

**2003-2004**  
**Teacher Salary Survey Results**

**Virginia Department of Education**  
**December 1, 2003**

# SUMMARY

## FY 2003

### Status of Classroom Teacher Salaries

<b>FY 2002 Actual Average Classroom Teacher Salary</b>	<b>\$41,731</b>
<b>FY 2003 Actual Average Classroom Teacher Salary*</b>	<b>\$42,778</b>
<b>Average Percentage Increase over FY 2002</b>	<b>2.5%</b>

\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

# SUMMARY

## FY 2004

### Status of Classroom Teacher Salaries

<b>FY 2003 Average Classroom Teacher Salary (Actual)*</b>	<b>\$42,778</b>
<b>FY 2004 Average Classroom Teacher Salary (Budgeted)**</b>	<b>\$44,628</b>
<b>Average Percentage Increase over FY 2003</b>	<b>4.3%</b>

\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

\*\*Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

**VIRGINIA DEPARTMENT OF EDUCATION**  
**2003-2004 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 TO FY 2003			FY 2003 TO FY 2004	
		FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>SCHOOL DIVISIONS</u></b>						
<b><i>Counties</i></b>						
001	ACCOMACK	35,058	35,224	0.5%	37,359	6.1%
002	ALBEMARLE	39,847	40,532	1.7%	40,864	0.8%
003	ALLEGHANY	36,940	39,055	5.7%	39,468	1.1%
004	AMELIA	29,253	28,838	(1.4%)	29,750	3.2%
005	AMHERST	37,101	37,015	(0.2%)	39,588	7.0%
006	APPOMATTOX	33,845	35,091	3.7%	36,331	3.5%
007	ARLINGTON	55,148	58,124	5.4%	61,384	5.6%
008	AUGUSTA	36,842	37,731	2.4%	38,752	2.7%
009	BATH	38,236	38,949	1.9%	40,305	3.5%
010	BEDFORD	36,115	36,524	1.1%	37,345	2.2%
011	BLAND	29,893	32,113	7.4%	32,489	1.2%
012	BOTETOURT	40,846	42,738	4.6%	44,755	4.7%
013	BRUNSWICK	33,443	34,006	1.7%	34,992	2.9%
<b>014</b>	<b>BUCHANAN</b>	<b>34,419</b>	<b>DATA NOT SUBMITTED</b>			
015	BUCKINGHAM	35,499	36,283	2.2%	38,612	6.4%
016	CAMPBELL	36,383	36,883	1.4%	38,083	3.3%
017	CAROLINE	37,255	38,595	3.6%	39,114	1.3%
018	CARROLL	33,127	33,934	2.4%	35,069	3.3%
019	CHARLES CITY COUNTY	35,796	34,357	(4.0%)	35,216	2.5%
020	CHARLOTTE	35,606	35,508	(0.3%)	36,944	4.0%
021	CHESTERFIELD	39,771	40,479	1.8%	41,420	2.3%
022	CLARKE	40,612	41,751	2.8%	41,586	(0.4%)
023	CRAIG	35,188	34,183	(2.9%)	35,209	3.0%
024	CULPEPER	39,653	38,692	(2.4%)	40,814	5.5%
025	CUMBERLAND	28,145	33,104	17.6%	35,022	5.8%
026	DICKENSON	31,995	31,687	(1.0%)	32,166	1.5%
027	DINWIDDIE	36,974	38,246	3.4%	39,471	3.2%
028	ESSEX	39,478	39,859	1.0%	41,590	4.3%
029	FAIRFAX	50,548	51,513	1.9%	54,760	6.3%
030	FAUQUIER	39,568	43,374	9.6%	46,552	7.3%
031	FLOYD	35,050	36,848	5.1%	37,367	1.4%
032	FLUVANNA	38,079	39,671	4.2%	37,018	(6.7%)

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b>033</b>	<b>FRANKLIN</b>	<b>39,599</b>	<b>DATA NOT SUBMITTED</b>			
034	FREDERICK	38,525	40,064	4.0%	40,937	2.2%
035	GILES	35,661	33,659	(5.6%)	33,804	0.4%
036	GLOUCESTER	36,548	37,540	2.7%	38,790	3.3%
037	GOOCHLAND	40,343	41,728	3.4%	42,800	2.6%
038	GRAYSON	34,564	34,581	0.0%	34,008	(1.7%)
039	GREENE	35,379	37,562	6.2%	39,349	4.8%
040	GREENSVILLE	35,479	36,994	4.3%	41,822	13.1%
041	HALIFAX	36,030	34,439	(4.4%)	35,193	2.2%
042	HANOVER	38,498	38,911	1.1%	40,267	3.5%
043	HENRICO	41,781	41,685	(0.2%)	43,407	4.1%
044	HENRY	34,305	35,239	2.7%	33,561	(4.8%)
045	HIGHLAND	32,860	34,259	4.3%	34,861	1.8%
046	ISLE OF WIGHT	38,710	40,301	4.1%	42,313	5.0%
048	KING GEORGE	36,864	38,473	4.4%	38,024	(1.2%)
049	KING AND QUEEN	34,103	36,497	7.0%	36,793	0.8%
050	KING WILLIAM	38,133	40,170	5.3%	40,833	1.6%
051	LANCASTER	35,392	35,141	(0.7%)	37,153	5.7%
052	LEE	32,983	31,784	(3.6%)	31,941	0.5%
053	LOUDOUN	50,662	52,140	2.9%	54,224	4.0%
054	LOUISA	35,241	34,788	(1.3%)	38,466	10.6%
055	LUNENBURG	37,859	38,651	2.1%	40,042	3.6%
056	MADISON	32,552	35,726	9.8%	39,255	9.9%
057	MATHEWS	35,337	35,687	1.0%	37,857	6.1%
058	MECKLENBURG	33,508	35,309	5.4%	36,560	3.5%
059	MIDDLESEX	33,980	34,753	2.3%	35,291	1.5%
060	MONTGOMERY	36,583	37,390	2.2%	38,138	2.0%
062	NELSON	37,773	38,121	0.9%	41,275	8.3%
063	NEW KENT	35,188	36,639	4.1%	39,406	7.6%
065	NORTHAMPTON	34,267	38,386	12.0%	37,480	(2.4%)
066	NORTHUMBERLAND	38,835	39,762	2.4%	40,093	0.8%
067	NOTTOWAY	35,342	34,397	(2.7%)	36,046	4.8%
068	ORANGE	40,794	40,407	(0.9%)	39,529	(2.2%)
069	PAGE	32,318	34,596	7.1%	37,613	8.7%

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		FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
070	PATRICK	34,075	34,900	2.4%	34,747	(0.4%)
071	PITTSYLVANIA	36,613	37,222	1.7%	37,908	1.8%
072	POWHATAN	36,420	35,991	(1.2%)	37,841	5.1%
073	PRINCE EDWARD	37,963	36,926	(2.7%)	39,977	8.3%
074	PRINCE GEORGE	39,277	39,224	(0.1%)	40,795	4.0%
075	PRINCE WILLIAM	48,279	49,447	2.4%	52,196	5.6%
077	PULASKI	38,031	37,382	(1.7%)	38,584	3.2%
078	RAPPAHANNOCK	34,890	35,681	2.3%	37,566	5.3%
079	RICHMOND	37,365	37,657	0.8%	39,870	5.9%
080	ROANOKE	43,253	44,139	2.0%	44,849	1.6%
081	ROCKBRIDGE	35,628	36,971	3.8%	37,977	2.7%
082	ROCKINGHAM	36,243	37,958	4.7%	39,526	4.1%
083	RUSSELL	33,509	33,093	(1.2%)	34,039	2.9%
084	SCOTT	38,053	38,207	0.4%	39,225	2.7%
085	SHENANDOAH	35,659	37,711	5.8%	37,896	0.5%
086	SMYTH	38,289	38,466	0.5%	37,966	(1.3%)
087	SOUTHAMPTON	35,016	35,855	2.4%	37,871	5.6%
088	SPOTSYLVANIA	40,915	42,589	4.1%	43,622	2.4%
089	STAFFORD	43,109	44,161	2.4%	46,841	6.1%
090	SURRY	35,170	38,331	9.0%	39,401	2.8%
091	SUSSEX	37,066	40,863	10.2%	37,945	(7.1%)
092	TAZEWELL	37,257	37,571	0.8%	38,267	1.9%
093	WARREN	34,539	36,481	5.6%	37,945	4.0%
094	WASHINGTON	36,708	34,160	(6.9%)	34,177	0.0%
095	WESTMORELAND	33,108	32,734	(1.1%)	33,312	1.8%
096	WISE	37,154	37,651	1.3%	38,056	1.1%
097	WYTHE	35,411	36,122	2.0%	37,267	3.2%
098	YORK	39,596	40,877	3.2%	42,554	4.1%
	<b>Cities</b>					
101	ALEXANDRIA CITY	49,030	53,416	8.9%	54,244	1.6%
102	BRISTOL CITY	38,361	39,545	3.1%	44,696	13.0%
103	BUENA VISTA CITY	36,910	38,225	3.6%	38,374	0.4%
104	CHARLOTTESVILLE CITY	42,832	44,265	3.3%	45,890	3.7%
106	COLONIAL HEIGHTS CITY	45,284	46,148	1.9%	46,872	1.6%

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107	COVINGTON CITY	43,810	45,027	2.8%	46,383	3.0%
108	DANVILLE CITY	37,440	37,932	1.3%	38,512	1.5%
109	FALLS CHURCH CITY	49,598	50,868	2.6%	52,875	3.9%
110	FREDERICKSBURG CITY	40,476	41,385	2.2%	42,902	3.7%
111	GALAX CITY	36,595	36,942	0.9%	36,585	(1.0%)
112	HAMPTON CITY	36,494	37,905	3.9%	38,516	1.6%
113	HARRISONBURG CITY	38,793	40,295	3.9%	41,419	2.8%
114	HOPEWELL CITY	39,649	40,790	2.9%	42,688	4.7%
115	LYNCHBURG CITY	32,375	37,266	15.1%	38,952	4.5%
116	MARTINSVILLE CITY	34,879	37,225	6.7%	41,614	11.8%
117	NEWPORT NEWS CITY	37,544	39,173	4.3%	40,078	2.3%
118	NORFOLK CITY	40,100	40,429	0.8%	42,598	5.4%
119	NORTON CITY	34,676	35,729	3.0%	37,016	3.6%
<b>120</b>	<b>PETERSBURG CITY</b>	<b>35,773</b>		<b>DATA NOT SUBMITTED</b>		
121	PORTSMOUTH CITY	38,030	35,535	(6.6%)	37,992	6.9%
122	RADFORD CITY	39,724	39,964	0.6%	42,080	5.3%
123	RICHMOND CITY	44,083	43,761	(0.7%)	44,762	2.3%
124	ROANOKE CITY	40,725	41,468	1.8%	43,252	4.3%
126	STAUNTON CITY	35,156	35,684	1.5%	36,957	3.6%
127	SUFFOLK CITY	37,776	38,566	2.1%	40,493	5.0%
128	VIRGINIA BEACH CITY	42,978	43,095	0.3%	44,950	4.3%
130	WAYNESBORO CITY	37,316	38,320	2.7%	42,085	9.8%
131	WILLIAMSBURG-JAMES CITY	41,824	43,366	3.7%	44,986	3.7%
132	WINCHESTER CITY	40,750	42,363	4.0%	43,242	2.1%
135	FRANKLIN CITY	37,195	38,159	2.6%	40,069	5.0%
136	CHESAPEAKE CITY	41,433	43,396	4.7%	45,571	5.0%
139	SALEM CITY	43,209	44,492	3.0%	46,442	4.4%
142	POQUOSON CITY	38,347	40,480	5.6%	36,971	(8.7%)
143	MANASSAS CITY	44,683	49,044	9.8%	52,005	6.0%
144	MANASSAS PARK CITY	39,823	41,140	3.3%	44,913	9.2%

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<i>Towns</i>						
202	COLONIAL BEACH	36,552	39,244	7.4%	43,835	11.7%
207	WEST POINT	38,943	39,240	0.8%	40,058	2.1%
<b>AVERAGE FOR SCHOOL DIVISIONS</b>		<b>41,730</b>	<b>42,790</b>	<b>2.5%</b>	<b>44,644</b>	<b>4.3%</b>
<b><u>GOVERNOR'S SCHOOLS</u></b>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	46,770	47,775	2.1%	49,139	2.9%
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI	42,736	43,524	1.8%	44,394	2.0%
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	34,140	32,710	(4.2%)	35,207	7.6%
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	42,654	43,379	1.7%	44,401	2.4%
264	NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	41,201	41,627	1.0%	42,661	2.5%
265	SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA	38,255	38,453	0.5%	40,372	5.0%
266	THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY - CHARLOTTE	41,329	41,610	0.7%	38,860	(6.6%)
<b>267</b>	<b>APPOMATTOX REGIONAL GOVERNOR'S SCHOOL - PETERSURG</b>	<b>38,544</b>		<b>DATA NOT SUBMITTED</b>		
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	38,442	38,424	(0.0%)	40,161	4.5%



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269	CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE -ESSEX	31,195	39,152	25.5%	39,818	1.7%
270	COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA	49,643	49,577	(0.1%)	51,560	4.0%
271	MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND	45,757	40,998	(10.4%)	36,383	(11.3%)
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	69,853	70,180	0.5%	74,731	6.5%
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA	-	32,800		40,000	22.0%
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY	-	34,805		30,000	(13.8%)
276	PIEDMONT GOVERNOR'S SCHOOL FOR MATHEMATICS, SCIENCE, AND TECHNOLOGY - HENRY COUNTY	-	32,375		37,135	14.7%
<b>AVERAGE FOR GOVERNOR'S SCHOOLS</b>		<b>53,195</b>	<b>53,227</b>	<b>0.1%</b>	<b>54,313</b>	<b>2.0%</b>
<b><u>REGIONAL PROGRAMS</u></b> <b><u>(VOCATIONAL AND SPECIAL EDUCATION)</u></b>						
280	COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN	-	32,514		33,489	3.0%
281	MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	31,682	31,458	(0.7%)	32,052	1.9%
282	LAUREL REGIONAL CENTER	48,495	50,132	3.4%	56,960	13.6%
283	NORTHERN NECK REGIONAL CENTER	36,686	32,936	(10.2%)	33,938	3.0%
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM	36,317	37,078	2.1%	37,946	2.3%
285	NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	33,704	DATA NOT SUBMITTED			

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286	PIEDMONT REGIONAL EDUCATION CENTER	41,184	40,022	(2.8%)	39,957	(0.2%)
287	SHENANDOAH VALLEY REGIONAL CENTER	39,662	32,377	(18.4%)	33,021	2.0%
288	SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	36,049	34,723	(3.7%)	36,249	4.4%
290	NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM	-	45,553		48,729	7.0%
292	HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY	33,698	33,389	(0.9%)	34,593	3.6%
299	ROANOKE VALLEY REGIONAL BOARD	32,585	32,476	(0.3%)	36,695	13.0%
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	41,631	43,399	4.2%	42,216	(2.7%)
302	JACKSON RIVER TECHNICAL CENTER	36,048	39,136	8.6%	41,167	5.2%
304	MASSANUTTEN TECHNICAL CENTER	44,352	42,761	(3.6%)	46,767	9.4%
306	VALLEY VOCATIONAL TECHNICAL CENTER	37,118	34,822	(6.2%)	36,561	5.0%
<b>307</b>	<b>NEW HORIZONS TECHNICAL CENTER - WOODSIDE</b>	<b>36,854</b>		<b>DATA NOT SUBMITTED</b>		
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY	37,005	38,579	4.3%	40,882	6.0%
309	ROWANTY VOCATIONAL TECHNICAL CENTER	44,532	46,425	4.2%	48,591	4.7%
310	NORTHERN NECK TECHNICAL CENTER	36,286	36,420	0.4%	42,980	18.0%
<b>311</b>	<b>AMELIA-NOTTOWAY VOCATIONAL CENTER</b>	<b>39,803</b>		<b>DATA NOT SUBMITTED</b>		
<b>AVERAGE FOR REGIONAL PROGRAMS</b>		<b>37,702</b>	<b>38,731</b>	<b>2.7%</b>	<b>40,553</b>	<b>4.7%</b>

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<b><u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u></b>						
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	35,023	32,751	(6.5%)	33,733	3.0%
402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	41,034	42,109	2.6%	43,625	3.6%
403	TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	34,333	34,027	(0.9%)	37,462	10.1%
404	REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	38,590	32,515	(15.7%)	33,333	2.5%
405	TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX	42,364	46,923	10.8%	49,269	5.0%
406	PROJECT RETURN-FLUVANNA COUNTY ALTERNATIVE EDUCATION PROGRAM-	34,298	36,000	5.0%	36,000	0.0%
407	BEHAVIOR DISORDERED YOUTH - MONTGOMERY	32,601	35,169	7.9%	35,873	2.0%
408	PETERSBURG REGIONAL ALTERNATIVE PROGRAM	25,250	33,899	34.3%	34,500	1.8%
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY	29,316	31,305	6.8%	33,096	5.7%
410	PROJECT RETURN-POWHATAN COUNTY CROSSROADS ALTERNATIVE PROGRAM -	33,702	30,227	(10.3%)	33,427	10.6%
411	BRISTOL CITY	34,915	33,191	(4.9%)	40,341	21.5%
412	METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM	38,565	35,435	(8.1%)	31,750	(10.4%)
413	REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY	41,229	38,856	(5.8%)	40,613	4.5%
414	<b>SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY</b>	<b>28,433</b>			<b>DATA NOT SUBMITTED</b>	
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY	-	13,685		13,514	(1.3%)

**VIRGINIA DEPARTMENT OF EDUCATION**  
**2003-2004 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003	FY 2004 BUDGETED AVERAGE SALARY	FY 2003 TO FY 2004
				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	43,063	44,395	3.1%	48,943	10.2%
417	PROJECT BRIDGE-RUSSELL COUNTY	40,339	39,942	(1.0%)	42,688	6.9%
418	REGIONAL ALTERNATIVE PROGRAM-WYTHE COUNTY	33,216	29,070	(12.5%)	30,146	3.7%
420	ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY	28,967	27,745	(4.2%)	28,950	4.3%
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	37,633	35,724	(5.1%)	36,982	3.5%
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	31,202	32,527	4.2%	33,609	3.3%
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY	29,638	29,928	1.0%	30,650	2.4%
424	CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	38,942	34,136	(12.3%)	34,342	0.6%
425	RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE	40,424	34,478	(14.7%)	36,667	6.3%
426	REGIONAL LEARNING ACADEMY - WISE COUNTY	29,730	28,178	(5.2%)	28,750	2.0%
427	THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM	34,643	43,013	24.2%	39,727	(7.6%)
428	PROJECT RENEW - NORTHAMPTON COUNTY	26,482	15,151	(42.8%)	15,000	(1.0%)
429	RENAISSANCE - SCOTT COUNTY	39,721	40,927	3.0%	40,927	0.0%

**VIRGINIA DEPARTMENT OF EDUCATION**  
**2003-2004 CLASSROOM TEACHER SALARY SURVEY (INCLUDING LIBRARIANS AND GUIDANCE COUNSELORS)**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002	FY 2003	FY 2002 TO FY 2003	FY 2004	FY 2003 TO FY 2004
		ACTUAL AVERAGE SALARY	ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	33,152	35,758	7.9%	37,308	4.3%
<b>AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>		<b>33,105</b>	<b>34,250</b>	<b>3.5%</b>	<b>35,623</b>	<b>4.0%</b>
<i>Statewide Average (Based on all School Divisions, Governor's Schools, Regional Programs, &amp; Regional Alternative Education Programs)</i>		<i>41,731</i>	<i>42,778</i>	<i>2.5%</i>	<i>44,628</i>	<i>4.3%</i>

## HOW VIRGINIA COMPARES TO THE NATION

### VIRGINIA AVERAGE TEACHER SALARY VERSUS THE NATIONAL AVERAGE

	Virginia Average(a)	Virginia Percentage Change Over Prior Year	National Average(b)	National Percentage Change Over Prior Year	National vs. Virginia Dollar Difference	National vs. Virginia Percentage Difference	Virginia National Ranking
1995-96 (Actual)	\$34,792	2.4%	\$37,560	2.1%	(\$2,768)	(7.4%)	27th
1996-97 (Actual)	\$35,536	2.1%	\$38,554	2.6%	(\$3,018)	(7.8%)	26th
1997-98 (Actual)	\$36,428	2.5%	\$39,477	2.4%	(\$3,049)	(7.7%)	26th
1998-99 (Actual)	\$37,527	3.0%	\$40,582	2.8%	(\$3,055)	(7.5%)	26th
1999-00 (Actual)	\$38,744	3.2%	\$41,702	2.8%	(\$2,958)	(7.1%)	25th
2000-01 (Actual)	\$40,247	3.9%	\$43,400	4.1%	(\$3,153)	(7.3%)	23rd
2001-02 (Actual)	\$41,731	3.7%	\$44,714	3.0%	(\$2,983)	(6.7%)	23rd
2002-03 (Actual)	\$42,778	2.5%	\$45,930	2.7%	(\$3,152)	(6.9%)	21st
2003-04 (Estimate)	\$44,628	4.3%	NATIONAL INFORMATION NOT AVAILABLE AT THIS TIME				

**Sources:**

a.) Virginia Department of Education: Schedule I from the 2002-2003 Annual School Report.

b.) Data Sources: National Education Association (NEA): Rankings of the States 2002 and Estimates of School Statistics 2003, May 2003 and National Education Association (NEA): Rankings of the States 2002 and Estimates of School Statistics 2003, Fall 2003 Update.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
**(As reported by school divisions on the 2002-2003 Annual School Report - narrative not edited by DOE for content or format)**

SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
COUNTIES	
ACCOMACK	Provided a 2% step raise + 1.75% COLA. Also increased employer contribution for health insurance by \$550 per employee to a total of \$3,150.
ALBEMARLE	An increase of approximately 3.3%, including a step on the scale.
ALLEGHANY	2.5% raise for all personnel
AMELIA	2% COST OF LIVING INCREASE, PLUS A STEP FOR EXPERIENCE ON SALARY SCALE
AMHERST	Teachers received an average increase in salary of 4% for the 2003-2004 school year.
APPOMATTOX	Teachers received an average salary increase of 3.5%. The teacher salary scale was improved between step 7 and 22 to better compare with region. The division began paying the full employee only premium for medical insurance.
ARLINGTON	Provided a cost of living increase of 2% plus annual salary step increases. The step increase ranges from 0% to 5% depending on the current step of the employee.
AUGUSTA	Teacher salaries and supplements were increased by an average of 4.0 percent.
BATH	Cost of living increase - flat rate of \$1,200
BEDFORD	Salary Step Increase
BLAND	Classroom teachers were given a step increase which calculated to an overall average increase of 5.47%.
BOTETOURT	The base on the indexed teacher scale was increased by 2%. The average increase for all teachers, including the step increase, was approximately 3.4%.
BRUNSWICK	Provided step increase which averaged 3.35%
BUCHANAN	
BUCKINGHAM	5% plus step

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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
CAMPBELL	Returning teachers advancing a step on the payscale received a year-to-year increase of 2% including step advancement and cost of living combined.
CAROLINE	Starting salary was increased to \$32,000. An average increase of 3.32% was applied to all steps
CARROLL	All teaching personnel were given a step plus 2% salary increase for FY 03
CHARLES CITY COUNTY	Provided a cost of living increase of 2.5%.
CHARLOTTE	Average of 2.5% increase
CHESTERFIELD	FY03 CCPS budgeted a 4% salary increase across the board.
CLARKE	3% base salary increase.
CRAIG	Gave step +2%.
CULPEPER	A SALARY STEP INCREASE WAS GIVEN IN FY 2003
CUMBERLAND	Teacher were given a Step increase on the teaching scale.
DICKENSON	
DINWIDDIE	Provided Salary increases for all teachers. Teaching scale was revised to decrease number of steps and increase yearly amounts of increases.
ESSEX	1% SALARY INCREASE PLUS SALARY STEP INCREASE
FAIRFAX	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.6% for all teachers. 3) Extended the standard annual teacher contract by two days, resulting in a 1% increase for most teachers.
FAUQUIER	We increased the starting salary to \$30,500, repositioned teachers on the new enhanced scale based on years of experience for an average salary increase of 9.75%.
FLOYD	Salaries were increased 2.25%
FLUVANNA	No action taken to improve teacher's salaries
FRANKLIN	



**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
FREDERICK	Starting salary was increased from \$31,000 to \$31,765 with step increments increasing from \$950.00 to \$979.00. Average increase of 2.5%.
GILES	Teacher salaries were improved by the step on the teacher salary scale.
GLOUCESTER	A Salary Study was conducted and new scales were developed for all employees. Teachers Received an average of 3.5%
GOOCHLAND	Salary 2% increase
GRAYSON	Teachers will receive a 2% plus step pay increase
GREENE	2.5% cost of living increase budgeted for 2003/2004
GREENSVILLE	Salary increase of 2.5% for entire year for teachers
HALIFAX	Salaries increased and average of 2.4%.
HANOVER	Average 3.0% increase in annual salary
HENRICO	3% wage adjustment for all employees.
HENRY	ANNUAL PERCENT SALARY INCREASE OF 2.5, SALARY STEP INCREASE
HIGHLAND	Teacher scale revised to make it more competitive especially with beginning teacher salaries.
ISLE OF WIGHT	A salary increase of about 5% was provided to all teachers for the 03-04 school year.
KING GEORGE	SALARY STEP INCREASE
KING AND QUEEN	Budgeted one step(1%) plus 2% increase. Effective July 1, 2003.
KING WILLIAM	Teachers were given a 3% salary increase for FY03 plus a step on the scale.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
LANCASTER	TEACHERS RECEIVED A 2% RAISE NO STEP
LEE	Provided a salary step increase. Effective average annual percent salary increase was 5.53%.
LOUDOUN	The teachers' salary scale was increased by a 1% cost of living adjustment, one step was added to each lane of the scale, and all eligible teachers received a step increase.
LOUISA	Step increase of 3.25% plus a 3.25% cost of living adjustment = 6.5% increase
LUNENBURG	Increased each step on salary scale by 2.5%.
MADISON	A cost of living increase that averaged 3% was given to improve teacher salaries in FY 2003.
MATHEWS	cost of living increase, salary step and increase to 4%.
MECKLENBURG	Mecklenburg County increased all teacher salaries by a step which approximated 2%.
MIDDLESEX	Teachers and staff received a 3% raise for FY 2003.
MONTGOMERY	All teachers advanced one step on the salary scale for an average increase of 1.9 percent.
NELSON	3% Cost of Living Increase in addition to Step Increase on Scale
NEW KENT	Teachers provided 3.33% cost of living increase plus one step on scale (average increase of 1.67%) for a total increase of 5%
NORTHAMPTON	No action taken to improve teacher's salaries
NORTHUMBERLAND	one percent plus salary step increase
NOTTOWAY	(1) Teacher salary schedule increased by \$1,000.00 in steps 0-19 (2) All teachers moved one step on the salary schedule
ORANGE	1.8% Increase

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
PAGE	Average of 5% increase to salaries, including step.
PATRICK	5% plus experience step increase
PITTSYLVANIA	The board provided a 1.125% increase for all employees.
POWHATAN	A 3% increase was provided which included the step increase.
PRINCE EDWARD	Teachers were given an average of 7.39% increase for FY 04.
PRINCE GEORGE	Teachers received a 3% cost of living (scale) adjustment for 2003-2004. No step increase was provided.
PRINCE WILLIAM	The School Board approved a one step increase for all eligible employees, and a 3% cost of living increase. These two increases amounted to approximately a 6% increase across the board for all employees.
PULASKI	Step and cost of living increase to equal a 2% increase.
RAPPAHANNOCK	Classroom teacher salaries were increased 3.5% to the base salary plus a step (1.5%). Total increase 5%.
RICHMOND	The average step raise for teachers in FY 03 was 1.7%.
ROANOKE	An average salary increase of 2% will be provided to teachers in FY03-04.
ROCKBRIDGE	Implementation of a salary scale which results in an increase of approximately 3.5%.
ROCKINGHAM	We gave an average of 4% to teachers. This included a step and cost of living increase

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
RUSSELL	All employees were given the greater of either a step increase or a 1.125% increase. Also, the county picked up the employee's share of the increase in the hospitalization insurance.
SCOTT	3.% + STEP
SHENANDOAH	Cost of living increase - average 2.5% increase
SMYTH	PROVIDE COST OF LIVING INCREASE. SALARY STEP INCREASE - 1.3 PERCENT
SOUTHAMPTON	A minimum increase of 4% provided for all teachers.
SPOTSYLVANIA	A two percent COLA was budgeted. This should result in an average three to four percent increase for teachers receiving a step increase on the salary scale.
STAFFORD	The average increase for all classroom teachers was 4% comprised of a 2.4% step increase and a 3% COLA increase.
SURRY	All Surry County School System teachers were placed on the salary study conducted by VSBA. The increases included a cost of living increase and a salary step increase. The average salary increase for teachers was 2.5%.
SUSSEX	Teachers received a step increase (ave. 1.5%) and a bonus of \$1,500 in FY 2003; Teachers will receive a 3% raise plus a step increase (ave. 1.5%) in FY 2004
TAZEWELL	2.25% plus step increase
WARREN	Teacher salaries were increased by an average of 5.48%.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
WASHINGTON	Number of steps on the scale was maintained and an average of approximately 2.8% was given over the scale.
WESTMORELAND	teachers were given a 5 percent raise. This was accomplished by giving a step plus 3% increase.
WISE	Salary step of 1.5%
WYTHE	Salary scale increased a minimum of 2.25% at each step.
YORK	Provided a step increase on the scale (average increase 1.7%). Provided a market adjustment of 2%. Also budgeted for a one-time payment, contingent upon state revenues, equivalent to .32%. Combined, the above items average a budgeted annual increase of 4.02%.

CITIES	
ALEXANDRIA CITY	The salary schedule for licensed staff is aligned with the longer school year and is designed to attract and retain the most qualified educators.
BRISTOL CITY	provided an average salary increase of 4.35% (step plus 3%)
BUENA VISTA CITY	A 3 1/2 pay increase is budgeted.
CHARLOTTESVILLE CITY	Average increase was 3.5%
COLONIAL HEIGHTS CITY	An experience step was given to those not at the top of the teacher's scale. Also 1.5% COLA.
COVINGTON CITY	Teachers on scale received a 3.5% salary increase and teachers off scale received a 1.35% increase.
DANVILLE CITY	1.35% salary increase for all teachers plus a one time bonus of 1% paid in December.
FALLS CHURCH CITY	Provided salary scale step increase and a 2.0% cost-of-living increase.

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
FREDERICKSBURG CITY	Step Increase equivalent to average 4% for scale.
GALAX CITY	Salary increases that range from 2.0% to 3.8% and increased health insurance contribution by \$480 per employee per year.
HAMPTON CITY	Teacher salaries were increased by 3.5% for FY 03-04.
HARRISONBURG CITY	Teachers salaries were increased by providing a cost of living and step increases that averaged 3% for fiscal year 2003 - 04.
HOPEWELL CITY	All teacher salary scales were increased by \$500 at each step. Teachers received their step increase plus the \$500. This was equivalent to a 2.83% increase on average.
LYNCHBURG CITY	All teacher salaries increased an average of 2%.
MARTINSVILLE CITY	No salary increase provided for FY 2003; 2.25% salary increase provided for FY 2004
NEWPORT NEWS CITY	All employees received a cost of living adjustment of 4%.
NORFOLK CITY	Provided cost of living increase . A 6% raise was provided to classroom teachers for FY 2004.
NORTON CITY	Teacher salaries were increased by 2% in 2002-2003.
PETERSBURG CITY	
PORTSMOUTH CITY	3% raise for all teachers this fiscal year.
RADFORD CITY	Gave a 4% raise
RICHMOND CITY	2.5% cost of living increase due in fiscal 2004

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
ROANOKE CITY	The division provided for an average teacher raise of 2.65%, which was comprised of tier raises averaging 1.05% and a scale raise of 1.6%.
STAUNTON CITY	One step will be granted to teachers. Teacher scales were increased at the lower end of the scale in order to achieve a beginning salary of \$30,000. Average teacher salary increase for FY04 is 3.0%.
SUFFOLK CITY	Provided a one-step increase averaging 1.75% and provided a 3.25% cost-of-living increase, resulting in an average salary increase totaling 5.00%.
VIRGINIA BEACH CITY	Increased all teacher salaries by an average of 4.99% effective July 1, 2003.
WAYNESBORO CITY	Providing an average teacher increase of 4.7% starting September 2003.
WILLIAMSBURG-JAMES CITY	Provided a salary step increase to improve teacher salaries in FY2004. The School Board also increased the starting teaching salary for each lane by \$2,000 and the impact flowed through the salary schedule resulting in an average salary increase of 5.38%.
WINCHESTER CITY	4% SALARY INCREASED WAS PROVIDED FOR CLASSROOM TEACHERS.
FAIRFAX CITY	No action taken to improve teacher's salaries
FRANKLIN CITY	Teachers received a 4% increase.
CHESAPEAKE CITY	An average 5% salary increase was budgeted for teachers. However, the final average is expected to be less due to turnover.
LEXINGTON CITY	2% cost of living plus 1.5% salary step increase
SALEM CITY	3.5% average raise for all employees
BEDFORD CITY	No action taken to improve teacher's salaries

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
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<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004</b>
POQUOSON CITY	Teachers were given a 4% increase from 2003 to 2004. Retirements of senior staff members and replacing them with teachers of no more than 5 years of experience impacted the overall budgeting of a lower figure.
MANASSAS CITY	Provided a 3% COLA, step, and increased step increments to improve teacher salaries with an average increase of 9.5%.
MANASSAS PARK CITY	Restructured teacher salary scale to provide cola & step increase and to provide a set salary premium for advanced degree work (previously this was an additional percent of base salary). Net increase for returning teachers ranged between 6 and 14 percent with an average increase of between 9 and 10 percent.

<b>TOWNS</b>	
COLONIAL BEACH	A 3.5 % INCREASE
WEST POINT	West Point School Board will provide a 3% salary increase plus step increase; plus steps 23 &24 will receive an additional \$500; steps 25-29 will receive an additional \$1000; steps 30 and above will receive an additional \$3000.

<b>GOVERNOR'S SCHOOLS</b>	
CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	Teacher salary scale adjusted so that all teachers receive a 2% raise.
SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI	Cost of living raise of approximately 2%.
GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	3% salary increase
ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	The division provided for an average teacher raise of 2.65%, which was comprised of tier raises averaging 1.05% and a scale raise of 1.6%.



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<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004</b>
NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	No action taken to improve teacher's salaries
SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA	All of our teachers are paid through Augusta County Schools. ACSB increased teacher salaries and provided a step. The average increase was just under 4%.
THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - CHARLOTTE	To stay in line with the participating school divisions and the cost of living our teacher salaries were increased by one step of 2.4% and a 2.4% increase.
APPOMATTOX REGIONAL GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY FOR SOUTHSIDE VIRGINIA - PETERSBURG	
A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	An average of approximately 2.8% overall.
CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE -ESSEX	1% INCREASE PLUS SALARY STEP INCREASE
COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA	Please see information provided by Spotsylvania County and Stafford County. Each division pays teachers employed by the Commonwealth Governor's School according to local salary schedules.
MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND	2.5% salary increase with step.
THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	1) Provide a 2% cost-of-living increase for all teachers 2) Provide a step increase averaging 2.6% for all teachers 3) Extended the standard annual teacher contract by two days, resulting in a 1% increase for all teachers.
BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA	No action taken to improve teacher's salaries
JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY	No action taken to improve teacher's salaries

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<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004</b>
PIEDMONT GOVERNOR'S SCHOOL FOR MATHEMATICS, SCIENCE, AND TECHNOLOGY - HENRY COUNTY	AVERAGE ANNUAL 3 PERCENT SALARY INCREASE PLUS SALARY STEP INCREASE FY 2004

<b>REGIONAL PROGRAMS (VOCATIONAL AND SPECIAL EDUCATION)</b>	
COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN	Step salary increase given
MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	A Salary Study was conducted by an outside consultant and a new scale was developed. The Average Teacher increase was 3.5%.
LAUREL REGIONAL CENTER	Teacher salary scale was adjusted so that all teachers received a 2% raise.
NORTHERN NECK REGIONAL CENTER	3 % salary increase for teachers
NORTHWESTERN REGIONAL EDUCATION PROGRAM	Starting salary increased from \$31,000 to \$31,765 and the step increment increased from \$950 to \$979.
NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	
PIEDMONT REGIONAL EDUCATION CENTER	3.5% COLA
SHENANDOAH VALLEY REGIONAL CENTER	No action taken to improve teacher's salaries
SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	6% pay raise

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SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM	The School Board approved a step increase for all eligible employees, and a 3% cost of living increase. These two increases amount to approximately a 6% increase across the board for all employees.
HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY	ANNUAL PERCENT SALARY INCREASE OF 2.5, SALARY STEP INCREASE
ROANOKE VALLEY REGIONAL BOARD	An average salary increase of 2.5% was given to all personnel.
CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	4.01% increase
JACKSON RIVER TECHNICAL CENTER	Salary increase included salary step increase with 2.45% increase on beginning step.
MASSANUTTEN TECHNICAL CENTER	An average of a 4% raise was given to teachers
VALLEY VOCATIONAL TECHNICAL CENTER	Provide an average of 4% raise
NEW HORIZONS TECHNICAL CENTER - WOODSIDE	
PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY	All teachers were given a cost of living increase plus a step increase. The average increase for teachers is 5%.
ROWANTY VOCATIONAL TECHNICAL CENTER	The teacher salary scale was increased by 3.0%
NORTHERN NECK TECHNICAL CENTER	No action taken to improve teacher's salaries
AMELIA-NOTTOWAY VOCATIONAL CENTER	

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
**(As reported by school divisions on the 2002-2003 Annual School Report - narrative not edited by DOE for content or format)**

SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004
<b>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>	
LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	Teacher salary scale was increased so that each teacher received a 3% raise.
ENTERPRISE ACADEMY - NEWPORT NEWS CITY	All employees received a cost of living adjustment of 4%.
TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	6% raise to all employees
REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	The division provided for an average teacher raise of 2.65%, which was comprised of tier raises averaging 1.05% and a scale raise of 1.6%.
TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX	<ol style="list-style-type: none"> <li>1) Provide a 2% cost-of-living increase for all teachers.</li> <li>2) Provide a step increase averaging 2.6% for all teachers</li> <li>3) Extended the standard annual teacher contract by two days, resulting in a 1% increase for most teachers.</li> </ol>
PROJECT RETURN-FLUVANNA COUNTY	No action taken to improve teacher's salaries
ALTERNATIVE EDUCATION PROGRAM-BEHAVIOR DISORDERED YOUTH - MONTGOMERY	Salaries increased by step on scale or 2% increase.
PETERSBURG REGIONAL ALTERNATIVE PROGRAM	Review regional pay scales and make adjustments to ensure competitive salaries. Also provide step increase and performance based increase averaging 3.5%
REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY	No action taken to improve teacher's salaries
PROJECT RETURN-POWHATAN COUNTY	Employees received a 3% increase which included the step movement. The increase was absorbed into the local effort.
CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	provided cost of living increase
METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM	No action taken to improve teacher's salaries

<b>LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004</b> <b>(As reported by school divisions on the 2002-2003 Annual School Report - narrative not edited by DOE for content or format)</b>	
<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004</b>
REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY	The average increase for all classroom teachers was 4% comprised of a 2.4% step increase and a 3% COLA increase.
SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY	
REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY	No action taken to improve teacher's salaries
NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	The School Board approved a one step increase for all eligible employees, and a 3% cost of living increase. These two increases amounted to approximately a 6% increase across the board for all employees.
PROJECT BRIDGE-RUSSELL COUNTY	All employees were given the greater of either a step increase or a 1.125% increase.
REGIONAL ALTERNATIVE PROGRAM-WYTHE COUNTY	Salary scale increased a minimum of 2.25%.
ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY	Step increase
NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	Employees received about a 2.5 percent increase.
SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	One step was granted and adjustments were made on the lower end of the teacher's scale in order to bring the beginning salary up to \$30,000. The average raise is 3.0%.
BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY	ANNUAL SALARY INCREASE OF 2.5 FOR CLASSROOM TEACHERS FY 2004

**LOCAL ACTIONS TO IMPROVE CLASSROOM TEACHER SALARIES IN FISCAL YEAR 2004**  
**(As reported by school divisions on the 2002-2003 Annual School Report - narrative not edited by DOE for content or format)**

<b>SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM</b>	<b>LOCAL ACTION AS REPORTED FOR FISCAL YEAR 2004</b>
CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	Teachers were given a step plus 2% salary increase.
RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE	No action taken to improve teacher's salaries
REGIONAL LEARNING ACADEMY - WISE COUNTY	Salary step increase of 1.5%
THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM	Action taken same as Fauquier County Public School (030).
PROJECT RENEW - NORTHAMPTON COUNTY	No action taken to improve teacher's salaries
RENAISSANCE - SCOTT COUNTY	3% Salary increase plus step increase for those personnel not yet at top of salary scale.
R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	Average salary increase of 2% provided to teaching personnel in Roanoke County Schools for FY03-04.

*Note: Comments shown above were submitted on each school division's or regional program's 2002-2003 Annual School Report and have not been edited by the Department of Education.*

# SUMMARY

## FY 2004

### Status of Principal Salaries

	Average Salary	Percentage Increase from Prior Year
Actual FY 2002 Average Principal Salary	\$72,617	3.2%
*Actual FY 2003 Average Principal Salary	\$74,619	2.8%
**Budgeted FY 2004 Average Principal Salary	\$78,198	4.8%

\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

\*\*Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003	FY 2004 BUDGETED AVERAGE SALARY	FY 2003 TO FY 2004
				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>SCHOOL DIVISIONS</u></b>						
<b><i>Counties</i></b>						
001	ACCOMACK	64,820	65,560	1.1%	68,019	3.8%
002	ALBEMARLE	68,344	73,994	8.3%	74,863	1.2%
003	ALLEGHANY	57,993	59,949	3.4%	62,424	4.1%
004	AMELIA	72,694	70,375	(3.2%)	68,506	(2.7%)
005	AMHERST	64,656	54,983	(15.0%)	62,723	14.1%
006	APPOMATTOX	64,352	59,238	(7.9%)	60,412	2.0%
007	ARLINGTON	92,374	99,955	8.2%	107,091	7.1%
008	AUGUSTA	61,259	61,294	0.1%	63,834	4.1%
009	BATH	57,287	60,556	5.7%	61,756	2.0%
010	BEDFORD	60,797	63,303	4.1%	64,750	2.3%
011	BLAND	53,318	55,953	4.9%	58,238	4.1%
012	BOTETOURT	66,645	69,577	4.4%	73,694	5.9%
013	BRUNSWICK	58,437	60,137	2.9%	59,670	(0.8%)
<b>014</b>	<b>BUCHANAN</b>	<b>50,058</b>		<b>DATA NOT SUBMITTED</b>		
015	BUCKINGHAM	57,050	57,968	1.6%	61,653	6.4%
016	CAMPBELL	73,978	73,981	0.0%	77,655	5.0%
017	CAROLINE	65,715	70,538	7.3%	69,125	(2.0%)
018	CARROLL	58,357	56,956	(2.4%)	58,557	2.8%
019	CHARLES CITY COUNTY	61,173	68,115	11.3%	69,481	2.0%
020	CHARLOTTE	58,385	57,127	(2.2%)	60,567	6.0%
021	CHESTERFIELD	76,147	79,513	4.4%	82,932	4.3%
022	CLARKE	74,948	71,231	(5.0%)	77,280	8.5%
023	CRAIG	59,590	60,600	1.7%	63,358	4.6%
024	CULPEPER	67,223	56,351	(16.2%)	71,833	27.5%
025	CUMBERLAND	37,510	58,035	54.7%	56,067	(3.4%)
026	DICKENSON	55,438	57,077	3.0%	56,853	(0.4%)
027	DINWIDDIE	63,260	67,599	6.9%	69,886	3.4%
028	ESSEX	63,114	65,363	3.6%	66,997	2.5%
029	FAIRFAX	93,123	95,410	2.5%	102,055	7.0%
030	FAUQUIER	74,152	75,460	1.8%	79,381	5.2%
031	FLOYD	62,303	66,303	6.4%	68,048	2.6%
032	FLUVANNA	71,480	67,318	(5.8%)	70,247	4.4%



**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003		FY 2003 TO FY 2004	
			FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b>033</b>	<b>FRANKLIN</b>	<b>57,215</b>	<b>DATA NOT SUBMITTED</b>			
034	FREDERICK	72,522	75,314	3.9%	77,110	2.4%
035	GILES	47,903	64,142	33.9%	65,798	2.6%
036	GLOUCESTER	65,567	68,185	4.0%	70,363	3.2%
037	GOOCHLAND	70,761	70,319	(0.6%)	71,726	2.0%
038	GRAYSON	47,954	50,637	5.6%	54,010	6.7%
039	GREENE	60,274	57,626	(4.4%)	61,113	6.1%
040	GREENSVILLE	59,809	62,093	3.8%	66,803	7.6%
041	HALIFAX	54,076	57,237	5.8%	58,392	2.0%
042	HANOVER	74,140	77,899	5.1%	80,109	2.8%
043	HENRICO	79,167	81,482	2.9%	81,540	0.1%
044	HENRY	63,814	60,422	(5.3%)	61,180	1.3%
045	HIGHLAND	53,354	55,000	3.1%	58,000	5.5%
046	ISLE OF WIGHT	60,021	62,409	4.0%	67,404	8.0%
048	KING GEORGE	62,414	68,651	10.0%	70,048	2.0%
049	KING AND QUEEN	60,128	58,320	(3.0%)	63,605	9.1%
050	KING WILLIAM	64,765	66,159	2.2%	68,215	3.1%
051	LANCASTER	62,150	64,940	4.5%	66,239	2.0%
052	LEE	47,302	51,396	8.7%	47,543	(7.5%)
053	LOUDOUN	92,915	101,571	9.3%	101,952	0.4%
054	LOUISA	69,276	71,528	3.3%	75,462	5.5%
055	LUNENBURG	56,164	59,185	5.4%	61,771	4.4%
056	MADISON	55,912	55,798	(0.2%)	82,680	48.2%
057	MATHEWS	57,491	57,149	(0.6%)	59,083	3.4%
058	MECKLENBURG	59,123	59,725	1.0%	60,917	2.0%
059	MIDDLESEX	55,437	58,555	5.6%	59,952	2.4%
060	MONTGOMERY	68,676	68,525	(0.2%)	69,896	2.0%
062	NELSON	64,716	66,252	2.4%	68,144	2.9%
063	NEW KENT	67,309	71,209	5.8%	74,373	4.4%
065	NORTHAMPTON	60,139	64,664	7.5%	64,781	0.2%
066	NORTHUMBERLAND	66,342	65,082	(1.9%)	70,686	8.6%
067	NOTTOWAY	59,700	60,128	0.7%	59,767	(0.6%)
068	ORANGE	65,599	66,269	1.0%	65,430	(1.3%)
069	PAGE	58,875	60,936	3.5%	64,006	5.0%

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003	FY 2004 BUDGETED AVERAGE SALARY	FY 2003 TO FY 2004
				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
070	PATRICK	53,471	53,859	0.7%	66,074	22.7%
071	PITTSYLVANIA	62,524	63,702	1.9%	64,106	0.6%
072	POWHATAN	65,503	63,307	(3.4%)	64,159	1.3%
073	PRINCE EDWARD	54,768	58,862	7.5%	63,860	8.5%
074	PRINCE GEORGE	64,735	69,011	6.6%	68,789	(0.3%)
075	PRINCE WILLIAM	86,435	85,001	(1.7%)	87,861	3.4%
077	PULASKI	60,665	62,692	3.3%	63,945	2.0%
078	RAPPAHANNOCK	73,437	65,330	(11.0%)	68,119	4.3%
079	RICHMOND	66,324	64,694	(2.5%)	66,810	3.3%
080	ROANOKE	64,782	67,394	4.0%	70,318	4.3%
081	ROCKBRIDGE	56,105	57,491	2.5%	59,236	3.0%
082	ROCKINGHAM	65,812	67,687	2.8%	70,373	4.0%
083	RUSSELL	55,923	52,937	(5.3%)	55,897	5.6%
084	SCOTT	58,029	54,190	(6.6%)	58,591	8.1%
085	SHENANDOAH	65,375	69,844	6.8%	69,942	0.1%
086	SMYTH	55,284	56,015	1.3%	57,116	2.0%
087	SOUTHAMPTON	60,333	58,234	(3.5%)	59,243	1.7%
088	SPOTSYLVANIA	74,244	77,411	4.3%	83,416	7.8%
089	STAFFORD	86,060	87,990	2.2%	90,493	2.8%
090	SURRY	68,776	70,580	2.6%	71,722	1.6%
091	SUSSEX	65,061	73,848	13.5%	72,091	(2.4%)
092	TAZEWELL	59,987	59,373	(1.0%)	60,552	2.0%
093	WARREN	53,841	66,304	23.1%	68,749	3.7%
094	WASHINGTON	62,034	63,036	1.6%	64,446	2.2%
095	WESTMORELAND	53,954	56,610	4.9%	59,435	5.0%
096	WISE	64,117	63,621	(0.8%)	64,006	0.6%
097	WYTHE	59,925	61,809	3.1%	63,054	2.0%
098	YORK	75,318	76,001	0.9%	79,094	4.1%
<b>Cities</b>						
101	ALEXANDRIA CITY	93,210	94,267	1.1%	97,522	3.5%
102	BRISTOL CITY	61,296	65,921	7.5%	69,589	5.6%
103	BUENA VISTA CITY	59,691	57,611	(3.5%)	58,000	0.7%
104	CHARLOTTESVILLE CITY	78,656	80,922	2.9%	89,111	10.1%

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003	FY 2004 BUDGETED AVERAGE SALARY	FY 2003 TO FY 2004
				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
106	COLONIAL HEIGHTS CITY	77,533	78,263	0.9%	80,460	2.8%
107	COVINGTON CITY	61,009	62,753	2.9%	64,542	2.9%
108	DANVILLE CITY	67,613	67,845	0.3%	66,352	(2.2%)
109	FALLS CHURCH CITY	95,423	99,022	3.8%	105,760	6.8%
110	FREDERICKSBURG CITY	73,790	76,742	4.0%	80,511	4.9%
111	GALAX CITY	61,479	61,207	(0.4%)	62,277	1.7%
112	HAMPTON CITY	67,630	66,140	(2.2%)	69,281	4.7%
113	HARRISONBURG CITY	72,918	73,008	0.1%	75,188	3.0%
114	HOPEWELL CITY	69,592	71,485	2.7%	73,777	3.2%
115	LYNCHBURG CITY	66,060	65,275	(1.2%)	67,233	3.0%
116	MARTINSVILLE CITY	63,991	64,648	1.0%	66,103	2.2%
117	NEWPORT NEWS CITY	67,490	71,063	5.3%	74,309	4.6%
118	NORFOLK CITY	77,756	79,376	2.1%	85,832	8.1%
119	NORTON CITY	65,150	67,875	4.2%	68,050	0.3%
<b>120</b>	<b>PETERSBURG CITY</b>	<b>59,625</b>		<b>DATA NOT SUBMITTED</b>		
121	PORTSMOUTH CITY	67,402	68,808	2.1%	69,689	1.3%
122	RADFORD CITY	69,695	71,073	2.0%	73,916	4.0%
123	RICHMOND CITY	79,848	70,689	(11.5%)	79,415	12.3%
124	ROANOKE CITY	68,938	70,820	2.7%	75,535	6.7%
126	STAUNTON CITY	71,900	67,732	(5.8%)	69,766	3.0%
127	SUFFOLK CITY	68,573	70,549	2.9%	77,475	9.8%
128	VIRGINIA BEACH CITY	76,498	75,477	(1.3%)	82,607	9.4%
130	WAYNESBORO CITY	62,601	63,995	2.2%	65,034	1.6%
131	WILLIAMSBURG-JAMES CITY	73,188	77,756	6.2%	79,282	2.0%
132	WINCHESTER CITY	70,603	71,835	1.7%	79,409	10.5%
135	FRANKLIN CITY	65,120	62,754	(3.6%)	67,854	8.1%
136	CHESAPEAKE CITY	74,250	77,299	4.1%	81,115	4.9%
137	LEXINGTON CITY	52,656	49,080	(6.8%)	50,798	3.5%
139	SALEM CITY	76,717	79,816	4.0%	82,663	3.6%
142	POQUOSON CITY	64,636	69,421	7.4%	69,516	0.1%
143	MANASSAS CITY	84,462	92,369	9.4%	96,564	4.5%
144	MANASSAS PARK CITY	80,539	84,947	5.5%	90,723	6.8%

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003	FY 2004 BUDGETED AVERAGE SALARY	FY 2003 TO FY 2004
				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
	<i>Towns</i>					
202	COLONIAL BEACH	52,254	57,796	10.6%	59,475	2.9%
207	WEST POINT	66,080	68,393	3.5%	71,493	4.5%
<b>AVERAGE FOR SCHOOL DIVISIONS</b>		<b>72,660</b>	<b>74,670</b>	<b>2.8%</b>	<b>78,245</b>	<b>4.8%</b>
<b><u>GOVERNOR'S SCHOOLS</u></b>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	63,162	64,425	2.0%	66,358	3.0%
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI	-	-		-	
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	-	-		-	
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	75,730	63,247	(16.5%)	85,061	34.5%
264	NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	-	-		-	
265	SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA	-	72,113		75,000	4.0%
266	THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY - CHARLOTTE	-	-		-	
<b>267</b>	<b>APPOMATTOX REGIONAL GOVERNOR'S SCHOOL - PETERSURG</b>	<b>73,514</b>				
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	-	-		-	

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
269	CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE -ESSEX	-	-		-	
270	COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA	-	-		-	
271	MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND	95,680	74,286	(22.4%)	90,000	21.2%
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	107,222	109,367	2.0%	114,343	4.5%
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA	-	-		-	
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY	-	-		-	
276	PIEDMONT GOVERNOR'S SCHOOL FOR MATHEMATICS, SCIENCE, AND TECHNOLOGY - HENRY COUNTY	-	-		-	
<b>AVERAGE FOR GOVERNOR'S SCHOOLS</b>		<b>85,273</b>	<b>78,183</b>	<b>(8.3%)</b>	<b>88,352</b>	<b>13.0%</b>

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

280	COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN	-	-		-	
281	MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	-	-		-	
282	LAUREL REGIONAL CENTER	63,637	65,545	3.0%	65,806	0.4%
283	NORTHERN NECK REGIONAL CENTER	-	-		-	
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM	68,301	72,572	6.3%	74,383	2.5%

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003		FY 2003 TO FY 2004	
			FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
285	NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS	-		DATA NOT SUBMITTED		
286	PIEDMONT REGIONAL EDUCATION CENTER	60,000	57,024	(5.0%)	56,052	(1.7%)
287	SHENANDOAH VALLEY REGIONAL CENTER	-	-		-	
288	SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	-	72,625		76,982	6.0%
290	NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM	-	89,492		93,966	5.0%
292	HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY	-	-		-	
299	ROANOKE VALLEY REGIONAL BOARD	64,498	61,071	(5.3%)	63,705	4.3%
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	76,644	80,453	5.0%	84,435	4.9%
302	JACKSON RIVER TECHNICAL CENTER	65,444	65,434	(0.0%)	68,836	5.2%
304	MASSANUTTEN TECHNICAL CENTER	69,995	72,170	3.1%	76,237	5.6%
306	VALLEY VOCATIONAL TECHNICAL CENTER	81,023	75,056	(7.4%)	78,058	4.0%
307	NEW HORIZONS TECHNICAL CENTER - WOODSIDE	68,585		DATA NOT SUBMITTED		
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY	70,437	74,557	5.8%	82,473	10.6%
309	ROWANTY VOCATIONAL TECHNICAL CENTER	73,768	75,981	3.0%	65,000	(14.5%)
310	NORTHERN NECK TECHNICAL CENTER	59,848	60,738	1.5%	62,317	2.6%
311	AMELIA-NOTTOWAY VOCATIONAL CENTER	70,314		DATA NOT SUBMITTED		
<b>AVERAGE FOR REGIONAL PROGRAMS</b>		<b>67,578</b>	<b>71,876</b>	<b>6.4%</b>	<b>74,140</b>	<b>3.1%</b>

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	FY 2002 TO FY 2003	FY 2004 BUDGETED AVERAGE SALARY	FY 2003 TO FY 2004
				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u></b>						
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	33,900	-		-	
402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	76,452	80,175	4.9%	83,382	4.0%
403	TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	-	-		-	
404	REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	-	-		-	
405	TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX	-	-		-	
406	PROJECT RETURN-FLUVANNA COUNTY ALTERNATIVE EDUCATION PROGRAM-	-	-		-	
407	BEHAVIOR DISORDERED YOUTH - MONTGOMERY	-	-		-	
408	PETERSBURG REGIONAL ALTERNATIVE PROGRAM	52,308	54,497	4.2%	53,000	(2.7%)
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY	31,883	32,748	2.7%	33,119	1.1%
410	PROJECT RETURN-POWHATAN COUNTY	-	-		-	
411	CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	-	-		-	
412	METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM	-	-		-	
413	REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY	-	-		-	
414	<b>SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY</b>	<b>57,320</b>		<b>DATA NOT SUBMITTED</b>		
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY	-	-		-	

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	86,432	81,635	(5.6%)	84,600	3.6%
417	PROJECT BRIDGE-RUSSELL COUNTY	-	-		-	
418	REGIONAL ALTERNATIVE PROGRAM- WYTHE COUNTY	-	-		-	
420	ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY	54,700	65,000	18.8%	65,618	1.0%
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	-	-		-	
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	-	-		-	
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY	-	74,594		-	
424	CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	-	-		-	
425	RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE	-	-		-	
426	REGIONAL LEARNING ACADEMY - WISE COUNTY	-	-		-	
427	THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM	71,070	65,298	(8.1%)	68,603	5.1%
428	PROJECT RENEW - NORTHAMPTON COUNTY	-	-		-	
429	RENAISSANCE - SCOTT COUNTY	-	-		-	



**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	62,167	61,169	(1.6%)	62,398	2.0%
<b>AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>		62,145	64,950	4.5%	65,722	1.2%
<i>Statewide Average (Based on all School Divisions, Governor's Schools, Regional Programs, &amp; Regional Alternative Education Programs)</i>		72,617	74,619	2.8%	78,198	4.8%

# SUMMARY

**FY 2004**

## Status of Assistant Principal Salaries

	Average Salary	Percentage Increase from Prior Year
<b>Actual FY 2002 Average Assistant Principal Salary</b>	<b>\$59,573</b>	<b>2.3%</b>
<b>*Actual FY 2003 Average Assistant Principal Salary</b>	<b>\$61,837</b>	<b>3.8%</b>
<b>**Budgeted FY 2004 Average Assistant Principal Salary</b>	<b>\$65,072</b>	<b>5.2%</b>

\*Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

\*\*Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions and regional programs on the 2002-2003 Annual School Report.

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 ASSISTANT PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 TO FY 2003			FY 2003 TO FY 2004	
		FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>SCHOOL DIVISIONS</u></b>						
<b><i>Counties</i></b>						
001	ACCOMACK	46,789	52,236	11.6%	54,195	3.8%
002	ALBEMARLE	57,353	58,983	2.8%	63,371	7.4%
003	ALLEGHANY	51,034	54,962	7.7%	56,900	3.5%
004	AMELIA	43,131	39,741	(7.9%)	60,673	52.7%
005	AMHERST	52,700	53,210	1.0%	52,910	(0.6%)
006	APPOMATTOX	41,471	47,305	14.1%	46,014	(2.7%)
007	ARLINGTON	75,750	82,296	8.6%	84,702	2.9%
008	AUGUSTA	52,159	56,308	8.0%	58,424	3.8%
009	BATH	53,497	54,835	2.5%	56,035	2.2%
010	BEDFORD	53,939	53,086	(1.6%)	54,022	1.8%
011	BLAND	44,600	46,349	3.9%	47,905	3.4%
012	BOTETOURT	57,730	61,095	5.8%	64,652	5.8%
013	BRUNSWICK	49,878	50,992	2.2%	50,815	(0.3%)
<b>014</b>	<b>BUCHANAN</b>	<b>53,608</b>		<b>DATA NOT SUBMITTED</b>		
015	BUCKINGHAM	51,883	50,075	(3.5%)	40,552	(19.0%)
016	CAMPBELL	55,310	57,252	3.5%	58,260	1.8%
017	CAROLINE	57,842	62,903	8.7%	62,729	(0.3%)
018	CARROLL	50,082	51,392	2.6%	55,992	9.0%
019	CHARLES CITY COUNTY	48,187	47,657	(1.1%)	55,458	16.4%
020	CHARLOTTE	53,252	48,006	(9.9%)	50,324	4.8%
021	CHESTERFIELD	59,127	59,174	0.1%	62,720	6.0%
022	CLARKE	56,370	-		-	
023	CRAIG	57,570	58,580	1.8%	60,782	3.8%
024	CULPEPER	57,558	56,229	(2.3%)	57,212	1.7%
025	CUMBERLAND	48,444	51,066	5.4%	46,533	(8.9%)
026	DICKENSON	38,936	-		-	
027	DINWIDDIE	45,584	46,732	2.5%	55,052	17.8%
028	ESSEX	52,140	53,916	3.4%	55,659	3.2%
029	FAIRFAX	74,747	77,977	4.3%	82,107	5.3%
030	FAUQUIER	58,574	62,918	7.4%	65,891	4.7%
031	FLOYD	53,583	57,894	8.0%	59,218	2.3%
032	FLUVANNA	47,030	45,695	(2.8%)	48,767	6.7%

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 ASSISTANT PRINCIPAL SALARY SURVEY**

DIVISION NUMBER	SCHOOL DIVISION, GOVERNOR'S SCHOOL, OR REGIONAL PROGRAM	FY 2002 TO FY 2003			FY 2003 TO FY 2004	
		FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b>033</b>	<b>FRANKLIN</b>	<b>55,425</b>	<b>DATA NOT SUBMITTED</b>			
034	FREDERICK	56,909	60,226	5.8%	62,096	3.1%
035	GILES	62,626	57,017	(9.0%)	57,984	1.7%
036	GLOUCESTER	52,464	56,460	7.6%	58,096	2.9%
037	GOOCHLAND	66,219	76,105	14.9%	77,606	2.0%
038	GRAYSON	46,170	42,847	(7.2%)	44,071	2.9%
039	GREENE	48,394	45,964	(5.0%)	52,185	13.5%
040	GREENSVILLE	51,812	53,418	3.1%	55,416	3.7%
041	HALIFAX	48,842	50,419	3.2%	52,279	3.7%
042	HANOVER	56,297	56,448	0.3%	60,129	6.5%
043	HENRICO	63,532	62,253	(2.0%)	64,342	3.4%
044	HENRY	47,666	52,017	9.1%	52,518	1.0%
045	HIGHLAND	-	-		43,000	
046	ISLE OF WIGHT	49,530	50,103	1.2%	55,621	11.0%
048	KING GEORGE	54,107	61,363	13.4%	61,264	(0.2%)
049	KING AND QUEEN	58,850	52,828	(10.2%)	63,886	20.9%
050	KING WILLIAM	52,315	52,693	0.7%	53,600	1.7%
051	LANCASTER	54,751	56,166	2.6%	57,740	2.8%
052	LEE	40,897	50,662	23.9%	50,930	0.5%
053	LOUDOUN	66,048	75,726	14.7%	79,026	4.4%
054	LOUISA	57,967	54,717	(5.6%)	57,830	5.7%
055	LUNENBURG	47,742	49,155	3.0%	51,211	4.2%
056	MADISON	52,087	52,610	1.0%	57,720	9.7%
057	MATHEWS	46,086	48,292	4.8%	51,271	6.2%
058	MECKLENBURG	48,628	48,257	(0.8%)	49,250	2.1%
059	MIDDLESEX	49,954	46,743	(6.4%)	53,560	14.6%
060	MONTGOMERY	57,624	61,483	6.7%	62,214	1.2%
062	NELSON	56,614	54,429	(3.9%)	60,350	10.9%
063	NEW KENT	49,097	54,572	11.2%	57,528	5.4%
065	NORTHAMPTON	51,414	56,523	9.9%	56,523	0.0%
066	NORTHUMBERLAND	59,307	57,731	(2.7%)	57,637	(0.2%)
067	NOTTOWAY	53,637	51,397	(4.2%)	50,819	(1.1%)
068	ORANGE	54,043	56,297	4.2%	55,836	(0.8%)

**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 ASSISTANT PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
069	PAGE	52,266	50,987	(2.4%)	53,963	5.8%
070	PATRICK	48,819	49,452	1.3%	53,001	7.2%
071	PITTSYLVANIA	51,622	54,019	4.6%	62,079	14.9%
072	POWHATAN	53,177	53,356	0.3%	55,513	4.0%
073	PRINCE EDWARD	48,579	51,415	5.8%	53,248	3.6%
074	PRINCE GEORGE	50,110	50,360	0.5%	52,522	4.3%
075	PRINCE WILLIAM	56,874	58,400	2.7%	70,171	20.2%
077	PULASKI	42,280	43,960	4.0%	44,841	2.0%
078	RAPPAHANNOCK	52,497	53,044	1.0%	55,638	4.9%
079	RICHMOND	54,507	55,697	2.2%	57,925	4.0%
080	ROANOKE	50,164	55,755	11.1%	56,942	2.1%
081	ROCKBRIDGE	53,929	49,984	(7.3%)	53,026	6.1%
082	ROCKINGHAM	55,744	57,022	2.3%	57,579	1.0%
083	RUSSELL	38,364	44,370	15.7%	44,964	1.3%
084	SCOTT	-	57,410		58,118	1.2%
085	SHENANDOAH	56,026	59,304	5.9%	61,249	3.3%
086	SMYTH	47,402	44,232	(6.7%)	46,479	5.1%
087	SOUTHAMPTON	55,423	54,512	(1.6%)	57,738	5.9%
088	SPOTSYLVANIA	64,291	67,722	5.3%	70,587	4.2%
089	STAFFORD	70,451	72,917	3.5%	73,588	0.9%
090	SURRY	60,120	61,901	3.0%	63,459	2.5%
091	SUSSEX	62,364	53,269	(14.6%)	67,741	27.2%
092	TAZEWELL	52,537	55,529	5.7%	56,243	1.3%
093	WARREN	44,412	52,166	17.5%	53,306	2.2%
094	WASHINGTON	57,079	54,542	(4.4%)	62,620	14.8%
095	WESTMORELAND	47,791	49,187	2.9%	50,063	1.8%
096	WISE	49,461	47,969	(3.0%)	47,673	(0.6%)
097	WYTHE	52,393	54,106	3.3%	55,712	3.0%
098	YORK	52,685	54,113	2.7%	56,332	4.1%
	<b>Cities</b>					
101	ALEXANDRIA CITY	65,233	68,890	5.6%	72,468	5.2%
102	BRISTOL CITY	56,953	65,779	15.5%	67,991	3.4%
103	BUENA VISTA CITY	53,913	48,839	(9.4%)	51,925	6.3%

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		FY 2002 ACTUAL AVERAGE SALARY	FY 2003 ACTUAL AVERAGE SALARY	ACTUAL PERCENTAGE INCREASE/ (DECREASE)	FY 2004 BUDGETED AVERAGE SALARY	BUDGETED PERCENTAGE INCREASE/ (DECREASE)
104	CHARLOTTESVILLE CITY	57,873	60,394	4.4%	66,800	10.6%
106	COLONIAL HEIGHTS CITY	66,637	58,321	(12.5%)	62,491	7.1%
107	COVINGTON CITY	53,505	55,370	3.5%	57,289	3.5%
108	DANVILLE CITY	54,439	53,965	(0.9%)	51,335	(4.9%)
109	FALLS CHURCH CITY	75,666	76,242	0.8%	80,626	5.8%
110	FREDERICKSBURG CITY	65,142	66,803	2.5%	72,199	8.1%
111	GALAX CITY	49,528	50,405	1.8%	51,376	1.9%
112	HAMPTON CITY	50,476	52,942	4.9%	57,026	7.7%
113	HARRISONBURG CITY	58,012	52,070	(10.2%)	53,567	2.9%
114	HOPEWELL CITY	46,883	48,343	3.1%	47,532	(1.7%)
115	LYNCHBURG CITY	51,465	58,772	14.2%	59,040	0.5%
116	MARTINSVILLE CITY	53,759	54,312	1.0%	55,534	2.2%
117	NEWPORT NEWS CITY	50,397	52,597	4.4%	57,182	8.7%
118	NORFOLK CITY	60,497	62,101	2.7%	63,939	3.0%
119	NORTON CITY	51,723	59,260	14.6%	60,745	2.5%
<b>120</b>	<b>PETERSBURG CITY</b>	<b>48,374</b>		<b>DATA NOT SUBMITTED</b>		
121	PORTSMOUTH CITY	57,423	60,704	5.7%	60,135	(0.9%)
122	RADFORD CITY	61,715	62,950	2.0%	65,460	4.0%
123	RICHMOND CITY	60,274	61,964	2.8%	64,753	4.5%
124	ROANOKE CITY	52,547	53,453	1.7%	55,156	3.2%
126	STAUNTON CITY	61,743	60,803	(1.5%)	63,310	4.1%
127	SUFFOLK CITY	52,234	53,364	2.2%	59,176	10.9%
128	VIRGINIA BEACH CITY	59,564	59,829	0.4%	62,439	4.4%
130	WAYNESBORO CITY	54,766	56,649	3.4%	61,185	8.0%
131	WILLIAMSBURG-JAMES CITY	53,776	54,716	1.7%	60,915	11.3%
132	WINCHESTER CITY	66,871	64,610	(3.4%)	65,638	1.6%
135	FRANKLIN CITY	49,262	52,308	6.2%	55,748	6.6%
136	CHESAPEAKE CITY	58,978	61,457	4.2%	64,303	4.6%
137	LEXINGTON CITY	-	-		-	
139	SALEM CITY	65,764	69,435	5.6%	71,143	2.5%
142	POQUOSON CITY	58,819	58,533	(0.5%)	69,742	19.2%
143	MANASSAS CITY	76,178	76,422	0.3%	80,107	4.8%
144	MANASSAS PARK CITY	61,385	62,990	2.6%	66,898	6.2%

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2003-2004 ASSISTANT PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<i>Towns</i>						
202	COLONIAL BEACH	-	-		-	
207	WEST POINT	-	-		-	
<b>AVERAGE FOR SCHOOL DIVISIONS</b>		<b>59,575</b>	<b>61,816</b>	<b>3.8%</b>	<b>65,106</b>	<b>5.3%</b>
<b><u>GOVERNOR'S SCHOOLS</u></b>						
260	CENTRAL VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - LYNCHBURG	-	-		-	
261	SOUTHWEST VIRGINIA GOVERNOR'S SCHOOL FOR SCIENCE, MATHEMATICS, AND TECHNOLOGY - PULASKI	-	-		-	
262	GOVERNOR'S SCHOOL FOR THE ARTS - NORFOLK	-	-		-	
263	ROANOKE VALLEY GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - ROANOKE CITY	-	-		-	
264	NEW HORIZONS GOVERNOR'S SCHOOL FOR SCIENCE AND TECHNOLOGY - HAMPTON	-	-		-	
265	SHENANDOAH VALLEY GOVERNOR'S SCHOOL - AUGUSTA	-	-		-	
266	THE GOVERNOR'S SCHOOL FOR GLOBAL ECONOMICS AND TECHNOLOGY - CHARLOTTE	-	-		-	
267	<b>APPOMATTOX REGIONAL GOVERNOR'S SCHOOL - PETERSURG</b>	-		<b>DATA NOT SUBMITTED</b>		
268	A. LINWOOD HOLTON GOVERNOR'S SCHOOL - WISE	-	-		-	

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2003-2004 ASSISTANT PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
269	CHESAPEAKE BAY GOVERNOR'S SCHOOL FOR MARINE AND ENVIRONMENTAL SCIENCE - ESSEX	-	-		-	
270	COMMONWEALTH GOVERNOR'S SCHOOL - SPOTSYLVANIA	-	-		-	
271	MAGGIE L. WALKER GOVERNOR'S SCHOOL FOR GOVERNMENT AND INTERNATIONAL STUDIES - RICHMOND	68,291	90,629	32.7%	72,490	(20.0%)
272	THOMAS JEFFERSON HIGH SCHOOL FOR SCIENCE AND TECHNOLOGY - FAIRFAX COUNTY	79,563	77,864	(2.1%)	93,441	20.0%
273	BLUE RIDGE GOVERNOR'S SCHOOL - FLUVANNA	-	-		-	
274	JACKSON RIVER GOVERNOR'S SCHOOL - ALLEGHANY COUNTY	-	-		-	
276	PIEDMONT GOVERNOR'S SCHOOL FOR MATHEMATICS, SCIENCE, AND TECHNOLOGY - HENRY COUNTY	-	-		-	
<b>AVERAGE FOR GOVERNOR'S SCHOOLS</b>		<b>73,301</b>	<b>84,916</b>	<b>15.8%</b>	<b>80,870</b>	<b>(4.8%)</b>
<b><u>REGIONAL PROGRAMS</u></b>						
<b><u>(VOCATIONAL AND SPECIAL</u></b>						
<b><u>EDUCATION)</u></b>						
280	COOPERATIVE CENTERS FOR EXCEPTIONAL CHILDREN	-	-		-	
281	MIDDLE PENINSULA REGIONAL SPECIAL EDUCATION PROGRAM	-	-		-	
282	LAUREL REGIONAL CENTER	-	-		-	
283	NORTHERN NECK REGIONAL CENTER	-	-		-	
284	NORTHWESTERN REGIONAL EDUCATION PROGRAM	41,756	48,975	17.3%	54,145	10.6%



**VIRGINIA DEPARTMENT OF EDUCATION  
2003-2004 ASSISTANT PRINCIPAL SALARY SURVEY**

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b>285</b>	<b>NEW HORIZONS SPECIAL EDUCATION CENTER FOR AUTISM - NEWPORT NEWS</b>	-				<b>DATA NOT SUBMITTED</b>
286	PIEDMONT REGIONAL EDUCATION CENTER	-	-		-	
287	SHENANDOAH VALLEY REGIONAL CENTER	-	-		-	
288	SOUTHEASTERN COOPERATIVE EDUCATION PROGRAM	-	63,262		63,864	1.0%
290	NORTHERN VIRGINIA REGIONAL SPECIAL EDUCATION PROGRAM	-	53,215		55,875	5.0%
292	HENRY/MARTINSVILLE SPECIAL EDUCATION PROGRAM - HENRY COUNTY	-	-		-	
299	ROANOKE VALLEY REGIONAL BOARD	-	-		-	
301	CHARLOTTESVILLE-ALBEMARLE TECHNICAL CENTER	55,646	55,635	(0.0%)	60,674	9.1%
302	JACKSON RIVER TECHNICAL CENTER	56,041	56,037	(0.0%)	57,831	3.2%
304	MASSANUTTEN TECHNICAL CENTER	53,810	54,563	1.4%	57,196	4.8%
306	VALLEY VOCATIONAL TECHNICAL CENTER	53,636	61,153	14.0%	63,599	4.0%
<b>307</b>	<b>NEW HORIZONS TECHNICAL CENTER - WOODSIDE</b>	<b>64,342</b>				<b>DATA NOT SUBMITTED</b>
308	PRUDEN CENTER FOR INDUSTRY/TECHNOLOGY	56,407	59,699	5.8%	66,038	10.6%
309	ROWANTY VOCATIONAL TECHNICAL CENTER	60,947	62,775	3.0%	42,234	(32.7%)
310	NORTHERN NECK TECHNICAL CENTER	46,024	47,886	4.0%	49,131	2.6%
<b>311</b>	<b>AMELIA-NOTTOWAY VOCATIONAL CENTER</b>	-				<b>DATA NOT SUBMITTED</b>
<b>AVERAGE FOR REGIONAL PROGRAMS</b>		<b>54,100</b>	<b>60,322</b>	<b>11.5%</b>	<b>61,313</b>	<b>1.6%</b>

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
<b><u>REGIONAL ALTERNATIVE EDUCATION PROGRAMS</u></b>						
401	LYNCHBURG CITY SECONDARY ALTERNATIVE EDUCATION PROGRAM	-	-		-	
402	ENTERPRISE ACADEMY - NEWPORT NEWS CITY	55,302	57,955	4.8%	60,273	4.0%
403	TIDEWATER REGIONAL ALTERNATIVE EDUCATION PROJECT	-	59,295		62,853	6.0%
404	REGIONAL ALTERNATIVE PLUS SELF PROJECT - ROANOKE CITY	-	-		-	
405	TRANSITION SUPPORT RESOURCE CENTER - FAIRFAX	-	-		-	
406	PROJECT RETURN-FLUVANNA COUNTY	-	-		-	
407	ALTERNATIVE EDUCATION PROGRAM- BEHAVIOR DISORDERED YOUTH - MONTGOMERY	-	-		-	
408	PETERSBURG REGIONAL ALTERNATIVE PROGRAM	-	-		-	
409	REGIONAL ALTERNATIVE SCHOOL - PITTSYLVANIA COUNTY	-	-		-	
410	PROJECT RETURN-POWHATAN COUNTY	-	-		-	
411	CROSSROADS ALTERNATIVE PROGRAM - BRISTOL CITY	-	-		-	
412	METRO-RICHMOND ALTERNATIVE EDUCATION PROGRAM	-	-		-	
413	REGIONAL ALTERNATIVE EDUCATION PROGRAM - STAFFORD COUNTY	-	-		-	
414	<b>SOUTHSIDE L.I.N.K. PROJECT - BRUNSWICK COUNTY</b>	-		<b>DATA NOT SUBMITTED</b>		

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
415	REGIONAL ALTERNATIVE EDUCATION PROGRAM-KING WILLIAM COUNTY	-	-		-	
416	NEW DOMINION SCHOOL-PRINCE WILLIAM COUNTY	58,107	53,335	(8.2%)	64,320	20.6%
417	PROJECT BRIDGE-RUSSELL COUNTY	-	-		-	
418	REGIONAL ALTERNATIVE PROGRAM- WYTHE COUNTY	-	-		-	
420	ON THE RIGHT TRACK REGIONAL ALTERNATIVE EDUCATION PROGRAM - NOTTOWAY	-	-		-	
421	NORTHERN NECK REGIONAL ALTERNATIVE EDUCATION PROGRAM	-	-		-	
422	SHENANDOAH VALLEY REGIONAL PROGRAM ALTERNATIVE EDUCATION PROJECT - GENESIS	-	-		-	
423	BREAKING BARRIERS-A REGIONAL ALTERNATIVE EDUCATION SCHOOL - HENRY	-	-		-	
424	CARROLL-GALAX-JOY RANCH REGIONAL ALTERNATIVE EDUCATION PROGRAM	-	-		-	
425	RENEWING EDUCATION THROUGH USE OF REGIONAL NETWORK II - ALBEMARLE	-	-		-	
426	REGIONAL LEARNING ACADEMY - WISE COUNTY	-	-		-	
427	THE REGIONAL COMMUNITY ALTERNATIVE EDUCATION CONTINUUM	50,533	52,367	3.6%	56,393	7.7%
428	PROJECT RENEW - NORTHAMPTON COUNTY	-	-		-	
429	RENAISSANCE - SCOTT COUNTY	-	-		-	

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				ACTUAL PERCENTAGE INCREASE/ (DECREASE)		BUDGETED PERCENTAGE INCREASE/ (DECREASE)
430	R.E. COOK ALTERNATIVE EDUCATION PROGRAM - ROANOKE COUNTY	-	-		-	
<b>AVERAGE FOR REGIONAL ALTERNATIVE EDUCATION PROGRAMS</b>		<b>55,152</b>	<b>56,590</b>	<b>2.6%</b>	<b>61,476</b>	<b>8.6%</b>
<i>Statewide Average (Based on all School Divisions, Governor's Schools, Regional Programs, &amp; Regional Alternative Education Programs)</i>		<i>59,573</i>	<i>61,837</i>	<i>3.8%</i>	<i>65,072</i>	<i>5.2%</i>