

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 2007.

The Office of Agency Human Resource Services of the Department of Human Resource Management conducted the review of salary data. Assistance in the preparation of this report was provided by the Virginia Department of Education and the Virginia Education Association.

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Teacher Salary Study: Executive Summary

Beginning Teacher Salaries

In the 2006-2007 school year, the average entry-level salary for Virginia public school teachers was \$34,527. The Virginia entry-level teacher salary was 0.8% above the entry-level salary of private and state jobs requiring similar education and training. 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 17.9% above that of private industry.

Entry-level salaries for teachers are 26.1% 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 47.6% above that of comparable state employees.

The 2004-2005 survey by the American Federation of Teachers ranks Virginia 21st out of the fifty states and the District of Columbia in average salaries for beginning teachers. The Virginia average is 4.6% above the national average for beginning teacher's salaries.

Average Teacher Salaries

The average annual salary for Virginia public school teachers has risen from \$19,676 in 1984 to \$47,229 in 2006.

The average public school teacher salary in Virginia for 2005-2006 ranks fifth among 16 states in the Southern Regional Education Board.

Final decisions on increases to teacher salaries are made by localities. Average salaries for 2006 ranged from a high of \$65,790 in Arlington County to a low of \$30,446 in Amelia County.

Actions Taken to Improve Teacher Salaries

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. In 2006 -2007, most jurisdictions reported increases for their teachers' salaries. Martinsville provided the highest budgeted amount of 21.38 % for teachers' salaries in Fiscal Year 2007, with an average increase by localities of 4.15%.

In the 2007 Appropriation Act, Chapter 951 of the 2007 Virginia Acts of Assembly, the General Assembly proposed and the Governor approved a budget appropriating state tax funds sufficient to provide each classroom teacher with a 4.0% pay raise. With the Governor and General Assembly approving the 4.0% teacher salary increases, localities have budgeted a combined average teacher salary increase of 4.25% 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: 2006-2007

- **Entry-level salary (average) for Virginia public school teachers (2006-2007)**
(Source: Virginia Education Association. See Appendix B for listing of entry-level salaries by localities)

Criteria: BA degree and no experience
Salary: \$34,527

- **Comparison of average entry-level salaries for Virginia public school teachers to those of private jobs (2006-2007)***
(See: Appendix C: Entry-Level Salary Matrix for Comparable Private Industry Positions)

The Virginia entry-level teacher salary in 2006-07 was 0.8% above entry-level salary of private and state jobs requiring similar education and training.

Entry-level salaries for beginning teachers in Virginia:	\$34,527
Entry-level salaries for comparable private and state jobs:	\$34,250

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 D), 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 (\$34,527) is 17.9% above the adjusted average entry-level salary in the private sector (\$29,284).

Entry-level salaries for beginning teachers in Virginia:	\$34,527
Entry-level salaries for comparable private and state jobs:	\$29,284
(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 (2006-2007)***
(*See: Appendix E: Entry-Level Salary Matrix for Comparable State Positions*)

Beginning salaries for teachers in Virginia are 26.1% 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 (06-07): \$34,527
Entry-level salaries for comparable Virginia state jobs (11/25/06): \$27,361

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 D), 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 (\$34,527) is 47.6% above the adjusted average entry-level salary of comparable Virginia state positions (\$23,394).

Entry-level salaries for beginning teachers in Virginia: \$34,527
Entry-level salaries for comparable Virginia state jobs: \$23,394
(Adjusted using the number of days worked)

- **National entry-level salary ranking for Virginia public school teachers (2004-2005)**
(*Source: Survey and Analysis of Teacher Salary Trends: 2005, American Federation of Teachers See Appendix F*)

Virginia ranks 21st out of the 50 states and the District of Columbia in average salaries for beginning teachers. The Virginia beginning salary average is 4.5% greater than the national average.

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

Average Teacher Salaries: 1984-2007

- **Average Teacher Salaries in Virginia:** (Source: Survey and Analysis of Salary Trends 2005-2006 (National Education Association's Ranking of State. See Appendix G.)

According to Data excerpted from the National Education Association's "Ranking of States 2005 and Estimates of School Statistics 2006 Report provided by the Virginia Department of Education, Virginia's 2004- 2005 teacher's average salary (\$42,768) ranks 28th out of the 50 states and the District of Columbia.

- **Virginia Average Teachers' Salaries Over Time**
(Source: Virginia Department of Education. See Appendix H)

The average annual salary for Virginia public school teachers has risen from \$19,676 in 1984 to \$47,229 in 2006. The average (budgeted) salary for 2007 is \$49,234. (Actual amounts will not be determined until the 2007-2008 survey.)

- **Average Teacher Salary Compared with Other States Over Time**
(Source: American Federation of Teachers, Survey and Analysis of Teacher Salary Trends, 2005. Average Teacher Salaries for 1994-95 and 2004-2005. See Appendix I)

The average Virginia public school teacher's salary for 1994-95 ranked 24th among the states and improved to 20th in 2004-2005.

- **Average Virginia Teacher Salary Compared with Other Southeastern States**
(Source: American Federation of Teachers, Survey and Analysis of Teacher Salary Trends, 2005. See Appendix J)

The average public school teacher's salary in Virginia ranks 2nd among the twelve states in the southeastern United States. The Virginia average is 10.0% higher than the average for the other southeastern states.

The Virginia average teacher salary is 95.3% of the average for all states, ranking 20th among the 50 states.

- **Average Virginia Teacher Salary Compared with Other States in the Southern Regional Education Board**
(Source: 2006-2007 Department of Education Teacher Salary Survey Results. See Appendix K)

The average public school teacher salary in Virginia for 2005-2006 ranks fifth among 16 states in the Southern Regional Education Board. Virginia's average teacher salaries exceed the average teacher salaries for other states reported by the Southern Regional Education Board by 1.00%.

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

(Source: 2006-2007 Department of Education Teacher Salary Survey Results. See Appendix L)

The 2005-2006 average annual salary (actual) for public school teachers in Virginia was \$47,248. The 2006-2007 average annual salary (budgeted) was \$49,252, an increase of 4.24%. Final decisions on increases to teacher salaries are made by localities.

Martinsville provided the highest budgeted amount of 21.38 % for teachers' salaries in Fiscal Year 2007, with an average increase by localities of 4.15%. Average salaries (2004-2005) range from a high of \$65,790 in Arlington County to a low of \$30,446 in Amelia County.

Actions Taken to Improve Classroom Teacher Salaries in Virginia 2006-2007

- **2006-2007: Actions taken by localities to improve classroom teacher salaries in Virginia**

(Source: Appendix M: Improvement of Classroom Teacher Salaries, Department of Education: 2006-2007)

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. For 2006-2007, most localities reported increases. Counties provided differing percentage and/or step increases for teachers. The highest percentage was given by Westmoreland County whose salary increases for teachers ranged from 4% to 17%. Other counties targeted experienced teachers and paid based upon their experience.

- **2007: Actions taken by the state to improve classroom teacher salaries in Virginia**

(Source: 2007 Appropriation Act)

In the 2007 Appropriation Act, Chapter 951 of the 2007 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 4.0% pay raise.

Also, the Department of Education produced a report that Virginia's average teacher salary lagged the national average by 3.98% in FY06, a smaller difference than each of the preceding eleven years. With the Governor and General Assembly approving the 4.0% teacher salary increases, localities have budgeted a combined average teacher salary increase of 4.25%.

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.

In reviewing this data the “Regulations for Governing the Employment of Professional Personnel” for teachers was used. See Appendix D.

Appendix B

2006-07 BA Entry Level Salaries for Virginia Localities

Locality Name	Salary Amount	Salary Rank
Accomack	31,160	118
Albemarle	37,695	13
Alexandria	42,040	2
Alleghany	32,572	100
Amelia	35,000	52
Amherst	34,200	74
Appomattox	32,550	101
Arlington	42,040	2
Augusta	34,000	78
Bath	31,506	114
Bedford County/City	32,735	98
Bland	29,071	130
Botetourt	33,755	82
Bristol	31,786	111
Brunswick	32,000	107
Buchanan	29,000	131
Buckingham	34,500	68
Buena Vista	30,100	127
Campbell	33,796	81
Caroline	35,325	46
Carroll	31,038	119
Charles City	35,000	52
Charlotte	32,000	107
Charlottesville	37,800	12
Chesapeake	37,350	15
Chesterfield	36,325	30
Clarke	35,000	52
Colonial Beach	34,840	62
Colonial Heights	36,243	33
Covington	35,021	51
Craig	31,529	113
Curlpaper	36,004	38
Cumberland	36,000	39
Danville	33,159	90
Dickenson	30,019	128
Dinwiddie	35,000	52
Essex	33,739	83
Fairfax County/City	42,400	1
Falls Church	39,211	8
Fauquier	37,500	14
Floyd	33,500	86
Fluvanna	38,741	9
Franklin City	34,359	73
Franklin County	32,000	107
Frederick	35,000	52
Fredericksburg	36,203	34
Galax	32,575	99

Giles	31,585	112
Gloucester	35,500	44
Goochland	36,700	23
Grayson	30,216	126
Greene	36,974	20
Greensville/Emporia	33,400	88
Halifax	32,000	107
Hampton	36,700	23
Hanover	37,072	18
Harrisonburg	36,259	32
Henrico	36,453	25
Henry	34,000	78
Highland	32,548	102
Hopewell	35,605	43
Isle of Wight	36,400	27
King George	35,250	48
King Queen	34,140	76
King William	35,365	45
Lancaster	33,000	91
Lee	30,500	124
Lexington	31,412	117
Loudoun	40,986	5
Louisa	38,000	11
Lunenburg	34,778	63
Lynchburg	32,973	93
Madison	35,300	47
Manassas City	40,838	6
Manassas Park	41,175	4
Martinsville	34,398	71
Mathews	32,923	95
Mecklenburg	32,339	103
Middlesex	32,800	97
Montgomery	30,750	120
Nelson	37,001	19
New Kent	32,114	106
Newport News	35,750	42
Norfolk	34,680	64
Northampton	31,415	116
Northumberland	32,336	104
Norton	30,700	121
Nottoway	34,398	71
Orange	35,978	41
Page	34,600	66
Patrick	30,672	122
Petersburg	33,508	85
Pittsylvania	33,650	84
Poquoson	35,000	52
Portsmouth	36,729	21
Powhatan	36,267	31
Prince Edward	33,500	86
Prince George	36,000	39
Prince William	40,788	7
Pulaski	31,500	115
Radford	32,961	94
Rappahannock	34,502	67
Richmond City	36,716	22
Richmond County	34,650	65

Roanoke City	34,175	75
Roanoke County	34,000	78
Rockbridge	33,000	91
Rockingham	36,025	37
Russell	28,000	132
Salem	38,600	10
Scott	33,365	89
Shenandoah	34,500	68
Smyth	29,082	129
Southampton	35,060	50
Spotsylvania	35,000	52
Stafford	36,051	36
Staunton	34,100	77
Suffolk	37,300	16
Surry	35,069	49
Sussex	36,384	29
Tazewell	30,367	125
Virginia Beach	37,280	17
Warren	35,000	52
Washington	32,170	105
Waynesboro	34,500	68
West Point	36,407	26
Westmoreland	35,000	52
Williamsburg/JCC	36,400	27
Winchester	35,000	52
Wise	30,600	123
Wythe	32,850	96
York	36,201	35
STATE	34,527	

Source: Virginia Education
Association

Appendix C

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

	<u>WYATT</u>	<u>STATE EMPLOYEE</u>	<u>NACE</u>	<u>COMP. RESOURCE</u>	<u>STATES</u>	<u>COLLEGE W&M</u>	<u>VIRGINIA TECH</u>	<u>AVERAGE</u>	<u>GROUP AVERAGE</u>
BUSINESS									
Accounting	33,200	30,146	46,508	43,834	32,044	40,692	43,600	38,575	
Business Administration	36,700	30,146	43,523	42,988	32,044	42,785	35,835	37,717	
Economics		30,146	51,631	43,820	38,652	36,613		40,172	
Marketing	40,300	30,146	41,323	43,376		34,279	35,500	37,487	
Agricultural Business		30,146	39,333		29,755			33,078	37,406
SOCIAL SCIENCES									
History		23,076	37,750			31,683		30,836	
Sociology	32,100	23,076	29,808		32,061	29,836		29,376	
Psychology		30,146	28,820	43,241	40,705	28,185	25,000	32,683	30,965
LIFE SCIENCES									
Health/PE		30,146	33,349				33,900	32,465	
Biology	30,800	30,146	33,243	48,395	34,397	26,235	24,499	32,531	
Nursing	41,100	30,146	44,633		36,186			38,016	
Environ. Science	29,700	30,146	37,133					32,326	33,835
HUMANITIES									
Art	31,400	23,076	30,000			21,595		26,518	
Fine Arts		23,076	31,157					27,117	
English	35,000	23,076	32,400			28,967	25,000	28,889	
For Language			32,394					32,394	
Communications	32,900	30,146	33,005	41,151			27,000	32,840	
Education		30,146	31,745					30,946	29,784
PHYSICAL SCIENCE									
Math			47,417	49,874		36,648	32,812	41,688	
Statistics	31,800	30,146	29,850					30,599	
Chemistry	34,800	30,146	39,333	48,465	33,185	33,184		36,519	
Physics				57,273		53,000		55,137	
Geology	31,000	30,146	42,500		36,101	22,100		32,369	39,262
WYATT				= Watson Wyatt Data Services (ECS)					
NACE				= National Association of Colleges and Employers				AVERAGE:	34,250
COMP. RESOURCES				= Compensation Resources Inc. American Federation of Teachers Public Employees compensation					
STATES				= Survey Career					
W&M				= Services/Placement Career					
VIRGINIA TECH				= Services/Placement					

Appendix D

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 E

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 06/07 MINIMUM SALARY</u>	<u>FY 06/07 MIDPOINT SALARY</u>	<u>FY 06/07 MAXIMUM SALARY</u>
BUSINESS					
Accounting	Accountant	19031	30,146	46,009	61,872
Bus. Admin	Agency Management Analyst	19131	30,146	46,009	61,872
	Grants Specialist	19031	30,146	46,009	61,872
	Business Manager A	19051	30,146	46,009	61,872
Economics	Labor Market Analyst	19013	23,076	35,219	47,361
	Planner	19131	30,146	46,009	61,872
	Budget Analyst	19031	30,146	46,009	61,872
Marketing	Agri Marketing Agent	29093	30,146	46,009	61,872
Agri-Bus	Agricultural Inspector	59014	30,146	46,009	61,872
SOCIAL SCIENCES					
History	Historian A	29031	23,076	35,219	47,361
	Archaeologist	59131	30,146	46,009	61,872
Geography	No Match				
Sociology	Probation Officer	69091	30,146	46,009	61,872
	Social Worker	49011	23,076	35,219	47,361
Psychology	Psychologist Assistant	49053	23,076	35,219	47,361
LIFE SCIENCES					
Health/PE	Environmental Health Specialist	59031	30,146	46,009	61,872
	Health Educator	29013	23,076	35,219	47,361
Biology	Microbiologist	59131	30,146	46,009	61,872
	Wildlife Biologist	59113	30,146	46,009	61,872
Nursing	Registered Nurse	49112	30,146	46,009	61,872
Environ Science	Environ Prog Specialist	59031	30,146	46,009	61,872
	Environmental Inspector	59031	30,146	46,009	61,872

Appendix E (Continued)

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	FY 06/07	FY 06/07	FY 06/07
			<u>MINIMUM SALARY</u>	<u>MIDPOINT SALARY</u>	<u>MAXIMUM SALARY</u>
HUMANITIES					
Art	Graphic Artist	29072	23,076	35,219	47,361
Fine Arts	FAM Educ Asst	36132	23,076	35,219	47,361
	FAM Asst Registrar	29013	23,076	35,219	47,361
English	Pub Relations Asst Specialist	29092	23,076	35,219	47,361
	Library Assistant	29051	23,076	35,219	47,361
Foreign Lang	Research Specialist	59073	23,076	35,219	47,361
	Archivist A	29051	23,076	35,219	47,361
Communications	Pub Relations Asst Specialist	29092	23,076	35,219	47,361
Education	Academic Teacher	29112	30,146	46,009	61,872
PHYSICAL SCIENCE					
Math	No Match				
Statistics	Statistical Analyst	19131	30,146	46,009	61,872
Chemistry	Analytical Chemist	59131	30,146	46,009	61,872
Physics	No Match				
Geology	Soil Scientist	59131	30,146	46,009	61,872
	AVERAGE:		27,361	41,758	56,155

Appendix F

Actual Average Beginning Teacher Salaries, 2003-04 and 2004-05

State	2004-05 Beginning Teacher Salary	2003-04 Beginning Teacher Salary	2004-05 Average Teacher Salary	Beginning Salary as % of Average
1 Connecticut	\$39,259	\$36,922	\$57,760	68%
2 Alaska	38,657	40,027	52,467	74%
3 New Jersey	38,408 a	37,061 b	56,635	68%
4 Illinois	37,500	35,114	56,494	66%
<u>5 New York</u>	<u>37,321</u>	<u>36,400</u>	<u>55,665 c,d</u>	<u>67%</u>
6 Maryland	37,125	35,746	52,330	71 %
7 Delaware	35,854	34,566	52,924	68%
8 Hawaii	35,816	33,933	47,833	75%
9 California	35,760	35,135	57,604	62%
<u>10 Michigan</u>	<u>35,557 a</u>	<u>34,377 b</u>	<u>53,959</u>	<u>66%</u>
11 Massachusetts	35,421 a	34,041 b	54,688 d	65%
12 Colorado	35,086	35,640	43,965	80%
13 Pennsylvania	34,976	34,140	53,281	66%
14 Georgia	34,442	35,116	46,437 e,f	74%
<u>15 Rhode Island</u>	<u>33,815 a</u>	<u>32,902 b</u>	<u>56,432 a</u>	<u>60%</u>
16 Texas	33,775	32,744	41,009	82%
17 New Mexico	33,730	31,920	39,391	86%
18 Oregon	33,699	33,396	48,320 e	70%
19 Ohio	33,671	32,088	49,438	68%
<u>20 Florida</u>	<u>33,427</u>	<u>32,544</u>	<u>43,095 d</u>	<u>78%</u>
21 Virginia	33,200 a	32,437 b	45,377 d	73%
22 Tennessee	32,369	30,449	42,076 d	77%
23 Minnesota	31,632	30,772	47,411	67%
24 Wyoming	31,481	29,431	40,487	78%
<u>25 Alabama</u>	<u>31,368</u>	<u>30,800</u>	<u>38,186</u>	<u>82%</u>
26 Louisiana	31,298	30,165	39,022 d	80%
27 Washington	30,974	30,159	45,722	68%
28 Indiana	30,844	29,738	46,591 d	66%
29 Kentucky	30,619	30,162	41,075	75%
<u>30 Arizona</u>	<u>30,40 4</u>	<u>28,807</u>	<u>39,095</u>	<u>78%</u>
31 Nebraska	29,303 a	28,527 b	39,441	74%
32 Missouri	29,281	28,934	39,064	75%
33 Oklahoma	29,174	29,473	37,879 e,f	77%
34 Arkansas	28,784	26,115	41,489	69%
<u>35 South Carolina</u>	<u>28,568</u>	<u>27,883</u>	<u>42,189</u>	<u>68%</u>
36 New Hampshire	28,279	27,340	43,941	64%
37 Mississippi	28,200	27,204	38,212 f	74%
38 Nevada	27,957	27,943	43,212	65%
39 North Carolina	27,944	27,72	43,343	64%
<u>40 Kansas</u>	<u>27,840</u>	<u>27,233</u>	<u>39,351</u>	<u>71 %</u>
41 Idaho	27,500	25,000	40,864	67%
42 Iowa	27,284	26,967	39,284	69%
43 West Virginia	26,704	26,692	38,404	70%
44 Maine	26,643	25,901 b	40,935	65%
<u>45 Utah</u>	<u>26,521</u>	<u>26,039</u>	<u>37,006</u>	<u>72 %</u>
46 Vermont	26,461 a	25,819 b	44,346 d	60%
47 South Dakota	26,111	25,234	34,039	77%
48 Montana	25,318	24,032	38,485	66%
49 Wisconsin	25,222	23,952	43,099	59%
50 North Dakota	24,872	24,108	36,449	68%
U.S. Average	\$31,753	\$30,809	\$47,602	67%

a. AFT estimate; b. AFT Survey and Analysis of Teacher Salary Trends 2004; c. median; d. Includes extra-duty pay; e. includes employer pick-up of employee pension contributions where applicable; f. includes fringe benefits such as healthcare where applicable.

Sources: National Occupational Employment and Wage Estimates, U.S. Department of Labor, Bureau of Labor Statistics, November 2003, May 2003. Civilian Personnel Management Service, Wage and Salary Division of the U.S. Department of Defense, List of School District Minimums, Maximums and Steps, Arlington, Va. May 2002. American Federation of Teachers, annual survey of state departments of education.

American Federation of Teachers, AFI-CIO

Appendix G

Survey and Analysis of Salary Trends 2005-2006
(National Education Association's Ranking of States)

**Data Excerpted from the National Education Association's (NEA)
"Rankings of the States 2005 and Estimates of School Statistics 2006" Report**

<http://www.nea.org/edstats/images/06rankings.pdf>
<http://www.nea.org/edstats/RankFull06b.htm>

NOTE: There is a difference between the average salary used in the NEA report and the average salary as published in the Annual Salary Survey Report. The NEA Rankings and Estimates average teacher salary includes instructional classroom teachers, substitutes, and homebound instructional teachers. The average teacher salary that is calculated and published in the Annual Salary Survey Report includes those positions included in the NEA average salary except substitutes, but also includes guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures. The average salary shown below for Virginia is based on the NEA calculation.

**From Rankings & Estimates 2005-2006, Rankings, Table C-11
Average Salaries (\$) of Public School Teachers, 2004-05 (Revised)**

Rank: 2004-05	State	School Year 2004-05 Average Salary
1	DISTRICT OF COLUMBIA	\$58,456
2	CALIFORNIA	\$57,876
3	CONNECTICUT	\$57,737
4	MICHIGAN	\$56,973
5	NEW JERSEY	\$56,682
6	NEW YORK	\$56,200
7	ILLINOIS	\$55,421
8	MASSACHUSETTS	\$54,679
9	RHODE ISLAND	\$53,473
10	PENNSYLVANIA	\$53,258
11	ALASKA	\$52,424
12	MARYLAND	\$52,331
13	DELAWARE	\$50,595
14	OHIO	\$48,692
15	OREGON	\$48,330
16	MINNESOTA	\$46,906
17	INDIANA	\$46,583
18	GEORGIA	\$46,526
19	HAWAII	\$46,149
20	WASHINGTON	\$45,718
21	VERMONT	\$44,535
22	WISCONSIN	\$44,299
23	COLORADO	\$43,949
24	NEW HAMPSHIRE	\$43,941
25	NEVADA	\$43,394
26	NORTH CAROLINA	\$43,348
27	ARIZONA	\$42,905
28	VIRGINIA	\$42,768
29	SOUTH CAROLINA	\$42,189
30	IDAHO	\$42,122

31	TENNESSEE	\$42,076
32	FLORIDA	\$41,590
33	TEXAS	\$41,011
34	KENTUCKY	\$40,522
35	WYOMING	\$40,497
36	ARKANSAS	\$40,495
37	MAINE	\$39,610
38	NEBRASKA	\$39,456
38	UTAH	\$39,456
40	NEW MEXICO	\$39,391
41	KANSAS	\$39,345
42	IOWA	\$39,284
43	MISSOURI	\$39,067
44	LOUISIANA	\$39,022
45	MONTANA	\$38,485
46	WEST VIRGINIA	\$38,360
47	ALABAMA	\$38,186
48	OKLAHOMA	\$37,879
49	NORTH DAKOTA	\$36,695
50	MISSISSIPPI	\$36,590
51	SOUTH DAKOTA	\$34,040
	U.S. and D.C.	\$47,674

* Computed from NEA Research, Estimates Database (2006).

Appendix H

Virginia Average Teacher Salaries FY 1984-2007

Fiscal Year	Average Salary	Actual Annual Increase		Salary Increases Appropriation Act		Effective Annualized Increase
		Dollar	Percent	State Funded Increase	Effective Date	
1984	\$19,676	\$1,141	6.16%	9.70%	7/1/1983	9.70%
1985	\$21,272	\$1,596	8.11%	10.00%	7/1/1984	10.00%
1986	\$23,093	\$1,821	8.56%	10.00%	7/1/1985	10.00%
1987	\$25,035	\$1,942	8.41%	10.00%	7/1/1986	10.00%
1988	\$27,189	\$2,154	8.60%	10.00%	7/1/1987	10.00%
1989	\$28,976	\$1,787	6.57%	8.00%	7/1/1988	8.00%
1990	\$30,938	\$1,962	6.77%	8.00%	7/1/1989	8.00%
1991	\$32,153	\$1,215	3.93%	5.00%	7/1/1990	5.00%
1992	\$31,764	(\$389)	-1.21%	0.00%	n/a	0.00%
1993	\$32,257	\$493	1.55%	0.00%	n/a	0.00%
1994	\$33,144	\$887	2.75%	3.00%	12/1/1993	1.75%
1995	\$33,987	\$843	2.54%	3.25%	12/1/1994	1.90%
1996	\$34,792	\$805	2.37%	2.25%	12/1/1995	1.31%
1997	\$35,536	\$744	2.14%	1.75%	1/1/1997	0.88%
1998	\$36,428	\$892	2.51%	4.00%	1/1/1998	2.00%
1999	\$37,527	\$1,099	3.02%	2.25%	1/1/1999	1.13%
2000	\$38,690	\$1,163	3.10%	6.00%	1/4/2000	2.95%
2001	\$40,247	\$1,557	4.02%	2.40%	12/1/2000	1.40%
2002	\$41,751	\$1,504	3.74%	0.00%	n/a	0.00%
2003	\$42,677	\$926	2.22%	0.00%	n/a	0.00%
2004	\$43,936	\$1,259	2.95%	2.25%	1/1/2004	1.13%
2005	\$45,377	\$1,441	3.28%	0.00%	n/a	0.00%
2006	\$47,229	\$1,852	4.08%	3.00%	12/1/2005	1.75%
2007	\$49,234	\$2,005	4.25%	4.00%	12/1/2006	2.33%
(Budgeted) FY 1984 - 2007	\$1,228		4.02%	4.59%		3.97%

Appendix I

Survey and Analysis of Teacher Salary Trends 2005
Average Teachers Salaries for 1994-95 and
2004-05,
Ranked by Percentage Change Since 1994-
95

State	Average Salary (2005 Dollars)		Rank		Percent of U. S. Average		Change From	Rank
	1994-95	2004-2005	1994-95	2004-05	1994- 95	2004-05	1994- 95	
Louisiana	34,358	39,022	48	42	73%	83%	13.60%	1
Georgia	41,262	46,437	28	18	88%	99%	12.50%	2
Arkansas	37,099	41,489	42	30	79%	88%	11.80%	3
Illinois	50,549	56,494	11	4	107%	120%	11.80%	4
Mississippi	34,367	38,212	47	45	73%	81%	11.20%	5
California	52,115	57,604	9	2	111%	122%	10.50%	6
North Carolina	39,461	43,343	38	24	84%	92%	9.80%	7
South Carolina	38,914	42,189	40	28	83%	90%	8.40%	8
New Mexico	36,387	39,391	46	37	77%	84%	8.30%	9
Rhode Island	52,194	56,432	8	5	111%	120%	8.10%	10
North Dakota	33,725	36,449	49	49	72%	77%	8.10%	11
Idaho	38,168	40,864	41	34	81%	87%	7.10%	12
Delaware	50,076	52,924	12	10	106%	112%	5.70%	13
Tennessee	40,072	42,076	34	29	85%	89%	5.00%	14
Virginia	43,452	45,377	24	20	92%	96%	4.40%	15
Ohio	47,378	49,438	17	13	101%	105%	4.30%	16
Montana	36,888	38,485	44	43	78%	82%	4.30%	17
Massachusetts	52,511	54,688	7	7	111%	116%	4.10%	18
Florida	41,764	43,095	25	27	89%	91%	3.20%	19
Minnesota	46,067	47,411	20	16	98%	101%	2.90%	20
Oklahoma	36,837	37,879	45	47	78%	80%	2.80%	21
Texas	40,012	41,009	35	32	85%	87%	2.50%	22
South Dakota	33,366	34,039	50	50	71%	72%	2.00%	23
Wyoming	40,092	40,487	33	35	85%	86%	1.00%	24
Maryland	52,107	52,330	10	12	111%	111%	0.40%	25
Maine	40,972	40,935	30	33	87%	87%	-0.10%	26
Utah	37,060	37,006	43	48	79%	79%	-0.10%	27
Hawaii	47,983	47,833	16	15	102%	102%	-0.30%	28
Nebraska	39,626	39,441	37	36	84%	84%	-0.50%	29
Kentucky	41,356	41,075	26	31	88%	87%	-0.70%	30
Colorado	44,303	43,965	23	22	94%	93%	-0.80%	31
Indiana	47,158	46,591	18	17	100%	99%	-1.20%	32
New Hampshire	44,495	43,941	22	23	94%	93%	-1.20%	33
Washington	46,339	45,722	19	19	98%	97%	-1.30%	34
Vermont	45,118	44,346	21	21	96%	94%	-1.70%	35
Missouri	39,994	39,064	36	41	85%	83%	-2.30%	36

Alabama	39,143	38,186	39	46	83%	81%	-2.40%	37
Iowa	40,381	39,284	32	39	86%	83%	-2.70%	38
Oregon	49,813	48,320	13	14	106%	103%	-3.00%	39
Kansas	41,117	39,351	29	38	87%	84%	-4.30%	40
Arizona	41,294	39,095	27	40	88%	83%	-5.30%	41
New Jersey	60,279	56,635	4	3	128%	120%	-6.00%	42
West Virginia	40,936	38,404	31	44	87%	82%	-6.20%	43
Pennsylvania	57,039	53,281	6	9	121%	113%	-6.60%	44
New York	61,015	55,665	3	6	130%	118%	-8.80%	45
Michigan	59,686	53,959	5	8	127%	115%	-9.60%	46
Wisconsin	48,206	43,099	15	26	102%	91%	10.60%	47
Connecticut	64,841	57,760	1	1	138%	123%	10.90%	48
U.S. Average	48,710	43,212	14	25	103%	92%	11.30%	49
Alaska	61,338	52,467	2	11	130%	111%	14.50%	50
U.S. Average	47,115	\$47,602						

Source: American Federation of Teachers, annual survey of state departments of education.
AFT Research and Information Services

Appendix J

BEGINNING AND AVERAGE TEACHER SALARY IN 2004-2005 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	\$57,760	\$39,259	Georgia	\$46,437	\$34,442	
Rhode Island	56,432	33,815	Virginia	45,377	33,200	
Massachusetts	54,688	35,421	North Carolina	43,343	27,572	
Vermont	44,346	26,461	Florida	43,095	33,427	
New Hampshire	43,941	28,279	South Carolina	42,189	28,568	
Maine	40,935	26,643	Tennessee	42,076	32,369	
			Kentucky	41,075	30,619	
			Arkansas	41,489	28,784	
			Louisiana	39,022	31,298	
			West Virginia	38,496	26,692	
			Mississippi	38,212	28,200	
			Alabama	38,186	31,368	
MID-ATLANTIC			ROCKY MOUNTAINS			
New Jersey	\$56,635	\$38,408	Colorado	\$43,965	\$35,086	
New York	55,665	37,321	Idaho	40,864	27,500	
Pennsylvania	53,281	34,976	Wyoming	40,487	31,481	
Delaware	52,924	35,854	Montana	38,485	25,318	
Maryland	52,330	37,125	Utah	37,006	26,521	
GREAT LAKES			FAR WEST			
Illinois		\$56,494	\$37,500	California	\$57,604	\$35,760
Michigan		53,959	35,959	Alaska	52,467	38,657
Ohio		49,438	33,671	Oregon	48,320	33,699
Minnesota		47,411	31,632	Hawaii	47,833	35,816
Indiana		46,591	30,844	Washington	45,722	30,974
Wisconsin		43,099	25,222	Nevada	43,212	27,957
PLAINS						
Nebraska		\$39,441	\$29,303			
Kansas		39,351	27,840			
Iowa		39,284	27,284			
Missouri		39,064	29,281			
North Dakota		36,449	24,872			
South Dakota		34,039	26,111			
SOUTHWEST						
Texas		\$41,009	\$33,775			
New Mexico		39,391	33,730			
Arizona		39,095	30,404			
Oklahoma		37,879	29,174			
				U.S. AVERAGE	\$47,602	\$31,753

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

Appendix K

Southern Regional Education Board (SREB) Comparison of Average Teacher Salaries 2005 - 2006
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State	Average Salary, 2005-2006	Rank
Maryland	\$54,486	1
Delaware	\$54,264	2
Georgia	\$48,300	3
North Carolina	\$43,922	4
Virginia	\$43,823	5
Florida	\$43,302	6
South Carolina	\$43,242	7
Arkansas	\$42,931	8
Tennessee	\$42,531	9
Kentucky	\$41,903	10
Texas	\$41,744	11
Mississippi	\$40,594	12
Alabama	\$40,347	13
Louisiana	\$40,253	14
Oklahoma	\$38,772	15
West Virginia	\$38,284	16
Average	\$43,417	

Source: SREB

Note: SREB calculates the Virginia average salary based on the NEA's definition of a teacher.

Calculated average salary includes instructional classroom teachers, substitutes, and homebound instructional teachers. The average teacher salary that is calculated and published in the Virginia Annual Salary Survey Report includes those positions included in the NEA average salary except substitutes, but also includes guidance counselors, librarians, instructional technology positions, and supplemental salary expenditures.

Appendix L

2006-07 Department of Education
Average Classroom Teacher Salary Survey

SUMMARY

Classroom Teacher Salaries

	Statewide:
FY 2005 Actual Average Teacher Salary	\$45,377
FY 2006 Actual Average Teacher Salary	\$47,248
Average Percentage Increase, FY 2005 to FY 2006	4.12%
FY 2007 Budgeted Average Teacher Salary	\$49,252
Budgeted Percentage Increase, FY 2006 to FY 2007	4.24%

Appendix L (Continued)

2006-07 Department of Education Average Classroom Teacher Salary Survey

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
	School Divisions Counties					
001	Accomack County	37,727	39,131	3.72%	41,216	5.33%
002	Albemarle County	44,094	47,688	8.15%	49,933	4.71%
003	Alleghany County	41,008	43,123	5.16%	46,375	7.54%
004	Amelia County	30,516	30,446	(0.23%)	32,368	6.31%
005	Amherst County	38,050	39,705	4.35%	42,671	7.47%
006	Appomattox County	35,216	37,296	5.91%	40,538	8.69%
007	Arlington County	61,407	65,790	7.14%	69,723	5.98%
008	Augusta County	40,388	41,286	2.22%	42,757	3.56%
009	Bath County	39,519	41,562	5.17%	37,299	(10.26%)
010	Bedford County ¹	38,074	37,300	(2.03%)	39,425	5.69%
011	Bland County	35,811	35,402	(1.14%)	35,215	(0.53%)
012	Botetourt County	43,955	45,390	3.27%	46,399	2.22%
013	Brunswick County	38,097	<i>Data not submitted by school division</i>			
014	Buchanan County	37,333	37,151	(0.49%)	32,404	(12.78%)
015	Buckingham County	37,425	37,526	0.27%	39,355	4.87%
016	Campbell County	38,773	39,663	2.30%	42,064	6.05%
017	Caroline County	39,376	41,935	6.50%	43,462	3.64%
018	Carroll County	36,291	36,885	1.64%	38,066	3.20%
019	Charles City County	38,061	39,530	3.86%	44,248	11.93%
020	Charlotte County	37,634	39,042	3.74%	39,538	1.27%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
021	Chesterfield County	43,104	44,417	3.05%	45,400	2.21%
022	Clarke County ⁵	43,850	45,817	4.49%	46,807	2.16%
023	Craig County	41,288	40,621	(1.61%)	39,127	(3.68%)
024	Culpeper County	41,355	41,405	0.12%	45,000	8.68%
025	Cumberland County	38,477	39,380	2.35%	41,661	5.79%
026	Dickenson County	33,951	35,742	5.28%	37,600	5.20%
027	Dinwiddie County	41,784	42,866	2.59%	43,879	2.36%
028	Essex County	40,735	42,583	4.54%	42,859	0.65%
029	Fairfax County ²	55,158	58,389	5.86%	62,155	6.45%
030	Fauquier County	47,429	49,595	4.57%	49,545	(0.10%)
031	Floyd County	39,028	39,871	2.16%	41,723	4.65%
032	Fluvanna County	43,591	46,405	6.46%	49,455	6.57%
033	Franklin County	40,867	<i>Data not submitted by school division</i>			
034	Frederick County	41,915	42,960	2.50%	45,092	4.96%
035	Giles County	38,779	38,871	0.24%	40,204	3.43%
036	Gloucester County	40,818	42,925	5.16%	46,048	7.28%
037	Goochland County	42,682	41,778	(2.12%)	42,615	2.00%
038	Grayson County	33,532	34,470	2.80%	41,440	20.22%
039	Greene County	37,611	37,478	(0.36%)	40,155	7.14%
040	Greensville County ³	40,009	42,113	5.26%	44,282	5.15%
041	Halifax County	37,685	38,104	1.11%	40,142	5.35%
042	Hanover County	41,301	42,733	3.47%	42,621	(0.26%)

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
043	Henrico County	43,578	45,085	3.46%	44,129	(2.12%)
044	Henry County	36,769	37,720	2.59%	38,957	3.28%
045	Highland County	37,343	37,795	1.21%	38,348	1.47%
046	Isle Of Wight County	43,147	41,298	(4.29%)	46,099	11.62%
048	King George County	39,100	42,217	7.97%	44,058	4.36%
049	King And Queen County	38,653	38,803	0.39%	43,236	11.42%
050	King William County	41,782	42,664	2.11%	44,568	4.46%
051	Lancaster County	41,125	39,156	(4.79%)	38,206	(2.43%)
052	Lee County	39,645	40,620	2.46%	39,568	(2.59%)
053	Loudoun County	52,547	59,819	13.84%	62,469	4.43%
054	Louisa County	39,711	39,010	(1.77%)	44,220	13.36%
055	Lunenburg County	38,331	40,309	5.16%	43,592	8.14%
056	Madison County	38,675	40,495	4.70%	41,698	2.97%
057	Mathews County	37,204	38,693	4.00%	38,932	0.62%
058	Mecklenburg County	38,244	38,429	0.48%	40,587	5.62%
059	Middlesex County	37,484	37,404	(0.21%)	37,031	(1.00%)
060	Montgomery County	39,014	40,330	3.37%	42,475	5.32%
062	Nelson County	39,888	40,848	2.41%	42,258	3.45%
063	New Kent County	41,044	39,887	(2.82%)	42,836	7.39%
065	Northampton County	40,008	39,429	(1.45%)	48,796	23.76%
066	Northumberland County	44,264	44,365	0.23%	42,937	(3.22%)
Division	Name	FY 2005 Actual Average Teacher	FY 2006 Actual Average Teacher	FY 2005 to FY 2006 Percent Increase/	FY 2007 Budgeted Average Teacher	FY 2006 to FY 2007 Percent Increase/

		Salary	Salary	(Decrease)	Salary	(Decrease)
068	Orange County	38,473	41,882	8.86%	40,614	(3.03%)
067	Nottoway County	37,925	40,033	5.56%	38,783	(3.12%)
069	Page County	38,141	40,043	4.99%	40,543	1.25%
070	Patrick County	36,964	38,081	3.02%	41,887	10.00%
071	Pittsylvania County	37,682	38,968	3.41%	38,427	(1.39%)
072	Powhatan County	39,190	41,523	5.95%	45,189	8.83%
073	Prince Edward County	40,126	41,459	3.32%	43,532	5.00%
074	Prince George County	42,805	44,529	4.03%	45,286	1.70%
075	Prince William County	53,108	54,915	3.40%	53,130	(3.25%)
077	Pulaski County	36,870	37,701	2.25%	40,263	6.80%
078	Rappahannock County	40,565	43,373	6.92%	44,650	2.94%
079	Richmond County	41,357	42,870	3.66%	44,817	4.54%
080	Roanoke County	45,957	45,891	(0.14%)	47,086	2.60%
081	Rockbridge County	36,870	38,168	3.52%	40,254	5.47%
082	Rockingham County	39,755	41,390	4.11%	42,157	1.85%
083	Russell County ⁵	33,725	35,479	5.20%	39,410	11.08%
084	Scott County	39,485	40,877	3.53%	42,590	4.19%
085	Shenandoah County	42,826	42,805	(0.05%)	46,973	9.74%
086	Smyth County	38,957	37,211	(4.48%)	39,391	5.86%
087	Southampton County	38,339	40,444	5.49%	45,935	13.58%
088	Spotsylvania County	44,277	46,496	5.01%	51,066	9.83%
089	Stafford County	46,211	49,068	6.18%	51,191	4.33%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
090	Surry County	40,746	44,663	9.61%	46,500	4.11%
091	Sussex County	42,687	44,115	3.35%	46,196	4.72%
092	Tazewell County	38,081	39,337	3.30%	42,872	8.99%
093	Warren County	40,115	42,427	5.76%	44,144	4.05%
094	Washington County	36,798	38,215	3.85%	40,018	4.72%
095	Westmoreland County	37,160	40,581	9.21%	42,584	4.94%
096	Wise County	40,283	40,831	1.36%	42,208	3.37%
097	Wythe County	37,101	39,026	5.19%	41,053	5.19%
098	York County	44,098	46,391	5.20%	48,919	5.45%
	Cities					
101	Alexandria City	58,759	61,000	3.81%	61,956	1.57%
102	Bristol City	42,090	43,619	3.63%	46,106	5.70%
103	Buena Vista City	39,833	42,425	6.51%	42,874	1.06%
104	Charlottesville City	45,502	48,037	5.57%	53,235	10.82%
106	Colonial Heights City	49,066	48,999	(0.14%)	51,315	4.73%
107	Covington City	45,913	47,465	3.38%	49,175	3.60%
108	Danville City	39,404	40,064	1.68%	42,465	5.99%
109	Falls Church City	57,194	57,607	0.72%	59,542	3.36%
110	Fredericksburg City	43,117	44,864	4.05%	46,642	3.96%
111	Galax City	39,020	41,001	5.08%	45,252	10.37%
112	Hampton City	37,236	37,507	0.73%	42,297	12.77%
113	Harrisonburg City	42,525	43,074	1.29%	44,905	4.25%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
114	Hopewell City	42,918	42,351	(1.32%)	43,879	3.61%
115	Lynchburg City	39,737	41,209	3.70%	43,629	5.87%
116	Martinsville City	37,494	45,509	21.38%	45,405	(0.23%)
117	Newport News City	42,195	43,812	3.83%	45,962	4.91%
118	Norfolk City ⁶	41,306	44,165	6.92%	45,746	3.58%
119	Norton City	41,158	41,518	0.87%	41,409	(0.26%)
120	Petersburg City	36,654	38,252	4.36%	36,767	(3.88%)
121	Portsmouth City	35,892	32,903	(8.33%)	39,086	18.79%
122	Radford City	42,477	44,199	4.05%	45,454	2.84%
123	Richmond City	45,724	45,873	0.32%	43,464	(5.25%)
124	Roanoke City	44,303	45,920	3.65%	44,472	(3.15%)
126	Staunton City	38,306	38,857	1.44%	41,702	7.32%
127	Suffolk City	42,203	44,844	6.26%	47,333	5.55%
128	Virginia Beach City	46,611	47,928	2.82%	50,564	5.50%
130	Waynesboro City	41,216	43,260	4.96%	45,949	6.22%
131	Williamsburg ⁴	48,016	50,831	5.86%	52,499	3.28%
132	Winchester City	44,495	45,022	1.18%	46,238	2.70%
135	Franklin City	41,868	43,176	3.12%	44,994	4.21%
136	Chesapeake City	47,121	48,274	2.45%	50,256	4.11%
137	Lexington City	41,559	38,553	(7.23%)	36,733	(4.72%)
139	Salem City	47,848	49,864	4.21%	52,068	4.42%
142	Poquoson City	41,336	43,972	6.38%	42,444	(3.48%)

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
143	Manassas City	54,943	55,744	1.46%	58,904	5.67%
144	Manassas Park City	47,998	53,649	11.77%	56,490	5.30%
	Towns					
202	Colonial Beach	38,728	39,867	2.94%	40,625	1.90%
207	West Point	38,708	40,797	5.40%	46,553	14.11%
	Average for School Divisions⁵:	45,399	47,283	4.15%	49,299	4.26%
	Governor's Schools					
260	Central Virginia	55,531	60,064	8.16%	61,434	2.28%
261	Southwest Virginia	48,523	47,416	(2.28%)	52,999	11.77%
262	For The Arts	36,196	38,003	4.99%	42,261	11.20%
263	Roanoke Valley	44,715	46,478	3.94%	47,096	1.33%
264	New Horizons	43,136	46,437	7.65%	49,275	6.11%
265	Shenandoah Valley	41,848	44,598	6.57%	46,773	4.88%
266	Global Economics/Tech	41,951	44,856	6.92%	45,654	1.78%
267	Appomattox Regional	39,761	40,990	3.09%	44,909	9.56%
268	A. Linwood Holton	38,915	39,695	2.01%	40,444	1.89%
269	Chesapeake Bay	41,345	46,869	13.36%	42,958	(8.34%)
270	Commonwealth	53,278	58,954	10.65%	60,933	3.36%
271	Maggie L. Walker	42,366	Data not submitted by regional program			
272	Thomas Jefferson High School	74,232	76,635	3.24%	80,159	4.60%
273	Blue Ridge	36,798	40,597	10.32%	45,737	12.66%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
274	Jackson River	48,000	54,600	13.75%	28,300	(48.17%)
276	Piedmont	35,782	41,923	17.16%	44,607	6.40%
	Average for Governor's Schools⁵:	53,963	59,285	9.86%	61,772	4.20%
	Special Education Regional Programs					
280	Cooperative Centers For Exceptional Children	37,381	37,632	0.67%	38,761	3.00%
281	Middle Peninsula Special Education Program	33,076	36,486	10.31%	39,245	7.56%
282	Laurel Regional Special Education Center	43,089	41,389	(3.94%)	41,402	0.03%
283	Northern Neck Special Education Program	33,899	32,624	(3.76%)	38,649	18.47%
284	Northwestern Regional Education Program	38,921	41,259	6.01%	44,610	8.12%
285	Peninsula Area Cooperative Education Services	38,932	41,382	6.29%	43,079	4.10%
286	Piedmont Regional Education Program	46,015	43,156	(6.21%)	34,222	(20.70%)
287	Shenandoah Valley Regional Program	32,278	30,464	(5.62%)	36,286	19.11%
288	Southeastern Cooperative Educational Program	41,216	40,167	(2.54%)	40,282	0.29%
290	N. Virginia Regional Special Education Program	46,847	48,153	2.79%	48,799	1.34%
292	Henry Co/Martinsville Regional Program	32,415	34,888	7.63%	-	
299	Roanoke Valley Regional Board	36,612	39,368	7.53%	40,942	4.00%
	Average for Special Education Programs⁵:	41,847	41,703	(0.35%)	41,996	0.70%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
	Vocational Education Regional Programs					
301	Charlottesville-Albemarle Vocational-Technical	39,643	45,670	15.20%	47,476	3.95%
302	Jackson River Technical Center	39,934	41,258	3.32%	43,250	4.83%
304	Massanutten Technical Center	43,939	40,261	(8.37%)	49,473	22.88%
306	Valley Vocational-Technical Center	37,121	42,067	13.33%	43,068	2.38%
307	New Horizons Regional Education Center	39,771	41,938	5.45%	43,956	4.81%
308	P. D. Pruden Vocational- Technical Center	41,766	45,385	8.67%	43,421	(4.33%)
309	Rowanty Vocational- Technical Center	51,136	48,639	(4.88%)	50,108	3.02%
310	Northern Neck Vocational- Technical Center	38,315	43,251	12.88%	40,279	(6.87%)
311	Amelia-Nottoway Vocational- Technical Center	29,652	37,617	26.86%	35,676	(5.16%)
	Average for Vocational Education Programs⁵:	40,715	43,029	5.68%	44,798	4.11%
	Regional Alternative Education Programs					
401	Lynchburg City Secondary Alternative	37,252	31,403	(15.70%)	32,973	5.00%
402	Enterprise Academy/Newport News City	44,466	53,161	19.55%	55,731	4.83%
403	Tidewater Regional Alternative Education	39,010	37,547	(3.75%)	39,686	5.70%
404	Regional Alternative Plus Self Project/Roanoke	33,402	33,984	1.74%	36,327	6.89%
405	Transition Support Resource Center/Fairfax	63,177	68,505	8.43%	84,496	23.34%
406	Project Return/Fluvanna County	34,642	36,721	6.00%	38,741	5.50%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
406	Project Return/Fluvanna County	34,642	36,721	6.00%	38,741	5.50%
407	Behav. Disord. Youth/Montgomery	36,760	37,838	2.93%	39,730	5.00%
408	Petersburg Regional Alternative	32,358	35,000	8.17%	35,000	0.00%
409	Regional Alternative/ Pittsylvania Co	30,673	35,487	15.69%	42,838	20.71%
410	Project Return/Powhatan Co	39,136	37,083	(5.24%)	42,720	15.20%
411	Crossroads Alternative/Bristol City	34,709	37,478	7.98%	40,079	6.94%
412	Metro Richmond Alternative Ed	31,423	35,896	14.24%	35,754	(0.40%)
413	Regional Alternative Ed/Stafford Co	41,693	45,891	10.07%	44,315	(3.43%)
414	Southside L.I.N.K. Project/Brunswick Co	35,154	31,729	(9.74%)	33,315	5.00%
415	Regional Alternative Ed/King William	14,470	11,665	(19.38%)	12,222	4.77%
416	New Dominion/Prince William Co	49,991	51,702	3.42%	49,359	(4.53%)
417	Project Bridge/ Russell Co	32,445	27,702	(14.62%)	39,279	41.79%
418	Regional Alternative/Wythe Co	37,734	35,951	(4.73%)	38,410	6.84%
420	On The Right Track Regl. Alternative Education	27,827	29,230	5.04%	35,836	22.60%
421	Northern Neck Regional Alternative Education	39,253	40,289	2.64%	42,304	5.00%
422	Shenandoah Valley Regl. Alternative Ed/Genesis	32,275	28,143	(12.80%)	36,467	29.58%

Division	Name	FY 2005 Actual Average Teacher Salary	FY 2006 Actual Average Teacher Salary	FY 2005 to FY 2006 Percent Increase/ (Decrease)	FY 2007 Budgeted Average Teacher Salary	FY 2006 to FY 2007 Percent Increase/ (Decrease)
423	Breaking Barriers Alternative Ed/Henry Co	30,891	30,555	(1.09%)	31,019	1.52%
424	Carroll/Galax/Joy Ranch Regl. Alternative Ed	32,320	30,295	(6.27%)	31,658	4.50%
426	Regional Learning Academy/Wise Co	29,022	28,920	(0.35%)	31,850	10.13%
427	Regional Community Alternative Ed Continuum	46,628	43,703	(6.27%)	44,554	1.95%
428	Project Renew/Northampton Co	23,054	<i>Data not submitted by regional program</i>			
429	Renaissance/Scott Co	40,705	42,734	4.99%	44,565	4.28%
430	R.E.Cook Regional Alternative	36,883	41,512	12.55%	48,121	15.92%
	Average for Alternative Education Programs⁵:	36,535	36,661	0.34%	39,591	7.99%
	Statewide Average⁵:	45,377	47,248	4.12%	49,252	4.24%
¹ Data for Bedford City is reported with Bedford County.						
² Data for Fairfax City is reported with Fairfax County.						
³ Data for Emporia City is reported with Greenville County.						
⁴ Data for James City County is reported with Williamsburg City.						
⁵ Average calculated on the basis of statewide totals.						
⁶ ASR Data for Norfolk has not been certified by the school division.						

Appendix M

Virginia Department of Education 2006-2007 Salary Survey

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2007

(As reported by school divisions on the 2005-2006 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
	School Divisions Counties	
001	Accomack County	All employees received a salary step increase. Moved another step in the second year towards the implementation of a new salary scale. Average raise for teachers was 4.4%. Also increased the employer contribution towards the health insurance plan \$1,000 for each non-single subscriber (family, subscriber + spouse, & subscriber + child).
002	Albemarle County	Targeted increases for more experienced teachers
003	Alleghany County	3.0% plus step increase
004	Amelia County	5% cost of living increase, plus a step for experience on the salary scale
005	Amherst County	Implemented a new five-year salary scale for teachers. For the FY07 school year, teachers will receive an average of 7.07% increase.
006	Appomattox County	Teachers received a step increase plus an increase in the scale to equal an average increase of 7.26%. A \$600 supplement was added for teachers with an EDS degree and the Masters supplement was increased by \$300.
007	Arlington County	The School Board provided for a 3% compensation adjustment as well as for step increases.
008	Augusta County	Teachers were given an average of 6.25 % increase in pay for the 2006-2007 school year.
009	Bath County	The School Board adopted a 4% plus step increase for all personnel employed by Bath County Public Schools for FY 2007.
010	Bedford County ¹	Added Signing Bonuses. Teacher salary increases ranged from 4% to 6%
011	Bland County	Teachers were provided with a 4% salary increase in addition to a salary step increase for FY 2007.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
012	Botetourt County	The base on the indexed teacher salary scale was increased by 3%. There is a longevity step of \$1000.00 for 28 or more years of experience. The average increase for all teachers, including the step increase was approximately 4.49%.
013	Brunswick County	<i>Data not submitted by school division</i>
014	Buchanan County	Did Evaluation of Salary Scales for 2006-2007 for Professional Employees and Development Scales that Reflected Cost of Living Plus Additional Increases That Gave Teachers Salary Increases From 3% to 10%.
015	Buckingham County	All of the teachers received a 5% plus step raise.
016	Campbell County	5% raise across the board, plus market adjustment to make teacher pay scale more competitive with area school divisions.
017	Caroline County	Increased starting step from \$34,500 to \$35,325, revised balance of salary scale to provide an average increase of 6.02% effective 08/28/2006
018	Carroll County	All staff members were given a 3.25% salary plus step increase
019	Charles City County	4% raise in FY 2007
020	Charlotte County	5% average increase for instructional staff; 4% increase for all other staff
021	Chesterfield County	A 4% salary increase for all employees not at the top of their scale or range and other targeted adjustments particularly for the teachers' salary scale.
022	Clarke County ⁵	Salary increase of 5% effective at the beginning of the FY 07 school year.
023	Craig County	Salary scales revamped with a 4% increase at the top of the scale.
024	Culpeper County	\$1,400 was added to each teacher step and a step increase was given for an average total increase of 6.00%.
025	Cumberland County	Teacher raises are based on a performance base pay scale as an incentive.
026	Dickenson County	Teachers received 4% increase in salary plus salary step.
027	Dinwiddie County	Annual increase of 4% provided to all employees. Also picked up majority of health insurance increase.
028	Essex County	Provided a 3% salary increase and salary step increase.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
029	Fairfax County ²	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 \$42,400 and made other adjustments.
030	Fauquier County	All teachers received a \$3,000 increase. Custodians & Bus Drivers/Aides received a 10% and all other employees received a 7.5% increase.
031	Floyd County	Salary step increase of 4.5% + \$500
032	Fluvanna County	For FY2007, salaries are budgeted to increase 5.5%.
033	Franklin County	<i>Data not submitted by school division</i>
034	Frederick County	Increased starting salary to \$35,000 and increased step increment from \$1,000 to \$1,050.
035	Giles County	The teacher salary scale was increased to accomplish an average 4.02% salary increase for all existing teachers.
036	Gloucester County	4.48% average increase
037	Goochland County	No action taken to improve teacher's salaries
038	Grayson County	For the 2006-2007 school year, we revised all of our salary scales in an attempt to attract and maintain quality employees. Our teacher scale has an average 8.1% increase in it as well as giving the teachers their step. Our main focus was the beginning and middle of our scale, so those teachers received a higher percentage than those at the top of the scale
039	Greene County	6% salary increase for all staff for FY 2007
040	Greensville County ³	Employees were given a 4.78% increase.
041	Halifax County	Teacher salaries were increased by 4%.
042	Hanover County	Salaries were increased an average of 5%.
043	Henrico County	1.628% Wage Adjustment on all employees + 2.372% Step Increase for eligible employees.
044	Henry County	Average Annual Salary Increase Of 7 % FY 07
045	Highland County	Teachers received a step plus a 3% increase.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
046	Isle Of Wight County	A salary increase averaging 8.2% was provided to all classroom teachers in FY 2007. Raises for individual teachers ranged from 3.5% to over 15%.
048	King George County	Provided an average salary increase of 6% to teachers.
049	King And Queen County	We increased the first 7 steps by 6% to be competitive. We increased the remaining steps by 4%.
050	King William County	All teacher scales were increased 3% in addition to providing a step increase.
051	Lancaster County	The Teachers Got A Step And 2.5%
052	Lee County	Teachers were provided a salary step with an average annual percentage increase of 4.22%.
053	Loudoun County	Teachers salaries were increased approximately 6.2%
054	Louisa County	Salary improvements for teachers consisted of instituting a new salary schedule where teachers are compensated based upon years of service. Average annual increase of 6.65% with 30 steps verses 20 steps in the old scale.
055	Lunenburg County	Each step of the salary scale was increased by 6%. This would be an average effective rate of 6.6%.
056	Madison County	A cost-of-living increase was awarded to all teachers. The range was from 2-12%. The average raise was 6.3%.
057	Mathews County	4% plus step has been given for the 2006-2007 school year.
058	Mecklenburg County	5 1/2% across the board increase plus an additional \$200 for Classified personnel.
059	Middlesex County	3 % raise given for the 2006-2007 school year.
060	Montgomery County	Salaries increased by adding the cost of a step increase per salary scales and adding cost of living increase of 3.8% for total average salary increase of 5.5%.
062	Nelson County	3.5 % Cost of Living Increase + Seniority Step on Scale
063	New Kent County	Provided 2.81% COLA plus step increase for a total increase of 4.5%
065	Northampton County	Average teacher salary increases ranged from 3% to 5.2%
066	Northumberland County	1.75% + step salary increase

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
067	Nottoway County	All eligible teachers received a Step raise plus a 5% raise in scale (total average increase was 6.36 %). Additionally, a \$500 increase was given toward health insurance.
068	Orange County	8.11% average increase for teacher positions includes COLA and step increase.
069	Page County	Teacher salaries were increased by \$1,800 per person (average 4.3%)
070	Patrick County	3% increase on salary scale plus experience step. Increase in master's degree and doctorate degree supplements
071	Pittsylvania County	We provided an average 6% salary increase.
072	Powhatan County	The pay schedule was increased 4%. Teachers received an increase based upon the revised pay schedule and the appropriate step movement if applicable. The average annual percentage salary increase was 5.56%
073	Prince Edward County	A 5% salary increase was given for the 2006-2007 school term.
074	Prince George County	Teachers were provided with an average 4% pay increase (including COLA and step increase).
075	Prince William County	The School Board approved a one step increase for all eligible employees, and a 3% cost of living increase. These two increases amounted to approximately a 6% increase across the board for all employees.
077	Pulaski County	Everyone on the teacher's salary scale will get a combination step and cost of living increase of 5%.
078	Rappahannock County	Classroom teacher salaries were increased 3.5% to the base salary on the salary scale plus a step (1.5%). Total 5% increase
079	Richmond County	Teachers received a 3% + step raise for 2006-2007.
080	Roanoke County	Provided a salary increase of 4% for teachers and 3.5% for other school employees for 2006-07.
081	Rockbridge County	Teacher salaries were increased an average of 4% in FY2007.
082	Rockingham County	average raise given was 6%
083	Russell County ⁵	Teachers will receive the greater of either a 3.11% or a step increase
084	Scott County	Five percent salary increase and a step for those personnel not at the top of the salary scale.
085	Shenandoah County	No action taken to improve teacher's salaries

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
086	Smyth County	Three percent increase, cost of living increase, and salary step increase.
087	Southampton County	Provided a 5% minimum salary increase for all employees.
088	Spotsylvania County	Spotsylvania County Schools are implementing Phase III of a three-year teacher salary scale adjustment in 2006-07. Phase III provides an average increase of over 9% to teachers (above 2005-2006).
089	Stafford County	Cost of living increase of 5% and an average step increase of 2.5% for all employees including classroom teachers.
090	Surry County	The School Board approved an average 6% salary increase for teachers. This includes cost of living increase and a step increase.
091	Sussex County	Teachers were given an average raise of 5.2% plus a step increase, for an effective average increase of 6.6% for FY 2007.
092	Tazewell County	3% salary plus step increase equals a 4.5% increase. The Health Insurance increase paid by school division equaled .5%. Total increase in salary and benefits 5%
093	Warren County	Teachers received a "step"(if eligible) plus 4% increase in FY 2007.
094	Washington County	Provided an average teacher raise of 6.79% for fiscal year 2006-2007. 2006-2007 is year 2 of a 5-year plan to improve teacher salaries.
095	Westmoreland County	Scale was revised with teachers getting anywhere in between a 4 to 17 percent increase. The scale was revised from a 21 step scale to a 41 step scale, with teachers put on their step according to their years of service. Teachers will receive their salary increase beginning with their September 29, 2006 paychecks. Guidance Counselors received their increases beginning with their August 31, 2006 paycheck. Librarians received their increases beginning with their September 29, 2006 paycheck. AI
096	Wise County	The approved budget gave a step (1.5%) and a 4% increase in salary.
097	Wythe County	A minimum of 5% increase in each step of the salary scale
098	York County	Provided a step increase on the scale to improve teacher salaries in FY07 (average increase 1.5%). Provided a market adjustment of 3.5%. Combined, the above items average a budgeted annual increase of 5.5%.
	Cities	

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
101	Alexandria City	Increase Salary Scale And Cola Of 7.26
102	Bristol City	Salary increase of 1% plus step (2.35% average)
103	Buena Vista City	Teachers are given a step raise of \$500.00 plus each step level has been increased \$100.00 giving a total raise of \$600.00 per teacher.
104	Charlottesville City	Average increase to steps in pay table of 7.46%
106	Colonial Heights City	An experience step was given to those not at the top of the teacher's scale. Also 2.5% COLA.
107	Covington City	Increase of 3.5% applied to all salary scales
108	Danville City	Implemented an indexed teacher salary schedule that yielded an average 7.36% increase for 2006-07
109	Falls Church City	Provided an average teacher salary improvement of 7.4%, which includes a step increase and a 4.1% cost-of-living increase.
110	Fredericksburg City	4.5% Average Scale Increase
111	Galax City	Provided an average increase of 4.25% effective July 1, 2006.
112	Hampton City	Classroom teachers, guidance counselors, librarians, and principals will receive an average 7% salary increase effective July 1, 2006. All other staff will receive an average 5% salary increase effective July 1, 2006.
113	Harrisonburg City	Teachers' salaries were increased by providing a cost of living and step increase that averaged 4.25% on the teachers' salary scales for 2006-2007.
114	Hopewell City	Teachers received an average increase of 5% including their step increases.
115	Lynchburg City	Salary Study was completed and teachers were given from 3% to 9% increase.
116	Martinsville City	Average increase of 5%
117	Newport News City	All employees received a 5% across the board increase
118	Norfolk City	<i>Data not submitted by school division</i>
119	Norton City	Teacher Salary Scale Was Increased And Adjusted To Reflect An Average Inc. Of 4.5%.
120	Petersburg City	Salary scale adjustment of 3% including step for all employees

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
121	Portsmouth City	Instructional employees were given an average of 8% increase, and non-instructional employees were given a 2.5% increase and 1 step on the salary scale, for a combined total increase of approximately 5%.
122	Radford City	Teacher received a step raise plus additional 3.2% raise
123	Richmond City	Teachers received 5% raise.
124	Roanoke City	The teacher salary scale was increased by 1.83% to account for inflation and increases in the cost of living. Teachers are eligible for tier raises based on satisfactory evaluations, with the average tier raise of 1.17%, resulting in an average overall increase in teacher salaries of 3.0%.
126	Staunton City	Provided one step on salary scale + cost of living increase. Average effective annual percentage salary increase for FY07 is 6.5%.
127	Suffolk City	Provided a one-step increase averaging 1.75% and provided a 5.25% cost of living increase, resulting in an average salary increase totaling 7.0%.
128	Virginia Beach City	Personnel will be moved from the Step and Open Range Scales to the Instructional scale and compensated based on the years of creditable teaching experience.
130	Waynesboro City	Provided an average teacher increase of 5.05% for FY 2007.
131	Williamsburg ⁴	Provided a salary step increase to improve teacher salaries in FY2006. The School Board also increased the starting teaching salary lane by \$1,400 and the impact flowed through the salary schedule resulting in an average salary increase of 5.0%.
132	Winchester City	Classroom teachers received an average 4% increase in FY 2007.
135	Franklin City	All teachers received an annual increase from 2.8% to 5.78%.
136	Chesapeake City	No action taken to improve teacher's salaries
137	Lexington City	Teachers were given a cost of living and a step. Average effect 3.5%
139	Salem City	Provided a 4% average raise to all employees in FY 2007
142	Poquoson City	Teachers received a 5% increase over the previous year. All other staff received a 4% increase.
143	Manassas City	Provided a cost of living increase, salary step increase, and rebased the Master's Lane to stay competitive.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
144	Manassas Park City	Average teacher salary increase of 8.3% (including step) effective for full contract year.
	Towns	
202	Colonial Beach	Teaching staff received a 4% increase for 2006-2007.
207	West Point	West Point School Board will provide a 4% salary increase plus step increase.
	Governor's Schools	
260	Central Virginia Governor's School	Salary study was completed and teacher pay scale was increased from 3% to 9% depending on step.
261	Southwest Virginia Governor's School	Step plus cost of living raise of 5%
262	Governor's School For The Arts	Placement of additional faculty on new salary schedule. Increase in hourly rate for part-time instructors.
263	Roanoke Valley Governor's School	The teacher salary scale was increased by 1.83% to account for inflation and increases in the cost of living. Teachers are eligible for tier raises based on satisfactory evaluations, with the average tier raise of 1.17%, resulting in an average overall increase in teacher salaries of 3.0%.
264	New Horizons Governor's School	5% average salary increase.000
265	Shenandoah Valley Governor's School	Cost of living increases as well as step increases were provided that averaged 6%.
266	Governor's School Global Economics/Tech	Teachers were given a 3% base salary increase.
267	Appomattox Regional Governor's School	4% Minimum increase plus adding additional supplements for teachers with graduate degrees.
268	A. Linwood Holton Governor's School	Provided an average teacher raise of 6.79% for fiscal year 2006-2007. 2006-2007 is year 2 of a 5-year plan to improve teacher salaries.
269	Chesapeake Bay Governor's School	Readjusted Salary Scale For More Equity Between Steps; 2% Increase Plus Step. This Resulted In A 6 - 10 Percent Increase.
270	Commonwealth Governor's School	Please see information provided by Spotsylvania County and Stafford County. Each division pays teachers employed at the Commonwealth Governor's School sites in their respective localities according to local teacher salary scales.
271	Maggie L. Walker Governor's School	Data not submitted by regional program

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
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 \$42,400 and made other adjustments.
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 7% Annual Salary Increase FY 2007
	Special Education Regional Programs	
280	Cooperative Centers For Exceptional Children	Salary increases ranged by county from 3% to 5% for teachers and aides.
281	Middle Peninsula Special Education Program	average of 4% increase
282	Laurel Regional Special Education Center	Average 3% increase.
283	Northern Neck Special Education Program	4% Salary Increase
284	Northwestern Regional Education Program	Increased starting salary to \$35,000 and increased step increment from \$1,000 to \$1,050.
285	Peninsula Area Cooperative Education Services	5% Across the board salary increase.
286	Piedmont Regional Education Program	cost pf living and step=6.6%
287	Shenandoah Valley Regional Program	No action taken to improve teacher's salaries
288	Southeastern Cooperative Educational Program	Average 4% 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 Salary Increase Of 7 Percent FY 07
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
	Vocational Education Regional Programs	
301	Charlottesville-Albemarle Vocational-Technical	Albemarle County has increased teacher's salaries in order to become competitive with other districts, counties and cities in Virginia, in the last couple of years. Until they present to the board we will not know what the salaries will increase by for the coming year.
302	Jackson River Technical Center	provided salary step plus 3% increase
304	Massanutten Technical Center	an average of 6% raise
306	Valley Vocational-Technical Center	Raise is 6.25%. Trying to bring salaries up to where they need to be
307	New Horizons Regional Education Center	5% Across the board average increase in salaries.
308	P. D. Pruden Vocational-Technical Center	Increase in scale plus step increase; average total increase 9.6%
309	Rowanty Vocational-Technical Center	salary step increase
310	Northern Neck Vocational-Technical Center	Our teachers were given a 4 percent increase.
311	Amelia-Nottoway Vocational-Technical Center	Step Increase
	Regional Alternative Education Programs	
401	Lynchburg City Secondary Alternative	Salary study was completed and teacher scales increased over 3% average
402	Enterprise Academy/Newport News City	All employees received a 5% across the board salary increase.
403	Tidewater Regional Alternative Education	Average 4% salary increase
404	Regional Alternative Plus Self Project/Roanoke	The teacher salary scale was increased by 1.83% to account for inflation and increases in the cost of living. Teachers are eligible for tier raises based on satisfactory evaluations, with the average tier raise of 1.17%, resulting in an average overall increase in teacher salaries of 3.0%.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
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 \$42,400 and made other adjustments.
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav. Disorder Youth/Montgomery	Salaries increased by step plus cost of living increase for total average increase of 5 percent.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	Salary step increase
410	Project Return/Powhatan Co	Teachers received a 4% salary increase plus the step movement. Average increase equated to 5.56%
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	Cost of living increase of 5% and an average step increase of 2/5% for all employees including classroom teachers.
414	Southside L.I.N.K. Project/Brunswick Co	Provided increase of 5% including 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 amount to approximately a 6% increase across the board for all employees.
417	Project Bridge/Russell Co	Teachers will receive the greater of either a 3.11% or a step increase.
418	Regional Alternative/Wythe Co	Salary scales increase by 5%
420	On The Right Track Regl. Alternative Education	Step Increase
421	Northern Neck Regional Alternative Education	Teachers will receive a 5% increase with their first paycheck that they receive on September 22, 2006.
422	Shenandoah Valley Regl. Alternative Ed/Genesis	Provided one step on salary scale and a cost of living increase, together providing a 6.5% increase for FY07.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2007
423	Breaking Barriers Alternative Ed/Henry Co	Hourly Increase Of \$2.00 Per Hour For All Part-Time Teachers (All Are Part-Time In Regional Alternative Program)
424	Carroll/Galax/Joy Ranch Regl. Alternative Ed	All staff members receive a 3.25% plus step pay increase.
426	Regional Learning Academy/Wise Co	All Teachers Received Step Increases Plus A 4.0% Increase In Wages
427	Regional Community Alternative Ed Continuum	All teachers will receive a \$3,000 increase in their salaries.
428	Project Renew/Northampton Co	<i>Data not submitted by regional program</i>
429	Renaissance/Scott Co	Five percent salary increase and step for those personnel not yet at the top of the salary scale.
430	R.E.Cook Regional Alternative	Roanoke County Public Schools budgeted a 4.5 % salary increase for teachers in FY06-07.
¹ Data for Bedford City is reported with Bedford County.		
² Data for Fairfax City is reported with Fairfax County.		
³ Data for Emporia City is reported with Greensville County.		
⁴ Data for James City County is reported with Williamsburg City.		