



# COMMONWEALTH of VIRGINIA

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Superintendent of Public Instruction

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January 8, 2013

The Honorable Robert F. McDonnell  
Governor of Virginia  
Patrick Henry Building, 3rd Floor  
1111 East Broad Street  
Richmond, Virginia 23219

The Honorable Walter A. Stosch  
Chairman, Senate Finance Committee  
Virginia General Assembly  
P.O. Box 396  
Richmond, Virginia 23218

The Honorable Lacey E. Putney  
Chairman, House Appropriations Committee  
Virginia General Assembly  
P.O. Box 406  
Richmond, Virginia 23218

Dear Sirs:

Pursuant to Item 139, paragraph B.12., Chapter 3, 2012 Special Session I Acts of Assembly, I am pleased to transmit the 2012-2013 Teacher Salary Survey report prepared by the Department of Education.

If you have questions or require additional information relative to this transmittal, please contact me or Brian Logwood, budget director, at (804) 225-2025.

Sincerely,

A handwritten signature in black ink that reads "Patricia I. Wright".

Patricia I. Wright

PIW/lmf

Enclosure

cc: The Honorable Laura Fornash

# **DLAS Document Summary**

## **DLAS Document Summary**

2012-2013 Teacher Salary Survey Results

### **Author**

Department of Education

### **Enabling Authority**

Item 139, paragraph B.12., Chapter 3, 2012 Special Session I Acts of Assembly (June 11, 2012)

### **Executive Summary**

Item 139, paragraph B.12., Chapter 3, 2012 Special Session I Acts of Assembly directs the Superintendent of Public Instruction to provide a report on the status of teacher salaries, by local school division, to the Governor and the Chairmen of the Senate Finance and House Appropriations Committees. Beginning in 2008-2009, the report also includes information on starting salaries by school division and average teacher salaries by school.

Department of Education staff prepared the report based on Annual School Report (ASR) expenditure data submitted by each school division and regional program. Statewide and school division salary averages were computed for fiscal years 2012 and 2013. The report shows salary information from fiscal years 2011, 2012, and 2013 for comparative purposes. Year-to-year percentage change in salary averages is shown for statewide and division data.

According to these calculations, average salaries are expected to increase for classroom teachers, assistant principals, and principals from fiscal year 2012 to fiscal year 2013.

The average budgeted classroom teacher salary for fiscal year 2013 is \$52,561; this is a 0.89 percent increase from fiscal year 2012.

The average budgeted principal salary for fiscal year 2013 is \$93,924; this is a 3.21 percent increase from fiscal year 2012.

The average budgeted assistant principal salary for fiscal year 2013 is \$78,121; this is a 3.24 percent increase from fiscal year 2012.

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## Statewide Averages - Summary

### Classroom Teacher Salaries<sup>1</sup>

	Statewide:
FY 2011 Actual Average Teacher Salary	\$51,524
FY 2012 Actual Average Teacher Salary <sup>2</sup>	\$52,096
Average Percentage Change, FY 2011 to FY 2012	1.11%
FY 2013 Budgeted Average Teacher Salary <sup>3</sup>	\$52,561
Budgeted Percentage Change, FY 2012 to FY 2013	0.89%

### Principal Salaries<sup>1</sup>

	Statewide:
FY 2011 Actual Average Principal Salary	\$91,034
FY 2012 Actual Average Principal Salary <sup>2</sup>	\$91,002
Average Percentage Change, FY 2011 to FY 2012	(0.04%)
FY 2013 Budgeted Average Principal Salary <sup>3</sup>	\$93,924
Budgeted Percentage Change, FY 2012 to FY 2013	3.21%

### Assistant Principal Salaries<sup>1</sup>

	Statewide:
FY 2011 Actual Average Assistant Principal Salary	\$75,206
FY 2012 Actual Average Assistant Principal Salary <sup>2</sup>	\$75,669
Average Percentage Change, FY 2011 to FY 2012	0.61%
FY 2013 Budgeted Average Assistant Principal Salary <sup>3</sup>	\$78,121
Budgeted Percentage Change, FY 2012 to FY 2013	3.24%

<sup>1</sup> Includes school divisions and regional programs.

<sup>2</sup> Based on actual expenditures for salaries divided by the actual number of full-time equivalent (FTE) positions, as reported by school divisions and regional programs on the 2011-2012 Annual School Report and certified by division superintendents. Averages calculated on the basis of statewide totals.

<sup>3</sup> Based on certification by division superintendents of the average budgeted salary to be provided, as reported by school divisions and regional programs on the 2011-2012 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)  
"Rankings of the States 2011 and Estimates of School Statistics 2012" Report**

[http://www.nea.org/assets/docs/NEA\\_Rankings\\_And\\_Estimates\\_FINAL\\_20120209.pdf](http://www.nea.org/assets/docs/NEA_Rankings_And_Estimates_FINAL_20120209.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 2011-2012, Rankings, Table C-11  
Average Salaries (\$) of Public School Teachers, 2010-11**

Rank	State	School Year 2010-11 Average Salary
1	NEW YORK	\$72,708
2	MASSACHUSETTS	\$70,752
3	CONNECTICUT	\$69,165
4	CALIFORNIA	\$67,871
5	NEW JERSEY	\$66,612
6	DISTRICT OF COLUMBIA	\$66,601 *
7	ILLINOIS	\$64,509
8	MARYLAND	\$63,960
9	MICHIGAN	\$63,940 *
10	ALASKA	\$62,918
11	RHODE ISLAND	\$60,923 *
12	PENNSYLVANIA	\$60,760
13	DELAWARE	\$57,934 *
14	OHIO	\$56,715
15	OREGON	\$56,503
16	WYOMING	\$56,100
	<b>UNITED STATES</b>	<b>\$55,623 *</b>
17	HAWAII	\$55,063
18	WISCONSIN	\$54,195
19	MINNESOTA	\$53,680
20	NEVADA	\$53,023 *
21	WASHINGTON	\$52,926
22	GEORGIA	\$52,815
23	NEW HAMPSHIRE	\$52,792 *
24	INDIANA	\$50,801
25	VERMONT	\$50,141 *
26	IOWA	\$49,844
27	COLORADO	\$49,228
28	LOUISIANA	\$49,006
29	KENTUCKY	\$48,908
<b>30</b>	<b>VIRGINIA</b>	<b>\$48,761 *</b>
31	TEXAS	\$48,638
32	ALABAMA	\$47,803
33	ARIZONA	\$47,553 *
34	IDAHO	\$47,416 *
35	NEBRASKA	\$47,368
36	MAINE	\$47,182 *
37	MONTANA	\$47,132 *
38	SOUTH CAROLINA	\$47,050
39	UTAH	\$47,033 *
40	NEW MEXICO	\$46,888
41	NORTH CAROLINA	\$46,605
42	KANSAS	\$46,598
43	ARKANSAS	\$46,500
44	TENNESSEE	\$45,891
45	FLORIDA	\$45,732
46	MISSOURI	\$45,321
47	NORTH DAKOTA	\$44,807
48	OKLAHOMA	\$44,343
49	WEST VIRGINIA	\$44,260
50	MISSISSIPPI	\$41,975
51	SOUTH DAKOTA	\$39,850

\* Computed from NEA Research, Estimates Database (2011).

**Virginia Department of Education  
2012-2013 Salary Survey - Teachers**

*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2011 Actual Average Teacher Salary	FY 2012 Actual Average Teacher Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Teacher Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	38,600	38,727	0.33%	38,862	0.35%
002	Albemarle County Public Schools	51,512	50,959	(1.07%)	54,543	7.03%
003	Alleghany County Public Schools	47,114	47,184	0.15%	47,661	1.01%
004	Amelia County Public Schools	44,762	45,581	1.83%	47,403	4.00%
005	Amherst County Public Schools	43,684	43,609	(0.17%)	45,799	5.02%
006	Appomattox County Public Schools	41,177	40,133	(2.54%)	45,131	12.45%
007	Arlington County Public Schools	68,979	69,185	0.30%	74,425	7.57%
008	Augusta County Public Schools	43,692	43,669	(0.05%)	43,119	(1.26%)
009	Bath County Public Schools	41,715	43,288	3.77%	46,905	8.35%
010	Bedford County Public Schools <sup>1</sup>	41,023	41,599	1.40%	41,391	(0.50%)
011	Bland County Public Schools	41,583	42,225	1.54%	41,153	(2.54%)
012	Botetourt County Public Schools	48,130	47,622	(1.05%)	44,771	(5.99%)
013	Brunswick County Public Schools	39,216	39,404	0.48%	41,306	4.83%
014	Buchanan County Public Schools	39,532	40,044	1.30%	33,927	(15.28%)
015	Buckingham County Public Schools	42,426	40,797	(3.84%)	44,544	9.19%
016	Campbell County Public Schools	41,605	40,884	(1.73%)	41,733	2.08%
017	Caroline County Public Schools	42,473	42,523	0.12%	45,820	7.75%
018	Carroll County Public Schools	42,371	40,442	(4.55%)	41,238	1.97%
019	Charles City County Public Schools	40,379	40,408	0.07%	43,068	6.58%
020	Charlotte County Public Schools	41,092	41,057	(0.09%)	48,717	18.66%
021	Chesterfield County Public Schools	48,233	47,273	(1.99%)	47,256	(0.04%)
022	Clarke County Public Schools	47,771	46,852	(1.92%)	50,692	8.20%
023	Craig County Public Schools	40,557	41,442	2.18%	43,660	5.35%
024	Culpeper County Public Schools	45,811	47,252	3.15%	48,562	2.77%
025	Cumberland County Public Schools	42,935	44,634	3.96%	42,770	(4.18%)
026	Dickenson County Public Schools	41,776	42,123	0.83%	42,268	0.34%
027	Dinwiddie County Public Schools	46,594	45,107	(3.19%)	42,912	(4.87%)
028	Essex County Public Schools	46,262	45,899	(0.79%)	42,888	(6.56%)
029	Fairfax County Public Schools <sup>2</sup>	62,074	63,203	1.82%	61,035	(3.43%)
030	Fauquier County Public Schools	54,615	54,975	0.66%	52,224	(5.00%)
031	Floyd County Public Schools	42,772	42,542	(0.54%)	42,580	0.09%
032	Fluvanna County Public Schools	50,822	50,376	(0.88%)	50,570	0.38%
033	Franklin County Public Schools	43,314	43,895	1.34%	44,399	1.15%
034	Frederick County Public Schools	47,672	47,490	(0.38%)	49,825	4.92%
035	Giles County Public Schools	39,458	38,340	(2.83%)	37,325	(2.65%)
036	Gloucester County Public Schools	46,306	46,108	(0.43%)	49,800	8.01%
037	Goochland County Public Schools	43,196	43,212	0.04%	44,212	2.32%
038	Grayson County Public Schools	35,744	36,507	2.13%	40,503	10.95%
039	Greene County Public Schools	44,099	44,959	1.95%	45,079	0.27%
040	Greensville County Public Schools <sup>3</sup>	45,179	44,913	(0.59%)	45,690	1.73%
041	Halifax County Public Schools	38,660	41,869	8.30%	40,157	(4.09%)
042	Hanover County Public Schools	47,103	48,174	2.27%	51,081	6.04%
043	Henrico County Public Schools	48,827	51,723	5.93%	54,295	4.97%
044	Henry County Public Schools	42,518	43,860	3.16%	39,277	(10.45%)
045	Highland County Public Schools	44,056	43,734	(0.73%)	43,305	(0.98%)
046	Isle Of Wight County Public Schools	51,959	53,025	2.05%	53,701	1.27%
048	King George County Public Schools	50,361	47,401	(5.88%)	50,243	5.99%
049	King And Queen County Public Schools	45,994	48,784	6.07%	43,611	(10.60%)
050	King William County Public Schools	46,105	46,382	0.60%	45,915	(1.01%)
051	Lancaster County Public Schools	43,432	42,685	(1.72%)	46,614	9.20%
052	Lee County Public Schools	37,924	40,343	6.38%	41,171	2.05%
053	Loudoun County Public Schools	59,237	60,646	2.38%	60,875	0.38%
054	Louisa County Public Schools	47,014	47,013	(0.00%)	45,851	(2.47%)
055	Lunenburg County Public Schools	40,003	47,668	19.16%	39,601	(16.92%)
056	Madison County Public Schools	42,745	43,103	0.84%	45,005	4.41%
057	Mathews County Public Schools	39,857	40,404	1.37%	40,832	1.06%
058	Mecklenburg County Public Schools	41,481	48,805	17.66%	50,118	2.69%
059	Middlesex County Public Schools	41,103	42,099	2.42%	46,225	9.80%

**Virginia Department of Education  
2012-2013 Salary Survey - Teachers**

*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2011 Actual Average Teacher Salary	FY 2012 Actual Average Teacher Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Teacher Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	45,999	46,297	0.65%	45,603	(1.50%)
062	Nelson County Public Schools	47,643	47,432	(0.44%)	48,055	1.31%
063	New Kent County Public Schools	44,629	46,128	3.36%	42,932	(6.93%)
065	Northampton County Public Schools	41,666	36,962	(11.29%)	39,389	6.57%
066	Northumberland County Public Schools	46,290	48,748	5.31%	50,750	4.11%
067	Nottoway County Public Schools	42,625	47,509	11.46%	46,914	(1.25%)
068	Orange County Public Schools	45,185	45,567	0.85%	46,954	3.04%
069	Page County Public Schools	41,177	41,014	(0.40%)	44,560	8.65%
070	Patrick County Public Schools	40,534	41,441	2.24%	42,898	3.52%
071	Pittsylvania County Public Schools	41,567	41,076	(1.18%)	41,233	0.38%
072	Powhatan County Public Schools	47,508	47,646	0.29%	49,234	3.33%
073	Prince Edward County Public Schools	40,675	44,127	8.49%	44,976	1.92%
074	Prince George County Public Schools	49,834	49,658	(0.35%)	49,129	(1.07%)
075	Prince William County Public Schools	60,993	61,855	1.41%	55,710	(9.93%)
077	Pulaski County Public Schools	42,757	42,420	(0.79%)	48,055	13.28%
078	Rappahannock County Public Schools	47,393	45,941	(3.06%)	48,174	4.86%
079	Richmond County Public Schools	48,277	47,626	(1.35%)	49,661	4.27%
080	Roanoke County Public Schools	48,712	48,267	(0.91%)	50,629	4.90%
081	Rockbridge County Public Schools	46,535	45,216	(2.84%)	48,305	6.83%
082	Rockingham County Public Schools	44,452	45,039	1.32%	45,434	0.88%
083	Russell County Public Schools	38,884	36,271	(6.72%)	40,970	12.95%
084	Scott County Public Schools	45,500	45,582	0.18%	46,445	1.89%
085	Shenandoah County Public Schools	45,115	44,177	(2.08%)	50,843	15.09%
086	Smyth County Public Schools	43,453	43,590	0.31%	41,869	(3.95%)
087	Southampton County Public Schools	43,537	44,012	1.09%	43,969	(0.10%)
088	Spotsylvania County Public Schools	51,491	51,373	(0.23%)	51,616	0.47%
089	Stafford County Public Schools	53,241	53,038	(0.38%)	52,198	(1.58%)
090	Surry County Public Schools	47,645	50,020	4.98%	41,224	(17.59%)
091	Sussex County Public Schools	49,262	51,080	3.69%	47,847	(6.33%)
092	Tazewell County Public Schools	43,660	42,846	(1.86%)	39,039	(8.88%)
093	Warren County Public Schools	45,960	45,096	(1.88%)	46,507	3.13%
094	Washington County Public Schools	44,484	44,205	(0.63%)	47,806	8.15%
095	Westmoreland County Public Schools	42,212	41,794	(0.99%)	43,269	3.53%
096	Wise County Public Schools	47,742	47,487	(0.53%)	38,105	(19.76%)
097	Wythe County Public Schools	43,160	44,752	3.69%	48,071	7.42%
098	York County Public Schools	48,831	48,101	(1.50%)	47,937	(0.34%)
<b>Cities</b>						
101	Alexandria City Public Schools	70,183	70,696	0.73%	74,330	5.14%
102	Bristol City Public Schools	42,672	45,342	6.26%	44,532	(1.79%)
103	Buena Vista City Public Schools	40,793	41,397	1.48%	38,086	(8.00%)
104	Charlottesville City Public Schools	52,660	52,790	0.25%	58,673	11.14%
106	Colonial Heights City Public Schools	51,880	50,451	(2.75%)	52,713	4.48%
107	Covington City Public Schools	50,039	51,412	2.74%	47,256	(8.08%)
108	Danville City Public Schools	46,586	45,898	(1.48%)	46,708	1.76%
109	Falls Church City Public Schools	62,956	63,273	0.50%	66,784	5.55%
110	Fredericksburg City Public Schools	46,035	45,704	(0.72%)	46,543	1.84%
111	Galax City Public Schools	43,379	45,100	3.97%	47,379	5.05%
112	Hampton City Public Schools	44,205	45,137	2.11%	45,520	0.85%
113	Harrisonburg City Public Schools	45,474	45,439	(0.08%)	45,619	0.40%
114	Hopewell City Public Schools	45,360	45,013	(0.77%)	48,708	8.21%
115	Lynchburg City Public Schools	46,213	41,960	(9.20%)	40,322	(3.90%)
116	Martinsville City Public Schools	43,504	42,969	(1.23%)	43,121	0.35%
117	Newport News City Public Schools	47,009	48,228	2.59%	49,179	1.97%
118	Norfolk City Public Schools	48,711	48,967	0.52%	56,714	15.82%
119	Norton City Public Schools	44,113	40,934	(7.21%)	38,445	(6.08%)
120	Petersburg City Public Schools	45,307	40,644	(10.29%)	41,267	1.53%
121	Portsmouth City Public Schools	36,268	36,517	0.69%	37,506	2.71%
122	Radford City Public Schools	48,813	48,016	(1.63%)	50,349	4.86%
123	Richmond City Public Schools	48,345	50,485	4.43%	49,511	(1.93%)
124	Roanoke City Public Schools	44,425	48,039	8.13%	52,445	9.17%

**Virginia Department of Education  
2012-2013 Salary Survey - Teachers**

*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2011 Actual Average Teacher Salary	FY 2012 Actual Average Teacher Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Teacher Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
126	Staunton City Public Schools	44,839	41,588	(7.25%)	40,499	(2.62%)
127	Suffolk City Public Schools	49,280	48,516	(1.55%)	46,549	(4.05%)
128	Virginia Beach City Public Schools	52,732	53,201	0.89%	53,586	0.72%
130	Waynesboro City Public Schools	43,048	44,929	4.37%	45,031	0.23%
131	Williamsburg Public Schools <sup>4</sup>	51,923	51,572	(0.68%)	51,535	(0.07%)
132	Winchester City Public Schools	50,170	51,256	2.16%	54,178	5.70%
135	Franklin City Public Schools	44,459	45,159	1.57%	49,402	9.40%
136	Chesapeake City Public Schools	54,548	53,043	(2.76%)	54,506	2.76%
137	Lexington City Public Schools	41,829	45,733	9.33%	48,294	5.60%
139	Salem City Public Schools	53,186	54,493	2.46%	56,552	3.78%
142	Poquoson City Public Schools	46,396	45,984	(0.89%)	42,437	(7.71%)
143	Manassas City Public Schools	61,950	63,340	2.24%	62,095	(1.97%)
144	Manassas Park City Public Schools	56,230	56,934	1.25%	54,891	(3.59%)
<b>Towns</b>						
202	Colonial Beach Public Schools	41,592	38,843	(6.61%)	39,681	2.16%
207	West Point Public Schools	41,721	41,751	0.07%	45,430	8.81%
<b>Average for School Divisions<sup>5</sup>:</b>		<b>51,541</b>	<b>52,118</b>	<b>1.12%</b>	<b>52,564</b>	<b>0.86%</b>

**Governor's Schools**

260	Central Virginia Governor's School	65,710	66,793	1.65%	70,634	5.75%
261	Southwest Virginia Governor's School	44,984	55,945	24.36%	59,136	5.70%
262	Governor's School For The Arts	41,566	38,928	(6.35%)	38,757	(0.44%)
263	Roanoke Valley Governor's School	51,392	50,060	(2.59%)	46,228	(7.65%)
264	New Horizons Governor's School	49,335	47,877	(2.95%)	47,942	0.14%
265	Shenandoah Valley Governor's School	50,132	48,572	(3.11%)	51,361	5.74%
266	Governor's School Global Economics/Tech	32,112	42,384	31.99%	43,920	3.62%
267	Appomattox Regional Governor's School	48,473	48,659	0.39%	48,580	(0.16%)
268	A. Linwood Holton Governor's School	47,147	48,454	2.77%	51,061	5.38%
269	Chesapeake Bay Governor's School	45,025	46,499	3.27%	40,315	(13.30%)
270	Commonwealth Governor's School	63,170	59,944	(5.11%)	74,871	24.90%
271	Maggie L. Walker Governor's School	57,515	56,056	(2.54%)	48,528	(13.43%)
272	Thomas Jefferson High School	76,874	76,375	(0.65%)	80,577	5.50%
273	Blue Ridge Governor's School	41,203	40,652	(1.34%)	40,793	0.35%
274	Jackson River Governor's School	-	-		-	
275	Massanutten Governor's School	52,666	52,672	0.01%	54,325	3.14%
276	Piedmont Governor's School	46,119	46,473	0.77%	47,465	2.13%
277	Mountain Vista Governor's School	58,033	56,764	(2.19%)	60,731	6.99%
278	Governor's School at Innovation Park	59,388	60,983	2.69%	58,436	(4.18%)
<b>Average for Governor's Schools<sup>5</sup>:</b>		<b>59,910</b>	<b>59,766</b>	<b>(0.24%)</b>	<b>60,777</b>	<b>1.69%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	39,801	39,787	(0.04%)	40,583	2.00%
281	Middle Peninsula Special Education Program	36,359	39,618	8.96%	43,498	9.79%
282	Laurel Regional Special Education Center	49,591	48,515	(2.17%)	51,304	5.75%
283	Northern Neck Special Education Program	40,934	37,905	(7.40%)	42,668	12.57%
284	Northwestern Regional Education Program	48,329	47,817	(1.06%)	50,278	5.15%
285	Peninsula Area Cooperative Education	44,134	43,713	(0.96%)	43,334	(0.87%)
286	Piedmont Regional Education Program	40,736	42,050	3.23%	35,728	(15.04%)
287	Shenandoah Valley Regional Program	42,860	44,577	4.01%	54,233	21.66%
288	Southeastern Cooperative Educational	46,772	45,887	(1.89%)	47,692	3.93%
290	N. Virginia Regional Special Education	56,798	57,726	1.63%	57,726	0.00%
292	Henry Co/Martinsville Regional Program	37,085	39,720	7.11%	40,630	2.29%
299	Roanoke Valley Regional Board	45,094	43,135	(4.35%)	43,719	1.36%
<b>Average for Special Education Programs<sup>5</sup>:</b>		<b>47,794</b>	<b>47,872</b>	<b>0.16%</b>	<b>49,847</b>	<b>4.13%</b>

**Vocational Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	58,512	60,094	2.70%	62,582	4.14%
302	Jackson River Technical Center	47,235	47,940	1.49%	49,096	2.41%
304	Massanutten Technical Center	49,456	48,184	(2.57%)	51,680	7.25%
306	Valley Vocational-Technical Center	46,473	46,171	(0.65%)	47,612	3.12%



**Virginia Department of Education**  
**2012-2013 Salary Survey - Teachers**  
*Classroom Teacher Salary Survey (Including Librarians and Guidance Counselors)*

Division	Name	FY 2011 Actual Average Teacher Salary	FY 2012 Actual Average Teacher Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Teacher Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
307	New Horizons Regional Education Center	48,387	50,528	4.42%	49,505	(2.02%)
308	P. D. Pruden Vocational-Technical Center	50,204	47,900	(4.59%)	47,900	0.00%
309	Rowanty Vocational-Technical Center	52,759	46,939	(11.03%)	52,808	12.50%
310	Northern Neck Vocational-Technical Center	35,706	43,049	20.56%	44,151	2.56%
311	Amelia-Nottoway Vocational-Technical Center	40,051	51,968	29.76%	52,002	0.07%
<b>Average for Vocational Education Programs<sup>5</sup>:</b>		<b>47,968</b>	<b>48,564</b>	<b>1.24%</b>	<b>50,203</b>	<b>3.37%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	51,340	52,215	1.71%	55,218	5.75%
402	Enterprise Academy/Newport News City	52,762	51,859	(1.71%)	53,620	3.40%
403	Tidewater Regional Alternative Education	36,510	36,643	0.36%	37,429	2.14%
404	Regional Alternative Plus Self Project/Roanoke	46,294	48,249	4.22%	48,743	1.02%
405	Transition Support Resource Center/Fairfax	72,539	83,364	14.92%	86,073	3.25%
406	Project Return/Fluvanna County	40,047	40,047	0.00%	40,488	1.10%
407	Behav Disord Youth/Montgomery	44,799	44,143	(1.47%)	50,092	13.48%
408	Petersburg Regional Alternative	33,359	35,027	5.00%	36,775	4.99%
409	Regional Alternative/Pittsylvania Co	45,289	41,375	(8.64%)	33,109	(19.98%)
410	Project Return/Powhatan Co	40,282	39,908	(0.93%)	54,741	37.17%
411	Crossroads Alternative/Bristol City	36,676	34,733	(5.30%)	35,418	1.97%
412	Metro Richmond Alternative Ed	36,005	40,499	12.48%	42,047	3.82%
413	Regional Alternative Ed/Stafford Co	48,413	50,719	4.76%	50,429	(0.57%)
414	Southside L.I.N.K. Project/Brunswick Co	33,467	36,742	9.79%	36,742	0.00%
415	Regional Alternative Ed/King William	32,036	30,797	(3.87%)	33,600	9.10%
416	New Dominion/Prince William Co	57,022	62,653	9.87%	53,455	(14.68%)
417	Project Bridge/Russell Co	34,488	31,996	(7.22%)	31,572	(1.33%)
418	Regional Alternative/Wythe Co	49,801	50,655	1.72%	38,000	(24.98%)
420	Piedmont Alternative School	38,625	39,100	1.23%	41,305	5.64%
421	Northern Neck Regional Alternative Education	38,541	47,779	23.97%	50,168	5.00%
422	Shenandoah Valley Reg Alternative	34,884	37,565	7.69%	40,586	8.04%
423	Breaking Barriers Alternative Ed/Henry Co	36,338	38,450	5.81%	40,282	4.76%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	36,384	37,247	2.37%	36,727	(1.40%)
426	Regional Learning Academy/Wise Co	35,582	49,823	40.02%	61,667	23.77%
427	Regional Community Alternative Ed Continuum	34,816	46,513	33.60%	46,827	0.67%
428	Project Renew/Northampton Co	26,604	27,014	1.54%	32,245	19.37%
429	Renaissance/Scott Co	45,345	44,103	(2.74%)	46,308	5.00%
431	Regional Alternative Education Center/Buena	41,545	43,343	4.33%	45,641	5.30%
<b>Average for Alternative Education Programs<sup>5</sup>:</b>		<b>42,630</b>	<b>44,894</b>	<b>5.31%</b>	<b>45,059</b>	<b>0.37%</b>

**Statewide Average<sup>5</sup>:**      **51,524**      **52,096**      **1.11%**      **52,561**      **0.89%**

<sup>1</sup> Data for Bedford City is reported with Bedford County.

<sup>2</sup> Data for Fairfax City is reported with Fairfax County.

<sup>3</sup> Data for Emporia City is reported with Greensville County.

<sup>4</sup> Data for James City County is reported with Williamsburg City.

<sup>5</sup> 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.

**Virginia Department of Education  
2012-2013 Salary Survey - Principals**

Division	Name	FY 2011 Actual Average Principal Salary	FY 2012 Actual Average Principal Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Principal Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	71,628	72,394	1.07%	76,651	5.88%
002	Albemarle County Public Schools	95,192	95,344	0.16%	100,527	5.44%
003	Alleghany County Public Schools	66,880	76,382	14.21%	78,845	3.22%
004	Amelia County Public Schools	82,677	74,915	(9.39%)	69,437	(7.31%)
005	Amherst County Public Schools	74,132	72,963	(1.58%)	77,665	6.44%
006	Appomattox County Public Schools	71,488	68,780	(3.79%)	72,639	5.61%
007	Arlington County Public Schools	132,950	135,881	2.20%	146,316	7.68%
008	Augusta County Public Schools	75,803	75,895	0.12%	76,111	0.28%
009	Bath County Public Schools	72,167	68,051	(5.70%)	67,656	(0.58%)
010	Bedford County Public Schools <sup>1</sup>	69,190	73,889	6.79%	77,108	4.36%
011	Bland County Public Schools	51,620	57,668	11.72%	59,038	2.37%
012	Botetourt County Public Schools	89,086	90,324	1.39%	91,839	1.68%
013	Brunswick County Public Schools	73,141	74,212	1.46%	77,923	5.00%
014	Buchanan County Public Schools	65,060	62,227	(4.35%)	69,566	11.79%
015	Buckingham County Public Schools	77,379	74,447	(3.79%)	78,187	5.02%
016	Campbell County Public Schools	87,970	88,213	0.28%	88,265	0.06%
017	Caroline County Public Schools	78,623	81,613	3.80%	84,576	3.63%
018	Carroll County Public Schools	70,856	73,613	3.89%	74,757	1.55%
019	Charles City County Public Schools	72,312	73,035	1.00%	82,717	13.26%
020	Charlotte County Public Schools	59,719	60,720	1.68%	66,088	8.84%
021	Chesterfield County Public Schools	87,323	83,761	(4.08%)	87,097	3.98%
022	Clarke County Public Schools	98,347	97,760	(0.60%)	104,603	7.00%
023	Craig County Public Schools	62,459	64,391	3.09%	63,601	(1.23%)
024	Culpeper County Public Schools	86,826	88,469	1.89%	93,987	6.24%
025	Cumberland County Public Schools	67,556	74,051	9.62%	77,890	5.18%
026	Dickenson County Public Schools	71,389	79,531	11.41%	71,429	(10.19%)
027	Dinwiddie County Public Schools	81,278	79,976	(1.60%)	83,260	4.11%
028	Essex County Public Schools	77,001	76,798	(0.26%)	83,155	8.28%
029	Fairfax County Public Schools <sup>2</sup>	119,092	121,301	1.86%	125,549	3.50%
030	Fauquier County Public Schools	90,778	93,602	3.11%	104,864	12.03%
031	Floyd County Public Schools	72,373	68,872	(4.84%)	66,210	(3.86%)
032	Fluvanna County Public Schools	89,340	88,856	(0.54%)	88,858	0.00%
033	Franklin County Public Schools	78,582	77,471	(1.41%)	78,362	1.15%
034	Frederick County Public Schools	97,175	93,224	(4.07%)	96,220	3.21%
035	Giles County Public Schools	69,403	71,060	2.39%	72,821	2.48%
036	Gloucester County Public Schools	84,392	79,064	(6.31%)	85,762	8.47%
037	Goochland County Public Schools	83,470	82,592	(1.05%)	76,579	(7.28%)
038	Grayson County Public Schools	59,309	59,903	1.00%	60,560	1.10%
039	Greene County Public Schools	76,803	79,107	3.00%	79,833	0.92%
040	Greensville County Public Schools <sup>3</sup>	75,626	79,454	5.06%	80,500	1.32%
041	Halifax County Public Schools	75,062	66,626	(11.24%)	70,828	6.31%
042	Hanover County Public Schools	94,744	95,951	1.27%	101,714	6.01%
043	Henrico County Public Schools	93,002	94,903	2.04%	99,648	5.00%
044	Henry County Public Schools	72,931	74,765	2.51%	75,684	1.23%
045	Highland County Public Schools	61,689	60,785	(1.47%)	65,316	7.45%
046	Isle Of Wight County Public Schools	90,089	89,190	(1.00%)	85,635	(3.99%)
048	King George County Public Schools	82,533	82,788	0.31%	84,000	1.46%
049	King And Queen County Public Schools	73,745	73,023	(0.98%)	75,506	3.40%
050	King William County Public Schools	84,544	86,596	2.43%	83,330	(3.77%)
051	Lancaster County Public Schools	77,929	77,101	(1.06%)	80,737	4.72%
052	Lee County Public Schools	65,472	60,288	(7.92%)	60,393	0.17%
053	Loudoun County Public Schools	115,771	117,048	1.10%	119,116	1.77%
054	Louisa County Public Schools	82,571	79,962	(3.16%)	80,403	0.55%
055	Lunenburg County Public Schools	66,951	65,356	(2.38%)	66,212	1.31%
056	Madison County Public Schools	81,749	84,812	3.75%	87,813	3.54%
057	Mathews County Public Schools	65,647	66,672	1.56%	77,352	16.02%
058	Mecklenburg County Public Schools	70,460	58,464	(17.03%)	62,926	7.63%

**Virginia Department of Education  
2012-2013 Salary Survey - Principals**

Division	Name	FY 2011 Actual Average Principal Salary	FY 2012 Actual Average Principal Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Principal Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
059	Middlesex County Public Schools	65,583	65,987	0.61%	68,611	3.98%
060	Montgomery County Public Schools	74,233	75,094	1.16%	76,168	1.43%
062	Nelson County Public Schools	84,091	91,047	8.27%	86,891	(4.56%)
063	New Kent County Public Schools	78,974	82,253	4.15%	83,227	1.18%
065	Northampton County Public Schools	79,555	86,976	9.33%	79,717	(8.35%)
066	Northumberland County Public Schools	81,526	84,720	3.92%	86,812	2.47%
067	Nottoway County Public Schools	76,540	77,227	0.90%	81,008	4.90%
068	Orange County Public Schools	86,858	78,714	(9.38%)	84,448	7.28%
069	Page County Public Schools	62,234	63,023	1.27%	66,072	4.84%
070	Patrick County Public Schools	66,772	67,805	1.55%	70,426	3.87%
071	Pittsylvania County Public Schools	75,606	75,149	(0.60%)	75,839	0.92%
072	Powhatan County Public Schools	89,301	91,938	2.95%	96,464	4.92%
073	Prince Edward County Public Schools	77,031	77,780	0.97%	82,354	5.88%
074	Prince George County Public Schools	84,156	83,898	(0.31%)	85,791	2.26%
075	Prince William County Public Schools	112,376	108,942	(3.06%)	113,436	4.12%
077	Pulaski County Public Schools	73,833	79,604	7.82%	83,005	4.27%
078	Rappahannock County Public Schools	81,563	78,799	(3.39%)	85,769	8.85%
079	Richmond County Public Schools	82,626	79,468	(3.82%)	83,442	5.00%
080	Roanoke County Public Schools	85,092	88,692	4.23%	94,002	5.99%
081	Rockbridge County Public Schools	75,517	76,605	1.44%	82,642	7.88%
082	Rockingham County Public Schools	80,276	80,209	(0.08%)	84,939	5.90%
083	Russell County Public Schools	68,855	69,842	1.43%	77,520	10.99%
084	Scott County Public Schools	75,267	78,577	4.40%	82,506	5.00%
085	Shenandoah County Public Schools	84,409	83,485	(1.09%)	90,471	8.37%
086	Smyth County Public Schools	74,014	74,121	0.14%	78,151	5.44%
087	Southampton County Public Schools	75,143	76,248	1.47%	76,123	(0.16%)
088	Spotsylvania County Public Schools	103,874	103,770	(0.10%)	109,027	5.07%
089	Stafford County Public Schools	96,849	102,324	5.65%	100,027	(2.25%)
090	Surry County Public Schools	80,520	80,520	0.00%	86,748	7.74%
091	Sussex County Public Schools	84,903	83,982	(1.08%)	89,295	6.33%
092	Tazewell County Public Schools	73,252	71,133	(2.89%)	70,890	(0.34%)
093	Warren County Public Schools	102,088	92,137	(9.75%)	93,240	1.20%
094	Washington County Public Schools	71,077	76,700	7.91%	83,410	8.75%
095	Westmoreland County Public Schools	71,331	71,992	0.93%	76,102	5.71%
096	Wise County Public Schools	71,198	77,261	8.52%	73,943	(4.29%)
097	Wythe County Public Schools	78,217	79,012	1.02%	83,490	5.67%
098	York County Public Schools	82,887	84,456	1.89%	84,076	(0.45%)
<b>Cities</b>						
101	Alexandria City Public Schools	121,207	129,471	6.82%	132,843	2.60%
102	Bristol City Public Schools	77,144	77,887	0.96%	81,441	4.56%
103	Buena Vista City Public Schools	60,049	60,259	0.35%	56,269	(6.62%)
104	Charlottesville City Public Schools	93,870	89,732	(4.41%)	94,910	5.77%
106	Colonial Heights City Public Schools	80,778	80,951	0.21%	85,074	5.09%
107	Covington City Public Schools	75,816	79,479	4.83%	57,665	(27.45%)
108	Danville City Public Schools	75,865	73,702	(2.85%)	77,947	5.76%
109	Falls Church City Public Schools	121,566	123,292	1.42%	126,500	2.60%
110	Fredericksburg City Public Schools	105,503	95,986	(9.02%)	109,502	14.08%
111	Galax City Public Schools	66,142	66,723	0.88%	70,893	6.25%
112	Hampton City Public Schools	81,398	82,426	1.26%	82,041	(0.47%)
113	Harrisonburg City Public Schools	81,888	96,731	18.13%	102,294	5.75%
114	Hopewell City Public Schools	83,955	84,108	0.18%	90,836	8.00%
115	Lynchburg City Public Schools	88,384	84,772	(4.09%)	78,176	(7.78%)
116	Martinsville City Public Schools	80,394	75,740	(5.79%)	78,497	3.64%
117	Newport News City Public Schools	84,903	86,170	1.49%	87,462	1.50%
118	Norfolk City Public Schools	92,993	85,508	(8.05%)	82,454	(3.57%)
119	Norton City Public Schools	70,252	75,064	6.85%	73,207	(2.47%)
120	Petersburg City Public Schools	75,442	73,175	(3.00%)	68,753	(6.04%)
121	Portsmouth City Public Schools	84,463	87,134	3.16%	95,987	10.16%
122	Radford City Public Schools	76,226	77,637	1.85%	82,954	6.85%
123	Richmond City Public Schools	94,427	92,838	(1.68%)	88,988	(4.15%)

**Virginia Department of Education  
2012-2013 Salary Survey - Principals**

Division	Name	FY 2011 Actual Average Principal Salary	FY 2012 Actual Average Principal Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Principal Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
124	Roanoke City Public Schools	78,441	78,526	0.11%	80,172	2.10%
126	Staunton City Public Schools	74,484	72,109	(3.19%)	75,991	5.38%
127	Suffolk City Public Schools	83,116	81,246	(2.25%)	83,441	2.70%
128	Virginia Beach City Public Schools	91,608	87,953	(3.99%)	89,261	1.49%
130	Waynesboro City Public Schools	75,837	75,924	0.12%	78,371	3.22%
131	Williamsburg Public Schools <sup>4</sup>	85,317	84,178	(1.34%)	86,098	2.28%
132	Winchester City Public Schools	95,237	94,385	(0.90%)	97,550	3.35%
135	Franklin City Public Schools	84,102	91,458	8.75%	78,304	(14.38%)
136	Chesapeake City Public Schools	94,274	92,459	(1.92%)	94,972	2.72%
137	Lexington City Public Schools	65,773	66,749	1.48%	69,768	4.52%
139	Salem City Public Schools	102,228	101,011	(1.19%)	102,472	1.45%
142	Poquoson City Public Schools	81,313	82,565	1.54%	84,293	2.09%
143	Manassas City Public Schools	111,422	113,793	2.13%	117,967	3.67%
144	Manassas Park City Public Schools	119,642	118,844	(0.67%)	122,409	3.00%

**Towns**

202	Colonial Beach Public Schools	69,540	66,597	(4.23%)	70,965	6.56%
207	West Point Public Schools	79,019	80,848	2.31%	83,677	3.50%
<b>Average for School Divisions<sup>5</sup>:</b>		<b>91,425</b>	<b>91,391</b>	<b>(0.04%)</b>	<b>94,146</b>	<b>3.01%</b>

**Governor's Schools**

260	Central Virginia Governor's School	92,000	92,000	0.00%	97,290	5.75%
261	Southwest Virginia Governor's School	81,818	83,454	2.00%	87,627	5.00%
262	Governor's School For The Arts	91,727	92,290	0.61%	98,148	6.35%
263	Roanoke Valley Governor's School	91,087	91,087	0.00%	93,378	2.52%
264	New Horizons Governor's School	-	-	-	-	-
265	Shenandoah Valley Governor's School	93,953	60,437	(35.67%)	63,882	5.70%
266	Governor's School Global Economics/Tech	-	-	-	-	-
267	Appomattox Regional Governor's School	-	-	-	-	-
268	A. Linwood Holton Governor's School	-	-	-	-	-
269	Chesapeake Bay Governor's School	-	-	-	-	-
270	Commonwealth Governor's School	-	-	-	-	-
271	Maggie L. Walker Governor's School	145,860	131,083	(10.13%)	107,941	(17.65%)
272	Thomas Jefferson High School	123,683	128,043	3.53%	132,204	3.25%
273	Blue Ridge Governor's School	-	-	-	-	-
274	Jackson River Governor's School	-	-	-	-	-
275	Massanutten Governor's School	-	-	-	-	-
276	Piedmont Governor's School	-	-	-	-	-
277	Mountain Vista Governor's School	92,603	89,906	(2.91%)	96,200	7.00%
278	Governor's School at Innovation Park	82,276	84,218	2.36%	83,718	(0.59%)
<b>Average for Governor's Schools<sup>5</sup>:</b>		<b>99,883</b>	<b>94,885</b>	<b>(5.00%)</b>	<b>95,499</b>	<b>0.65%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	-	-	-	-	-
281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	62,516	62,513	(0.00%)	73,437	17.47%
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	91,323	91,323	0.00%	96,802	6.00%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	35,003	31,169	(10.95%)	91,944	194.98%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	74,040	75,138	1.48%	81,250	8.13%
290	N. Virginia Regional Special Education Program	110,303	103,845	(5.86%)	103,845	0.00%
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs<sup>5</sup>:</b>		<b>71,790</b>	<b>71,481</b>	<b>(0.43%)</b>	<b>84,489</b>	<b>18.20%</b>

**Vocational Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	106,995	93,203	(12.89%)	94,340	1.22%
302	Jackson River Technical Center	80,870	80,870	0.00%	85,480	5.70%

**Virginia Department of Education  
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304	Massanutten Technical Center	91,243	91,243	0.00%	96,398	5.65%
306	Valley Vocational-Technical Center	72,807	72,807	0.00%	72,807	0.00%
307	New Horizons Regional Education Center	88,069	94,029	6.77%	83,548	(11.15%)
308	P. D. Pruden Vocational-Technical Center	76,932	76,932	0.00%	76,932	0.00%
309	Rowanty Vocational-Technical Center	92,523	92,523	0.00%	97,565	5.45%
310	Northern Neck Vocational-Technical Center	82,511	83,749	1.50%	87,936	5.00%
311	Amelia-Nottoway Vocational-Technical Center	78,468	73,904	(5.82%)	72,450	(1.97%)
<b>Average for Vocational Education Programs<sup>5</sup>:</b>		<b>86,237</b>	<b>85,930</b>	<b>(0.36%)</b>	<b>85,627</b>	<b>(0.35%)</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-	-	-	-
402	Enterprise Academy/Newport News City	103,697	103,919	0.21%	103,919	0.00%
403	Tidewater Regional Alternative Education	72,639	72,702	0.09%	73,333	0.87%
404	Regional Alternative Plus Self Project/Roanoke	-	-	-	-	-
405	Transition Support Resource Center/Fairfax	-	-	-	-	-
406	Project Return/Fluvanna County	-	-	-	-	-
407	Behav Disord Youth/Montgomery	-	-	-	-	-
408	Petersburg Regional Alternative	46,103	48,408	5.00%	49,858	3.00%
409	Regional Alternative/Pittsylvania Co	93,118	93,118	0.00%	93,118	0.00%
410	Project Return/Powhatan Co	-	-	-	-	-
411	Crossroads Alternative/Bristol City	-	-	-	-	-
412	Metro Richmond Alternative Ed	77,748	-	-	-	-
413	Regional Alternative Ed/Stafford Co	-	-	-	-	-
414	Southside L.I.N.K. Project/Brunswick Co	-	-	-	-	-
415	Regional Alternative Ed/King William	53,286	103,785	94.77%	98,320	(5.27%)
416	New Dominion/Prince William Co	105,555	89,349	(15.35%)	108,720	21.68%
417	Project Bridge/Russell Co	-	-	-	-	-
418	Regional Alternative/Wythe Co	-	-	-	-	-
420	Piedmont Alternative School	78,468	73,904	(5.82%)	72,450	(1.97%)
421	Northern Neck Regional Alternative Education	-	-	-	-	-
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-	-	-	-
423	Breaking Barriers Alternative Ed/Henry Co	51,775	59,651	15.21%	69,231	16.06%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-	-	-	-
426	Regional Learning Academy/Wise Co	-	-	-	-	-
427	Regional Community Alternative Ed Continuum	91,608	86,854	(5.19%)	90,950	4.72%
428	Project Renew/Northampton Co	-	-	-	-	-
429	Renaissance/Scott Co	-	-	-	-	-
431	Regional Alternative Education Center/Buena Vista	-	-	-	-	-
<b>Average for Alternative Education Programs<sup>5</sup>:</b>		<b>76,795</b>	<b>82,954</b>	<b>8.02%</b>	<b>85,834</b>	<b>3.47%</b>

**Statewide Average<sup>5</sup>:                    91,034                    91,002                    (0.04%)                    93,924                    3.21%**

<sup>1</sup> Data for Bedford City is reported with Bedford County.

<sup>2</sup> Data for Fairfax City is reported with Fairfax County.

<sup>3</sup> Data for Emporia City is reported with Greensville County.

<sup>4</sup> Data for James City County is reported with Williamsburg City.

<sup>5</sup> 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.



**Virginia Department of Education  
2012-2013 Salary Survey - Assistant Principals**

Division	Name	FY 2011 Actual Average Assistant Principal Salary	FY 2012 Actual Average Assistant Principal Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Assistant Principal Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	57,958	62,754	8.27%	62,641	(0.18%)
002	Albemarle County Public Schools	79,042	77,889	(1.46%)	85,480	9.75%
003	Alleghany County Public Schools	66,718	71,133	6.62%	73,835	3.80%
004	Amelia County Public Schools	68,769	68,484	(0.41%)	70,878	3.50%
005	Amherst County Public Schools	63,292	62,313	(1.55%)	68,347	9.68%
006	Appomattox County Public Schools	56,437	61,069	8.21%	73,739	20.75%
007	Arlington County Public Schools	100,322	103,123	2.79%	111,042	7.68%
008	Augusta County Public Schools	62,524	63,262	1.18%	62,837	(0.67%)
009	Bath County Public Schools	50,516	-		-	
010	Bedford County Public Schools <sup>1</sup>	64,471	62,397	(3.22%)	65,119	4.36%
011	Bland County Public Schools	-	-		-	
012	Botetourt County Public Schools	74,439	75,929	2.00%	76,975	1.38%
013	Brunswick County Public Schools	59,721	57,316	(4.03%)	60,182	5.00%
014	Buchanan County Public Schools	59,140	62,458	5.61%	62,348	(0.18%)
015	Buckingham County Public Schools	69,141	66,506	(3.81%)	65,066	(2.17%)
016	Campbell County Public Schools	66,025	65,195	(1.26%)	66,039	1.30%
017	Caroline County Public Schools	62,900	64,509	2.56%	71,145	10.29%
018	Carroll County Public Schools	57,945	60,196	3.89%	61,176	1.63%
019	Charles City County Public Schools	49,473	50,495	2.07%	61,246	21.29%
020	Charlotte County Public Schools	52,207	52,207	0.00%	61,356	17.53%
021	Chesterfield County Public Schools	65,243	61,977	(5.01%)	63,541	2.52%
022	Clarke County Public Schools	61,772	62,089	0.51%	65,046	4.76%
023	Craig County Public Schools	54,710	54,475	(0.43%)	54,710	0.43%
024	Culpeper County Public Schools	68,681	69,179	0.72%	76,807	11.03%
025	Cumberland County Public Schools	56,412	61,750	9.46%	66,242	7.27%
026	Dickenson County Public Schools	47,428	51,427	8.43%	46,667	(9.26%)
027	Dinwiddie County Public Schools	64,207	64,228	0.03%	62,629	(2.49%)
028	Essex County Public Schools	64,355	68,365	6.23%	70,173	2.64%
029	Fairfax County Public Schools <sup>2</sup>	96,536	98,994	2.55%	101,888	2.92%
030	Fauquier County Public Schools	73,147	75,151	2.74%	80,557	7.19%
031	Floyd County Public Schools	59,038	58,875	(0.28%)	59,737	1.46%
032	Fluvanna County Public Schools	66,742	66,428	(0.47%)	67,261	1.25%
033	Franklin County Public Schools	71,482	70,110	(1.92%)	70,916	1.15%
034	Frederick County Public Schools	74,687	72,958	(2.32%)	76,820	5.29%
035	Giles County Public Schools	59,544	61,250	2.87%	61,700	0.73%
036	Gloucester County Public Schools	52,463	54,731	4.32%	58,479	6.85%
037	Goochland County Public Schools	73,746	74,682	1.27%	74,042	(0.86%)
038	Grayson County Public Schools	47,086	50,391	7.02%	51,708	2.61%
039	Greene County Public Schools	61,632	63,123	2.42%	63,790	1.06%
040	Greensville County Public Schools <sup>3</sup>	55,754	55,878	0.22%	62,700	12.21%
041	Halifax County Public Schools	61,654	65,021	5.46%	48,153	(25.94%)
042	Hanover County Public Schools	68,177	69,678	2.20%	73,009	4.78%
043	Henrico County Public Schools	67,389	74,238	10.16%	77,950	5.00%
044	Henry County Public Schools	59,041	59,795	1.28%	63,038	5.42%
045	Highland County Public Schools	-	-		-	
046	Isle Of Wight County Public Schools	66,946	65,601	(2.01%)	71,093	8.37%
048	King George County Public Schools	71,835	72,295	0.64%	73,125	1.15%
049	King And Queen County Public Schools	63,215	60,500	(4.29%)	62,557	3.40%

**Virginia Department of Education**  
**2012-2013 Salary Survey - Assistant Principals**

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050	King William County Public Schools	66,307	67,159	1.29%	67,085	(0.11%)
051	Lancaster County Public Schools	58,904	67,213	14.10%	73,363	9.15%
052	Lee County Public Schools	46,949	45,291	(3.53%)	48,050	6.09%
053	Loudoun County Public Schools	84,029	83,264	(0.91%)	84,886	1.95%
054	Louisa County Public Schools	71,498	63,741	(10.85%)	59,613	(6.48%)
055	Lunenburg County Public Schools	65,031	61,961	(4.72%)	58,863	(5.00%)
056	Madison County Public Schools	69,103	66,680	(3.51%)	62,425	(6.38%)
057	Mathews County Public Schools	51,358	51,627	0.52%	60,083	16.38%
058	Mecklenburg County Public Schools	56,109	51,267	(8.63%)	62,926	22.74%
059	Middlesex County Public Schools	56,500	64,744	14.59%	62,241	(3.87%)
060	Montgomery County Public Schools	61,783	60,870	(1.48%)	62,129	2.07%
062	Nelson County Public Schools	64,037	66,952	4.55%	69,227	3.40%
063	New Kent County Public Schools	65,622	69,302	5.61%	72,888	5.17%
065	Northampton County Public Schools	58,423	60,951	4.33%	66,394	8.93%
066	Northumberland County Public Schools	65,224	66,871	2.52%	75,275	12.57%
067	Nottoway County Public Schools	67,731	68,222	0.72%	71,633	5.00%
068	Orange County Public Schools	66,700	68,324	2.43%	74,500	9.04%
069	Page County Public Schools	63,481	54,708	(13.82%)	62,274	13.83%
070	Patrick County Public Schools	57,858	59,418	2.70%	61,921	4.21%
071	Pittsylvania County Public Schools	58,969	58,457	(0.87%)	59,016	0.96%
072	Powhatan County Public Schools	78,044	74,199	(4.93%)	77,507	4.46%
073	Prince Edward County Public Schools	61,461	64,549	5.02%	68,162	5.60%
074	Prince George County Public Schools	65,682	67,700	3.07%	66,293	(2.08%)
075	Prince William County Public Schools	92,653	90,165	(2.69%)	89,945	(0.24%)
077	Pulaski County Public Schools	59,514	66,927	12.46%	52,911	(20.94%)
078	Rappahannock County Public Schools	59,872	63,514	6.08%	72,049	13.44%
079	Richmond County Public Schools	64,654	64,500	(0.24%)	67,725	5.00%
080	Roanoke County Public Schools	66,315	64,615	(2.56%)	72,638	12.42%
081	Rockbridge County Public Schools	63,835	63,328	(0.79%)	71,612	13.08%
082	Rockingham County Public Schools	67,266	66,593	(1.00%)	71,870	7.92%
083	Russell County Public Schools	53,796	57,728	7.31%	66,874	15.84%
084	Scott County Public Schools	60,367	60,367	0.00%	63,387	5.00%
085	Shenandoah County Public Schools	72,624	73,681	1.46%	77,007	4.51%
086	Smyth County Public Schools	66,253	66,433	0.27%	69,940	5.28%
087	Southampton County Public Schools	65,569	64,581	(1.51%)	65,686	1.71%
088	Spotsylvania County Public Schools	79,090	78,799	(0.37%)	85,426	8.41%
089	Stafford County Public Schools	84,341	80,848	(4.14%)	85,647	5.94%
090	Surry County Public Schools	67,108	67,108	0.00%	71,455	6.48%
091	Sussex County Public Schools	76,802	60,796	(20.84%)	63,583	4.58%
092	Tazewell County Public Schools	59,980	61,783	3.01%	61,465	(0.52%)
093	Warren County Public Schools	70,514	67,444	(4.35%)	72,145	6.97%
094	Washington County Public Schools	66,902	64,411	(3.72%)	70,978	10.19%
095	Westmoreland County Public Schools	55,130	64,898	17.72%	61,432	(5.34%)
096	Wise County Public Schools	56,620	58,701	3.68%	57,200	(2.56%)
097	Wythe County Public Schools	69,122	70,441	1.91%	74,589	5.89%
098	York County Public Schools	63,197	60,358	(4.49%)	60,114	(0.40%)
<b>Cities</b>						
101	Alexandria City Public Schools	98,278	96,431	(1.88%)	101,563	5.32%
102	Bristol City Public Schools	72,140	77,166	6.97%	74,886	(2.95%)
103	Buena Vista City Public Schools	56,910	58,202	2.27%	53,574	(7.95%)
104	Charlottesville City Public Schools	70,763	70,162	(0.85%)	76,013	8.34%

**Virginia Department of Education**  
**2012-2013 Salary Survey - Assistant Principals**

Division	Name	FY 2011 Actual Average Assistant Principal Salary	FY 2012 Actual Average Assistant Principal Salary	FY 2011 to FY 2012 Percent Increase/ (Decrease)	FY 2013 Budgeted Average Assistant Principal Salary	FY 2012 to FY 2013 Percent Increase/ (Decrease)
106	Colonial Heights City Public Schools	68,712	73,154	6.47%	75,403	3.07%
107	Covington City Public Schools	65,869	66,987	1.70%	67,511	0.78%
108	Danville City Public Schools	61,791	56,347	(8.81%)	60,088	6.64%
109	Falls Church City Public Schools	89,404	93,872	5.00%	96,333	2.62%
110	Fredericksburg City Public Schools	74,847	66,846	(10.69%)	82,991	24.15%
111	Galax City Public Schools	57,270	55,579	(2.95%)	59,053	6.25%
112	Hampton City Public Schools	58,935	61,691	4.68%	65,463	6.11%
113	Harrisonburg City Public Schools	56,050	62,585	11.66%	64,979	3.83%
114	Hopewell City Public Schools	62,307	62,362	0.09%	67,351	8.00%
115	Lynchburg City Public Schools	63,023	67,034	6.37%	62,905	(6.16%)
116	Martinsville City Public Schools	59,428	59,063	(0.61%)	62,554	5.91%
117	Newport News City Public Schools	67,946	67,579	(0.54%)	68,328	1.11%
118	Norfolk City Public Schools	68,494	68,562	0.10%	67,064	(2.18%)
119	Norton City Public Schools	57,694	66,050	14.48%	67,407	2.06%
120	Petersburg City Public Schools	62,075	55,757	(10.18%)	59,663	7.01%
121	Portsmouth City Public Schools	63,267	70,087	10.78%	82,203	17.29%
122	Radford City Public Schools	62,156	62,778	1.00%	68,010	8.33%
123	Richmond City Public Schools	71,601	72,396	1.11%	69,951	(3.38%)
124	Roanoke City Public Schools	58,105	64,265	10.60%	63,131	(1.76%)
126	Staunton City Public Schools	65,029	65,029	(0.00%)	68,736	5.70%
127	Suffolk City Public Schools	64,578	62,857	(2.67%)	67,959	8.12%
128	Virginia Beach City Public Schools	71,981	70,984	(1.38%)	71,216	0.33%
130	Waynesboro City Public Schools	63,584	63,427	(0.25%)	63,639	0.33%
131	Williamsburg Public Schools <sup>4</sup>	63,994	63,531	(0.72%)	64,528	1.57%
132	Winchester City Public Schools	78,848	79,659	1.03%	87,836	10.27%
135	Franklin City Public Schools	50,395	52,608	4.39%	55,603	5.69%
136	Chesapeake City Public Schools	76,423	73,971	(3.21%)	73,358	(0.83%)
137	Lexington City Public Schools	-	-	-	-	-
139	Salem City Public Schools	77,111	76,998	(0.15%)	80,734	4.85%
142	Poquoson City Public Schools	61,163	61,781	1.01%	63,244	2.37%
143	Manassas City Public Schools	91,430	90,106	(1.45%)	97,488	8.19%
144	Manassas Park City Public Schools	76,952	82,802	7.60%	79,430	(4.07%)
<b>Towns</b>						
202	Colonial Beach Public Schools	-	-	-	-	-
207	West Point Public Schools	47,374	65,362	37.97%	67,650	3.50%
<b>Average for School Divisions<sup>5</sup>:</b>		<b>75,183</b>	<b>75,649</b>	<b>0.62%</b>	<b>78,104</b>	<b>3.25%</b>

**Governor's Schools**

260	Central Virginia Governor's School	-	-	-	-	-
261	Southwest Virginia Governor's School	-	-	-	-	-
262	Governor's School For The Arts	75,000	73,460	(2.05%)	77,428	5.40%
263	Roanoke Valley Governor's School	-	-	-	-	-
264	New Horizons Governor's School	-	-	-	-	-
265	Shenandoah Valley Governor's School	-	-	-	-	-
266	Governor's School Global Economics/Tech	-	-	-	-	-
267	Appomattox Regional Governor's School	-	-	-	-	-
268	A. Linwood Holton Governor's School	-	-	-	-	-
269	Chesapeake Bay Governor's School	-	-	-	-	-
270	Commonwealth Governor's School	-	-	-	-	-
271	Maggie L. Walker Governor's School	103,551	94,171	(9.06%)	91,801	(2.52%)
272	Thomas Jefferson High School	103,978	107,751	3.63%	111,594	3.57%



**Virginia Department of Education**  
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273	Blue Ridge Governor's School	-	-		-	
274	Jackson River Governor's School	-	-		-	
275	Massanutten Governor's School	-	-		-	
276	Piedmont Governor's School	-	-		-	
277	Mountain Vista Governor's School	-	-		-	
278	Governor's School at Innovation Park	-	-		-	
<b>Average for Governor's Schools<sup>5</sup>:</b>		<b>99,166</b>	<b>97,509</b>	<b>(1.67%)</b>	<b>98,230</b>	<b>0.74%</b>

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	-	-		-	
281	Middle Peninsula Special Education Program	-	-		-	
282	Laurel Regional Special Education Center	-	-		-	
283	Northern Neck Special Education Program	-	-		-	
284	Northwestern Regional Education Program	66,892	66,892	0.00%	70,905	6.00%
285	Peninsula Area Cooperative Education Services	-	-		-	
286	Piedmont Regional Education Program	-	-		-	
287	Shenandoah Valley Regional Program	-	-		-	
288	Southeastern Cooperative Educational Program	-	-		-	
290	N. Virginia Regional Special Education Program	96,849	79,535	(17.88%)	79,535	0.00%
292	Henry Co/Martinsville Regional Program	-	-		-	
299	Roanoke Valley Regional Board	-	-		-	
<b>Average for Special Education Programs<sup>5</sup>:</b>		<b>82,092</b>	<b>76,390</b>	<b>(6.95%)</b>	<b>77,388</b>	<b>1.31%</b>

**Vocational Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	68,144	80,214	17.71%	77,007	(4.00%)
302	Jackson River Technical Center	54,090	54,670	1.07%	59,520	8.87%
304	Massanutten Technical Center	67,933	68,670	1.08%	72,601	5.72%
306	Valley Vocational-Technical Center	62,309	62,309	0.00%	62,309	0.00%
307	New Horizons Regional Education Center	79,168	73,239	(7.49%)	74,118	1.20%
308	P. D. Pruden Vocational-Technical Center	68,003	68,003	(0.00%)	68,003	0.00%
309	Rowanty Vocational-Technical Center	-	-		-	
310	Northern Neck Vocational-Technical Center	-	63,111		66,267	5.00%
311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
<b>Average for Vocational Education Programs<sup>5</sup>:</b>		<b>67,776</b>	<b>68,714</b>	<b>1.38%</b>	<b>69,619</b>	<b>1.32%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	82,435	83,298	1.05%	83,298	0.00%
403	Tidewater Regional Alternative Education	-	-		-	
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	-	-		-	
408	Petersburg Regional Alternative	-	-		-	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	-	-		-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	-	-		-	

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416	New Dominion/Prince William Co	78,451	65,259	(16.82%)	60,360	(7.51%)
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		-	
421	Northern Neck Regional Alternative Education	11,488	62,187	441.34%	65,296	5.00%
422	Shenandoah Valley Reg Alternative Ed/Genesis	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	-	-		-	
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	-	-		-	
427	Regional Community Alternative Ed Continuum	75,356	60,526	(19.68%)	64,362	6.34%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
<b>Average for Alternative Education Programs<sup>5</sup>:</b>		<b>62,977</b>	<b>67,754</b>	<b>7.58%</b>	<b>68,531</b>	<b>1.15%</b>
<b>Statewide Average<sup>5</sup>:</b>		<b>75,206</b>	<b>75,669</b>	<b>0.61%</b>	<b>78,121</b>	<b>3.24%</b>

<sup>1</sup> Data for Bedford City is reported with Bedford County.

<sup>2</sup> Data for Fairfax City is reported with Fairfax County.

<sup>3</sup> Data for Emporia City is reported with Greensville County.

<sup>4</sup> Data for James City County is reported with Williamsburg City.

<sup>5</sup> 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.

**Virginia Department of Education  
2012-2013 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2013**

*(As reported by school divisions on the 2011-2012 Annual School Report - narrative not edited by DOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2013
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**School Divisions**

**Counties**

001	Accomack County Public Schools	The employer contribution for health insurance was increased by \$510 per covered employee. A one-time 3% bonus for all full-time employees will be given. This is considered a one-time supplement rather than salary.
002	Albemarle County Public Schools	Mandatory increase to offset VRS change of 5% plus 1%.
003	Alleghany County Public Schools	Teacher salaries were increased by 5.7% to offset impact of 5% VRS withholding.
004	Amelia County Public Schools	A 5% increase was given to try to cover the cost of the Employee 5% share for VRS.
005	Amherst County Public Schools	A 5.75% increase was provided to all full-time VRS employees to offset the 5% employee portion for VRS.
006	Appomattox County Public Schools	Cost of living increase of 2 % was reflected in step increases.
007	Arlington County Public Schools	5% salary supplement required for VRS offset, plus 2.68% compensation adjustment
008	Augusta County Public Schools	The 2012-2013 approved budget reflects no salary increase. However, following the adoption of the budget, the governing body appropriated sufficient funds to provide a 5.7% salary increase in an effort to help offset the impact of the 5% employee contribution to VRS.
009	Bath County Public Schools	Employees were provided a 6% salary increase to offset the 5% member contribution to VRS.
010	Bedford County Public Schools'	Additional .6% to compensate for VRS change to have employees contribute.
011	Bland County Public Schools	salary step increase of at least 1% increase in salary.
012	Botetourt County Public Schools	A 1% increase in salary was given in order to comply with legislative requirements regarding payment of employee paid share of VRS. Advanced training supplements were also increased by 1%.
013	Brunswick County Public Schools	5% INCREASE EFFECTIVE JULY 1, 2012 TO OFFSET 5% SHIFT OF THE EMPLOYEE SHARE OF THE VIRGINIA RETIREMENT SYSTEM BACK TO THE EMPLOYEE (AS MANDATED)
014	Buchanan County Public Schools	Annual increase of 1.5% due to the mandatory VRS increase in employee contribution.
015	Buckingham County Public Schools	Teachers salaries were increased 2% to comply with the required VRS increase.
016	Campbell County Public Schools	No action taken to improve teacher's salaries
017	Caroline County Public Schools	Salary increased by 5.7% due to VRS employee share contribution
018	Carroll County Public Schools	All employees were given a 1% plus step pay increase for FY13
019	Charles City County Public Schools	Salaries were increased by 5.596% to compensate the transfer of the employees portion of the VRS contribution (5%). The rate was slightly higher to offset miscellaneous tax implications.
020	Charlotte County Public Schools	In addition to providing 5.6% increase to cover VRS rates, (5% VRS, .6% to cover FICA connected to increase) a 3% raise was also given.
021	Chesterfield County Public Schools	All CCPS employees received a 2 to 3% increase in pay + an adjustment for the portion of VRS that they will now be responsible for.
022	Clarke County Public Schools	2% increase, plus an additional 5% increase for all VRS eligible employees.
023	Craig County Public Schools	Provided a 3.5% increase, which includes 1% required VRS match.
024	Culpeper County Public Schools	A 7.4% raise was given to cover VRS 5% employee contribution and 2.4% as a raise.
025	Cumberland County Public Schools	There was a 5.25% pay increase to offset the employee share of the 5% VRS payment.
026	Dickenson County Public Schools	Provided a 1.25% across the board raise for all employees to offset the 1.0% VRS deduction required by the VRS phase-in of employee VRS payment over the next five years.
027	Dinwiddie County Public Schools	No action taken to improve teacher's salaries
028	Essex County Public Schools	increased salaries by 7 % to help offset the 5 % VRS employee contribution
029	Fairfax County Public Schools <sup>2</sup>	1) Market scale adjustment of 1.25% 2) 2% increase to salaries to offset 2% employee contribution to VRS
030	Fauquier County Public Schools	A 2% compensation increase plus a 5% compensation increase to correspond with employees paying the employee portion of VRS for a total compensation increase of 7%.
031	Floyd County Public Schools	All salaries were increased by 1.02%.
032	Fluvanna County Public Schools	An increase of 1.1% is budgeted for FY2013 for full-time contracted employees to meet the cost of employee-funded VSRS.
033	Franklin County Public Schools	All full-time employees will receive a 1.15% pay increase to offset the mandate to pay 1.00% of their own VRS retirement contributions-----the phase-in approach.
034	Frederick County Public Schools	Salaries were increased to offset the employees 5% VRS contribution.
035	Giles County Public Schools	We elected to do the 1% VRS match, and gave everyone 1.25% increase as well as \$500.00 for FY2013.
036	Gloucester County Public Schools	The full 5% VRS member share was passed on to employees offset by 5.725% increase. A 2% COLA was given to all except rising 2nd and 3rd year teachers who received less due to scale compression.
037	Goochland County Public Schools	Due to VRS required minimum 1% member premium paid by employees, salaries were made whole with a 1.095% increase in salary. A bonus is expected in December--approximately \$400,000 divided by all staff (unknown effect on specific staff). (12 month staff were required to take a seven day reduction in contract in FY2013--contracts for 253 days instead of 260.)
038	Grayson County Public Schools	A 2.5% increase was given to employees in order to off-set the 1% employee VRS requirement.
039	Greene County Public Schools	1% raise as required to off-set 1% VRS cost increase passed to employees
040	Greensville County Public Schools <sup>3</sup>	Gave a 5% salary increase
041	Halifax County Public Schools	No action taken to improve teacher's salaries

**Virginia Department of Education  
2012-2013 Salary Survey**

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2013
042	Hanover County Public Schools	Teacher salaries were increased by 5% and teachers will now pay 5% of their salary towards VRS benefits.
043	Henrico County Public Schools	Increase salaries by 5% due to the VRS mandatory adjustment.
044	Henry County Public Schools	No action taken to improve teacher's salaries
045	Highland County Public Schools	Teachers were given a step increase as well as 1% increase.
046	Isle Of Wight County Public Schools	A 5% increase was given to all VRS eligible employees to offset the 5% required member contribution.
048	King George County Public Schools	No action taken to improve teacher's salaries
049	King And Queen County Public Schools	No action taken to improve teacher's salaries
050	King William County Public Schools	All employees hired before July 1, 2012 were given an increase of 1.072% to account for the 1% mandatory contribution to VRS and the FICA taxes associated with that 1%.
051	Lancaster County Public Schools	Employees received a 5% increase in salary to offset the 5% contribution to VRS that was adopted by the governing body.
052	Lee County Public Schools	Teachers were given a 6% salary increase.
053	Loudoun County Public Schools	Teachers received \$1,500 increase except for those teachers on the top step.
054	Louisa County Public Schools	We increased teachers salaries by 1% because of VRS requirements.
055	Lunenburg County Public Schools	Teachers salaries were reduced five percent before increasing the salaries five percent for the VRS adjustment.
056	Madison County Public Schools	Teachers received a 7.5% increase for FY13. Of that total percentage, 5% was to cover VRS and 2.5% was cost-of-living.
057	Mathews County Public Schools	7% plus step increase
058	Mecklenburg County Public Schools	Adjusted the Salary Scale for all Teachers in the Division.
059	Middlesex County Public Schools	Teachers were given a step increase and the 5 percent to offset the 5 percent payable to VRS, the average increase was 6.73%.
060	Montgomery County Public Schools	1% raise was given for FY 2013.
062	Nelson County Public Schools	1% Colst of Living Adjustment + 5% to offset mandatory employee payment of 5% of VRS costs.
063	New Kent County Public Schools	Increased all employee salaries by 5.0% and transferred full 5.0% VRS employee contribution to employees effective July 1, 2012. COLA increases included step.
065	Northampton County Public Schools	5% SALARY INCREASE REQUIRED TO OFFSET SHIFT OF 5% VRS TO EMPLOYEES.
066	Northumberland County Public Schools	5% raise to offset VRS employee share
067	Nottoway County Public Schools	A 5% raise was given to all employees that will start paying their own 5% VRS for FY2013.
068	Orange County Public Schools	Adjusted teacher salary scale by reducing the number of steps, aligning years of experience with step numbers, and adjusting the range between the top and the bottom. This resulted in an average percentage increase of 8.2% (before the VRS employee contribution deductions are subtracted).
069	Page County Public Schools	Provided mandatory 5% raise to meet VRS employee contribution of same. In addition .07% increase to offset tax and benefit rate change implications as a result of the impact of the raise.
070	Patrick County Public Schools	Due to change in VRS requirements, Patrick County Public Schools increased classroom teacher pay by 5% to meet changes in the law
071	Pittsylvania County Public Schools	No action taken to improve teacher's salaries
072	Powhatan County Public Schools	Creditable compensation was increased 5% to offset cost of shifting VRS 5% employee share to the employee.
073	Prince Edward County Public Schools	Teacher salaries in FY13 were increased by 6%. This was to offset the required 5% VRS Employee Contribution and to provide a cost of living increase of 1%.
074	Prince George County Public Schools	a 1.5% increase will be provided (to offset a pass along of 1% VRS member contribution to currently employed staff).
075	Prince William County Public Schools	The school board approved a step increase for all employees and a 1 percent increase for VRS costs.
077	Pulaski County Public Schools	All teachers were given a 5.65% + \$400 annual salary increase to compensate for new VRS member deduction of 5% and increases in health insurance premiums.
078	Rappahannock County Public Schools	2011-2012 Salary schedules were increased by 8% and employees received a step increase for the FY13 year. The 8% allows for the VRS 5% employee withholding and a 3% increase in pay plus a step increase.
079	Richmond County Public Schools	For FY 2013, salaries were adjusted for the 5% VRS contribution.
080	Roanoke County Public Schools	5.75% raise to off-set the VRS withholding passed to employees plus a 3% cola raise.
081	Rockbridge County Public Schools	Salary step plus 5% increase to offset VRS deduction. Overall, about a 6% increase.
082	Rockingham County Public Schools	a 5.724% raise was given
083	Russell County Public Schools	All employees were given a 1% increase for the 2012-2013 school year.
084	Scott County Public Schools	Salary scales were adjusted to provide a 5% salary increase to offset the employees 5% VRS contribution.
085	Shenandoah County Public Schools	PROVIDED COST OF LIVING INCREASE
086	Smyth County Public Schools	Teachers received an annual salary increase of 5.6 percent.
087	Southampton County Public Schools	Teacher salaries were increased by 1% only to offset the 1% phase in for the employees share of retirement.

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2013
088	Spotsylvania County Public Schools	Classroom teachers received a 5.8% salary increase for FY13. All employees were required to pick up the 5% employee share of VRS.
089	Stafford County Public Schools	No action taken to improve teacher's salaries
090	Surry County Public Schools	
091	Sussex County Public Schools	Salary increase of 6% for all staff to cover the 5% employee deduction for VRS.
092	Tazewell County Public Schools	1.077% salary increase to offset the mandatory 1% VRS employee contribution
093	Warren County Public Schools	Teacher salaries were increased by 7% in FY2013, but teachers (and all employees) were required to pay the full 5% employee share of VRS.
094	Washington County Public Schools	Provided 3% increase plus salary step increase
095	Westmoreland County Public Schools	We gave teachers a step increase, and some teachers got moved at least three steps, due to the fact there had been no increases for the last four years.
096	Wise County Public Schools	The division gave a 2% increase for all staff. 1% was to offset the VRS employee phase in and another 1% to offset the increase in health insurance costs.
097	Wythe County Public Schools	Salary Scales increased by 6%
098	York County Public Schools	No action taken to improve teacher's salaries
<b>Cities</b>		
101	Alexandria City Public Schools	Increased 7.2% to compensate for increased VRS and other benefits increases. Salary scales also adjusted to transfer 21 hours to 3 days
102	Bristol City Public Schools	Increase of 3% plus step provided. Average 4.35%.
103	Buena Vista City Public Schools	No action taken to improve teacher's salaries
104	Charlottesville City Public Schools	Average increase of 5.77% to equalize net pay following full 5 percentage point shift of VRS to employees.
106	Colonial Heights City Public Schools	Implemented a 5% salary increase in order to "cover" the 5% VRS employee portion of retirement.
107	Covington City Public Schools	Salary Step Increase
108	Danville City Public Schools	5% salary increase as required to offset VRS employee contribution legislated to be paid by employee.
109	Falls Church City Public Schools	A salary step increase (average value = 2.8%) is being given to all eligible members of the teaching staff.
110	Fredericksburg City Public Schools	An average step increase of 4% (includes COLA)
111	Galax City Public Schools	average 6.25% salary increase
112	Hampton City Public Schools	A 1% increase was given to all F/T employees to offset the 1% VRS employee contribution passed on to the employee for FY13.
113	Harrisonburg City Public Schools	Employee pay scales were adjusted 5.75% to offset the employee being required to pay 5% toward VRS.
114	Hopewell City Public Schools	We provided an 8% increase that included the step on the scale and passed the full 5% of the employees portion of VRS back to employees.
115	Lynchburg City Public Schools	All employees were provided a salary adjustment of 5.75% for the now mandated employee contribution to VRS of 5%.
116	Martinsville City Public Schools	Required 1% increase/match based on 1% push back of Employee Portion of VRS
117	Newport News City Public Schools	Provided 1.5% across the board salary increase to offset the 1.0% VRS now paid by each employee and still provide a very small pay increase.
118	Norfolk City Public Schools	No action taken to improve teacher's salaries
119	Norton City Public Schools	Teaching staff was given a step increase along with an additional 1.01% to cover the additional cost associated with the VRS changes. Other staff was given a 2% increase and, those covered under VRS, also received an additional 1.01% increase.
120	Petersburg City Public Schools	No action taken to improve teacher's salaries
121	Portsmouth City Public Schools	No action taken to improve teacher's salaries
122	Radford City Public Schools	7% PAY INCREASE, 5% FOR EMPLOYEE PAID VRS AND 2% INCREASE
123	Richmond City Public Schools	5 day furlough which reduced teacher salaries; 3% increase VRS mandate
124	Roanoke City Public Schools	Step changes and adjustments to certain steps on the professional salary scales. Step changes only for administrative and classified workers, with a minimum for all workers of 1%.
126	Staunton City Public Schools	5.7% raise was given to all VRS covered positions to compensate for the required 5% employee contribution to VRS
127	Suffolk City Public Schools	We provided a 2.5% COLA increase to our employees.
128	Virginia Beach City Public Schools	Increase in compensation of 3 percent - of which, 1 percent is to offset the 1 percent employees will have to pay toward the VRS contribution
130	Waynesboro City Public Schools	Teachers provided a 5.73% increase, majority of the increase was to offset teachers paying the VRS employee contribution of 5%.
131	Williamsburg Public Schools <sup>4</sup>	The only action taken was to provide a 1.14% salary increase to offset the required VRS deduction of 1%.
132	Winchester City Public Schools	WPS gave a 7.75% salary increase. 5.75% to cover the 5% to be paid by the employee to VRS and a 2% pay increase.
135	Franklin City Public Schools	VRS mandatory increase in credible compensation. Our board voted to implement the full 5% in FY 2013.
136	Chesapeake City Public Schools	3.35% Increase to Cover New Employee Paid VRS requirements

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2013
137	Lexington City Public Schools	5% increase to cover increase in VRS
139	Salem City Public Schools	A 6% salary increase was granted to cover the 5% VRS shift and any additional expenses this would bring.
142	Poquoson City Public Schools	A salary increase of 1.02% was provided to teachers in FY2012. In addition, a bonus 1.55% was provided in November of 2011.
143	Manassas City Public Schools	Average salary increase range from 2.0% - 3.5% which includes mandated 1% contribution for VRS pension benefits and employee share of group life insurance.
144	Manassas Park City Public Schools	Combined step and COLA increase of 2% as well as a 1% offset for employee contribution to VRS.

**Towns**

202	Colonial Beach Public Schools	Step increases were given for 2012-2013.
207	West Point Public Schools	The West Point School Board will provide a 3.5% salary and a step increase.

**Governor's Schools**

260	Central Virginia Governor's School	Full time teachers salaries were increased 5.75% in FY1213 - in response to the employee contributing 5% towards VRS
261	Southwest Virginia Governor's School	A 5% salary increase was given to compensate for the 5% VRS employee deduction in FY 2013.
262	Governor's School For The Arts	Total 7% salary increase: 5% cover employees VRS contribution and 2% cost of living increase.
263	Roanoke Valley Governor's School	Step changes and adjustments to certain steps on the professional salary scales. Step changes only for admin and classified workers, with a minimum for all workers of 1%.
264	New Horizons Governor's School	1% increase no cover employee VRS contribution
265	Shenandoah Valley Governor's School	The 2012/2013 approved budget reflects no salary increase. However, following the adoption of the budget, the governing body appropriated sufficient funds to provide a 5.7% salary increase in an effort to help offset the impact of the 5% employee contribution to VRS.
266	Governor's School Global Economics/Tech	No action taken to improve teacher's salaries
267	Appomattox Regional Governor's School	Teacher salaries will be adjusted in FY2013 by 1.14% to help off-set retirement benefits each teacher must now pay
268	A. Linwood Holton Governor's School	Percentage increase given to contract employees
269	Chesapeake Bay Governor's School	salaries were raised to cover the 5 % VRS increase only
270	Commonwealth Governor's School	CGS teachers in Spotsylvania were given a 5.8% salary increase for FY13 and will be required to pick up the 5% employee share of VRS. Stafford County teachers were given a 1% increase to offset the 1% employee share of VRS.
271	Maggie L. Walker Governor's School	Salaries were increased to offset employee payment of employee share into Virginia Retirement System.
272	Thomas Jefferson High School	1) Market scale adjustment of 1.25% 2) 2% increase to salaries to offset 2% employee contribution to VRS
273	Blue Ridge Governor's School	An increase of 1.1% is budgeted for FY2013 for full-time contracted employees to meet the cost of employee-funded VSRS.
274	Jackson River Governor's School	No action taken to improve teacher's salaries
275	Massanutten Governor's School	PROVIDED COST OF LIVING INCREASE
276	Piedmont Governor's School	No action taken to improve teacher's salaries
277	Mountain Vista Governor's School	A 2% compensation increase plus a 5% compensation increase to correspond with employees paying the employee portion of VRS for a total compensation increase of 7%.
278	Governor's School at Innovation Park	The School division increase salaries for all employees by a step increase which was equal to 2.85%. Also, the division added an increase of 1% to off set the VRS costs.

**Special Education Regional Programs**

280	Cooperative Centers For Exceptional Children	1% plus step salary increase
281	Middle Peninsula Special Education Program	A 5.725% increase was given to counter the passback of the full 5% member share as a payroll deduction, plus a 2% COLA was given.
282	Laurel Regional Special Education Center	5.75% increase to full-time teacher salaries was budgeted to offset 5% VRS deduction
283	Northern Neck Special Education Program	Salary increase of 5% due to VRS changes.
284	Northwestern Regional Education Program	Salaries were increased to offset the employees VRS contribution.
285	Peninsula Area Cooperative Education Services	1% salary increase for all employees
286	Piedmont Regional Education Program	salary step increase plus 5% for VRS
287	Shenandoah Valley Regional Program	A 2% across-the-board increase was budgeted for FY 13.
288	Southeastern Cooperative Educational Program	Cost of living increase and 5 percent VRS
290	N. Virginia Regional Special Education Program	No action taken to improve teacher's salaries
292	Henry Co/Martinsville Regional Program	No action taken to improve teacher's salaries
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries

**Vocational Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	6% increase to compensate for the employee having to contribute 5% to VRS
302	Jackson River Technical Center	Teachers were provided a 5.7% increase to cover cost of VRS Retirement employee share.

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304	Massanutten Technical Center	a 5.724% increase was given
306	Valley Vocational-Technical Center	The 2012-2013 Approved Budget reflects no salary increase. However, following the adoption of the budget, the governing body appropriated sufficient funds to provide a 5.7% salary increase in an effort to help offset the impact of the 5% employee contribution to VRS.
307	New Horizons Regional Education Center	Salaries increased by 1% to cover cost of employee share of VRS expense
308	P. D. Pruden Vocational-Technical Center	No action taken to improve teacher's salaries
309	Rowanty Vocational-Technical Center	Teachers were given a 5.6% increase in their salary.
310	Northern Neck Vocational-Technical Center	Teacher salaries for 2013 were increased by 5% due to VRS Resolution
311	Amelia-Nottoway Vocational-Technical Center	Employees now pay 5% of VRS, therefore salaries increased by 5%.

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	Increase to full time teacher salaries by 5.75% to offset mandatory 5% VRS deduction
402	Enterprise Academy/Newport News City	Raised compensation 1.5% to offset 1% VRS contribution that employees must make and still provide a very small increase.
403	Tidewater Regional Alternative Education	Cost of living increase as well as adjustment for VRS contribution
404	Regional Alternative Plus Self Project/Roanoke	Professional staff were provided a step change in pay with a minimum increase of 1%. That was applicable to the staff who work with this regional program.
405	Transition Support Resource Center/Fairfax	1) Market scale adjustment of 1.25% 2) 2% increase to salaries to offset 2% employee contribution to VRS
406	Project Return/Fluvanna County	An increase of 1.1% is budgeted for FY2013 to meet the cost of employee-funded VSRS.
407	Behav Disord Youth/Montgomery	A 2.55% average raise was given.
408	Petersburg Regional Alternative	No action taken to improve teacher's salaries
409	Regional Alternative/Pittsylvania Co	No action taken to improve teacher's salaries
410	Project Return/Powhatan Co	Creditable Compensation was increased 5% to offset the VRS - 5% employee share expense that was passed to employees.
411	Crossroads Alternative/Bristol City	3% plus step was provided to all employees; average 4.35%
412	Metro Richmond Alternative Ed	Performance-based raises were used to adjust teacher salaries.
413	Regional Alternative Ed/Stafford Co	No action taken to improve teacher's salaries
414	Southside L.I.N.K. Project/Brunswick Co	No action taken to improve teacher's salaries
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	The school division increased salaries by giving a 2.85% increase to all employees as a step and COLA increase. As well as a 1% increase for the increase in VRS costs.
417	Project Bridge/Russell Co	All employees will receive a 1% increase.
418	Regional Alternative/Wythe Co	All Salary scales increased by 6%.
420	Piedmont Alternative School	No action taken to improve teacher's salaries
421	Northern Neck Regional Alternative Education	Salary was adjusted by 5% to compensate for the 5% employee share of vrs
422	Shenandoah Valley Reg Alternative Ed/Genesis	5.7% salary increase given to all full time VRS eligible employees to offset the required 5% employee contribution to VRS.
423	Breaking Barriers Alternative Ed/Henry Co	No action taken to improve teacher's salaries
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	All employees were given a 1% plus step pay increase for 2012-2013
426	Regional Learning Academy/Wise Co	Wise County School Board passed an across the board step increase for all teachers. The effective percentage increase was 2%.
427	Regional Community Alternative Ed Continuum	A 2% compensation increase plus a 5% compensation increase to correspond with employees paying the employee portion of VRS for a total compensation increase of 7%.
428	Project Renew/Northampton Co	5% Salary increase required to offset shift of 5% VRS Contribution.
429	Renaissance/Scott Co	5% salary increase
431	Regional Alternative Education Center/Buena Vista	No action taken to improve teacher's salaries

<sup>1</sup> Data for Bedford City is reported with Bedford County.

<sup>2</sup> Data for Fairfax City is reported with Fairfax County.

<sup>3</sup> Data for Emporia City is reported with Greensville County.

<sup>4</sup> Data for James City County is reported with Williamsburg City.



**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2012-2013**

The starting salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
001	Accomack County Public Schools	33,941	36,660	37,746
002	Albemarle County Public Schools	42,701	44,816	46,930
003	Alleghany County Public Schools	36,702	39,702	40,702
004	Amelia County Public Schools	37,853	40,124	40,124
005	Amherst County Public Schools	37,541	40,263	41,505
006	Appomattox County Public Schools	37,757	39,857	41,057
007	Arlington County Public Schools	47,282	52,130	57,473
008	Augusta County Public Schools	38,264	40,650	43,037
009	Bath County Public Schools	31,969	34,969	36,469
010	Bedford County Public Schools	35,699	37,484	39,269
011	Bland County Public Schools	32,368	33,807	34,556
012	Botetourt County Public Schools	35,821	38,447	39,659
013	Brunswick County Public Schools	35,690	38,315	40,940
014	Buchanan County Public Schools	30,500	32,800	33,400
015	Buckingham County Public Schools	37,695	39,737	41,779
016	Campbell County Public Schools	36,750	38,729	38,729
017	Caroline County Public Schools	38,166	39,916	40,966
018	Carroll County Public Schools	34,426	36,736	39,326
019	Charles City County Public Schools	37,300	39,018	39,860
020	Charlotte County Public Schools	38,000	40,112	40,112
021	Chesterfield County Public Schools	39,491	41,466	43,539
022	Clarke County Public Schools	39,135	45,698	45,698
023	Craig County Public Schools	31,024	32,524	34,024
024	Culpeper County Public Schools	37,620	39,620	42,120
025	Cumberland County Public Schools	36,495	38,495	39,995
026	Dickenson County Public Schools	31,220	32,567	33,913
027	Dinwiddie County Public Schools	38,000	39,800	41,400
028	Essex County Public Schools	35,794	37,794	37,794
029	Fairfax County Public Schools	45,161	50,739	54,248
030	Fauquier County Public Schools	42,000	44,100	N/A
031	Floyd County Public Schools	35,673	38,623	44,673
032	Fluvanna County Public Schools	40,488	42,638	44,788
033	Franklin County Public Schools	34,897	37,397	37,397
034	Frederick County Public Schools	39,220	43,248	45,448
035	Giles County Public Schools	32,522	34,522	35,522



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<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
036	Gloucester County Public Schools	39,108	42,990	46,872
037	Goochland County Public Schools	38,900	40,400	41,900
038	Grayson County Public Schools	32,472	34,020	N/A
039	Greene County Public Schools	39,050	41,050	43,350
040	Greensville County Public Schools	37,595	39,695	40,220
041	Halifax County Public Schools	36,251	38,437	40,623
042	Hanover County Public Schools	42,042	44,565	45,826
043	Henrico County Public Schools	41,726	43,729	43,729
044	Henry County Public Schools	38,718	40,818	41,818
045	Highland County Public Schools	34,537	37,537	37,537
046	Isle of Wight County Public Schools	37,240	39,990	42,490
048	King George County Public Schools	36,000	38,520	40,520
049	King and Queen County Public Schools	37,095	39,195	39,855
050	King William County Public Schools	39,300	41,400	43,500
051	Lancaster County Public Schools	35,666	37,766	38,816
052	Lee County Public Schools	34,350	35,600	39,100
053	Loudoun County Public Schools	47,640	55,931	65,436
054	Louisa County Public Schools	40,370	42,570	43,370
055	Lunenburg County Public Schools	36,490	38,690	39,290
056	Madison County Public Schools	39,317	41,817	41,817
057	Mathews County Public Schools	37,373	39,873	41,873
058	Mecklenburg County Public Schools	34,500	36,900	37,400
059	Middlesex County Public Schools	37,534	39,534	40,534
060	Montgomery County Public Schools	34,570	36,570	37,570
062	Nelson County Public Schools	42,022	44,206	44,206
063	New Kent County Public Schools	36,720	39,216	40,463
065	Northampton County Public Schools	34,316	36,376	38,559
066	Northumberland County Public Schools	35,694	37,694	39,694
067	Nottoway County Public Schools	39,308	41,508	42,208
068	Orange County Public Schools	38,445	40,945	42,795
069	Page County Public Schools	37,946	40,853	43,760
070	Patrick County Public Schools	35,020	37,145	39,095
071	Pittsylvania County Public Schools	36,360	38,178	39,087
072	Powhatan County Public Schools	40,971	43,020	44,070
073	Prince Edward County Public Schools	36,936	39,096	40,744

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2012-2013**

The starting salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
074	Prince George County Public Schools	39,231	41,231	43,631
075	Prince William County Public Schools	44,048	49,299	52,386
077	Pulaski County Public Schools	36,210	38,323	40,964
078	Rappahannock County Public Schools	39,361	40,276	N/A
079	Richmond County Public Schools	38,225	40,225	40,225
080	Roanoke County Public Schools	36,000	37,605	39,210
081	Rockbridge County Public Schools	37,140	39,455	40,940
082	Rockingham County Public Schools	40,175	42,660	43,010
083	Russell County Public Schools	31,000	33,000	35,000
084	Scott County Public Schools	37,535	39,590	N/A
085	Shenandoah County Public Schools	38,800	41,971	N/A
086	Smyth County Public Schools	31,000	33,640	36,491
087	Southampton County Public Schools	37,717	39,717	41,717
088	Spotsylvania County Public Schools	39,200	41,944	44,296
089	Stafford County Public Schools	36,685	40,711	42,042
090	Surry County Public Schools	42,555	45,055	45,555
091	Sussex County Public Schools	40,600	45,050	N/A
092	Tazewell County Public Schools	33,196	34,985	36,558
093	Warren County Public Schools	39,858	42,063	44,058
094	Washington County Public Schools	36,570	38,655	40,665
095	Westmoreland County Public Schools	36,566	39,716	N/A
096	Wise County Public Schools	34,000	37,000	38,000
097	Wythe County Public Schools	37,640	39,870	42,890
098	York County Public Schools	39,042	40,921	N/A
101	Alexandria City Public Schools	46,775	53,651	55,942
102	Bristol City Public Schools	33,990	35,990	36,490
103	Buena Vista City Public Schools	30,864	34,864	35,864
104	Charlottesville City Public Schools	43,507	45,623	47,737
106	Colonial Heights City Public Schools	40,215	41,715	42,465
107	Covington City Public Schools	36,794	39,794	39,794
108	Danville City Public Schools	35,585	38,210	39,785
109	Falls Church City Public Schools	44,290	49,440	53,560
110	Fredericksburg City Public Schools	40,250	42,650	43,850
111	Galax City Public Schools	36,530	39,730	40,255
112	Hampton City Public Schools	38,300	40,100	42,100

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2012-2013**

The starting salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

<b>Division</b>	<b>Division Name</b>	<b>Bachelor's Starting Salary</b>	<b>Master's Starting Salary</b>	<b>Doctorate Starting Salary</b>
113	Harrisonburg City Public Schools	41,042	43,742	45,857
114	Hopewell City Public Schools	39,023	41,673	41,973
115	Lynchburg City Public Schools	34,698	37,958	39,098
116	Martinsville City Public Schools	36,741	39,528	40,329
117	Newport News City Public Schools	38,500	41,195	44,129
118	Norfolk City Public Schools	40,104	43,306	47,203
119	Norton City Public Schools	32,620	34,670	36,120
120	Petersburg City Public Schools	38,304	39,504	40,204
121	Portsmouth City Public Schools	41,308	43,808	47,308
122	Radford City Public Schools	36,915	40,333	42,862
123	Richmond City Public Schools	40,903	42,948	45,096
124	Roanoke City Public Schools	39,037	39,373	43,306
126	Staunton City Public Schools	38,633	40,566	N/A
127	Suffolk City Public Schools	38,900	41,728	43,950
128	Virginia Beach City Public Schools	39,369	41,869	43,469
130	Waynesboro City Public Schools	38,591	41,234	43,349
131	Williamsburg-James City County Public Schools	38,511	40,066	45,103
132	Winchester City Public Schools	39,200	43,430	47,660
135	Franklin City Public Schools	37,800	39,800	41,300
136	Chesapeake City Public Schools	39,388	42,588	45,788
137	Lexington City Public Schools	37,461	41,028	41,028
139	Salem City Public Schools	41,000	44,647	46,406
142	Poquoson City Public Schools	37,600	40,325	43,050
143	Manassas City Public Schools	44,564	49,564	52,164
144	Manassas Park City Public Schools	42,799	48,799	55,799
202	Colonial Beach Public Schools	36,500	38,880	39,000
207	West Point Public Schools	41,176	43,176	N/A

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
001	Accomack County Public Schools	530	TANGIER COMBINED	46,413.00
001	Accomack County Public Schools	540	ARCADIA HIGH	44,657.00
001	Accomack County Public Schools	580	CHINCOTEAGUE HIGH	44,061.00
001	Accomack County Public Schools	590	PUNGOTEAGUE ELEM	41,609.00
001	Accomack County Public Schools	600	KEGOTANK ELEM	42,498.00
001	Accomack County Public Schools	70	NANDUA HIGH	44,122.00
001	Accomack County Public Schools	701	ACCAWMACKE ELEM	41,008.00
001	Accomack County Public Schools	702	METOMPKIN ELEM	38,850.00
001	Accomack County Public Schools	703	NANDUA MIDDLE	44,658.00
001	Accomack County Public Schools	704	ARCADIA MIDDLE	41,935.00
001	Accomack County Public Schools	80	CHINCOTEAGUE ELEM	44,606.00
002	Albemarle County Public Schools	10	HOLLYMEAD ELEM	54,299.00
002	Albemarle County Public Schools	100	BROADUS WOOD ELEM	52,824.00
002	Albemarle County Public Schools	1051	MORTIMER Y SUTHERLAND MIDDLE	53,603.00
002	Albemarle County Public Schools	1052	MONTICELLO HIGH	53,143.00
002	Albemarle County Public Schools	1053	BAKER-BUTLER ELEM	53,581.00
002	Albemarle County Public Schools	1060	ALBEMARLE COUNTY COMMUNITY PUBLIC CHARTER	50,430.00
002	Albemarle County Public Schools	140	WESTERN ALBEMARLE HIGH	54,746.00
002	Albemarle County Public Schools	150	PAUL H CALE ELEM	53,199.00
002	Albemarle County Public Schools	160	AGNOR-HURT ELEM	56,432.00
002	Albemarle County Public Schools	20	LESLIE H WALTON MIDDLE	53,654.00
002	Albemarle County Public Schools	240	STONY POINT ELEM	52,749.00
002	Albemarle County Public Schools	250	MERIWETHER LEWIS ELEM	56,092.00
002	Albemarle County Public Schools	30	SCOTTSVILLE ELEM	54,148.00
002	Albemarle County Public Schools	340	CROZET ELEM	51,461.00
002	Albemarle County Public Schools	40	MARY CARR GREER ELEM	51,803.00
002	Albemarle County Public Schools	540	RED HILL ELEM	56,005.00
002	Albemarle County Public Schools	69	JACKSON P BURLEY MIDDLE	50,645.00
002	Albemarle County Public Schools	880	ALBEMARLE HIGH	54,004.00
002	Albemarle County Public Schools	890	MURRAY HIGH	54,889.00
002	Albemarle County Public Schools	900	BENJAMIN F YANCEY ELEM	54,400.00
002	Albemarle County Public Schools	910	VIRGINIA L MURRAY ELEM	52,122.00
002	Albemarle County Public Schools	920	STONE ROBINSON ELEM	54,792.00
002	Albemarle County Public Schools	930	WOODBROOK ELEM	55,649.00
002	Albemarle County Public Schools	941	BROWNSVILLE ELEM	50,925.00
002	Albemarle County Public Schools	942	JOSEPH T HENLEY MIDDLE	53,215.00
002	Albemarle County Public Schools	950	JACK JOUETT MIDDLE	50,073.00
003	Alleghany County Public Schools	1040	CLIFTON MIDDLE	45,781.00
003	Alleghany County Public Schools	1041	MT VIEW ELEM	47,970.00
003	Alleghany County Public Schools	110	CALLAGHAN ELEM	47,338.00
003	Alleghany County Public Schools	20	FALLING SPRING ELEM	48,830.00
003	Alleghany County Public Schools	280	BOILING SPRING ELEM	49,782.00
003	Alleghany County Public Schools	310	ALLEGHANY HIGH	47,604.00
003	Alleghany County Public Schools	90	SHARON ELEM	48,681.00
004	Amelia County Public Schools	10	AMELIA COUNTY HIGH	43,689.00
004	Amelia County Public Schools	210	AMELIA COUNTY MIDDLE	44,424.00
004	Amelia County Public Schools	220	AMELIA COUNTY ELEM	44,736.00
005	Amherst County Public Schools	20	MONELISON MIDDLE	44,422.00
005	Amherst County Public Schools	240	PLEASANT VIEW ELEM	44,264.00
005	Amherst County Public Schools	500	MADISON HEIGHTS ELEM	42,140.00
005	Amherst County Public Schools	670	AMHERST MIDDLE	41,334.00
005	Amherst County Public Schools	740	TEMPERANCE ELEM	43,146.00
005	Amherst County Public Schools	750	AMHERST COUNTY HIGH	43,462.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
005	Amherst County Public Schools	760	ELON ELEM	42,465.00
005	Amherst County Public Schools	770	CENTRAL ELEM	43,924.00
005	Amherst County Public Schools	780	AMELON ELEM	43,212.00
005	Amherst County Public Schools	790	AMHERST ELEM	40,797.00
006	Appomattox County Public Schools	110	APPOMATTOX ELEM	43,143.00
006	Appomattox County Public Schools	160	APPOMATTOX MIDDLE	41,255.00
006	Appomattox County Public Schools	250	APPOMATTOX PRIMARY	42,152.00
006	Appomattox County Public Schools	260	APPOMATTOX COUNTY HIGH	40,727.00
007	Arlington County Public Schools	100	GLEBE ELEM	76,414.00
007	Arlington County Public Schools	111	FRANCIS SCOTT KEY ELEM	74,092.00
007	Arlington County Public Schools	150	BARCROFT ELEM	68,538.00
007	Arlington County Public Schools	160	HENRY ELEM	67,033.00
007	Arlington County Public Schools	180	JEFFERSON MIDDLE	77,815.00
007	Arlington County Public Schools	200	DREW MODEL ELEM	74,288.00
007	Arlington County Public Schools	211	TUCKAHOE ELEM	70,903.00
007	Arlington County Public Schools	240	SWANSON MIDDLE	72,381.00
007	Arlington County Public Schools	250	BARRETT ELEM	74,139.00
007	Arlington County Public Schools	330	YORKTOWN HIGH	80,498.00
007	Arlington County Public Schools	350	ABINGDON ELEM	79,376.00
007	Arlington County Public Schools	360	OAKRIDGE ELEM	70,254.00
007	Arlington County Public Schools	380	MCKINLEY ELEM	70,824.00
007	Arlington County Public Schools	410	NOTTINGHAM ELEM	76,303.00
007	Arlington County Public Schools	420	TAYLOR ELEM	75,156.00
007	Arlington County Public Schools	440	JAMESTOWN ELEM	70,591.00
007	Arlington County Public Schools	450	WAKEFIELD HIGH	80,359.00
007	Arlington County Public Schools	460	LONG BRANCH ELEM	77,469.00
007	Arlington County Public Schools	470	ARLINGTON TRADITIONAL	77,628.00
007	Arlington County Public Schools	480	WILLIAMSBURG MIDDLE	78,318.00
007	Arlington County Public Schools	490	ASHLAWN ELEM	77,978.00
007	Arlington County Public Schools	500	KENMORE MIDDLE	82,376.00
007	Arlington County Public Schools	510	RANDOLPH ELEM	72,888.00
007	Arlington County Public Schools	611	GUNSTON MIDDLE	77,081.00
007	Arlington County Public Schools	613	ARLINGTON SCIENCE FOCUS	68,959.00
007	Arlington County Public Schools	614	HOFFMAN-BOSTON ELEM	70,224.00
007	Arlington County Public Schools	615	CAMPBELL ELEM	70,268.00
007	Arlington County Public Schools	618	ARLINGTON MILL HIGH	87,675.00
007	Arlington County Public Schools	622	CLAREMONT IMMERSION	71,992.00
007	Arlington County Public Schools	80	WASHINGTON LEE HIGH	74,987.00
007	Arlington County Public Schools	90	CARLIN SPRINGS ELEM	74,968.00
008	Augusta County Public Schools	140	CHURCHVILLE ELEM	44,337.00
008	Augusta County Public Schools	210	BEVERLEY MANOR ELEM	45,231.00
008	Augusta County Public Schools	212	BEVERLEY MANOR MIDDLE	42,857.00
008	Augusta County Public Schools	30	CASELL ELEM	44,188.00
008	Augusta County Public Schools	370	CRAIGSVILLE ELEM	40,572.00
008	Augusta County Public Schools	40	NORTH RIVER ELEM	43,454.00
008	Augusta County Public Schools	440	STUARTS DRAFT ELEM	45,550.00
008	Augusta County Public Schools	60	STUARTS DRAFT MIDDLE	45,136.00
008	Augusta County Public Schools	640	WILSON ELEM	44,994.00
008	Augusta County Public Schools	660	BUFFALO GAP HIGH	44,839.00
008	Augusta County Public Schools	670	FT DEFIANCE HIGH	48,703.00
008	Augusta County Public Schools	680	RIVERHEADS HIGH	45,341.00
008	Augusta County Public Schools	700	LADD ELEM	42,699.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
008	Augusta County Public Schools	710	VERONA ELEM	47,101.00
008	Augusta County Public Schools	720	WILSON MEMORIAL HIGH	44,486.00
008	Augusta County Public Schools	730	STUARTS DRAFT HIGH	45,400.00
008	Augusta County Public Schools	740	RIVERHEADS ELEM	44,459.00
008	Augusta County Public Schools	842	EDWARD G CLYMORE ELEM	42,962.00
008	Augusta County Public Schools	843	GUY K STUMP ELEM	43,016.00
008	Augusta County Public Schools	844	WILSON MIDDLE	45,144.00
008	Augusta County Public Schools	90	S GORDON STEWART MIDDLE	43,973.00
009	Bath County Public Schools	120	MILLBORO ELEM	47,179.00
009	Bath County Public Schools	140	BATH COUNTY HIGH	41,745.00
009	Bath County Public Schools	150	VALLEY ELEM	43,004.00
010	Bedford County Public Schools	1160	BODY CAMP ELEM	37,967.00
010	Bedford County Public Schools	1170	OTTER RIVER ELEM	41,879.82
010	Bedford County Public Schools	1180	LIBERTY HIGH	42,239.00
010	Bedford County Public Schools	1190	STAUNTON RIVER HIGH	43,507.04
010	Bedford County Public Schools	1191	STAUNTON RIVER MIDDLE	42,095.67
010	Bedford County Public Schools	1200	BEDFORD PRIMARY	46,491.38
010	Bedford County Public Schools	1211	FOREST MIDDLE	43,297.42
010	Bedford County Public Schools	1212	JEFFERSON FOREST HIGH	42,372.88
010	Bedford County Public Schools	1213	THOMAS JEFFERSON ELEM	42,591.92
010	Bedford County Public Schools	1214	GOODVIEW ELEM	42,114.94
010	Bedford County Public Schools	160	BOONSBORO ELEM	41,879.38
010	Bedford County Public Schools	180	MONTVALE ELEM	41,740.79
010	Bedford County Public Schools	30	BIG ISLAND ELEM	44,837.42
010	Bedford County Public Schools	450	THAXTON ELEM	40,326.68
010	Bedford County Public Schools	480	BEDFORD ELEM	42,558.24
010	Bedford County Public Schools	490	BEDFORD MIDDLE	43,216.42
010	Bedford County Public Schools	500	FOREST ELEM	45,588.06
010	Bedford County Public Schools	610	NEW LONDON ACADEMY ELEM	43,128.77
010	Bedford County Public Schools	640	STEWARTSVILLE ELEM	43,133.89
010	Bedford County Public Schools	970	MONETA ELEM	41,760.81
010	Bedford County Public Schools	980	HUDDLESTON ELEM	41,946.47
011	Bland County Public Schools	231	BLAND HIGH	39,881.96
011	Bland County Public Schools	232	BLAND ELEM	39,577.91
011	Bland County Public Schools	61	ROCKY GAP HIGH	42,044.86
011	Bland County Public Schools	62	ROCKY GAP ELEM	39,370.80
012	Botetourt County Public Schools	20	BUCHANAN ELEM	48,512.00
012	Botetourt County Public Schools	220	BRECKINRIDGE ELEM	46,215.95
012	Botetourt County Public Schools	30	EAGLE ROCK ELEM	43,727.76
012	Botetourt County Public Schools	390	CLOVERDALE ELEM	48,879.70
012	Botetourt County Public Schools	40	TROUTVILLE ELEM	47,474.83
012	Botetourt County Public Schools	400	COLONIAL ELEM	49,122.21
012	Botetourt County Public Schools	420	CENTRAL ACADEMY MIDDLE	46,864.29
012	Botetourt County Public Schools	430	JAMES RIVER HIGH	48,597.39
012	Botetourt County Public Schools	440	LORD BOTETOURT HIGH	46,189.24
012	Botetourt County Public Schools	450	READ MOUNTAIN MIDDLE	46,892.25
012	Botetourt County Public Schools	460	GREENFIELD ELEM	45,411.90
013	Brunswick County Public Schools	650	BRUNSWICK HIGH	43,876.00
013	Brunswick County Public Schools	660	JAMES S RUSSELL MIDDLE	39,838.00
013	Brunswick County Public Schools	690	MEHERRIN POWELLTON ELEM	41,161.00
013	Brunswick County Public Schools	700	RED OAK-STURGEON ELEM	40,216.00
013	Brunswick County Public Schools	720	TOTARO ELEM	42,051.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
014	Buchanan County Public Schools	10	RUSSELL PRATER ELEM	44,052.00
014	Buchanan County Public Schools	1000	COUNCIL HIGH	40,310.00
014	Buchanan County Public Schools	1020	HURLEY HIGH	39,740.00
014	Buchanan County Public Schools	1040	RIVERVIEW ELEMENTARY/MIDDLE	40,028.00
014	Buchanan County Public Schools	1041	TWIN VALLEY ELEMENTARY/MIDDLE	42,678.00
014	Buchanan County Public Schools	1042	TWIN VALLEY HIGH	42,499.00
014	Buchanan County Public Schools	120	HURLEY ELEMENTARY/MIDDLE	41,481.00
014	Buchanan County Public Schools	20	JM BEVINS ELEM	42,929.00
014	Buchanan County Public Schools	90	COUNCIL ELEMENTARY/MIDDLE	40,430.00
014	Buchanan County Public Schools	990	GRUNDY HIGH	47,573.00
015	Buckingham County Public Schools	20	BUCKINGHAM CO PRE SCHOOL CENTER	41,037.00
015	Buckingham County Public Schools	700	BUCKINGHAM COUNTY HIGH	43,721.00
015	Buckingham County Public Schools	721	BUCKINGHAM CO. MIDDLE	43,769.00
015	Buckingham County Public Schools	723	BUCKINGHAM CO PRIMARY	42,337.78
015	Buckingham County Public Schools	724	BUCKINGHAM CO ELEM	44,544.00
016	Campbell County Public Schools	130	CONCORD ELEM	41,885.39
016	Campbell County Public Schools	20	BROOKVILLE MIDDLE	43,861.57
016	Campbell County Public Schools	200	ALTAVISTA HIGH	43,266.62
016	Campbell County Public Schools	211	RUSTBURG MIDDLE	41,068.36
016	Campbell County Public Schools	222	RUSTBURG HIGH	41,939.89
016	Campbell County Public Schools	542	WILLIAM CAMPBELL HIGH	43,297.22
016	Campbell County Public Schools	560	ALTAVISTA ELEM	44,151.71
016	Campbell County Public Schools	60	TOMAHAWK ELEM	41,690.36
016	Campbell County Public Schools	650	BROOKNEAL ELEMENTARY	42,967.69
016	Campbell County Public Schools	690	LEESVILLE ROAD ELEM	41,448.00
016	Campbell County Public Schools	710	YELLOW BRANCH ELEM	42,952.43
016	Campbell County Public Schools	720	BROOKVILLE HIGH	41,644.95
016	Campbell County Public Schools	821	RUSTBURG ELEM	42,236.27
017	Caroline County Public Schools	450	CAROLINE MIDDLE	44,751.00
017	Caroline County Public Schools	460	CAROLINE HIGH	45,445.00
017	Caroline County Public Schools	610	BOWLING GREEN PRIMARY	46,506.00
017	Caroline County Public Schools	620	BOWLING GREEN ELEM	44,534.00
017	Caroline County Public Schools	630	MADISON ELEM	44,333.00
017	Caroline County Public Schools	9020	LEWIS & CLARK ELEM	44,399.00
018	Carroll County Public Schools	1110	ST PAUL SCHOOL	41,298.32
018	Carroll County Public Schools	1130	OAKLAND ELEMENTARY SCHOOL	42,351.22
018	Carroll County Public Schools	1150	GLADESBORO ELEMENTARY SCHOOL	40,062.56
018	Carroll County Public Schools	1160	LAUREL ELEMENTARY SCHOOL	40,744.44
018	Carroll County Public Schools	1170	HILLSVILLE ELEMENTARY SCHOOL	41,824.92
018	Carroll County Public Schools	1180	FANCY GAP ELEMENTARY SCHOOL	43,956.68
018	Carroll County Public Schools	1210	GLADEVILLE ELEMENTARY SCHOOL	40,541.06
018	Carroll County Public Schools	1230	CARROLL COUNTY HIGH	43,071.37
018	Carroll County Public Schools	360	CARROLL COUNTY INTERMEDIATE	40,232.18
018	Carroll County Public Schools	450	WOODLAWN SCHOOL	40,968.54
019	Charles City County Public Schools	100	CHARLES CITY CO HIGH	46,778.00
019	Charles City County Public Schools	110	CHARLES CITY CO MIDDLE	40,573.00
019	Charles City County Public Schools	80	CHARLES CITY CO ELEM	42,190.00
020	Charlotte County Public Schools	100	EUREKA ELEM	43,919.00
020	Charlotte County Public Schools	210	CENTRAL MIDDLE	42,082.00
020	Charlotte County Public Schools	450	PHENIX ELEM	42,744.00
020	Charlotte County Public Schools	460	RANDOLPH-HENRY HIGH	43,784.00
020	Charlotte County Public Schools	470	BACON DISTRICT ELEM	41,105.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
020	Charlotte County Public Schools	571	EARLY LEARNING CENTER	44,987.00
021	Chesterfield County Public Schools	10	LLOYD C BIRD HIGH	46,816.00
021	Chesterfield County Public Schools	110	MATOACA MIDDLE	46,183.00
021	Chesterfield County Public Schools	130	BEULAH ELEM	49,131.00
021	Chesterfield County Public Schools	150	CLOVER HILL ELEM	48,712.00
021	Chesterfield County Public Schools	180	GRANGE HALL ELEM	45,683.00
021	Chesterfield County Public Schools	20	BON AIR ELEM	45,811.00
021	Chesterfield County Public Schools	270	SWIFT CREEK MIDDLE	48,751.00
021	Chesterfield County Public Schools	280	MONACAN HIGH	47,946.00
021	Chesterfield County Public Schools	290	W W GORDON ELEM	49,664.00
021	Chesterfield County Public Schools	30	CHESTERFIELD COMMUNITY HIGH	47,175.00
021	Chesterfield County Public Schools	300	EVERGREEN ELEM	46,499.00
021	Chesterfield County Public Schools	320	MIDLOTHIAN HIGH	49,156.00
021	Chesterfield County Public Schools	340	SWIFT CREEK ELEM	48,168.00
021	Chesterfield County Public Schools	350	ETTRICK ELEM	45,927.00
021	Chesterfield County Public Schools	360	O B GATES ELEM	47,051.00
021	Chesterfield County Public Schools	370	MATOACA ELEM	45,710.00
021	Chesterfield County Public Schools	380	PROVIDENCE ELEM	45,611.00
021	Chesterfield County Public Schools	390	ENON ELEM	47,328.00
021	Chesterfield County Public Schools	40	MIDLOTHIAN MIDDLE	47,310.00
021	Chesterfield County Public Schools	400	JACOBS ROAD ELEM	45,759.00
021	Chesterfield County Public Schools	410	THELMA CRENSHAW ELEM	47,743.00
021	Chesterfield County Public Schools	420	CARVER MIDDLE	46,508.00
021	Chesterfield County Public Schools	430	BENSLEY ELEM	46,262.00
021	Chesterfield County Public Schools	440	WOOLRIDGE ELEM	48,707.00
021	Chesterfield County Public Schools	460	HARROWGATE ELEM	47,049.00
021	Chesterfield County Public Schools	480	ECOFF ELEM	45,082.00
021	Chesterfield County Public Schools	492	C E CURTIS ELEM	44,940.00
021	Chesterfield County Public Schools	50	C C WELLS ELEM	46,559.00
021	Chesterfield County Public Schools	500	J G HENING ELEM	43,947.00
021	Chesterfield County Public Schools	510	BETTIE WEAVER ELEM	50,185.00
021	Chesterfield County Public Schools	530	MATOACA HIGH	45,389.00
021	Chesterfield County Public Schools	550	J A CHALKLEY ELEM	44,954.00
021	Chesterfield County Public Schools	560	CRESTWOOD ELEM	46,259.00
021	Chesterfield County Public Schools	580	MEADOWBROOK HIGH	44,862.00
021	Chesterfield County Public Schools	590	FALLING CREEK ELEM	44,516.00
021	Chesterfield County Public Schools	60	HOPKINS ROAD ELEM	45,408.00
021	Chesterfield County Public Schools	600	MANCHESTER MIDDLE	45,254.00
021	Chesterfield County Public Schools	610	THOMAS DALE HIGH	46,999.00
021	Chesterfield County Public Schools	620	A M DAVIS ELEM	47,215.00
021	Chesterfield County Public Schools	631	BAILEY BRIDGE MIDDLE	44,948.00
021	Chesterfield County Public Schools	632	MANCHESTER HIGH	47,103.00
021	Chesterfield County Public Schools	650	J B WATKINS ELEM	47,365.00
021	Chesterfield County Public Schools	660	BELLWOOD ELEM	45,415.00
021	Chesterfield County Public Schools	670	FALLING CREEK MIDDLE	44,916.00
021	Chesterfield County Public Schools	690	PROVIDENCE MIDDLE	45,822.00
021	Chesterfield County Public Schools	70	GREENFIELD ELEM	46,942.00
021	Chesterfield County Public Schools	700	REAMS ROAD ELEM	47,085.00
021	Chesterfield County Public Schools	720	SALEM CHURCH ELEM	45,449.00
021	Chesterfield County Public Schools	722	SALEM CHURCH MIDDLE	45,901.00
021	Chesterfield County Public Schools	730	ROBIOUS ELEM	45,739.00
021	Chesterfield County Public Schools	740	CLOVER HILL HIGH	46,703.00



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
021	Chesterfield County Public Schools	760	ROBIOUS MIDDLE	45,459.00
021	Chesterfield County Public Schools	770	JAMES RIVER HIGH	46,736.00
021	Chesterfield County Public Schools	780	MARGUERITE F CHRISTIAN ELEM	46,075.00
021	Chesterfield County Public Schools	800	SPRING RUN ELEM	47,342.00
021	Chesterfield County Public Schools	840	COSBY HIGH	47,567.00
021	Chesterfield County Public Schools	850	ELIZABETH SCOTT ELEM	45,588.00
021	Chesterfield County Public Schools	860	WINTERPOCK ELEM	45,442.00
021	Chesterfield County Public Schools	861	ALBERTA SMITH ELEM	47,259.00
021	Chesterfield County Public Schools	870	ELIZABETH DAVIS MIDDLE	46,406.00
021	Chesterfield County Public Schools	880	TOMAHAWK CREEK MIDDLE	46,645.00
022	Clarke County Public Schools	10	CLARKE COUNTY HIGH	49,949.29
022	Clarke County Public Schools	250	BOYCE ELEM	48,441.56
022	Clarke County Public Schools	280	JOHNSON-WILLIAMS MIDDLE	51,419.11
022	Clarke County Public Schools	290	D G COOLEY ELEM	46,557.74
023	Craig County Public Schools	10	MCCLEARY ELEM	39,601.48
023	Craig County Public Schools	11	CRAIG COUNTY HIGH	40,078.37
024	Culpeper County Public Schools	10	PEARL SAMPLE ELEM	47,587.00
024	Culpeper County Public Schools	20	CULPEPER MIDDLE	47,142.00
024	Culpeper County Public Schools	240	A G RICHARDSON ELEM	49,388.00
024	Culpeper County Public Schools	40	YOWELL ELEM	45,435.00
024	Culpeper County Public Schools	450	EMERALD HILL ELEM	50,881.00
024	Culpeper County Public Schools	460	SYCAMORE PARK ELEM	48,670.00
024	Culpeper County Public Schools	470	FARMINGTON ELEM	47,616.00
024	Culpeper County Public Schools	480	CULPEPER COUNTY HIGH	50,059.00
024	Culpeper County Public Schools	50	EASTERN VIEW HIGH	47,173.00
024	Culpeper County Public Schools	581	FLOYD T BINNS MIDDLE	45,123.00
024	Culpeper County Public Schools	582	GALBREATH-MARSHALL BLDG	57,138.00
025	Cumberland County Public Schools	140	CUMBERLAND ELEM	45,932.91
025	Cumberland County Public Schools	151	CUMBERLAND HIGH	43,352.98
025	Cumberland County Public Schools	152	CUMBERLAND MIDDLE	45,255.76
026	Dickenson County Public Schools	120	HAYSI HIGH	37,957.50
026	Dickenson County Public Schools	20	CLINTWOOD ELEMENTARY SCHOOL	40,198.91
026	Dickenson County Public Schools	271	CLINTWOOD HIGH	36,403.57
026	Dickenson County Public Schools	530	ERVINTON ELEM.	34,423.24
026	Dickenson County Public Schools	850	LONGS FORK ELEM.	36,412.91
026	Dickenson County Public Schools	860	SANDLICK ELEM.	38,182.21
027	Dinwiddie County Public Schools	10	SOUTHSIDE ELEM.	46,248.00
027	Dinwiddie County Public Schools	180	SUNNYSIDE ELEM.	50,391.00
027	Dinwiddie County Public Schools	250	MIDWAY ELEM.	47,937.00
027	Dinwiddie County Public Schools	310	DINWIDDIE ELEM.	47,992.00
027	Dinwiddie County Public Schools	471	DINWIDDIE MIDDLE	45,734.00
027	Dinwiddie County Public Schools	500	DINWIDDIE HIGH	47,977.00
027	Dinwiddie County Public Schools	520	SUTHERLAND ELEM.	47,557.00
028	Essex County Public Schools	10	ESSEX HIGH	43,195.44
028	Essex County Public Schools	150	ESSEX INT.	45,851.08
028	Essex County Public Schools	160	TAPPAHANNOCK ELEM.	46,793.74
029	Fairfax County Public Schools	100	CHESTERBROOK ELEM	59,574.62
029	Fairfax County Public Schools	1020	LEE HIGH	63,513.10
029	Fairfax County Public Schools	1030	PARKLAWN ELEM	59,162.48
029	Fairfax County Public Schools	1050	CHURCHILL ROAD ELEM	57,222.70
029	Fairfax County Public Schools	1060	MADISON HIGH	62,561.21
029	Fairfax County Public Schools	1070	STUART HIGH	61,490.17

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
029	Fairfax County Public Schools	1080	WAYNEWOOD ELEM	66,698.40
029	Fairfax County Public Schools	1090	BRADDOCK ELEM	59,447.38
029	Fairfax County Public Schools	110	LOUISE ARCHER ELEM	60,231.25
029	Fairfax County Public Schools	1100	FALLS CHURCH HIGH	63,215.20
029	Fairfax County Public Schools	1110	LANIER MIDDLE	64,679.17
029	Fairfax County Public Schools	1120	IRVING MIDDLE	60,431.43
029	Fairfax County Public Schools	1130	POE MIDDLE	60,375.59
029	Fairfax County Public Schools	1140	THOREAU MIDDLE	60,897.60
029	Fairfax County Public Schools	1150	LONGFELLOW MIDDLE	64,629.83
029	Fairfax County Public Schools	1160	TWAIN MIDDLE	62,161.79
029	Fairfax County Public Schools	1170	GLASGOW MIDDLE	60,866.26
029	Fairfax County Public Schools	1190	COOPER MIDDLE	63,041.29
029	Fairfax County Public Schools	120	VIENNA ELEM	67,669.26
029	Fairfax County Public Schools	1200	MARSHALL ROAD ELEM	62,076.42
029	Fairfax County Public Schools	1210	MANTUA ELEM	61,842.98
029	Fairfax County Public Schools	1240	KEENE MILL ELEM	64,699.23
029	Fairfax County Public Schools	1250	HERNDON ELEM	62,040.31
029	Fairfax County Public Schools	1260	WOODSON HIGH	65,318.27
029	Fairfax County Public Schools	1270	EDISON HIGH	65,908.92
029	Fairfax County Public Schools	1290	MARSHALL HIGH	62,923.67
029	Fairfax County Public Schools	1300	SANDBURG MIDDLE	61,355.04
029	Fairfax County Public Schools	131	CHANTILLY HIGH	66,277.71
029	Fairfax County Public Schools	1310	RAVENSWORTH ELEM	65,875.35
029	Fairfax County Public Schools	1320	WASHINGTON MILL ELEM	61,278.70
029	Fairfax County Public Schools	1330	HOLLIN MEADOWS ELEM	62,036.83
029	Fairfax County Public Schools	1350	STRATFORD LANDING ELEM	59,500.02
029	Fairfax County Public Schools	1360	ANNANDALE TERRACE ELEM	60,404.53
029	Fairfax County Public Schools	1371	THOMAS JEFFERSON HIGH	76,033.20
029	Fairfax County Public Schools	1380	STENWOOD ELEM	58,526.52
029	Fairfax County Public Schools	1390	MOSBY WOODS ELEM	55,102.18
029	Fairfax County Public Schools	140	OAKTON ELEM	59,971.94
029	Fairfax County Public Schools	1400	LITTLE RUN ELEM	59,319.64
029	Fairfax County Public Schools	1410	FROST MIDDLE	63,188.22
029	Fairfax County Public Schools	1420	HYBLA VALLEY ELEM	58,950.29
029	Fairfax County Public Schools	1430	WEST SPRINGFIELD ELEM	63,792.24
029	Fairfax County Public Schools	1440	KINGS PARK ELEM	61,402.72
029	Fairfax County Public Schools	1450	FORESTDALE ELEM	63,340.07
029	Fairfax County Public Schools	1460	LANGLEY HIGH	66,905.85
029	Fairfax County Public Schools	1480	FAIRFAX VILLA ELEM	62,504.58
029	Fairfax County Public Schools	150	ORANGE HUNT ELEM	63,566.01
029	Fairfax County Public Schools	1500	GREENBRIAR WEST ELEM	63,083.12
029	Fairfax County Public Schools	1510	COLUMBIA ELEM	56,564.14
029	Fairfax County Public Schools	1521	HOLMES MIDDLE	60,207.29
029	Fairfax County Public Schools	1530	ARMSTRONG ELEM.	60,952.39
029	Fairfax County Public Schools	1540	UNION MILL ELEM	60,927.06
029	Fairfax County Public Schools	1550	WHITMAN MIDDLE	64,331.27
029	Fairfax County Public Schools	1570	LAKE ANNE ELEM	64,563.99
029	Fairfax County Public Schools	1580	WESTBRIAR ELEM	58,696.90
029	Fairfax County Public Schools	1590	CANTERBURY WOODS ELEM	58,131.10
029	Fairfax County Public Schools	1600	CUB RUN ELEM	63,268.45
029	Fairfax County Public Schools	1610	WEST SPRINGFIELD HIGH	66,789.31
029	Fairfax County Public Schools	1620	SPRING HILL ELEM	65,835.84

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
029	Fairfax County Public Schools	1630	FAIRHILL ELEM	60,001.41
029	Fairfax County Public Schools	1640	MOUNT VERNON WOODS ELEM	57,447.33
029	Fairfax County Public Schools	1650	OLDE CREEK ELEM	59,711.87
029	Fairfax County Public Schools	1660	SHREVEWOOD ELEM	58,833.84
029	Fairfax County Public Schools	1670	WESTGATE ELEM	58,442.64
029	Fairfax County Public Schools	1680	SILVERBROOK ELEM	61,652.52
029	Fairfax County Public Schools	1690	CARDINAL FOREST ELEM	61,117.38
029	Fairfax County Public Schools	170	TERRA CENTRE ELEM	68,320.80
029	Fairfax County Public Schools	1700	CUNNINGHAM PARK ELEM	58,907.08
029	Fairfax County Public Schools	1710	OAKTON HIGH	61,589.86
029	Fairfax County Public Schools	1730	BEECH TREE ELEM	59,489.80
029	Fairfax County Public Schools	1740	HAYFIELD ELEM	64,289.41
029	Fairfax County Public Schools	1760	KILMER MIDDLE	62,778.14
029	Fairfax County Public Schools	1761	KILMER CENTER	67,278.90
029	Fairfax County Public Schools	1770	ROLLING VALLEY ELEM	62,186.14
029	Fairfax County Public Schools	1790	BROOKFIELD ELEM	62,711.45
029	Fairfax County Public Schools	1800	HAYFIELD SECONDARY	65,604.13
029	Fairfax County Public Schools	1810	WOLFTRAP ELEM	60,923.39
029	Fairfax County Public Schools	1820	RIVERSIDE ELEM	57,106.73
029	Fairfax County Public Schools	1830	LONDON TOWNE ELEM	60,181.54
029	Fairfax County Public Schools	1840	GREENBRIAR EAST ELEM	62,229.15
029	Fairfax County Public Schools	1850	LEES CORNER ELEM	63,191.95
029	Fairfax County Public Schools	1860	OAK VIEW ELEM	61,383.02
029	Fairfax County Public Schools	1870	CLERMONT ELEM	61,446.02
029	Fairfax County Public Schools	1880	HUNT VALLEY ELEM	62,352.18
029	Fairfax County Public Schools	1890	KINGS GLEN ELEM	60,547.20
029	Fairfax County Public Schools	190	FAIRFAX COUNTY ADULT HIGH	76,713.29
029	Fairfax County Public Schools	1900	KEY MIDDLE	61,817.76
029	Fairfax County Public Schools	1901	KEY CENTER	62,431.68
029	Fairfax County Public Schools	1920	FORT HUNT ELEM	58,482.46
029	Fairfax County Public Schools	1940	CAMELOT ELEM	62,678.42
029	Fairfax County Public Schools	1950	HUNTERS WOODS ELEM	59,126.07
029	Fairfax County Public Schools	1960	ROBINSON SECONDARY	65,765.48
029	Fairfax County Public Schools	1970	LAUREL RIDGE ELEM	63,002.26
029	Fairfax County Public Schools	1980	HUTCHISON ELEM	58,185.80
029	Fairfax County Public Schools	1990	SOUTH LAKES HIGH	63,055.53
029	Fairfax County Public Schools	20	FAIRFAX HIGH	63,895.85
029	Fairfax County Public Schools	200	CENTREVILLE HIGH	66,112.67
029	Fairfax County Public Schools	2000	BONNIE BRAE ELEM	61,707.91
029	Fairfax County Public Schools	2010	DRANESVILLE ELEM	62,207.36
029	Fairfax County Public Schools	2020	CROSSFIELD ELEM	61,988.89
029	Fairfax County Public Schools	2030	SANGSTER ELEM	59,857.57
029	Fairfax County Public Schools	2040	SARATOGA ELEM	63,281.45
029	Fairfax County Public Schools	2050	VIRGINIA RUN ELEM	61,226.82
029	Fairfax County Public Schools	2060	WILLOW SPRINGS ELEM	63,133.91
029	Fairfax County Public Schools	2070	STONE MIDDLE	68,732.24
029	Fairfax County Public Schools	2080	POPLAR TREE ELEM	61,245.18
029	Fairfax County Public Schools	2090	CENTRE RIDGE ELEM	63,758.03
029	Fairfax County Public Schools	2100	WAPLES MILL ELEM	62,673.86
029	Fairfax County Public Schools	220	DOGWOOD ELEM	61,133.08
029	Fairfax County Public Schools	2201	BRYANT ALTERNATIVE HIGH	71,786.08
029	Fairfax County Public Schools	2203	ALDRIN ELEM	63,480.75

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
029	Fairfax County Public Schools	2204	DEER PARK ELEM	68,048.20
029	Fairfax County Public Schools	2205	CENTREVILLE ELEM	65,147.51
029	Fairfax County Public Schools	2209	LANE ELEM	57,557.96
029	Fairfax County Public Schools	2210	HALLEY ELEM	61,457.73
029	Fairfax County Public Schools	2211	MOUNTAIN VIEW ALTERNATIVE HIGH	71,247.80
029	Fairfax County Public Schools	2222	CARSON MIDDLE	64,781.05
029	Fairfax County Public Schools	2224	FORT BELVOIR ELEM	67,293.61
029	Fairfax County Public Schools	2225	BULL RUN ELEM	63,696.17
029	Fairfax County Public Schools	2228	WESTFIELD HIGH	66,181.39
029	Fairfax County Public Schools	2229	DANIELS RUN ELEM	59,466.76
029	Fairfax County Public Schools	2230	PROVIDENCE ELEM	61,485.56
029	Fairfax County Public Schools	2231	MCNAIR ELEM	57,030.36
029	Fairfax County Public Schools	2233	LIBERTY MIDDLE	63,631.48
029	Fairfax County Public Schools	2234	COLVIN RUN ELEM	63,135.61
029	Fairfax County Public Schools	2235	ISLAND CREEK ELEM	60,811.65
029	Fairfax County Public Schools	2236	LORTON STATION ELEM	59,214.59
029	Fairfax County Public Schools	2237	POWELL ELEM	61,325.53
029	Fairfax County Public Schools	2238	DUNN LORING E C RESOURCE CTR	71,768.59
029	Fairfax County Public Schools	2241	SOUTH COUNTY HIGH	64,652.29
029	Fairfax County Public Schools	2243	EAGLE VIEW ELEM	56,590.51
029	Fairfax County Public Schools	2251	ROCKY RUN E C RESOURCE CTR	76,773.90
029	Fairfax County Public Schools	2252	VIRGINIA HILLS E C RESOURCE CTR	78,847.27
029	Fairfax County Public Schools	2347	COATES ELEM	57,230.02
029	Fairfax County Public Schools	2348	LAUREL HILL ELEM	56,547.57
029	Fairfax County Public Schools	2410	MASON CREST ELEM	54,518.49
029	Fairfax County Public Schools	2420	SOUTH COUNTY MIDDLE	63,382.55
029	Fairfax County Public Schools	2430	FALLS CHURCH EC RESOURCE CTR	54,838.50
029	Fairfax County Public Schools	2440	PIMMIT EC RESOURCE CTR	55,026.00
029	Fairfax County Public Schools	250	TERRASET ELEM	62,115.22
029	Fairfax County Public Schools	260	CLEARVIEW ELEM	63,025.89
029	Fairfax County Public Schools	280	SUNRISE VALLEY ELEM	59,812.51
029	Fairfax County Public Schools	290	FAIRVIEW ELEM	59,804.37
029	Fairfax County Public Schools	300	ROCKY RUN MIDDLE	65,570.64
029	Fairfax County Public Schools	32	HERNDON HIGH	66,176.52
029	Fairfax County Public Schools	320	FRANCONIA ELEM	62,543.61
029	Fairfax County Public Schools	33	HERNDON MIDDLE	65,971.55
029	Fairfax County Public Schools	330	GROVETON ELEM	57,655.11
029	Fairfax County Public Schools	350	HUGHES MIDDLE	62,156.57
029	Fairfax County Public Schools	370	FORESTVILLE ELEM	64,422.19
029	Fairfax County Public Schools	380	WOODLAWN ELEM	57,593.44
029	Fairfax County Public Schools	390	FOX MILL ELEM	64,305.43
029	Fairfax County Public Schools	400	WHITE OAKS ELEM	69,635.44
029	Fairfax County Public Schools	420	MOUNT VERNON HIGH	63,109.75
029	Fairfax County Public Schools	430	OAK HILL ELEM	63,518.64
029	Fairfax County Public Schools	440	FRANKLIN MIDDLE	65,980.05
029	Fairfax County Public Schools	470	NEWINGTON FOREST ELEM	64,095.19
029	Fairfax County Public Schools	480	CHERRY RUN ELEM	63,912.93
029	Fairfax County Public Schools	490	FREEDOM HILL ELEM	59,491.44
029	Fairfax County Public Schools	510	MOUNT EAGLE ELEM	57,796.05
029	Fairfax County Public Schools	520	WEYANOKE ELEM	61,894.50
029	Fairfax County Public Schools	530	GRAHAM ROAD ELEM	55,974.43
029	Fairfax County Public Schools	550	BAILEYS ELEM	58,227.20

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
029	Fairfax County Public Schools	560	BELLE VIEW ELEM	59,570.57
029	Fairfax County Public Schools	570	GREAT FALLS ELEM	67,153.30
029	Fairfax County Public Schools	580	WESTLAWN ELEM	61,914.39
029	Fairfax County Public Schools	590	WOODLEY HILLS ELEM	65,073.77
029	Fairfax County Public Schools	620	CAMERON ELEM	69,776.65
029	Fairfax County Public Schools	630	GARFIELD ELEM	62,288.23
029	Fairfax County Public Schools	650	WOODBURN ELEM	59,295.12
029	Fairfax County Public Schools	660	ANNANDALE HIGH	63,618.99
029	Fairfax County Public Schools	673	JACKSON MIDDLE	62,242.56
029	Fairfax County Public Schools	680	BUSH HILL ELEM	61,394.49
029	Fairfax County Public Schools	690	GUNSTON ELEM	64,133.56
029	Fairfax County Public Schools	70	FOREST EDGE ELEM	62,052.68
029	Fairfax County Public Schools	700	BUCKNELL ELEM	59,749.34
029	Fairfax County Public Schools	710	SLEEPY HOLLOW ELEM	63,247.12
029	Fairfax County Public Schools	720	BELVEDERE ELEM	60,660.04
029	Fairfax County Public Schools	730	FLINT HILL ELEM	64,327.08
029	Fairfax County Public Schools	740	FLORIS ELEM	62,007.21
029	Fairfax County Public Schools	750	HAYCOCK ELEM	57,073.02
029	Fairfax County Public Schools	770	LEMON ROAD ELEM	63,423.42
029	Fairfax County Public Schools	790	MCLEAN HIGH	64,764.49
029	Fairfax County Public Schools	80	SHERMAN ELEM	64,705.00
029	Fairfax County Public Schools	800	NAVY ELEM	62,689.37
029	Fairfax County Public Schools	820	PINE SPRING ELEM	64,414.50
029	Fairfax County Public Schools	830	TIMBER LANE ELEM	64,818.20
029	Fairfax County Public Schools	850	WAKEFIELD FOREST ELEM	62,577.36
029	Fairfax County Public Schools	870	CRESTWOOD ELEM	62,675.53
029	Fairfax County Public Schools	890	LYNBROOK ELEM	62,893.69
029	Fairfax County Public Schools	90	LAKE BRADDOCK SECONDARY	66,150.49
029	Fairfax County Public Schools	900	WEST POTOMAC HIGH	62,558.26
029	Fairfax County Public Schools	930	NORTH SPRINGFIELD ELEM	70,262.81
029	Fairfax County Public Schools	940	BREN MAR PARK ELEM	62,001.58
029	Fairfax County Public Schools	950	ROSE HILL ELEM	59,753.69
029	Fairfax County Public Schools	960	SPRINGFIELD ESTATES ELEM	58,882.80
029	Fairfax County Public Schools	970	GLEN FOREST ELEM	58,126.73
029	Fairfax County Public Schools	980	KENT GARDENS ELEM	59,130.27
029	Fairfax County Public Schools	9996	DJJ or SVCS BD Schools	76,630.96
030	Fauquier County Public Schools	10	MARSHALL MIDDLE	55,149.01
030	Fauquier County Public Schools	120	CLAUDE THOMPSON ELEM.	57,745.34
030	Fauquier County Public Schools	20	MARY WALTER ELEM.	51,818.28
030	Fauquier County Public Schools	450	GRACE MILLER ELEM.	57,202.71
030	Fauquier County Public Schools	460	C. HUNTER RITCHIE ELEM.	55,035.23
030	Fauquier County Public Schools	510	KETTLE RUN HIGH SCH	51,305.18
030	Fauquier County Public Schools	511	GREENVILLE ELEM.	48,068.73
030	Fauquier County Public Schools	520	CEDAR LEE MIDDLE	51,704.88
030	Fauquier County Public Schools	530	MARGARET M. PIERCE ELEM.	51,385.23
030	Fauquier County Public Schools	660	WARRENTON MIDDLE	53,072.81
030	Fauquier County Public Schools	670	W.C. TAYLOR MIDDLE	57,267.46
030	Fauquier County Public Schools	701	FAUQUIER HIGH	55,946.37
030	Fauquier County Public Schools	720	P.B. SMITH ELEM.	56,092.85
030	Fauquier County Public Schools	730	C.M. BRADLEY ELEM.	54,654.24
030	Fauquier County Public Schools	740	W.G. COLEMAN ELEM.	53,700.43
030	Fauquier County Public Schools	750	H.M. PEARSON ELEM.	52,051.69

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
030	Fauquier County Public Schools	851	LIBERTY HIGH	54,944.86
030	Fauquier County Public Schools	853	JAMES G. BRUMFIELD ELEM.	49,936.30
030	Fauquier County Public Schools	854	AUBURN MIDDLE	51,492.11
031	Floyd County Public Schools	360	FLOYD ELEM.	40,356.21
031	Floyd County Public Schools	500	WILLIS ELEM.	38,918.73
031	Floyd County Public Schools	650	INDIAN VALLEY ELEM.	38,587.87
031	Floyd County Public Schools	660	FLOYD COUNTY HIGH	41,256.80
031	Floyd County Public Schools	90	CHECK ELEM.	40,682.52
032	Fluvanna County Public Schools	260	FLUVANNA COUNTY HIGH	49,848.00
032	Fluvanna County Public Schools	270	COLUMBIA ELEM.	50,703.00
032	Fluvanna County Public Schools	290	CUNNINGHAM ELEM.	49,432.00
032	Fluvanna County Public Schools	300	CARYSBROOK ELEM.	49,760.00
032	Fluvanna County Public Schools	310	CENTRAL ELEM	49,906.00
032	Fluvanna County Public Schools	320	FLUVANNA MIDDLE	50,962.00
033	Franklin County Public Schools	10	HENRY ELEM.	38,853.06
033	Franklin County Public Schools	1170	SNOW CREEK ELEM.	41,720.39
033	Franklin County Public Schools	1311	FRANKLIN COUNTY HIGH	44,570.92
033	Franklin County Public Schools	1320	BURNT CHIMNEY ELEM.	40,911.24
033	Franklin County Public Schools	1360	FERRUM ELEM.	41,832.90
033	Franklin County Public Schools	1370	BOONES MILL ELEM.	46,199.08
033	Franklin County Public Schools	1380	ROCKY MOUNT ELEM.	40,483.32
033	Franklin County Public Schools	1481	GEREAU CTR FOR APL TECH&CAREER EXPL	43,654.78
033	Franklin County Public Schools	20	DUDLEY ELEM.	44,718.77
033	Franklin County Public Schools	31	BEN. FRANKLIN MIDDLE-WEST	43,346.94
033	Franklin County Public Schools	32	BEN. FRANKLIN MIDDLE-EAST	42,817.21
033	Franklin County Public Schools	350	CALLAWAY ELEM.	45,239.85
033	Franklin County Public Schools	660	LEE M. WAID ELEM.	43,071.59
033	Franklin County Public Schools	690	GLADE HILL ELEM.	43,861.67
033	Franklin County Public Schools	960	SONTAG ELEM.	45,563.30
033	Franklin County Public Schools	980	WINDY GAP ELEM	38,949.20
034	Frederick County Public Schools	10	APPLE PIE RIDGE ELEM.	46,438.00
034	Frederick County Public Schools	20	BASS-HOOVER ELEM.	52,331.00
034	Frederick County Public Schools	30	JAMES WOOD HIGH	49,591.00
034	Frederick County Public Schools	320	ARMEL ELEM.	46,279.00
034	Frederick County Public Schools	340	MIDDLETOWN ELEM.	49,553.00
034	Frederick County Public Schools	380	GAINESBORO ELEM.	46,345.00
034	Frederick County Public Schools	40	INDIAN HOLLOW ELEM.	42,703.00
034	Frederick County Public Schools	410	STONEWALL ELEM.	47,671.00
034	Frederick County Public Schools	420	JAMES WOOD MIDDLE	47,700.00
034	Frederick County Public Schools	460	FREDERICK COUNTY MIDDLE	46,975.00
034	Frederick County Public Schools	480	ROBERT E. AYLR MIDDLE	47,863.00
034	Frederick County Public Schools	581	SHERANDO HIGH	49,073.00
034	Frederick County Public Schools	582	REDBUD RUN ELEM.	46,088.00
034	Frederick County Public Schools	583	ORCHARD VIEW ELEM.	46,897.00
034	Frederick County Public Schools	584	MILLBROOK HIGH	46,768.00
034	Frederick County Public Schools	586	ADMIRAL RICHARD E. BYRD MIDDLE	48,107.00
034	Frederick County Public Schools	587	EVENDALE ELEM.	47,056.00
034	Frederick County Public Schools	590	GREENWOOD MILL ELEM	47,292.00
035	Giles County Public Schools	10	EASTERN COMBINED	39,311.11
035	Giles County Public Schools	390	MACY MCCLAUGHERTY COMBINED	38,188.78
035	Giles County Public Schools	400	NARROWS ELEM./MID.	40,408.42
035	Giles County Public Schools	461	GILES HIGH	40,102.92

**Virginia Department of Education**  
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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
035	Giles County Public Schools	470	NARROWS HIGH	41,710.33
036	Gloucester County Public Schools	100	BOTETOURT ELEM.	50,202.13
036	Gloucester County Public Schools	240	ACHILLES ELEM.	46,264.38
036	Gloucester County Public Schools	250	ABINGDON ELEM.	47,444.34
036	Gloucester County Public Schools	260	GLOUCESTER HIGH	53,549.67
036	Gloucester County Public Schools	270	PETSWORTH ELEM.	45,279.95
036	Gloucester County Public Schools	280	PEASLEY MIDDLE	47,722.41
036	Gloucester County Public Schools	381	BETHEL ELEM.	50,302.13
036	Gloucester County Public Schools	90	PAGE MIDDLE	50,707.64
037	Goochland County Public Schools	120	BYRD ELEM.	44,330.00
037	Goochland County Public Schools	220	GOOCHLAND HIGH	44,975.00
037	Goochland County Public Schools	260	RANDOLPH ELEM.	44,353.00
037	Goochland County Public Schools	340	GOOCHLAND MIDDLE	43,013.00
037	Goochland County Public Schools	360	GOOCHLAND ELEM.	43,568.00
038	Grayson County Public Schools	11	INDEPENDENCE MIDDLE	38,821.67
038	Grayson County Public Schools	421	GRAYSON COUNTY HIGH	37,321.39
038	Grayson County Public Schools	422	INDEPENDENCE ELEM.	38,801.56
038	Grayson County Public Schools	430	GRAYSON HIGHLANDS	36,548.22
038	Grayson County Public Schools	440	BAYWOOD ELEM.	36,511.90
038	Grayson County Public Schools	480	FAIRVIEW ELEM.	37,626.71
038	Grayson County Public Schools	911	FRIES SCHOOL	35,948.15
039	Greene County Public Schools	10	GREENE COUNTY PRIMARY	43,815.06
039	Greene County Public Schools	20	NATHANAEL GREENE ELEM.	44,074.10
039	Greene County Public Schools	30	RUCKERSVILLE ELEM.	50,311.76
039	Greene County Public Schools	71	WILLIAM MONROE MIDDLE	45,369.41
039	Greene County Public Schools	72	WILLIAM MONROE HIGH	45,613.32
040	Greensville County Public Schools	190	EDWARD W WYATT MIDDLE	42,619.00
040	Greensville County Public Schools	200	GREENSVILLE COUNTY HIGH	46,099.00
040	Greensville County Public Schools	260	BELFIELD ELEM.	44,104.00
040	Greensville County Public Schools	50	GREENSVILLE ELEM	44,690.00
041	Halifax County Public Schools	10	HALIFAX COUNTY HIGH	41,930.00
041	Halifax County Public Schools	1480	HALIFAX COUNTY MIDDLE	41,071.00
041	Halifax County Public Schools	1490	SYDNOR JENNINGS ELEM.	43,213.00
041	Halifax County Public Schools	1501	CLUSTER SPRINGS EARLY LEARNING CTR	41,112.00
041	Halifax County Public Schools	1510	SCOTTSBURG ELEM.	39,939.00
041	Halifax County Public Schools	1521	SINAI ELEM.	42,824.00
041	Halifax County Public Schools	1550	MEADVILLE ELEM.	40,057.00
041	Halifax County Public Schools	1560	CLAYS MILL ELEM.	41,642.00
041	Halifax County Public Schools	20	CLUSTER SPRINGS ELEM.	40,854.00
041	Halifax County Public Schools	30	SOUTH BOSTON ELEM.	41,307.00
041	Halifax County Public Schools	950	SOUTH BOSTON/HALIFAX EARLY LEARNING CTR	39,187.00
042	Hanover County Public Schools	150	HENRY CLAY ELEM.	48,258.00
042	Hanover County Public Schools	162	JOHN M. GANDY ELEM.	51,231.00
042	Hanover County Public Schools	20	BEAVERDAM ELEM.	47,458.00
042	Hanover County Public Schools	200	KERSEY CREEK ELEM.	48,532.00
042	Hanover County Public Schools	210	LAUREL MEADOW ELEM.	47,934.00
042	Hanover County Public Schools	290	WASHINGTON-HENRY ELEM.	50,132.00
042	Hanover County Public Schools	30	RURAL POINT ELEM.	53,229.00
042	Hanover County Public Schools	360	BATTLEFIELD PARK ELEM.	50,575.00
042	Hanover County Public Schools	370	LEE DAVIS HIGH	49,172.00
042	Hanover County Public Schools	40	SOUTH ANNA ELEM.	47,814.00
042	Hanover County Public Schools	400	PATRICK HENRY HIGH	49,933.00

**Virginia Department of Education**  
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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
042	Hanover County Public Schools	410	PEARSON'S CORNER ELEM.	53,480.00
042	Hanover County Public Schools	420	MECHANICSVILLE ELEM.	48,431.00
042	Hanover County Public Schools	430	ELMONT ELEM.	50,801.00
042	Hanover County Public Schools	440	STONEWALL JACKSON MIDDLE	47,735.00
042	Hanover County Public Schools	450	LIBERTY MIDDLE	48,279.00
042	Hanover County Public Schools	551	COOL SPRING ELEM.	49,281.00
042	Hanover County Public Schools	552	POLE GREEN ELEM.	47,818.00
042	Hanover County Public Schools	553	OAK KNOLL MIDDLE	48,369.00
042	Hanover County Public Schools	554	HANOVER HIGH	49,452.00
042	Hanover County Public Schools	61	CHICKAHOMINY MIDDLE	49,196.00
042	Hanover County Public Schools	62	ATLEE HIGH	50,103.00
042	Hanover County Public Schools	70	COLD HARBOR ELEM.	49,383.00
043	Henrico County Public Schools	10	THREE CHOPT ELEM.	50,353.00
043	Henrico County Public Schools	100	HUNGARY CREEK MIDDLE	49,286.00
043	Henrico County Public Schools	120	DONAHOE ELEM.	46,356.00
043	Henrico County Public Schools	130	ROLFE MIDDLE	45,997.00
043	Henrico County Public Schools	140	GODWIN HIGH	52,050.00
043	Henrico County Public Schools	150	GAYTON ELEM.	51,944.00
043	Henrico County Public Schools	160	DEEP RUN HIGH	49,077.00
043	Henrico County Public Schools	190	HIGHLAND SPRINGS HIGH	47,701.00
043	Henrico County Public Schools	20	GLEN ALLEN ELEM.	46,977.00
043	Henrico County Public Schools	200	FAIR OAKS ELEM.	46,587.00
043	Henrico County Public Schools	210	MONTROSE ELEM.	47,652.00
043	Henrico County Public Schools	220	SANDSTON ELEM.	50,475.00
043	Henrico County Public Schools	230	SPRINGFIELD PARK ELEM.	51,779.00
043	Henrico County Public Schools	240	RIVERS EDGE ELEM.	48,334.00
043	Henrico County Public Schools	250	L. DOUGLAS WILDER MIDDLE	46,661.00
043	Henrico County Public Schools	260	GREENWOOD ELEM.	50,479.00
043	Henrico County Public Schools	270	NUCKOLS FARM ELEM.	47,135.00
043	Henrico County Public Schools	280	POCAHONTAS MIDDLE	47,774.00
043	Henrico County Public Schools	290	VARINA ELEM.	50,415.00
043	Henrico County Public Schools	300	ECHO LAKE ELEM.	49,737.00
043	Henrico County Public Schools	310	TWIN HICKORY ELEM	47,047.00
043	Henrico County Public Schools	320	ARTHUR ASHE JR. ELEM.	49,894.00
043	Henrico County Public Schools	330	WARD ELEMENTARY	47,213.00
043	Henrico County Public Schools	360	TUCKAHOE ELEM.	46,787.00
043	Henrico County Public Schools	370	LAKESIDE ELEM.	48,827.00
043	Henrico County Public Schools	380	GLEN LEA ELEM.	45,378.00
043	Henrico County Public Schools	390	MOODY MIDDLE	47,753.00
043	Henrico County Public Schools	400	CRESTVIEW ELEM.	51,888.00
043	Henrico County Public Schools	410	FREEMAN HIGH	49,095.00
043	Henrico County Public Schools	420	RATCLIFFE ELEM	47,868.00
043	Henrico County Public Schools	430	LABURNUM ELEM.	47,869.00
043	Henrico County Public Schools	440	PEMBERTON ELEM.	49,663.00
043	Henrico County Public Schools	450	MEHFOUD ELEM.	49,063.00
043	Henrico County Public Schools	470	BAKER ELEM.	48,513.00
043	Henrico County Public Schools	480	SKIPWITH ELEM.	48,248.00
043	Henrico County Public Schools	490	TREVVETT ELEM.	46,225.00
043	Henrico County Public Schools	50	LONGDALE ELEM.	46,659.00
043	Henrico County Public Schools	500	BROOKLAND MIDDLE	48,079.00
043	Henrico County Public Schools	510	FAIRFIELD MIDDLE	45,268.00
043	Henrico County Public Schools	520	TUCKAHOE MIDDLE	50,251.00



**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
043	Henrico County Public Schools	530	JOHNSON ELEM.	47,456.00
043	Henrico County Public Schools	540	MAYBEURY ELEM.	47,413.00
043	Henrico County Public Schools	550	SEVEN PINES ELEM.	47,511.00
043	Henrico County Public Schools	570	PINCHBECK ELEM.	47,904.00
043	Henrico County Public Schools	580	VARINA HIGH	46,944.00
043	Henrico County Public Schools	590	CHAMBERLAYNE ELEM.	46,205.00
043	Henrico County Public Schools	60	SHORT PUMP ELEM.	50,381.00
043	Henrico County Public Schools	600	TUCKER HIGH	50,397.00
043	Henrico County Public Schools	610	HENRICO HIGH	48,701.00
043	Henrico County Public Schools	620	DAVIS ELEM.	48,765.00
043	Henrico County Public Schools	630	LONGAN ELEM.	48,679.00
043	Henrico County Public Schools	640	HIGHLAND SPRINGS ELEM.	46,333.00
043	Henrico County Public Schools	650	CARVER ELEM.	50,990.00
043	Henrico County Public Schools	660	ADAMS ELEM.	47,760.00
043	Henrico County Public Schools	670	HERMITAGE HIGH	49,049.00
043	Henrico County Public Schools	680	HOLLADAY ELEM.	46,273.00
043	Henrico County Public Schools	690	BYRD MIDDLE	50,360.00
043	Henrico County Public Schools	700	DUMBARTON ELEM.	50,503.00
043	Henrico County Public Schools	710	SHADY GROVE ELEM.	49,013.00
043	Henrico County Public Schools	80	SHORT PUMP MIDDLE	50,821.00
043	Henrico County Public Schools	90	RIDGE ELEM.	47,552.00
043	Henrico County Public Schools	92	ELKO MIDDLE	47,733.00
043	Henrico County Public Schools	93	COLONIAL TRAIL ELEM	47,093.00
043	Henrico County Public Schools	94	HARVIE ELEM.	45,994.00
043	Henrico County Public Schools	95	HOLMAN MIDDLE	47,917.00
043	Henrico County Public Schools	96	GLEN ALLEN HIGH	46,013.00
044	Henry County Public Schools	10	BASSETT HIGH	45,097.26
044	Henry County Public Schools	20	MAGNA VISTA HIGH	47,314.07
044	Henry County Public Schools	220	SANVILLE ELEM.	44,601.84
044	Henry County Public Schools	361	AXTON ELEM	43,599.83
044	Henry County Public Schools	480	CARVER ELEM.	44,379.22
044	Henry County Public Schools	530	DREWRY MASON ELEM.	46,665.25
044	Henry County Public Schools	590	CAMPBELL COURT ELEM.	46,063.19
044	Henry County Public Schools	620	FIELDALE-COLLINSVILLE MIDDLE	45,264.08
044	Henry County Public Schools	661	JOHN REDD SMITH ELEM.	46,004.90
044	Henry County Public Schools	662	COLLINSVILLE PRIMARY	48,135.27
044	Henry County Public Schools	670	LAUREL PARK MIDDLE	44,937.94
044	Henry County Public Schools	740	RICH ACRES ELEM.	44,658.08
044	Henry County Public Schools	760	STANLEYTOWN ELEM.	47,294.97
044	Henry County Public Schools	872	MT. OLIVET ELEMENTARY	45,866.64
045	Highland County Public Schools	110	HIGHLAND ELEM.	45,294.44
045	Highland County Public Schools	220	HIGHLAND HIGH	41,514.27
046	Isle of Wight County Public Schools	240	WINDSOR ELEM.	49,690.00
046	Isle of Wight County Public Schools	250	WINDSOR HIGH	51,888.00
046	Isle of Wight County Public Schools	280	CARRSVILLE ELEM.	51,601.00
046	Isle of Wight County Public Schools	320	HARDY ELEM.	58,064.00
046	Isle of Wight County Public Schools	40	SMITHFIELD HIGH	52,164.00
046	Isle of Wight County Public Schools	421	CARROLLTON ELEM.	53,184.00
046	Isle of Wight County Public Schools	422	WINDSOR MIDDLE	53,818.00
046	Isle of Wight County Public Schools	424	WESTSIDE ELEM.	50,380.00
046	Isle of Wight County Public Schools	50	SMITHFIELD MIDDLE	52,082.00
048	King George County Public Schools	10	KING GEORGE MIDDLE	43,194.00

**Virginia Department of Education**  
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Division	Name	School Number	School Name	Average 2012-2013 Salary
048	King George County Public Schools	100	KING GEORGE ELEM.	48,721.00
048	King George County Public Schools	120	KING GEORGE HIGH	45,759.00
048	King George County Public Schools	221	SEALSTON ELEM.	44,037.00
048	King George County Public Schools	50	POTOMAC ELEM.	44,586.00
049	King and Queen County Public Schools	200	KING & QUEEN ELEM.	44,882.00
049	King and Queen County Public Schools	280	CENTRAL HIGH	45,009.00
049	King and Queen County Public Schools	290	LAWSON-MARRIOTT ELEM.	44,134.00
050	King William County Public Schools	130	KING WILLIAM HIGH	45,000.00
050	King William County Public Schools	160	HAMILTON HOLMES MIDDLE	41,033.00
050	King William County Public Schools	180	ACQUINTON ELEM.	44,150.00
050	King William County Public Schools	190	COOL SPRING PRIMARY	43,364.00
051	Lancaster County Public Schools	10	LANCASTER HIGH	44,201.00
051	Lancaster County Public Schools	110	LANCASTER MIDDLE	43,873.00
051	Lancaster County Public Schools	210	LANCASTER PRIMARY	45,380.00
052	Lee County Public Schools	160	DRYDEN ELEMENTARY	43,057.00
052	Lee County Public Schools	200	ST. CHARLES ELEM.	42,339.00
052	Lee County Public Schools	290	PENNINGTON MIDDLE	40,989.00
052	Lee County Public Schools	300	LEE HIGH	41,720.00
052	Lee County Public Schools	330	ELK KNOB ELEM.	39,183.00
052	Lee County Public Schools	470	JONESVILLE MIDDLE	38,486.00
052	Lee County Public Schools	630	FLATWOODS ELEM.	38,616.00
052	Lee County Public Schools	670	ROSE HILL ELEM.	37,653.00
052	Lee County Public Schools	820	ELYDALE ELEM.	40,879.00
052	Lee County Public Schools	880	THOMAS WALKER HIGH	39,085.00
053	Loudoun County Public Schools	10	SUGARLAND ELEM.	56,042.31
053	Loudoun County Public Schools	110	HILLSBORO ELEM.	58,981.17
053	Loudoun County Public Schools	120	FREEDOM HIGH	59,297.73
053	Loudoun County Public Schools	130	LUCKETTS ELEM.	65,344.24
053	Loudoun County Public Schools	140	POTOMAC FALLS HIGH	61,884.18
053	Loudoun County Public Schools	150	ALGONKIAN ELEM.	59,990.00
053	Loudoun County Public Schools	160	COOL SPRING ELEM.	59,992.36
053	Loudoun County Public Schools	170	ASHBURN ELEM.	57,838.30
053	Loudoun County Public Schools	180	ROUND HILL ELEM.	69,510.94
053	Loudoun County Public Schools	190	EVERGREEN MILL ELEM.	61,332.65
053	Loudoun County Public Schools	20	J. LUPTON SIMPSON MIDDLE	63,178.41
053	Loudoun County Public Schools	200	TUSCARORA HIGH	57,959.05
053	Loudoun County Public Schools	210	FARMWELL STATION MIDDLE	58,824.27
053	Loudoun County Public Schools	220	BALL'S BLUFF ELEM.	63,726.68
053	Loudoun County Public Schools	230	HAMILTON ELEMENTARY	63,863.31
053	Loudoun County Public Schools	240	SANDERS CORNER ELEM.	58,938.65
053	Loudoun County Public Schools	250	POTOWMACK ELEM.	59,612.90
053	Loudoun County Public Schools	270	NEWTON-LEE ELEM.	60,083.53
053	Loudoun County Public Schools	280	SYCOLIN CREEK ELEM	59,152.64
053	Loudoun County Public Schools	290	LINCOLN ELEM.	67,182.89
053	Loudoun County Public Schools	30	SENECA RIDGE MIDDLE	61,578.02
053	Loudoun County Public Schools	300	BELMONT STATION ELEM.	57,652.83
053	Loudoun County Public Schools	31	DOMINION HIGH	59,007.01
053	Loudoun County Public Schools	320	MERCER MIDDLE	62,273.66
053	Loudoun County Public Schools	340	PINEBROOK ELEM.	56,589.41
053	Loudoun County Public Schools	350	STEUART W. WELLER ELEM.	54,935.17
053	Loudoun County Public Schools	370	JOHN CHAMPE HS	52,736.78
053	Loudoun County Public Schools	40	ROLLING RIDGE ELEM.	58,716.15

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
053	Loudoun County Public Schools	400	HILLSIDE ELEM.	59,415.16
053	Loudoun County Public Schools	420	BRIAR WOODS HIGH	60,219.25
053	Loudoun County Public Schools	430	LEGACY ELEM.	61,009.16
053	Loudoun County Public Schools	450	BUFFALO TRAIL ELEM	56,251.84
053	Loudoun County Public Schools	470	DOMINION TRAIL ELEM.	58,083.20
053	Loudoun County Public Schools	490	MIDDLEBURG ELEM.	64,927.83
053	Loudoun County Public Schools	500	LOWES ISLAND ELEM.	54,110.35
053	Loudoun County Public Schools	510	ALDIE ELEM.	60,065.39
053	Loudoun County Public Schools	520	HARPER PARK MIDDLE	62,338.70
053	Loudoun County Public Schools	530	FREDERICK DOUGLASS ELEM	60,793.86
053	Loudoun County Public Schools	540	CREIGHTON'S CORNER ELEM.	56,473.13
053	Loudoun County Public Schools	550	ROSA LEE CARTER ELEM.	56,373.40
053	Loudoun County Public Schools	560	LIBERTY ELEM.	55,539.72
053	Loudoun County Public Schools	570	STONE HILL MIDDLE	55,044.71
053	Loudoun County Public Schools	580	J MICHAEL LUNSFORD MIDDLE	56,538.55
053	Loudoun County Public Schools	590	WOODGROVE HIGH	68,074.94
053	Loudoun County Public Schools	60	PARK VIEW HIGH	58,260.86
053	Loudoun County Public Schools	600	KENNETH W CULBERT ELEM	64,309.09
053	Loudoun County Public Schools	610	ARCOLA ELEM	57,311.17
053	Loudoun County Public Schools	650	BANNEKER ELEM.	70,410.64
053	Loudoun County Public Schools	660	LOUDOUN COUNTY HIGH	66,826.83
053	Loudoun County Public Schools	680	LOUDOUN VALLEY HIGH	68,029.24
053	Loudoun County Public Schools	690	STERLING ELEM.	57,938.49
053	Loudoun County Public Schools	70	MEADOWLAND ELEM.	63,763.52
053	Loudoun County Public Schools	700	WATERFORD ELEM.	60,940.69
053	Loudoun County Public Schools	710	CATOCTIN ELEM.	63,418.17
053	Loudoun County Public Schools	720	GUILFORD ELEM.	55,146.72
053	Loudoun County Public Schools	730	EMERICK ELEM.	65,203.59
053	Loudoun County Public Schools	740	BROAD RUN HIGH	63,859.52
053	Loudoun County Public Schools	750	SULLY ELEM.	56,715.65
053	Loudoun County Public Schools	760	STERLING MIDDLE	62,476.16
053	Loudoun County Public Schools	780	LOVETTSVILLE ELEM.	68,021.43
053	Loudoun County Public Schools	790	BLUE RIDGE MIDDLE	66,926.09
053	Loudoun County Public Schools	80	LEESBURG ELEM.	63,217.87
053	Loudoun County Public Schools	820	HORIZON ELEM.	56,615.15
053	Loudoun County Public Schools	840	CEDAR LANE ELEM.	58,817.83
053	Loudoun County Public Schools	850	STONE BRIDGE HIGH	61,384.29
053	Loudoun County Public Schools	860	LITTLE RIVER ELEM.	58,161.53
053	Loudoun County Public Schools	870	SELDENS LANDING ELEM.	57,615.20
053	Loudoun County Public Schools	880	EAGLE RIDGE MIDDLE	57,830.58
053	Loudoun County Public Schools	890	COUNTRYSIDE ELEM.	56,713.05
053	Loudoun County Public Schools	90	SMART'S MILL MIDDLE	59,987.30
053	Loudoun County Public Schools	900	HERITAGE HIGH	62,663.18
053	Loudoun County Public Schools	91	FRANCES HAZEL REID ELEM.	61,465.32
053	Loudoun County Public Schools	910	MILL RUN ELEM.	58,454.07
053	Loudoun County Public Schools	921	HARMONY MIDDLE	65,406.32
053	Loudoun County Public Schools	930	RIVER BEND MIDDLE	59,847.81
053	Loudoun County Public Schools	940	BELMONT RIDGE MIDDLE	57,310.40
053	Loudoun County Public Schools	950	JOHN W. TOLBERT JR. ELEM.	61,007.15
053	Loudoun County Public Schools	960	HUTCHISON FARM ELEM.	59,660.99
053	Loudoun County Public Schools	970	FOREST GROVE ELEM.	59,893.69
053	Loudoun County Public Schools	980	MOUNTAIN VIEW ELEM.	69,533.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
054	Louisa County Public Schools	601	LOUISA COUNTY MIDDLE	46,686.00
054	Louisa County Public Schools	602	LOUISA COUNTY HIGH	46,010.00
054	Louisa County Public Schools	610	THOMAS JEFFERSON ELEM.	48,774.00
054	Louisa County Public Schools	641	TREVILIANS ELEM.	41,959.00
054	Louisa County Public Schools	660	JOUETT ELEM.	46,115.00
054	Louisa County Public Schools	80	MOSS-NUCKOLS ELEM	45,850.00
055	Lunenburg County Public Schools	140	VICTORIA ELEM.	44,525.00
055	Lunenburg County Public Schools	171	LUNENBURG MIDDLE	44,086.00
055	Lunenburg County Public Schools	240	KENBRIDGE ELEM.	43,085.00
055	Lunenburg County Public Schools	560	CENTRAL HIGH	43,308.00
056	Madison County Public Schools	200	WAVERLY YOWELL ELEM.	42,207.00
056	Madison County Public Schools	221	MADISON COUNTY HIGH	46,221.00
056	Madison County Public Schools	222	WILLIAM H. WETSEL MIDDLE	42,453.00
056	Madison County Public Schools	230	MADISON PRIMARY	46,756.00
057	Mathews County Public Schools	100	THOMAS HUNTER MIDDLE	42,772.94
057	Mathews County Public Schools	190	MATHEWS HIGH	43,045.44
057	Mathews County Public Schools	291	LEE-JACKSON ELEM.	44,954.32
058	Mecklenburg County Public Schools	1000	CLARKSVILLE ELEM.	44,153.00
058	Mecklenburg County Public Schools	1020	LACROSSE ELEM.	43,475.00
058	Mecklenburg County Public Schools	190	SOUTH HILL ELEM.	43,202.00
058	Mecklenburg County Public Schools	910	CHASE CITY ELEM.	42,770.00
058	Mecklenburg County Public Schools	950	PARK VIEW MIDDLE	42,484.00
058	Mecklenburg County Public Schools	960	BLUESTONE MIDDLE	40,924.00
058	Mecklenburg County Public Schools	980	BLUESTONE HIGH	43,036.00
058	Mecklenburg County Public Schools	990	PARK VIEW HIGH	42,771.00
059	Middlesex County Public Schools	140	ST. CLARE WALKER MIDDLE	43,926.00
059	Middlesex County Public Schools	291	MIDDLESEX ELEM.	43,940.00
059	Middlesex County Public Schools	90	MIDDLESEX HIGH	42,832.00
060	Montgomery County Public Schools	10	HARDING AVENUE ELEM.	42,022.25
060	Montgomery County Public Schools	210	PRICES FORK ELEM.	42,940.02
060	Montgomery County Public Schools	290	SHAWSVILLE MIDDLE	39,756.96
060	Montgomery County Public Schools	30	EASTERN MONTGOMERY ELEM	42,267.16
060	Montgomery County Public Schools	600	FALLING BRANCH ELEM.	41,020.33
060	Montgomery County Public Schools	650	AUBURN HIGH	41,613.42
060	Montgomery County Public Schools	671	CHRISTIANSBURG MIDDLE	42,158.73
060	Montgomery County Public Schools	700	BELVIEW ELEM.	43,301.73
060	Montgomery County Public Schools	710	BLACKSBURG MIDDLE	46,940.34
060	Montgomery County Public Schools	730	MARGARET BEEKS ELEM.	41,249.73
060	Montgomery County Public Schools	740	CHRISTIANSBURG ELEM.	43,753.02
060	Montgomery County Public Schools	750	GILBERT LINKOUS ELEM.	43,746.94
060	Montgomery County Public Schools	760	BLACKSBURG HIGH	44,457.27
060	Montgomery County Public Schools	770	CHRISTIANSBURG HIGH	43,529.08
060	Montgomery County Public Schools	780	CHRISTIANSBURG PRIMARY	42,429.62
060	Montgomery County Public Schools	901	KIPPS ELEM.	41,479.94
060	Montgomery County Public Schools	902	AUBURN ELEM.	41,165.72
060	Montgomery County Public Schools	903	AUBURN MIDDLE	41,799.11
060	Montgomery County Public Schools	904	EASTERN MONTGOMERY HIGH	43,464.25
062	Nelson County Public Schools	10	ROCKFISH RIVER ELEM.	46,465.28
062	Nelson County Public Schools	20	TYE RIVER ELEM.	48,637.16
062	Nelson County Public Schools	710	NELSON COUNTY HIGH	47,875.98
062	Nelson County Public Schools	730	NELSON MIDDLE	48,586.94
063	New Kent County Public Schools	10	NEW KENT ELEM.	46,593.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
063	New Kent County Public Schools	100	NEW KENT MIDDLE	43,396.00
063	New Kent County Public Schools	180	GEORGE W. WATKINS ELEM.	44,713.00
063	New Kent County Public Schools	20	NEW KENT HIGH	45,846.00
065	Northampton County Public Schools	350	NORTHAMPTON HIGH	40,602.00
065	Northampton County Public Schools	451	OCCOHANNOCK ELEM.	41,981.00
065	Northampton County Public Schools	452	KIPTOPEKE ELEM.	40,395.00
066	Northumberland County Public Schools	210	NORTHUMBERLAND MIDDLE	46,262.00
066	Northumberland County Public Schools	331	NORTHUMBERLAND ELEM.	46,595.00
066	Northumberland County Public Schools	40	NORTHUMBERLAND HIGH	50,108.00
067	Nottoway County Public Schools	300	NOTTOWAY INTERMEDIATE	45,099.17
067	Nottoway County Public Schools	301	NOTTOWAY HIGH	50,361.62
067	Nottoway County Public Schools	302	NOTTOWAY MIDDLE	47,311.18
067	Nottoway County Public Schools	310	BURKEVILLE ELEM.	46,761.30
067	Nottoway County Public Schools	330	CREWE PRIMARY	48,677.30
067	Nottoway County Public Schools	340	BLACKSTONE PRIMARY	48,615.22
068	Orange County Public Schools	330	ORANGE CO. HIGH	46,839.19
068	Orange County Public Schools	340	PROSPECT HEIGHTS MIDDLE	48,156.12
068	Orange County Public Schools	350	UNIONVILLE ELEM.	48,766.10
068	Orange County Public Schools	360	GORDON-BARBOUR ELEM.	48,464.18
068	Orange County Public Schools	370	ORANGE ELEM.	47,164.33
068	Orange County Public Schools	471	LOCUST GROVE MIDDLE	44,856.41
068	Orange County Public Schools	50	LOCUST GROVE ELEM.	45,650.88
068	Orange County Public Schools	51	LOCUST GROVE PRIMARY SCHOOL	43,277.10
068	Orange County Public Schools	70	LIGHTFOOT ELEM.	47,650.29
069	Page County Public Schools	110	LURAY HIGH	46,640.49
069	Page County Public Schools	210	STANLEY ELEM	46,524.22
069	Page County Public Schools	310	SHENANDOAH ELEM	42,815.75
069	Page County Public Schools	350	LURAY ELEM	43,851.98
069	Page County Public Schools	380	PAGE COUNTY HIGH	46,198.75
069	Page County Public Schools	390	PAGE COUNTY MIDDLE	41,325.33
069	Page County Public Schools	400	LURAY MIDDLE	43,872.83
069	Page County Public Schools	50	SPRINGFIELD ELEM	43,305.29
070	Patrick County Public Schools	150	MEADOWS OF DAN ELEM.	39,784.00
070	Patrick County Public Schools	320	STUART ELEM.	42,527.00
070	Patrick County Public Schools	350	HARDIN REYNOLDS ELEM.	38,526.00
070	Patrick County Public Schools	440	BLUE RIDGE ELEM.	39,958.00
070	Patrick County Public Schools	680	PATRICK SPRINGS ELEM.	43,155.00
070	Patrick County Public Schools	700	PATRICK COUNTY HIGH	42,929.00
070	Patrick County Public Schools	80	WOOLWINE ELEM.	42,595.00
071	Pittsylvania County Public Schools	1090	DAN RIVER MIDDLE	39,486.00
071	Pittsylvania County Public Schools	1130	TUNSTALL MIDDLE	40,220.00
071	Pittsylvania County Public Schools	1460	SOUTHSIDE ELEM.	39,388.00
071	Pittsylvania County Public Schools	1660	CHATHAM MIDDLE	40,332.00
071	Pittsylvania County Public Schools	1680	DAN RIVER HIGH	39,707.00
071	Pittsylvania County Public Schools	1690	KENTUCK ELEM.	39,323.00
071	Pittsylvania County Public Schools	1700	GRETNA HIGH	39,974.00
071	Pittsylvania County Public Schools	1710	STONY MILL ELEM.	39,406.00
071	Pittsylvania County Public Schools	1720	CHATHAM HIGH	38,915.00
071	Pittsylvania County Public Schools	1730	TUNSTALL HIGH	40,789.00
071	Pittsylvania County Public Schools	1740	UNION HALL ELEM.	39,257.00
071	Pittsylvania County Public Schools	1750	MT. AIRY ELEM.	41,339.00
071	Pittsylvania County Public Schools	1851	TWIN SPRINGS ELEM.	40,913.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
071	Pittsylvania County Public Schools	1853	BROSVILLE ELEM.	40,555.00
071	Pittsylvania County Public Schools	280	GRETNA ELEM.	39,916.00
071	Pittsylvania County Public Schools	290	GRETNA MIDDLE	39,958.00
071	Pittsylvania County Public Schools	30	JOHN L. HURT ELEM.	39,721.00
071	Pittsylvania County Public Schools	640	CHATHAM ELEM.	40,225.00
072	Powhatan County Public Schools	11	POWHATAN HIGH	48,500.00
072	Powhatan County Public Schools	13	POWHATAN ELEM.	46,179.00
072	Powhatan County Public Schools	130	POWHATAN JR. HIGH	46,878.00
072	Powhatan County Public Schools	21	FLAT ROCK ELEM.	49,815.00
072	Powhatan County Public Schools	231	POCAHONTAS ELEM.	49,406.00
072	Powhatan County Public Schools	232	POCAHONTAS MIDDLE	45,208.00
073	Prince Edward County Public Schools	10	PRINCE EDWARD ELEM.	48,516.00
073	Prince Edward County Public Schools	20	PRINCE EDWARD MIDDLE	43,463.00
073	Prince Edward County Public Schools	400	PRINCE EDWARD COUNTY HIGH	46,627.00
074	Prince George County Public Schools	20	PRINCE GEORGE HIGH	48,459.00
074	Prince George County Public Schools	270	N.B. CLEMENTS JUNIOR HIGH	46,839.00
074	Prince George County Public Schools	280	WILLIAM A. WALTON ELEM.	45,980.00
074	Prince George County Public Schools	290	NORTH ELEM.	43,635.00
074	Prince George County Public Schools	300	SOUTH ELEM.	50,023.00
074	Prince George County Public Schools	310	L.L. BEAZLEY ELEM.	49,579.00
074	Prince George County Public Schools	320	J.E.J. MOORE MIDDLE	46,686.00
074	Prince George County Public Schools	340	DAVID A. HARRISON ELEM.	47,567.00
075	Prince William County Public Schools	1060	PATRIOT HIGH	54,347.62
075	Prince William County Public Schools	110	PINEY BRANCH ELEM	56,307.70
075	Prince William County Public Schools	120	ENTERPRISE ELEM.	51,098.44
075	Prince William County Public Schools	130	JOHN F. PATTIE SR. ELEM.	59,464.50
075	Prince William County Public Schools	140	POTOMAC HIGH	60,226.32
075	Prince William County Public Schools	150	NOKESVILLE ELEM.	61,039.80
075	Prince William County Public Schools	160	MARTIN LUTHER KING JR. ELEM.	56,285.27
075	Prince William County Public Schools	170	POTOMAC MIDDLE	58,101.07
075	Prince William County Public Schools	180	LAKE RIDGE ELEM.	55,524.59
075	Prince William County Public Schools	190	WOODBINE PRE-SCHOOL CENTER	64,846.50
075	Prince William County Public Schools	20	SUDLEY ELEM.	58,829.10
075	Prince William County Public Schools	200	ASHLAND ELEM.	56,094.96
075	Prince William County Public Schools	220	J.W. ALVEY ELEM.	58,022.20
075	Prince William County Public Schools	231	MARY G. PORTER TRADITIONAL	53,855.00
075	Prince William County Public Schools	240	MARY WILLIAMS ELEM.	54,676.71
075	Prince William County Public Schools	260	OCCOQUAN ELEM.	56,687.14
075	Prince William County Public Schools	270	SUELLA G. ELLIS ELEM	53,866.78
075	Prince William County Public Schools	280	DUMFRIES ELEM.	53,257.94
075	Prince William County Public Schools	290	BATTLEFIELD HIGH	57,701.95
075	Prince William County Public Schools	30	MINNIEVILLE ELEM.	55,879.72
075	Prince William County Public Schools	300	FREEDOM HIGH	56,911.75
075	Prince William County Public Schools	310	RONALD WILSON REAGAN MIDDLE	52,462.48
075	Prince William County Public Schools	320	SPRINGWOODS ELEM.	59,272.11
075	Prince William County Public Schools	330	A. HENDERSON ELEM.	57,848.14
075	Prince William County Public Schools	340	GLENKIRK ELEM.	56,385.26
075	Prince William County Public Schools	350	YORKSHIRE ELEM.	56,995.29
075	Prince William County Public Schools	360	SAMUEL L. GRAVELY JR. ELEM. SCH	54,092.84
075	Prince William County Public Schools	370	FANNIE W. FITZGERALD ELEM. SCH.	54,519.45
075	Prince William County Public Schools	380	HERBERT J. SAUNDERS MIDDLE	59,929.56
075	Prince William County Public Schools	390	VICTORY ELEM.	51,202.73

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
075	Prince William County Public Schools	40	ROCKLEDGE ELEM.	55,387.05
075	Prince William County Public Schools	430	TRIANGLE ELEM.	57,457.31
075	Prince William County Public Schools	440	R. DEAN KILBY ELEM.	53,935.23
075	Prince William County Public Schools	450	FEATHERSTONE ELEM.	58,233.56
075	Prince William County Public Schools	460	LOCH LOMOND ELEM.	54,505.91
075	Prince William County Public Schools	470	T CLAY WOOD ELEM	54,302.04
075	Prince William County Public Schools	480	STONEWALL MIDDLE	58,001.40
075	Prince William County Public Schools	490	E.H. MARSTELLER MIDDLE	59,357.82
075	Prince William County Public Schools	500	SIGNAL HILL ELEM.	58,799.31
075	Prince William County Public Schools	501	PARKSIDE MIDDLE	61,279.92
075	Prince William County Public Schools	510	GRAHAM PARK MIDDLE	57,275.17
075	Prince William County Public Schools	520	FRED M. LYNN MIDDLE	53,766.86
075	Prince William County Public Schools	530	BRENTSVILLE DISTRICT HIGH	58,246.36
075	Prince William County Public Schools	540	WEST GATE ELEM.	54,551.52
075	Prince William County Public Schools	550	POTOMAC VIEW ELEM.	52,962.18
075	Prince William County Public Schools	560	WOODBRIIDGE MIDDLE	55,093.35
075	Prince William County Public Schools	570	MARUMSCO HILLS ELEM.	55,433.39
075	Prince William County Public Schools	580	ELIZABETH VAUGHAN ELEM.	54,288.07
075	Prince William County Public Schools	591	RIPPON MIDDLE	57,285.16
075	Prince William County Public Schools	60	WOODBRIIDGE HIGH	60,521.59
075	Prince William County Public Schools	600	BELMONT ELEM.	50,539.27
075	Prince William County Public Schools	610	DALE CITY ELEM.	56,564.48
075	Prince William County Public Schools	620	C.A. SINCLAIR ELEM.	54,875.28
075	Prince William County Public Schools	630	GEORGE G. TYLER ELEM.	56,494.06
075	Prince William County Public Schools	640	MILLS E. GODWIN MIDDLE	55,719.60
075	Prince William County Public Schools	660	COLES ELEM.	55,172.51
075	Prince William County Public Schools	670	BEL AIR ELEM.	57,446.07
075	Prince William County Public Schools	680	STONEWALL JACKSON HIGH	60,329.10
075	Prince William County Public Schools	690	GAR-FIELD HIGH	60,332.81
075	Prince William County Public Schools	70	KERRYDALE ELEM.	56,209.57
075	Prince William County Public Schools	700	NEABSCO ELEM.	52,624.07
075	Prince William County Public Schools	710	C.D. HYLTON HIGH	59,602.79
075	Prince William County Public Schools	720	LAKE RIDGE MIDDLE	59,879.85
075	Prince William County Public Schools	730	SHARON C. MCAULIFFE ELEM.	57,062.03
075	Prince William County Public Schools	740	WESTRIDGE ELEM.	58,068.96
075	Prince William County Public Schools	750	RIVER OAKS ELEM.	58,073.18
075	Prince William County Public Schools	760	ANTIETAM ELEM.	55,956.88
075	Prince William County Public Schools	770	GEORGE P. MULLEN ELEM.	55,421.52
075	Prince William County Public Schools	780	STUART M. BEVILLE MIDDLE	57,810.40
075	Prince William County Public Schools	790	THURGOOD MARSHALL ELEM.	56,458.86
075	Prince William County Public Schools	80	OSBOURN PARK HIGH	60,831.25
075	Prince William County Public Schools	800	MONTCLAIR ELEM.	55,568.12
075	Prince William County Public Schools	810	MOUNTAIN VIEW ELEM.	57,338.07
075	Prince William County Public Schools	820	OLD BRIDGE ELEM.	60,923.07
075	Prince William County Public Schools	830	LEESYLVANIA ELEM.	53,384.79
075	Prince William County Public Schools	840	BENNETT ELEM.	56,785.45
075	Prince William County Public Schools	850	SONNIE PENN ELEM.	59,699.25
075	Prince William County Public Schools	860	BRISTOW RUN ELEM.	60,662.09
075	Prince William County Public Schools	870	FOREST PARK HIGH	59,910.73
075	Prince William County Public Schools	880	LOUISE A. BENTON MIDDLE	61,947.99
075	Prince William County Public Schools	890	SWANS CREEK ELEM.	57,919.48
075	Prince William County Public Schools	900	CEDAR POINT ELEM.	58,385.58

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
075	Prince William County Public Schools	920	BULL RUN MIDDLE	59,376.03
075	Prince William County Public Schools	941	ROSA PARKS ELEM.	55,950.34
075	Prince William County Public Schools	945	PENNINGTON SCHOOL	57,243.17
075	Prince William County Public Schools	950	BUCKLAND MILLS ELEM.	55,166.51
075	Prince William County Public Schools	960	GAINESVILLE MIDDLE	57,924.52
077	Pulaski County Public Schools	10	PULASKI COUNTY SR. HIGH	43,558.00
077	Pulaski County Public Schools	20	CRITZER ELEM.	45,282.00
077	Pulaski County Public Schools	230	PULASKI ELEM.	42,605.00
077	Pulaski County Public Schools	430	SNOWVILLE ELEM.	44,717.00
077	Pulaski County Public Schools	460	PULASKI MIDDLE	42,268.00
077	Pulaski County Public Schools	500	RIVERLAWN ELEM.	41,781.00
077	Pulaski County Public Schools	530	DUBLIN MIDDLE	42,559.00
077	Pulaski County Public Schools	540	DUBLIN ELEM.	43,672.00
078	Rappahannock County Public Schools	230	RAPPAHANNOCK CO. HIGH	48,433.00
078	Rappahannock County Public Schools	240	RAPPAHANNOCK COUNTY ELEMENTARY	46,463.00
079	Richmond County Public Schools	190	RICHMOND COUNTY INT	46,922.00
079	Richmond County Public Schools	20	RICHMOND COUNTY ELEM	46,715.00
079	Richmond County Public Schools	210	RAPPAHANNOCK HIGH	50,063.00
080	Roanoke County Public Schools	10	HIDDEN VALLEY MIDDLE	47,350.00
080	Roanoke County Public Schools	180	BURLINGTON ELEM.	46,038.00
080	Roanoke County Public Schools	232	WILLIAM BYRD MIDDLE	44,882.00
080	Roanoke County Public Schools	290	MT. PLEASANT ELEM.	47,162.00
080	Roanoke County Public Schools	330	CLEARBROOK ELEM.	46,402.00
080	Roanoke County Public Schools	40	FORT LEWIS ELEM.	44,870.00
080	Roanoke County Public Schools	420	BACK CREEK ELEM.	48,781.00
080	Roanoke County Public Schools	470	CAVE SPRING HIGH	47,638.00
080	Roanoke County Public Schools	480	OAK GROVE ELEM.	46,912.00
080	Roanoke County Public Schools	490	GLENVAR ELEM.	47,196.00
080	Roanoke County Public Schools	50	PENN FOREST ELEM.	49,922.00
080	Roanoke County Public Schools	500	MOUNTAIN VIEW ELEM.	45,431.00
080	Roanoke County Public Schools	520	NORTHSIDE HIGH	47,399.00
080	Roanoke County Public Schools	530	MASON'S COVE ELEM.	46,129.00
080	Roanoke County Public Schools	540	HERMAN L. HORN ELEM.	46,329.00
080	Roanoke County Public Schools	560	CAVE SPRING ELEM.	48,948.00
080	Roanoke County Public Schools	60	W.E. CUNDIFF ELEM.	45,701.00
080	Roanoke County Public Schools	600	GREEN VALLEY ELEM.	46,904.00
080	Roanoke County Public Schools	610	GLENVAR HIGH	45,767.00
080	Roanoke County Public Schools	620	CAVE SPRING MIDDLE	46,236.00
080	Roanoke County Public Schools	630	WILLIAM BYRD HIGH	46,591.00
080	Roanoke County Public Schools	640	NORTHSIDE MIDDLE	46,636.00
080	Roanoke County Public Schools	650	GLEN COVE ELEM.	49,104.00
080	Roanoke County Public Schools	751	GLENVAR MIDDLE	46,218.00
080	Roanoke County Public Schools	752	BONSACK ELEM.	47,614.00
080	Roanoke County Public Schools	754	HIDDEN VALLEY HIGH	45,720.00
081	Rockbridge County Public Schools	150	FAIRFIELD ELEM.	47,022.00
081	Rockbridge County Public Schools	22	ROCKBRIDGE COUNTY HIGH	46,866.00
081	Rockbridge County Public Schools	340	MOUNTAIN VIEW ELEM.	43,528.00
081	Rockbridge County Public Schools	641	NATURAL BRIDGE ELEM.	44,666.00
081	Rockbridge County Public Schools	650	CENTRAL ELEM.	45,060.00
081	Rockbridge County Public Schools	678	MAURY RIVER MIDDLE	45,834.00
081	Rockbridge County Public Schools	680	ROCKBRIDGE MIDDLE	45,365.00
082	Rockingham County Public Schools	10	PLAINS ELEM.	44,173.00



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
082	Rockingham County Public Schools	1071	JOHN C. MYERS ELEM.	42,257.00
082	Rockingham County Public Schools	1073	PEAK VIEW ELEM.	43,120.00
082	Rockingham County Public Schools	20	SPOTSWOOD HIGH	43,090.00
082	Rockingham County Public Schools	360	LINVILLE-EDOM ELEM.	43,072.00
082	Rockingham County Public Schools	390	RIVER BEND ELEM	43,212.00
082	Rockingham County Public Schools	391	EAST ROCKINGHAM HIGH	45,516.00
082	Rockingham County Public Schools	400	ELKTON ELEM.	43,619.00
082	Rockingham County Public Schools	500	LACEY SPRING ELEM.	44,150.00
082	Rockingham County Public Schools	520	MOUNTAIN VIEW ELEM.	44,133.00
082	Rockingham County Public Schools	600	MCGAHEYSVILLE ELEM.	43,496.00
082	Rockingham County Public Schools	830	SOUTH RIVER ELEM.	43,475.00
082	Rockingham County Public Schools	850	TURNER ASHBY HIGH	44,840.00
082	Rockingham County Public Schools	860	MONTEVIDEO MIDDLE	45,282.00
082	Rockingham County Public Schools	861	CUB RUN ELEM	42,857.00
082	Rockingham County Public Schools	870	BROADWAY HIGH	44,254.00
082	Rockingham County Public Schools	890	WILBUR S. PENCE MIDDLE	46,438.00
082	Rockingham County Public Schools	900	ELKTON MIDDLE	41,963.00
082	Rockingham County Public Schools	920	OTTOBINE ELEM.	45,256.00
082	Rockingham County Public Schools	940	FULKS RUN ELEM.	43,464.00
082	Rockingham County Public Schools	950	PLEASANT VALLEY ELEM.	44,387.00
082	Rockingham County Public Schools	960	J. FRANK HILLIYARD MIDDLE	45,208.00
082	Rockingham County Public Schools	970	JOHN W. WAYLAND ELEM.	45,098.00
083	Russell County Public Schools	140	LEBANON HIGH	39,791.39
083	Russell County Public Schools	390	LEBANON PRIMARY	39,836.73
083	Russell County Public Schools	410	LEBANON ELEM.	38,105.19
083	Russell County Public Schools	540	HONAKER HIGH	40,317.37
083	Russell County Public Schools	580	BELFAST ELK GARDEN ELEM.	41,596.64
083	Russell County Public Schools	710	SWORDS CREEK ELEM.	43,438.50
083	Russell County Public Schools	791	CASTLEWOOD HIGH	41,956.03
083	Russell County Public Schools	792	CASTLEWOOD ELEM.	36,168.72
083	Russell County Public Schools	800	GIVENS ELEM.	36,642.00
083	Russell County Public Schools	820	COPPER CREEK ELEM.	36,793.13
083	Russell County Public Schools	880	CLEVELAND ELEM.	37,626.40
083	Russell County Public Schools	890	HONAKER ELEM.	40,730.65
083	Russell County Public Schools	902	LEBANON MIDDLE	41,883.63
084	Scott County Public Schools	102	FORT BLACKMORE PRIMARY	42,320.00
084	Scott County Public Schools	20	RYE COVE INTERMEDIATE	39,740.00
084	Scott County Public Schools	220	NICKELSVILLE ELEMENTARY	45,645.00
084	Scott County Public Schools	260	RYE COVE HIGH	45,375.00
084	Scott County Public Schools	42	DUNGANNON INTERMEDIATE	43,745.00
084	Scott County Public Schools	641	SHOEMAKER ELEMENTARY	42,645.00
084	Scott County Public Schools	670	HILTON ELEMENTARY	43,100.00
084	Scott County Public Schools	740	WEBER CITY ELEMENTARY	45,905.00
084	Scott County Public Schools	750	DUFFIELD-PATTONSVILLE PRIMARY	42,100.00
084	Scott County Public Schools	770	GATE CITY HIGH	43,350.00
084	Scott County Public Schools	771	GATE CITY MIDDLE	43,420.00
084	Scott County Public Schools	780	TWIN SPRINGS HIGH	45,605.00
084	Scott County Public Schools	790	YUMA ELEMENTARY	42,290.00
085	Shenandoah County Public Schools	20	W.W. ROBINSON ELEM.	46,455.00
085	Shenandoah County Public Schools	30	PETER MUHLENBERG MIDDLE	43,596.00
085	Shenandoah County Public Schools	40	NORTH FORK MIDDLE	44,509.00
085	Shenandoah County Public Schools	50	SIGNAL KNOB MIDDLE	42,916.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
085	Shenandoah County Public Schools	770	STRASBURG HIGH	43,293.00
085	Shenandoah County Public Schools	780	CENTRAL HIGH	45,900.00
085	Shenandoah County Public Schools	790	STONEWALL JACKSON HIGH	46,677.00
085	Shenandoah County Public Schools	810	SANDY HOOK ELEM.	45,580.00
085	Shenandoah County Public Schools	820	ASHBY LEE ELEM.	46,348.00
086	Smyth County Public Schools	120	NORTHWOOD MIDDLE	46,320.00
086	Smyth County Public Schools	250	NORTHWOOD HIGH	42,788.00
086	Smyth County Public Schools	290	ATKINS ELEM.	45,144.00
086	Smyth County Public Schools	460	CHILHOWIE HIGH	42,400.00
086	Smyth County Public Schools	530	SUGAR GROVE COMBINED	41,062.00
086	Smyth County Public Schools	680	MARION MIDDLE	38,986.00
086	Smyth County Public Schools	690	MARION INT.	42,100.00
086	Smyth County Public Schools	700	MARION SENIOR HIGH	39,324.00
086	Smyth County Public Schools	710	MARION PRIMARY	42,553.00
086	Smyth County Public Schools	720	RICH VALLEY ELEM.	43,007.00
086	Smyth County Public Schools	730	CHILHOWIE ELEM.	43,868.00
086	Smyth County Public Schools	740	SALTVILLE ELEM.	44,990.00
086	Smyth County Public Schools	851	CHILHOWIE MIDDLE	45,518.00
087	Southampton County Public Schools	10	NOTTOWAY ELEM.	45,090.00
087	Southampton County Public Schools	20	MEHERRIN ELEM.	42,935.00
087	Southampton County Public Schools	690	SOUTHAMPTON HIGH	44,221.00
087	Southampton County Public Schools	700	SOUTHAMPTON MIDDLE	41,886.00
087	Southampton County Public Schools	710	CAPRON ELEM.	42,585.00
087	Southampton County Public Schools	780	RIVERDALE ELEM.	42,985.00
088	Spotsylvania County Public Schools	10	BATTLEFIELD ELEM.	53,816.59
088	Spotsylvania County Public Schools	130	ROBERT E. LEE ELEM.	52,318.09
088	Spotsylvania County Public Schools	20	COURTLAND HIGH	53,469.04
088	Spotsylvania County Public Schools	22	COURTLAND ELEM.	53,887.26
088	Spotsylvania County Public Schools	220	POST OAK MIDDLE	50,984.86
088	Spotsylvania County Public Schools	30	LEE HILL ELEM.	48,710.49
088	Spotsylvania County Public Schools	330	SPOTSYLVANIA MIDDLE	54,082.76
088	Spotsylvania County Public Schools	340	BERKELEY ELEM.	55,301.55
088	Spotsylvania County Public Schools	350	LIVINGSTON ELEM.	52,101.64
088	Spotsylvania County Public Schools	360	SPOTSWOOD ELEM.	53,593.29
088	Spotsylvania County Public Schools	370	SPOTSYLVANIA HIGH	53,013.51
088	Spotsylvania County Public Schools	381	CHANCELLOR HIGH	55,424.24
088	Spotsylvania County Public Schools	382	CHANCELLOR MIDDLE	50,061.57
088	Spotsylvania County Public Schools	390	SMITH STATION ELEM.	51,317.97
088	Spotsylvania County Public Schools	40	CHANCELLOR ELEM.	52,536.90
088	Spotsylvania County Public Schools	400	BROCK ROAD ELEM.	54,821.57
088	Spotsylvania County Public Schools	50	BATTLEFIELD MIDDLE	49,371.49
088	Spotsylvania County Public Schools	501	COURTHOUSE RD ELEM.	49,927.15
088	Spotsylvania County Public Schools	502	THORNBURG MIDDLE	54,546.20
088	Spotsylvania County Public Schools	503	RIVERVIEW ELEM.	52,060.91
088	Spotsylvania County Public Schools	504	WILDERNESS ELEM.	53,454.48
088	Spotsylvania County Public Schools	505	NI RIVER MIDDLE	53,674.89
088	Spotsylvania County Public Schools	506	MASSAPONAX HIGH	51,249.16
088	Spotsylvania County Public Schools	507	HARRISON ROAD ELEM.	48,456.35
088	Spotsylvania County Public Schools	508	PARKSIDE ELEM.	50,993.10
088	Spotsylvania County Public Schools	509	FREEDOM MIDDLE	59,060.35
088	Spotsylvania County Public Schools	510	RIVERBEND HIGH	50,949.60
088	Spotsylvania County Public Schools	511	CEDAR FOREST ELEM.	48,580.74

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
088	Spotsylvania County Public Schools	60	SALEM ELEM.	52,018.93
089	Stafford County Public Schools	10	EDWARD E. DREW JR. MIDDLE	53,848.00
089	Stafford County Public Schools	111	STAFFORD ELEM.	47,208.00
089	Stafford County Public Schools	112	STAFFORD MIDDLE	54,678.00
089	Stafford County Public Schools	162	T. BENTON GAYLE MIDDLE	53,381.00
089	Stafford County Public Schools	20	STAFFORD SR. HIGH	52,547.00
089	Stafford County Public Schools	230	FERRY FARM ELEM.	59,940.00
089	Stafford County Public Schools	250	HARTWOOD ELEM.	51,601.00
089	Stafford County Public Schools	260	ANNE E. MONCURE ELEM.	48,985.00
089	Stafford County Public Schools	270	GRAFTON VILLAGE ELEM.	50,351.00
089	Stafford County Public Schools	280	FALMOUTH ELEM.	50,396.00
089	Stafford County Public Schools	30	NORTH STAFFORD HIGH	50,794.00
089	Stafford County Public Schools	300	PARK RIDGE ELEM.	52,583.00
089	Stafford County Public Schools	320	HAMPTON OAKS ELEM.	46,665.00
089	Stafford County Public Schools	40	ANDREW G. WRIGHT MIDDLE	50,198.00
089	Stafford County Public Schools	41	GARRISONVILLE ELEM.	56,813.00
089	Stafford County Public Schools	421	BROOKE POINT HIGH	55,167.00
089	Stafford County Public Schools	422	H.H. POOLE MIDDLE	54,266.00
089	Stafford County Public Schools	423	WINDING CREEK ELEM	50,005.00
089	Stafford County Public Schools	424	COLONIAL FORGE HIGH	50,013.00
089	Stafford County Public Schools	425	ROCKY RUN ELEM	51,165.00
089	Stafford County Public Schools	426	RODNEY E. THOMPSON MIDDLE	48,754.00
089	Stafford County Public Schools	427	KATE WALLER BARRETT ELEM.	46,526.00
089	Stafford County Public Schools	429	MARGARET BRENT ELEM.	50,467.00
089	Stafford County Public Schools	430	MOUNTAIN VIEW HIGH	51,279.00
089	Stafford County Public Schools	431	CONWAY ELEMENTARY	48,033.00
089	Stafford County Public Schools	432	DONALD B. DIXON-LYLE R. SMITH MIDDLE	55,111.00
089	Stafford County Public Schools	433	ANTHONY BURNS ELEMENTARY	47,772.00
089	Stafford County Public Schools	440	SHIRLEY C. HEIM MIDDLE	47,553.00
089	Stafford County Public Schools	50	WIDEWATER ELEM.	50,085.00
089	Stafford County Public Schools	60	ROCKHILL ELEM.	52,773.00
090	Surry County Public Schools	10	SURRY COUNTY HIGH	50,952.00
090	Surry County Public Schools	20	SURRY ELEM.	47,555.00
090	Surry County Public Schools	30	LUTHER P. JACKSON MIDDLE	49,737.00
091	Sussex County Public Schools	20	SUSSEX CENTRAL MIDDLE	53,398.00
091	Sussex County Public Schools	340	SUSSEX CENTRAL HIGH	49,434.00
091	Sussex County Public Schools	380	JEFFERSON ELEM.	50,508.00
091	Sussex County Public Schools	50	ELLEN W. CHAMBLISS ELEM.	45,775.00
092	Tazewell County Public Schools	10	GRAHAM MIDDLE	43,956.00
092	Tazewell County Public Schools	100	TAZEWELL MIDDLE	40,816.00
092	Tazewell County Public Schools	1020	ABBS VALLEY-BOISSEVAIN ELEM	45,132.00
092	Tazewell County Public Schools	1030	TAZEWELL ELEM.	42,521.00
092	Tazewell County Public Schools	450	NORTH TAZEWELL ELEM.	37,965.00
092	Tazewell County Public Schools	750	DUDLEY PRIMARY	44,153.00
092	Tazewell County Public Schools	821	RICHLANDS HIGH	42,934.00
092	Tazewell County Public Schools	822	RICHLANDS ELEM.	40,762.00
092	Tazewell County Public Schools	823	RICHLANDS MIDDLE	43,397.00
092	Tazewell County Public Schools	830	CEDAR BLUFF ELEM.	39,363.00
092	Tazewell County Public Schools	890	TAZEWELL HIGH	45,203.00
092	Tazewell County Public Schools	920	RAVEN ELEM.	38,286.00
092	Tazewell County Public Schools	940	GRAHAM HIGH	44,200.00
092	Tazewell County Public Schools	960	GRAHAM INTERMEDIATE	47,096.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
092	Tazewell County Public Schools	980	SPRINGVILLE ELEM.	42,962.00
093	Warren County Public Schools	140	E. WILSON MORRISON ELEM.	45,469.00
093	Warren County Public Schools	20	LESLIE FOX KEYSER ELEM.	44,199.00
093	Warren County Public Schools	230	WARREN COUNTY HIGH	45,980.00
093	Warren County Public Schools	240	RESSIE JEFFRIES ELEM.	45,876.00
093	Warren County Public Schools	250	SKYLINE HIGH	46,355.00
093	Warren County Public Schools	270	WARREN COUNTY MIDDLE	45,652.00
093	Warren County Public Schools	371	HILDA J. BARBOUR ELEM.	47,373.00
093	Warren County Public Schools	90	A.S. RHODES ELEM.	46,671.00
094	Washington County Public Schools	1020	VALLEY INSTITUTE ELEMENTARY	47,440.00
094	Washington County Public Schools	1030	ABINGDON HIGH	48,035.00
094	Washington County Public Schools	1040	JOHN S. BATTLE HIGH	47,688.00
094	Washington County Public Schools	1050	PATRICK HENRY HIGH	47,865.00
094	Washington County Public Schools	1060	HOLSTON HIGH	45,176.00
094	Washington County Public Schools	1070	HIGH POINT ELEMENTARY	42,714.00
094	Washington County Public Schools	1080	ABINGDON ELEMENTARY	48,371.00
094	Washington County Public Schools	1090	GLADE SPRING MIDDLE	49,367.00
094	Washington County Public Schools	1110	E.B. STANLEY MIDDLE	47,582.00
094	Washington County Public Schools	20	MEADOWVIEW ELEMENTARY	44,690.00
094	Washington County Public Schools	260	GREENDALE ELEMENTARY	45,945.00
094	Washington County Public Schools	40	DAMASCUS MIDDLE	44,898.00
094	Washington County Public Schools	50	RHEA VALLEY ELEMENTARY	45,132.00
094	Washington County Public Schools	620	WALLACE MIDDLE	47,376.00
094	Washington County Public Schools	70	WATAUGA ELEMENTARY	47,530.00
095	Westmoreland County Public Schools	120	WASHINGTON & LEE HIGH	42,769.00
095	Westmoreland County Public Schools	210	COPELE ELEM.	45,465.00
095	Westmoreland County Public Schools	300	MONTROSS MIDDLE	41,741.00
095	Westmoreland County Public Schools	310	WASHINGTON DISTRICT ELEM.	43,209.00
096	Wise County Public Schools	1000	CENTRAL HIGH	43,168.78
096	Wise County Public Schools	1010	UNION HIGH	44,857.04
096	Wise County Public Schools	1012	POWELL VALLEY PRIMARY	44,130.30
096	Wise County Public Schools	1013	POWELL VALLEY MIDDLE	43,951.17
096	Wise County Public Schools	1020	WISE PRIMARY	41,979.33
096	Wise County Public Schools	20	APPALACHIA ELEM.	41,318.96
096	Wise County Public Schools	320	L.F. ADDINGTON MIDDLE	42,157.65
096	Wise County Public Schools	651	COEBURN MIDDLE	40,586.57
096	Wise County Public Schools	652	EASTSIDE HIGH	43,304.93
096	Wise County Public Schools	653	COEBURN PRIMARY	42,415.59
096	Wise County Public Schools	73	J.W. ADAMS COMBINED	40,771.31
096	Wise County Public Schools	871	ST. PAUL ELEM.	40,660.78
097	Wythe County Public Schools	100	MAX MEADOWS ELEM.	46,451.00
097	Wythe County Public Schools	1073	FORT CHISWELL MIDDLE	45,531.00
097	Wythe County Public Schools	1074	RURAL RETREAT MIDDLE	44,751.00
097	Wythe County Public Schools	1075	SCOTT MEMORIAL MIDDLE	44,252.00
097	Wythe County Public Schools	190	SPILLER ELEMENTARY	46,800.00
097	Wythe County Public Schools	201	RURAL RETREAT ELEM.	47,830.00
097	Wythe County Public Schools	202	RURAL RETREAT HIGH	43,776.00
097	Wythe County Public Schools	440	SPEEDWELL ELEM.	47,617.00
097	Wythe County Public Schools	721	GEORGE WYTHE HIGH	45,773.00
097	Wythe County Public Schools	730	JACKSON MEMORIAL ELEM	45,050.00
097	Wythe County Public Schools	740	SHEFFEY ELEM.	44,883.00
097	Wythe County Public Schools	760	FORT CHISWELL HIGH	43,106.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
098	York County Public Schools	10	MAGRUDER ELEM.	48,458.54
098	York County Public Schools	140	GRAFTON BETHEL ELEM.	48,517.60
098	York County Public Schools	160	DARE ELEM.	46,960.70
098	York County Public Schools	170	SEAFORD ELEM.	45,480.43
098	York County Public Schools	180	BETHEL MANOR ELEM.	44,769.90
098	York County Public Schools	190	TABB MIDDLE	46,365.56
098	York County Public Schools	20	BRUTON HIGH	45,122.77
098	York County Public Schools	200	QUEENS LAKE MIDDLE	48,480.40
098	York County Public Schools	210	YORKTOWN ELEM.	47,070.65
098	York County Public Schools	220	WALLER MILL ELEM.	44,962.05
098	York County Public Schools	230	TABB HIGH	46,381.82
098	York County Public Schools	30	YORK HIGH	45,902.94
098	York County Public Schools	332	GRAFTON HIGH	46,408.98
098	York County Public Schools	333	GRAFTON MIDDLE	46,429.26
098	York County Public Schools	335	YORK RIVER ACADEMY	42,436.86
098	York County Public Schools	50	TABB ELEM.	46,450.00
098	York County Public Schools	60	YORKTOWN MIDDLE	46,583.17
098	York County Public Schools	80	MT. VERNON ELEM.	45,818.66
098	York County Public Schools	90	COVENTRY ELEM.	47,949.06
101	Alexandria City Public Schools	10	GEORGE WASHINGTON MIDDLE	68,361.14
101	Alexandria City Public Schools	100	GEORGE MASON ELEM	70,788.20
101	Alexandria City Public Schools	110	DOUGLAS MACARTHUR ELEM	73,919.45
101	Alexandria City Public Schools	120	CHARLES BARRETT ELEM	67,653.86
101	Alexandria City Public Schools	160	CORA KELLY MAGNET ELEM	61,615.13
101	Alexandria City Public Schools	170	FRANCIS C HAMMOND MIDDLE	70,410.36
101	Alexandria City Public Schools	190	WILLIAM RAMSAY ELEM	63,375.20
101	Alexandria City Public Schools	210	TC WILLIAMS HIGH	75,534.53
101	Alexandria City Public Schools	220	JAMES K POLK ELEM	71,104.99
101	Alexandria City Public Schools	230	JOHN ADAMS ELEM	68,944.01
101	Alexandria City Public Schools	240	GEORGE WASHINGTON 2 MIDDLE	68,698.98
101	Alexandria City Public Schools	250	FRANCIS HAMMOND 2 MIDDLE	69,573.87
101	Alexandria City Public Schools	260	FRANCIS HAMMOND 3 MIDDLE	67,851.56
101	Alexandria City Public Schools	30	MOUNT VERNON ELEM	64,116.61
101	Alexandria City Public Schools	333	SAMUEL W TUCKER ELEM	71,803.29
101	Alexandria City Public Schools	50	PATRICK HENRY ELEM	72,091.76
101	Alexandria City Public Schools	60	MAURY ELEM	63,970.67
101	Alexandria City Public Schools	80	LYLES-CROUCH ELEM	75,869.74
101	Alexandria City Public Schools	90	JEFFERSON-HOUSTON ELEM	71,396.59
102	Bristol City Public Schools	10	VIRGINIA MIDDLE	42,276.00
102	Bristol City Public Schools	100	JOSEPH VAN PELT ELEM	45,214.00
102	Bristol City Public Schools	60	HIGHLAND VIEW ELEM	45,767.00
102	Bristol City Public Schools	70	STONEWALL JACKSON ELEM	41,453.00
102	Bristol City Public Schools	80	VIRGINIA HIGH	42,945.00
102	Bristol City Public Schools	90	WASHINGTON LEE ELEM	44,304.00
103	Buena Vista City Public Schools	40	ENDERLY HEIGHTS ELEM	37,929.00
103	Buena Vista City Public Schools	61	PARRY MCCLUER MIDDLE	37,859.00
103	Buena Vista City Public Schools	62	PARRY MCCLUER HIGH	37,441.00
103	Buena Vista City Public Schools	70	FW KLING JR ELEM	38,305.00
104	Charlottesville City Public Schools	10	JOHNSON ELEM	53,874.80
104	Charlottesville City Public Schools	100	BUFORD MIDDLE	56,036.08
104	Charlottesville City Public Schools	110	WALKER UPPER ELEM	53,662.80
104	Charlottesville City Public Schools	120	JACKSON-VIA ELEM	52,842.09

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
104	Charlottesville City Public Schools	140	CHARLOTTESVILLE HIGH	54,561.34
104	Charlottesville City Public Schools	40	VENABLE ELEM	56,948.41
104	Charlottesville City Public Schools	50	CLARK ELEM	53,267.71
104	Charlottesville City Public Schools	70	BURNLEY-MORAN ELEM	54,244.83
104	Charlottesville City Public Schools	90	GREENBRIER ELEM	56,665.14
106	Colonial Heights City Public Schools	20	COLONIAL HEIGHTS MIDDLE	49,399.00
106	Colonial Heights City Public Schools	30	NORTH ELEM	47,979.00
106	Colonial Heights City Public Schools	40	COLONIAL HEIGHTS HIGH	50,891.00
106	Colonial Heights City Public Schools	50	LAKEVIEW ELEM	50,802.00
106	Colonial Heights City Public Schools	60	TUSSING ELEM	51,138.00
107	Covington City Public Schools	260	EDGEMONT PRIMARY	49,204.00
107	Covington City Public Schools	350	COVINGTON HIGH	51,873.00
107	Covington City Public Schools	360	JETER-WATSON INTERMEDIATE	49,048.00
108	Danville City Public Schools	1270	GLENWOOD ELEM.	46,569.91
108	Danville City Public Schools	1372	WESTWOOD MIDDLE	45,179.77
108	Danville City Public Schools	1373	WOODROW WILSON ELEM.	48,524.19
108	Danville City Public Schools	1374	GALILEO MAGNET HIGH	47,946.91
108	Danville City Public Schools	139	LANGSTON FOCUS SCHOOL	50,310.98
108	Danville City Public Schools	180	IRVIN W. TAYLOR ELEM	44,005.61
108	Danville City Public Schools	190	G.L.H. JOHNSON ELEM.	44,327.72
108	Danville City Public Schools	20	FOREST HILLS ELEM	45,586.43
108	Danville City Public Schools	200	GROVE PARK PRESCHOOL	46,651.25
108	Danville City Public Schools	210	GEORGE WASHINGTON HIGH	49,390.52
108	Danville City Public Schools	220	WOODBERRY HILLS ELEM.	42,996.68
108	Danville City Public Schools	250	PARK AVENUE ELEMENTARY	43,943.93
108	Danville City Public Schools	260	O. TRENT BONNER MIDDLE	44,355.27
108	Danville City Public Schools	30	THE NORTHSIDE PRESCHOOL	46,705.31
108	Danville City Public Schools	40	SCHOOLFIELD ELEM	45,932.12
108	Danville City Public Schools	50	EDWIN A GIBSON MIDDLE	47,076.74
109	Falls Church City Public Schools	240	MT. DANIEL SCHOOL	59,550.00
109	Falls Church City Public Schools	251	GEORGE MASON HIGH	68,840.00
109	Falls Church City Public Schools	252	MARY ELLEN HENDERSON MIDDLE	63,880.00
109	Falls Church City Public Schools	260	THOMAS JEFFERSON ELEM.	67,850.00
110	Fredericksburg City Public Schools	272	LAFAYETTE UPPER ELEM.	48,405.36
110	Fredericksburg City Public Schools	273	WALKER-GRANT MIDDLE	47,755.40
110	Fredericksburg City Public Schools	30	ORIGINAL WALKER-GRANT	56,584.30
110	Fredericksburg City Public Schools	40	JAMES MONROE HIGH	51,055.71
110	Fredericksburg City Public Schools	50	HUGH MERCER ELEM.	48,000.29
111	Galax City Public Schools	10	GALAX ELEM.	41,131.00
111	Galax City Public Schools	31	GALAX HIGH	41,502.00
111	Galax City Public Schools	32	GALAX MIDDLE	43,319.00
112	Hampton City Public Schools	120	ARMSTRONG ELEM.	43,270.00
112	Hampton City Public Schools	160	ABERDEEN ELEM.	43,831.00
112	Hampton City Public Schools	180	SAMUEL P. LANGLEY ELEM.	42,628.00
112	Hampton City Public Schools	210	MOTON EARLY CHILDHOOD CENTER	43,463.00
112	Hampton City Public Schools	250	JANE H. BRYAN ELEM.	41,748.00
112	Hampton City Public Schools	260	ALFRED S. FORREST ELEM.	44,396.00
112	Hampton City Public Schools	270	JOHN B. CARY ELEM.	43,918.00
112	Hampton City Public Schools	280	HAMPTON HIGH	44,685.00
112	Hampton City Public Schools	30	FRANCIS ASBURY ELEM.	44,295.00
112	Hampton City Public Schools	300	JEFFERSON DAVIS MIDDLE	46,035.00
112	Hampton City Public Schools	320	KECOUGHTAN HIGH	45,073.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
112	Hampton City Public Schools	330	BARRON ELEM.	46,432.00
112	Hampton City Public Schools	350	BENJAMIN SYMS MIDDLE	44,397.00
112	Hampton City Public Schools	360	TUCKER-CAPPS ELEM.	45,168.00
112	Hampton City Public Schools	370	PHILLIPS ELEM.	44,022.00
112	Hampton City Public Schools	380	THOMAS EATON MIDDLE	44,776.00
112	Hampton City Public Schools	410	PAUL BURBANK ELEM.	42,626.00
112	Hampton City Public Schools	420	CHRISTOPHER C. KRAFT ELEM.	45,030.00
112	Hampton City Public Schools	430	BETHEL HIGH	44,907.00
112	Hampton City Public Schools	440	JOHN TYLER ELEM.	44,750.00
112	Hampton City Public Schools	450	C. ALTON LINDSAY MIDDLE	43,348.00
112	Hampton City Public Schools	460	CAPTAIN JOHN SMITH ELEM.	44,225.00
112	Hampton City Public Schools	470	BOOKER ELEM.	45,236.00
112	Hampton City Public Schools	490	LUTHER W. MACHEN ELEM.	44,139.00
112	Hampton City Public Schools	50	PHOEBUS HIGH	45,173.00
112	Hampton City Public Schools	500	A.W.E. BASSETTE ELEM.	45,535.00
112	Hampton City Public Schools	510	CESAR TARRANT ELEM.	43,489.00
112	Hampton City Public Schools	640	HUNTER B ANDREWS	42,563.00
112	Hampton City Public Schools	650	GEORGE P PHENIX ELEM	42,982.00
112	Hampton City Public Schools	70	FRANCIS W. JONES MAGNET MIDDLE	42,792.00
112	Hampton City Public Schools	80	WILLIAM MASON COOPER ELEM.	45,182.00
113	Harrisonburg City Public Schools	110	SMITHLAND ELEM.	46,264.86
113	Harrisonburg City Public Schools	111	SKYLINE MIDDLE	47,148.22
113	Harrisonburg City Public Schools	12	HARRISONBURG HIGH	48,837.99
113	Harrisonburg City Public Schools	191	STONE SPRING ELEM.	44,961.69
113	Harrisonburg City Public Schools	30	WATERMAN ELEM.	44,404.38
113	Harrisonburg City Public Schools	50	KEISTER ELEM.	44,980.79
113	Harrisonburg City Public Schools	60	SPOTSWOOD ELEM.	47,263.57
113	Harrisonburg City Public Schools	80	THOMAS HARRISON MIDDLE	48,274.40
114	Hopewell City Public Schools	110	CARTER G. WOODSON MIDDLE	46,943.00
114	Hopewell City Public Schools	120	HOPEWELL HIGH	49,327.00
114	Hopewell City Public Schools	140	HARRY E. JAMES ELEM.	49,442.00
114	Hopewell City Public Schools	151	WOODLAWN PRE-SCHOOL LRNG CTR.	44,550.00
114	Hopewell City Public Schools	40	DUPONT ELEM.	48,927.00
114	Hopewell City Public Schools	70	PATRICK COPELAND ELEM.	49,547.00
115	Lynchburg City Public Schools	1102	HERITAGE ELEM.	46,870.67
115	Lynchburg City Public Schools	130	HERITAGE HIGH	48,241.10
115	Lynchburg City Public Schools	170	PAUL LAURENCE DUNBAR MID. FOR INNOV.	42,288.44
115	Lynchburg City Public Schools	190	ROBERT S. PAYNE ELEMENTARY	45,576.58
115	Lynchburg City Public Schools	250	WILLIAM M. BASS ELEM.	44,144.39
115	Lynchburg City Public Schools	260	E.C. GLASS HIGH	47,215.72
115	Lynchburg City Public Schools	270	PERRYMONT ELEMENTARY	44,256.12
115	Lynchburg City Public Schools	290	BEDFORD HILLS ELEM.	46,621.38
115	Lynchburg City Public Schools	300	SHEFFIELD ELEMENTARY	47,912.25
115	Lynchburg City Public Schools	330	PAUL MUNRO ELEM.	46,254.39
115	Lynchburg City Public Schools	340	SANDUSKY MIDDLE	47,148.42
115	Lynchburg City Public Schools	350	LINKHORNE MIDDLE	47,632.57
115	Lynchburg City Public Schools	360	LINKHORNE ELEM.	45,811.76
115	Lynchburg City Public Schools	370	SANDUSKY ELEMENTARY	49,060.40
115	Lynchburg City Public Schools	70	DEARINGTON ELEM/INNOVATION	44,158.95
115	Lynchburg City Public Schools	90	T.C. MILLER ELEM. FOR INNOVAT.	43,276.06
116	Martinsville City Public Schools	10	MARTINSVILLE MIDDLE	41,808.00
116	Martinsville City Public Schools	110	MARTINSVILLE HIGH	43,758.00

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
116	Martinsville City Public Schools	222	ALBERT HARRIS ELEM	42,192.00
116	Martinsville City Public Schools	223	PATRICK HENRY ELEM	42,768.00
116	Martinsville City Public Schools	224	CLEARVIEW EARLY CHILDHOOD CTR.	43,314.00
117	Newport News City Public Schools	1070	WARWICK HIGH	45,549.33
117	Newport News City Public Schools	1080	HILTON ELEM.	47,554.61
117	Newport News City Public Schools	110	B.T. WASHINGTON MIDDLE	47,229.59
117	Newport News City Public Schools	1120	NEWSOME PARK ELEM.	42,952.67
117	Newport News City Public Schools	1150	RIVERSIDE ELEM.	45,169.74
117	Newport News City Public Schools	1170	CARVER ELEM.	46,713.34
117	Newport News City Public Schools	1180	LEE HALL ELEM.	46,149.53
117	Newport News City Public Schools	1210	HIDENWOOD ELEM.	45,498.23
117	Newport News City Public Schools	1220	MENCHVILLE HIGH	46,122.40
117	Newport News City Public Schools	1230	RICHNECK ELEM.	46,562.12
117	Newport News City Public Schools	1240	HORACE H. EPES ELEM.	43,977.62
117	Newport News City Public Schools	1250	B.C. CHARLES ELEM.	46,005.17
117	Newport News City Public Schools	1260	ETHEL M. GILDERSLEEVE MIDDLE	46,230.96
117	Newport News City Public Schools	1270	HOMER L. HINES MIDDLE	45,033.39
117	Newport News City Public Schools	1290	KILN CREEK ELEM.	44,872.71
117	Newport News City Public Schools	130	MAGRUDER ELEM.	49,484.84
117	Newport News City Public Schools	1393	CRITTENDEN MIDDLE	45,344.68
117	Newport News City Public Schools	1395	HERITAGE HIGH	47,352.13
117	Newport News City Public Schools	1396	WOODSIDE HIGH	45,714.03
117	Newport News City Public Schools	1398	DEER PARK ELEM.	45,903.43
117	Newport News City Public Schools	1400	MARY PASSAGE MIDDLE	45,768.62
117	Newport News City Public Schools	1402	DENBIGH EARLY CHILDHOOD CENTER	45,817.45
117	Newport News City Public Schools	1404	ACHIEVABLE DREAM ACADEMY	44,489.38
117	Newport News City Public Schools	1405	ACHIEVABLE DREAM MIDDLE/HIGH	46,608.21
117	Newport News City Public Schools	1407	GENERAL STANFORD ELEM.	44,836.88
117	Newport News City Public Schools	1408	GATEWOOD ACADEMY	47,470.93
117	Newport News City Public Schools	1409	LEE HALL EARLY CHILDHOOD CENTER	45,156.82
117	Newport News City Public Schools	1410	WATKINS EARLY CHILDHOOD CENTER	44,911.15
117	Newport News City Public Schools	1411	JOHN MARSHALL EARLY CHILDHOOD CTR	44,289.27
117	Newport News City Public Schools	150	OLIVER C. GREENWOOD ELEM	44,181.55
117	Newport News City Public Schools	20	J.M. DOZIER MIDDLE	45,277.80
117	Newport News City Public Schools	200	L.F. PALMER ELEM.	45,229.74
117	Newport News City Public Schools	250	SEDGEFIELD ELEM.	45,436.63
117	Newport News City Public Schools	270	RICHARD T. YATES ELEM.	46,626.07
117	Newport News City Public Schools	280	DENBIGH HIGH	46,147.11
117	Newport News City Public Schools	290	T. RYLAND SANFORD ELEM.	44,037.65
117	Newport News City Public Schools	300	JOSEPH H. SAUNDERS ELEM.	46,586.28
117	Newport News City Public Schools	310	R.O. NELSON ELEM.	44,865.18
117	Newport News City Public Schools	320	WILLIS A. JENKINS ELEM.	45,899.28
117	Newport News City Public Schools	50	DAVID A. DUTROW ELEM.	46,098.65
117	Newport News City Public Schools	70	GEORGE J. MCINTOSH ELEM.	45,597.90
117	Newport News City Public Schools	91	HUNTINGTON MIDDLE	49,171.11
118	Norfolk City Public Schools	10	MAURY HIGH	49,733.31
118	Norfolk City Public Schools	100	TANNERS CREEK ELEMENTARY	47,408.07
118	Norfolk City Public Schools	131	JAMES MONROE ELEM.	47,482.08
118	Norfolk City Public Schools	150	W.H. TAYLOR ELEM	51,130.53
118	Norfolk City Public Schools	180	LAFAYETTE-WINONA MIDDLE	47,857.90
118	Norfolk City Public Schools	190	OCEAN VIEW ELEM.	47,467.21
118	Norfolk City Public Schools	20	BLAIR MIDDLE	49,300.30



**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
118	Norfolk City Public Schools	210	LARCHMONT ELEM.	50,093.36
118	Norfolk City Public Schools	220	CHESTERFIELD ACADEMY ELEM.	46,699.03
118	Norfolk City Public Schools	250	BAY VIEW ELEM.	50,625.76
118	Norfolk City Public Schools	30	RUFFNER MIDDLE	46,432.05
118	Norfolk City Public Schools	390	GRANBY HIGH	48,938.71
118	Norfolk City Public Schools	40	CAMP ALLEN ELEM.	48,662.30
118	Norfolk City Public Schools	420	GRANBY ELEM.	50,340.45
118	Norfolk City Public Schools	430	JACOX ELEMENTARY	49,189.20
118	Norfolk City Public Schools	460	MARY CALCOTT ELEM.	52,119.27
118	Norfolk City Public Schools	471	WILLARD MODEL ELEM.	47,919.42
118	Norfolk City Public Schools	480	RICHARD BOWLING ELEM.	46,574.29
118	Norfolk City Public Schools	490	NORTHSIDE MIDDLE	46,139.82
118	Norfolk City Public Schools	500	SUBURBAN PARK ELEMENTARY	50,931.48
118	Norfolk City Public Schools	510	BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER	54,444.57
118	Norfolk City Public Schools	520	LINDENWOOD ELEM.	47,707.65
118	Norfolk City Public Schools	530	P.B. YOUNG SR. ELEM.	49,384.45
118	Norfolk City Public Schools	550	COLEMAN PLACE ELEM.	47,056.57
118	Norfolk City Public Schools	560	CROSSROADS SCHOOL	49,801.15
118	Norfolk City Public Schools	570	NORVIEW MIDDLE	47,309.35
118	Norfolk City Public Schools	580	NORVIEW HIGH	47,775.94
118	Norfolk City Public Schools	610	INGLESIDE ELEM	49,713.40
118	Norfolk City Public Schools	620	NORVIEW ELEM.	52,018.11
118	Norfolk City Public Schools	630	OCEANAIR ELEM.	47,671.76
118	Norfolk City Public Schools	650	SHERWOOD FOREST ELEM.	49,259.23
118	Norfolk City Public Schools	670	LARRYMORE ELEM.	55,526.29
118	Norfolk City Public Schools	682	LITTLE CREEK ELEM.	47,506.21
118	Norfolk City Public Schools	710	POPLAR HALLS ELEMENTARY	50,499.00
118	Norfolk City Public Schools	740	EASTON PRESCHOOL	48,316.03
118	Norfolk City Public Schools	750	FAIRLAWN ELEM.	48,737.42
118	Norfolk City Public Schools	760	AZALEA MIDDLE	46,843.06
118	Norfolk City Public Schools	770	CAMPOSTELLA ELEM.	47,878.25
118	Norfolk City Public Schools	780	TIDEWATER PARK ELEM.	50,389.29
118	Norfolk City Public Schools	790	LAKE TAYLOR MIDDLE	46,804.73
118	Norfolk City Public Schools	800	TARRALLTON ELEM.	54,017.39
118	Norfolk City Public Schools	820	ST. HELENA ELEM.	48,526.50
118	Norfolk City Public Schools	840	LAKE TAYLOR HIGH	50,119.69
118	Norfolk City Public Schools	850	SEWELLS POINT ELEM.	47,100.02
118	Norfolk City Public Schools	860	WILLOUGHBY ELEM.	53,767.96
118	Norfolk City Public Schools	880	BOOKER T. WASHINGTON HIGH SCHOOL	49,019.32
118	Norfolk City Public Schools	90	GHENT SCHOOL	49,440.26
119	Norton City Public Schools	20	J.I. BURTON HIGH	40,793.26
119	Norton City Public Schools	40	NORTON ELEM.	40,936.10
120	Petersburg City Public Schools	110	A.P. HILL ELEM.	43,540.00
120	Petersburg City Public Schools	121	PEABODY MIDDLE	46,667.00
120	Petersburg City Public Schools	130	WALNUT HILL ELEM.	43,616.00
120	Petersburg City Public Schools	160	WESTVIEW EARLY CHILDHOOD ED. CTR.	41,875.00
120	Petersburg City Public Schools	170	ROBERT E. LEE ELEM.	45,134.00
120	Petersburg City Public Schools	180	J.E.B. STUART ELEM.	45,388.00
120	Petersburg City Public Schools	200	PETERSBURG HIGH	50,974.00
120	Petersburg City Public Schools	211	VERNON JOHNS JR. HIGH	44,731.00
121	Portsmouth City Public Schools	1130	CRADOCK MIDDLE	45,952.11
121	Portsmouth City Public Schools	1400	JAMES HURST ELEM.	51,756.65

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
121	Portsmouth City Public Schools	160	CHURCHLAND PRIMARY & INTERMEDIATE	48,527.60
121	Portsmouth City Public Schools	1630	HODGES MANOR ELEM.	51,447.32
121	Portsmouth City Public Schools	1650	LAKEVIEW ELEM.	49,139.12
121	Portsmouth City Public Schools	1660	WOODROW WILSON HIGH	50,970.82
121	Portsmouth City Public Schools	1766	BRIGHTON ELEM.	48,907.09
121	Portsmouth City Public Schools	1769	VICTORY ELEMENTARY	48,109.22
121	Portsmouth City Public Schools	1770	OLIVE BRANCH PRESCHOOL CTR	48,470.93
121	Portsmouth City Public Schools	190	DOUGLASS PARK ELEM.	48,950.10
121	Portsmouth City Public Schools	210	WESTHAVEN ELEM.	47,562.69
121	Portsmouth City Public Schools	230	JOHN TYLER ELEM.	49,225.71
121	Portsmouth City Public Schools	240	I.C. NORCOM HIGH	52,586.34
121	Portsmouth City Public Schools	290	SIMONSDALE ELEM	50,083.06
121	Portsmouth City Public Schools	310	WM. E. WATERS MIDDLE	50,354.01
121	Portsmouth City Public Schools	320	CHURCHLAND MIDDLE	48,674.68
121	Portsmouth City Public Schools	321	CHURCHLAND ACADEMY ELEM.	49,817.46
121	Portsmouth City Public Schools	322	CHURCHLAND PRESCHOOL CTR	50,923.58
121	Portsmouth City Public Schools	500	CHURCHLAND HIGH	51,092.58
121	Portsmouth City Public Schools	60	PARK VIEW ELEM.	48,536.53
121	Portsmouth City Public Schools	650	CHURCHLAND ELEM.	50,335.38
122	Radford City Public Schools	10	BELLE HETH ELEM.	45,128.00
122	Radford City Public Schools	20	MCHARG ELEM	51,481.00
122	Radford City Public Schools	41	RADFORD HIGH	52,438.00
122	Radford City Public Schools	42	JOHN N. DALTON INT.	47,793.00
123	Richmond City Public Schools	100	BELLEVUE ELEM.	43,623.67
123	Richmond City Public Schools	1080	ELKHARDT MIDDLE	45,298.31
123	Richmond City Public Schools	1100	BROAD ROCK ELEM.	44,845.92
123	Richmond City Public Schools	130	OVERBY-SHEPPARD ELEM.	46,065.66
123	Richmond City Public Schools	1400	ELIZABETH D. REDD ELEM.	45,024.10
123	Richmond City Public Schools	1440	E.S.H. GREENE ELEM.	44,692.53
123	Richmond City Public Schools	1470	G.H. REID ELEM.	46,153.86
123	Richmond City Public Schools	1480	SOUTHAMPTON ELEM.	47,255.06
123	Richmond City Public Schools	1510	HUGUENOT HIGH	50,617.03
123	Richmond City Public Schools	1630	FRED D. THOMPSON MIDDLE	45,800.38
123	Richmond City Public Schools	1640	J.B. FISHER ELEM.	44,960.66
123	Richmond City Public Schools	170	BLACKWELL ELEM.	45,231.22
123	Richmond City Public Schools	1710	J.L. FRANCIS ELEM.	44,141.31
123	Richmond City Public Schools	20	THOMAS JEFFERSON HIGH	50,083.80
123	Richmond City Public Schools	200	WILLIAM FOX ELEM.	45,259.94
123	Richmond City Public Schools	210	SWANSBORO ELEM.	44,199.73
123	Richmond City Public Schools	230	GINTER PARK ELEM.	45,155.23
123	Richmond City Public Schools	290	GEORGE MASON ELEM.	46,155.46
123	Richmond City Public Schools	30	ALBERT HILL MIDDLE	45,793.17
123	Richmond City Public Schools	3105	LUCILLE M. BROWN MIDDLE	45,257.42
123	Richmond City Public Schools	3106	LINWOOD HOLTON ELEM.	45,982.80
123	Richmond City Public Schools	3107	MILES JONES ELEM.	45,349.87
123	Richmond City Public Schools	311	GEORGE W. CARVER ELEM.	45,112.52
123	Richmond City Public Schools	3110	RICHMOND ALTERNATIVE	43,000.00
123	Richmond City Public Schools	3119	PATRICK HENRY SCHOOL OF SCIENCE AND ARTS	43,344.78
123	Richmond City Public Schools	330	OAK GROVE/BELLEMEADE ELEM.	44,824.83
123	Richmond City Public Schools	390	J.E.B. STUART ELEM.	46,454.73
123	Richmond City Public Schools	452	RICHMOND COMMUNITY HIGH	49,541.94
123	Richmond City Public Schools	470	HENDERSON MIDDLE	44,387.94

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
123	Richmond City Public Schools	480	THOMAS C. BOUSHALL MIDDLE	46,080.37
123	Richmond City Public Schools	50	BINFORD MIDDLE	47,247.32
123	Richmond City Public Schools	510	SUMMER HILL/RUFFIN ROAD ELEM.	46,488.33
123	Richmond City Public Schools	580	MARY MUNFORD ELEM.	48,934.09
123	Richmond City Public Schools	600	JOHN B. CARY ELEM.	46,010.72
123	Richmond City Public Schools	621	FRANKLIN MILITARY ACADEMY	44,544.53
123	Richmond City Public Schools	650	WOODVILLE ELEM.	45,990.93
123	Richmond City Public Schools	660	WESTOVER HILLS ELEM.	44,774.20
123	Richmond City Public Schools	690	MAYMONT PRE-K CENTER	50,101.83
123	Richmond City Public Schools	710	FAIRFIELD COURT ELEM.	46,482.34
123	Richmond City Public Schools	730	JOHN MARSHALL HIGH	46,702.16
123	Richmond City Public Schools	741	GEORGE WYTHE HIGH	46,770.78
123	Richmond City Public Schools	750	AMELIA STREET SP. ED.	48,610.38
123	Richmond City Public Schools	770	MARTIN LUTHER KING JR. MIDDLE	47,591.55
123	Richmond City Public Schools	810	CLARK SPRINGS ELEM.	48,879.10
123	Richmond City Public Schools	830	CHIMBORAZO ELEM.	43,244.99
123	Richmond City Public Schools	850	ARMSTRONG HIGH	46,057.19
123	Richmond City Public Schools	90	OPEN HIGH	48,405.77
124	Roanoke City Public Schools	110	HIGHLAND PARK ELEM.	46,270.00
124	Roanoke City Public Schools	150	WOODROW WILSON MIDDLE	47,277.00
124	Roanoke City Public Schools	20	CRYSTAL SPRING ELEM.	45,486.00
124	Roanoke City Public Schools	210	BRECKINRIDGE MIDDLE	42,665.00
124	Roanoke City Public Schools	220	ROANOKE ACADEMY FOR MATH & SCIENCE ELEM.	43,424.00
124	Roanoke City Public Schools	230	STONEWALL JACKSON MIDDLE	42,598.00
124	Roanoke City Public Schools	240	PRESTON PARK ELEMENTARY	46,977.00
124	Roanoke City Public Schools	280	ADDISON AEROSPACE MAGNET MIDDLE	41,773.00
124	Roanoke City Public Schools	300	GARDEN CITY ELEM.	45,370.00
124	Roanoke City Public Schools	310	GRANDIN COURT ELEM.	44,580.00
124	Roanoke City Public Schools	320	ROUND HILL ELEM	41,772.00
124	Roanoke City Public Schools	340	LINCOLN TERRACE ELEM.	44,230.00
124	Roanoke City Public Schools	350	WESTSIDE ELEM.	42,580.00
124	Roanoke City Public Schools	370	MONTEREY ELEM.	41,624.00
124	Roanoke City Public Schools	380	FISHBURN PARK ELEM.	45,835.00
124	Roanoke City Public Schools	390	PATRICK HENRY HIGH	46,733.00
124	Roanoke City Public Schools	400	WILLIAM FLEMING HIGH	44,488.00
124	Roanoke City Public Schools	410	FAIRVIEW ELEM.	47,356.00
124	Roanoke City Public Schools	420	HURT PARK ELEM.	44,965.00
124	Roanoke City Public Schools	450	JAMES MADISON MIDDLE	41,963.00
124	Roanoke City Public Schools	50	FALLON PARK ELEM.	46,156.00
124	Roanoke City Public Schools	60	MORNINGSIDE ELEM.	44,068.00
124	Roanoke City Public Schools	70	VIRGINIA HEIGHTS ELEM.	45,355.00
124	Roanoke City Public Schools	90	WASENA ELEM.	45,058.00
126	Staunton City Public Schools	110	SHELBURNE MIDDLE	39,932.00
126	Staunton City Public Schools	30	ROBERT E. LEE HIGH	40,488.00
126	Staunton City Public Schools	40	A. R. WARE ELEM	37,864.00
126	Staunton City Public Schools	41	STAUNTON PRESCHOOL PROGRAMS	32,848.00
126	Staunton City Public Schools	70	BESSIE WELLER ELEMENTARY	37,056.00
126	Staunton City Public Schools	90	THOMAS C. MCSWAIN ELEMENTARY	39,742.00
127	Suffolk City Public Schools	210	ELEPHANT'S FORK ELEM.	48,182.48
127	Suffolk City Public Schools	220	NANSEMOND PARKWAY ELEM.	46,671.83
127	Suffolk City Public Schools	230	KILBY SHORES ELEM.	46,603.88
127	Suffolk City Public Schools	240	NANSEMOND RIVER HIGH	49,555.21

**Virginia Department of Education**

**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
127	Suffolk City Public Schools	280	SOUTHWESTERN ELEM.	50,559.48
127	Suffolk City Public Schools	300	LAKELAND HIGH	46,042.03
127	Suffolk City Public Schools	330	MACK BENN JR. ELEM.	47,514.24
127	Suffolk City Public Schools	370	JOHN F. KENNEDY MIDDLE	45,211.81
127	Suffolk City Public Schools	380	JOHN YEATES MIDDLE	46,956.95
127	Suffolk City Public Schools	390	FOREST GLEN MIDDLE	42,535.00
127	Suffolk City Public Schools	391	NORTHERN SHORES ELEM.	48,428.88
127	Suffolk City Public Schools	393	KING' S FORK MIDDLE	49,009.83
127	Suffolk City Public Schools	395	KING' S FORK HIGH	46,882.08
127	Suffolk City Public Schools	440	CREEKSIDE ELEM.	44,247.97
127	Suffolk City Public Schools	450	HILLPOINT ELEM	46,961.73
127	Suffolk City Public Schools	50	BOOKER T. WASHINGTON ELEM.	49,137.97
127	Suffolk City Public Schools	70	OAKLAND ELEM.	46,712.11
127	Suffolk City Public Schools	80	DRIVER ELEM.	40,583.32
127	Suffolk City Public Schools	90	FLORENCE BOWSER ELEM.	46,751.72
128	Virginia Beach City Public Schools	10	GREEN RUN HIGH	51,347.00
128	Virginia Beach City Public Schools	100	THREE OAKS ELEM.	54,594.00
128	Virginia Beach City Public Schools	1020	NEW CASTLE ELEM.	52,959.00
128	Virginia Beach City Public Schools	1030	LANDSTOWN HIGH	53,101.00
128	Virginia Beach City Public Schools	1041	CORPORATE LANDING ELEM.	53,880.00
128	Virginia Beach City Public Schools	106	DIAMOND SPRINGS ELEM	48,675.00
128	Virginia Beach City Public Schools	130	W.T. COOKE ELEM.	53,021.00
128	Virginia Beach City Public Schools	140	VIRGINIA BEACH MIDDLE	49,364.00
128	Virginia Beach City Public Schools	20	WHITE OAKS ELEM.	53,290.00
128	Virginia Beach City Public Schools	230	CREEDS ELEM.	55,540.00
128	Virginia Beach City Public Schools	280	BAYSIDE ELEM.	53,786.00
128	Virginia Beach City Public Schools	290	SEATAACK ELEM.	54,143.00
128	Virginia Beach City Public Schools	30	FRANK W. COX HIGH	54,048.00
128	Virginia Beach City Public Schools	300	SHELTON PARK ELEM.	48,930.00
128	Virginia Beach City Public Schools	321	PRINCESS ANNE HIGH	54,719.00
128	Virginia Beach City Public Schools	330	LINKHORN PARK ELEM.	52,749.00
128	Virginia Beach City Public Schools	340	PRINCESS ANNE ELEM.	54,147.00
128	Virginia Beach City Public Schools	350	THALIA ELEM.	51,522.00
128	Virginia Beach City Public Schools	360	JOHN B. DEY ELEM.	50,600.00
128	Virginia Beach City Public Schools	390	WOODSTOCK ELEM.	51,497.00
128	Virginia Beach City Public Schools	40	CENTERVILLE ELEM.	52,635.00
128	Virginia Beach City Public Schools	400	THOROUGHGOOD ELEM.	50,547.00
128	Virginia Beach City Public Schools	410	KEMPSVILLE MEADOWS ELEM.	53,635.00
128	Virginia Beach City Public Schools	420	KING'S GRANT ELEM	54,552.00
128	Virginia Beach City Public Schools	430	GREAT NECK MIDDLE	53,348.00
128	Virginia Beach City Public Schools	440	FLOYD KELLAM HIGH	55,954.00
128	Virginia Beach City Public Schools	450	KEMPSVILLE ELEM.	55,259.00
128	Virginia Beach City Public Schools	460	LUXFORD ELEM.	50,041.00
128	Virginia Beach City Public Schools	470	WILLIAMS ELEM.	48,040.00
128	Virginia Beach City Public Schools	490	PEMBROKE ELEM.	52,804.00
128	Virginia Beach City Public Schools	50	SALEM MIDDLE	53,133.00
128	Virginia Beach City Public Schools	500	MALIBU ELEM.	49,799.00
128	Virginia Beach City Public Schools	510	TRANTWOOD ELEM.	55,046.00
128	Virginia Beach City Public Schools	520	LYNNHAVEN ELEM.	51,801.00
128	Virginia Beach City Public Schools	530	BAYSIDE HIGH	51,754.00
128	Virginia Beach City Public Schools	540	HERMITAGE ELEM.	51,850.00
128	Virginia Beach City Public Schools	550	ARROWHEAD ELEM.	52,870.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
128	Virginia Beach City Public Schools	560	WINDSOR WOODS ELEM.	51,256.00
128	Virginia Beach City Public Schools	570	OLD DONATION CENTER	56,729.00
128	Virginia Beach City Public Schools	580	KINGSTON ELEM.	51,032.00
128	Virginia Beach City Public Schools	590	ALANTON ELEM.	54,572.00
128	Virginia Beach City Public Schools	60	BIRDNECK ELEM.	53,130.00
128	Virginia Beach City Public Schools	600	HOLLAND ELEM.	49,576.00
128	Virginia Beach City Public Schools	610	FIRST COLONIAL HIGH	53,146.00
128	Virginia Beach City Public Schools	620	KEMPSVILLE HIGH	53,661.00
128	Virginia Beach City Public Schools	630	BROOKWOOD ELEM.	48,534.00
128	Virginia Beach City Public Schools	640	PLAZA MIDDLE	51,200.00
128	Virginia Beach City Public Schools	660	PEMBROKE MEADOWS ELEM.	50,680.00
128	Virginia Beach City Public Schools	670	WINDSOR OAKS ELEM.	52,092.00
128	Virginia Beach City Public Schools	680	POINT O' VIEW ELEM.	52,700.00
128	Virginia Beach City Public Schools	690	KEMPSVILLE MIDDLE	53,790.00
128	Virginia Beach City Public Schools	692	PROVIDENCE ELEM.	49,672.00
128	Virginia Beach City Public Schools	700	BAYSIDE MIDDLE	51,531.00
128	Virginia Beach City Public Schools	710	NEWTOWN ELEM.	48,278.00
128	Virginia Beach City Public Schools	720	COLLEGE PARK ELEM.	50,389.00
128	Virginia Beach City Public Schools	730	LYNNHAVEN MIDDLE	53,273.00
128	Virginia Beach City Public Schools	740	INDEPENDENCE MIDDLE	50,244.00
128	Virginia Beach City Public Schools	750	PRINCESS ANNE MIDDLE	52,765.00
128	Virginia Beach City Public Schools	760	NORTH LANDING ELEM.	52,351.00
128	Virginia Beach City Public Schools	770	GREEN RUN ELEM.	54,723.00
128	Virginia Beach City Public Schools	780	FAIRFIELD ELEM.	50,527.00
128	Virginia Beach City Public Schools	790	BRANDON MIDDLE	54,403.00
128	Virginia Beach City Public Schools	80	KEMPS LANDING MAGNET	55,816.00
128	Virginia Beach City Public Schools	800	INDIAN LAKES ELEM.	51,289.00
128	Virginia Beach City Public Schools	810	ROSEMONT ELEM.	48,938.00
128	Virginia Beach City Public Schools	820	PARKWAY ELEM.	54,379.00
128	Virginia Beach City Public Schools	830	SALEM ELEM.	51,000.00
128	Virginia Beach City Public Schools	840	ROSEMONT FOREST ELEM.	55,235.00
128	Virginia Beach City Public Schools	850	SALEM HIGH	53,108.00
128	Virginia Beach City Public Schools	870	GLENWOOD ELEM.	52,217.00
128	Virginia Beach City Public Schools	880	OCEAN LAKES ELEM.	52,079.00
128	Virginia Beach City Public Schools	900	RED MILL ELEM.	54,993.00
128	Virginia Beach City Public Schools	910	TALLWOOD ELEM.	51,765.00
128	Virginia Beach City Public Schools	920	TALLWOOD HIGH	50,716.00
128	Virginia Beach City Public Schools	931	LANDSTOWN MIDDLE	54,133.00
128	Virginia Beach City Public Schools	932	LANDSTOWN ELEM.	52,082.00
128	Virginia Beach City Public Schools	940	STRAWBRIDGE ELEM.	51,181.00
128	Virginia Beach City Public Schools	960	OCEAN LAKES HIGH	51,625.00
128	Virginia Beach City Public Schools	970	LARKSPUR MIDDLE	51,533.00
128	Virginia Beach City Public Schools	980	CORPORATE LANDING MIDDLE	53,788.00
128	Virginia Beach City Public Schools	990	CHRISTOPHER FARMS ELEM.	53,583.00
130	Waynesboro City Public Schools	580	WENONAH ELEM.	44,828.48
130	Waynesboro City Public Schools	600	WAYNESBORO HIGH	46,405.11
130	Waynesboro City Public Schools	620	WAYNE HILLS CTR	47,705.14
130	Waynesboro City Public Schools	630	WESTWOOD HILLS ELEM.	46,336.19
130	Waynesboro City Public Schools	640	KATE COLLINS MIDDLE	46,256.82
130	Waynesboro City Public Schools	650	BERKELEY GLENN ELEM.	48,410.04
130	Waynesboro City Public Schools	751	WILLIAM PERRY ELEM.	43,183.19
131	Williamsburg-James City County Public Schools	10	MATTHEW WHALEY ELEM.	51,487.39

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

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To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
131	Williamsburg-James City County Public Schools	100	TOANO MIDDLE	47,028.34
131	Williamsburg-James City County Public Schools	190	J BLAINE BLAYTON ELEM	46,445.93
131	Williamsburg-James City County Public Schools	191	LOIS HORNSBY MIDDLE	47,938.64
131	Williamsburg-James City County Public Schools	201	JAMES RIVER ELEM.	46,770.70
131	Williamsburg-James City County Public Schools	202	JAMESTOWN HIGH	46,561.07
131	Williamsburg-James City County Public Schools	203	STONEHOUSE ELEM	50,557.88
131	Williamsburg-James City County Public Schools	204	WARHILL HIGH	45,704.08
131	Williamsburg-James City County Public Schools	205	MATOAKA ELEMENTARY	49,871.00
131	Williamsburg-James City County Public Schools	40	CLARA BYRD BAKER ELEM.	51,675.47
131	Williamsburg-James City County Public Schools	50	RAWLS BYRD ELEM.	50,569.90
131	Williamsburg-James City County Public Schools	60	BERKELEY MIDDLE	48,482.32
131	Williamsburg-James City County Public Schools	70	NORGE ELEM.	52,197.98
131	Williamsburg-James City County Public Schools	80	D.J. MONTAGUE ELEM.	46,450.10
131	Williamsburg-James City County Public Schools	90	LAFAYETTE HIGH	48,325.33
132	Winchester City Public Schools	20	VIRGINIA AVE. CHARLOTTE DEHART ELEM.	46,686.00
132	Winchester City Public Schools	40	JOHN HANDLEY HIGH	48,448.00
132	Winchester City Public Schools	50	GARLAND R. QUARLES ELEM.	47,871.00
132	Winchester City Public Schools	60	JOHN KERR ELEM.	45,022.00
132	Winchester City Public Schools	70	DANIEL MORGAN MIDDLE	48,249.00
132	Winchester City Public Schools	80	FREDERICK DOUGLASS ELEM.	47,119.00
135	Franklin City Public Schools	10	S.P. MORTON ELEM.	44,852.76
135	Franklin City Public Schools	20	FRANKLIN HIGH	45,444.43
135	Franklin City Public Schools	561	JOSEPH P. KING JR. MIDDLE	43,940.74
136	Chesapeake City Public Schools	10	OSCAR SMITH MIDDLE	48,171.00
136	Chesapeake City Public Schools	100	DEEP CREEK HIGH	50,855.00
136	Chesapeake City Public Schools	110	WESTERN BRANCH PRIMARY	50,756.00
136	Chesapeake City Public Schools	120	GREAT BRIDGE HIGH	49,856.00
136	Chesapeake City Public Schools	140	GREENBRIER PRIMARY	49,697.00
136	Chesapeake City Public Schools	160	NORFOLK HIGHLANDS PRIMARY	49,632.00
136	Chesapeake City Public Schools	200	RENA B WRIGHT PRIMARY	50,683.00
136	Chesapeake City Public Schools	210	DEEP CREEK ELEM	55,752.00
136	Chesapeake City Public Schools	280	HICKORY MIDDLE	52,679.00
136	Chesapeake City Public Schools	340	HICKORY ELEM	52,306.00
136	Chesapeake City Public Schools	40	THURGOOD MARSHALL ELEM	48,828.00
136	Chesapeake City Public Schools	50	GEORGE W CARVER INT	48,422.00
136	Chesapeake City Public Schools	560	CRESTWOOD MIDDLE	49,144.00
136	Chesapeake City Public Schools	590	GREAT BRIDGE MIDDLE	50,809.00
136	Chesapeake City Public Schools	600	SOUTHWESTERN ELEM	53,847.00
136	Chesapeake City Public Schools	610	DEEP CREEK MIDDLE	49,952.00
136	Chesapeake City Public Schools	620	SOUTHEASTERN ELEM	52,760.00
136	Chesapeake City Public Schools	630	B M WILLIAMS PRIMARY	51,192.00
136	Chesapeake City Public Schools	640	EDWIN W CHITTUM ELEM	51,041.00
136	Chesapeake City Public Schools	660	DEEP CREEK CENTRAL ELEM	50,210.00
136	Chesapeake City Public Schools	680	GREAT BRIDGE PRIMARY	53,031.00
136	Chesapeake City Public Schools	700	CRESTWOOD INTERMEDIATE	46,965.00
136	Chesapeake City Public Schools	710	INDIAN RIVER MIDDLE	51,783.00
136	Chesapeake City Public Schools	720	G A TREAKLE ELEM	50,882.00
136	Chesapeake City Public Schools	730	PORTLOCK PRIMARY	50,385.00
136	Chesapeake City Public Schools	740	WESTERN BRANCH MIDDLE	51,960.00
136	Chesapeake City Public Schools	750	SPARROW ROAD INTERMEDIATE	52,745.00
136	Chesapeake City Public Schools	770	BUTTS ROAD PRIMARY	51,637.00
136	Chesapeake City Public Schools	80	OSCAR F SMITH HIGH	49,986.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2012-2013**

The average salary calculation includes licensed elementary and secondary classroom teachers (regardless of fund source). Classroom teachers include: regular K-12 education teachers, art, music, physical education, technology, remedial, gifted, mathematics, reading, special education, and ESL teachers. Not included in the calculation are: teacher aides, guidance counselors or librarians.

To calculate each school's average salary, the salaries of each teacher who works in the school were summed and divided by the FTE total of all teachers (full and part-time) in the school.

Division	Name	School Number	School Name	Average 2012-2013 Salary
136	Chesapeake City Public Schools	810	WESTERN BRANCH INT	51,824.00
136	Chesapeake City Public Schools	820	GEORGETOWN PRIMARY	48,954.00
136	Chesapeake City Public Schools	830	INDIAN RIVER HIGH	53,067.00
136	Chesapeake City Public Schools	840	WESTERN BRANCH HIGH	49,779.00
136	Chesapeake City Public Schools	850	GREAT BRIDGE INT	49,969.00
136	Chesapeake City Public Schools	860	BUTTS ROAD INT	50,451.00
136	Chesapeake City Public Schools	870	GREENBRIER INT.	47,590.00
136	Chesapeake City Public Schools	890	HICKORY HIGH	49,502.00
136	Chesapeake City Public Schools	90	CAMELOT ELEM	53,161.00
136	Chesapeake City Public Schools	900	CEDAR ROAD ELEM	48,455.00
136	Chesapeake City Public Schools	920	HUGO A OWENS MIDDLE	50,558.00
136	Chesapeake City Public Schools	950	GRASSFIELD ELEM	49,686.00
136	Chesapeake City Public Schools	960	GRASSFIELD HIGH	47,640.00
136	Chesapeake City Public Schools	971	TRUITT INTERMEDIATE	50,013.00
136	Chesapeake City Public Schools	972	GREENBRIER MIDDLE	51,570.00
136	Chesapeake City Public Schools	973	JOLLIFF MIDDLE	51,193.00
137	Lexington City Public Schools	1390	HARRINGTON WADDELL ELEM.	46,461.00
137	Lexington City Public Schools	1440	LYLBURN DOWNING MIDDLE	45,565.00
139	Salem City Public Schools	100	ANDREW LEWIS MIDDLE	55,909.00
139	Salem City Public Schools	460	WEST SALEM ELEM	53,092.00
139	Salem City Public Schools	550	EAST SALEM ELEM	51,426.00
139	Salem City Public Schools	580	SOUTH SALEM ELEM	53,010.00
139	Salem City Public Schools	70	SALEM HIGH	54,162.00
139	Salem City Public Schools	90	G.W. CARVER ELEM	53,649.00
142	Poquoson City Public Schools	10	POQUOSON MIDDLE	47,270.00
142	Poquoson City Public Schools	130	POQUOSON MIDDLE	39,546.00
142	Poquoson City Public Schools	150	POQUOSON ELEM.	36,298.00
142	Poquoson City Public Schools	160	POQUOSON PRIMARY	39,611.00
143	Manassas City Public Schools	10	WEEMS ELEM.	57,551.00
143	Manassas City Public Schools	20	RICHARD C. HAYDON ELEM.	66,908.00
143	Manassas City Public Schools	310	JENNIE DEAN ELEM.	57,107.00
143	Manassas City Public Schools	370	OSBOURN HIGH	62,001.00
143	Manassas City Public Schools	470	BALDWIN ELEM.	58,573.00
143	Manassas City Public Schools	60	GEORGE CARR ROUND ELEM.	61,607.00
143	Manassas City Public Schools	70	GRACE E. METZ MIDDLE	61,493.00
143	Manassas City Public Schools	80	MAYFIELD INTERMEDIATE	60,437.00
144	Manassas Park City Public Schools	30	MANASSAS PARK HIGH	60,108.00
144	Manassas Park City Public Schools	31	MANASSAS PARK MIDDLE	58,511.00
144	Manassas Park City Public Schools	420	MANASSAS PARK ELEM.	57,255.00
144	Manassas Park City Public Schools	522	COUGAR ELEM.	58,773.00
202	Colonial Beach Public Schools	21	COLONIAL BEACH HIGH	41,054.33
202	Colonial Beach Public Schools	22	COLONIAL BEACH ELEM	42,329.87
207	West Point Public Schools	280	WEST POINT ELEM.	43,469.00
207	West Point Public Schools	290	WEST POINT HIGH	46,256.00
207	West Point Public Schools	391	WEST POINT MIDDLE	46,255.00

## **Mandate for the Reporting Requirement**

**Item 139, paragraph B.12., Chapter 3, 2012 Special Session I Acts of Assembly  
(June 11, 2012)**

*The Superintendent of Public Instruction shall provide a report annually, no later than the first day of the General Assembly session, on the status of teacher salaries, by local school division, to the Governor and the Chairmen of the Senate Finance and House Appropriations Committees. In addition to information on average salaries by school division and statewide comparisons with other states, the report shall also include information on starting salaries by school division and average teacher salaries by school.*



### Fiscal Year 2012 Average Teacher Salary Calculations:<sup>1</sup>

*Total reported salary and wage expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:*

Expenditure Category	Function	Object	Total Amount
Classroom Instruction Salaries and Wages	61100	1120	4,775,198,313.58
Classroom Instruction Supplemental Salaries and Wages	61100	1620	102,203,817.83
Guidance Services Instructional Salaries and Wages	61210	1120	211,372,477.72
Homebound Instruction Salaries and Wages	61230	1120	14,892,101.05
Media Services Instructional Salaries and Wages	61320	1120	6,759,783.33
Media Services Librarian Salaries and Wages	61320	1122	111,775,135.83
Technology Classroom Instruction Salaries and Wages	68100	1120	56,369,685.55
Technology Instructional Support Salaries and Wages	68200	1120	27,883,534.81
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
<b>TOTAL:</b>			<b>5,306,454,849.70</b>

*Total reported FTEs from the following ASRFIN FTE categories are summed:*

FTE Category	Function	Object	Total Amount
Instructional Classroom - Teacher	61100	1120	94,014.71
Guidance Counselors	61210	1120	3,741.86
Homebound Instructional	61230	1120	516.20
Media Instructional	61320	1120	137.69
Media Librarian	61320	1122	1,973.61
Technology Classroom Instruction	68100	1120	1,002.21
Technology Instructional Support	68200	1120	473.78
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
<b>TOTAL:</b>			<b>101,860.06</b>

**Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2012:**

**\$52,096**

### Fiscal Year 2012 Average Principal Salary Calculations:<sup>1</sup>

*Total reported salary and wage expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:*

Expenditure Category	Function	Object	Total Amount
Office of the Principal, Principal Salaries and Wages	61410	1126	182,383,900.88
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
<b>TOTAL:</b>			<b>182,383,900.88</b>

*Total reported FTEs from the following ASRFIN FTE categories are summed:*

FTE Category	Function	Object	Total Amount
Principals	61410	1126	2,004.18
Contingency Reserve Principals	69000	1126	-
<b>TOTAL:</b>			<b>2,004.18</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2012:</b>	<b>\$91,002</b>
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**Fiscal Year 2012 Average Assistant Principal Salary Calculations:<sup>1</sup>**

*Total reported compensation expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:*

<b>Expenditure Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Office of the Principal, Assistant Principal Salaries and Wages	61410	1127	187,027,117.09
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
<b>TOTAL:</b>			<b>187,027,117.09</b>

*Total reported FTEs from the following ASRFIN FTE categories are summed:*

<b>FTE Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Assistant Principals	61410	1127	2,471.66
Contingency Reserve Assistant Principals	69000	1127	-
<b>TOTAL:</b>			<b>2,471.66</b>

<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2012:</b>	<b>\$75,669</b>
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<sup>1</sup> Includes school divisions and regional programs.