Federation of Teachers, annual survey of state departments of education.