



COMMONWEALTH of VIRGINIA

DEPARTMENT OF EDUCATION

P.O. Box 2120

Richmond, Virginia 23218-2120

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

Office: (804) 225-2023
Fax: (804) 371-2099

November 30, 2005

The Honorable John H. Chichester
Chairman, Senate Finance Committee
Virginia General Assembly
P.O. Box 904
Fredericksburg, Virginia 22404-0904

Dear Senator Chichester:

Pursuant to Item 146, paragraph B. 9., of the 2005 Appropriation Act, I am pleased to transmit the 2005-2006 Teacher Salary Survey report prepared by the Department of Education.

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

cc: The Honorable Mark R. Warner
The Honorable Peter A. Blake
The Honorable Vincent F. Callahan, Jr.



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November 30, 2005

The Honorable Vincent F. Callahan, Jr.
Chairman, House Appropriations Committee
Virginia General Assembly
P.O. Box 1173
McLean, Virginia 22101

Dear Delegate Callahan:

Pursuant to Item 146, paragraph B. 9., of the 2005 Appropriation Act, I am pleased to transmit the 2005-2006 Teacher Salary Survey report prepared by the Department of Education.

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.

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The Honorable John H. Chichester

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Statewide Averages - Summary

Classroom Teacher Salaries	
	Statewide:
FY 2004 Actual Average Teacher Salary	\$43,936.00
FY 2005 Actual Average Teacher Salary ¹	\$45,377.17
Average Percentage Increase, FY 2004 to FY 2005	3.28%
FY 2006 Budgeted Average Teacher Salary ²	\$47,310.18
Budgeted Percentage Increase, FY 2005 to FY 2006	4.26%

Principal Salaries	
	Statewide:
FY 2004 Actual Average Principal Salary	\$77,326.00
FY 2005 Actual Average Principal Salary ¹	\$80,563.27
Average Percentage Increase, FY 2004 to FY 2005	4.19%
FY 2006 Budgeted Average Principal Salary ²	\$83,492.59
Budgeted Percentage Increase, FY 2005 to FY 2006	3.64%

Assistant Principal Salaries	
	Statewide:
FY 2004 Actual Average Assistant Principal Salary	\$63,835.00
FY 2005 Actual Average Assistant Principal Salary ¹	\$65,793.99
Average Percentage Increase, FY 2004 to FY 2005	3.07%
FY 2006 Budgeted Average Assistant Principal Salary ²	\$68,773.10
Budgeted Percentage Increase, FY 2005 to FY 2006	4.53%

¹ Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions - as reported by school divisions and regional programs on the 2004-2005 Annual School Report. Averages calculated on the basis of statewide totals.

² Based on certification by division superintendents of the average budgeted salary to be provided - as reported by school divisions and regional programs on the 2004-2005 Annual School Report. Averages calculated on the basis of statewide totals.

Virginia Teacher Salaries Compared to Nation and Region

Virginia Average Teacher Salary Versus the National Average							
	Virginia Average¹	Virginia Percentage Change	National Average²	National Percentage Change	National vs. Virginia Dollar Difference	National vs. Virginia Percentage Difference	National Rank²
FY 1996	\$34,792	2.4%	\$37,560	2.1%	(\$2,768)	(7.4%)	27
FY 1997	\$35,536	2.1%	\$38,554	2.6%	(\$3,018)	(7.8%)	26
FY 1998	\$36,428	2.5%	\$39,477	2.4%	(\$3,049)	(7.7%)	26
FY 1999	\$37,527	3.0%	\$40,582	2.8%	(\$3,055)	(7.5%)	26
FY 2000	\$38,744	3.2%	\$41,702	2.8%	(\$2,958)	(7.1%)	25
FY 2001	\$40,247	3.9%	\$43,400	4.1%	(\$3,153)	(7.3%)	23
FY 2002	\$41,731	3.7%	\$44,714	3.0%	(\$2,983)	(6.7%)	23
FY 2003	\$42,677	2.3%	\$45,930	2.7%	(\$3,253)	(7.1%)	21
FY 2004	\$43,936	3.0%	\$46,826	2.0%	(\$2,890)	(6.2%)	21
FY 2005	\$45,377	3.3%	\$47,750	2.0%	(\$2,373)	(5.0%)	20
FY 2006 <i>(Projected)</i>	\$47,310	4.3%	<i>Data not currently available.</i>				

Virginia Average Teacher Salary Versus the Southeast Region States			
Region and State	2004-05 Average Salary for Classroom Teachers²	National Rank²	Regional Rank²
Georgia	\$46,526	18	1
Virginia	\$45,377	20	2
North Carolina	\$43,313	27	3
South Carolina	\$42,207	29	4
Tennessee	\$41,527	31	5
Florida	\$41,081	32	6
Kentucky	\$41,002	34	7
Arkansas	\$40,495	36	8
Louisiana	\$38,880	44	9
Alabama	\$38,863	45	10
West Virginia	\$38,360	47	11
Mississippi	\$36,590	49	12
SOUTHEAST	\$42,103	*	*

¹ Virginia Department of Education: Schedule I from the 2004-2005 Annual School Report.

² Data Sources: National Education Association (NEA): National Education Association Rankings and Estimates Summary, <http://www.nea.org/newsreleases/2005/nr050623.html> (Report Page 92).

**Virginia Department of Education
2005-2006 Salary Survey - Teachers**

Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)

Division	Name	FY 2004 Actual Average Teacher Salary	FY 2005 Actual Average Teacher Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
School Divisions						
Counties						
001	Accomack County Public Schools	37,410.80	37,727.35	0.85%	39,452.20	4.57%
002	Albemarle County Public Schools	40,634.48	44,094.29	8.51%	47,340.35	7.36%
003	Alleghany County Public Schools	39,397.27	41,007.84	4.09%	42,095.57	2.65%
004	Amelia County Public Schools	29,903.18	30,515.68	2.05%	32,735.32	7.27%
005	Amherst County Public Schools	37,995.41	38,049.92	0.14%	39,786.39	4.56%
006	Appomattox County Public Schools	32,905.84	35,215.78	7.02%	34,537.82	(1.93%)
007	Arlington County Public Schools	60,014.09	61,406.59	2.32%	66,308.11	7.98%
008	Augusta County Public Schools	38,770.80	40,388.25	4.17%	44,510.60	10.21%
009	Bath County Public Schools	40,351.56	39,518.92	(2.06%)	41,708.24	5.54%
010	Bedford County Public Schools ¹	37,038.47	38,073.50	2.79%	39,754.67	4.42%
011	Bland County Public Schools	35,146.29	35,810.80	1.89%	33,915.01	(5.29%)
012	Botetourt County Public Schools	44,103.95	43,954.53	(0.34%)	47,183.49	7.35%
013	Brunswick County Public Schools	34,706.51	38,097.20	9.77%	38,289.36	0.50%
014	Buchanan County Public Schools	34,679.96	37,333.46	7.65%	35,444.85	(5.06%)
015	Buckingham County Public Schools	36,201.04	37,425.26	3.38%	37,261.86	(0.44%)
016	Campbell County Public Schools	37,664.46	38,773.12	2.94%	39,663.23	2.30%
017	Caroline County Public Schools	37,880.91	39,376.09	3.95%	41,176.89	4.57%
018	Carroll County Public Schools	35,460.60	36,291.16	2.34%	38,254.55	5.41%
019	Charles City County Public Schools	36,634.89	38,061.29	3.89%	38,248.32	0.49%
020	Charlotte County Public Schools	35,824.28	37,633.86	5.05%	38,923.91	3.43%
021	Chesterfield County Public Schools	41,337.19	43,103.58	4.27%	44,053.70	2.20%
022	Clarke County Public Schools ²	42,718.84	43,817.07	2.57%	42,258.89	(3.56%)
023	Craig County Public Schools	36,411.42	41,287.58	13.39%	40,335.37	(2.31%)
024	Culpeper County Public Schools	39,098.88	41,354.60	5.77%	43,556.37	5.32%
025	Cumberland County Public Schools	33,778.10	38,477.29	13.91%	40,118.49	4.27%
026	Dickenson County Public Schools	34,694.55	33,950.65	(2.14%)	34,828.54	2.59%
027	Dinwiddie County Public Schools	39,418.35	41,783.75	6.00%	42,102.89	0.76%
028	Essex County Public Schools	40,302.12	40,734.92	1.07%	40,948.91	0.53%
029	Fairfax County Public Schools ²	53,344.97	55,157.62	3.40%	60,672.95	10.00%
030	Fauquier County Public Schools	44,773.13	47,428.86	5.93%	53,448.72	12.69%
031	Floyd County Public Schools	37,955.17	39,027.89	2.83%	39,369.30	0.87%
032	Fluvanna County Public Schools	40,910.48	43,590.95	6.55%	47,954.33	10.01%
033	Franklin County Public Schools	39,583.35	<i>Data not submitted by school division.</i>			
034	Frederick County Public Schools	39,076.55	41,914.51	7.26%	43,030.29	2.66%
035	Giles County Public Schools	35,492.23	38,778.64	9.26%	37,323.01	(3.75%)
036	Gloucester County Public Schools	38,456.19	40,817.65	6.14%	43,778.93	7.25%
037	Goochland County Public Schools	41,114.78	42,682.11	3.81%	45,067.09	5.59%
038	Grayson County Public Schools	34,228.93	33,531.76	(2.04%)	37,837.22	12.84%
039	Greene County Public Schools	36,619.11	37,611.20	2.71%	38,439.75	2.20%
040	Greensville County Public Schools ³	37,691.63	40,008.78	6.15%	43,370.44	8.40%
041	Halifax County Public Schools	36,508.44	37,684.79	3.22%	37,039.09	(1.71%)
042	Hanover County Public Schools	39,862.60	41,300.80	3.61%	41,619.38	0.77%
043	Henrico County Public Schools	43,188.05	43,577.85	0.90%	43,605.60	0.06%
044	Henry County Public Schools	35,703.78	36,769.14	2.98%	35,088.60	(4.57%)
045	Highland County Public Schools	34,563.36	37,342.97	8.04%	41,711.97	11.70%
046	Isle Of Wight County Public Schools	40,982.43	43,147.36	5.28%	44,665.09	3.52%
048	King George County Public Schools	38,865.17	39,100.46	0.61%	37,356.24	(4.46%)
049	King And Queen County Public Schools	37,542.48	38,652.86	2.96%	38,429.62	(0.58%)
050	King William County Public Schools	40,464.60	41,782.08	3.26%	42,705.86	2.21%
051	Lancaster County Public Schools	36,525.55	41,125.43	12.59%	40,315.35	(1.97%)
052	Lee County Public Schools	34,018.72	39,645.00	16.54%	41,899.23	5.69%
053	Loudoun County Public Schools	53,446.07	52,547.09	(1.68%)	53,095.91	1.04%
054	Louisa County Public Schools	37,730.05	39,711.35	5.25%	43,322.92	9.09%
055	Lunenburg County Public Schools	39,571.75	38,331.42	(3.13%)	40,337.99	5.23%
056	Madison County Public Schools	37,172.61	38,675.33	4.04%	41,688.94	7.79%
057	Mathews County Public Schools	36,342.61	37,204.09	2.37%	41,702.05	12.09%
058	Mecklenburg County Public Schools	36,335.48	38,244.16	5.25%	40,118.40	4.90%
059	Middlesex County Public Schools	35,258.62	37,483.98	6.31%	35,285.10	(5.87%)
060	Montgomery County Public Schools	37,101.68	39,014.10	5.15%	40,499.01	3.81%

Division	Name	FY 2004 Actual Average Teacher Salary	FY 2005 Actual Average Teacher Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
062	Nelson County Public Schools	38,889.79	39,888.02	2.57%	40,229.05	0.85%
063	New Kent County Public Schools	39,063.30	41,043.62	5.07%	39,422.60	(3.95%)
065	Northampton County Public Schools	39,209.63	40,008.23	2.04%	42,913.76	7.26%
066	Northumberland County Public Schools	41,449.55	44,263.65	6.79%	42,583.24	(3.80%)
067	Nottoway County Public Schools	34,256.56	37,924.80	10.71%	38,292.18	0.97%
068	Orange County Public Schools	40,409.72	38,472.72	(4.79%)	39,315.89	2.19%
069	Page County Public Schools	36,119.25	38,141.05	5.60%	39,575.09	3.76%
070	Patrick County Public Schools	36,077.43	36,964.03	2.46%	37,168.82	0.55%
071	Pittsylvania County Public Schools	35,947.76	37,682.00	4.82%	39,089.63	3.74%
072	Powhatan County Public Schools	37,159.47	39,190.36	5.47%	42,311.80	7.96%
073	Prince Edward County Public Schools	39,215.91	40,126.01	2.32%	40,861.95	1.83%
074	Prince George County Public Schools	40,230.48	42,804.56	6.40%	43,517.11	1.66%
075	Prince William County Public Schools	52,100.11	53,108.31	1.94%	52,238.38	(1.64%)
077	Pulaski County Public Schools	35,148.86	36,870.00	4.90%	39,114.01	6.09%
078	Rappahannock County Public Schools	39,346.94	40,564.56	3.09%	42,684.69	5.23%
079	Richmond County Public Schools	39,391.07	41,357.44	4.99%	43,027.95	4.04%
080	Roanoke County Public Schools	44,792.27	45,957.19	2.60%	47,366.81	3.07%
081	Rockbridge County Public Schools	36,175.41	36,870.40	1.92%	39,784.58	7.90%
082	Rockingham County Public Schools	38,637.38	39,755.29	2.89%	41,833.39	5.23%
083	Russell County Public Schools ⁵	33,163.73	34,012.63	2.56%	35,429.74	4.17%
084	Scott County Public Schools	38,785.60	39,485.37	1.80%	39,305.56	(0.46%)
085	Shenandoah County Public Schools	38,095.53	42,826.21	12.42%	41,824.00	(2.34%)
086	Smyth County Public Schools	37,478.68	38,957.10	3.94%	40,479.80	3.91%
087	Southampton County Public Schools	37,603.10	38,338.62	1.96%	40,443.36	5.49%
088	Spotsylvania County Public Schools	42,097.64	44,277.28	5.18%	46,995.57	6.14%
089	Stafford County Public Schools	45,017.38	46,211.14	2.65%	49,966.79	8.13%
090	Surry County Public Schools	42,603.73	40,745.71	(4.36%)	39,388.14	(3.33%)
091	Sussex County Public Schools	39,964.93	42,687.25	6.81%	45,349.14	6.24%
092	Tazewell County Public Schools	38,416.82	38,080.59	(0.88%)	43,064.24	13.09%
093	Warren County Public Schools	38,494.39	40,114.86	4.21%	41,521.19	3.51%
094	Washington County Public Schools	35,660.91	36,798.44	3.19%	39,185.32	6.49%
095	Westmoreland County Public Schools	33,668.53	37,160.02	10.37%	41,310.95	11.17%
096	Wise County Public Schools	37,646.33	40,283.14	7.00%	40,481.07	0.49%
097	Wythe County Public Schools	36,444.52	37,101.40	1.80%	38,201.07	2.96%
098	York County Public Schools	41,274.76	44,097.89	6.84%	46,784.80	6.09%
Cities						
101	Alexandria City Public Schools	55,821.12	58,759.47	5.26%	63,260.26	7.66%
102	Bristol City Public Schools	41,158.65	42,089.83	2.26%	45,038.33	7.01%
103	Buena Vista City Public Schools	39,859.04	39,832.84	(0.07%)	43,011.35	7.98%
104	Charlottesville City Public Schools	44,192.66	45,501.97	2.96%	47,263.04	3.87%
106	Colonial Heights City Public Schools	47,707.39	49,065.97	2.85%	49,689.44	1.27%
107	Covington City Public Schools	45,409.29	45,912.56	1.11%	50,629.69	10.27%
108	Danville City Public Schools	37,966.86	39,403.58	3.78%	40,040.47	1.62%
109	Falls Church City Public Schools	53,294.04	57,193.56	7.32%	59,363.21	3.79%
110	Fredericksburg City Public Schools	43,389.72	43,117.06	(0.63%)	45,304.14	5.07%
111	Galax City Public Schools	37,067.26	39,019.75	5.27%	40,709.51	4.33%
112	Hampton City Public Schools	37,878.99	37,235.58	(1.70%)	39,437.01	5.91%
113	Harrisonburg City Public Schools	40,939.23	42,525.01	3.87%	44,770.09	5.28%
114	Hopewell City Public Schools	41,631.04	42,918.30	3.09%	43,895.03	2.28%
115	Lynchburg City Public Schools	38,102.83	39,737.28	4.29%	41,500.38	4.44%
116	Martinsville City Public Schools	39,100.14	37,494.13	(4.11%)	39,494.75	5.34%
117	Newport News City Public Schools	40,573.02	42,195.08	4.00%	44,164.86	4.67%
118	Norfolk City Public Schools	40,832.03	41,305.63	1.16%	35,125.48	(14.96%)
119	Norton City Public Schools	37,895.01	41,158.07	8.61%	39,395.20	(4.28%)
120	Petersburg City Public Schools	35,076.70	36,653.57	4.50%	38,241.75	4.33%
121	Portsmouth City Public Schools	34,404.36	35,892.03	4.32%	44,786.12	24.78%
122	Radford City Public Schools	41,526.84	42,477.42	2.29%	45,043.10	6.04%
123	Richmond City Public Schools	43,342.86	45,724.41	5.49%	42,379.68	(7.31%)
124	Roanoke City Public Schools	42,473.45	44,303.31	4.31%	44,040.88	(0.59%)
126	Staunton City Public Schools	36,627.26	38,306.11	4.58%	39,976.67	4.36%
127	Suffolk City Public Schools	40,404.22	42,202.57	4.45%	45,027.70	6.69%
128	Virginia Beach City Public Schools	46,030.43	46,610.99	1.26%	47,461.76	1.83%
130	Waynesboro City Public Schools	40,693.65	41,215.53	1.28%	43,006.98	4.35%
131	Williamsburg Public Schools ⁴	46,404.28	48,016.05	3.47%	50,533.01	5.24%
132	Winchester City Public Schools	44,099.10	44,494.68	0.90%	45,181.88	1.54%
135	Franklin City Public Schools	39,635.00	41,868.39	5.63%	43,492.24	3.88%

Division	Name	FY 2004 Actual Average Teacher Salary	FY 2005 Actual Average Teacher Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
136	Chesapeake City Public Schools	45,011.16	47,120.73	4.69%	49,476.78	5.00%
137	Lexington City Public Schools	38,592.12	41,559.25	7.69%	44,096.98	6.11%
139	Salem City Public Schools	47,092.95	47,848.33	1.60%	50,290.02	5.10%
142	Poquoson City Public Schools	38,402.00	41,335.60	7.64%	44,158.72	6.83%
143	Manassas City Public Schools	53,386.59	54,943.36	2.92%	57,303.90	4.30%
144	Manassas Park City Public Schools	46,091.28	47,997.69	4.14%	52,118.10	8.58%
Towns						
202	Colonial Beach Public Schools	33,860.83	38,727.50	14.37%	40,769.11	5.27%
207	West Point Public Schools	37,022.86	38,707.62	4.55%	51,397.80	32.78%
Average for School Divisions⁶:		43,952.00	45,399.15	3.29%	47,330.01	4.25%
Governor's Schools						
260	Central Virginia Governor's School	48,339.67	55,530.74	14.88%	58,307.28	5.00%
261	Southwest Virginia Governor's School	46,971.69	48,523.27	3.30%	50,321.28	3.71%
262	Governor's School For The Arts	34,742.61	36,196.14	4.18%	37,858.09	4.59%
263	Roanoke Valley Governor's School	44,391.76	44,714.64	0.73%	44,791.10	0.17%
264	New Horizons Governor's School	42,546.84	43,136.35	1.39%	45,997.42	6.63%
265	Shenandoah Valley Governor's School	40,139.26	41,848.09	4.26%	39,715.65	(5.10%)
266	Governor's School Global Economics/Tech	43,295.12	41,951.43	(3.10%)	44,260.12	5.50%
267	Appomattox Regional Governor's School	38,291.46	39,761.20	3.84%	39,480.90	(0.70%)
268	A. Linwood Holton Governor's School	35,958.38	38,914.91	8.22%	43,902.44	12.82%
269	Chesapeake Bay Governor's School	39,141.24	41,344.59	5.63%	44,341.82	7.25%
270	Commonwealth Governor's School	52,834.84	53,277.94	0.84%	53,426.90	0.28%
271	Maggie L. Walker Governor's School	42,687.50	42,365.83	(0.75%)	42,744.05	0.89%
272	Thomas Jefferson High School	73,093.75	74,231.69	1.56%	77,919.55	4.97%
273	Blue Ridge Governor's School	47,826.75	36,798.02	(23.06%)	36,512.00	(0.78%)
274	Jackson River Governor's School	34,805.00	48,000.00	37.91%	50,000.00	4.17%
276	Piedmont Governor's School	38,513.60	35,781.71	(7.09%)	37,818.50	5.69%
Average for Governor's Schools⁶:		53,215.00	53,962.61	1.40%	55,630.26	3.09%
Special Education Regional Programs						
280	Cooperative Centers For Exceptional Children	35,464.69	37,381.15	5.40%	38,581.74	3.21%
281	Middle Peninsula Special Education Program	32,545.52	33,076.05	1.63%	36,927.75	11.64%
282	Laurel Regional Special Education Center	46,599.54	43,089.07	(7.53%)	45,243.48	5.00%
283	Northern Neck Special Education Program	34,058.36	33,898.75	(0.47%)	36,595.73	7.96%
284	Northwestern Regional Education Program	37,819.20	38,920.82	2.91%	41,388.16	6.34%
285	Peninsula Area Cooperative Education Services	34,377.70	38,932.41	13.25%	40,605.12	4.30%
286	Piedmont Regional Education Program	44,295.00	46,015.45	3.88%	34,098.74	(25.90%)
287	Shenandoah Valley Regional Program	32,464.05	32,278.28	(0.57%)	32,560.62	0.87%
288	Southeastern Cooperative Educational Program	39,311.35	41,216.13	4.85%	48,575.94	17.86%
290	N. Virginia Regional Special Education Program	45,333.58	46,847.12	3.34%	49,714.57	6.12%
292	Henry Co/Martinsville Regional Program	32,215.80	32,414.67	0.62%	35,562.08	9.71%
299	Roanoke Valley Regional Board	34,754.63	36,612.40	5.35%	36,612.29	(0.00%)
Average for Special Education Programs⁶:		40,403.94	41,847.26	3.57%	44,298.51	5.86%
Vocational Education Regional Programs						
301	Charlottesville-Albemarle Vocational-Technical	44,560.10	39,643.23	(11.03%)	41,684.00	5.15%
302	Jackson River Technical Center	39,684.96	39,933.68	0.63%	37,850.00	(5.22%)
304	Massanutten Technical Center	46,265.58	43,939.07	(5.03%)	45,252.94	2.99%
306	Valley Vocational-Technical Center	33,690.43	37,120.97	10.18%	38,884.43	4.75%
307	New Horizons Regional Education Center	38,909.38	39,770.95	2.21%	41,010.55	3.12%
308	P. D. Pruden Vocational-Technical Center	39,391.17	41,766.30	6.03%	40,289.47	(3.54%)
309	Rowanty Vocational-Technical Center	46,337.39	51,136.17	10.36%	49,530.50	(3.14%)
310	Northern Neck Vocational-Technical Center	35,336.55	38,314.65	8.43%	38,651.73	0.88%
311	Amelia-Nottoway Vocational-Technical Center	-	29,651.58	-	34,559.65	16.55%
Average for Vocational Education Programs⁶:		39,552.07	40,714.66	2.94%	41,230.85	1.27%
Regional Alternative Education Programs						
401	Lynchburg City Secondary Alternative	37,507.56	37,252.01	(0.68%)	39,113.33	5.00%
402	Enterprise Academy/Newport News City	42,754.35	44,466.37	4.00%	46,674.67	4.97%
403	Tidewater Regional Alternative Education	38,574.71	39,010.20	1.13%	40,574.35	4.01%
404	Regional Alternative Plus Self Project/Roanoke	32,851.39	33,401.63	1.67%	34,404.21	3.00%
405	Transition Support Resource Center/Fairfax	45,486.11	63,177.10	38.89%	68,957.73	9.15%
406	Project Return/Fluvanna County	33,310.00	34,642.00	4.00%	36,721.00	6.00%
407	Behav Disord Youth/Montgomery	35,205.00	36,759.50	4.42%	38,229.88	4.00%

Division	Name	FY 2004 Actual Average Teacher Salary	FY 2005 Actual Average Teacher Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
408	Petersburg Regional Alternative	32,575.50	32,357.50	(0.67%)	34,750.00	7.39%
409	Regional Alternative/Pittsylvania Co	30,281.07	30,673.23	1.30%	31,323.81	2.12%
410	Project Return/Powhatan Co	34,848.30	39,135.91	12.30%	42,780.47	9.31%
411	Crossroads Alternative/Bristol City	33,691.67	34,709.02	3.02%	38,138.55	9.88%
412	Metro Richmond Alternative Ed	33,074.00	31,422.99	(4.99%)	34,978.43	11.31%
413	Regional Alternative Ed/Stafford Co	39,997.64	41,692.63	4.24%	44,300.71	6.26%
414	Southside L.I.N.K. Project/Brunswick Co	27,169.38	35,154.37	29.39%	36,239.57	3.09%
415	Regional Alternative Ed/King William	14,089.58	14,470.23	2.70%	14,444.44	(0.18%)
416	New Dominion/Prince William Co	47,199.68	49,990.99	5.91%	47,712.00	(4.56%)
417	Project Bridge/Russell Co	34,340.65	32,444.75	(5.52%)	36,684.80	13.07%
418	Regional Alternative/Wythe Co	30,145.50	37,733.84	25.17%	35,950.50	(4.73%)
420	On The Right Track Reg Alternative Education	30,987.41	27,826.92	(10.20%)	31,921.13	14.71%
421	Northern Neck Regional Alternative Education	26,073.35	39,253.46	50.55%	40,000.00	1.90%
422	Shenandoah Valley Reg Alternative Ed/Genesis	32,723.84	32,274.75	(1.37%)	35,946.29	11.38%
423	Breaking Barriers Alternative Ed/Henry Co	29,477.31	30,891.27	4.80%	35,646.00	15.39%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	31,515.95	32,320.00	2.55%	34,041.91	5.33%
426	Regional Learning Academy/Wise Co	28,150.70	29,022.33	3.10%	30,485.71	5.04%
427	Regional Community Alternative Ed Continuum	41,106.89	46,627.79	13.43%	51,511.64	10.47%
428	Project Renew/Northampton Co	27,667.00	23,054.00	(16.67%)	24,206.00	5.00%
429	Renaissance/Scott Co	36,778.98	40,704.71	10.67%	44,565.11	9.48%
430	R.E.Cook Regional Alternative	32,395.91	36,883.06	13.85%	39,748.00	7.77%
Average for Alternative Education Programs⁶:		34,613.00	36,535.20	5.55%	38,641.12	5.76%
Statewide Average⁶:		43,936.00	45,377.17	3.28%	47,310.18	4.26%

¹ Data for Bedford City Public Schools is reported with Bedford County.

² Data for Fairfax City Public Schools is reported with Fairfax County.

³ Data for Emporia City Public Schools is reported with Greensville County.

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

⁵ ASR Data for Clarke County Public Schools and Russell County Public Schools has not been certified by the school division.

⁶ Average calculated on the basis of statewide totals.

**Virginia Department of Education
2005-2006 Salary Survey - Principals**

Division	Name	FY 2004 Actual Average Principal Salary	FY 2005 Actual Average Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
School Divisions						
Counties						
001	Accomack County Public Schools	70,001.69	68,799.15	(1.72%)	72,239.15	5.00%
002	Albemarle County Public Schools	74,651.36	79,350.89	6.30%	86,132.62	8.55%
003	Alleghany County Public Schools	62,423.57	66,450.71	6.45%	68,776.57	3.50%
004	Amelia County Public Schools	60,900.63	55,197.96	(9.36%)	61,829.18	12.01%
005	Amherst County Public Schools	58,501.55	64,849.22	10.85%	67,487.56	4.07%
006	Appomattox County Public Schools	60,411.48	63,606.75	5.29%	71,562.00	12.51%
007	Arlington County Public Schools	107,298.71	110,868.23	3.33%	117,520.59	6.00%
008	Augusta County Public Schools	64,324.79	67,573.75	5.05%	70,085.71	3.72%
009	Bath County Public Schools	66,152.56	59,545.36	(9.99%)	61,331.67	3.00%
010	Bedford County Public Schools ¹	64,225.55	71,371.22	11.13%	73,801.55	3.41%
011	Bland County Public Schools	66,783.09	55,532.76	(16.85%)	57,092.75	2.81%
012	Botetourt County Public Schools	74,647.08	79,507.84	6.51%	83,524.92	5.05%
013	Brunswick County Public Schools	61,587.83	64,269.85	4.35%	65,860.17	2.47%
014	Buchanan County Public Schools	52,300.14	57,633.34	10.20%	57,281.55	(0.61%)
015	Buckingham County Public Schools	58,256.00	63,941.19	9.76%	66,107.00	3.39%
016	Campbell County Public Schools	74,987.79	77,138.36	2.87%	79,323.20	2.83%
017	Caroline County Public Schools	72,371.40	73,348.55	1.35%	75,477.67	2.90%
018	Carroll County Public Schools	59,053.12	62,199.31	5.33%	63,726.40	2.46%
019	Charles City County Public Schools	69,721.33	73,189.67	4.97%	75,891.00	3.69%
020	Charlotte County Public Schools	59,574.71	57,550.63	(3.40%)	60,464.00	5.06%
021	Chesterfield County Public Schools	82,711.19	84,348.65	1.98%	88,355.42	4.75%
022	Clarke County Public Schools ⁵	72,538.67	79,409.41	9.47%	84,886.20	6.90%
023	Craig County Public Schools	63,469.05	64,902.54	2.26%	66,813.00	2.94%
024	Culpeper County Public Schools	72,107.85	78,095.52	8.30%	82,011.50	5.01%
025	Cumberland County Public Schools	53,564.47	67,319.43	25.68%	68,070.00	1.11%
026	Dickenson County Public Schools	58,168.09	57,816.02	(0.61%)	59,717.44	3.29%
027	Dinwiddie County Public Schools	70,271.04	71,827.27	2.21%	74,976.86	4.38%
028	Essex County Public Schools	66,997.08	66,466.80	(0.79%)	68,460.79	3.00%
029	Fairfax County Public Schools ²	100,640.69	108,062.42	7.37%	112,513.75	4.12%
030	Fauquier County Public Schools	77,278.70	71,900.48	(6.96%)	79,109.22	10.03%
031	Floyd County Public Schools	68,047.80	69,195.44	1.69%	70,312.35	1.61%
032	Fluvanna County Public Schools	68,367.62	72,286.53	5.73%	77,123.50	6.69%
033	Franklin County Public Schools	61,314.71	<i>Data not submitted by school division.</i>			
034	Frederick County Public Schools	76,067.10	78,967.66	3.81%	82,828.48	4.89%
035	Giles County Public Schools	64,640.32	66,054.23	2.19%	67,910.17	2.81%
036	Gloucester County Public Schools	70,402.54	76,213.45	8.25%	79,728.67	4.61%
037	Goochland County Public Schools	71,844.70	74,662.22	3.92%	77,648.60	4.00%
038	Grayson County Public Schools	52,269.55	57,130.64	9.30%	55,901.78	(2.15%)
039	Greene County Public Schools	55,704.20	65,869.27	18.25%	69,327.14	5.25%
040	Greensville County Public Schools ³	66,647.76	67,255.98	0.91%	71,626.20	6.50%
041	Halifax County Public Schools	58,816.21	62,299.56	5.92%	69,850.80	12.12%
042	Hanover County Public Schools	80,552.49	83,052.51	3.10%	85,091.18	2.45%
043	Henrico County Public Schools	81,612.80	85,164.79	4.35%	84,769.65	(0.46%)
044	Henry County Public Schools	63,403.72	63,647.23	0.38%	64,732.63	1.71%
045	Highland County Public Schools	58,000.00	55,845.00	(3.72%)	57,445.00	2.87%
046	Isle Of Wight County Public Schools	66,367.50	79,694.25	20.08%	82,980.56	4.12%
048	King George County Public Schools	70,676.28	63,107.64	(10.71%)	77,962.00	23.54%
049	King And Queen County Public Schools	62,476.42	67,170.00	7.51%	69,856.67	4.00%
050	King William County Public Schools	68,542.64	68,521.78	(0.03%)	70,577.43	3.00%
051	Lancaster County Public Schools	66,238.92	68,557.56	3.50%	70,957.08	3.50%
052	Lee County Public Schools	51,453.68	60,426.66	17.44%	55,144.93	(8.74%)
053	Loudoun County Public Schools	105,689.89	105,163.24	(0.50%)	107,863.59	2.57%
054	Louisa County Public Schools	76,353.45	76,943.88	0.77%	78,617.99	2.18%
055	Lunenburg County Public Schools	55,153.11	62,393.25	13.13%	65,417.50	4.85%
056	Madison County Public Schools	61,401.56	68,566.64	11.67%	76,357.25	11.36%
057	Mathews County Public Schools	59,083.36	62,766.32	6.23%	65,033.67	3.61%
058	Mecklenburg County Public Schools	60,552.44	62,372.16	3.01%	64,243.35	3.00%

Division	Name	FY 2004 Actual Average Principal Salary	FY 2005 Actual Average Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
059	Middlesex County Public Schools	62,399.09	59,528.67	(4.60%)	64,666.67	8.63%
060	Montgomery County Public Schools	65,615.02	72,853.90	11.03%	73,377.95	0.72%
062	Nelson County Public Schools	69,724.65	72,920.04	4.58%	75,715.50	3.83%
063	New Kent County Public Schools	73,658.93	77,933.51	5.80%	79,467.50	1.97%
065	Northampton County Public Schools	68,497.91	70,691.78	3.20%	76,189.96	7.78%
066	Northumberland County Public Schools	71,714.49	70,214.42	(2.09%)	75,275.00	7.21%
067	Nottoway County Public Schools	58,141.66	61,200.20	5.26%	65,201.50	6.54%
068	Orange County Public Schools	64,985.75	67,598.21	4.02%	70,718.50	4.62%
069	Page County Public Schools	62,902.74	65,172.89	3.61%	68,153.38	4.57%
070	Patrick County Public Schools	56,191.97	57,113.47	1.64%	59,158.73	3.58%
071	Pittsylvania County Public Schools	63,571.73	67,191.37	5.69%	68,451.03	1.87%
072	Powhatan County Public Schools	67,645.23	73,320.51	8.39%	79,281.00	8.13%
073	Prince Edward County Public Schools	62,382.23	67,088.55	7.54%	70,942.32	5.74%
074	Prince George County Public Schools	68,491.67	73,011.57	6.60%	76,910.78	5.34%
075	Prince William County Public Schools	88,897.60	92,628.06	4.20%	95,333.20	2.92%
077	Pulaski County Public Schools	63,678.67	68,410.93	7.43%	72,408.58	5.84%
078	Rappahannock County Public Schools	66,634.08	71,560.50	7.39%	75,176.00	5.05%
079	Richmond County Public Schools	66,921.68	69,464.96	3.80%	73,780.00	6.21%
080	Roanoke County Public Schools	71,515.80	73,997.63	3.47%	75,285.21	1.74%
081	Rockbridge County Public Schools	58,921.24	60,580.11	2.82%	64,083.88	5.78%
082	Rockingham County Public Schools	70,373.00	72,661.99	3.25%	75,096.00	3.35%
083	Russell County Public Schools ^s	55,896.80	65,615.45	17.39%	61,880.77	(5.69%)
084	Scott County Public Schools	58,098.76	56,941.60	(1.99%)	64,047.50	12.48%
085	Shenandoah County Public Schools	72,554.28	79,182.22	9.14%	76,933.20	(2.84%)
086	Smyth County Public Schools	57,305.08	58,145.62	1.47%	58,047.68	(0.17%)
087	Southampton County Public Schools	60,051.18	63,235.70	5.30%	66,275.67	4.81%
088	Spotsylvania County Public Schools	82,035.52	85,768.57	4.55%	87,324.25	1.81%
089	Stafford County Public Schools	89,137.41	89,800.38	0.74%	94,771.89	5.54%
090	Surry County Public Schools	74,711.53	73,036.00	(2.24%)	74,209.00	1.61%
091	Sussex County Public Schools	69,986.69	73,170.53	4.55%	74,096.60	1.27%
092	Tazewell County Public Schools	59,065.75	61,485.67	4.10%	63,831.72	3.82%
093	Warren County Public Schools	68,980.39	71,720.24	3.97%	77,411.25	7.94%
094	Washington County Public Schools	64,084.59	64,963.58	1.37%	69,428.36	6.87%
095	Westmoreland County Public Schools	66,396.81	69,016.23	3.95%	64,766.25	(6.16%)
096	Wise County Public Schools	64,039.85	63,813.63	(0.35%)	68,535.29	7.40%
097	Wythe County Public Schools	62,052.02	64,865.16	4.53%	68,367.62	5.40%
098	York County Public Schools	80,981.14	82,398.19	1.75%	87,644.35	6.37%
Cities						
101	Alexandria City Public Schools	101,952.49	105,744.78	3.72%	109,683.25	3.72%
102	Bristol City Public Schools	69,588.62	71,702.06	3.04%	73,820.00	2.95%
103	Buena Vista City Public Schools	59,277.53	62,468.92	5.38%	65,350.00	4.61%
104	Charlottesville City Public Schools	83,477.65	87,690.28	5.05%	91,704.56	4.58%
106	Colonial Heights City Public Schools	80,469.57	84,035.76	4.43%	86,263.60	2.65%
107	Covington City Public Schools	64,542.33	66,101.65	2.42%	72,722.65	10.02%
108	Danville City Public Schools	66,989.07	69,955.50	4.43%	67,324.44	(3.76%)
109	Falls Church City Public Schools	101,747.52	107,440.02	5.59%	113,618.50	5.75%
110	Fredericksburg City Public Schools	79,900.58	80,705.93	1.01%	84,227.04	4.36%
111	Galax City Public Schools	62,277.36	61,191.36	(1.74%)	59,283.33	(3.12%)
112	Hampton City Public Schools	69,635.19	71,133.28	2.15%	75,899.92	6.70%
113	Harrisonburg City Public Schools	75,187.50	78,347.33	4.20%	81,699.00	4.28%
114	Hopewell City Public Schools	69,869.67	76,230.07	9.10%	78,663.27	3.19%
115	Lynchburg City Public Schools	68,643.69	72,074.42	5.00%	75,678.14	5.00%
116	Martinsville City Public Schools	67,423.08	70,932.60	5.21%	74,479.20	5.00%
117	Newport News City Public Schools	73,046.12	75,013.10	2.69%	82,760.26	10.33%
118	Norfolk City Public Schools	80,376.33	81,392.31	1.26%	77,611.98	(4.64%)
119	Norton City Public Schools	69,125.51	63,942.48	(7.50%)	67,442.50	5.47%
120	Petersburg City Public Schools	63,032.16	62,944.27	(0.14%)	66,377.60	5.45%
121	Portsmouth City Public Schools	68,621.37	72,709.54	5.96%	74,352.76	2.26%
122	Radford City Public Schools	73,916.75	78,946.89	6.81%	81,094.50	2.72%
123	Richmond City Public Schools	77,218.38	79,379.60	2.80%	78,892.07	(0.61%)
124	Roanoke City Public Schools	74,265.83	76,461.32	2.96%	77,978.21	1.98%
126	Staunton City Public Schools	72,258.82	74,438.22	3.02%	76,632.83	2.95%
127	Suffolk City Public Schools	75,502.22	78,963.15	4.58%	80,215.72	1.59%

Division	Name	FY 2004 Actual Average Principal Salary	FY 2005 Actual Average Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
128	Virginia Beach City Public Schools	80,277.78	84,559.47	5.33%	86,435.09	2.22%
130	Waynesboro City Public Schools	67,701.76	68,991.87	1.91%	72,216.29	4.67%
131	Williamsburg Public Schools ⁴	79,036.79	80,864.23	2.31%	82,708.38	2.28%
132	Winchester City Public Schools	76,995.52	72,847.03	(5.39%)	75,396.70	3.50%
135	Franklin City Public Schools	67,881.00	73,337.45	8.04%	80,021.67	9.11%
136	Chesapeake City Public Schools	80,984.19	83,817.69	3.50%	87,876.51	4.84%
137	Lexington City Public Schools	50,798.04	53,337.96	5.00%	56,796.50	6.48%
139	Salem City Public Schools	82,662.50	83,716.50	1.28%	88,057.33	5.19%
142	Poquoson City Public Schools	64,051.15	73,383.24	14.57%	76,278.75	3.95%
143	Manassas City Public Schools	96,564.14	98,562.92	2.07%	102,486.00	3.98%
144	Manassas Park City Public Schools	91,149.25	97,529.52	7.00%	105,819.50	8.50%
Towns						
202	Colonial Beach Public Schools	56,016.56	68,710.37	22.66%	71,375.00	3.88%
207	West Point Public Schools	71,492.52	73,637.28	3.00%	76,582.50	4.00%
Average for School Divisions⁶:		77,364.00	80,833.48	4.48%	83,717.62	3.57%
Governor's Schools						
260	Central Virginia Governor's School	55,298.27	67,685.04	22.40%	71,070.00	5.00%
261	Southwest Virginia Governor's School	76,107.96	78,970.96	3.76%	81,340.09	3.00%
262	Governor's School For The Arts	-	-	-	-	-
263	Roanoke Valley Governor's School	85,061.04	89,945.04	5.74%	93,289.00	3.72%
264	New Horizons Governor's School	-	-	-	-	-
265	Shenandoah Valley Governor's School	74,997.96	78,747.96	5.00%	81,898.00	4.00%
266	Governor's School Global Economics/Tech	-	-	-	-	-
267	Appomattox Regional Governor's School	72,548.64	-	-	-	-
268	A. Linwood Holton Governor's School	-	-	-	-	-
269	Chesapeake Bay Governor's School	-	-	-	-	-
270	Commonwealth Governor's School	-	-	-	-	-
271	Maggie L. Walker Governor's School	90,000.00	92,700.00	3.00%	97,335.00	5.00%
272	Thomas Jefferson High School	113,678.86	123,687.99	8.80%	129,947.00	5.06%
273	Blue Ridge Governor's School	-	-	-	-	-
274	Jackson River Governor's School	-	-	-	-	-
276	Piedmont Governor's School	-	-	-	-	-
Average for Governor's Schools⁶:		82,663.00	90,526.27	9.51%	94,426.20	4.31%
Special Education Regional Programs						
280	Cooperative Centers For Exceptional Children	-	-	-	-	-
281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	66,807.00	68,123.14	1.97%	71,529.15	5.00%
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	74,383.00	79,465.00	6.83%	85,743.30	7.90%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	56,597.04	56,805.58	0.37%	56,969.20	0.29%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	73,257.67	64,266.56	(12.27%)	69,729.20	8.50%
290	N. Virginia Regional Special Education Program	95,922.86	96,737.68	0.85%	102,541.67	6.00%
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	60,593.83	62,087.96	2.47%	62,087.96	0.00%
Average for Special Education Programs⁶:		72,950.30	67,231.96	(7.84%)	72,237.19	7.44%
Vocational Education Regional Programs						
301	Charlottesville-Albemarle Vocational-Technical	84,433.44	92,413.41	9.45%	100,713.00	8.98%
302	Jackson River Technical Center	68,835.96	70,556.04	2.50%	72,955.00	3.40%
304	Massanutten Technical Center	75,180.00	78,330.00	4.19%	83,427.00	6.51%
306	Valley Vocational-Technical Center	78,057.96	60,849.00	(22.05%)	63,283.00	4.00%
307	New Horizons Regional Education Center	78,858.01	74,781.18	(5.17%)	78,521.50	5.00%
308	P. D. Pruden Vocational-Technical Center	82,473.00	85,797.00	4.03%	89,257.00	4.03%
309	Rowanty Vocational-Technical Center	77,821.92	75,464.04	(3.03%)	80,228.00	6.31%
310	Northern Neck Vocational-Technical Center	62,355.24	70,762.34	13.48%	72,654.00	2.67%
311	Amelia-Nottoway Vocational-Technical Center	-	70,017.00	-	70,000.00	(0.02%)
Average for Vocational Education Programs⁶:		76,276.26	75,717.13	(0.73%)	79,527.66	5.03%

Division	Name	FY 2004 Actual Average Principal Salary	FY 2005 Actual Average Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
Regional Alternative Education Programs						
401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	83,382.00	90,585.00	8.64%	94,208.00	4.00%
403	Tidewater Regional Alternative Education	67,566.67	65,754.20	(2.68%)	73,973.60	12.50%
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	55,000.00	46,576.67	(15.32%)	52,000.00	11.64%
409	Regional Alternative/Pittsylvania Co	66,237.96	70,306.00	6.14%	71,705.00	1.99%
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	56,774.97	61,087.05	7.60%	62,614.23	2.50%
415	Regional Alternative Ed/King William	-	-		-	
416	New Dominion/Prince William Co	97,545.98	100,472.01	3.00%	92,280.00	(8.15%)
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	On The Right Track Reg Alternative Education	65,613.55	70,017.00	6.71%	70,000.00	(0.02%)
421	Northern Neck Regional Alternative Education	-	-		-	
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	45,921.96	46,500.00	1.26%	48,825.00	5.00%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	68,066.54	69,288.96	1.80%	72,754.00	5.00%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
430	R.E.Cook Regional Alternative	62,398.56	68,368.16	9.57%	68,896.00	0.77%
Average for Alternative Education Programs⁶:		64,312.00	70,784.96	10.06%	73,882.60	4.38%
Statewide Average⁶:		77,326.00	80,563.27	4.19%	83,492.59	3.64%
<p>¹ Data for Bedford City Public Schools is reported with Bedford County.</p> <p>² Data for Fairfax City Public Schools is reported with Fairfax County.</p> <p>³ Data for Emporia City Public Schools is reported with Greensville County.</p> <p>⁴ Data for James City County is reported with Williamsburg City.</p> <p>⁵ ASR Data for Clarke County Public Schools and Russell County Public Schools has not been certified by the school division.</p> <p>⁶ Average calculated on the basis of statewide totals.</p>						

**Virginia Department of Education
2005-2006 Salary Survey - Assistant Principals**

Division	Name	FY 2004 Actual Average Assistant Principal Salary	FY 2005 Actual Average Assistant Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	
School Divisions							
Counties							
001	Accomack County Public Schools	48,467.00	51,927.77	7.14%	54,524.15	5.00%	
002	Albemarle County Public Schools	62,942.71	64,193.31	1.99%	66,456.64	3.53%	
003	Alleghany County Public Schools	58,281.97	59,336.75	1.81%	61,413.50	3.50%	
004	Amelia County Public Schools	38,707.32	36,424.16	(5.90%)	40,892.68	12.27%	
005	Amherst County Public Schools	52,131.79	52,018.57	(0.22%)	54,395.67	4.57%	
006	Appomattox County Public Schools	46,961.23	49,226.61	4.82%	49,599.80	0.76%	
007	Arlington County Public Schools	85,911.64	89,025.63	3.62%	94,364.71	6.00%	
008	Augusta County Public Schools	54,327.86	59,238.18	9.04%	61,751.71	4.24%	
009	Bath County Public Schools	58,369.75	57,857.04	(0.88%)	59,592.00	3.00%	
010	Bedford County Public Schools ¹	50,258.69	62,950.08	25.25%	63,129.25	0.28%	
011	Bland County Public Schools	43,390.39	-	-	-	-	
012	Botetourt County Public Schools	65,374.47	70,132.61	7.28%	72,440.17	3.29%	
013	Brunswick County Public Schools	50,273.52	56,706.82	12.80%	56,492.25	(0.38%)	
014	Buchanan County Public Schools	52,671.22	49,896.24	(5.27%)	49,828.40	(0.14%)	
015	Buckingham County Public Schools	52,398.01	58,031.04	10.75%	47,653.20	(17.88%)	
016	Campbell County Public Schools	58,783.33	55,554.02	(5.49%)	62,155.67	11.88%	
017	Caroline County Public Schools	54,720.30	63,966.38	16.90%	66,545.67	4.03%	
018	Carroll County Public Schools	51,155.59	52,914.61	3.44%	55,083.80	4.10%	
019	Charles City County Public Schools	58,107.50	47,239.50	(18.70%)	55,246.50	16.95%	
020	Charlotte County Public Schools	49,826.73	48,510.18	(2.64%)	49,853.00	2.77%	
021	Chesterfield County Public Schools	59,787.31	60,699.19	1.53%	61,389.35	1.14%	
022	Clarke County Public Schools ⁵	-	55,699.98	-	51,524.00	(7.50%)	
023	Craig County Public Schools	60,782.04	65,984.04	8.56%	-	-	
024	Culpeper County Public Schools	54,746.66	60,924.40	11.28%	63,273.00	3.85%	
025	Cumberland County Public Schools	48,729.99	52,786.41	8.32%	54,660.67	3.55%	
026	Dickenson County Public Schools	-	-	-	-	-	
027	Dinwiddie County Public Schools	54,262.66	55,602.52	2.47%	59,430.88	6.89%	
028	Essex County Public Schools	55,658.92	54,541.46	(2.01%)	57,953.85	6.26%	
029	Fairfax County Public Schools ²	80,664.88	82,242.02	1.96%	87,013.11	5.80%	
030	Fauquier County Public Schools	60,331.68	57,903.91	(4.02%)	63,327.57	9.37%	
031	Floyd County Public Schools	60,247.27	57,580.08	(4.43%)	60,325.65	4.77%	
032	Fluvanna County Public Schools	49,580.18	48,459.48	(2.26%)	55,156.61	13.82%	
033	Franklin County Public Schools	53,681.63	<i>Data not submitted by school division.</i>				
034	Frederick County Public Schools	60,428.74	63,733.66	5.47%	67,572.62	6.02%	
035	Giles County Public Schools	58,194.58	56,141.31	(3.53%)	59,804.00	6.52%	
036	Gloucester County Public Schools	56,212.70	53,559.00	(4.72%)	61,544.36	14.91%	
037	Goochland County Public Schools	77,606.36	79,904.64	2.96%	83,061.00	3.95%	
038	Grayson County Public Schools	44,418.22	37,800.16	(14.90%)	47,209.09	24.89%	
039	Greene County Public Schools	42,652.09	55,158.90	29.32%	56,958.17	3.26%	
040	Greensville County Public Schools ³	57,410.84	51,232.62	(10.76%)	57,479.43	12.19%	
041	Halifax County Public Schools	52,333.88	52,605.19	0.52%	56,060.86	6.57%	
042	Hanover County Public Schools	57,881.86	59,246.73	2.36%	62,340.57	5.22%	
043	Henrico County Public Schools	63,765.76	64,585.13	1.28%	64,488.92	(0.15%)	
044	Henry County Public Schools	53,595.18	53,006.78	(1.10%)	54,521.42	2.86%	
045	Highland County Public Schools	43,000.00	-	-	-	-	
046	Isle Of Wight County Public Schools	52,298.40	65,068.60	24.42%	65,274.20	0.32%	
048	King George County Public Schools	60,531.82	74,788.67	23.55%	66,603.83	(10.94%)	
049	King And Queen County Public Schools	51,000.00	61,800.00	21.18%	64,272.00	4.00%	
050	King William County Public Schools	54,990.18	54,048.86	(1.71%)	56,586.33	4.69%	
051	Lancaster County Public Schools	54,562.50	57,108.80	4.67%	59,107.61	3.50%	
052	Lee County Public Schools	40,192.52	32,132.22	(20.05%)	54,520.00	69.67%	
053	Loudoun County Public Schools	76,812.58	83,687.03	8.95%	83,765.09	0.09%	
054	Louisa County Public Schools	54,409.88	55,757.69	2.48%	58,931.82	5.69%	
055	Lunenburg County Public Schools	53,995.98	59,558.46	10.30%	62,439.50	4.84%	
056	Madison County Public Schools	54,713.46	50,546.48	(7.62%)	51,151.60	1.20%	
057	Mathews County Public Schools	50,535.34	52,444.33	3.78%	54,314.00	3.57%	
058	Mecklenburg County Public Schools	46,947.18	49,204.67	4.81%	50,680.81	3.00%	
059	Middlesex County Public Schools	53,560.02	56,435.00	5.37%	58,692.00	4.00%	
060	Montgomery County Public Schools	56,978.11	60,441.58	6.08%	61,587.50	1.90%	

Division	Name	FY 2004 Actual Average Assistant Principal Salary	FY 2005 Actual Average Assistant Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
062	Nelson County Public Schools	60,407.31	58,100.59	(3.82%)	60,346.20	3.87%
063	New Kent County Public Schools	57,113.05	55,722.57	(2.43%)	58,478.20	4.95%
065	Northampton County Public Schools	51,699.98	52,483.80	1.52%	56,330.33	7.33%
066	Northumberland County Public Schools	58,979.20	67,812.28	14.98%	64,088.67	(5.49%)
067	Nottoway County Public Schools	53,469.32	57,208.44	6.99%	63,145.33	10.38%
068	Orange County Public Schools	54,064.37	55,308.99	2.30%	59,463.29	7.51%
069	Page County Public Schools	52,459.68	53,260.50	1.53%	55,923.50	5.00%
070	Patrick County Public Schools	52,728.19	53,600.04	1.65%	56,120.94	4.70%
071	Pittsylvania County Public Schools	55,108.47	55,270.09	0.29%	56,361.76	1.98%
072	Powhatan County Public Schools	55,494.84	59,136.11	6.56%	66,376.57	12.24%
073	Prince Edward County Public Schools	53,783.59	56,287.27	4.66%	61,009.70	8.39%
074	Prince George County Public Schools	52,152.63	53,693.63	2.95%	57,301.58	6.72%
075	Prince William County Public Schools	76,385.18	74,098.00	(2.99%)	76,813.00	3.66%
077	Pulaski County Public Schools	46,093.38	59,174.44	28.38%	62,133.16	5.00%
078	Rappahannock County Public Schools	55,638.00	58,449.00	5.05%	61,500.50	5.22%
079	Richmond County Public Schools	57,426.64	55,820.04	(2.80%)	60,821.67	8.96%
080	Roanoke County Public Schools	53,259.11	50,372.66	(5.42%)	51,661.85	2.56%
081	Rockbridge County Public Schools	50,908.47	54,874.26	7.79%	58,053.25	5.79%
082	Rockingham County Public Schools	57,578.92	59,593.92	3.50%	59,637.72	0.07%
083	Russell County Public Schools ^s	45,156.71	46,342.48	2.63%	51,355.63	10.82%
084	Scott County Public Schools	57,797.50	62,930.04	8.88%	66,027.50	4.92%
085	Shenandoah County Public Schools	60,768.70	71,077.24	16.96%	61,987.15	(12.79%)
086	Smyth County Public Schools	40,287.27	41,830.93	3.83%	57,516.15	37.50%
087	Southampton County Public Schools	56,941.78	61,403.25	7.84%	66,685.25	8.60%
088	Spotsylvania County Public Schools	70,646.62	72,089.17	2.04%	75,607.56	4.88%
089	Stafford County Public Schools	74,005.30	76,050.05	2.76%	80,482.87	5.83%
090	Surry County Public Schools	63,994.30	64,245.24	0.39%	65,290.33	1.63%
091	Sussex County Public Schools	67,056.48	68,510.26	2.17%	72,441.50	5.74%
092	Tazewell County Public Schools	53,806.49	45,107.26	(16.17%)	51,354.22	13.85%
093	Warren County Public Schools	54,961.83	57,034.64	3.77%	61,322.36	7.52%
094	Washington County Public Schools	51,971.69	50,671.25	(2.50%)	60,454.55	19.31%
095	Westmoreland County Public Schools	51,186.25	56,407.25	10.20%	53,573.25	(5.02%)
096	Wise County Public Schools	47,670.56	52,164.57	9.43%	54,120.00	3.75%
097	Wythe County Public Schools	55,292.26	57,108.48	3.28%	59,958.00	4.99%
098	York County Public Schools	52,781.50	58,440.86	10.72%	62,239.52	6.50%
Cities						
101	Alexandria City Public Schools	73,756.74	74,065.62	0.42%	88,301.19	19.22%
102	Bristol City Public Schools	67,745.37	68,101.20	0.53%	70,196.12	3.08%
103	Buena Vista City Public Schools	42,411.42	56,830.53	34.00%	57,625.00	1.40%
104	Charlottesville City Public Schools	62,532.38	66,597.52	6.50%	69,694.25	4.65%
106	Colonial Heights City Public Schools	55,411.99	64,217.68	15.89%	68,876.75	7.26%
107	Covington City Public Schools	57,287.96	59,261.98	3.45%	62,367.43	5.24%
108	Danville City Public Schools	53,074.93	52,326.92	(1.41%)	58,259.44	11.34%
109	Falls Church City Public Schools	79,532.34	83,971.98	5.58%	86,001.40	2.42%
110	Fredericksburg City Public Schools	67,761.83	66,268.85	(2.20%)	69,196.85	4.42%
111	Galax City Public Schools	51,376.32	54,797.64	6.66%	50,519.00	(7.81%)
112	Hampton City Public Schools	54,355.07	57,243.20	5.31%	59,701.96	4.30%
113	Harrisonburg City Public Schools	53,548.81	55,625.59	3.88%	56,742.41	2.01%
114	Hopewell City Public Schools	55,071.89	56,717.85	2.99%	59,281.44	4.52%
115	Lynchburg City Public Schools	59,008.16	59,693.31	1.16%	63,377.98	6.17%
116	Martinsville City Public Schools	55,535.40	57,202.80	3.00%	60,063.00	5.00%
117	Newport News City Public Schools	54,375.85	56,801.72	4.46%	59,842.72	5.35%
118	Norfolk City Public Schools	63,202.51	62,814.71	(0.61%)	65,846.35	4.83%
119	Norton City Public Schools	56,634.99	61,579.15	8.73%	61,960.00	0.62%
120	Petersburg City Public Schools	48,153.15	47,046.76	(2.30%)	47,492.54	0.95%
121	Portsmouth City Public Schools	50,069.74	52,894.81	5.64%	60,150.53	13.72%
122	Radford City Public Schools	65,468.00	70,001.77	6.93%	73,923.00	5.60%
123	Richmond City Public Schools	64,397.79	68,138.30	5.81%	67,324.44	(1.19%)
124	Roanoke City Public Schools	53,558.31	59,256.05	10.64%	55,327.83	(6.63%)
126	Staunton City Public Schools	63,408.78	66,187.37	4.38%	69,541.33	5.07%
127	Suffolk City Public Schools	54,851.56	57,802.88	5.38%	59,814.54	3.48%
128	Virginia Beach City Public Schools	62,785.01	63,819.84	1.65%	66,690.37	4.50%
130	Waynesboro City Public Schools	55,395.49	58,427.87	5.47%	61,461.83	5.19%
131	Williamsburg Public Schools ⁴	60,309.35	63,055.04	4.55%	65,491.25	3.86%
132	Winchester City Public Schools	69,212.54	66,742.92	(3.57%)	66,636.86	(0.16%)

Division	Name	FY 2004 Actual Average Assistant Principal Salary	FY 2005 Actual Average Assistant Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
135	Franklin City Public Schools	54,106.54	53,872.86	(0.43%)	59,195.50	9.88%
136	Chesapeake City Public Schools	63,051.06	66,898.53	6.10%	68,380.24	2.21%
137	Lexington City Public Schools	-	-		-	
139	Salem City Public Schools	71,959.29	73,014.33	1.47%	76,679.67	5.02%
142	Poquoson City Public Schools	51,012.33	60,672.91	18.94%	64,193.46	5.80%
143	Manassas City Public Schools	81,176.44	79,151.88	(2.49%)	81,433.33	2.88%
144	Manassas Park City Public Schools	67,301.19	71,027.20	5.54%	77,064.40	8.50%
Towns						
202	Colonial Beach Public Schools	-	-		-	
207	West Point Public Schools	-	55,979.33		57,713.50	3.10%
Average for School Divisions⁶:		63,878.00	65,861.06	3.10%	68,787.62	4.44%
Governor's Schools						
260	Central Virginia Governor's School	-	-		-	
261	Southwest Virginia Governor's School	-	-		-	
262	Governor's School For The Arts	-	-		-	
263	Roanoke Valley Governor's School	-	-		-	
264	New Horizons Governor's School	-	-		-	
265	Shenandoah Valley Governor's School	-	-		-	
266	Governor's School Global Economics/Tech	-	-		-	
267	Appomattox Regional Governor's School	54,924.53	-		-	
268	A. Linwood Holton Governor's School	-	-		-	
269	Chesapeake Bay Governor's School	-	-		-	
270	Commonwealth Governor's School	-	-		-	
271	Maggie L. Walker Governor's School	79,537.19	83,215.81	4.63%	85,911.00	3.24%
272	Thomas Jefferson High School	80,233.91	86,810.60	8.20%	84,974.00	(2.12%)
273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
Average for Governor's Schools⁶:		71,818.00	85,013.20	18.37%	85,348.80	0.39%
Special Education Regional Programs						
280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	-	-		-	
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	56,378.71	59,159.00	4.93%	63,819.60	7.88%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	-	-		-	
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	62,511.70	47,312.00	(24.31%)	-	
290	N. Virginia Regional Special Education Program	56,248.86	63,380.63	12.68%	75,635.16	19.33%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
Average for Special Education Programs⁶:		61,118.25	58,605.81	(4.11%)	73,994.11	26.26%
Vocational Education Regional Programs						
301	Charlottesville-Albemarle Vocational-Technical	60,673.56	66,128.04	8.99%	74,014.00	11.93%
302	Jackson River Technical Center	57,382.72	60,541.47	5.50%	56,500.00	(6.68%)
304	Massanutten Technical Center	57,325.02	59,769.00	4.26%	62,757.50	5.00%
306	Valley Vocational-Technical Center	63,599.04	59,472.84	(6.49%)	63,139.50	6.17%
307	New Horizons Regional Education Center	61,094.04	46,464.36	(23.95%)	51,824.00	11.53%
308	P. D. Pruden Vocational-Technical Center	73,599.54	49,385.18	(32.90%)	54,507.00	10.37%
309	Rowanty Vocational-Technical Center	52,466.34	44,346.00	(15.48%)	46,653.00	5.20%
310	Northern Neck Vocational-Technical Center	49,131.24	62,145.92	26.49%	63,000.00	1.37%
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
Average for Vocational Education Programs⁶:		59,789.20	56,355.28	(5.74%)	59,662.32	5.87%
Regional Alternative Education Programs						
401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	60,273.00	66,059.00	9.60%	68,701.00	4.00%
403	Tidewater Regional Alternative Education	56,266.32	-		-	
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	

Division	Name	FY 2004 Actual Average Assistant Principal Salary	FY 2005 Actual Average Assistant Principal Salary	FY 2004 to FY 2005 Percent Increase/ (Decrease)	FY 2006 Budgeted Average Assistant Principal Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	-	-		-	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	-	-		-	
416	New Dominion/Prince William Co	63,892.49	-		-	
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	On The Right Track Reg Aternative Education	-	-		-	
421	Northern Neck Regional Alternative Education	-	9,000.00		9,000.00	0.00%
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	-	-		-	
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	56,393.04	58,380.96	3.53%	61,300.00	5.00%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
430	R.E.Cook Regional Alternative	-	-		-	
	Average for Alternative Education Programs⁶:	58,682.00	44,479.99	(24.20%)	46,333.67	4.17%
	Statewide Average⁶:	63,835.00	65,793.99	3.07%	68,773.10	4.53%

¹ Data for Bedford City Public Schools is reported with Bedford County.

² Data for Fairfax City Public Schools is reported with Fairfax County.

³ Data for Emporia City Public Schools is reported with Greensville County.

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

⁵ ASR Data for Clarke County Public Schools and Russell County Public Schools has not been certified by the school division.

⁶ Average calculated on the basis of statewide totals.

**Virginia Department of Education
2005-2006 Salary Survey**

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2006

(As reported by school divisions on the 2004-2005 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
School Divisions		
Counties		
001	Accomack County Public Schools	Teacher salary scale was redone to equate 1 salary step for each year of experience. Average raise, 5%. Separate salary scales were incorporated for professional positions. Increase in employer contribution of health insurance of \$150 annually.
002	Albemarle County Public Schools	Approximately 9% increase (including step) in salary
003	Alleghany County Public Schools	3.5% plus step salary increase for all personnel
004	Amelia County Public Schools	3% cost of living increase, plus a step for experience on the salary scale
005	Amherst County Public Schools	The average increase for teachers for the 2005-2006 school year will be 4.33%. We also increase the supplement for the Masters Degree by 4.33%.
006	Appomattox County Public Schools	Teachers received a step increase and the scale was increased to provide an average combined increase of 2.08%.
007	Arlington County Public Schools	Salaries for teachers were increased 8.1% in the FY 2006 Budget.
008	Augusta County Public Schools	Teachers will receive a salary step increase in pay, which will average 4% in FY 2006.
009	Bath County Public Schools	A salary committee proposal to school board was equal to 5%. Teacher salary scales were in place for the entire period. An increase of 3.0% of the median teacher salary was given to all teachers.
010	Bedford County Public Schools ¹	Teachers received a 3% increase in pay.
011	Bland County Public Schools	Each step on the teacher salary scale was increased by 3%. Each teacher was then given a step increase, also.
012	Botetourt County Public Schools	The base on the indexed teacher salary scale was increased by 2.5%. The average increase for all teachers, including the step increase, was approximately 4%.
013	Brunswick County Public Schools	2.1% plus step increase
014	Buchanan County Public Schools	1. Salary scales adjusted for greater career salary increase. 2. Salary scale steps reduced to reach maximum experience.
015	Buckingham County Public Schools	The Buckingham County School Board attempted to increase teachers salaries by 4.5%, but due to lack of funding were only able to increase salaries by 2.1%. We were able to reduce health insurance significantly by switching to another carrier with a broader HMO network.
016	Campbell County Public Schools	3% raise across the board, raise plus additional increases at selected steps
017	Caroline County Public Schools	Beginning step of teacher salary scale was increased from \$33,500 to \$34,500 and the average increase for teaching positions was 6.04% effective 08/29/2005
018	Carroll County Public Schools	All staff received a 3% pay increase
019	Charles City County Public Schools	We increased our first year teacher starting salary and realigned our steps on our teacher scale.
020	Charlotte County Public Schools	Provided an average 3% increase in pay to classroom teachers.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
021	Chesterfield County Public Schools	A 3% salary increase effective 7/1/05 is included in the FY06 Approved Annual Financial Plan. In addition, adjustments were made to the teachers' salary scale designed to ensure that our compensation strategy in this area is optimal in helping to meet our goal of attracting and retaining quality teachers. Funding is also included to provide for changes in advanced degree supplements.
022	Clarke County Public Schools ⁵	The budget includes a 4 percent salary increase for salaried employees. In addition, modifications were made to the beginning steps of the teacher's scale and adjustments were made to non-certificated personnel salaries.
023	Craig County Public Schools	Instructional Personnel was give a 3% raise.
024	Culpeper County Public Schools	Five and half percent was added to teacher scale.
025	Cumberland County Public Schools	The teachers were given a 3% increase.
026	Dickenson County Public Schools	3% plus a step increase for all teachers for FY 2006
027	Dinwiddie County Public Schools	Teachers were given a 3.5% increase and the Division picked up the entire increase in Health Insurance.
028	Essex County Public Schools	SALARY STEP INCREASE PLUS PERCENTAGE INCREASE
029	Fairfax County Public Schools ²	<ol style="list-style-type: none"> 1. Provide a 3% cost-of-living increase for all teachers. 2. Provide a step increase averaging 2.6% for all teachers. 3. Increased starting teacher salary with a bachelor's degree to \$40,000 and made
030	Fauquier County Public Schools	Teacher salaries were increased \$3,000 (5.7%) at every level. Administrative & Classified salaries were increased by 5%.
031	Floyd County Public Schools	Salary increase of 2.1% on Teacher Pay Scale
032	Fluvanna County Public Schools	For FY2005, salaries are budgeted to increase 6%.
033	Franklin County Public Schools	<i>Data not submitted by school division.</i>
034	Frederick County Public Schools	The starting salary of teachers increased from \$32,000 to \$34,000 and the step increment was decreased from \$1,030 to \$1,000. No step was given and a 0,1 cluster at Level 1.
035	Giles County Public Schools	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 \$30,800. The overall salary average increase was 2.19%.
036	Gloucester County Public Schools	Average 6.4% increase
037	Goochland County Public Schools	4% Increase
038	Grayson County Public Schools	Increased teacher salaries by 1.75%
039	Greene County Public Schools	A 5% increase was given for FY 2006.
040	Greensville County Public Schools ³	All full time staff's salary scales increased by 3.5%
041	Halifax County Public Schools	employees given a 4% raise.
042	Hanover County Public Schools	Average 3% increase in annual salary

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
043	Henrico County Public Schools	1.628% Wage Adjustment on all employees + 2.372% step increase for eligible employees.
044	Henry County Public Schools	AVERAGE 5% SALARY INCREASE FY 06
045	Highland County Public Schools	Each teacher received \$1600 plus a step increase.
046	Isle Of Wight County Public Schools	A salary increase averaging 5.5% was provided to all classroom teachers in FY 2006. Raises for individual teachers ranged from 4.5% to over 17%.
048	King George County Public Schools	Provided average salary increase for returning teachers of 6%
049	King And Queen County Public Schools	We are budgeting a 4% increase.
050	King William County Public Schools	All teacher salary scales were increased 3% in addition to providing a step increase.
051	Lancaster County Public Schools	THE TEACHERS RECEIVED A STEP WITH 3% AND \$105 INCREASE IN THE EMPLOYER SHARE OF HEALTH INSURANCE
052	Lee County Public Schools	A salary step increase will be given beginning 10/01/2005. The average increase was 3.10%.
053	Loudoun County Public Schools	Teacher will receive an appropriate cost of living raise and a salary step increase if warranted
054	Louisa County Public Schools	Step of 3.25% plus a pay scale adjustment of 2.0% given with new contract pay beginning in September of 2005
055	Lunenburg County Public Schools	Increased each step of salary scale by 3%. Teachers not at the top of the scale should have an increase of 4% or more.
056	Madison County Public Schools	An 5% annual increase was given to improve teacher salaries.
057	Mathews County Public Schools	3% increase plus step for 2005-2006
058	Mecklenburg County Public Schools	3% across the board increase
059	Middlesex County Public Schools	Teachers received a 4 % pay raise.
060	Montgomery County Public Schools	Budget for FY 2006 includes cost of step plus cost of living increase for average increase of 4.0 percent.
062	Nelson County Public Schools	A cost of living increase and step increase was given to all employee groups. The scales were adjusted to varying degrees based on targeted areas to best meet the needs of the division. No teacher received less than a \$1,500 increase in salary though the percentage increase did vary depending upon seniority level.
063	New Kent County Public Schools	Provided 2.33% COLA plus a step increase for a total increase of 4%
065	Northampton County Public Schools	The Northampton County Public School System had a team from VASS conduct a compensation study of all positions in our division. The average effective annual percentage salary increase for classroom teachers in FY2006 was from 3% to 12%. A new salary scale was established for BS degree and MS degree.
066	Northumberland County Public Schools	2.16 percent plus step increase in salaries
067	Nottoway County Public Schools	Teachers were given an average of 4% raise plus Step.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
068	Orange County Public Schools	6% increase included COLA and step increase to all teaching positions; all other administrative positions also received a 6% increase
069	Page County Public Schools	Average of 5% increase in salaries.
070	Patrick County Public Schools	3% plus step with additional 2% at maximum experience
071	Pittsylvania County Public Schools	An average 3% cost of living raise was provided for all employees.
072	Powhatan County Public Schools	The Salary schedule for teaching personnel was revised completely, eliminating steps and step groups and applying pay based upon experience. The average increase for the teaching staff was approximately 8%.
073	Prince Edward County Public Schools	Average scale increase of 3.2% was provided.
074	Prince George County Public Schools	A comprehensive salary study was completed for 2005-2006. Teachers remained on a separate pay scale and the consultant worked to provide a more constant and gradually increasing percentage increase throughout the teacher's scale (reduced the uneven scale progression). The study revealed that teachers' salaries were more competitive than support salaries. Due to financial constraints, Prince George reduced the recommended scale by 1% and the average teacher raise (scale + step) was 3.9%.
075	Prince William County Public Schools	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
077	Pulaski County Public Schools	Step plus increase to average 5% across the board
078	Rappahannock County Public Schools	Classroom teacher salaries were increased 3.5% to the base salary plus a step (1.5%) Total 5% increase
079	Richmond County Public Schools	Teachers received a 4% + step salary increase for the 2005-2006 school term.
080	Roanoke County Public Schools	Salary increase of 4% budgeted by School Board for FY05-06.
081	Rockbridge County Public Schools	Average 6% increase for teachers, guidance counselors, librarians, and principals.
082	Rockingham County Public Schools	gave an average of 5 % raise effective July 1.
083	Russell County Public Schools ⁵	Teachers were given a \$700.00 and a step increase for the 2005-06 year.
084	Scott County Public Schools	5% SALARY INCREASE AND A STEP INCREASE FOR THOSE EMPLOYEES NOT YET AT THE TOP OF THE SALARY SCALE.
085	Shenandoah County Public Schools	No action taken to improve teacher's salaries
086	Smyth County Public Schools	Provided cost of living increase, salary step increase - 1.5 percent increase
087	Southampton County Public Schools	Provided a minimum 5% increase for all teachers.
088	Spotsylvania County Public Schools	FY05 was the second year of a three-year phase in period for adjustments to the teacher salary scale. The approximate average increase for all teacher including the step increment was 7%.
089	Stafford County Public Schools	Average teacher salary increase for FY2006 is 5.5%.
090	Surry County Public Schools	The School Board approved an average 7.44% salary increase for all teachers. This includes cost of living increase and a step increase.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
091	Sussex County Public Schools	All employees will receive a 3% plus step increase for the 2005-2006 school year.
092	Tazewell County Public Schools	3% plus step increase
093	Warren County Public Schools	Teachers received a "step" plus 4% increase in FY 2006.
094	Washington County Public Schools	Salary step increase and an increase of step amount for an average increase of 8.06%.
095	Westmoreland County Public Schools	Teachers will receive a 2.5% increase beginning with their September 30, 2005 paychecks. We did have to eliminate teaching positions due to declining enrollment.
096	Wise County Public Schools	ALL TEACHERS RECEIVED STEP INCREASE PLUS VARIABLE INCREASE BASED UPON EXPERIENCE. AVERAGE INCREASE FOR ALL TEACHERS WAS 4%
097	Wythe County Public Schools	5% increase all steps of salary scale
098	York County Public Schools	Provided a step increase on the scale to improve teacher salaries in FY06 (average increase 1.5%). Provided a market adjustment of 5%. Also, budgeted for a one-time payment of \$250, equivalent to a .5% increase. Combined, the above items average a budgeted annual increase of 7%.
Cities		
101	Alexandria City Public Schools	Step increase for eligible employees plus a 2% COLA adjustment for all employees. The average effective annual percentage salary increase is 5.32%.
102	Bristol City Public Schools	provided a 3% plus step salary increase
103	Buena Vista City Public Schools	Salary Step Increase - approximately 5% depending on the salary step
104	Charlottesville City Public Schools	Step plus 4% for an average increase of 5.64%
106	Colonial Heights City Public Schools	An experience step was given to those not at the top of the teacher's scale. Also 2.7% COLA.
107	Covington City Public Schools	Increase of 3% applied to all salary scales.
108	Danville City Public Schools	2.1% increase to teacher's salaries
109	Falls Church City Public Schools	Provided an average teacher salary improvement of 6.4%, which includes a step increase and a 3.1% cost-of-living increase.
110	Fredericksburg City Public Schools	The average increase on the 2005-06 Teacher Salary Scale was 4.76%. In addition, the VSBA did a Salary and Compensation Analysis in 2005 that we plan to use to implement a new Teacher's Salary Scale for 2006-07. If the cost to implement the new scale is immediately/initially prohibitive, we may phase it in over two years.
111	Galax City Public Schools	Provided an average 4% increase effective 07-01-05.
112	Hampton City Public Schools	Class room teachers, guidance counselors and librarians will receive an average 7% salary increase effective July 1, 2005. All other staff will receive an average 4% salary increase effective July 1, 2005.
113	Harrisonburg City Public Schools	Teachers' salaries were increased by providing a cost of living and step increases that averaged 5% on the teachers' salary scale for 2005 - 06.
114	Hopewell City Public Schools	Teacher salaries were increased by an average of 3.94%. This included the step increases and adjustments to the teacher scales.
115	Lynchburg City Public Schools	All salaries were increased by 5% in 2005-06

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
116	Martinsville City Public Schools	5% salary increase for teachers for 2005-2006
117	Newport News City Public Schools	A 5% average salary increase was provided.
118	Norfolk City Public Schools	Provided cost of living increase. A 4 1/2% average raise was provided to classroom teachers for 2005.
119	Norton City Public Schools	TEACHERS WERE GIVEN A 3% SALARY INCREASE.
120	Petersburg City Public Schools	Salary scale adjustment of 5 % including step for all employees.
121	Portsmouth City Public Schools	Average 9% pay scale increase (to include cost of living increase, variable % based on years of service, and neighboring districts competitive salary increase)
122	Radford City Public Schools	Salary increase of 3.5%
123	Richmond City Public Schools	3% salary increase for teachers, and a 3% salary adjustment based on midpoint for admin & support
124	Roanoke City Public Schools	The teacher pay scale for FY2005-06 was increased by 1.77% effective July 1, 2005. Along with tier raises for teachers eligible for such increase based on satisfactory evaluation, the average annual salary increase for teachers for FY2005-06 is 3.0%, effective July 1, 2005.
126	Staunton City Public Schools	Provided an overall 5% increase to teacher salaries, including 1 step and cost of living adjustment.
127	Suffolk City Public Schools	Provided a one-step increase averaging 1.75%, and provided a 6.00% scale improvement, resulting in an average salary increase totaling 7.75%.
128	Virginia Beach City Public Schools	All employees received a 4.5% increase effective July 1, 2005
130	Waynesboro City Public Schools	Provided an average teacher increase of 5.03%.
131	Williamsburg Public Schools ⁴	Provided a salary step increase to improve teacher salaries in FY 2006. The School Board also increased the starting teaching salary for each lane by \$1,750 and the impact flowed through the salary schedule resulting in an average salary increase of 5.0%.
132	Winchester City Public Schools	Classroom teachers received an average 3.5% increase in FY 2006.
135	Franklin City Public Schools	All teachers received a 4% increase on base salary.
136	Chesapeake City Public Schools	No action taken to improve teacher's salaries
137	Lexington City Public Schools	Teachers received a 2% cost of living, a 1% salary increase and a 1.5% salary step increase.
139	Salem City Public Schools	Provided a 5% average raise for all employees in FY 2006
142	Poquoson City Public Schools	Teachers were given a 6.5% increase over the prior year. All other staff received a 4% increase.
143	Manassas City Public Schools	Providing a 3% COLA plus step for an average increase of 6.05%.
144	Manassas Park City Public Schools	Starting teacher salary increased from \$35,500 to \$39,000 (11% increase). Minor adjustments made to teacher salary scale (adjusting % between steps). Salary step increase. Increase in pay supplements for post graduate work (i.e. Masters was \$5,300 increased to \$6,00) . Average increase for teachers with no change in education level was 8.5%..

Towns

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
202	Colonial Beach Public Schools	Teachers received a 6% increase plus a step increase for 2006.
207	West Point Public Schools	West Point School Board will provide a 3% salary increase plus step increase
Governor's Schools		
260	Central Virginia Governor's School	Salary Step Increase - Last year a 5% increase was given. Will have to wait on school board for 05-06.
261	Southwest Virginia Governor's School	Step and cost-of-living increase equal to 5%
262	Governor's School For The Arts	Cost of living and institution of a salary schedule
263	Roanoke Valley Governor's School	The teacher pay scale for FY2005-06 was increased by 1.77% effective July 1, 2005. Along with tier raises for teachers eligible for such increase based on satisfactory evaluation, the average annual salary increase for teachers for FY2005-06 is 3.0%, effective July 1, 2005.
264	New Horizons Governor's School	5% salary increase, salary step increase and a reduction in the actual number of work days by 8.
265	Shenandoah Valley Governor's School	Both cost of living and step increases were provided by Augusta County. The average increase was 4%.
266	Governor's School Global Economics/Tech	All instructional personnel received an increase in salary of approximately 3%.
267	Appomattox Regional Governor's School	Average 3% salary increase across the board for classroom teachers.
268	A. Linwood Holton Governor's School	Salary step increase and an increase of step amount for an average increase of 8.06%.
269	Chesapeake Bay Governor's School	SALARY STEP PLUS INCREASE
270	Commonwealth Governor's School	Please see information provided by Spotsylvania County and Stafford County. Each division pays teachers employed by the Commonwealth Governor's School sites in their respective locality according to local teacher salary scales.
271	Maggie L. Walker Governor's School	5% salary increase which includes step
272	Thomas Jefferson High School	1. Provide a 3% cost-of-living increase for all teachers. 2. Provide a step increase averaging 2.6% for all teachers. 3. Increased starting teacher salary with a bachelor's degree to \$40,000.00 and made other
273	Blue Ridge Governor's School	No action taken to improve teacher's salaries
274	Jackson River Governor's School	No action taken to improve teacher's salaries
276	Piedmont Governor's School	AVERAGE 5% ANNUAL SALARY INCREASE FY 2006
Special Education Regional Programs		
280	Cooperative Centers For Exceptional Children	Average salary increase was 3%
281	Middle Peninsula Special Education Program	average of 6.5% increase
282	Laurel Regional Special Education Center	Will ask board for 5%.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
283	Northern Neck Special Education Program	9% Salary Increase
284	Northwestern Regional Education Program	The starting salary of teachers increased from \$32,000 to \$34,000 and the step increment was decreased from \$1,030 to \$1,000. No step was given and a 0 ,1 cluster at Level 1.
285	Peninsula Area Cooperative Education Services	Cost of living and step increase to total a 5%.
286	Piedmont Regional Education Program	cost of living and step = 5.5%
287	Shenandoah Valley Regional Program	No action taken to improve teacher's salaries
288	Southeastern Cooperative Educational Program	Salary Increase
290	N. Virginia Regional Special Education Program	The School Board has 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.
292	Henry Co/Martinsville Regional Program	AVERAGE OF 5% INCREASE FOR ALL EMPLOYEES FY 06
299	Roanoke Valley Regional Board	Roanoke County is no longer the fiscal agent. The new fiscal agent is Botetourt County and they will not have FTE's since they will not pay the teachers-only will reimburse the localities for the teachers. In order to make the form submit, we stated 2006 amounts equal to 2005 amounts even though they should be 0.00
Vocational Education Regional Programs		
301	Charlottesville-Albemarle Vocational-Technical	There's an ongoing effort to improve teacher's salaries in Albemarle County in order to be competitive with other districts, cities and counties.
302	Jackson River Technical Center	TEACHERS WERE GIVEN A 2.3% INCREASE PLUS STEP.
304	Massanutten Technical Center	gave an average of 5% raise effective July 1, 2005
306	Valley Vocational-Technical Center	Teachers will receive 4% increase
307	New Horizons Regional Education Center	5% salary increase, including step increase, and selected instructors were allowed to work additional days.
308	P. D. Pruden Vocational-Technical Center	Increase in scale plus step increase; average total increase was 8.4%
309	Rowanty Vocational-Technical Center	3% increase in salaries, a supplement for technical teachers who have a recognized masters in their technical field other than a traditional masters degree (e.g. master certified through the National Automotive Technicians Education Foundation)
310	Northern Neck Vocational-Technical Center	The teacher salaries for FY 2006 included a 4 percent increase.
311	Amelia-Nottoway Vocational-Technical Center	Step Increase
Regional Alternative Education Programs		
401	Lynchburg City Secondary Alternative	Teacher salaries were increased by 5% for the 2005-06 school year.
402	Enterprise Academy/Newport News City	An average of 5% salary increase was provided.
403	Tidewater Regional Alternative Education	Salary increase

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
404	Regional Alternative Plus Self Project/Roanoke	The teacher pay scale for FY2005-06 was increased by 1.77% effective July 1, 2005. Along with tier raises for teachers eligible for such increase based on satisfactory evaluation, the average annual salary increase for teachers for FY2005-06 is 3.0%, effective July 1, 2005.
405	Transition Support Resource Center/Fairfax	1. Provide a 3% cost-of-living increase for all teachers. 2. Provide a step increase averaging 2.6% for all teachers. 3. Increased starting teacher salary with a bachelor's degree to \$40,000 and made other adjustments
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	Budget for FY 2006 includes average increase of 4.0 percent.
408	Petersburg Regional Alternative	Cost of living increase and step adjustment to maintain teacher salaries as competitive with surrounding localities. Average increase approximately 3.25%
409	Regional Alternative/Pittsylvania Co	Salary step increase
410	Project Return/Powhatan Co	The salary schedule for teaching personnel was revised completely, eliminating steps and step grouping and applying pay based upon experience. The average increase for the teaching staff was approximately 8%.
411	Crossroads Alternative/Bristol City	SALARY INCREASE PROVIDED BASED ON APPLICABLE DIVISION INCREASE
412	Metro Richmond Alternative Ed	Merit increase @ an average of 3.5%
413	Regional Alternative Ed/Stafford Co	The average teacher salary increase for FY 2006 is 5.9%.
414	Southside L.I.N.K. Project/Brunswick Co	Provided increase of 2.1% plus step
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	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.
417	Project Bridge/Russell Co	Teachers were given a \$700 and a step increase.
418	Regional Alternative/Wythe Co	Minimum of 5% increases in all steps on salary scale.
420	On The Right Track Reg Aternative Education	Step Increase
421	Northern Neck Regional Alternative Education	Teachers will be given a 4 percent salary increase beginning with their September paychecks.
422	Shenandoah Valley Reg Alternative Ed/Genesis	Teacher salaries increased by 5%, including a step and cost of living adjustment.
423	Breaking Barriers Alternative Ed/Henry Co	ANNUAL SALARY INCREASE OF 5% FOR ALL EMPLOYEES FY 2006
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	All staff was given a three percent pay increase for FY 06
426	Regional Learning Academy/Wise Co	ALL TEACHERS RECEIVED STEP INCREASE PLUS VARIABLE INCREASE BASED UPON EXPERIENCE. AVERAGE INCREASE FOR ALL TEACHERS WAS 4%.
427	Regional Community Alternative Ed Continuum	Each teacher was given \$3,000.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
428	Project Renew/Northampton Co	Provision for 5% increase for pay and benefits, 3 % cost of living, 2% allowance for contract negotiation.
429	Renaissance/Scott Co	5% Salary increase and a step increase for all employees not yet at the top of the salary scale
430	R.E.Cook Regional Alternative	Roanoke County Public Schools budgeted a 3.5% salary increase for teachers in FY05-06.

¹ Data for Bedford City Public Schools is reported with Bedford County.

² Data for Fairfax City Public Schools is reported with Fairfax County.

³ Data for Emporia City Public Schools is reported with Greensville County.

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

⁵ ASR Data for Clarke County Public Schools and Russell County Public Schools has not been certified by the school division.