

Preface

Section 22.1-289.1 of the Code of Virginia requires the Director of the Department of Human Resource Management to conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training. This report is submitted in fulfillment of this requirement for 2005.

The Office of Agency Human Resource Services of the Department of Human Resource Management conducted the review of salary data. The office of the Secretary of Education assisted in the preparation of the report, as did the Virginia Department of Education and the Virginia Education Association.

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Teacher Salary Study: Executive Summary

Beginning Teacher Salaries

In the 2004-2005 school year, the average entry-level salary for Virginia public school teachers was \$31,924. Comparable entry-level salaries in the private sector were 3.71% higher during that same time. However, when adjusted to reflect the actual number of days worked annually (200 for teachers and 234 for private sector employees), the entry-level salary for Virginia public school teachers is 12.8% above that of private industry.

Entry-level salaries for teachers are 24.9% higher than salaries for comparable state positions. When adjusted to reflect the actual number of days worked annually (200 for teachers, 234 for state employees), the entry-level salary for Virginia public school teachers is 48.5% above that of comparable state employees.

Virginia ranks seventeenth out of the fifty states and the District of Columbia in average salaries for beginning teachers. The Virginia average is 102.3% of the national average.

Average Teacher Salaries

Virginia's average salary for public school teachers was \$43,936 in 2003/2004, and this ranked Virginia as 20th among 50 states and the District of Columbia for that year. The average public school teacher salary in Virginia ranks second among 12 states in the southeastern United States. The Virginia average is 7.5% higher than the southeastern states' average and 94.3% of the national average.

Final decisions on increases to teacher salaries are made by localities. Average salaries for the 2004-2005 school year ranged from a high of \$61,407 in Arlington County to a low of \$30,516 in Amelia County.

Actions Taken to Improve Teacher Salaries

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. In 2004-2005, all jurisdictions reported increases for their teachers' salaries. The highest overall percentage increase reported was 9.0% in Portsmouth City.

In the 2005 Appropriation Act, Chapter 951 of the 2005 Virginia Acts of Assembly (Reconvened Session), the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 3.0% pay raise. It should be noted that each school division could choose to implement all or part of the 3.0% salary increase.

Also, the Department of Education produced a report that that Virginia's average teacher salary lagged the national average by 6.2% in FY04, a smaller difference than each of the proceeding twelve years. With the Governor and General Assembly approving the 3.0% teacher salary increases, localities have budgeted a combined average teacher salary increase of 4.8% percent.

Introduction

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

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

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

Beginning Teacher Salaries: 2004-2005

- **Entry-level salary (average) for Virginia public school teachers (2004-2005)**
(*Source: Virginia Education Association*)

Criteria: BA degree and no experience
Salary: \$31,924

- **Comparison of average entry-level salaries for Virginia public school teachers to those of private jobs (2004-2005)***
(*Source: Appendix B: Entry-Level Salary Matrix for Comparable Private Industry Positions*)

The entry-level salary of private and state jobs requiring similar education and training was 3.72% above the Virginia entry-level teacher salary in 2004-05.

Entry-level salaries for beginning teachers in Virginia:	\$31,924
Entry-level salaries for comparable private and state jobs:	\$33,110

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

If the salary data are adjusted to reflect the difference in days worked, the entry-level salary for Virginia's public school teachers (\$31,924) is 12.8% above the adjusted average entry-level salary in the private sector (\$28,309).

Entry-level salaries for beginning teachers in Virginia:	\$31,924
Entry-level salaries for comparable private and state jobs:	\$28,309
(Adjusted for the number of days worked)	

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

- **Comparison of average entry-level salaries for Virginia public school teachers to those of comparable Virginia state positions (2004-2005)***

(Source: Appendix D: Entry-Level Salary Matrix for Comparable State Positions)

Beginning salaries for teachers in Virginia are 24.9% higher than those of state employees requiring comparable education and training. Please note that the state changed to Broad-Band salary ranges in 2000, resulting in the lower entry salaries.

Entry-level salaries for beginning teachers in Virginia (03-04): \$32,437
Entry-level salaries for comparable Virginia state jobs (11/25/04): \$25,543

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

If the salary data are adjusted to reflect the difference in days worked, the entry-level salary for Virginia's public school teachers (\$32,437) is 48.5% above the adjusted average entry-level salary of comparable Virginia state positions (\$21,839).

Entry-level salaries for beginning teachers in Virginia: \$32,437
Entry-level salaries for comparable Virginia state jobs: \$21,839
(Adjusted for the number of days worked)

- **National entry-level salary ranking for Virginia public school teachers (2003-2004)**

(Source: Appendix E: Survey and Analysis of Teacher Salary Trends: 2000, American Federation of Teachers.)

Virginia ranks 17th out of the 50 states and the District of Columbia in average salaries for beginning teachers. The Virginia average is 102.31% of the national average.

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

Average Teacher Salaries: 1988-2005

- **Average Annual Salary for Virginia Public School Teachers Over Time**

(Source: Appendix F: Average Annual Salary for Virginia Public School Teachers 1988-2005.)

The average annual salary for Virginia public school teachers has risen from \$28,967 in 1988/89 to \$45,377 in 2004/2005. The average (estimated) salary for 2005/2006 is \$47,310 (Actual amounts will not be determined until the 2006-2007 survey.)

- **Average Teacher Salary Compared with Other States**

(Source: Appendix J: American Federation of Teachers, Survey and Analysis of Teacher Salary Trends, 2004.)

The average public school teacher's salary in Virginia ranks 2nd among the twelve states in the southeastern United States. The Virginia average is 7.5% higher than the average for these states.

The Virginia average teacher salary is 94.3% of the average for all states, ranking 20th among the 50 states.

- **Average Teacher Salaries in Virginia: Increases and Decreases**

(Source: Appendix H: 2000-2001 Department of Education Teacher Salary Survey Results.)

The 2004-2005 average annual salary (actual) for public school teachers in Virginia was \$45,377. The 2005-2006 average annual salary (budgeted) was \$47,310, an increase of 4.26%. Final decisions on increases to teacher salaries are made by localities.

Average salaries (2004-2005) range from a high of \$61,407 in Arlington County to a low of \$30,516 in Amelia County.

Actions Taken to Improve Classroom Teacher Salaries in Virginia 2004-2005

- **2004-2005: Actions taken by localities to improve classroom teacher salaries in Virginia**
(Source: Appendix I: Improvement of Classroom Teacher Salaries, Department of Education: 2004-2005)

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. For 2004-2005, most localities reported increases; up to a 9.0% overall average increase in Portsmouth City.

- **2000: Actions taken by the state to improve classroom teacher salaries in Virginia**
(Source: 2005 Appropriation Act)

In the 2005 Appropriation Act, Chapter 951 of the 2005 Virginia Acts of Assembly (Reconvened Session), the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 3.0% pay raise. It should be noted that each school division could choose to implement all or part of the 3.0% salary increase.

Also, the Department of Education produced a report that that Virginia's average teacher salary lagged the national average by 6.2% in FY04, a smaller difference than each of the proceeding twelve years. With the Governor and General Assembly approving the 3.0% teacher salary increases, localities have budgeted a combined average teacher salary increase of 4.8%.

Appendix A

Methodology for Determining Comparable Private Industry and State Salaries

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

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

BUSINESS
SOCIAL SCIENCES
LIFE SCIENCES
HUMANITIES
PHYSICAL SCIENCES

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

Appendix B

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

	STATE		COMP.		COLLEGE VIRGINIA		<u>AVERAGE</u>	<u>GROUP AVERAGE</u> <u>E</u>
	<u>WYATT</u>	<u>EMPLOYEE</u>	<u>NACE</u>	<u>RESOURCE</u>	<u>STATES</u>	<u>W&M</u>		
BUSINESS								
Accounting	32,400	28,143	42,940	42,360	32,044	40,407	41,500	37,113
Bus Admins	33,900	28,143	36,357	41,143	29,556	49,069	35,000	36,167
Economics		28,143	39,480	44,666	38,652	40,234	35,600	37,796
Marketing	33,400	28,143	36,509	41,508		31,544	34,000	34,184
Agri Busin		28,143	34,472					31,308
								35,314
SOCIAL SCIENCES								
History		28,143	31,789			28,876	29,500	29,577
Sociology	32,500	21,543	31,368		32,061	27,320	22,324	27,853
Psychology	33,900	28,143	30,073	39,721	40,705	26,888	26,250	32,240
								29,890
LIFE SCIENCES								
Health/PE		21,543	31,375				33,900	28,939
Biology	34,000	28,143	31,713	48,583	34,397	23,544	31,000	33,054
Nursing	40,700	28,143	41,060		36,186			36,522
Environ Sci	32,600	28,143	29,920	42,799	38,170		33,000	34,105
								33,155
HUMANITIES								
Art	30,800	21,543					26,000	26,114
Fine Arts		21,543	30,938					26,241
English	32,300	21,543	31,451			28,698	29,000	28,598
For Language			33,038			34,021		33,530
Communications	32,000	28,143	31,879	41,793	25,614		28,000	31,238
Education		28,143	30,904			29,378	35,200	30,906
								29,438
PHYSICAL SCIENCE								
Math	37,100		43,304	50,883		35,688	34,500	40,295
Statistics	30,800	28,143	43,304					34,082
Chemistry	34,900	28,143	38,635	47,305	33,185	31,026		35,532
Physics	40,800		44,700	54,787		39,669		44,989
Geology	32,000	28,143	39,828		36,101	25,850		32,384
								37,457

WYATT	= Watson Wyatt Data Services (ECS)	
NACE	= National Association of Colleges and Employers	AVERAGE: 33,110
COMP. RESOURCES	= Compensation Resources Inc.	
	American Federation of Teachers	
STATES	= Survey	
	Career	
W&M	= Services/Placement	
	Career	
VIRGINIA TECH	= Services/Placement	

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

ARTICLE 2
CONTRACTS, GENERALLY

§ 1.2 Contractual Period Defined.

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

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

§ 1.3 Contract to be in Writing.

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

ARTICLE 3
ANNUAL CONTRACTS, PROBATIONARY PERIOD

§ 1.4 Length of the Probationary Term.

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

§ 1.5 Calculating Term for First Year of Teaching.

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

Appendix D

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 04/05 MINIMUM SALARY</u>	<u>FY 04/05 MIDPOINT SALARY</u>	<u>FY 04/05 MAXIMUM SALARY</u>
BUSINESS					
Accounting	Accountant	19031	28,143	42,951	57,759
Bus. Admin	Agency Management Analyst	19131	28,143	42,951	57,759
	Grants Specialist	19031	28,143	42,951	57,759
	Business Manager A	19051	28,143	42,951	57,759
Economics	Labor Market Analyst	19013	21,543	32,878	44,213
	Planner	19131	28,143	42,951	57,759
	Budget Analyst	19031	28,143	42,951	57,759
Marketing	Agri Marketing Agent	29093	28,143	42,951	57,759
Agri-Bus	Agricultural Inspector	59014	28,143	42,951	57,759
SOCIAL SCIENCES					
History	Historian A	29031	21,543	32,878	44,213
	Archaeologist	59131	28,143	42,951	57,759
Geography	No Match				
Sociology	Probation Officer	69091	28,143	42,951	57,759
	Social Worker	49011	21,543	32,878	44,213
Psychology	Psychologist Assistant	49053	21,543	32,878	44,213
LIFE SCIENCES					
Health/PE	Environmental Health Specialist	59031	28,143	42,951	57,759
	Health Educator	29013	21,543	32,878	44,213
Biology	Microbiologist	59131	28,143	42,951	57,759
	Wildlife Biologist	59113	28,143	42,951	57,759
Nursing	Registered Nurse	49112	28,143	42,951	57,759
Environ Science	Environ Prog Specialist	59031	28,143	42,951	57,759
	Environmental Inspector	59031	28,143	42,951	57,759

Appendix D (Continued)

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 04/05</u>	<u>FY 04/05</u>	<u>FY 04/05</u>
			<u>MINIMUM SALARY</u>	<u>MIDPOINT SALARY</u>	<u>MAXIMUM SALARY</u>
			<u>FY 04/05</u>	<u>FY 04/05</u>	<u>FY 04/05</u>
HUMANITIES					
Art	Graphic Artist	29072	21,543	32,878	44,213
Fine Arts	FAM Educ Asst	36132	21,543	32,878	44,213
	FAM Asst Registrar	29013	21,543	32,878	44,213
English	Pub Relations Asst Specialist	29092	21,543	32,878	44,213
	Library Assistant	29051	21,543	32,878	44,213
Foreign Lang	Research Specialist	59073	21,543	32,878	44,213
	Archivist A	29051	21,543	32,878	44,213
Communications	Pub Relations Asst Specialist	29092	21,543	32,878	44,213
Education	Academic Teacher	29112	28,143	42,951	57,759
PHYSICAL SCIENCE					
Math	No Match				
Statistics	Statistical Analyst	19131	28,143	42,951	57,759
Chemistry	Analytical Chemist	59131	28,143	42,951	57,759
Physics	No Match				
Geology	Soil Scientist	59131	28,143	42,951	57,759
	AVERAGE:		25,543	38,983	52,423

Appendix E

Actual Average Beginning BA Teacher Salaries, 2002-03 And 2003-04

<u>Rank</u>	<u>State</u>	<u>Beginning Salary 2003-04</u>	<u>Average Salary 2003-04</u>	<u>Beginning Salary 2002-03</u>	<u>Beginning To Average Salary Ratio</u>	<u>Increase Beginning Salary</u>	<u>Increase Average Salary</u>
1	Alaska	40,027	51,136	37,401	78%	7.0%	2.9%
2	Hawaii	37,615	45,456	34,549	83%	8.9%	6.3%
3	New Jersey	37,061	53,663	35,673	69%	3.9%	2.8%
4	New York	36,400	55,181	35,259	66%	3.2%	4.0%
5	California	35,135	56,444	34,805	62%	0.9%	1.4%
6	Georgia	35,116	45,848	33,919	77%	3.5%	0.7%
7	Illinois	35,114	53,820	34,522	65%	1.7%	4.5%
8	Delaware	34,566	51,122	33,811	68%	2.2%	1.4%
9	Connecticut	34,462	56,516	33,270	61%	3.6%	4.7%
10	Michigan	34,377	54,474	33,596	63%	2.3%	2.4%
11	Pennsylvania	34,140	52,640	32,897	65%	3.8%	2.4%
12	Massachusetts	34,041	53,274	33,168	64%	2.6%	2.8%
13	Maryland	33,760	50,303	32,939	67%	2.5%	1.3%
14	Oregon	33,396	47,829	32,804	70%	1.8%	0.8%
15	Rhode Island	32,902	54,809	31,025	60%	6.0%	3.7%
16	Texas	32,741	40,476	31,874	81%	2.7%	1.3%
17	Virginia	32,437	43,936	31,414	74%	3.3%	3.0%
18	New Mexico	31,920	38,469	28,120	83%	13.5%	4.5%
19	Colorado	31,296	43,318	32,063	72%	-2.4%	1.5%
20	Alabama	30,973	38,282	30,927	81%	0.1%	2.8%
21	Minnesota	30,772	45,010	30,587	68%	0.6%	0.6%
22	Florida	30,696	40,598	30,491	76%	0.7%	0.8%
23	Tennessee	30,449	40,318	29,275	76%	4.0%	2.9%
24	Washington	30,159	45,437	29,118	66%	3.6%	1.1%
25	Indiana	29,784	45,791	29,213	65%	2.0%	1.8%
26	Louisiana	29,655	37,123	28,812	80%	2.9%	2.1%
27	Oklahoma	29,473	35,061	29,451	84%	0.1%	0.5%
28	Missouri	28,938	38,247	28,102	76%	3.0%	1.6%
29	Wyoming	28,900	39,537	27,596	73%	4.7%	1.8%
30	Ohio	28,692	47,791	27,688	60%	3.6%	5.0%
31	Kansas	28,530	38,622	26,855	74%	6.2%	1.6%
32	Nebraska	28,527	39,635	27,127	72%	5.2%	4.6%
33	Kentucky	28,416	39,831	27,331	71%	4.0%	3.5%
34	Arizona	28,236	42,324	28,916	67%	-2.4%	-0.5%
35	Mississippi	28,106	36,217	25,347	78%	10.9%	3.1%

Appendix E (Continued)

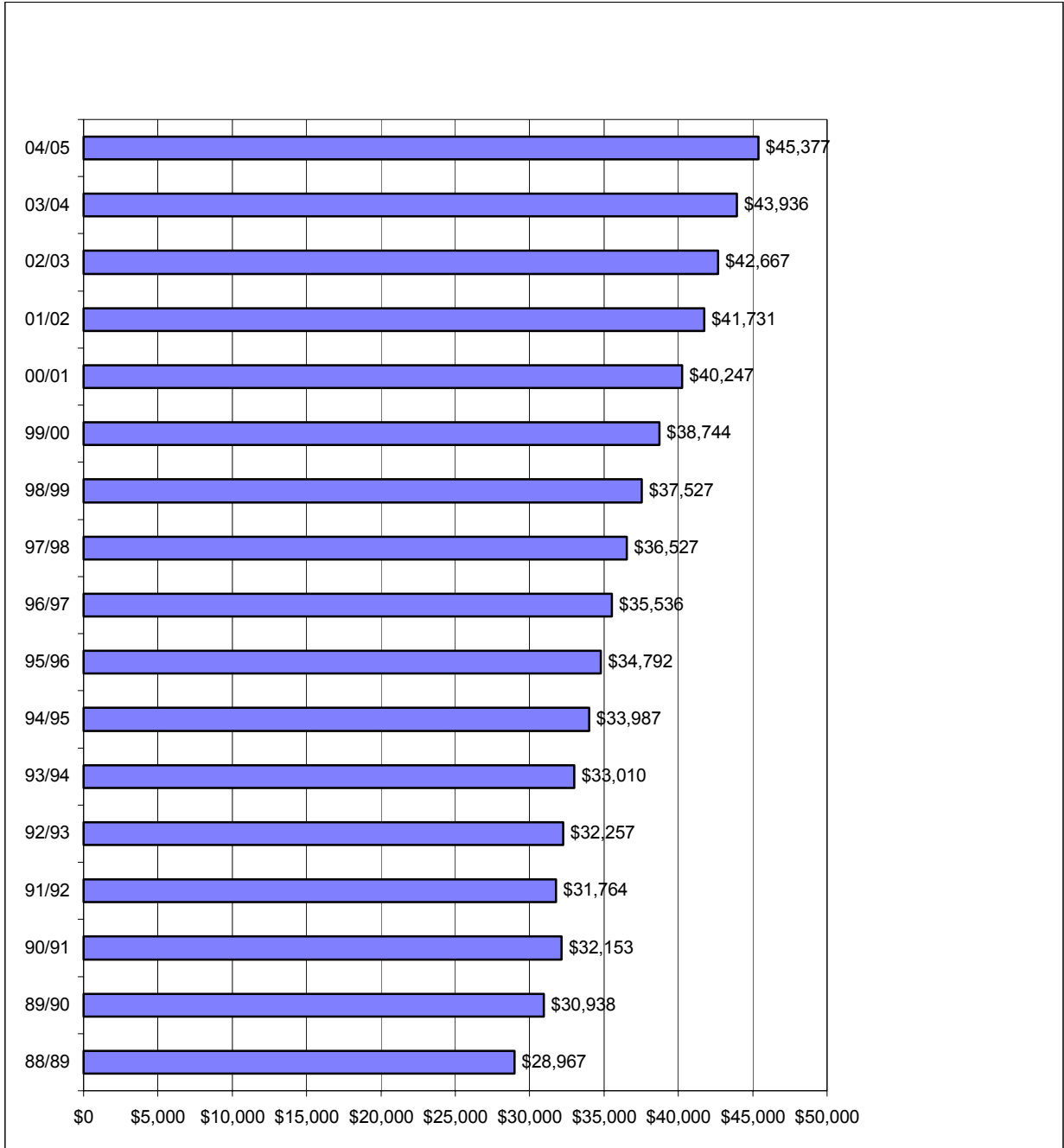
Actual Average Beginning BA Teacher Salaries, 2002-03 And 2003-04

<u>Rank</u>	<u>State</u>	<u>Beginning Salary 2003-04</u>	<u>Average Salary 2003-04</u>	<u>Beginning Salary 2002-03</u>	<u>Beginning To Average Salary Ratio</u>	<u>Increase Beginning Salary</u>	<u>Increase Average Salary</u>
36	Nevada	27,942	43,211	27,434	65%	1.9%	3.4%
37	South Carolina	27,883	41,162	27,668	68%	0.8%	2.0%
38	North Carolina	27,572	43,211	27,572	64%	0.0%	1.9%
39	NewHampshire	27,367	42,689	26,479	64%	3.4%	1.9%
40	Iowa	26,967	38,381	26,893	70%	0.3%	1.0%
41	WestVirginia	26,692	38,496	26,692	69%	0.0%	0.0%
42	Utah	26,130	38,976	26,534	67%	-1.5%	1.9%
43	Arkansas	26,129	39,226	25,459	67%	2.6%	4.5%
44	Idaho	25,908	40,111	26,091	65%	-0.7%	0.8%
45	Maine	25,901	39,864	24,631	65%	5.2%	3.5%
46	Vermont	25,819	43,009	25,240	60%	2.3%	3.7%
47	SouthDakota	25,504	33,236	24,311	77%	4.9%	2.5%
48	NorthDakota	24,108	35,411	23,591	68%	2.2%	4.6%
49	Montana	24,032	37,184	23,088	65%	4.1%	4.0%
50	Wisconsin	23,952	41,687	27,277	57%	-12.2%	0.2%
U.S. Average		31,704	31,351	46,597	68%	2.7%	2.2%
	American Samoa	9,272	17,000	8,215	n/a		
	Guam	28,410	34,326	28,789	n/a		
	District of Columbia	38,566	62,909	40,085	n/a		
	Puerto Rico	18,000	24,700	18,000	n/a		
	Virgin Islands	26,563	n/a	n/a	n/a		

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

Appendix F

Average Annual Salary for Virginia Public School Teachers 1988-2005



Appendix G

Survey and Analysis of Salary Trends 2003-2004
(American Federation of Teachers, September 2005)

<u>Ranking</u>	<u>teacher</u> <u>State</u>	<u>Average</u> <u>Salary</u>	<u>Ranking</u>	<u>teacher</u> <u>State</u>	<u>Average</u> <u>Salary</u>
1	Connecticut	\$56,516	27	Wisconsin	\$41,687
2	California	56,444	28	South Carolina	41,162
3	New York	55,181	29	Florida	40,598
4	Rhode Island	54,809	30	Texas	40,476
5	Michigan	54,474	31	Tennessee	40,318
6	Illinois	53,820	32	Idaho	40,111
7	New Jersey	53,663	33	Maine	39,864
8	Massachusetts	53,274	34	Kentucky	39,831
9	Pennsylvania	52,640	35	Nebraska	39,635
10	Alaska	51,136	36	Wyoming	39,535
11	Delaware	51,122	37	Arkansas	39,226
12	Maryland	50,303	38	Utah	38,976
13	Oregon	47,829	39	Kansas	38,662
14	Ohio	47,791	40	West Virginia	38,496
15	Georgia	45,848	41	New Mexico	38,469
16	Indiana	45,791	42	Iowa	38,381
17	Hawaii	45,456	43	Alabama	38,282
18	Washington	45,437	44	Missouri	38,247
19	Minnesota	45,010	45	Montana	37,184
20	Virginia	43,936	46	Louisiana	37,123
21	Colorado	43,318	47	Mississippi	36,217
22	Nevada	43,211	48	North Dakota	31,897
23	North Carolina	43,211	49	Oklahoma	35,061
24	Vermont	43,009	50	South Dakota	33,236
25	New Hampshire	42,689		U.S. Average	\$46,597
26	Arizona	42,324			

Appendix H

2005-06 Department of Education Average Classroom Teacher Salary Survey

SUMMARY

Classroom Teacher Salaries

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

Appendix H (Continued)

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)
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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 ⁵	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>			

Appendix H (Continued)

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						
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%
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%)

Appendix H (Continued)

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						
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	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%

Appendix H (Continued)

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)
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School Divisions

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%
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%

Appendix H (Continued)

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						
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%

Appendix I

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

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
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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.

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
School Divisions		
Counties		
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.
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

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
School Divisions		
Counties		
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
043	Henrico County Public Schools	1.628% Wage Adjustment or 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

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
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School Divisions

Counties

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.
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.

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
School Divisions		
Counties		
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.

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
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School Divisions

Counties

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 I 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.

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
School Divisions		
<i>Cities</i>		
113	Harrisonburg City Public Schools	Teachers' salaries were increased by providing 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
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 FY2006. 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

Appendix I (Continued)

Local Improvements in Average Annual Salary for Virginia Public School Teachers 2005-2006

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2006
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School Divisions

Cities

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 \$6,000). Average increase for teachers with no change in education level was 8.5%.

Towns

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

Appendix J

BEGINNING AND AVERAGE TEACHER SALARY IN 2003-2004 RANKED BY AVERAGE SALARY WITHIN REGION

<u>State</u>	<u>Average Salary</u>	<u>Beginning Salary</u>	<u>State</u>	<u>Average Salary</u>	<u>Beginning Salary</u>
NEW ENGLAND			SOUTHEAST		
Connecticut	\$56,516	\$34,462	Georgia	\$45,848	\$35,116
Rhode Island	54,809	32,902	Virginia	43,936	32,437
Massachusetts	53,274	34,041	North Carolina	43,211	27,572
Vermont	43,009	25,819	South Carolina	41,162	27,883
New Hampshire	42,689	27,367	Florida	40,598	30,969
Maine	39,864	25,901	Tennessee	40,318	30,449
MID-ATLANTIC			Kentucky	39,831	28,416
New York	\$55,181	\$36,400	Arkansas	39,226	26,129
New Jersey	53,663	37,061	West Virginia	38,496	26,692
Pennsylvania	52,640	34,140	Louisiana	37,123	29,655
Delaware	51,122	34,566	Mississippi	36,217	28,106
Maryland	50,303	33,760	ROCKY MOUNTAINS		
GREAT LAKES			Colorado	\$43,318	\$31,296
Michigan	\$54,474	\$34,377	Idaho	40,111	25,908
Illinois	54,820	35,114	Utah	38,976	26,130
Ohio	47,791	28,692	Wyoming	39,537	28,900
Indiana	45,791	29,784	Montana	37,184	24,032
Minnesota	45,010	30,772	FAR WEST		
Wisconsin	41,687	23,952	California	\$56,444	\$32,135
PLAINS			Alaska	51,136	40,027
Nebraska	\$39,635	\$28,527	Oregon	47,829	33,396
Kansas	38,622	28,530	Hawaii	45,456	37,615
Missouri	38,247	28,938	Washington	45,437	30,159
Nebraska	33,237	22,923	Nevada	43,211	27,942
North Dakota	35,411	24,108	SOUTHWEST		
South Dakota	33,236	25,504	Arizona	\$42,324	\$28,236
SOUTHWEST			Texas	40,476	32,741
Arizona	\$42,324	\$28,236	New Mexico	38,469	31,920
Texas	40,476	32,741	Oklahoma	35,061	29,473
New Mexico	38,469	31,920	U.S. AVERAGE	\$46,597	\$31,704
Oklahoma	35,061	29,473			

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