



COMMONWEALTH of VIRGINIA

DEPARTMENT OF EDUCATION

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JO LYNNE DEMARY, Ed.D.
Superintendent of Public Instruction

December 1, 2004

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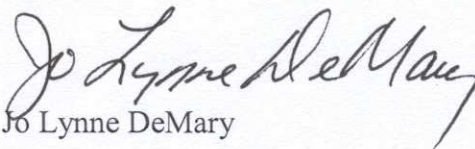
Division of Legislative Automated Systems (DLAS)
910 Capitol Square
General Assembly Building, Suite 660
Richmond, VA 23219
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To Whom It May Concern:

Pursuant to Item 146, paragraph B. 9., of the 2004 Appropriation Act, I am pleased to transmit the 2004-2005 Teacher Salary Survey report prepared by the Department of Education. The title of this report is the "2004-2005 Teacher Salary Survey."

If you have questions or require additional information relative to this transmittal, please contact me or Daniel Timberlake, assistant superintendent for finance, at (804) 225-2025.

Sincerely,


Jo Lynne DeMary

JLD/ko

Enclosure

C: The Honorable Belle S. Wheelan

Preface

Item 146, paragraph B. 9., of the 2004 Appropriation Act directs the Superintendent of Public Instruction to provide a report on the status of teacher salaries, by local school division, to the Governor and the Chairmen of the Senate Finance and House Appropriations Committees by December 1 of each year of the biennium. Department of Education budget staff prepared the report based on Annual School Report (ASR) data submitted by each school division and regional program.

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Appendix A:

Copy of Legislative Mandate Directing the Study

Executive Summary

Pursuant to the requirements of Item 146, paragraph B. 9. of the 2004 Appropriation Act, the Department of Education collected data on teacher, principal, and assistant principal salaries through the 2003-2004 Annual School Report (ASR). Statewide and school division salary averages were computed for fiscal years 2004 and 2005. The report shows salary information from fiscal years 2003, 2004, and 2005 for comparative purposes. Year-to-year percentage change in salary averages is shown for statewide and division data.

According to these calculations, average salaries are expected to increase for classroom teachers, principals, and assistant principals from fiscal year 2004 to fiscal year 2005.

The average budgeted classroom teacher salary for fiscal year 2005 is \$46,034; this is a 4.8 percent increase from fiscal year 2004.

The average budgeted principal salary for fiscal year 2005 is \$81,053; this is a 4.8 percent increase from fiscal year 2004.

The average budgeted assistant principal salary for fiscal year 2005 is \$66,727; this is a 4.5 percent increase from fiscal year 2004.

SUMMARY

FY 2004

Status of Classroom Teacher Salaries (Statewide)

FY 2003 Actual Average Classroom Teacher Salary	\$42,677
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FY 2004 Actual Average Classroom Teacher Salary*	\$43,936
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Average Percentage Increase FY 2003 to FY 2004	3.0%
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**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 2003-2004 Annual School Report.*

SUMMARY

FY 2005

Status of Classroom Teacher Salaries (Statewide)

FY 2004 Average Classroom Teacher Salary (Actual)*	\$43,936
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FY 2005 Average Classroom Teacher Salary (Budgeted)**	\$46,034
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Average Percentage Increase FY 2004 to FY 2005	4.8%
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**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 2003-2004 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 2003-2004 Annual School Report.*

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
SCHOOL DIVISIONS						
<i>Counties</i>						
001	Accomack	35,224	37,411	6.2%	38,009	1.6%
002	Albemarle	40,532	40,634	0.3%	42,467	4.5%
003	Alleghany	39,055	39,397	0.9%	42,636	8.2%
004	Amelia	28,838	29,903	3.7%	38,304	28.1%
005	Amherst	37,015	37,995	2.6%	38,348	0.9%
006	Appomattox	35,091	32,906	(6.2%)	33,973	3.2%
007	Arlington	58,124	60,014	3.3%	63,551	5.9%
008	Augusta	37,731	38,771	2.8%	40,322	4.0%
009	Bath	38,949	40,352	3.6%	41,820	3.6%
010	Bedford	36,524	37,038	1.4%	37,866	2.2%
011	Bland	32,113	35,146	9.4%	33,389	(5.0%)
012	Botetourt	42,738	44,104	3.2%	45,591	3.4%
013	Brunswick	34,006	34,707	2.1%	37,579	8.3%
014	Buchanan	34,273	34,680	1.2%	38,025	9.6%
015	Buckingham	36,283	36,201	(0.2%)	38,564	6.5%
016	Campbell	36,883	37,664	2.1%	37,773	0.3%
017	Caroline	38,595	37,881	(1.9%)	40,788	7.7%
018	Carroll	33,934	35,461	4.5%	37,060	4.5%
019	Charles City	34,289	36,635	6.8%	40,630	10.9%
020	Charlotte	35,508	35,824	0.9%	36,798	2.7%
021	Chesterfield	40,479	41,337	2.1%	42,644	3.2%
022	Clarke	41,751	42,719	2.3%	44,575	4.3%
023	Craig	34,183	36,411	6.5%	36,087	(0.9%)
024	Culpeper	38,692	39,099	1.1%	40,410	3.4%
025	Cumberland	33,104	33,778	2.0%	37,254	10.3%
026	Dickenson	31,687	34,695	9.5%	35,581	2.6%
027	Dinwiddie	38,246	39,418	3.1%	41,055	4.2%
028	Essex	39,859	40,302	1.1%	42,447	5.3%
029	Fairfax	51,513	53,345	3.6%	56,502	5.9%
030	Fauquier	43,374	44,773	3.2%	47,916	7.0%
031	Floyd	36,848	37,955	3.0%	39,202	3.3%
032	Fluvanna	39,671	40,910	3.1%	43,953	7.4%
033	Franklin	39,880	No data submitted by school division			
034	Frederick	40,064	39,077	(2.5%)	40,247	3.0%
035	Giles	33,659	35,492	5.4%	35,059	(1.2%)
036	Gloucester	37,540	38,456	2.4%	41,740	8.5%
037	Goochland	41,728	41,115	(1.5%)	42,520	3.4%
038	Grayson	34,581	34,229	(1.0%)	35,145	2.7%
039	Greene	37,562	36,619	(2.5%)	38,181	4.3%
040	Greensville	36,994	37,692	1.9%	39,215	4.0%
041	Halifax	34,439	36,508	6.0%	38,782	6.2%
042	Hanover	38,911	39,863	2.4%	40,108	0.6%
043	Henrico	41,685	43,188	3.6%	43,714	1.2%
044	Henry	35,239	35,704	1.3%	35,090	(1.7%)
045	Highland	34,259	34,563	0.9%	35,373	2.3%
046	Isle of Wight	40,301	40,982	1.7%	43,298	5.6%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
048	King George	38,473	38,865	1.0%	39,183	0.8%
049	King and Queen	36,497	37,542	2.9%	38,057	1.4%
050	King William	40,170	40,465	0.7%	40,902	1.1%
051	Lancaster	35,141	36,526	3.9%	36,407	(0.3%)
052	Lee	31,784	34,019	7.0%	34,734	2.1%
053	Loudon	52,140	53,446	2.5%	55,876	4.5%
054	Louisa	34,788	37,730	8.5%	40,348	6.9%
055	Lunenburg	38,651	39,572	2.4%	39,753	0.5%
056	Madison	35,726	37,173	4.0%	40,987	10.3%
057	Mathews	35,687	36,343	1.8%	39,591	8.9%
058	Mecklenburg	35,309	36,335	2.9%	38,697	6.5%
059	Middlesex	34,753	35,259	1.5%	37,020	5.0%
060	Montgomery	37,390	37,102	(0.8%)	37,950	2.3%
062	Nelson	38,121	38,890	2.0%	39,336	1.1%
063	New Kent	36,639	39,063	6.6%	40,169	2.8%
065	Northampton	38,386	39,210	2.1%	42,145	7.5%
066	Northumberland	39,762	41,450	4.2%	41,314	(0.3%)
067	Nottoway	34,397	34,257	(0.4%)	35,503	3.6%
068	Orange	40,407	40,410	0.0%	40,127	(0.7%)
069	Page	34,596	36,119	4.4%	38,162	5.7%
070	Patrick	34,900	36,077	3.4%	39,369	9.1%
071	Pittsylvania	37,222	35,948	(3.4%)	41,016	14.1%
072	Powhatan	35,991	37,159	3.2%	38,944	4.8%
073	Prince Edward	36,926	39,216	6.2%	39,237	0.1%
074	Prince George	39,224	40,230	2.6%	43,006	6.9%
075	Prince William	49,447	52,100	5.4%	53,542	2.8%
077	Pulaski	37,382	35,149	(6.0%)	37,289	6.1%
078	Rappahannock	35,681	39,347	10.3%	39,673	0.8%
079	Richmond	37,657	39,391	4.6%	40,884	3.8%
080	Roanoke	44,139	44,792	1.5%	45,901	2.5%
081	Rockbridge	36,971	36,175	(2.2%)	37,174	2.8%
082	Rockingham	37,958	38,637	1.8%	39,332	1.8%
083	Russell	33,093	33,164	0.2%	38,516	16.1%
084	Scott	38,207	38,786	1.5%	35,926	(7.4%)
085	Shenandoah	37,711	38,096	1.0%	41,350	8.5%
086	Smyth	38,466	37,479	(2.6%)	38,468	2.6%
087	Southampton	35,855	37,603	4.9%	39,501	5.0%
088	Spotsylvania	42,589	42,098	(1.2%)	45,426	7.9%
089	Stafford	44,161	45,017	1.9%	47,237	4.9%
090	Surry	38,331	42,604	11.1%	38,161	(10.4%)
091	Sussex	40,863	39,965	(2.2%)	40,730	1.9%
092	Tazewell	37,571	38,417	2.3%	41,059	6.9%
093	Warren	36,481	38,494	5.5%	40,589	5.4%
094	Washington	34,160	35,661	4.4%	36,132	1.3%
095	Westmoreland	32,734	33,669	2.9%	38,123	13.2%
096	Wise	37,651	37,646	(0.0%)	40,678	8.1%
097	Wythe	36,122	36,445	0.9%	37,887	4.0%
098	York	40,877	41,275	1.0%	44,510	7.8%

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		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
<i>Cities</i>						
101	Alexandria City	53,416	55,821	4.5%	56,639	1.5%
102	Bristol City	39,545	41,159	4.1%	47,049	14.3%
103	Buena Vista City	38,225	39,859	4.3%	40,329	1.2%
104	Charlottesville City	44,265	44,193	(0.2%)	45,849	3.7%
106	Colonial Heights City	46,148	47,707	3.4%	48,406	1.5%
107	Covington City	45,027	45,409	0.8%	47,223	4.0%
108	Danville City	37,932	37,967	0.1%	39,740	4.7%
109	Falls Church City	50,868	53,294	4.8%	57,062	7.1%
110	Fredericksburg City	41,385	43,390	4.8%	45,115	4.0%
111	Galax City	36,942	37,067	0.3%	37,685	1.7%
112	Hampton City	37,905	37,879	(0.1%)	39,500	4.3%
113	Harrisonburg City	40,295	40,939	1.6%	42,725	4.4%
114	Hopewell City	40,790	41,631	2.1%	43,100	3.5%
115	Lynchburg City	37,266	38,103	2.2%	39,168	2.8%
116	Martinsville City	37,225	39,100	5.0%	40,294	3.1%
117	Newport News City	39,173	40,573	3.6%	42,453	4.6%
118	Norfolk City	40,429	40,832	1.0%	43,087	5.5%
119	Norton City	35,729	37,895	6.1%	38,586	1.8%
120	Petersburg City	33,469	35,077	4.8%	38,634	10.1%
121	Portsmouth City	35,535	34,404	(3.2%)	41,436	20.4%
122	Radford City	39,964	41,527	3.9%	42,595	2.6%
123	Richmond City	43,761	43,343	(1.0%)	43,124	(0.5%)
124	Roanoke City	41,468	42,473	2.4%	44,776	5.4%
126	Staunton City	35,684	36,627	2.6%	38,042	3.9%
127	Suffolk City	38,566	40,404	4.8%	42,306	4.7%
128	Virginia Beach City	43,095	46,030	6.8%	47,110	2.3%
130	Waynesboro City	38,320	40,694	6.2%	40,601	(0.2%)
131	Williamsburg-James City	43,366	46,404	7.0%	48,457	4.4%
132	Winchester City	42,363	44,099	4.1%	46,801	6.1%
135	Franklin City	38,159	39,635	3.9%	41,059	3.6%
136	Chesapeake City	43,396	45,011	3.7%	47,265	5.0%
137	Lexington City	35,946	38,592	7.4%	38,799	0.5%
139	Salem City	44,492	47,093	5.8%	48,180	2.3%
142	Poquoson City	40,480	38,402	(5.1%)	39,918	3.9%
143	Manassas City	49,044	53,387	8.9%	55,151	3.3%
144	Manassas Park City	41,140	46,091	12.0%	48,332	4.9%
<i>Towns</i>						
202	Colonial Beach	39,244	33,861	(13.7%)	35,714	5.5%
207	West Point	39,240	37,023	(5.7%)	46,437	25.4%
<i>Average for School Divisions:</i>		42,694	43,952	2.9%	46,053	4.8%

VIRGINIA DEPARTMENT OF EDUCATION

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		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
GOVERNOR'S SCHOOLS						
260	Central Virginia Governor's School for Science and Technology - Lynchburg	47,775	48,340	1.2%	55,582	15.0%
261	Southwest Virginia Governor's School for Science, Mathematics and Technology - Pulaski	43,524	46,972	7.9%	48,381	3.0%
262	Governor's School for the Arts - Norfolk	32,710	34,743	6.2%	36,286	4.4%
263	Roanoke Valley Governor's School for Science and Technology - Roanoke City	43,379	44,392	2.3%	45,539	2.6%
264	New Horizons Governor's School for Science and Technology - Hampton	41,627	42,547	2.2%	45,105	6.0%
265	Shenandoah Valley Governor's School - Augusta	38,453	40,139	4.4%	42,925	6.9%
266	The Governor's School for Global Economics and Technology - Charlotte	41,610	43,295	4.0%	43,636	0.8%
267	Appomattox Regional Governor's School - Petersburg	37,363	38,291	2.5%	39,587	3.4%
268	A. Linwood Holton Governor's School - Wise	38,424	35,958	(6.4%)	38,750	7.8%
269	Chesapeake Bay Governor's School for Marine and Environmental Science - Essex	39,152	39,141	(0.0%)	42,146	7.7%
270	Commonwealth Governor's School - Spotsylvania	49,577	52,835	6.6%	53,114	0.5%
271	Maggie L. Walker Governor's School for Government and International Studies - Richmond	40,998	42,688	4.1%	42,695	0.0%
272	Thomas Jefferson High School for Science and Technology - Fairfax County	70,180	73,094	4.2%	75,924	3.9%
273	Blue Ridge Governor's School - Fluvanna	32,800	47,827	45.8%	35,398	(26.0%)
274	Jackson River Governor's School - Alleghany County	34,805	34,805	0.0%	50,000	43.7%

VIRGINIA DEPARTMENT OF EDUCATION

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		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
276	Piedmont Governor's School for Mathematics, Science and Technology - Henry County	32,375	38,514	19.0%	40,153	4.3%
<i>Average for Governor's Schools:</i>		<i>51,841</i>	<i>53,215</i>	<i>2.7%</i>	<i>55,091</i>	<i>3.5%</i>

REGIONAL PROGRAMS (VOCATIONAL & SPECIAL EDUCATION)

280	Cooperative Centers for Exceptional Children	32,514	35,465	9.1%	38,277	7.9%
281	Middle Peninsula Regional Special Education Program	31,458	32,546	3.5%	32,522	(0.1%)
282	Laurel Regional Center	50,132	46,600	(7.0%)	47,532	2.0%
283	Northern Neck Regional Center	32,936	34,058	3.4%	35,048	2.9%
284	Northwestern Regional Education Program	37,078	37,819	2.0%	39,282	3.9%
285	New Horizons Special Education Center for Autism - Newport News	34,623	34,378	(0.7%)	37,011	7.7%
286	Piedmont Regional Education Center	40,022	44,295	10.7%	47,076	6.3%
287	Shenandoah Valley Regional Center	32,377	32,464	0.3%	32,740	0.9%
288	Southeastern Cooperative Education Program	34,723	39,311	13.2%	41,473	5.5%
290	Northern Virginia Regional Special Education Program	45,553	45,334	(0.5%)	48,456	6.9%
292	Henry/Martinsville Special Education Program - Henry County	33,389	32,216	(3.5%)	33,833	5.0%
299	Roanoke Valley Regional Board	32,476	34,755	7.0%	35,820	3.1%
301	Charlottesville-Albemarle Technical Center	43,399	44,560	2.7%	45,007	1.0%
302	Jackson River Technical Center	39,136	39,685	1.4%	44,046	11.0%
304	Massanutten Technical Center	42,761	46,266	8.2%	46,417	0.3%
306	Valley Vocational Technical Center	34,822	33,690	(3.2%)	34,126	1.3%
307	New Horizons Technical Center - Woodside	42,418	38,909	(8.3%)	41,466	6.6%
308	Pruden Center for Industry/Technology	38,579	39,391	2.1%	43,212	9.7%
309	Rowanty Vocational Technical Center	46,425	46,337	(0.2%)	52,219	12.7%
310	Northern Neck Technical Center	36,420	35,337	(3.0%)	34,364	(2.8%)

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311	Amelia-Nottoway Vocational Center	31,349	-		-	
<i>Average for Regional Programs:</i>		<i>38,621</i>	<i>40,232</i>	<i>4.2%</i>	<i>42,293</i>	<i>5.1%</i>

REGIONAL ALTERNATIVE EDUCATION PROGRAMS:

401	Lynchburg City Secondary Alternative Education Program	32,751	37,508	14.5%	38,258	2.0%
402	Enterprise Academy - Newport News	42,109	42,754	1.5%	44,892	5.0%
403	Tidewater Regional Alternative Education Project	34,027	38,575	13.4%	38,939	0.9%
404	Regional Alternative Plus Self Project - Roanoke City	32,515	32,851	1.0%	34,489	5.0%
405	Transition Support Resource Center - Fairfax	46,923	45,486	(3.1%)	50,073	10.1%
406	Project Return - Fluvanna County	36,000	33,310	(7.5%)	34,571	3.8%
407	Alternative Education Program - Behavior Disordered Youth - Montgomery	35,169	35,205	0.1%	37,627	6.9%
408	Petersburg Regional Alternative Program	33,899	32,576	(3.9%)	35,095	7.7%
409	Regional Alternative School - Pittsylvania County	31,305	30,281	(3.3%)	32,948	8.8%
410	Project Return - Powhatan County	30,227	34,848	15.3%	37,126	6.5%
411	Crossroads Alternative Program - Bristol City	33,191	33,692	1.5%	35,492	5.3%
412	Metro-Richmond Alternative Education Program	35,435	33,074	(6.7%)	32,188	(2.7%)
413	Regional Alternative Education Program - Stafford County	38,856	39,998	2.9%	41,823	4.6%
414	Southside L.I.N.K. Project - Brunswick County	27,943	27,169	(2.8%)	28,481	4.8%
415	Regional Alternative Education Program - King William County	13,685	14,090	3.0%	14,286	1.4%
416	New Dominion School - Prince William County	44,395	47,200	6.3%	49,800	5.5%
417	Project Bridge - Russell County	39,942	34,341	(14.0%)	39,540	15.1%
418	Regional Alternative Program - Wythe County	29,070	30,146	3.7%	31,239	3.6%

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420	On The Right Track Regional Alternative Education Program - Nottoway	27,745	30,987	11.7%	33,392	7.8%
421	Northern Neck Regional Alternative Education Program	35,724	26,073	(27.0%)	37,603	44.2%
422	Shenandoah Valley Regional Program Alternative Education Project - Genesis	32,527	32,724	0.6%	34,985	6.9%
423	Breaking Barriers - A Regional Education School - Henry	29,928	29,477	(1.5%)	35,644	20.9%
424	Carroll-Galax-Joy Ranch Regional Alternative Education Program	34,136	31,516	(7.7%)	32,320	2.6%
426	Regional Learning Academy - Wise County	28,178	28,151	(0.1%)	30,343	7.8%
427	The Regional Community Alternative Education Continuum	43,013	41,107	(4.4%)	43,483	5.8%
428	Project Renew - Northampton County	22,623	27,667	22.3%	27,667	0.0%
429	Renaissance - Scott County	40,927	36,779	(10.1%)	30,920	(15.9%)
430	R.E. Cook Alternative Education Program - Roanoke County	35,758	32,396	(9.4%)	33,553	3.6%
<i>Average for Regional Alternative Education Programs:</i>		34,220	34,613	1.1%	36,398	5.2%
Statewide Average:						
<i>(Based on all School Divisions, Governor's Schools, Regional Programs, and Regional Alternative Education Programs)</i>		42,677	43,936	3.0%	46,034	4.8%

HOW VIRGINIA COMPARES TO THE NATION

Virginia Average Teacher Salary Versus the National Average

	Virginia Average*	Virginia Percentage Change Over Prior Year	National Average**	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)	\$42,677	2.3%	\$45,930	2.7%	(\$3,253)	(7.1%)	21st
2003-04 (Actual)	\$43,936	3.0%	\$46,826	2.0%	(\$2,890)	(6.2%)	21st
2004-05 (Estimate)	\$46,034	4.8%	<i>National information not available at this time.</i>				

*Virginia Department of Education: Schedule I from the 2003-2004 Annual School Report.

**Data Sources: National Education Association (NEA): National Education Association Rankings and Estimates Report, pg. 92
<http://www.nea.org/edstats/images/04rankings.pdf>

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
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COUNTIES

Accomack	Provided 2% salary step increase and 1.8% cost of living increase. Increased employer provided amount for employee health insurance by \$325 for a total employer contribution of \$3,475 per covered employee.
Albemarle	3.3 % and ~6.5 Market Adjustment
Alleghany	3.0% plus step salary increase for all personnel
Amelia	4% cost of living increase, plus a step for experience on the salary scale
Amherst	The average increase for teacher salaries for the 2004-2005 school year was 5.05%
Appomattox	Teachers received an average salary increase of 6%. All teachers electing health coverage receive employee only coverage at no cost.
Arlington	Arlington provided for a 2% compensation adjustment for all employees.
Augusta	Average 5.55% salary increase was given.
Bath	Provided cost of living increase.
Bedford	Bedford County School Board adopted a Compensation Study prepared by the Virginia Association of School Superintendents. Teachers received an increase of at least 4.23%.
Bland	A 4% increase was added to steps 0-15 of the salary schedule; a 3% increase was added to steps 16-22 of the salary schedule.
Botetourt	The base on the indexed teacher scale was increased by 2%. The average increase for all teachers, including the step increase, was approximately 3.5%.
Brunswick	Provided step increase of 3% plus provided \$700 additional increase for teachers who are not fully licensed and \$1700 additional increase for teachers who are fully licensed.
Buchanan	Included annual step stipends. Reduced number of steps in salary scale to reach the maximum experience.
Buckingham	4% plus step
Campbell	3% raise across the board, raise plus additional increases at selected steps
Caroline	Teacher salary scale was completely revised with a starting salary of \$33,500 and an average increase of 5.85%
Carroll	Teachers were given a 4% plus step pay increase.
Charles City	cost of living increase combined with a step increase for some steps
Charlotte	Provided an average 5% increase in pay to classroom teachers.
Chesterfield	An increase was given to all instructional staff of anywhere from 4% to 5%.
Clarke	3% base salary increase.
Craig	All personnel was give a step + 5% increase for the 04-05 year.
Culpeper	Two and half percent was added to teacher scale and a step was given for FY-2005. The effective annual percent teacher salary increase will be 4.9%.
Cumberland	Teacher's were given an average of a 5% increase.
Dickenson	2.5% salary increase plus salary step increase which amounts to approximately another 1%

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Dinwiddie	A 3.5% raise was given across the board. Also, the entire increase for health insurance was picked up by the locality.
Essex	3% salary increase plus step increase
Fairfax	Actions taken to improve teacher salaries in FY 2005: 1) Provide a 3% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.6% for all teachers. 3) Reduced the standard annual teachers contract length by one day with no reduction in salary, resulting in a per-diem increase of approximately 0.5% for most teachers.
Fauquier	Teacher pay scale adjusted to increase teacher starting pay from \$31,000 to \$32,000 and a longevity step increase of 2.5% for an average pay increase of 5.71%.
Floyd	Salary increase for last step was 3.5% with rest of scale getting 5% (includes step)
Fluvanna	No action taken to improve teacher's salaries
Franklin	
Frederick	Step plus enhancement of existing scale to equal an average of 5.6% increase. Starting salary increased from \$31,765 to \$32,000 and each step increased from \$979 to \$1,030.
Giles	Teacher salaries were improved by the step on the teacher salary scale, and the scale was realigned and increased so that the beginning teacher salary is \$30,500. The overall salary average increase was 8.35%
Gloucester	Teachers were given an average increase of 6%.
Goochland	3 % Increase in salary
Grayson	Increase teacher salaries by \$1152 per teacher.
Greene	Annual Average Salary Increase of 5%,
Greensville	Increased salaries by 5.5% for the new fiscal year
Halifax	Teachers received an average increase of 5%.
Hanover	Average 3.0% increase in annual salary.
Henrico	2.372% Step Increase + 1.628% Wage Adjustment
Henry	Average 5% salary increase in FY 05
Highland	Salary step plus percentage increase.
Isle of Wight	A salary increase ranging from about 5% to 14% was provided to all teachers for the 03-04 school year.
King George	Returning teachers received an average 6.3% increase.
King and Queen	Adjusted the first 7 steps of the teacher scale. Flat 3% increase as of July 1, 2004.
King William	The teacher scale was increased by 2% and a step increase was given as well.
Lancaster	The school board approved a new salary scale that teachers will get an average of 8% increase.
Lee	Teachers were given a salary step increase on a revised salary scale; the average increase per individual teacher was \$4,900 or 5%.
Loudon	The teachers' salary scale was increased by a 3% cost of living adjustment and all eligible teachers received a step increase.

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Louisa	Teachers received 3.25% step and a 1.75% cost of living adjustment.
Lunenburg	Salary Scale steps increased by 2%.
Madison	There is no percentage available at this time for FY 2005. Increasing teacher salaries is part of the budget plan each year if funding permits.
Mathews	5% plus step salary increase in 2005-2006. Also will look at health insurance.
Mecklenburg	Increased Teacher salaries across the board by \$2,200 or approximately 6.2%
Middlesex	Teachers received a salary increase that ranged from 4% to 8.6% depending where they are on the salary scale.
Montgomery	Average increase in salaries equal to 6.88%. Increase includes step increase of 1.7% and 5.18% improvement in salary schedules.
Nelson	5% COLA Adjustment + Seniority Step Increase on Scale. Masters Supplement Increased to \$2,000 per year
New Kent	Provided a 2.83% cost of living adjustment to the instructional pay scale. Combined with a 1.67% step equated to an average 4.5% increase.
Northampton	3% salary increase
Northumberland	one percent plus salary step increase
Nottoway	Added \$3,000.00 to all teacher steps.
Orange	Surrounding comparable district salaries were evaluated; increase includes step and cost of living; 5% increase provided.
Page	Classroom teachers received an average 5% salary increase. All other full-time employees received a 5% raise across the board.
Patrick	3% plus step increase
Pittsylvania	An average 6% salary increase was applied to the teacher scale.
Powhatan	The average annual increase in classroom teachers salaries was 6.02%, which included both the salary step increase and a cost of living increase. The minimum salary increase was 4.0%
Prince Edward	Returning teachers received a salary increase of 5.5% for the 2004-2005 school year.
Prince George	Teachers were removed from the comprehensive salary scale in an effort to make starting salaries more competitive. With the final actions of the General Assembly (and due to the fact that Prince George already had in place a good number of the positions required by new SOQs), we were able to offer teachers a minimum of 6% pay increase for 2004-05.
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 equal to 3%
Rappahannock	Classroom teacher salaries were increased 3.5% to the base salary plus a step (1.5%). Total 5%>
Richmond	3% + step raise for all teachers
Roanoke	An average salary increase of 3.5% for teachers was budgeted for FY2005.

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Rockbridge	Teacher salaries were increased an average of 2.75% in FY2005 which included a salary step increase.
Rockingham	an average of 4% was given to teachers
Russell	The salary scales for the 2004-2005 school year were completely redone. Each employee will receive a substantial salary increase.
Scott	3 percent salary increase and provided a step for those employees not yet at the top of the scale.
Shenandoah	Provided cost of living and step increase. Average teacher % increase = 11.0%.
Smyth	Provided cost of living increase, salary step increase - 2 Percent, and salary scale was adjusted.
Southampton	Provided a minimum 5% increase to all teachers.
Spotsylvania	Teacher salary scales were completely revised for FY05. The average increase including step was 6.9%.
Stafford	The average teacher salary increase for FY 2005 is 5.06%.
Surry	With additional state funding, the school system was able to afford an average 3% salary increase to all teachers on the current salary scale.
Sussex	All teachers received at least a 4% pay raise plus an average step increase of 1.5%
Tazewell	3% plus step increase
Warren	Teachers received a "step +4% increase".
Washington	Salary step increase and increase of step amount of an average 5.79%.
Westmoreland	Teachers were given an 18.5% increase plus a step which equaled to about a 20.5% increase.
Wise	All teachers received step increases plus variable increase based on experience. Average increase for all teachers was 9%.
Wythe	Salary scale increased a minimum of 3%
York	Provided a step increase on the scale (average increase 1.7%). Provided a market adjustment of 7%. Also budgeted for a one-time payment, contingent upon state revenues, equivalent to .4%. Combined, the above items average a budgeted annual increase of 9.1%.

CITIES

Alexandria City	Granted a full step increase and 2% COLA adjustment
Bristol City	School system provided a 2% plus step salary increase
Buena Vista City	step increase (4.3%)
Charlottesville City	6.61% average increase in pay.
Colonial Heights City	An experience step was given to those not at the top of the teacher's scale. Also 3.1% COLA.
Covington City	Teachers on scale received a 3.5% salary increase and teachers off scale received a 2% increase.

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Danville City	6% increase to base salary for all teachers
Falls Church City	Providing an average teacher salary improvement of 6.1%, which includes a step increase and a 2.8% cost-of-living increase.
Fredericksburg City	4% Average Effective Percent Salary Increase via Salary Step Increase
Galax City	Average salary increase of 3.5% and an increase of \$432.00 per employee per year on health insurance contribution.
Hampton City	Classroom teachers were given a 5% salary increase effective July 1, 2004.
Harrisonburg City	Teachers' salaries were increased by providing a cost of living and step increases that averaged 4% on the teachers' salary scale for 2004 - 05.
Hopewell City	Teachers received step increases plus an increase in the scales of \$1,450. The combination of these increases averaged approximately 5% for each teacher.
Lynchburg City	All teachers received a 2% pay increase for 2004-05.
Martinsville City	Average annual salary increase of 3%; reduced number of steps on teacher salary scale
Newport News City	A 6% across the board salary increase was given.
Norfolk City	Provided cost of living increase. A 5 1/2% average raise was provided to classroom teachers for 2005.
Norton City	All employees were given a 4% salary increase for the 2004-2005 school year.
Petersburg City	Salary scale adjustment of 5.00% including step for all employees.
Portsmouth City	Teacher scales were revised to reflect increases for starting or new teachers, all others were give 6.5%raises regardless of placement on the scale.
Radford City	Teachers received a 6% raise.
Richmond City	5 % pay raise for teachers, and a 5% salary adjustment based on midpoint for admin & support staff
Roanoke City	An average raise of 5.0% for teachers was approved, inclusive of movement along experience tiers and an adjustment of the scale by 4.10%.
Staunton City	Average Teacher raise of 4.5%, including step and cost of living adjustment. The increases were weighted in favor of the top of our scale.
Suffolk City	Provided a one-step increase averaging 1.75% and provided a 4.25% cost-of-living increase, resulting in an average salary increase totaling 6.00%.
Virginia Beach City	Increased the teacher salaries by an average of 6.5% effective July 1, 2004.
Waynesboro City	No action taken to improve teacher's salaries
Williamsburg-James City	Provided a salary step increase to improve teacher salaries in FY2005. The School Board also increased the starting teaching salary for each lane by \$1,250 and the impact flowed through the salary schedule resulting in an average salary increase of 5.5%.
Winchester City	Classroom teachers received a 4.5% salary increase in FY 2005.
Fairfax City	No action taken to improve teacher's salaries
Franklin City	The average increase for teachers is 7.7%.
Chesapeake City	No action taken to improve teacher's salaries
Lexington City	A 3.5% salary increase plus a 1.5% step. Total increase 5%

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Salem City	4% average annual salary increase for all employees
Bedford City	No action taken to improve teacher's salaries
Poquoson City	An average 5% increase was made to the teacher salary scale.
Manassas City	Provided a cost of living increase plus salary step increase at an average annual percent salary increase of 6.05% in FY 2005.
Manassas Park City	Salary scale revisions, step and cola yield an average 6.1% increase in teacher salaries
TOWNS	
Colonial Beach	An average of 4% increase was budgeted for 2005.
West Point	West Point School Board will provide a 3% salary increase plus step increase.
GOVERNOR'S SCHOOLS	
Central Virginia Governor's School for Science and Technology - Lynchburg	All school employees were given a 2% pay increase.
Southwest Virginia Governor's School for Science, Mathematics and Technology - Pulaski	Step and cost of living increase combined equal to 3% increase
Governor's School for the Arts - Norfolk	full-time teacher salary increase 5.50%
Roanoke Valley Governor's School for Science and Technology - Roanoke City	An average raise of 5.0% for teachers was approved, inclusive of movement along experience tiers and an adjustment of the scale by 4.10%.
New Horizons Governor's School for Science and Technology - Hampton	Across the board 6% salary increase.
Shenandoah Valley Governor's School - Augusta	No action taken to improve teacher's salaries
The Governor's School for Global Economics and Technology - Charlotte	Teachers received a 2.4% step on the salary scale.
Appomattox Regional Governor's School - Petersburg	3% no step
A. Linwood Holton Governor's School - Wise	Classroom teachers were given a salary step increase and an increase of an average of 5.79% within each step was provided.
Chesapeake Bay Governor's School for Marine and Environmental Science - Essex	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 scales.

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Maggie L. Walker Governor's School for Government and International Studies - Richmond	3.0 % salary increase which includes step
Thomas Jefferson High School for Science and Technology - Fairfax County	Actions taken to improve teacher salaries in FY 2005: 1) Provide a 3% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.6% for all teachers. 3) Reduced the standard annual teachers contract by one day with no reduction in salary, resulting in a per-diem increase of approximately 0.5% for most teachers.
Blue Ridge Governor's School - Fluvanna	No action taken to improve teacher's salaries
Jackson River Governor's School - Alleghany County	3.0 percent plus step salary increase anticipated.
Piedmont Governor's School for Mathematics, Science and Technology - Henry County	Average three percent salary increase in FY 2005

REGIONAL PROGRAMS (VOCATIONAL AND SPECIAL EDUCATION)

Cooperative Centers for Exceptional Children	All participating localities provided an increase in teacher pay for FY 05
Middle Peninsula Regional Special Education Program	Teachers were given a salary increase of approximately 6%.
Laurel Regional Center	A 2% increase was approved for all employees for 04-05.
Northern Neck Regional Center	4 % increase for teachers
Northwestern Regional Education Program	Step plus enhancement of existing scale to equal an average of 5.6% increase. Starting salary increased from \$31,765 to \$32,000 and each step increased from \$979 to \$1,030.
New Horizons Special Education Center for Autism - Newport News	Across the board 6% salary increase.
Piedmont Regional Education Center	cost of living and step = 3.9%
Shenandoah Valley Regional Center	No action taken to improve teacher's salaries
Southeastern Cooperative Education Program	Pay Increase of 5.5%
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	Average salary increase of 5 percent
Roanoke Valley Regional Board	An average salary increase of 3% given to all personnel.
Charlottesville-Albemarle Technical Center	4.5% increase to all teachers with an additional increase to all that guaranteed a minimum of \$600.
Jackson River Technical Center	Salary increase included salary step with 2.5% increase on beginning step.
Massanutten Technical Center	Average of 4% raise was given to teachers

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
Valley Vocational Technical Center	Provided teachers with an average of 5.5% increase
New Horizons Technical Center - Woodside	Across the board 6% salary increase.
Pruden Center for Industry/Technology	Teachers were given a step increase plus a cost of living increase for a total increase of approximately 5%.
Rowanty Vocational Technical Center	An approximate 5% increase was provided. This includes a cost of living increase and a step increase.
Northern Neck Technical Center	Step plus 2 percent increase.
Amelia-Nottoway Vocational Center	

REGIONAL ALTERNATIVE EDUCATION PROGRAMS

Lynchburg City Secondary Alternative Education Program	All teachers received a 2% pay increase for 2004-05.
Enterprise Academy - Newport News	A 6% across the board salary increase was given.
Tidewater Regional Alternative Education Project	Salary increase of 5.5%
Regional Alternative Plus Self Project - Roanoke City	An average raise of 5.0% for teachers was approved, inclusive of movement along experience tiers and an adjustment of the scale by 4.10%.
Transition Support Resource Center - 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.
Project Return - Fluvanna County Alternative Education Program - Behavior Disordered Youth - Montgomery	No action taken to improve teacher's salaries
Petersburg Regional Alternative Program	Salary scales increased by an average of 6.88%.
Regional Alternative School - Pittsylvania County	Review regional pay scales and make adjustments to ensure competitive salaries. Also provide step increase and performance based increases averaging 3.5%
Regional Alternative School - Pittsylvania County	Salary step increase.
Project Return - Powhatan County	The teacher salary schedule was modified to reflect an overall average increase of 6.02%, with the minimum increase being 4.0%
Crossroads Alternative Program - Bristol City	Salary increase provided based on applicable division increase.
Metro-Richmond Alternative Education Program	No action taken to improve teacher's salaries
Regional Alternative Education Program - Stafford County	The average teacher salary increase for FY 2005 will be 5.06%.
Southside L.I.N.K. Project - Brunswick County	Provided step increase of 3% plus provided \$700 additional increase for teachers who are not fully licensed and \$1700 additional increase for teachers who are fully licensed.

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2005

(As reported by school divisions on the 2003-2004 Annual School Report - narrative not edited by DOE for content or format)

School Division, Governor's School or Regional Program	Local Salary Action for Fiscal Year 2005 As Reported by School Divisions and Regional Programs
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	No action taken to improve teacher's salaries
Regional Alternative Program - Wythe County	Salary scale increased a minimum of 3%
On The Right Track Regional Alternative Education Program - Nottoway	Step increase
Northern Neck Regional Alternative Education Program	The budget was based on a projected increase of 3%, but after budget was adopted, it was decided to give the alternative education teachers an increase of 4% plus a step which equals to about a 6% percent increase.
Shenandoah Valley Regional Program Alternative Education Project - Genesis	Average Raise of 4.5% including one step and cost of living adjustment. Raises were weighted at the top of the scale.
Breaking Barriers - A Regional Education School - Henry	Annual salary increase of 5% for all employees in FY 2005.
Carroll-Galax-Joy Ranch Regional Alternative Education Program	Teachers were given a 4% plus step pay increase
Renewing Education Through Use of Regional Network II - Albemarle	#N/A
Regional Learning Academy - Wise County	All teachers received step increases plus variable increase based upon experience. Average increase for all teachers was 9%.
The Regional Community Alternative Education Continuum	Teacher pay scale adjusted to increase teacher starting pay from \$31,000 to \$32,000 and a longevity step increase of 2.5% for an average pay increase of 5.71%.
Project Renew - Northampton County	No action taken to improve teacher's salaries
Renaissance - Scott County	Provided 3% salary increase and step to employees not yet at top of scale
R.E. Cook Alternative Education Program - Roanoke County	Average salary increase of 3.5% provided to teaching personnel in Roanoke County Public Schools for FY04-05.

Note: Comments shown above were submitted on each school division's or regional program's 2003-2004 Annual School Report and have not been edited by the Department of Education.

SUMMARY

FY 2005

Status of Principal Salaries (Statewide)

	Average Salary	Percentage Increase from Prior Year
Actual FY 2003 Average Principal Salary	\$74,253	2.3%
Actual FY 2004 Average Principal Salary*	\$77,326	4.1%
Budgeted FY 2005 Average Principal Salary**	\$81,053	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 2003-2004 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 2003-2004 Annual School Report.*

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003 Actual Average Salary	FY 2004 Actual Average Salary	FY03 to FY04 Actual Percentage Increase/ (Decrease)	FY 2005 Budgeted Average Salary	FY04 to FY05 Budgeted Percentage Increase/ (Decrease)
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SCHOOL DIVISIONS

<i>Counties</i>						
001	Accomack	65,560	70,002	6.8%	72,662	3.8%
002	Albemarle	73,994	74,651	0.9%	76,852	2.9%
003	Alleghany	59,949	62,424	4.1%	66,451	6.5%
004	Amelia	70,375	60,901	(13.5%)	70,872	16.4%
005	Amherst	54,983	58,502	6.4%	65,522	12.0%
006	Appomattox	59,238	60,411	2.0%	63,307	4.8%
007	Arlington	99,955	107,299	7.3%	113,737	6.0%
008	Augusta	61,294	64,325	4.9%	67,654	5.2%
009	Bath	60,556	66,153	9.2%	59,545	(10.0%)
010	Bedford	63,303	64,226	1.5%	71,652	11.6%
011	Bland	55,953	66,783	19.4%	55,490	(16.9%)
012	Botetourt	69,577	74,647	7.3%	81,973	9.8%
013	Brunswick	60,137	61,588	2.4%	64,037	4.0%
014	Buchanan	49,158	52,300	6.4%	59,012	12.8%
015	Buckingham	57,968	58,256	0.5%	62,650	7.5%
016	Campbell	73,981	74,988	1.4%	79,707	6.3%
017	Caroline	70,538	72,371	2.6%	72,196	(0.2%)
018	Carroll	56,956	59,053	3.7%	62,199	5.3%
019	Charles City	68,115	69,721	2.4%	71,884	3.1%
020	Charlotte	57,127	59,575	4.3%	62,385	4.7%
021	Chesterfield	79,513	82,711	4.0%	85,721	3.6%
022	Clarke	71,231	72,539	1.8%	85,305	17.6%
023	Craig	60,600	63,469	4.7%	64,903	2.3%
024	Culpeper	56,351	72,108	28.0%	78,942	9.5%
025	Cumberland	58,035	53,564	(7.7%)	65,621	22.5%
026	Dickenson	57,077	58,168	1.9%	59,057	1.5%
027	Dinwiddie	67,599	70,271	4.0%	71,931	2.4%
028	Essex	65,363	66,997	2.5%	66,141	(1.3%)
029	Fairfax	95,410	100,641	5.5%	104,716	4.0%
030	Fauquier	75,460	77,279	2.4%	79,802	3.3%
031	Floyd	66,303	68,048	2.6%	71,300	4.8%
032	Fluvanna	67,318	68,368	1.6%	61,504	(10.0%)
033	Franklin	60,170	No data submitted by school division			
034	Frederick	75,314	76,067	1.0%	79,800	4.9%
035	Giles	64,142	64,640	0.8%	66,442	2.8%
036	Gloucester	68,185	70,403	3.3%	74,703	6.1%
037	Goochland	70,319	71,845	2.2%	74,662	3.9%
038	Grayson	50,637	52,270	3.2%	54,842	4.9%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
039	Greene	57,626	55,704	(3.3%)	64,169	15.2%
040	Greensville	62,093	66,648	7.3%	70,298	5.5%
041	Halifax	57,237	58,816	2.8%	61,861	5.2%
042	Hanover	77,899	80,552	3.4%	82,652	2.6%
043	Henrico	81,482	81,613	0.2%	83,521	2.3%
044	Henry	60,422	63,404	4.9%	61,887	(2.4%)
045	Highland	55,000	58,000	5.5%	61,190	5.5%
046	Isle of Wight	62,409	66,368	6.3%	71,256	7.4%
048	King George	68,651	70,676	3.0%	74,669	5.6%
049	King and Queen	58,320	62,476	7.1%	67,003	7.2%
050	King William	66,159	68,543	3.6%	69,463	1.3%
051	Lancaster	64,940	66,239	2.0%	68,557	3.5%
052	Lee	51,396	51,454	0.1%	57,156	11.1%
053	Loudon	101,571	105,690	4.1%	106,355	0.6%
054	Louisa	71,528	76,353	6.7%	77,076	0.9%
055	Lunenburg	59,185	55,153	(6.8%)	62,393	13.1%
056	Madison	55,798	61,402	10.0%	72,377	17.9%
057	Mathews	57,149	59,083	3.4%	62,766	6.2%
058	Mecklenburg	59,725	60,552	1.4%	63,520	4.9%
059	Middlesex	58,555	62,399	6.6%	59,529	(4.6%)
060	Montgomery	68,525	65,615	(4.2%)	71,922	9.6%
062	Nelson	66,252	69,725	5.2%	71,783	3.0%
063	New Kent	71,209	73,659	3.4%	75,737	2.8%
065	Northampton	64,664	68,498	5.9%	72,709	6.1%
066	Northumberland	65,082	71,714	10.2%	72,099	0.5%
067	Nottoway	60,128	58,142	(3.3%)	58,633	0.8%
068	Orange	66,269	64,986	(1.9%)	66,640	2.5%
069	Page	60,936	62,903	3.2%	65,173	3.6%
070	Patrick	53,859	56,192	4.3%	60,224	7.2%
071	Pittsylvania	63,702	63,572	(0.2%)	63,636	0.1%
072	Powhatan	63,307	67,645	6.9%	70,193	3.8%
073	Prince Edward	58,862	62,382	6.0%	66,905	7.2%
074	Prince George	69,011	68,492	(0.8%)	73,215	6.9%
075	Prince William	85,001	88,898	4.6%	93,438	5.1%
077	Pulaski	62,692	63,679	1.6%	65,589	3.0%
078	Rappahannok	65,330	66,634	2.0%	71,561	7.4%
079	Richmond	64,694	66,922	3.4%	70,267	5.0%
080	Roanoke	67,394	71,516	6.1%	74,805	4.6%
081	Rockbridge	57,491	58,921	2.5%	61,142	3.8%
082	Rockingham	67,687	70,373	4.0%	72,485	3.0%
083	Russell	52,937	55,897	5.6%	60,150	7.6%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
084	Scott	54,190	58,099	7.2%	60,805	4.7%
085	Shenandoah	69,844	72,554	3.9%	75,537	4.1%
086	Smyth	56,015	57,305	2.3%	60,453	5.5%
087	Southampton	58,234	60,051	3.1%	63,120	5.1%
088	Spotsylvania	77,411	82,036	6.0%	87,886	7.1%
089	Stafford	87,990	89,137	1.3%	93,410	4.8%
090	Surry	70,580	74,712	5.9%	73,036	(2.2%)
091	Sussex	73,848	69,987	(5.2%)	72,213	3.2%
092	Tazewell	59,373	59,066	(0.5%)	68,442	15.9%
093	Warren	66,304	68,980	4.0%	72,749	5.5%
094	Washington	63,036	64,085	1.7%	67,250	4.9%
095	Westmoreland	56,610	66,397	17.3%	62,957	(5.2%)
096	Wise	63,621	64,040	0.7%	66,000	3.1%
097	Wythe	61,809	62,052	0.4%	64,865	4.5%
098	York	76,001	80,981	6.6%	84,507	4.4%
<i>Cities</i>						
101	Alexandria City	94,267	101,952	8.2%	106,774	4.7%
102	Bristol City	65,921	69,589	5.6%	71,690	3.0%
103	Buena Vista City	57,611	59,278	2.9%	63,857	7.7%
104	Charlottesville City	80,922	83,478	3.2%	85,336	2.2%
106	Colonial Heights City	78,263	80,470	2.8%	84,004	4.4%
107	Covington City	62,753	64,542	2.9%	66,102	2.4%
108	Danville City	67,845	66,989	(1.3%)	68,077	1.6%
109	Falls Church City	99,022	101,748	2.8%	107,440	5.6%
110	Fredericksburg City	76,742	79,901	4.1%	84,129	5.3%
111	Galax City	61,207	62,277	1.7%	61,191	(1.7%)
112	Hampton City	66,140	69,635	5.3%	73,118	5.0%
113	Harrisonburg City	73,008	75,188	3.0%	78,181	4.0%
114	Hopewell City	71,485	69,870	(2.3%)	76,246	9.1%
115	Lynchburg City	65,275	68,644	5.2%	74,041	7.9%
116	Martinsville City	64,648	67,423	4.3%	70,259	4.2%
117	Newport News City	71,063	73,046	2.8%	76,985	5.4%
118	Norfolk City	79,376	80,376	1.3%	81,208	1.0%
119	Norton City	67,875	69,126	1.8%	63,943	(7.5%)
120	Petersburg City	63,889	63,032	(1.3%)	69,425	10.1%
121	Portsmouth City	68,808	68,621	(0.3%)	71,137	3.7%
122	Radford City	71,073	73,917	4.0%	78,352	6.0%
123	Richmond City	70,689	77,218	9.2%	82,720	7.1%
124	Roanoke City	70,820	74,266	4.9%	78,262	5.4%
126	Staunton City	67,732	72,259	6.7%	72,939	0.9%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
127	Suffolk City	70,549	75,502	7.0%	78,750	4.3%
128	Virginia Beach City	75,477	80,278	6.4%	83,879	4.5%
130	Waynesboro City	63,995	67,702	5.8%	69,952	3.3%
131	Williamsburg-James City	77,756	79,037	1.6%	81,144	2.7%
132	Winchester City	71,835	76,996	7.2%	80,484	4.5%
135	Franklin City	62,754	67,881	8.2%	69,822	2.9%
136	Chesapeake City	77,299	80,984	4.8%	84,840	4.8%
137	Lexington City	49,080	50,798	3.5%	53,338	5.0%
139	Salem City	79,816	82,663	3.6%	84,464	2.2%
142	Poquoson City	69,421	64,051	(7.7%)	75,077	17.2%
143	Manassas City	92,369	96,564	4.5%	99,906	3.5%
144	Manassas Park City	84,947	91,149	7.3%	95,707	5.0%
<i>Towns</i>						
202	Colonial Beach	57,796	56,017	(3.1%)	66,750	19.2%
207	West Point	68,393	71,493	4.5%	72,523	1.4%
<i>Average for School Divisions:</i>		<i>74,307</i>	<i>77,364</i>	<i>4.1%</i>	<i>81,086</i>	<i>4.8%</i>

GOVERNOR'S SCHOOLS

260	Central Virginia Governor's School for Science and Technology - Lynchburg	64,425	55,298	(14.2%)	67,686	22.4%
261	Southwest Virginia Governor's School for Science, Mathematics and Technology - Pulaski	-	76,108	0.0%	78,391	3.0%
262	Governor's School for the Arts - Norfolk	-	-		-	
263	Roanoke Valley Governor's School for Science and Technology - Roanoke City	63,247	85,061	34.5%	88,620	4.2%
264	New Horizons Governor's School for Science and Technology - Hampton	-	-		-	
265	Shenandoah Valley Governor's School - Augusta	72,113	74,998	4.0%	78,748	5.0%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
266	The Governor's School for Global Economics and Technology - Charlotte	-	-		-	
267	Appomattox Regional Governor's School - Petersburg	76,818	72,549	(5.6%)	72,100	(0.6%)
268	A. Linwood Holton Governor's School - Wise	-	-		-	
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	74,286	90,000	21.2%	92,700	3.0%
272	Thomas Jefferson High School for Science and Technology - Fairfax County	109,367	113,679	3.9%	116,630	2.6%
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	-	-		-	
<i>Average for Governor's Schools:</i>		<i>77,933</i>	<i>82,663</i>	<i>6.1%</i>	<i>86,313</i>	<i>4.4%</i>
REGIONAL PROGRAMS (VOCATIONAL & SPECIAL EDUCATION)						
280	Cooperative Centers for Exceptional Children	-	-		-	

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
281	Middle Peninsula Regional Special Education Program	-	-		-	
282	Laurel Regional Center	65,545	66,807	1.9%	68,143	2.0%
283	Northern Neck Regional Center	-	-		-	
284	Northwestern Regional Education Program	72,572	74,383	2.5%	79,465	6.8%
285	New Horizons Special Education Center for Autism - Newport News	-	-		-	
286	Piedmont Regional Education Center	57,024	56,597	(0.7%)	66,756	17.9%
287	Shenandoah Valley Regional Center	-	-		-	
288	Southeastern Cooperative Education Program	72,625	73,258	0.9%	77,287	5.5%
290	Northern Virginia Regional Special Education Program	89,492	95,923	7.2%	100,719	5.0%
292	Henry/Martinsville Special Education Program - Henry County	-	-		-	
299	Roanoke Valley Regional Board	61,071	60,594	(0.8%)	61,187	1.0%
301	Charlottesville-Albemarle Technical Center	80,453	84,433	4.9%	86,830	2.8%
302	Jackson River Technical Center	65,434	68,836	5.2%	70,556	2.5%
304	Massanutten Technical Center	72,170	75,180	4.2%	76,237	1.4%
306	Valley Vocational Technical Center	75,056	78,058	4.0%	80,355	2.9%
307	New Horizons Technical Center - Woodside	71,006	78,858	11.1%	82,189	4.2%
308	Pruden Center for Industry/Technology	74,557	82,473	10.6%	85,797	4.0%
309	Rowanty Vocational Technical Center	75,981	77,822	2.4%	80,072	2.9%
310	Northern Neck Technical Center	60,738	62,355	2.7%	71,850	15.2%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
311	Amelia-Nottoway Vocational Center	65,750	-		-	
<i>Average for Regional Programs:</i>		<i>71,652</i>	<i>74,595</i>	<i>4.1%</i>	<i>79,004</i>	<i>5.9%</i>

REGIONAL ALTERNATIVE EDUCATION PROGRAMS:

401	Lynchburg City Secondary Alternative Education Program	-	-		-	
402	Enterprise Academy - Newport News	80,175	83,382	4.0%	91,883	10.2%
403	Tidewater Regional Alternative Education Project	-	67,567	0.0%	71,287	5.5%
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	54,497	55,000	0.9%	55,892	1.6%
409	Regional Alternative School - Pittsylvania County	32,748	66,238	102.3%	70,000	5.7%
410	Project Return - Powhatan Co	-	-		-	
411	Crossroads Alternative Program - Bristol City	-	-		-	
412	Metro-Richmond Alternative Education Program	-	-		-	
413	Regional Alternative Education Program - Stafford County	-	-		-	
414	Southside L.I.N.K. Project - Brunswick County	56,775	56,775		59,654	

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
415	Regional Alternative Education Program - King William County	-	-		-	
416	New Dominion School - Prince William County	81,635	97,546	19.5%	90,600	(7.1%)
417	Project Bridge - Russell County	-	-		-	
418	Regional Alternative Program - Wythe County	-	-		-	
420	On The Right Track Regional Alternative Education Program - Nottoway	65,000	65,614	0.9%	70,017	6.7%
421	Northern Neck Regional Alternative Education Program	-	-		-	
422	Shenandoah Valley Regional Program Alternative Education Project - Genesis	-	-		-	
423	Breaking Barriers - A Regional Education School - Henry	74,594	45,922	(38.4%)	49,559	7.9%
424	Carroll-Galax-Joy Ranch Regional Alternative Education Program	-	-		-	
426	Regional Learning Academy - Wise County	-	-		-	
427	The Regional Community Alternative Education Continuum	65,298	68,067	4.2%	69,289	1.8%
428	Project Renew - Northampton County	-	-		-	
429	Renaissance - Scott County	-	-		-	
430	R.E. Cook Alternative Education Program - Roanoke County	61,169	62,399	2.0%	64,582	3.5%
<i>Average for Regional Alternative Education Programs:</i>		64,312	68,692	6.8%	71,823	4.6%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Principals Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003 Actual Average Salary	FY 2004 Actual Average Salary	FY03 to FY04 Actual Percentage Increase/ (Decrease)	FY 2005 Budgeted Average Salary	FY04 to FY05 Budgeted Percentage Increase/ (Decrease)
Statewide Average:						
<i>(Based on all School Divisions, Governor's Schools, Regional Programs, and Regional Alternative Education Programs)</i>		74,253	77,326	4.1%	81,053	4.8%

SUMMARY

FY 2005

Status of Assistant Principal Salaries (Statewide)

	Average Salary	Percentage Increase from Prior Year
Actual FY 2003 Average Assistant Principal Salary	\$61,702	3.6%
Actual FY 2004 Average Assistant Principal Salary*	\$63,835	3.5%
Budgeted FY 2005 Average Assistant Principal Salary**	\$66,727	4.5%

**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 2003-2004 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 2003-2004 Annual School Report.*

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003 Actual Average Salary	FY 2004 Actual Average Salary	FY03 to FY04 Actual Percentage Increase/ (Decrease)	FY 2005 Budgeted Average Salary	FY04 to FY05 Budgeted Percentage Increase/ (Decrease)
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SCHOOL DIVISIONS

<i>Counties</i>						
001	Accomack	52,236	48,467	(7.2%)	50,309	3.8%
002	Albemarle	58,983	62,943	6.7%	64,769	2.9%
003	Alleghany	54,962	58,282	6.0%	58,660	0.6%
004	Amelia	39,741	38,707	(2.6%)	53,253	37.6%
005	Amherst	53,210	52,132	(2.0%)	55,448	6.4%
006	Appomattox	47,305	46,961	(0.7%)	50,159	6.8%
007	Arlington	82,296	85,912	4.4%	91,066	6.0%
008	Augusta	56,308	54,328	(3.5%)	57,444	5.7%
009	Bath	54,835	58,370	6.4%	57,857	(0.9%)
010	Bedford	53,086	50,259	(5.3%)	57,574	14.6%
011	Bland	46,349	43,390	(6.4%)	-	
012	Botetourt	61,095	65,374	7.0%	71,577	9.5%
013	Brunswick	50,992	50,274	(1.4%)	55,406	10.2%
014	Buchanan	49,186	52,671	7.1%	50,095	(4.9%)
015	Buckingham	50,075	52,398	4.6%	54,558	4.1%
016	Campbell	57,252	58,783	2.7%	61,609	4.8%
017	Caroline	62,903	54,720	(13.0%)	52,942	(3.3%)
018	Carroll	51,392	51,156	(0.5%)	54,002	5.6%
019	Charles City	47,657	58,108	21.9%	56,941	(2.0%)
020	Charlotte	48,006	49,827	3.8%	51,805	4.0%
021	Chesterfield	59,174	59,787	1.0%	64,915	8.6%
022	Clarke	-	-		85,305	
023	Craig	58,580	60,782	3.8%	65,984	8.6%
024	Culpeper	56,229	54,747	(2.6%)	63,911	16.7%
025	Cumberland	51,066	48,730	(4.6%)	50,099	2.8%
026	Dickenson	-	-		-	
027	Dinwiddie	46,732	54,263	16.1%	57,040	5.1%
028	Essex	53,916	55,659	3.2%	56,001	0.6%
029	Fairfax	77,977	80,665	3.4%	83,406	3.4%
030	Fauquier	62,918	60,332	(4.1%)	65,793	9.1%
031	Floyd	57,894	60,247	4.1%	62,615	3.9%
032	Fluvanna	45,695	49,580	8.5%	52,405	5.7%
033	Franklin	56,055	No data submitted by school division			
034	Frederick	60,226	60,429	0.3%	64,745	7.1%
035	Giles	57,017	58,195	2.1%	54,930	(5.6%)
036	Gloucester	56,460	56,213	(0.4%)	60,473	7.6%
037	Goochland	76,105	77,606	2.0%	79,905	3.0%
038	Grayson	42,847	44,418	3.7%	47,883	7.8%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

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		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
039	Greene	45,964	42,652	(7.2%)	54,794	28.5%
040	Greensville	53,418	57,411	7.5%	58,464	1.8%
041	Halifax	50,419	52,334	3.8%	55,210	5.5%
042	Hanover	56,448	57,882	2.5%	60,549	4.6%
043	Henrico	62,253	63,766	2.4%	64,550	1.2%
044	Henry	52,017	53,595	3.0%	53,197	(0.7%)
045	Highland	-	43,000	0.0%	50,500	17.4%
046	Isle of Wight	50,103	52,298	4.4%	58,489	11.8%
048	King George	61,363	60,532	(1.4%)	61,202	1.1%
049	King and Queen	52,828	51,000	(3.5%)	61,800	21.2%
050	King William	52,693	54,990	4.4%	56,920	3.5%
051	Lancaster	56,166	54,563	(2.9%)	56,472	3.5%
052	Lee	50,662	40,193	(20.7%)	39,300	(2.2%)
053	Loudon	75,726	76,813	1.4%	80,790	5.2%
054	Louisa	54,717	54,410	(0.6%)	56,822	4.4%
055	Lunenburg	49,155	53,996	9.8%	59,559	10.3%
056	Madison	52,610	54,713	4.0%	60,606	10.8%
057	Mathews	48,292	50,535	4.6%	51,823	2.5%
058	Mecklenburg	48,257	46,947	(2.7%)	49,625	5.7%
059	Middlesex	46,743	53,560	14.6%	56,435	5.4%
060	Montgomery	61,483	56,978	(7.3%)	60,829	6.8%
062	Nelson	54,429	60,407	11.0%	64,541	6.8%
063	New Kent	54,572	57,113	4.7%	55,125	(3.5%)
065	Northampton	56,523	51,700	(8.5%)	51,951	0.5%
066	Northumberland	57,731	58,979	2.2%	59,257	0.5%
067	Nottoway	51,397	53,469	4.0%	54,864	2.6%
068	Orange	56,297	54,064	(4.0%)	56,421	4.4%
069	Page	50,987	52,460	2.9%	53,261	1.5%
070	Patrick	49,452	52,728	6.6%	55,664	5.6%
071	Pittsylvania	54,019	55,108	2.0%	49,311	(10.5%)
072	Powhatan	53,356	55,495	4.0%	57,730	4.0%
073	Prince Edward	51,415	53,784	4.6%	57,860	7.6%
074	Prince George	50,360	52,153	3.6%	52,789	1.2%
075	Prince William	58,400	76,385	30.8%	74,595	(2.3%)
077	Pulaski	43,960	46,093	4.9%	47,476	3.0%
078	Rappahannock	53,044	55,638	4.9%	58,449	5.1%
079	Richmond	55,697	57,427	3.1%	60,822	5.9%
080	Roanoke	55,755	53,259	(4.5%)	55,185	3.6%
081	Rockbridge	49,984	50,908	1.8%	54,874	7.8%
082	Rockingham	57,022	57,579	1.0%	59,370	3.1%
083	Russell	44,370	45,157	1.8%	49,508	9.6%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
084	Scott	57,410	57,798	0.7%	62,930	8.9%
085	Shenandoah	59,304	60,769	2.5%	66,149	8.9%
086	Smyth	44,232	40,287	(8.9%)	42,504	5.5%
087	Southampton	54,512	56,942	4.5%	61,387	7.8%
088	Spotsylvania	67,722	70,647	4.3%	74,780	5.9%
089	Stafford	72,917	74,005	1.5%	77,654	4.9%
090	Surry	61,901	63,994	3.4%	64,245	0.4%
091	Sussex	53,269	67,056	25.9%	70,451	5.1%
092	Tazewell	55,529	53,806	(3.1%)	47,503	(11.7%)
093	Warren	52,166	54,962	5.4%	57,378	4.4%
094	Washington	54,542	51,972	(4.7%)	52,900	1.8%
095	Westmoreland	49,187	51,186	4.1%	52,596	2.8%
096	Wise	47,969	47,671	(0.6%)	52,167	9.4%
097	Wythe	54,106	55,292	2.2%	57,109	3.3%
098	York	54,113	52,782	(2.5%)	57,234	8.4%
	<i>Cities</i>					
101	Alexandria City	68,890	73,757	7.1%	76,293	3.4%
102	Bristol City	65,779	67,745	3.0%	68,082	0.5%
103	Buena Vista City	48,839	42,411	(13.2%)	56,831	34.0%
104	Charlottesville City	60,394	62,532	3.5%	64,208	2.7%
106	Colonial Heights City	58,321	55,412	(5.0%)	65,084	17.5%
107	Covington City	55,370	57,288	3.5%	59,262	3.4%
108	Danville City	53,965	53,075	(1.6%)	53,829	1.4%
109	Falls Church City	76,242	79,532	4.3%	83,972	5.6%
110	Fredericksburg City	66,803	67,762	1.4%	70,060	3.4%
111	Galax City	50,405	51,376	1.9%	54,798	6.7%
112	Hampton City	52,942	54,355	2.7%	56,715	4.3%
113	Harrisonburg City	52,070	53,549	2.8%	55,710	4.0%
114	Hopewell City	48,343	55,072	13.9%	53,357	(3.1%)
115	Lynchburg City	58,772	59,008	0.4%	59,790	1.3%
116	Martinsville City	54,312	55,535	2.3%	57,203	3.0%
117	Newport News City	52,597	54,376	3.4%	57,422	5.6%
118	Norfolk City	62,101	63,203	1.8%	68,869	9.0%
119	Norton City	59,260	56,635	(4.4%)	58,900	4.0%
120	Petersburg City	49,453	48,153	(2.6%)	50,269	4.4%
121	Portsmouth City	60,704	50,070	(17.5%)	61,707	23.2%
122	Radford City	62,950	65,468	4.0%	69,397	6.0%
123	Richmond City	61,964	64,398	3.9%	65,214	1.3%
124	Roanoke City	53,453	53,558	0.2%	56,987	6.4%
126	Staunton City	60,803	63,409	4.3%	66,187	4.4%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
127	Suffolk City	53,364	54,852	2.8%	58,995	7.6%
128	Virginia Beach City	59,829	62,785	4.9%	65,846	4.9%
130	Waynesboro City	56,649	55,395	(2.2%)	58,605	5.8%
131	Williamsburg-James City	54,716	60,309	10.2%	63,857	5.9%
132	Winchester City	64,610	69,213	7.1%	71,530	3.3%
134	Fairfax City	-	-		-	
135	Franklin City	52,308	54,107	3.4%	57,831	6.9%
136	Chesapeake City	61,457	63,051	2.6%	66,319	5.2%
137	Lexington City	-	-		-	
139	Salem City	69,435	71,959	3.6%	74,066	2.9%
140	Bedford City	-	-		-	
142	Poquoson City	58,533	51,012	(12.8%)	59,959	17.5%
143	Manassas City	76,422	81,176	6.2%	83,387	2.7%
144	Manassas Park City	62,990	67,301	6.8%	72,868	8.3%
<i>Towns</i>						
202	Colonial Beach	-	-		-	
207	West Point	-	-		-	
<i>Average for School Divisions:</i>		61,693	63,878	3.5%	66,746	4.5%

GOVERNOR'S SCHOOLS

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	-	-		-	

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
266	The Governor's School for Global Economics and Technology - Charlotte	-	-		-	
267	Appomattox Regional Governor's School - Petersburg	51,153	54,925	7.4%	58,915	7.3%
268	A. Linwood Holton Governor's School - Wise	-	-		-	
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	90,629	79,537	(12.2%)	74,665	(6.1%)
272	Thomas Jefferson High School for Science and Technology - Fairfax County	77,864	80,234	3.0%	85,779	6.9%
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	-	-		-	
<i>Average for Governor's Schools:</i>		<i>75,828</i>	<i>71,818</i>	<i>(5.3%)</i>	<i>73,340</i>	<i>2.1%</i>

REGIONAL PROGRAMS (VOCATIONAL & SPECIAL EDUCATION)

280	Cooperative Centers for Exceptional Children	-	-		-	
281	Middle Peninsula Regional Special Education Program	-	-		-	

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003	FY 2004	FY03 to FY04	FY 2005	FY04 to FY05
		Actual Average Salary	Actual Average Salary	Actual Percentage Increase/ (Decrease)	Budgeted Average Salary	Budgeted Percentage Increase/ (Decrease)
282	Laurel Regional Center	-	-		-	
283	Northern Neck Regional Center	-	-		-	
284	Northwestern Regional Education Program	48,975	56,379	15.1%	59,159	4.9%
285	New Horizons Special Education Center for Autism - Newport News	-	-		-	
286	Piedmont Regional Education Center	-	-		-	
287	Shenandoah Valley Regional Center	-	-		-	
288	Southeastern Cooperative Education Program	63,262	62,512	(1.2%)	65,950	5.5%
290	Northern Virginia Regional Special Education Program	53,215	56,249	5.7%	77,080	37.0%
292	Henry/Martinsville Special Education Program - Henry County	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
301	Charlottesville-Albemarle Technical Center	55,635	60,674	9.1%	62,614	3.2%
302	Jackson River Technical Center	56,037	57,383	2.4%	58,816	2.5%
304	Massanutten Technical Center	54,563	57,325	5.1%	57,196	(0.2%)
306	Valley Vocational Technical Center	61,153	63,599	4.0%	64,102	0.8%
307	New Horizons Technical Center - Woodside	51,311	61,094	19.1%	64,760	6.0%
308	Pruden Center for Industry/Technology	59,699	73,600	23.3%	68,706	(6.6%)
309	Rowanty Vocational Technical Center	62,775	52,466	(16.4%)	49,618	(5.4%)
310	Northern Neck Technical Center	47,886	49,131	2.6%	49,131	(0.0%)
311	Amelia-Nottoway Vocational Center	-	-		-	

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003 Actual Average Salary	FY 2004 Actual Average Salary	FY03 to FY04 Actual Percentage Increase/ (Decrease)	FY 2005 Budgeted Average Salary	FY04 to FY05 Budgeted Percentage Increase/ (Decrease)
<i>Average for Regional Programs:</i>		<i>60,024</i>	<i>60,718</i>	<i>1.2%</i>	<i>65,491</i>	<i>7.9%</i>

REGIONAL ALTERNATIVE EDUCATION PROGRAMS:

401	Lynchburg City Secondary Alternative Education Program	-	-		-	
402	Enterprise Academy - Newport News	57,955	60,273	4.0%	65,055	7.9%
403	Tidewater Regional Alternative Education Project	59,295	56,266	(5.1%)	61,353	9.0%
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 Co	-	-		-	
411	Crossroads Alternative Program - Bristol City	-	-		-	
412	Metro-Richmond Alternative Education Program	-	-		-	
413	Regional Alternative Education Program - Stafford County	-	-		-	
414	Southside L.I.N.K. Project - Brunswick County	-	-		-	
415	Regional Alternative Education Program - King William County	-	-		-	

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003 Actual Average Salary	FY 2004 Actual Average Salary	FY03 to FY04 Actual Percentage Increase/ (Decrease)	FY 2005 Budgeted Average Salary	FY04 to FY05 Budgeted Percentage Increase/ (Decrease)
416	New Dominion School - Prince William County	53,335	63,892	19.8%	57,800	(9.5%)
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	-	-		45,000	
422	Shenandoah Valley Regional Program Alternative Education Project - Genesis	-	-		-	
423	Breaking Barriers - A Regional Education School - Henry	-	-		-	
424	Carroll-Galax-Joy Ranch Regional Alternative Education Program	-	-		-	
426	Regional Learning Academy - Wise County	-	-		-	
427	The Regional Community Alternative Education Continuum	52,367	56,393	7.7%	58,381	3.5%
428	Project Renew - Northampton County	-	-		-	
429	Renaissance - Scott County	-	-		-	
430	R.E. Cook Alternative Education Program - Roanoke County	-	-		-	

Average for Regional Alternative Education Programs:

56,590

58,682

3.7%

60,149

2.5%

VIRGINIA DEPARTMENT OF EDUCATION

2004-2005 Assistant Principal Salary Survey

Div. #	School Division, Governor's School or Regional Program	FY 2003 Actual Average Salary	FY 2004 Actual Average Salary	FY03 to FY04 Actual Percentage Increase/ (Decrease)	FY 2005 Budgeted Average Salary	FY04 to FY05 Budgeted Percentage Increase/ (Decrease)
Statewide Average:						
<i>(Based on all School Divisions, Governor's Schools, Regional Programs, and Regional Alternative Education Programs)</i>		61,702	63,835	3.5%	66,727	4.5%

Appendix A:

Copy of Legislative Mandate Directing the Study

2004 Appropriation Act

Item 146. Financial Assistance for Public Education (Standards of Quality)

B. General Conditions

9. The Superintendent of Public Instruction shall provide a report on the status of teacher salaries, by local school division, to the Governor and the Chairmen of the Senate Finance and House Appropriations Committees by December 1 of each year of the biennium.