

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 2009.

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 2008-2009 school year, the average entry-level salary for Virginia public school teachers was \$36,640. The Virginia entry-level teacher salary was 3.8% below 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 12.7% above that of private industry.

Entry-level salaries for teachers are 28.8% 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 50.6% above that of comparable state employees.

The 2006-2007 survey by the American Federation of Teachers ranks Virginia 13th out of the fifty states and the District of Columbia in average salaries for beginning teachers. The Virginia average is 4.0% above the national average for beginning teacher's salaries.

Average Teacher Salaries

According to the National Education Association, Virginia's average salary for public school teachers was \$46,796 in 2007/2008, and this ranked Virginia as 30th among 50 states and the District of Columbia for that year. According to an American Federation of Teachers survey, the average public school teacher salary in Virginia ranked second among 12 states in the southeastern United States in 2006-2007. The Virginia average was 11.1% higher than the southeastern states' average and 96.3% of the national average.

The Southern Regional Education Board (SREB) reported that the average Virginia teacher salary was \$46,690 in 2007-2008, ranking it 8th among the organization's 16 member states. Since 1997, Virginia ranked 17th among the 50 states with a ten-year inflation-adjusted increase of 6.70%. The comparable U.S. average was 2.80%.

Final decisions on increases to teacher salaries are made by localities. Average budgeted salaries for the 2008-2009 school year ranged from a high of \$82,171 for Thomas Jefferson High School to a low of \$30,296 for the Regional Alternative Education/King William County. Among the cities and counties, the highest budgeted average in 2008-2009 was \$72,075 in Alexandria City, while the lowest was \$37,180 in Bland County.

Actions Taken to Improve Teacher Salaries

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. In 2008-2009, most jurisdictions reported increases for their teachers' salaries. The highest budgeted increase planned was 10.0%, granted by Dickenson County, Russell County, and Project Bridge/Russell County. The average increase for all localities was 2.75%.

In the 2009 Appropriation Act, Chapter 781 of the 2009 Virginia Acts of Assembly, the General Assembly proposed and the Governor approved a budget which eliminated funding for a July 1, 2009, 2.0% salary increase for instructional and support positions. The 2.0% increase had been approved by the 2008 Session of the General Assembly, with the intent that average instructional salaries be improved throughout the state by at least 2.0%.

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 focus on 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: 2008-2009

- **Entry-level salary (average) for Virginia public school teachers (2008-2009)**

(Source: Virginia Education Association. See Appendix B for listing of entry-level salaries by localities)

Criteria: BA degree and no experience
Salary: \$36,640

- **Comparison of average entry-level salaries for Virginia public school teachers to those of private jobs (2008-2009)***

(Source: Appendix C: Entry-Level Salary Matrix for Comparable Private Industry Positions)

The Virginia entry-level teacher salary in 2008-2009 was \$36,640, up 6.1% from \$34,527 in 2006-2007. The 2008-2009 average is 3.8% below the entry-level salary of private and state jobs requiring similar education and training.

Entry-level salaries for beginning teachers in Virginia:	\$36,640
Entry-level salaries for comparable private and state jobs:	\$38,035

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 (\$36,640) is 12.7% above the adjusted average entry-level salary in the private sector (\$32,520). The percentage difference is down from 17.9% in 2006-2007.

Entry-level salaries for beginning teachers in Virginia:	\$36,640
Entry-level salaries for comparable private and state jobs:	\$32,520
(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 (2008-2009)***

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

Beginning salaries for teachers in Virginia are 28.8% 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. Current state salary ranges have remained unchanged since November 25, 2007.

Entry-level salaries for beginning teachers in Virginia (06-07):	\$36,640
Entry-level salaries for comparable Virginia state jobs (11/25/08):	\$28,455

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 (\$36,640) is 50.6% above the adjusted average entry-level salary of comparable Virginia state positions (\$24,329).

Entry-level salaries for beginning teachers in Virginia:	\$36,640
Entry-level salaries for comparable Virginia state jobs:	\$24,329
(Adjusted using the number of days worked)	

- **National entry-level salary ranking for Virginia public school teachers (2006-2007)**

(Source: Appendix F: Survey and Analysis of Teacher Salary Trends: 2007, American Federation of Teachers.)

Virginia ranks 13 out of the 48 states reporting average salaries for beginning teachers- up from 21 of 51 in 2004-2005. The Virginia beginning salary average is 4.0% greater than the national average- down from 4.5% greater in 2004-2005.

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

Average Teacher Salaries: 1984-2009

- **Average Teacher Salaries in Virginia:** (Source: Appendix G: Survey and Analysis of Salary Trends 2007-2008 (National Education Association's Ranking of State))

According to Data excerpted from the National Education Association's "Ranking of States 2008 and Estimates of School Statistics 2009 Report provided by the Virginia Department of Education, Virginia's 2007- 2008 teacher's average salary (\$46,796) ranks 30th out of the 50 states and the District of Columbia. The Virginia average increased 9.4% since 2004-2005; however, Virginia's ranking dropped from 28th to 30th. The U. S. average is 11.8% higher than the Virginia average in 2007-2008.

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

The average annual salary for Virginia public school teachers has risen from \$19,676 in 1984 to \$50,511 in 2008. The average (budgeted) salary for 2009 is \$51,901. The budgeted 2009 average is 2.75% above the 2008 average, although no increase was funded by the 2008 Appropriation Act for December 1, 2008. (Actual amounts for 2009 will not be determined until the 2011-2012 survey.)

- **Average Teacher Salary Compared with Other States Over Time**
(Source: Appendix I: American Federation of Teachers, Survey and Analysis of Teacher Salary Trends; Average Teacher Salaries for 1996-97 and 2006-2007)

The average Virginia public school teacher's salary for 1996-97 ranked 24th among the states and improved to 20th in 2006-2007. Virginia ranked 17th among the 50 states with a ten- year inflation-adjusted increase of 6.70%. The comparable U.S. average was 2.80%.

- **Average Virginia Teacher Salary Compared with Other Southeastern States**
(Source: Appendix J: American Federation of Teachers, Survey and Analysis of Teacher Salary Trends, 2007.)

The 2006-2007 average public school teacher's salary in Virginia ranks 2nd among the twelve states in the southeastern United States, as in 2004-2005. The Virginia average is 11.1% higher than the average for the other southeastern states, compared with 10.0% in 2004-2005.

The Virginia average teacher salary ranked 20th among the 50 states in 2004-2005 and in 2006-2007. It was 96.3% of the average salary for all states in 2006-2007- up from 95.3% in 2004-2005.

- **Average Virginia Teacher Salary Compared with Other States in the Southern Regional Education Board**

(Source: Appendix K: 2007-2008 Southern Regional Education Board [SREB] Comparison of Average Teacher Salaries.)

The average public school teacher salary in Virginia for 2007-2008 ranks 8th among 16 states in the Southern Regional Education Board, down from 5th in 2005-2006. Virginia's average teacher salaries exceeded the average teacher salaries for other states reported by the Southern Regional Education Board by 1.00% in 2005-2006. In 2007-2008, it has dropped to 98.3% of the other states' average.

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

(Source: Appendix L: 2008-2009 Department of Education Teacher Salary Survey Results.)

The 2006-2007 average annual salary (actual) for public school teachers in Virginia was \$49,131, while the 2007-2008 average rose to \$50,511. The 2008-2009 average annual salary (budgeted) was \$51,902, an increase of 2.75% from 2007-2008 and 5.64% from 2006-2007. Final decisions on increases to teacher salaries are made by localities.

Among all school divisions, the highest percentage increase budgeted for 2008-2009 was for Project Return/Powhatan County, 41.57% above 2007-2008. Among the cities and counties, the highest budgeted increase was for Portsmouth City schools, 41.14%. Among 199 school divisions reporting, 33 budgeted in 2008-2009 for a reduced average salary compared with 2007-2008; 2 budgeted for no change, and 164 budgeted for an increase.

Actual average salaries in 2007-2008 varied from a low of \$30,264 for Regional Alternative Education/King William County to a high of \$77,791 for the Transition Support Resource Center/Fairfax. Among the cities and counties, the range was from \$36,056 for Greene County to \$68,315 for Alexandria City.

The corresponding budgeted figures for 2008-2009 are a low of \$30,296 for Regional Alternative Education/King William County to a high of \$82,171 for Thomas Jefferson High School. Among the cities and counties, the lowest budgeted average in 2008-2009 was \$37,180 in Bland County and the highest, once again, was in Alexandria City, \$72,075.

Actions Taken to Improve Classroom Teacher Salaries in Virginia 2008-2009

- **2008-2009: Actions taken by localities to improve classroom teacher salaries in Virginia**

(Source: Appendix M: Improvement of Classroom Teacher Salaries, Department of Education: 2008-2009)

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. For 2008-2009, most localities reported increases. Counties provided differing percentage and/or step increases for teachers for reasons such as merit, longevity, cost of living, or across-the-board. Approximately one-half of the divisions reporting increases indicated that they had provided increases in the 4.0% to 5.0% range. The highest percentage reported was 10.0%, granted by Dickenson County, Russell County, and Project Bridge/Russell County.

- **2009: Actions taken by the state to improve classroom teacher salaries in Virginia**

(Source: 2009 Appropriation Act)

In the 2009 Appropriation Act, Chapter 781 of the 2009 Virginia Acts of Assembly, the General Assembly proposed and the Governor approved a budget which eliminated funding for a July 1, 2009, 2.0% salary increase for instructional and support positions. The 2.0% increase had been approved by the 2008 Session of the General Assembly, with the intent that average instructional salaries be improved throughout the state by at least 2.0%.

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 Governing the Employment of Professional Personnel” for teachers was used. (See Appendix D)

In a September 22, 2008, letter to Sara Wilson, Director of the Department of Human Resource Management (DHRM), the Virginia Education Association (VEA) expressed concerns about the current methodology used in preparing this report and asked for a review of the methodology. A summary of this review is included at the conclusion of this report. (See Appendix N)

Appendix B

2008-09 BA Entry Level Salaries for Virginia Localities

<u>Locality Name</u>	<u>Salary Amount</u>	<u>Salary Rank</u>
Accomack	32,095	122
Albemarle	41,947	9
Alexandria	42,671	7
Alleghany	34,723	98
Amelia	37,853	44
Amherst	35,500	88
Appomattox	35,287	91
Arlington	43,910	3
Augusta	36,500	64
Bath	31,362	128
Bedford County/City	34,516	102
Bland	32,048	124
Botetourt	35,119	94
Bristol	33,395	116
Brunswick	33,990	111
Buchanan	29,700	132
Buckingham	36,956	57
Buena Vista	31,801	126
Campbell	35,449	90
Caroline	35,750	83
Carroll	33,418	114
Charles City	36,500	64
Charlotte	35,000	95
Charlottesville	41,135	11
Chesapeake	39,600	19
Chesterfield	39,749	16
Clarke	36,575	62
Colonial Beach	36,603	59
Colonial Heights	38,300	37
Covington	36,794	58
Craig	32,065	123
Culpeper	37,620	46
Cumberland	36,500	64
Danville	35,585	87
Dickenson	31,220	129
Dinwiddie	38,500	35
Essex	35,794	81
Fairfax County/City	44,789	1
Falls Church	44,290	2
Fauquier	40,000	15
Floyd	35,250	92
Fluvanna	41,499	10
Franklin City	36,000	73
Franklin County	34,500	103
Frederick	37,000	52
Fredericksburg	40,125	14
Galax	34,570	99

<u>Locality Name</u>	<u>Salary Amount</u>	<u>Salary Rank</u>
Giles	32,120	121
Goochland	38,900	30
Grayson	31,680	127
Greene	39,030	26
Greensville/Emporia	35,805	79
Halifax	34,500	103
Hampton	39,225	25
Hanover	39,474	22
Harrisonburg	38,048	39
Henrico	39,740	17
Henry	35,800	80
Highland	34,194	108
Hopewell	38,183	38
Isle of Wight	39,600	19
King and Queen	35,875	78
King George	36,000	73
King William	37,000	52
Lancaster	33,807	113
Lee	32,000	125
Lexington	35,677	85
Loudoun	43,065	6
Louisa	40,370	13
Lunenburg	36,129	71
Lynchburg	33,969	112
Madison	37,067	51
Manassas City	43,296	5
Manassas Park	43,300	4
Martinsville	35,775	82
Mathews	34,928	97
Mecklenburg	33,400	115
Middlesex	35,500	88
Montgomery	34,228	107
Nelson	39,251	24
New Kent	36,000	73
Newport News	38,400	36
Norfolk	38,012	40
Northampton	32,357	120
Northumberland	34,553	101
Norton	32,520	119
Nottoway	37,436	47
Orange	37,094	50
Page	35,900	77
Patrick	33,025	117
Petersburg	37,925	43
Pittsylvania	36,000	73
Poquoson	37,000	52
Portsmouth	38,970	29
Powhatan	39,020	27
Prince Edward	34,500	103

<u>Locality Name</u>	<u>Salary Amount</u>	<u>Salary Rank</u>
Prince George	38,651	32
Prince William	42,354	8
Pulaski	34,100	109
Radford	34,500	103
Rappahannock	37,293	48
Richmond City	39,712	18
Richmond County	36,405	69
Roanoke City	36,602	60
Roanoke County	35,000	95
Rockbridge	35,200	93
Rockingham	38,000	41
Russell	31,000	130
Salem	40,392	12
Scott	35,745	84
Shenandoah	36,500	64
Smyth	30,000	131
Southampton	37,130	49
Spotsylvania	36,593	61
Stafford	36,322	70
Staunton	36,550	63
Suffolk	38,900	30
Surry	39,403	23
Sussex	39,574	21
Tazewell	32,842	118
Virginia Beach	38,596	33
Warren	37,960	42
Washington	34,570	99
Waynesboro	36,500	64
West Point	39,000	28
Westmoreland	36,026	72
Williamsburg/JCC	37,700	45
Winchester	37,000	52
Wise	34,000	110
Wythe	35,610	86
York	38,579	34
STATE	36,640	

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. RESOURCES</u>	<u>STATES</u>	<u>VIRGINIA COLLEGES</u>	<u>AVERAGE</u>	<u>GROUP AVERAGE</u>
BUSINESS								
Accounting	37,800	31,352	48,471	46,982	36,722	53,575	42,484	
Business Administration	39,500	31,352	44,607				38,486	
Economics	39,900	31,352	49,628		45,156	43,207	41,849	
Marketing	40,300	31,352	44,465	46,271		49,583	42,394	
Agricultural Business		31,352	40,894				36,123	
Human Resources	37,500	31,352	45,220	46,698	39,284		40,011	40,224
SOCIAL SCIENCES								
History		23,999	38,445			38,800	33,748	
Sociology	35,100	23,999	34,290	32,802	37,015	45,125	34,722	
Psychology	56,700	31,352	34,573		46,817	30,571	40,003	36,157
LIFE SCIENCES								
Health/PE		31,352	34,055				32,704	
Biology	38,000	31,352	33,706		38,703	39,042	36,161	
Nursing	47,000	31,352	45,229		43,140		41,680	
Environ. Science	43,000	31,352	38,775		45,860		39,747	37,573
HUMANITIES								
Art	33,700	23,999	35,288				30,996	
Fine Arts		23,999	34,114				29,057	
English		23,999	36,604			32,450	31,018	
For Language			35,501				35,501	
Communications	36,600	31,352	34,958			27,000	32,478	
Education		31,352	35,738				33,545	32,099
PHYSICAL SCIENCE								
Math			50,461			42,150	46,306	
Statistics	37,600	31,352	50,767		35,476		38,799	
Chemistry	41,000	31,352	39,354	47,495	38,237	34,529	38,661	
Physics	51,700		53,939				52,820	
Geology		31,352	46,996		40,964		39,771	
Computer Science	42,500	31,352	61,467	52,059	42,356	60,500	48,372	44,121
							AVERAGE:	38,035

Wyatt = Watson Wyatt Data Services (ECS)
 NACE = National Association of Colleges and Employers
 Comp. Resources = Compensation Resources Inc.
 States = American Federation of Teachers Public Employees Survey
 Virginia Colleges = Career Services/Placement

Appendix D

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

ARTICLE 2

CONTRACTS, GENERALLY

8VAC20-440-20. 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:

1. One hundred eighty teaching days or 990 instructional hours (minimum required by law);
2. Ten 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;
3. Ten days for a continuation of activities under subdivisions 1 and 2 of this section, and such other activities as may be assigned or approved by the local school board.

8VAC20-440-30. 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 its own contracts, but in so doing must ensure that the essential elements set forth in Appendix B of this chapter are included.

ARTICLE 3

ANNUAL CONTRACTS, PROBATIONARY PERIOD

8VAC20-440-40. 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.

8VAC20-440-50. 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.

Source: Virginia Board of Education Regulations, Distributed by the Division of Teacher Education and Licensure, Virginia Department of Education

Appendix E

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 08/09 MINIMUM SALARY</u>	<u>FY 08/09 MIDPOINT SALARY</u>	<u>FY 08/09 MAXIMUM SALARY</u>
BUSINESS					
Accounting	Accountant	19031	31,352	47,850	64,347
Bus. Admin	Agency Management Analyst	19131	31,352	47,850	64,347
	Grants Specialist	19031	31,352	47,850	64,347
	Business Manager A	19051	31,352	47,850	64,347
Economics	Labor Market Analyst	19013	23,999	36,627	49,255
	Planner	19131	31,352	47,850	64,347
	Budget Analyst	19031	31,352	47,850	64,347
Marketing	Agri Marketing Agent	29093	31,352	47,850	64,347
Agri-Bus	Agricultural Inspector	59014	31,352	47,850	64,347
SOCIAL SCIENCES					
History	Historian A	29031	23,999	36,627	49,255
	Archaeologist	59131	31,352	47,850	64,347
Geography	No Match				
Sociology	Probation Officer	69091	31,352	47,850	64,347
	Social Worker	49011	23,999	36,627	49,255
Psychology	Psychologist Assistant	49053	23,999	36,627	49,255
LIFE SCIENCES					
Health/PE	Environmental Health Specialist	59031	31,352	47,850	64,347
	Health Educator	29013	23,999	36,627	49,255
Biology	Microbiologist	59131	31,352	47,850	64,347
	Wildlife Biologist	59113	31,352	47,850	64,347
Nursing	Registered Nurse	49112	31,352	47,850	64,347
Environ Science	Environ Prog Specialist	59031	31,352	47,850	64,347
	Environmental Inspector	59031	31,352	47,850	64,347

Appendix E (Continued)

Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 08/09 MINIMUM SALARY</u>	<u>FY 08/09 MIDPOINT SALARY</u>	<u>FY 08/09 MAXIMUM SALARY</u>
HUMANITIES					
Art	Graphic Artist	29072	23,999	36,627	49,255
Fine Arts	FAM Educ Asst	36132	23,999	36,627	49,255
	FAM Asst Registrar	29013	23,999	36,627	49,255
English	Pub Relations Asst Specialist	29092	23,999	36,627	49,255
	Library Assistant	29051	23,999	36,627	49,255
Foreign Lang	Research Specialist	59073	23,999	36,627	49,255
	Archivist A	29051	23,999	36,627	49,255
Communications	Pub Relations Asst Specialist	29092	23,999	36,627	49,255
Education	Academic Teacher	29112	31,352	47,850	64,347
PHYSICAL SCIENCE					
Math	No Match				
Statistics	Statistical Analyst	19131	31,352	47,850	64,347
Chemistry	Analytical Chemist	59131	31,352	47,850	64,347
Physics	No Match				
Geology	Soil Scientist	59131	31,352	47,850	64,347
	AVERAGE:		28,455	43,429	58,402

Appendix F

Actual Average Beginning Teacher Salaries, 2005-06 and 2006-07

2006-2007 Beginning Salary Rank	State	2005-2006 Beginning Teacher Salary	2006-2007 Beginning Teacher Salary	Percent Change	2006-2007 Average Teacher Salary	2006-2007 Beginning Salary % of Average
1	New Jersey	\$43,068	\$44,523	3.40%	\$59,730	74.5%
2	Alaska	\$40,523	\$42,006	3.70%	\$54,678	76.8%
3	Connecticut	\$39,898	\$41,497	4.00%	\$61,039	68.0%
4	Maryland	\$38,649	\$40,849	5.70%	\$56,927	71.8%
5	Wyoming	\$32,257	\$40,084	24.30%	\$50,771	79.0%
6	Delaware	\$38,547	\$39,941 b	3.60%	\$54,537	73.2%
7	New York	\$39,000	\$39,500 c	1.30%	\$59,557	66.3%
8	Hawaii	\$37,317	\$39,361	5.50%	\$51,916	75.8%
9	California	\$36,893	\$38,875	5.40%	\$63,640	61.1%
10	Texas	\$34,891	\$38,522	10.40%	\$45,392	84.9%
11	Illinois	\$40,130	\$38,363 b	-4.40%	\$58,275	65.8%
12	Florida	\$34,517	\$37,600 b	8.90%	\$47,219	79.6%
13	Virginia	n/a g	\$36,678		\$49,130	74.7%
14	Pennsylvania	\$35,782	\$36,599	2.30%	\$54,977	66.6%
15	Oklahoma	\$32,725	\$36,278 d,e	10.90%	\$42,379	85.6%
16	Colorado	\$34,961	\$36,211	3.60%	\$45,832	79.0%
17	Ohio	\$33,782	\$35,676	5.60%	\$53,536	66.6%
18	Alabama	\$32,973	\$35,517	7.70%	\$43,389	81.9%
19	Nevada	\$34,580	\$35,480	2.60%	\$49,426	71.8%
20	Oregon	\$34,691	\$35,400 d,e	2.00%	\$51,080	69.3%
21	Arizona	\$33,070	\$35,127	6.20%	\$44,700	78.6%
22	Rhode Island	\$33,783	\$34,838	3.10%	\$58,420	59.6%
23	Louisiana	\$32,045	\$34,410 b	7.40%	\$42,816	80.4%
24	Michigan	n/a	\$34,100		\$55,541	61.4%
25	Tennessee	\$31,939	\$33,459 b	4.80%	\$43,815	76.4%
26	Minnesota	\$31,855	\$33,018	3.70%	\$49,719	66.4%
27	Mississippi	\$32,173	\$32,141	-0.10%	\$40,182	80.0%
28	New Mexico	\$31,315	\$32,081	2.40%	\$42,780	75.0%
29	Indiana	\$31,022	\$32,076	3.40%	\$47,832	67.1%
30	Georgia	\$30,441	\$31,659 f	4.00%	\$49,836	63.5%
31	Wisconsin	\$30,021	\$31,588	5.20%	\$46,707	67.6%
32	North Carolina	\$28,906	\$31,478	8.90%	\$46,137	68.2%
33	Washington	\$30,485	\$31,442	3.10%	\$47,880	65.7%
34	South Carolina	\$30,556	\$31,336	2.60%	\$44,335	70.7%
35	Kentucky	\$30,539	\$31,304	2.50%	\$43,787	71.5%
36	Missouri	\$30,036	\$31,285	4.20%	\$40,384	77.5%
37	West Virginia	\$28,090	\$30,626	9.00%	\$40,534	75.6%
38	Arkansas	\$29,353	\$30,510	3.90%	\$44,493	68.6%
39	Kansas	\$29,282	\$30,408	3.80%	\$43,318	70.2%
40	Iowa	\$28,508	\$30,331	6.40%	\$42,922	70.7%
41	New Hampshire	\$29,234	\$30,185	3.30%	\$46,797	64.5%
42	Idaho	\$27,500	\$30,000	9.10%	\$45,094	66.5%
43	Nebraska	\$27,517	\$29,215	6.20%	\$42,044	69.5%

Appendix F

Actual Average Beginning Teacher Salaries, 2005-06 and 2006-07 (Continued)

2006-2007 Beginning Salary Rank	State	2005-2006 Beginning Teacher Salary	2006-2007 Beginning Teacher Salary	Percent Change	2006-2007 Average Teacher Salary	2006-2007 Beginning Salary % of Average
44	Utah	\$27,437	\$28,653	4.40%	\$37,775	75.9%
45	Maine	\$27,212	\$28,517	4.80%	\$42,103	67.7%
46	Montana	\$26,022	\$27,134	4.30%	\$41,146	65.9%
47	North Dakota	\$25,657	\$27,064	5.50%	\$38,586	70.1%
48	South Dakota	n/a g	\$26,988		\$35,378	76.3%
	Massachusetts	n/a g	n/a g		\$58,178	
	Vermont	n/a g	n/a g		\$47,645	
U.S.	Average	\$33,227	\$35,284 h	6.20%	\$51,009	69.2%

b. includes extra-duty pay; c. median; d. includes employer pick-up of employee pension contributions where applicable; e. includes fringe benefits such as healthcare where applicable. f. Georgia's state salary does not include district supplemental pay. g. These states did not provide a response to the request for beginning teacher salaries. h. The U.S. average for beginning teacher salary is a straight average of data received.

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

Appendix G

Survey and Analysis of Salary Trends 2007-2008
(National Education Association's Ranking of States)

**Data Excerpted from the National Education Association's (NEA)
"Rankings of the States 2008 and Estimates of School Statistics 2009" Report**

<http://www.nea.org/assets/docs/rankings08.pdf>

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 2008-2009, Rankings, Table C-11
Average Salaries (\$) of Public School Teachers, 2007-08**

Rank: 2007-08	State	School Year 2007-08 Average Salary
1	CALIFORNIA	\$64,424 *
2	NEW YORK	\$62,332
3	CONNECTICUT	\$61,976
4	NEW JERSEY	\$61,277 *
5	DISTRICT OF COLUMBIA	\$60,628 *
6	ILLINOIS	\$60,474
7	MASSACHUSETTS	\$60,471
8	MARYLAND	\$60,069 *
9	RHODE ISLAND	\$57,168 *
10	ALASKA	\$56,758
11	MICHIGAN	\$56,096 *
12	DELAWARE	\$55,994
13	PENNSYLVANIA	\$55,833 *
14	OHIO	\$53,410
15	HAWAII	\$53,400
16	WYOMING	\$53,074
17	OREGON	\$51,811
18	GEORGIA	\$51,560
19	MINNESOTA	\$50,582 *
20	WASHINGTON	\$49,884
21	WISCONSIN	\$49,051
22	INDIANA	\$48,508
23	NEVADA	\$47,710
24	NEW HAMPSHIRE	\$47,609 *
25	NORTH CAROLINA	\$47,354
26	COLORADO	\$47,248

Appendix G

Survey and Analysis of Salary Trends 2007-2008
(National Education Association's Ranking of States)
(Continued)

Rank: 2007-08	State	School Year 2007-08 Average Salary
27	KENTUCKY	\$47,207
28	LOUISIANA	\$46,964
29	FLORIDA	\$46,930
30	VIRGINIA	\$46,796
31	IOWA	\$46,664
32	ALABAMA	\$46,604
33	VERMONT	\$46,593 *
34	TEXAS	\$46,179
35	ARKANSAS	\$45,773 *
36	ARIZONA	\$45,772
37	SOUTH CAROLINA	\$45,758
38	KANSAS	\$45,136
39	NEW MEXICO	\$45,112
40	TENNESSEE	\$45,030 *
41	IDAHO	\$44,099
42	OKLAHOMA	\$43,551
43	MAINE	\$43,397
44	MISSOURI	\$43,206
45	NEBRASKA	\$42,885
46	MONTANA	\$42,874
47	WEST VIRGINIA	\$42,529
48	MISSISSIPPI	\$42,403 *
49	UTAH	\$41,615 *
50	NORTH DAKOTA	\$40,279
51	SOUTH DAKOTA	\$36,674
	UNITED STATES	\$52,308 *
* Computed from NEA Research, Estimates Database (2008).		

Appendix H

Virginia Average Teacher Salaries FY 1984-2009

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%	07/01/1983	9.70%
1985	\$21,272	\$1,596	8.11%	10.00%	07/01/1984	10.00%
1986	\$23,093	\$1,821	8.56%	10.00%	07/01/1985	10.00%
1987	\$25,035	\$1,942	8.41%	10.00%	07/01/1986	10.00%
1988	\$27,189	\$2,154	8.60%	10.00%	07/01/1987	10.00%
1989	\$28,976	\$1,787	6.57%	8.00%	07/01/1988	8.00%
1990	\$30,938	\$1,962	6.77%	8.00%	07/01/1989	8.00%
1991	\$32,153	\$1,215	3.93%	5.00%	07/01/1990	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%	12/01/1993	1.75%
1995	\$33,987	\$843	2.54%	3.25%	12/01/1994	1.90%
1996	\$34,792	\$805	2.37%	2.25%	12/01/1995	1.31%
1997	\$35,536	\$744	2.14%	1.75%	01/01/1997	0.88%
1998	\$36,428	\$892	2.51%	4.00%	01/01/1998	2.00%
1999	\$37,527	\$1,099	3.02%	2.25%	01/01/1999	1.13%
2000	\$38,690	\$1,163	3.10%	6.00%	01/04/2000	2.95%
2001	\$40,247	\$1,557	4.02%	2.40%	12/01/2000	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%	01/01/2004	1.13%
2005	\$45,377	\$1,441	3.28%	0.00%	n/a	0.00%
2006	\$47,229	\$1,852	4.08%	3.00%	12/01/2005	1.75%
2007	\$49,131	\$1,902	4.03%	4.00%	12/01/2006	2.33%
2008	\$50,511	\$1,380	2.81%	3.00%	12/01/2007	1.75%
2009 ¹	\$51,901	\$1,390	2.75%	0.00%	n/a	0.00%
Averages FY 1984 - 2009		\$1,283	4.07%	4.15%		3.50%

(¹Budgeted)

Appendix I

Average Inflation-Adjusted Teacher Salaries, 1996-97 and 2006-07 Ranked by Percentage Change since 1996-97

State	Average Salary		Average Salary Rank		Percent of U.S. Average		10-Year Change From	10-Year Change
	1996-97	2006-07	1996-97	2006-07	1996-97	2006-07	1996-97	Rank
Wyoming	\$40,972	\$50,771	40	16	83%	100%	23.90%	1
North Carolina	\$40,263	\$46,137	42	27	81%	90%	14.60%	2
California	\$55,539	\$63,640	9	1	112%	125%	14.60%	3
Louisiana	\$37,496	\$42,816	47	39	76%	84%	14.20%	4
Hawaii	\$45,902	\$51,916	25	14	92%	102%	13.10%	5
Idaho	\$40,409	\$45,094	41	30	81%	88%	11.60%	6
Mississippi	\$36,013	\$40,182	48	47	73%	79%	11.60%	7
New Mexico	\$38,387	\$42,780	46	40	77%	84%	11.40%	8
Arkansas	\$40,074	\$44,493	43	32	81%	87%	11.00%	9
Oklahoma	\$38,993	\$42,379	44	41	79%	83%	8.70%	10
Texas	\$41,890	\$45,392	37	29	84%	89%	8.40%	11
Georgia	\$46,092	\$49,836	23	17	93%	98%	8.10%	12
Florida	\$43,736	\$47,219	27	24	88%	93%	8.00%	13
North Dakota	\$35,796	\$38,586	49	48	72%	76%	7.80%	14
Maryland	\$53,298	\$56,927	12	8	107%	112%	6.80%	15
Ohio	\$50,132	\$53,536	16	13	101%	105%	6.80%	16
Virginia	\$46,056	\$49,130	24	20	93%	96%	6.70%	17
Illinois	\$54,696	\$58,275	10	6	110%	114%	6.50%	18
Montana	\$38,701	\$41,146	45	44	78%	81%	6.30%	19
Rhode Island	\$55,658	\$58,420	7	5	112%	115%	5.00%	20
Massachusetts	\$55,543	\$58,178	8	7	112%	114%	4.70%	21
South Carolina	\$42,411	\$44,335	35	33	85%	87%	4.50%	22
Arizona	\$42,900	\$44,700	32	31	86%	88%	4.20%	23
Alabama	\$42,051	\$43,389	36	36	85%	85%	3.20%	24
Nebraska	\$41,040	\$42,044	39	43	83%	82%	2.40%	25
Vermont	\$46,574	\$47,645	21	23	94%	93%	2.30%	26
Delaware	\$53,529	\$54,537	11	12	108%	107%	1.90%	27
Kansas	\$42,744	\$43,318	34	37	86%	85%	1.30%	28
South Dakota	\$34,973	\$35,378	50	50	70%	69%	1.20%	29
Minnesota	\$49,236	\$49,719	17	18	99%	97%	1.00%	30
New Hampshire	\$46,544	\$46,797	22	25	94%	92%	0.50%	31
Kentucky	\$43,661	\$43,787	28	35	88%	86%	0.30%	32
Iowa	\$42,982	\$42,922	30	38	87%	84%	-0.10%	33
Tennessee	\$44,210	\$43,815	26	34	89%	86%	-0.90%	34
Washington	\$48,847	\$47,880	19	21	98%	94%	-2.00%	35
Colorado	\$46,857	\$45,832	20	28	94%	90%	-2.20%	36
Maine	\$43,504	\$42,103	29	42	88%	83%	-3.20%	37
Oregon	\$53,086	\$51,080	13	15	107%	100%	-3.80%	38

Appendix I

Average Inflation-Adjusted Teacher Salaries, 1996-97 and 2006-07 Ranked by Percentage Change since 1996-97 (Continued)

<u>State</u>	<u>Average Salary</u>		<u>Average Salary Rank</u>		<u>Percent of U.S. Average</u>		<u>10-Year Change From 1996-97</u>	<u>10-Year Change Rank</u>
	<u>1996-97</u>	<u>2006-07</u>	<u>1996-97</u>	<u>2006-07</u>	<u>1996-97</u>	<u>2006-07</u>	<u>1996-97</u>	<u>Rank</u>
New York	\$62,009	\$59,557	4	4	125%	117%	-4.00%	39
Wisconsin	\$48,925	\$46,707	18	26	99%	92%	-4.50%	40
Indiana	\$50,182	\$47,832	15	22	101%	94%	-4.70%	41
West Virginia	\$42,964	\$40,534	31	45	87%	79%	-5.70%	42
Missouri	\$42,831	\$40,384	33	46	86%	79%	-5.70%	43
Nevada	\$52,760	\$49,426	14	19	106%	97%	-6.30%	44
New Jersey	\$64,316	\$59,730	2	3	130%	117%	-7.10%	45
Connecticut	\$66,118	\$61,039	1	2	133%	120%	-7.70%	46
Utah	\$41,166	\$37,775	38	49	83%	74%	-8.20%	47
Michigan	\$60,951	\$55,541	5	9	123%	109%	-8.90%	48
Pennsylvania	\$60,907	\$54,977	6	10	123%	108%	-9.70%	49
Alaska	\$63,482	\$54,678	3	11	128%	107%	-13.90%	50
U.S. Average	\$49,626	\$51,009			100%	100%	2.80%	

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 2006-2007

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	\$61,039	\$41,497	Georgia	\$49,836	\$31,659
Rhode Island	58,420	34,838	Virginia	49,130	36,678
Massachusetts	58,178	n/a	Florida	47,219	37,600
Vermont	47,645	n/a	North Carolina	46,137	31,478
New Hampshire	46,797	30,185	Arkansas	44,493	30,510
Maine	42,103	28,517	South Carolina	44,335	31,336
			Tennessee	43,815	33,459
			Kentucky	43,787	31,304
			Alabama	43,389	35,517
			Louisiana	42,816	34,410
			West Virginia	40,534	30,626
			Mississippi	40,182	32,141
MID-ATLANTIC			ROCKY MOUNTAINS		
New Jersey	\$59,730	\$44,523	Wyoming	\$50,771	\$40,084
New York	59,557	39,500	Colorado	45,832	36,211
Maryland	56,927	40,849	Idaho	45,094	30,000
Pennsylvania	54,977	36,599	Montana	41,146	27,134
Delaware	54,537	39,941	Utah	37,775	28,653
GREAT LAKES			FAR WEST		
Illinois	\$58,275	\$38,363	California	\$63,640	\$38,875
Michigan	55,541	34,100	Alaska	54,678	42,006
Ohio	53,536	35,676	Hawaii	51,916	39,361
Minnesota	49,719	33,018	Oregon	51,080	35,400
Indiana	47,832	32,076	Nevada	49,426	35,480
Wisconsin	46,707	31,588	Washington	47,880	31,442
PLAINS					
Kansas	\$43,318	\$30,408			
Iowa	42,922	30,331			
Nebraska	42,044	29,215			
Missouri	40,384	31,285			
North Dakota	38,586	27,064			
South Dakota	35,378	26,988			
SOUTHWEST					
Texas	\$45,392	\$38,522			
Arizona	44,700	35,127			
New Mexico	42,780	32,081			
Oklahoma	42,379	36,278			
			U.S. AVERAGE	\$51,009	\$35,284

Source: American Federation of Teachers, annual survey of state departments of education. The Virginia Beginning Salary is an unweighted average of beginning salaries paid by Virginia school districts, derived directly from the Virginia Department of Education 2008-2009 Teacher Salary Survey Report.

Appendix K

Southern Regional Education Board (SREB) Comparison of Average Teacher Salaries 2007 - 2008		
<u>State</u>	<u>Average Salary, 2007-2008</u>	<u>Rank</u>
Maryland	\$60,069	1
Delaware	\$55,994	2
Georgia	\$51,560	3
North Carolina	\$47,354	4
Kentucky	\$47,207	5
Louisiana	\$46,964	6
Florida	\$46,930	7
Virginia	\$46,690	8
Alabama	\$46,604	9
Texas	\$46,179	10
South Carolina	\$45,758	11
Tennessee	\$45,030	12
Arkansas	\$44,696	13
Oklahoma	\$43,551	14
Mississippi	\$42,403	15
West Virginia	\$42,259	16
Average	\$47,453	
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

2008-09 Department of Education
Average Classroom Teacher Salary Survey

SUMMARY

Classroom Teacher Salaries

	<u>Statewide:</u>
FY 2007 Actual Average Teacher Salary	\$49,131
FY 2008 Actual Average Teacher Salary	\$50,511
Average Percentage Increase, FY 2007 to FY 2008	2.81%
FY 2009 Budgeted Average Teacher Salary	\$51,902
Budgeted Percentage Increase, FY 2008 to FY 2009	2.75%

Appendix L (Continued)

2008-09 Department of Education Average Classroom Teacher Salary Survey

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
	School Divisions Counties					
001	Accomack County	39,973	39,576	(0.99%)	40,315	1.87%
002	Albemarle County	49,580	51,223	3.32%	54,711	6.81%
003	Alleghany County	44,095	45,580	3.37%	47,742	4.74%
004	Amelia County	40,442	44,349	9.66%	43,539	(1.83%)
005	Amherst County	41,935	42,816	2.10%	41,469	(3.15%)
006	Appomattox County	38,755	41,028	5.87%	42,150	2.73%
007	Arlington County	64,447	67,742	5.11%	68,995	1.85%
008	Augusta County	43,075	44,062	2.29%	45,309	2.83%
009	Bath County	42,259	42,037	(0.52%)	41,277	(1.81%)
010	Bedford County ¹	39,694	40,827	2.85%	42,314	3.64%
011	Bland County	37,863	39,761	5.01%	37,180	(6.49%)
012	Botetourt County	46,561	47,904	2.89%	48,200	0.62%
013	Brunswick County	37,843	38,596	1.99%	42,392	9.84%
014	Buchanan County	38,686	39,521	2.16%	40,813	3.27%
015	Buckingham County	39,827	42,097	5.70%	45,152	7.26%
016	Campbell County	41,324	42,204	2.13%	44,969	6.55%
017	Caroline County	43,807	43,301	(1.15%)	45,297	4.61%
018	Carroll County	37,024	36,938	(0.23%)	37,196	0.70%
019	Charles City County	40,530	38,511	(4.98%)	39,347	2.17%
020	Charlotte County	40,530	42,040	3.73%	43,859	4.33%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
021	Chesterfield County	46,486	48,180	3.64%	49,080	1.87%
022	Clarke County ⁵	46,433	45,402	(2.22%)	47,298	4.18%
023	Craig County	43,279	42,430	(1.96%)	43,009	1.37%
024	Culpeper County	44,565	48,348	8.49%	46,081	(4.69%)
025	Cumberland County	39,714	39,108	(1.53%)	41,562	6.27%
026	Dickenson County	37,146	39,957	7.57%	43,333	8.45%
027	Dinwiddie County	44,461	45,181	1.62%	47,564	5.28%
028	Essex County	44,821	42,812	(4.48%)	44,320	3.52%
029	Fairfax County ²	60,593	62,458	3.08%	65,394	4.70%
030	Fauquier County	53,055	55,179	4.00%	56,137	1.74%
031	Floyd County	41,891	41,896	0.01%	43,127	2.94%
032	Fluvanna County	49,313	50,991	3.40%	54,432	6.75%
033	Franklin County	43,549	43,837	0.66%	45,958	4.84%
034	Frederick County	45,481	47,085	3.53%	47,779	1.47%
035	Giles County	39,804	40,903	2.76%	41,953	2.57%
036	Gloucester County	44,543	45,857	2.95%	47,680	3.98%
037	Goochland County	42,544	45,358	6.62%	43,170	(4.82%)
038	Grayson County	36,708	37,108	1.09%	41,802	12.65%
039	Greene County	39,212	36,056	(8.05%)	39,256	8.88%
040	Greensville County ³	42,103	43,318	2.89%	46,249	6.76%
041	Halifax County	39,665	40,518	2.15%	42,081	3.86%
042	Hanover County	44,609	45,002	0.88%	47,619	5.82%
043	Henrico County	46,833	48,776	4.15%	46,900	(3.85%)

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
044	Henry County	38,302	40,181	4.91%	43,849	9.13%
045	Highland County	41,206	40,337	(2.11%)	41,943	3.98%
046	Isle Of Wight County	45,989	49,741	8.16%	52,390	5.33%
048	King George County	44,936	46,172	2.75%	47,981	3.92%
049	King And Queen County	40,744	42,565	4.47%	45,843	7.70%
050	King William County	42,471	45,314	6.69%	43,264	(4.52%)
051	Lancaster County	42,559	44,186	3.82%	44,643	1.04%
052	Lee County	41,701	40,867	(2.00%)	41,314	1.09%
053	Loudoun County	60,476	57,518	(4.89%)	58,555	1.80%
054	Louisa County	47,347	48,304	2.02%	49,855	3.21%
055	Lunenburg County	42,647	40,124	(5.92%)	41,390	3.15%
056	Madison County	42,577	44,253	3.94%	45,099	1.91%
057	Mathews County	41,041	39,263	(4.33%)	45,564	16.05%
058	Mecklenburg County	40,432	40,632	0.50%	41,866	3.04%
059	Middlesex County	38,979	39,666	1.76%	41,039	3.46%
060	Montgomery County	42,182	43,672	3.53%	46,811	7.19%
062	Nelson County	42,627	44,422	4.21%	45,225	1.81%
063	New Kent County	41,188	43,297	5.12%	45,533	5.16%
065	Northampton County	42,670	38,407	(9.99%)	40,357	5.08%
066	Northumberland County	46,644	47,263	1.33%	45,257	(4.24%)
067	Nottoway County	39,961	42,025	5.16%	48,461	15.32%
068	Orange County	43,133	41,800	(3.09%)	40,107	(4.05%)
069	Page County	41,602	43,956	5.66%	45,697	3.96%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
070	Patrick County	39,783	40,120	0.85%	45,505	13.42%
071	Pittsylvania County	41,202	40,924	(0.67%)	43,764	6.94%
072	Powhatan County	45,078	45,637	1.24%	48,203	5.62%
073	Prince Edward County	42,599	43,507	2.13%	46,772	7.50%
074	Prince George County	45,720	46,996	2.79%	50,413	7.27%
075	Prince William County	58,351	59,656	2.24%	57,500	(3.61%)
077	Pulaski County	38,890	42,876	10.25%	44,852	4.61%
078	Rappahannock County	43,490	45,312	4.19%	46,116	1.77%
079	Richmond County	44,150	45,242	2.47%	48,081	6.27%
080	Roanoke County	46,734	47,698	2.06%	49,375	3.52%
081	Rockbridge County	40,043	40,621	1.44%	42,571	4.80%
082	Rockingham County	43,154	44,484	3.08%	45,359	1.97%
083	Russell County ⁵	36,054	37,006	2.64%	39,203	5.94%
084	Scott County	41,271	43,542	5.50%	44,267	1.67%
085	Shenandoah County	44,284	44,835	1.25%	45,377	1.21%
086	Smyth County	36,969	42,986	16.27%	44,902	4.46%
087	Southampton County	42,082	43,078	2.37%	45,462	5.53%
088	Spotsylvania County	49,414	52,291	5.82%	54,047	3.36%
089	Stafford County	51,383	52,251	1.69%	52,407	0.30%
090	Surry County	44,351	44,646	0.67%	46,169	3.41%
091	Sussex County	44,553	45,520	2.17%	44,650	(1.91%)

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
092	Tazewell County	39,944	45,520	13.96%	49,070	7.80%
093	Warren County	43,361	43,822	1.06%	45,964	4.89%
094	Washington County	41,560	42,599	2.50%	44,070	3.45%
095	Westmoreland County	42,707	43,386	1.59%	45,924	5.85%
096	Wise County	42,253	44,130	4.44%	42,744	(3.14%)
097	Wythe County	41,164	42,717	3.77%	45,048	5.46%
098	York County	46,925	48,136	2.58%	50,795	5.52%
	Cities					
101	Alexandria City	65,202	68,315	4.77%	72,075	5.50%
102	Bristol City	43,373	43,607	0.54%	48,217	10.57%
103	Buena Vista City	43,262	42,461	(1.85%)	45,738	7.72%
104	Charlottesville City	50,325	52,985	5.29%	55,193	4.17%
106	Colonial Heights City	47,838	50,158	4.85%	51,703	3.08%
107	Covington City	44,640	44,710	0.16%	45,913	2.69%
108	Danville City	43,283	44,196	2.11%	45,534	3.03%
109	Falls Church City	61,887	62,875	1.60%	65,729	4.54%
110	Fredericksburg City	44,509	46,786	5.12%	49,407	5.60%
111	Galax City	41,090	42,162	2.61%	42,859	1.65%
112	Hampton City	37,594	38,320	1.93%	40,414	5.46%
113	Harrisonburg City	45,195	45,659	1.03%	45,303	(0.78%)
114	Hopewell City	42,378	44,687	5.45%	46,647	4.39%
115	Lynchburg City	44,702	44,858	0.35%	45,988	2.52%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
116	Martinsville City	34,465	44,312	28.57%	42,344	(4.44%)
117	Newport News City	44,735	45,510	1.73%	48,178	5.86%
118	Norfolk City	45,288	46,161	1.93%	39,727	(13.94%)
119	Norton City	43,339	44,663	3.05%	42,539	(4.75%)
120	Petersburg City	38,998	40,797	4.61%	40,743	(0.13%)
121	Portsmouth City	34,924	36,924	5.73%	52,114	41.14%
122	Radford City	45,498	46,423	2.03%	53,495	15.23%
123	Richmond City	46,845	48,668	3.89%	50,480	3.72%
124	Roanoke City	47,392	47,244	(0.31%)	41,890	(11.33%)
126	Staunton City	41,087	42,661	3.83%	43,249	1.38%
127	Suffolk City	47,447	48,129	1.44%	49,783	3.44%
128	Virginia Beach City	51,102	52,407	2.55%	54,435	3.87%
130	Waynesboro City	44,056	45,476	3.22%	47,912	5.36%
131	Williamsburg 4	52,367	52,545	0.34%	52,964	0.80%
132	Winchester City	45,850	48,498	5.77%	48,886	0.80%
135	Franklin City	43,610	44,938	3.05%	47,243	5.13%
136	Chesapeake City	51,348	52,885	2.99%	54,914	3.84%
137	Lexington City	44,251	41,900	(5.31%)	43,439	3.67%
139	Salem City	51,211	52,085	1.71%	57,421	10.24%
142	Poquoson City	43,809	46,574	6.31%	43,466	(6.67%)

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
143	Manassas City	59,709	60,455	1.25%	65,352	8.10%
144	Manassas Park City	58,247	60,417	3.73%	61,479	1.76%
	Towns					
202	Colonial Beach	39,792	41,032	3.12%	50,051	21.98%
207	West Point	41,071	41,731	1.61%	42,827	2.63%
	Average for School Divisions⁵:	49,153	50,528	2.80%	51,923	2.76%
	Governor's Schools					
260	Central Virginia	61,147	64,605	5.66%	66,543	3.00%
261	Southwest Virginia	47,754	43,415	(9.09%)	44,521	2.55%
262	For The Arts	41,944	41,511	(1.03%)	43,229	4.14%
263	Roanoke Valley	46,710	50,182	7.43%	53,299	6.21%
264	New Horizons	49,670	48,709	(1.93%)	45,650	(6.28%)
265	Shenandoah Valley	47,209	46,141	(2.26%)	52,277	13.30%
266	Global Economics/Tech	45,703	46,951	2.73%	48,602	3.52%
267	Appomattox Regional	41,986	42,232	0.59%	43,193	2.28%
268	A. Linwood Holton	41,045	42,418	3.35%	44,345	4.54%
269	Chesapeake Bay	48,754	50,289	3.15%	52,878	5.15%
270	Commonwealth	60,014	61,611	2.66%	61,130	(0.78%)
271	Maggie L. Walker	52,123	54,504	4.57%	48,724	(10.60%)
272	Thomas Jefferson High School	78,021	77,303	(0.92%)	82,171	6.30%
273	Blue Ridge	38,555	42,619	10.54%	44,883	5.31%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
274	Jackson River	54,600	64,850	18.77%	64,850	0.00%
275	Massanutten	New School	48,917	-	49,043	0.26%
276	Piedmont	44,418	46,528	4.75%	46,690	0.35%
277	Mountain Vista	50,139	67,354	34.33%	64,480	(4.27%)
	Average for Governor's Schools⁵:	60,529	59,774	(1.25%)	60,732	1.60%
	Special Education Regional Programs					
280	Cooperative Centers For Exceptional Children	37,955	39,741	4.71%	41,331	4.00%
281	Middle Peninsula	38,883	39,379	1.27%	40,801	3.61%
282	Laurel Regional Center	46,480	45,921	(1.20%)	47,299	3.00%
283	Northern Neck	36,651	39,327	7.30%	41,656	5.92%
284	Northwestern Regional Education	45,414	46,472	2.33%	47,366	1.92%
285	Peninsula Area Cooperative Education Services	41,957	42,056	0.24%	44,909	6.78%
286	Piedmont Regional Education	44,835	46,415	3.52%	48,666	4.85%
287	Shenandoah Valley Regional	34,364	39,079	13.72%	46,617	19.29%
288	Southeastern Cooperative Educational	42,539	43,804	2.97%	43,661	(0.33%)
290	N. Virginia Regional	51,842	55,407	6.88%	54,268	(2.06%)
292	Henry Co/Martinsville Regional	34,890	36,981	5.99%	41,356	11.83%
299	Roanoke Valley Regional Board	41,169	43,543	5.77%	45,289	4.01%
	Average for Special Education Programs⁵:	44,796	46,619	4.07%	47,674	2.26%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
	Vocational Education Regional Programs					
301	Charlottesville-Albemarle Vocational-Technical	46,398	52,502	13.16%	52,298	(0.39%)
302	Jackson River	42,906	44,771	4.35%	47,367	5.80%
304	Massanutten	45,632	44,548	(2.38%)	53,399	19.87%
306	Valley Vocational-	46,374	47,602	2.65%	49,553	4.10%
307	New Horizons Regional Education Center	40,341	42,010	4.14%	43,775	4.20%
308	P. D. Pruden Vocational-	46,245	49,956	8.02%	47,238	(5.44%)
309	Rowanty Vocational-	49,410	48,718	(1.40%)	50,779	4.23%
310	Northern Neck Vocational-	42,779	44,533	4.10%	46,386	4.16%
311	Amelia-Nottoway Vocational-	37,084	37,691	1.64%	40,051	6.26%
	Average for Vocational Education Programs⁵:	42,018	46,323	10.25%	48,638	5.00%
	Regional Alternative Education Programs					
401	Lynchburg City Secondary Alternative	42,515	36,439	(14.29%)	37,532	3.00%
402	Enterprise Academy/Newport News City	55,067	52,415	(4.82%)	54,249	3.50%
403	Tidewater Regional Alternative Education	36,674	38,799	5.79%	42,079	8.45%
404	Regional Alternative Plus Self Project/Roanoke	42,453	57,631	35.75%	64,969	12.73%
405	Transition Support Resource Center/Fairfax	73,985	77,791	5.14%	79,643	2.38%
406	Project Return/Fluvanna County	38,741	39,903	3.00%	41,499	4.00%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
407	Behav Disord Youth/Montgomery	44,075	44,687	1.39%	47,335	5.93%
408	Petersburg Regional Alternative	36,050	38,200	5.96%	40,000	4.71%
409	Regional Alternative/Pittsylvania Co	30,916	31,760	2.73%	33,080	4.16%
410	Project Return/Powhatan Co	41,063	42,894	4.46%	60,725	41.57%
411	Crossroads Alternative/Bristol City	38,528	40,909	6.18%	37,565	(8.18%)
412	Metro Richmond Alternative Ed	37,604	38,434	2.21%	31,863	(17.10%)
413	Regional Alternative Ed/Stafford Co	49,506	40,761	(17.66%)	41,923	2.85%
414	Southside L.I.N.K. Project/Brunswick Co	33,676	35,117	4.28%	36,363	3.55%
415	Regional Alternative Ed/King William	12,228	30,264	147.50%	30,296	0.10%
416	New Dominion/Prince William Co	73,523	69,458	(5.53%)	53,315	(23.24%)
417	Project Bridge/Russell Co	32,112	32,517	1.26%	36,892	13.45%
418	Regional Alternative/Wythe Co	43,120	38,732	(10.18%)	49,526	27.87%
420	On The Right Track Reg Alternative Education	35,261	38,214	8.37%	40,122	4.99%
421	Northern Neck Regional Alternative Education	36,017	37,593	4.38%	45,720	21.62%
422	Shenandoah Valley Reg Alternative Ed/Genesis	35,757	36,222	1.30%	38,872	7.32%
423	Breaking Barriers Alternative Ed/Henry Co	31,591	33,048	4.61%	33,600	1.67%

Division	Name	FY 2007 Actual Average Teacher Salary	FY 2008 Actual Average Teacher Salary	FY 2007 to FY 2008 Percent Increase/ (Decrease)	FY 2009 Budgeted Average Teacher Salary	FY 2008 to FY 2009 Percent Increase/ (Decrease)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	34,408	35,326	2.67%	36,739	4.00%
426	Regional Learning Academy/Wise Co	28,227	40,326	42.87%	37,946	(5.90%)
427	Regional Community Alternative Ed Continuum	40,933	37,541	(8.29%)	33,274	(11.37%)
428	Project Renew/Northampton Co	32,060	31,611	(1.40%)	31,611	0.00%
429	Renaissance/Scott Co	43,206	42,659	(1.27%)	43,067	0.96%
430	R.E.Cook Regional Alternative	42,786	43,867	2.52%	45,269	3.20%
	Average for Alternative Education Programs⁵:	40,389	42,980	6.42%	43,438	1.07%
	Statewide Average⁵:	49,131	50,511	2.81%	51,902	2.75%
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.						
⁵ Average calculated on the basis of statewide totals.						
Note: DOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.						

Appendix M

Virginia Department of Education 2008-2009 Salary Survey

Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2009

(As reported by school divisions on the 2007-2008 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
	School Divisions Counties	
001	Accomack County Public Schools	All employees were given a salary step increase (averaging 2%) plus a 3% Cost of Living Adjustment. In addition a \$400 per covered employee increase was given to help cover the cost of increased health insurance premiums.
002	Albemarle County Public Schools	4.00 % increase across scale (World @ Work Data). Approximately 1.67% to 5.76% increase (including step) in salary.
003	Alleghany County Public Schools	cost of living increase 3.5%
004	Amelia County Public Schools	3% cost of living increase, plus a step for experience on the salary scale.
005	Amherst County Public Schools	Salaries for teachers was increased approximately 5.56%.
006	Appomattox County Public Schools	Teachers received a step raise and a base scale increase equaling an average raise of 5.4%. The board continued to pay 100% of employee only health insurance premium for the Keycare plan.
007	Arlington County Public Schools	Provided Cost of Living increase in the amount of 2.2%.
008	Augusta County Public Schools	An average salary increase of 4.5% was given district wide.
009	Bath County Public Schools	Employees were provided with an annual 1.17% increase including step.
010	Bedford County Public Schools ¹	Teacher Salary Increased by average 4.25%
011	Bland County Public Schools	Provided a step plus a 4% increase
012	Botetourt County Public Schools	The base of the indexed Teacher Salary Scale was increased by 2%. There is a longevity step of \$1,000.00 for 28 or more years of experience. The average increase for all teachers is approximately 3.51%/

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
013	Brunswick County Public Schools	Salary increase of 3% plus step
014	Buchanan County Public Schools	A 2% plus step was approved by the School Board for all school employees.
015	Buckingham County Public Schools	All employees were given a 3% plus step increase and the health and dental insurance premiums were paid by the school board.
016	Campbell County Public Schools	3% Across the board pay increase.
017	Caroline County Public Schools	TEACHERS WERE GIVEN A STEP IF DUE ONE AND A 1% ACROSS THE BOARD COST OF LIVING INCREASE EFFECTIVE 08/225/2008. AVERAGE ANNUAL INCREASE OF 2.44%
018	Carroll County Public Schools	All personnel received a 4% plus step pay increase for the 2008-2009 school year.
019	Charles City County Public Schools	A 2% salary increase awarded to classroom teachers in FY2009 in addition to a 2% increase in the salary step.
020	Charlotte County Public Schools	Average 4% increase
021	Chesterfield County Public Schools	Funding is provided in the Chesterfield County Public School Approved FY09 Annual Financial Plan to complete the final year of the 3-year compensation plan. All employees, except those at the top of their scale or range will receive a 4% increase with targeted adjustments in selected areas.
022	Clarke County Public Schools ⁵	The budget includes a 4.5% increase for teachers.
023	Craig County Public Schools	All personnel were given an annual step increase which averaged 1.7%.
024	Culpeper County Public Schools	No action taken to improve teacher's salaries
025	Cumberland County Public Schools	Salary scales adjusted for cost of living increase.
026	Dickenson County Public Schools	Teachers received an average raise of approximately 10% for FY 2009
027	Dinwiddie County Public Schools	Significantly increased the teacher scale with increases ranging from 4.5% to 9%. All teachers received a step increase.
028	Essex County Public Schools	Provide 3% salary increase plus step
029	Fairfax County Public Schools ²	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.7% for all teachers.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
030	Fauquier County Public Schools	All teachers received a flat amount of \$1,500.
031	Floyd County Public Schools	4.5% increase in base salary plus increases in supplements
032	Fluvanna County Public Schools	For FY2009, salaries are budgeted to increase by 4%.
033	Franklin County Public Schools	Teachers will receive a combined cost-of-living and step increase ranging from a minimum of 3.00% to a maximum of 10.30%. The weighted-average increase overall will be 4.84%.
034	Frederick County Public Schools	A division average of 3.5% salary increase for all staff.
035	Giles County Public Schools	The teacher salary scale was increased to accomplish an average 3.01% salary increase for all existing teachers.
036	Gloucester County Public Schools	Teachers received an average 3.5% increase that included step. The minimum increase was 2.5%
037	Goochland County Public Schools	4% increase in salary including step increment.
038	Grayson County Public Schools	Employees received an average 4.4% increase for 08-09. This includes any applicable steps.
039	Greene County Public Schools	Provided cost of living increase and scale adjustments to be more competitive in our area. Average effective salary increase for teachers for FY 2009 is 5.74%.
040	Greensville County Public Schools ³	Provided a 5% salary increase
041	Halifax County Public Schools	Teachers given an average salary increase of 3.5%.
042	Hanover County Public Schools	Average increase of 3.5% for all employees - a performance step increase and an adjustment to the salary scale
043	Henrico County Public Schools	1.628% Wage Adjustment on all employees + 2.372% Step Increase for eligible employees.
044	Henry County Public Schools	Average of 3% increase fy 09
045	Highland County Public Schools	All employees received a 2% pay increase as well as a step increase for the teachers.
046	Isle Of Wight County Public Schools	The FY2009 Budget seeks to retain the competitive position in the recruitment and retention of quality teachers. Teachers will receive step increases averaging 1.4% as well as 3.9% market adjustment to the pay scale.
048	King George County Public Schools	Teachers received an average salary increase of 4%

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
049	King And Queen County Public Schools	A salary increase of 2.5%.
050	King William County Public Schools	We provided a step plus COL increase that averaged 5% in FY08. The increase for FY09 has not yet been determined or forecast.
051	Lancaster County Public Schools	A new step scale was created that provided a more equitable distribution between steps. The staff received a step increase, plus an increase of 1.5%, resulting in an overall pay increase of 2.5%.
052	Lee County Public Schools	A 5% salary step increase was given to all employees.
053	Loudoun County Public Schools	A 3% salary increase was awarded to teachers in FY 2009
054	Louisa County Public Schools	Increased teacher starting salary to \$40,370, teachers got an average increase of 3.25%
055	Lunenburg County Public Schools	Increased each step of salary scale by 2.5%.
056	Madison County Public Schools	The Madison County School board provided an average 1% cost of living increase and an average of a 1% step increase to improve teacher salaries.
057	Mathews County Public Schools	No action taken to improve teacher's salaries
058	Mecklenburg County Public Schools	3% across the board increase
059	Middlesex County Public Schools	Teachers received raises varying from 4.5 % to 8.5 % based on the revised salary scale.
060	Montgomery County Public Schools	Average Salary was increased by 8.6% (1.6% step increase and 7% COLA)
062	Nelson County Public Schools	2% Cost of Living Allowance + Step Increase if Applicable
063	New Kent County Public Schools	Provided all teachers with a step increase (1.7%) and a 4% scale adjustment for a total 6.7% increase overall
065	Northampton County Public Schools	salary step increase
066	Northumberland County Public Schools	2.25% increase
067	Nottoway County Public Schools	Teachers given step raise (average = 1.36%) plus 5 % increase.
068	Orange County Public Schools	An overall increase of 4% was provided to teachers
069	Page County Public Schools	\$960.00 per teacher; average of 2.2%

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
070	Patrick County Public Schools	3% plus step and index adjustments to all salary schedules
071	Pittsylvania County Public Schools	Average 4% salary increase was given to all employees.
072	Powhatan County Public Schools	Teachers were provided a 2% salary increase plus the value of the appropriate step movement. The average annual percentage increase was 2.89%.
073	Prince Edward County Public Schools	Teachers were provided a 3% salary increase.
074	Prince George County Public Schools	Prince George County Public Schools provided an average teacher pay raise of 8.74% (5% - 11.49% range) for 2008-2009 based on implementation of a Teacher Salary Study performed by Hendricks & Associates.
075	Prince William County Public Schools	The School Board approved a one step increase for all eligible employees, and a 2% cost of living increase. These two increases amounted to approximately a 5% increase across the board for all employees.
077	Pulaski County Public Schools	Average increase for teacher salaries in FY 2009 is 3.18%.
078	Rappahannock County Public Schools	Classroom teacher salaries were increased 2.5% to the base salary scale plus a step (1.5%). Total 4% increase.
079	Richmond County Public Schools	Teachers in Richmond County received a 3% plus step raise for the 2008-2009 school term.
080	Roanoke County Public Schools	Classroom teachers provided a salary increase of 4% plus a market adjustment of 1%.
081	Rockbridge County Public Schools	Teacher salaries were increased an average of 4.5% including step.
082	Rockingham County Public Schools	we gave a 3% raise above last year
083	Russell County Public Schools	All employees will receive a 10% increase for FY 2009.
084	Scott County Public Schools	3% Salary increase and step increase for employees not yet at the top of the scale
085	Shenandoah County Public Schools	No action taken to improve teacher's salaries
086	Smyth County Public Schools	Cost of living increase (three percent) which includes salary step increase.
087	Southampton County Public Schools	Provide a 4% minimum increase for all teachers
088	Spotsylvania County Public Schools	For FY09 all teachers received a 2% COLA (cost of living increase).

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
089	Stafford County Public Schools	2.5% Step increase.
090	Surry County Public Schools	The School Board approved an average salary increase of 6% for all employees. This includes a step increase as well as cost of living increase.
091	Sussex County Public Schools	The teacher salary scale has been modified to provide a 5% increase between steps. All returning teachers will advance one step and receive a 5% increase.
092	Tazewell County Public Schools	5% plus step salary increase
093	Warren County Public Schools	Four percent across the board increase.
094	Washington County Public Schools	2008-2009 is year 4 of a 5-year plan to improve teacher salaries. For 2008-2009 the average teacher raise is estimated at 4.54%.
095	Westmoreland County Public Schools	A two percent salary increase is being given to classroom teachers, principals, assistant principals, guidance counselors, and librarians. Teachers and librarians increase will be effective September 1, 2008, Principals-effective July 1, 2008, Guidance Counselors and Assistant Principals-effective August 1, 2008
096	Wise County Public Schools	All teachers received various increases due to new teacher scale that was developed. Teachers increases averaged at 8%.
097	Wythe County Public Schools	Salary scales increased by 5%
098	York County Public Schools	Provided a step increase on the scale to improve teacher salaries in FY09 (average increase 1.5%). Provided a market adjustment of 4%. Combined, the above items average a budgeted annual increase of 5.5%.
	Cities	
101	Alexandria City Public Schools	provided step increases
102	Bristol City Public Schools	Provided a 2% plus step salary increase.
103	Buena Vista City Public Schools	Teachers were put on a index salary scale for budget year 2008-09.
104	Charlottesville City Public Schools	4% average increase in base pay
106	Colonial Heights City Public Schools	An experience step was given to those not at the top of the teacher's scale. Also 2.3% COLA.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
107	Covington City Public Schools	Increase of 2.5% applied to all salary scales
108	Danville City Public Schools	Increase to the base of the indexed teacher salary scale plus a step to yield average 5.1% increase per teacher.
109	Falls Church City Public Schools	Provided a cost-of-living increase of 3.0% and a step increase with an average value of 2.8%
110	Fredericksburg City Public Schools	An average scale increase of 4.0% (2.2% COLA and 1.8% Step)
111	Galax City Public Schools	Average 5% salary increase given to employees for 2008-09 school year.
112	Hampton City Public Schools	Average increase for teachers for FY09 is 5.14%
113	Harrisonburg City Public Schools	Teacher salaries were increased by providing a cost of living and step increase that averaged 3% on the teacher salary scale for the 2008-2009 fiscal year.
114	Hopewell City Public Schools	Including their step increases, all employees received a 5% increase from FY2008 to FY2009.
115	Lynchburg City Public Schools	Teacher salaries increased by an average of 4.29%.
116	Martinsville City Public Schools	Average 4% Raise Including Step
117	Newport News City Public Schools	A 3.5% across the board salary increase was provided.
118	Norfolk City Public Schools	Norfolk Public Schools plans to offer salary and cost of living increase to teachers in 2009. The cost of living increase will be negotiated with the City of Norfolk. Salaries will be determined based on budget constraints.
119	Norton City Public Schools	Teacher salary scale was adjusted to improve scale and reflecting an overall average increase of 5%.
120	Petersburg City Public Schools	Minimum increase of 2.5% for teachers, up to 4.5% for teachers with between 10 and 20 years of service.
121	Portsmouth City Public Schools	On average teacher salaries were increased by 4.8%.
122	Radford City Public Schools	AN AVERAGE OF 7.18%
123	Richmond City Public Schools	4% salary increase for all personnel effective July 1, 2008; an equity adjustment of 2% for Principals and Assistant Principals
124	Roanoke City Public Schools	No action taken to improve teacher's salaries

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
126	Staunton City Public Schools	All teachers granted a cost of living adjustment plus a step on the salary scale. This provides an average 4% increase overall.
127	Suffolk City Public Schools	Provided a one-step increase averaging 1.75% and provided a 3.25% cost of living increase, resulting in an average salary increase totaling 5.00%.
128	Virginia Beach City Public Schools	Teachers at the top of the scale will receive a 2 percent adjustment. All other teachers will receive a 3.5 percent salary increase.
130	Waynesboro City Public Schools	Teachers provided a 3.5% average increase, starting September 2008 for FY 2009.
131	Williamsburg Public Schools ⁴	Provided a salary step increase to improve teacher salaries in FY2009. The School Board also increased the starting teaching salary lane by \$700 and the impact flowed through the salary schedule resulting in an average salary increase of 4.0%.
132	Winchester City Public Schools	Teachers were given an average 4.26% pay increase in FY 2009.
135	Franklin City Public Schools	All classroom teachers received a 4% salary increase for the 2008-09 school year.
136	Chesapeake City Public Schools	The salary increase for 2009 is 3.25%.
137	Lexington City Public Schools	All teachers received a 5% raise and eligible teachers received a 1.5% step
139	Salem City Public Schools	Teachers received an average raise of 6.5%, classified employees received an average raise of 4.23%, and administrators received an average raise of 4.7%.
142	Poquoson City Public Schools	A 3% salary increase was given to all staff for 2008/2009.
143	Manassas City Public Schools	Provided an average 6% increase in FY 2009.
144	Manassas Park City Public Schools	A step plus cost of living was provided to improve teachers' salaries on an average of 4%.
	Towns	
202	Colonial Beach Public Schools	Teachers received a 3.5 percent increase
207	West Point Public Schools	West Point School Board will provide a 3.5% salary increase plus step increase.
	Governor's Schools	
260	Central Virginia Governor's School	Employees are on a step system of 3% between steps plus 2% cost of living inc.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
261	Southwest Virginia Governor's School	For FY09, a salary step increase of 3% was given then a 2% cost of living increase.
262	Governor's School For The Arts	5% Increase for Full-Time Teachers
263	Roanoke Valley Governor's School	No action taken to improve teacher's salaries
264	New Horizons Governor's School	Cost of living increase.
265	Shenandoah Valley Governor's School	An average 4.5% increase in salary was given.
266	Governor's School Global Economics/Tech	Cost of living increase
267	Appomattox Regional Governor's School	Teachers are receiving a 5% salary increase for FY2009 in addition to supplement for National Board Certification achievement.
268	A. Linwood Holton Governor's School	2008-2009 is year 4 of a 5-year plan to improve teachers' salaries. For 2008-2009 the average teacher raise is estimated at 4.54%.
269	Chesapeake Bay Governor's School	1.5% increase plus step to average 3% increase
270	Commonwealth Governor's School	Please see annual reports from Spotsylvania and Stafford.
271	Maggie L. Walker Governor's School	Teachers were given a step and COL for a total of a 5% increase
272	Thomas Jefferson High School	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.7% for all teachers.
273	Blue Ridge Governor's School	No action taken to improve teacher's salaries
274	Jackson River Governor's School	COST OF LIVING INCREASE
275	Massanutten Governor's School	No action taken to improve teacher's salaries
276	Piedmont Governor's School	AVERAGE 3.4% ANNUAL SALARY INCREASE FY 2009
277	Mountain Vista Governor's School	All teachers received a \$1,500 salary adjustment.
	Special Education Regional Programs	
280	Cooperative Centers For Exceptional Children	Salary increases ranging from 3% to 4% were given in the different localities the CCEC program serves.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
281	Middle Peninsula Special Education Program	average increase of 3.3%
282	Laurel Regional Special Education Center	Average 3% Scale increase plus 2% cost of living increase.
283	Northern Neck Special Education Program	5 % salary Increase
284	Northwestern Regional Education Program	A division average of 3.5% salary increase for all staff.
285	Peninsula Area Cooperative Education Services	Teacher Assistant brought up to scale. Cost of living increase for others.
286	Piedmont Regional Education Program	cost living and step 4%
287	Shenandoah Valley Regional Program	SVRP teachers are paid on the salary scales of the LEA where they are employed. Each LEA increased their salary scales.
288	Southeastern Cooperative Educational Program	Averages raises to be 4 %
290	N. Virginia Regional Special Education Program	Provided an average step increase of 3% and an average cost of living increase of 1.8%. Making a total average salary increase of 4.8%
292	Henry Co/Martinsville Regional Program	AVERAGE OF 3% SALARY INCREASE
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries
	Vocational Education Regional Programs	
301	Charlottesville-Albemarle Vocational-Technical	No action taken to improve teacher's salaries
302	Jackson River Technical Center	Provided 3.1% salary increase in addition to salary step increase.
304	Massanutten Technical Center	a 3% raise was given to all employees
306	Valley Vocational-Technical Center	An average of 4.50% raise was applied to all employees.
307	New Horizons Regional Education Center	Cost of living increase.
308	P. D. Pruden Vocational-Technical Center	Teachers will receive an average salary increase of 5%
309	Rowanty Vocational-Technical Center	The teachers received a 7.08% increase in their salaries.

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
310	Northern Neck Vocational-Technical Center	Five percent salary increase.
311	Amelia-Nottoway Vocational-Technical Center	Salary step increase
Regional Alternative Education Programs		
401	Lynchburg City Secondary Alternative	Step increase of 3% plus 2% cost of living increase.
402	Enterprise Academy/Newport News City	An average of 3.5% salary increase was provided.
403	Tidewater Regional Alternative Education	4 % to 5 % salary increase
404	Regional Alternative Plus Self Project/Roanoke	No action taken to improve teacher's salaries
405	Transition Support Resource Center/Fairfax	1) Provide a 2% cost-of-living increase for all teachers. 2) Provide a step increase averaging 2.7% for all teachers.
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	Salaries increased by average of 6.0%.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	Salary Steps - Teacher Salary Schedule
410	Project Return/Powhatan Co	Teachers were provided a 2% increase plus step movement. The average effective annual percentage increase was 2.89%
411	Crossroads Alternative/Bristol City	Salary increase will be provided by each applicable division increase.
412	Metro Richmond Alternative Ed	Merit increase based on performance.
413	Regional Alternative Ed/Stafford Co	2.5% Step Increase.
414	Southside L.I.N.K. Project/Brunswick Co	Provided increase of 3% plus step.
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2009
416	New Dominion/Prince William Co	The School Board approved a one step increase for all eligible employees, and a 2% cost of living increase. These two increases amounted to approximately a 5% increase across the board for all employees.
417	Project Bridge/Russell Co	Employees will receive a 10% salary increase
418	Regional Alternative/Wythe Co	Salary scales increased by 5%
420	On The Right Track Regl. Alternative Education	Salary step increase
421	Northern Neck Regional Alternative Education	A five percent salary increase was given to teachers beginning with their September 2008 paycheck and for Assistant Principals beginning with their July 1, 2008 paycheck
422	Shenandoah Valley Regl. Alternative Ed/Genesis	Teachers will receive a cost of living adjustment and a step on scale, for a combined average 4% raise in FY09
423	Breaking Barriers Alternative Ed/Henry Co	AN AVERAGE OF 3% PLUS A STEP ON SALARY CHART
424	Carroll/Galax/Joy Ranch Regl Alternative Ed	Employees were given a 4% plus step pay increase for 2008-2009
426	Regional Learning Academy/Wise Co	ALL TEACHERS RECEIVED VARIOUS INCREASES DUE TO NEW TEACHER SCALE THAT WAS DEVELOPED. TEACHERS INCREASES AVERAGED AT 8%
427	Regional Community Alternative Ed Continuum	Each teacher received \$1,500 pay increase.
428	Project Renew/Northampton Co	Step increases to salaries were approved by the Northampton County Board of Supervisors for the 08-09 school year.
429	Renaissance/Scott Co	3% salary increase and step increase for those employees not yet at the top of the salary scale
430	R. E. Cook Regional Alternative	Roanoke County Public Schools budgeted a 4% salary increase plus a 1% market adjustment for teachers in FY 08-09.
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.		

Appendix N

Summary of Methodology Review

The Virginia Education Association (VEA), in a September 22, 2008, letter to Sara Wilson, Director of the Department of Human Resource Management (DHRM), expressed concerns about the methodology used in this report. The concerns fell into four categories: 1) that the 14.5% adjustment to account for the fewer days each year that teachers work does not properly consider the extra hours that teachers work; 2) that the occupations selected do not require the same skills as those that are required of teachers; 3) that beginning salaries should not be the only basis for comparison of teachers' salaries with other occupations; and 4) that there is no consideration of the fact that there is no opportunity for promotion for classroom teachers. Comments on these concerns follow:

1) The 14.5% adjustment to account for the fewer days each year that teachers work does not properly consider the extra hours that teachers work

The VEA noted that classroom teachers typically work extra hours beyond the school day, that the DHRM report does not take into account paid time off that other employers provide, and that other employers provide overtime pay that is not provided to school teachers.

The 14.5% adjustment is based on the fact that teachers typically work 200 days per year (see Appendix D) while employees of private companies typically work 234 days per year. There are 260 (52 x 5) workdays in a typical year. Therefore, the 234-day average assumed for private industry does take into account 16 days of leave time that private employees are provided.

There is no question that there is value associated with having additional days off during the year, even though that value may not translate directly into a corresponding monetary gain. However, DHRM has used the same factor (14.5% based on 234 private industry workdays) for 20 years. Therefore, DHRM attempted to validate the 14.5% adjustment factor this year. Based on current policies, an average state employee is provided 35 days of leave each year, meaning that the employee works 225 days. That is an indicator that the 14.5% adjustment may be excessive when compared to state employees' salaries.

The Joint Legislative Audit and Review Commission (JLARC) completed a comprehensive review of state employee compensation in 2008. The JLARC study found that private employers, on average, provided 40 days of paid leave each year, with private industry employees working 220 days. Again, the finding supports the idea that the 14.5% adjustment may be excessive.

The adjustment is applied to the difference between average teachers' beginning salaries and those of employees in state government and private industry. The effect of the adjustment is significant. For example, compared to private industry this year, teachers are 3.8% below private industry without the adjustment, but 12.7% above private industry with the adjustment.

Using the 225-day average work year for state employees and 220-day work year for private workers results in adjustment factors of 11.1% and 9.1%, respectively. Applying the 9.1% adjustment to the private industry average beginning salary (\$38,035) reduces it to \$34,574, which results in the average teacher's beginning salary being 6.0% above the private industry adjusted average, rather than 12.7% above it. An 11.1% adjustment to the average state employee beginning salary (\$28,455) reduces it to \$25,296, so that the teacher average is 44.8% above the state average, rather than 50.6% using the 14.5% adjustment factor. The revised adjustment factors, then, reflect a less favorable market position for teachers' salaries, but, nevertheless, they remain competitive.

In applying the adjustment, no consideration was given to the number of hours per day or week worked by either group. Teachers are considered as exempt professionals under the Fair Labor Standards Act, meaning that there is no legal requirement to compensate them for overtime hours. Employees in private industry with similar levels of professional responsibilities would also be exempt from overtime pay requirements. It is, certainly, not unusual for exempt employees of private firms or other governmental entities to work extra hours without additional compensation.

2) The occupations selected do not require the same skills as those that are required of teachers

Identifying jobs with similar education and training requirement, as well as similar responsibilities to those of public school teachers is difficult. Since its inception in 1987, this report has provided comparisons based on the fields of study. The underlying assumption is that a math teacher, for example, must have a comprehensive knowledge of the field of mathematics. There are other knowledge, skills, and abilities (KSA) requirements that teachers must have, just as there are other KSAs that employees in other fields with math degrees may be required to have. Written and oral communications skills and the ability to use personal computers effectively are examples. However, the knowledge that allowed the employees an entry point into their profession was the degree in mathematics.

In an earlier, June 12, 2008, letter to Mrs. Wilson, the VEA proposed eight occupational fields as being more representative of the KSAs required of teachers than the occupations considered previously by DHRM. The DHRM did not agree to replace existing occupations with the eight proposed by the VEA, because the existing occupations are representative of the types of occupations that applicants with related degrees might consider as options to teaching. However, DHRM staff did evaluate the eight occupations for possible additions to the current list of occupations.

Among the eight occupations proposed by the VEA, two matched occupations that have been included in previous reports; they are accounting and registered nursing.

Three additional occupations are closely aligned to existing occupations in the DHRM report. The DHRM approach relies on limited data resources and on the existence of occupations among other employers' positions so, in some cases, a reasonable match must suffice. The VEA suggested that reporters be considered as being similar to teachers in KSAs. In the DHRM report, three related occupations are considered due to their relevance to degrees in the field of communications. The three occupations are employee communications editor, technical writer, and public relations representative.

The VEA also proposed to add vocational counselors and clergy to the list of current occupations. There are a limited number of vocational counselors and clergy in the private sector and these occupations are not included among DHRM's data resources. However, the current occupations considered by DHRM do include social workers, which are related to vocational counselors and clergy in terms of KSAs. Also, among state jobs, the Counselor I job category is included in the report. Positions in this category include social workers, vocational counselors, and clergy, so these occupations are represented in the report.

The VEA also requested that inspectors be added as an occupation in the report. Inspectors are typically public sector positions and, in addition, this field includes a broad range of jobs in terms of technical knowledge and commensurate salaries. Therefore, DHRM did not consider this as a reasonable occupation to add to the report.

The final two requested occupations were added to the 2009 report, based on their KSA requirements and their existence in both the public and private sectors. The new occupations are personnel officers and computer programmers. The addition of computer programmers was somewhat a cause of concern because their salaries are more influenced by market conditions than are teachers' salaries or those of other occupations in the report. However, registered nurses' salaries also are affected by an active labor market and they have been considered in previous reports.

There are enough occupations in the report that no single occupation can have a great influence on the findings. DHRM found that including the two new occupations increased the overall average salary for private and state jobs from \$37,873 to \$38,035, or 0.43%.

3) Beginning salaries should not be the only basis for comparison of teachers' salaries with other occupations

Beginning salaries have been used for the comparison between teachers' salaries and salaries paid by other public and private sector employers for similar work since the DHRM report was first produced in 1987. That does not mean that the methodology cannot be changed, but it does mean that the findings provide consistent measures over the period for comparison purposes.

Beginning salaries were originally selected as the best measure of competitiveness for two reasons. First, teachers tend to enter the teaching profession as a career decision. It is most important that salaries be competitive in order to attract new graduates to enter the profession rather than choosing alternative career opportunities. Second, it is difficult to identify and acquire salary data for occupations that are similar to teaching, particularly data for jobs in the private sector.

This second problem increases as occupational comparisons above the entry level are considered. Other occupations may compete with teaching for entry-level workers, but as employees' careers progress, the degree of comparability is likely to diminish. For example, a graduate with a degree in chemistry who accepts a job as a chemistry teacher will probably still be performing essentially the same duties after five to ten years of service. On the other hand, the duties of a graduate with a chemistry degree, even if the graduate is hired initially into a chemist position, may evolve into jobs such as sales or management, which are less comparable to teaching jobs.

The DHRM attempted to evaluate the statistical effect of using beginning salaries rather than average salaries. The various sources used in the DHRM report provide data of varying reference dates, because the goal in the report is to provide the most current data available from each source. However, Appendix J provides information on beginning and average Virginia teachers' salaries for the 2006-2007 school year. While this period is three years before the current school year, it should provide a reasonable indicator for a salary relationship that probably changes gradually from year to year. In 2006-2007, the average beginning salary was \$36,678 and the overall average salary was \$49,130, so the average salary was 33.9% above the average beginning salary.

For comparison, DHRM examined two of the sources used in compiling Appendix C to determine what they indicated as the difference between average beginning salaries and average salaries. The Watson Wyatt surveys indicated that average salaries for entry level professional occupations were 22.9% higher than average entry salaries. When all levels of non-supervisory professionals were included (e.g., entry, journey, lead, senior, and consultant) average salaries rose to 56.8% above average entry level salaries, on average.

It is not clear how teachers' responsibilities compare to those of all of the levels included in the Watson Wyatt reports. Virginia teachers' salaries do not exceed the average entry salary by as large a percentage as Watson Wyatt indicated when all non-supervisory levels were considered. Unless teachers' responsibilities rise to the level of internal consultant, expert, or lead worker, the 33.9% difference between their beginning and average salaries is probably reasonable compared with the Watson Wyatt figures. However, basing the comparison on all levels, measuring average salaries would result in teachers' salaries being farther behind the private and public salary average.

For public sector data, DHRM considered the comparison of average salaries with beginning salaries that were reported for state government jobs in the American Federation of Teachers' (AFT) Public Employees Survey report. Average salaries for occupations in the AFT survey were 25.8% above entry salaries. This is a smaller percentage difference than the difference between average and entry salaries of Virginia teachers so, in this case, using average salaries rather than beginning level salaries would result in improving the competitive

position of Virginia's public school teachers. When both the private and public data are considered, there is no evidence that the overall findings of the DHRM report are distorted to the detriment of teachers by the fact that it relies on beginning level salaries.

4) There is no consideration of the fact that there is no opportunity for promotion for classroom teachers

The lack of career progression opportunities for most public school teachers is a fact that DHRM's report cannot change. It is also very difficult to take this situation into consideration in the survey process. A chemistry teacher may still be performing essentially the same teaching duties after ten years on the job. However, a chemist who secures employment with a large chemical company may be a vice-president in charge of marketing after ten years. Teachers may give up the opportunity to advance as the chemical company employee did, but this may or may not be true for an individual teacher. After ten years, the two employees' salaries are very different, but so are their responsibilities. There is no basis for comparing the two employees from a professional compensation management standpoint.

In reality, there are many occupations that have limited career growth opportunities. Some jobs, particularly those with lower skill requirements, may have narrow salary ranges or a single wage or salary amount, with no range at all. Typically, employers who wish to reward long-term employees for their faithful and competent service do so by using performance salary increases or longevity increases or payments, rather than comparing such employees' salaries to those that the employees might have earned if they had entered different professions.

In closing, it should be noted that the VEA focused their attention on the comparisons that DHRM makes between teachers' salaries and those of similar occupations in both the public and private sectors. This information is but one piece of the overall DHRM report. The report also includes information which compares Virginia teachers' salaries among jurisdictions and with those of teachers in states throughout the United States. The eventual outcome with respect to teachers' salaries depends on all of this information as well as other factors unrelated to the sources of information that DHRM uses.