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# Biennial Review of the Compensation of Teachers and Other Occupations Requiring Similar Education and Training.

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2017

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Virginia Department of Human  
Resource Management

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## **Preface**

Section 22.1-289.1 of the Code of Virginia requires the Director of the Department of Human Resource Management to conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training. This report is submitted in fulfillment of this requirement for 2017.

The Office of Agency Human Resource Services of the Department of Human Resource Management conducted the review of salary data. The Virginia Department of Education, the Virginia Education Association, and selected Virginia colleges and universities assisted in the preparation of the report.

# Table of Contents

	<u>Page</u>
Teacher Salary Study: Executive Summary	1
Introduction	3
Beginning Teacher Salaries: 2016-2017	4
Average Teacher Salaries: 2016-2017	6
Actions Taken to Improve Classroom Teacher Salaries in Virginia: 2016-2017	8
Appendices	
Appendix A – Methodology for Determining Comparable Private Industry and State Salaries	9
Appendix B – BA Entry Level Teacher Salaries for Virginia Localities - 2016-17	10
Appendix C – Entry-Level Salary Matrix for Comparable Private Industry and State Positions	13
Appendix D – Average Salary Matrix for Comparable Private Industry and State Positions	14
Appendix E – Regulations Governing the Employment of Professional Personnel	15
Appendix F – Entry-Level Salary Matrix for Comparable State Positions	16
Appendix G- Survey and Analysis of Salary Trends 2014-2015 (National Education Association)	18
Appendix H – Virginia Average Teacher Salary FY 1984-2017 (Virginia Department of Education)	20
Appendix I – Survey and Analysis of Teacher Salary Trends 2006-07 and 2014-15 (Virginia Department of Education)	21
Appendix J- Ranked by Average Salary by Region (National Education Association)	23
Appendix K- Southern Region Education Board Members Ranking of Average Teacher Salary, 2014-2015 (National Education Association)	24
Appendix L- Average Classroom Teacher Salary Survey (Virginia Department of Education)	25
Appendix M - Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2017 (Virginia Department of Education)	37

# **Teacher Salary Study: Executive Summary**

## ***Beginning Teacher Salaries***

In the 2016-2017 school year, the average entry-level salary for Virginia public school teachers was \$40,126. The Virginia entry-level teacher salary was 5.1% below the entry-level salary of private and state jobs requiring similar education and training. When adjusted to reflect the actual number of days worked annually (200 for teachers and 234 for private sector employees); the entry-level salary for Virginia public school teachers is 11.3% above that of private industry.

Entry-level salaries for teachers are 31.6% higher than salaries for comparable state positions. When adjusted to reflect the actual number of days worked annually (200 for teachers, 234 for state employees), the entry-level salary for Virginia public school teachers is 53.9% above that of comparable state employees.

## ***Average Teacher Salaries***

According to the National Education Association, Virginia's average salary for public school teachers was \$50,620 in 2014-2015, and this ranked Virginia as 30<sup>th</sup> among 50 states and the District of Columbia for that year. The national average was \$57,420. The average public school teacher salary in Virginia ranked third among 12 states in the southeastern United States in 2014-2015. The Virginia average was 4.5% higher than the southeastern states' average and 88.2% of the national average.

Among Southern Regional Education Board (SREB) member states, the average Virginia teacher salary was \$50,620 in 2014-2015, ranking it 6<sup>th</sup> among the organization's 16 member states. Virginia's average was 1.0% higher than the member states' average of \$50,113. Since 2006-2007, Virginia ranked 48<sup>th</sup> among the 50 states with an eight-year overall increase of 3.03%. The comparable U.S. average increase was 12.57%.

The Virginia teacher salary in 2016-2017 was \$56,148. The 2016-2017 average is 2.2% above the average salary of private and state journey-level jobs requiring similar education and training, \$54,948. If the salary data are adjusted to reflect the difference in days worked, the average salary for Virginia's public school teachers (\$56,148) is 19.5% above the adjusted average entry-level salary in the private sector (\$46,981).

Final decisions on increases to teacher salaries are made by localities. Average budgeted salaries for the 2016-2017 school year ranged from a high of \$89,313 for Thomas Jefferson High School to a low of \$30,549 for the Project Bridge of Russell County. Among the cities and counties, the highest budgeted average in 2016-2017 was \$79,542 in Arlington County, while the lowest was \$32,791 in Halifax County.

### ***Actions Taken to Improve Teacher Salaries***

Local school boards engaged in a variety of initiatives aimed at increasing teacher pay. In 2016-2017, most jurisdictions reported increases for their teachers' salaries. However, 23 school divisions planned no salary increases in 2016-2017 and 49 of the 202 schools and school systems budgeted for lower salaries in fiscal 2017 than in the previous fiscal year.

Approximately two-thirds of the school divisions indicated that they would provide increases in the 2.0% to 3.0% range for the 2016-2017 school year. The highest percentage planned increase was 8.0%, to be granted by Roanoke County Public Schools. The highest increase comparing planned increases for 2016-2017 with actual average salaries in 2015-2016 was 8.15% in Petersburg City Public Schools. The average planned increase for all schools and school systems was 2.29%.

## Introduction

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

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

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

## **Beginning Teacher Salaries: 2016-2017**

- **Entry-level salary (average) for Virginia public school teachers (2016-2017)**  
*(Source: Virginia Education Association. See Appendix B for listing of entry-level salaries by localities)*

Criteria: BA degree and no experience  
Salary: \$40,126

- **Comparison of average entry-level salaries for Virginia public school teachers to those of public and private jobs (2016-2017)\***  
*(Source: Appendix C: Entry-Level Salary Matrix for Comparable Private Industry Positions)*

The Virginia entry-level teacher salary in 2016-2017 was \$40,126. The 2016-2017 average is 5.1% below the entry-level salary of private and state jobs requiring similar education and training.

Entry-level salaries for beginning teachers in Virginia:	\$40,126
Entry-level salaries for comparable private and state jobs:	\$42,182

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

If the salary data are adjusted to reflect the difference in days worked, the entry-level salary for Virginia's public school teachers (\$40,126) is 11.3% above the adjusted average entry-level salary in the private sector (\$36,066).

Entry-level salaries for beginning teachers in Virginia:	\$40,126
Entry-level salaries for comparable private and state jobs:	\$36,066
(Adjusted for the number of days worked)	

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

- **Comparison of average entry-level salaries for Virginia public school teachers to those of comparable Virginia state positions (2016-2017)\***

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

Beginning salaries for teachers in Virginia are 31.6% higher than those of state employees requiring comparable education and training. Please note that the state changed to Broad-Band salary ranges in 2000, resulting in the lower entry salaries. Current state salary range minimums were adjusted by 3.0% on July 10, 2017.

Entry-level salaries for beginning teachers in Virginia (2016-17): \$40,126  
 Entry-level salaries for comparable Virginia state jobs (7/10/17): \$30,494

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

If the salary data are adjusted to reflect the difference in days worked, the entry-level salary for Virginia’s public school teachers (\$40,126) is 53.9% above the adjusted average entry-level salary of comparable Virginia state positions (\$26,072).

Entry-level salaries for beginning teachers in Virginia: \$40,126  
 Entry-level salaries for comparable Virginia state jobs: \$26,072  
 (Adjusted using the number of days worked)

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



## **Average Teacher Salaries: 1984-2017**

- **Comparison of average salaries for Virginia public school teachers to those of public and private jobs (2016-2017)\***

*(Source: Appendix D: Entry-Level Salary Matrix for Comparable State Government and Private Industry Positions)*

The Virginia teacher salary in 2016-2017 was \$56,148. The 2016-2017 average is 2.2% above the average salary of private and state journey-level jobs requiring similar education and training, \$54,948.

Average salaries for teachers in Virginia:	\$56,148
Average salaries for comparable private and state jobs:	\$54,948

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

If the salary data are adjusted to reflect the difference in days worked, the average salary for Virginia's public school teachers (\$56,148) is 19.5% above the adjusted average entry-level salary in the private sector (\$46,981).

Average salaries for teachers in Virginia:	\$56,148
Average salaries for comparable private and state jobs: (Adjusted for the number of days worked)	\$46,981

- **Average Teacher Salaries in Virginia:** (Source: Appendix G: Survey and Analysis of Salary Trends 2014-2015 (National Education Association's Ranking of States))

According to Data excerpted from the National Education Association's "Ranking of States 2014-2015, Virginia's average teacher salary (\$50,620) ranks 30<sup>th</sup> out of the 50 states and the District of Columbia. The U. S. average (\$57,420) was 13.4% higher than the Virginia average in 2014-2015.

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

The average annual salary for Virginia public school teachers has risen from \$19,676 in 1984 to \$54,891 in 2016. The average (budgeted) salary for 2017 was \$56,148. The budgeted 2017 average was 2.29% above the 2016 average, although no increase was funded by the 2016 Appropriation Act fiscal year 2017.

- **Average Teacher Salary Compared with Other States Over Time**  
(Source: Appendix I: American Federation of Teachers, Annual Survey of State Departments of Education, 2006-2007. National Education Association, 2014-2015. (Excludes Washington, D. C.)

The average Virginia public school teacher's salary for 2006-2007 ranked 20<sup>th</sup> among the states, but dropped to 29<sup>th</sup> in 2014-2015. Virginia ranked 48<sup>th</sup> among the 50 states with an eight-year increase of 3.03%. The comparable U.S. average increase over the period was 12.57%.

- **Average Virginia Teacher Salary Compared with Other Southeastern States**  
(Source: Appendix J: National Education Education.)

The 2014-2015 average public school teacher salary in Virginia ranked 3<sup>rd</sup> among the twelve states in the southeastern United States. The Virginia average was 4.5% higher than the average for the other southeastern states and 88.2% of the national average.

- **Average Virginia Teacher Salary Compared with Other States in the Southern Regional Education Board**  
(Source: Appendix K: National Education Education.)

The average public school teacher salary in Virginia for 2016-2017 ranked 6<sup>th</sup> among 16 member states in the Southern Regional Education Board. Virginia's average teacher salary (\$50,620) exceeded the average teacher salaries for other states reported by the Southern Regional Education Board (\$50,113) by 1.00% in 2014-2015.

- **Average Teacher Salaries in Virginia: Increases and Decreases**  
(Source: Appendix L: 2016-2017 Department of Education Teacher Salary Survey Results.)

The 2014-2015 average annual salary (actual) for public school teachers in Virginia was \$54,486, while the 2015-2016 average rose 0.74% to \$54,891. The 2016-2017 average annual salary (budgeted) was \$56,148, an increase of 2.29% from 2015-2016 and 3.05% from 2014-2015.

Final decisions on increases to teacher salaries are made by localities. Average budgeted salaries for the 2016-2017 school year ranged from a high of \$89,313 for Thomas Jefferson High School to a low of \$30,549 for the Project Bridge of Russell County. Among the cities and counties, the highest budgeted average in 2016-2017 was \$79,542 in Arlington County, while the lowest was \$32,791 in Halifax County.

## **Actions Taken to Improve Classroom Teacher Salaries in Virginia 2016-2017**

- **2016-2017: Actions taken by localities to improve classroom teacher salaries in Virginia**  
*(Source: Appendix M: Improvement of Classroom Teacher Salaries, Department of Education: 2016-2017)*

Local school boards engaged in a variety of initiatives aimed at increasing teacher salaries. For 2016-2017, most localities reported increases, although 23 planned no salary increases. Counties provided differing percentage and/or step increases for teachers for reasons such as merit, compression, and cost of living. Several jurisdictions also mentioned salary increases to offset employees' costs for contributions to the Virginia Retirement System.

Approximately two-thirds of the school divisions indicated that they would provide increases in the 2.0% to 3.0% range for the 2016-2017 school year. The highest percentage planned increase was 8.0%, to be granted by Roanoke County Public Schools. The highest increase comparing planned increases for 2016-2017 with actual average salaries in 2015-2016 was 8.15% in Petersburg City Public Schools. The average planned increase for all schools and school systems was 2.29%.

# **Appendix A**

## **Methodology for Determining Comparable Private Industry and State Salaries**

Entry-level salaries for public school teachers were compared to salaries for newly hired employees in private industry. For the purpose of this report, entry-level salaries provide the best measure of the competitiveness of teachers' salaries, because school boards compete directly with private firms for new college graduates in many of the degree areas that prepare graduates for public school teaching.

The duties and responsibilities of, and market for, experienced teachers and private employees may not be comparable. However, due to limited information available on entry-level salaries, this report incorporates information comparing teachers' salaries with journey-level public and private positions.

Due to the low response rates by Virginia firms of past surveys and the cost of obtaining the data, a dedicated salary survey was not conducted this year. However, a detailed review was conducted of data published by national compensation survey firms, as well as college and university placement offices, to determine entry-level salary data for recent college graduates and average salaries for journey-level workers with specified educational degrees. Information was provided by four public colleges and universities: George Mason University, James Madison University, the College of William and Mary, and the University of Mary Washington. The American Federation of Teachers no longer surveys the states for beginning teacher salaries.

The degrees selected were comparable to various subject areas found in the teaching profession. The data were grouped into the following general categories:

**BUSINESS  
SOCIAL SCIENCES  
LIFE SCIENCES  
HUMANITIES  
PHYSICAL SCIENCES**

Salaries paid by private industry, other states, and Virginia State government were averaged and compared to the average salary and average entry-level salary for teachers in all Virginia localities.

In reviewing this data the "Regulations Governing the Employment of Professional Personnel" for teachers was used (See Appendix E).

## Appendix B

### 2016-17 BA Entry Level Salaries for Virginia Localities

<u>Locality Name</u>	<u>Salary Amount</u>	<u>Salary Rank</u>
Accomack	37,003	108
Albemarle	45,400	9
Alexandria	47,242	4
Alleghany	38,441	92
Amelia	38,760	83
Amherst	39,000	77
Appomattox	39,500	70
Arlington	48,228	2
Augusta	40,180	58
Bath	34,857	118
Bedford County/City	39,227	74
Bland	-	-
Botetourt	38,350	94
Bristol	36,000	115
Brunswick	38,246	97
Buchanan	30,500	125
Buckingham	41,979	39
Buena Vista	30,407	126
Campbell	37,570	104
Caroline	39,200	75
Carroll	38,000	99
Charles City	37,837	101
Charlotte	38,500	89
Charlottesville	44,825	11
Chesapeake	42,465	34
Chesterfield	43,800	14
Clarke	40,950	48
Colonial Beach	39,973	65
Colonial Heights	41,200	44
Covington	40,829	49
Craig	32,500	123
Culpeper	41,972	40
Cumberland	37,784	102
Danville	38,950	79
Dickenson	34,483	121
Dinwiddie	42,500	33
Essex	39,716	66
Fairfax County/City	47,516	3
Falls Church	-	-
Fauquier	42,800	27
Floyd	38,569	88
Fluvanna	43,000	23
Franklin City	38,934	80
Franklin County	36,662	110
Frederick	41,310	43
Fredericksburg	42,157	36
Galax	38,300	96

<u>Locality Name</u>	<u>Salary Amount</u>	<u>Salary Rank</u>
Giles	-	-
Goochland	42,972	24
Grayson	34,596	120
Greene	43,052	21
Greensville/Emporia	-	-
Halifax	38,847	82
Hampton	42,700	28
Hanover	43,316	19
Harrisonburg	43,023	22
Henrico	43,571	17
Henry	40,084	63
Highland	37,373	105
Hopewell	42,638	30
Isle of Wight	40,500	54
King and Queen	39,230	73
King George	41,000	46
King William	43,172	20
Lancaster	37,864	100
Lee	35,250	117
Lexington	38,348	95
Loudoun	49,182	1
Louisa	42,836	26
Lunenburg	37,037	107
Lynchburg	38,760	83
Madison	41,200	44
Manassas City	46,078	7
Manassas Park	46,000	8
Martinsville	40,101	60
Mathews	39,276	72
Mecklenburg	36,434	111
Middlesex	37,753	103
Montgomery	36,394	112
Nelson	45,176	10
New Kent	39,592	67
Newport News	42,600	31
Norfolk	43,622	15
Northampton	35,523	116
Northumberland	38,205	98
Norton	33,629	122
Nottoway	40,097	62
Orange	39,050	76
Page	40,465	56
Patrick	36,981	109
Petersburg	42,677	29
Pittsylvania	39,563	69
Poquoson	40,013	64
Portsmouth	43,622	16
Powhatan	42,840	25
Prince Edward	38,623	85

<u>Locality Name</u>	<u>Salary Amount</u>	<u>Salary Rank</u>
Prince George	-	-
Prince William	46,923	5
Pulaski	38,426	93
Radford	38,500	89
Rappahannock	40,542	52
Richmond City	44,525	13
Richmond County	38,610	86
Roanoke City	39,287	71
Roanoke County	38,585	87
Rockbridge	38,910	81
Rockingham	42,100	37
Russell	-	-
Salem	42,000	38
Scott	37,285	106
Shenandoah	40,653	51
Smyth	32,300	124
Southampton	39,585	68
Spotsylvania	41,000	46
Stafford	42,238	35
Staunton	40,389	57
Suffolk	40,677	50
Surry	46,510	6
Sussex	40,531	53
Tazewell	36,365	114
Virginia Beach	43,559	18
Warren	41,875	41
Washington	36,376	113
Waynesboro	40,100	61
West Point	44,783	12
Westmoreland	39,000	77
Williamsburg/JCC	41,500	42
Winchester	40,500	54
Wise	34,660	119
Wythe	38,450	91
York	42,515	32
STATE	40,126	

Source: Virginia Education Association

## Appendix C

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

	<u>STATE</u> <u>EMPLOYEE</u>	<u>NACE</u>	<u>COMP.</u> <u>RESOURCES</u>	<u>VIRGINIA</u> <u>COLLEGES</u>	<u>AVERAGE</u>	<u>GROUP</u> <u>AVERAGE</u>
<b>BUSINESS</b>						
Accounting	33,598	51,632	53,236	60,062	49,632	
Business Administration	33,598	53,536		49,754	45,629	
Economics	33,598	52,685		57,213	47,832	
Marketing	33,598	44,612	50,000	50,803	44,753	
Agricultural Business	33,598	46,468			40,033	
Human Resources	33,598	43,779	46,400		41,259	44,856
<b>SOCIAL SCIENCES</b>						
History	25,718	38,529		43,707	35,985	
Sociology	25,718	37,841		38,710	34,090	
Psychology	33,598	34,664		46,719	38,327	36,134
<b>LIFE SCIENCES</b>						
Health/PE	33,598	35,326		38,661	35,862	
Biology	33,598	33,052		44,720	37,123	
Nursing	33,598	54,810		53,684	47,364	
Environ. Science	33,598			57,188	45,393	41,436
<b>HUMANITIES</b>						
Art	25,718	40,548		46,378	37,548	
Fine Arts	25,718	32,442		45,228	34,463	
English	25,718	40,466		46,037	37,407	
For Language		35,022		44,500	39,761	
Communications	33,598	38,388	48,600	42,419	40,751	
Education	33,598	37,046			35,322	37,542
Math		53,604	57,834	62,149	57,862	
Statistics	33,598	47,410	55,000	60,000	49,002	
Chemistry	33,598	45,022		46,849	41,823	
Physics		53,024		54,111	53,568	
Geology	33,598	47,055		46,900	42,518	
Computer Science	33,598	78,038		71,014	60,883	50,943
					<b>AVERAGE</b>	<b>42,182</b>

NACE= NATIONAL ASSOCIATION  
OF COLLEGES AND EMPLOYERS

COMP. RESOURCES= COMPENSATION RESOURCES, INC. 2017

VIRGINIA COLLEGES= CAREER SERVICES/PLACEMENT OFFICES: GEORGE  
MASON UNIVERSITY, JAMES MADISON UNIVERSITY, THE COLLEGE OF  
WILLIAM AND MARY, AND THE UNIVERSITY OF MARY WASHINGTON



## Appendix D

### Average Salary Matrix for Comparable Private Industry and State Positions

	<u>WILLIS</u>	<u>STATE EMPLOYEE</u>	<u>STATES</u>	<u>AVERAGE</u>	<u>GROUP AVERAGE</u>
<b>BUSINESS</b>					
Accounting	57,900	48,469	48,694	51,688	
Business Administration	65,600	48,731	51,714	55,348	
Economics		59,690		59,690	
Marketing	59,100			59,100	
Agricultural Business					
Human Resources	62,000	66,784	52,524	60,436	57,252
<b>SOCIAL SCIENCES</b>					
History		45,934	49,101	47,518	
Sociology	51,400	47,234	49,195	49,276	
Psychology		62,850		62,850	53,215
<b>LIFE SCIENCES</b>					
Health/PE		38,311	50,040	44,176	
Biology		48,956	53,308	51,132	
Nursing	67,100	52,466	63,404	60,990	
Environ. Science	63,700	46,691	51,626	54,006	52,576
<b>HUMANITIES</b>					
Art	58,600	41,500	43,564	47,888	
Fine Arts					
English					
For Language					
Communications	58,800	45,371	54,765	52,979	
Education		69,168	64,952	67,060	55,976
<b>PHYSICAL SCIENCE</b>					
Math					
Statistics		45,014	49,773	47,394	
Chemistry		54,272	49,858	52,065	
Physics					
Geology					
Computer Science	73,900	67,649	61,549	67,699	55719
				AVERAGE	<b>54,948</b>

WILLIS = WILLIS, TOWERS, WATSON

STATES= NATIONAL CVCOMPENSATION ASSOCIATION OF STATE GOVERNMENTS

## **Appendix E**

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

#### **ARTICLE 2**

#### **CONTRACTS, GENERALLY**

##### **8VAC20-440-20. Contractual period defined.**

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

1. One hundred eighty teaching days or 990 instructional hours (minimum required by law);
2. Ten days for activities such as teaching, planning for the opening of school, evaluation, completing records and reports incident to the closing of each semester or school year, committee assignments, and conferences;
3. Ten days for a continuation of activities under subdivisions 1 and 2 of this section, and such other activities as may be assigned or approved by the local school board.

##### **8VAC20-440-30. Contract to be in writing.**

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

#### **ARTICLE 3**

#### **ANNUAL CONTRACTS, PROBATIONARY PERIOD**

##### **8VAC20-440-40. Length of the probationary term.**

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

##### **8VAC20-440-50. Calculating term for first year of teaching.**

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

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

## Appendix F

### Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 08/09 MINIMUM SALARY</u>	<u>FY 08/09 MIDPOINT SALARY</u>	<u>FY 08/09 MAXIMUM SALARY</u>
<b>BUSINESS</b>					
Accounting	Accountant	19031	33,598	58,624	83,649
Bus. Admin	Agency Management Analyst	19131	33,598	58,624	83,649
	Grants Specialist	19031	33,598	58,624	83,649
	Business Manager A	19051	33,598	58,624	83,649
Economics	Labor Market Analyst	19013	25,718	46,201	66,683
	Planner	19131	33,598	58,624	83,649
	Budget Analyst	19031	33,598	58,624	83,649
Marketing	Agri Marketing Agent	29093	33,598	58,624	83,649
Agri-Bus	Agricultural Inspector	59014	33,598	58,624	83,649
<b>SOCIAL SCIENCES</b>					
History	Historian A	29031	25,718	46,201	66,683
	Archaeologist	59131	33,598	58,624	83,649
Geography	No Match				
Sociology	Probation Officer	69091	33,598	58,624	83,649
	Social Worker	49011	25,718	46,201	66,683
Psychology	Psychologist Assistant	49053	25,718	46,201	66,683
<b>LIFE SCIENCES</b>					
Health/PE	Environmental Health Specialist	59031	33,598	58,624	83,649
	Health Educator	29013	25,718	46,201	66,683
Biology	Microbiologist	59131	33,598	58,624	83,649
	Wildlife Biologist	59113	33,598	58,624	83,649
Nursing	Registered Nurse	49112	33,598	58,624	83,649
Environ Science	Environ Prog Specialist	59031	33,598	58,624	83,649
	Environmental Inspector	59031	33,598	58,624	83,649

## Appendix F (Continued)

### Entry-Level Salary Matrix for Comparable State Positions

<u>DEGREE</u>	<u>REPRESENTATIVE STATE CLASS</u>	<u>ROLE CODE</u>	<u>FY 08/09 MINIMUM SALARY</u>	<u>FY 08/09 MIDPOINT SALARY</u>	<u>FY 08/09 MAXIMUM SALARY</u>
HUMANITIES					
Art	Graphic Artist	29072	25,718	46,201	66,683
Fine Arts	FAM Educ Asst	36132	25,718	46,201	66,683
	FAM Asst Registrar	29013	25,718	46,201	66,683
English	Pub Relations Asst Specialist	29092	25,718	46,201	66,683
	Library Assistant	29051	25,718	46,201	66,683
Foreign Lang	Research Specialist	59073	25,718	46,201	66,683
	Archivist A	29051	25,718	46,201	66,683
Communications	Pub Relations Asst Specialist	29092	25,718	46,201	66,683
Education	Academic Teacher	29112	33,598	58,624	83,649
PHYSICAL SCIENCE					
Math	No Match				
Statistics	Statistical Analyst	19131	33,598	58,624	83,649
Chemistry	Analytical Chemist	59131	33,598	58,624	83,649
Physics	No Match				
Geology	Soil Scientist	59131	33,598	58,624	83,649
	<b>AVERAGE:</b>		<b>30,494</b>	<b>53,730</b>	<b>76,965</b>

## Appendix G

Survey and Analysis of Salary Trends 2014-2015  
(National Education Association's Ranking of States)

**Data Excerpted from the National Education Association's (NEA)  
"Rankings of the States 2014 and Estimates of School Statistics 2015" Report**

<http://www.nea.org/assets/docs/NEA-Rankings-and-Estimates-2014-2015.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 2014-2015, Rankings, Table C-11  
Average Salaries (\$) of Public School Teachers, 2014–15**

Rank: 2014–15	State	School Year 2014–15 Average Salary
1	NEW YORK	\$77,628
2	DISTRICT OF COLUMBIA	\$75,490
3	MASSACHUSETTS	\$75,398
4	CALIFORNIA	\$72,535
5	CONNECTICUT	\$71,709
6	NEW JERSEY	\$69,038
7	ALASKA	\$66,755
8	RHODE ISLAND	\$65,918
9	MARYLAND	\$65,477
10	PENNSYLVANIA	\$64,447
11	MICHIGAN	\$63,856
12	ILLINOIS	\$61,083
13	OREGON	\$59,811
14	DELAWARE	\$59,195
15	NEW HAMPSHIRE	\$58,554
16	VERMONT	\$57,642
17	WYOMING	\$57,414
18	HAWAII	\$57,189
19	NEVADA	\$56,703
20	MINNESOTA	\$56,670
21	OHIO	\$56,172
22	WISCONSIN	\$54,535
23	IOWA	\$53,408
24	GEORGIA	\$53,382
25	WASHINGTON	\$52,502
26	KENTUCKY	\$51,155

## Appendix G

Survey and Analysis of Salary Trends 2014-2015  
 (National Education Association's Ranking of States)  
 (Continued)

Rank: 2014-15	State	School Year 2014-15 Average Salary
27	INDIANA	\$50,877
28	TEXAS	\$50,713
29	MONTANA	\$50,670
30	VIRGINIA	\$50,620
31	NEBRASKA	\$50,525
32	NORTH DAKOTA	\$50,025
33	MAINE	\$50,017
34	COLORADO	\$49,828
35	FLORIDA	\$48,992
36	KANSAS	\$48,990
37	ALABAMA	\$48,611
38	SOUTH CAROLINA	\$48,486
39	TENNESSEE	\$47,979
40	LOUISIANA	\$47,886
41	ARKANSAS	\$47,823
42	NORTH CAROLINA	\$47,819
43	MISSOURI	\$47,409
44	NEW MEXICO	\$46,625
45	UTAH	\$45,848
46	WEST VIRGINIA	\$45,783
47	ARIZONA	\$45,406
48	OKLAHOMA	\$45,317
49	IDAHO	\$45,218
50	MISSISSIPPI	\$42,564
51	SOUTH DAKOTA	\$40,934
	<b>UNITED STATES</b>	<b>\$57,420</b>

Source: NEA Research, Estimates Database (2014-2015).

## Appendix H

### Virginia Average Teacher Salaries FY 1984-2017

Fiscal Year	Average Salary	Actual Annual Increase		Salary Increases Appropriation Act		Effective Annualized Increase
		Dollar	Percent	State Funded Increase	Effective Date	
1984	\$19,676	\$1,141	6.16%	9.70%	07/01/1983	9.70%
1985	\$21,272	\$1,596	8.11%	10.00%	07/01/1984	10.00%
1986	\$23,093	\$1,821	8.56%	10.00%	07/01/1985	10.00%
1987	\$25,035	\$1,942	8.41%	10.00%	07/01/1986	10.00%
1988	\$27,189	\$2,154	8.60%	10.00%	07/01/1987	10.00%
1989	\$28,976	\$1,787	6.57%	8.00%	07/01/1988	8.00%
1990	\$30,938	\$1,962	6.77%	8.00%	07/01/1989	8.00%
1991	\$32,153	\$1,215	3.93%	5.00%	07/01/1990	5.00%
1992	\$31,764	(\$389)	-1.21%	0.00%	n/a	0.00%
1993	\$32,257	\$493	1.55%	0.00%	n/a	0.00%
1994	\$33,144	\$887	2.75%	3.00%	12/01/1993	1.75%
1995	\$33,987	\$843	2.54%	3.25%	12/01/1994	1.90%
1996	\$34,792	\$805	2.37%	2.25%	12/01/1995	1.31%
1997	\$35,536	\$744	2.14%	1.75%	01/01/1997	0.88%
1998	\$36,428	\$892	2.51%	4.00%	01/01/1998	2.00%
1999	\$37,527	\$1,099	3.02%	2.25%	01/01/1999	1.13%
2000	\$38,690	\$1,163	3.10%	6.00%	01/04/2000	2.95%
2001	\$40,247	\$1,557	4.02%	2.40%	12/01/2000	1.40%
2002	\$41,751	\$1,504	3.74%	0.00%	n/a	0.00%
2003	\$42,677	\$926	2.22%	0.00%	n/a	0.00%
2004	\$43,936	\$1,259	2.95%	2.25%	01/01/2004	1.13%
2005	\$45,377	\$1,441	3.28%	0.00%	n/a	0.00%
2006	\$47,229	\$1,852	4.08%	3.00%	12/01/2005	1.75%
2007	\$49,131	\$1,902	4.03%	4.00%	12/01/2006	2.33%
2008	\$50,511	\$1,380	2.81%	3.00%	12/01/2007	1.75%
2009	\$52,309	\$1,798	3.56%	0.00%	n/a	0.00%
2010	\$51,894	(\$415)	-0.79%	0.00%	n/a	0.00%
2011	\$51,524	(\$370)	-0.71%	0.00%	n/a	0.00%
2012	\$52,096	\$572	1.11%	0.00%	n/a	0.00%
2013	\$52,923	\$827	1.59%	0.00%	n/a	0.00%
2014	\$53,818	\$895	1.69%	2.00%	08/01/2013	1.83%
2015	\$54,486	\$668	1.24%	0.00%	n/a	0.00%
2016	\$54,891	\$405	0.74%	1.50%	08/16/2015	1.31%
2017 <sup>1</sup>	\$56,148	\$1,257	2.29%	0.00%	n/a	0.00%

(<sup>1</sup>Budgeted)

## Appendix I

### Average Teacher Salaries, 2006-07 and 2014-15 Ranked by Percentage Change since 2006-07

<u>State</u>	<u>Average Salary</u>		<u>Average Salary Rank</u>		<u>Percent of U.S. Average</u>		<u>8-Year Change From</u>	<u>8-Year Change Rank</u>
	<u>2006-07</u>	<u>2014-15</u>	<u>2006-07</u>	<u>2014-15</u>	<u>2006-07</u>	<u>2014-15</u>	<u>2006-07</u>	
New York	\$59,557	\$77,628	4	1	117%	135%	30.34%	1
North Dakota	\$38,586	\$50,025	48	31	72%	87%	29.65%	2
Massachusetts	\$58,178	\$75,398	7	2	112%	131%	29.60%	3
New Hampshire	\$46,797	\$58,554	25	14	94%	102%	25.12%	4
Iowa	\$42,922	\$53,408	38	22	87%	93%	24.43%	5
Montana	\$41,146	\$50,670	44	28	78%	88%	23.15%	6
Alaska	\$54,678	\$66,755	11	6	107%	116%	22.09%	7
Utah	\$37,775	\$45,848	49	44	74%	80%	21.37%	8
Vermont	\$47,645	\$57,642	23	15	94%	100%	20.98%	9
Nebraska	\$42,044	\$50,525	43	30	83%	88%	20.17%	10
Maine	\$42,103	\$50,017	42	32	88%	87%	18.80%	11
Connecticut	\$61,039	\$71,709	2	4	120%	125%	17.48%	12
Missouri	\$40,384	\$47,409	46	42	79%	83%	17.40%	13
Pennsylvania	\$54,977	\$64,447	10	9	108%	112%	17.23%	14
Oregon	\$51,080	\$59,811	15	12	107%	104%	17.09%	15
Kentucky	\$43,787	\$51,155	35	25	88%	89%	16.83%	16
Wisconsin	\$46,707	\$54,535	26	21	92%	95%	16.76%	17
South Dakota	\$35,378	\$40,934	50	50	70%	71%	15.70%	18
New Jersey	\$59,730	\$69,038	3	5	117%	120%	15.58%	19
Maryland	\$56,927	\$65,477	8	8	107%	114%	15.02%	20
Michigan	\$55,541	\$63,856	9	10	109%	111%	14.97%	21
Nevada	\$49,426	\$56,703	19	18	97%	99%	14.72%	22
Minnesota	\$49,719	\$56,670	18	19	99%	99%	13.98%	23
California	\$63,640	\$72,535	1	3	112%	126%	13.98%	24
Kansas	\$43,318	\$48,990	37	35	86%	85%	13.09%	25
Wyoming	\$50,771	\$57,414	16	16	83%	100%	13.08%	26
West Virginia	\$40,534	\$45,783	45	45	79%	80%	12.95%	27
Rhode Island	\$58,420	\$65,918	5	7	112%	115%	12.83%	28
Alabama	\$43,389	\$48,611	36	36	85%	85%	12.04%	29
Louisiana	\$42,816	\$47,886	39	39	76%	83%	11.84%	30
Texas	\$45,392	\$50,713	29	27	84%	88%	11.72%	31
Hawaii	\$51,916	\$57,189	14	17	92%	100%	10.16%	32
Washington	\$47,880	\$52,505	21	24	98%	91%	9.66%	33
Tennessee	\$43,815	\$47,979	34	38	89%	84%	9.50%	34
South Carolina	\$44,335	\$48,486	33	37	85%	84%	9.36%	35
New Mexico	\$42,780	\$46,625	40	43	77%	81%	8.99%	36
Colorado	\$45,832	\$49,828	28	33	94%	87%	8.72%	37
Delaware	\$54,537	\$59,195	12	13	108%	103%	8.54%	38



## Appendix I

### Average Teacher Salaries, 2006-07 and 2014-15 Ranked by Percentage Change since 2006-07 (Continued)

<u>State</u>	<u>Average Salary</u>		<u>Average Salary Rank</u>		<u>Percent of U.S. Average</u>		<u>8-Year Change From 2006-07</u>	<u>8-Year Change Rank</u>
	<u>2006-07</u>	<u>2014-15</u>	<u>2006-07</u>	<u>2014-15</u>	<u>2006-07</u>	<u>2014-15</u>		
Arkansas	\$44,493	\$47,823	32	40	81%	83%	7.48%	39
Georgia	\$49,836	\$53,382	17	23	93%	93%	7.12%	40
Oklahoma	\$42,379	\$45,317	41	47	79%	79%	6.93%	41
Indiana	\$47,832	\$50,877	22	26	94%	89%	6.37%	42
Mississippi	\$40,182	\$42,564	47	49	73%	74%	5.93%	43
Ohio	\$53,536	\$56,172	13	20	101%	98%	4.92%	44
Illinois	\$58,275	\$61,083	6	11	110%	106%	4.82%	45
Florida	\$47,219	\$48,992	24	34	88%	85%	3.75%	46
North Carolina	\$46,137	\$47,819	27	41	81%	83%	3.65%	47
<b>Virginia</b>	<b>\$49,130</b>	<b>\$50,620</b>	<b>20</b>	<b>29</b>	<b>93%</b>	<b>88%</b>	<b>3.03%</b>	<b>48</b>
Arizona	\$44,700	\$45,406	31	46	86%	79%	1.58%	49
Idaho	\$45,094	\$45,218	30	48	81%	79%	0.27%	50
U.S. Average	\$51,009	\$57,420			100%		12.57%	

Source: American Federation of Teachers, annual survey of state departments of education, 2006-2007. National Education Association, 2014-2015.  
(Excludes Washington, D. C.)

## Appendix J

### BEGINNING AND AVERAGE TEACHER SALARY IN 2014-2015

#### RANKED BY AVERAGE SALARY WITHIN REGION

<u>State</u>	<u>Average Salary</u>		<u>Average Salary</u>
<b>NEW ENGLAND</b>		<b>SOUTHEAST</b>	
Massachusetts	\$75,398	Georgia	\$53,382
Connecticut	71,709	Kentucky	51,155
Rhode Island	65,918	<b>Virginia</b>	<b>50,620</b>
New Hampshire	58,554	Florida	48,992
Vermont	57,642	Alabama	48,611
Maine	50,017	South Carolina	48,486
		Tennessee	47,979
		Louisiana	47,886
		Arkansas	47,823
		North Carolina	47,819
		West Virginia	45,783
		Mississippi	42,564
<b>MID-ATLANTIC</b>		<b>ROCKY MOUNTAINS</b>	
New York	\$77,628	Wyoming	\$57,414
Washington, D.C.	75,490	Montana	50,670
New Jersey	69,038	Colorado	49,828
Maryland	65,477	Utah	45,848
Pennsylvania	64,447	Idaho	45,218
Delaware	59,195		
<b>GREAT LAKES</b>		<b>FAR WEST</b>	
Michigan	\$63,856	California	\$72,535
Illinois	61,083	Alaska	66,755
Minnesota	56,670	Oregon	59,811
Ohio	56,172	Hawaii	57,189
Wisconsin	54,535	Nevada	56,703
Indiana	50,877	Washington	52,505
<b>PLAINS</b>			
Iowa	\$53,408		
Nebraska	50,525		
North Dakota	50,025		
Kansas	48,990		
Missouri	47,409		
South Dakota	40,934		
<b>SOUTHWEST</b>			
Texas	\$50,713		
New Mexico	46,625		
Arizona	45,406		
Oklahoma	45,317	<b>U.S. AVERAGE</b>	<b>\$57,420</b>

Source: National Education Association 2014-2015

## Appendix K

Southern Regional Education Board (SREB) Members Comparison of Average Teacher Salaries 2014 - 2015		
<u>State</u>	<u>Average Salary, 2014-2015</u>	<u>Rank</u>
Maryland	\$65,477	1
Delaware	\$59,195	2
Georgia	\$53,382	3
Kentucky	\$51,155	4
Texas	\$50,713	5
<b>Virginia</b>	<b>\$50,620</b>	<b>6</b>
Florida	\$48,992	7
Alabama	\$48,611	8
South Carolina	\$48,486	9
Tennessee	\$47,979	10
Louisiana	\$47,886	11
Arkansas	\$47,823	12
North Carolina	\$47,819	13
West Virginia	\$45,783	14
Oklahoma	\$45,317	15
Mississippi	\$42,564	16
<b>Average</b>	<b>\$50,113</b>	
Source: National Education Association		

# Appendix L

2016-17 Department of Education  
Average Classroom Teacher Salary Survey

## *SUMMARY*

### **Classroom Teacher Salaries**

	<b><u>Statewide:</u></b>
FY 2015 Actual Average Teacher Salary	\$54,486
FY 2016 Actual Average Teacher Salary	\$54,891
Average Percentage Increase, FY 2015 to FY 2016	0.74%
FY 2017 Budgeted Average Teacher Salary	\$56,148
Budgeted Percentage Increase, FY 2016 to FY 2017	2.29%

## Appendix L (Continued)

### 2016-17 Department of Education Average Classroom Teacher Salary Survey

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
	<b>School Divisions Counties</b>					
001	Accomack County	43,712	44,339	1.43%	46,198	4.19%
002	Albemarle County	54,449	55,281	1.53%	56,205	1.67%
003	Alleghany County	48,507	48,391	(0.24%)	47,914	(0.99%)
004	Amelia County	49,150	51,473	4.73%	54,230	5.36%
005	Amherst County	45,111	46,323	2.69%	46,200	(0.27%)
006	Appomattox County	38,949	40,052	2.83%	39,948	(0.26%)
007	Arlington County	74,534	76,942	3.23%	79,542	3.38%
008	Augusta County	48,602	48,610	0.02%	48,494	(0.24%)
009	Bath County	48,410	47,911	(1.03%)	48,149	0.50%
010	Bedford County	40,986	43,210	5.43%	49,490	14.53%
011	Bland County	42,605	42,245	(0.84%)	46,198	9.36%
012	Botetourt County	51,293	51,584	0.57%	52,431	1.64%
013	Brunswick County	40,223	40,649	1.06%	42,178	3.76%
014	Buchanan County	41,429	45,037	8.71%	49,003	8.81%
015	Buckingham County	41,477	43,398	4.63%	49,577	14.24%
016	Campbell County	43,305	45,822	5.81%	50,545	10.31%
017	Caroline County	48,630	48,038	(1.22%)	48,695	1.37%
018	Carroll County	45,563	44,025	(3.37%)	46,466	5.54%
019	Charles City County	43,666	40,452	(7.36%)	42,239	4.42%
020	Charlotte County	46,244	44,762	(3.20%)	47,249	5.56%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
021	Chesterfield County	50,281	50,697	0.83%	50,797	0.20%
022	Clarke County	50,152	52,019	3.72%	53,736	3.30%
023	Craig County	41,580	41,456	(0.30%)	33,657	(18.81%)
024	Culpeper County	49,318	49,140	(0.36%)	46,698	(4.97%)
025	Cumberland County	48,098	47,303	(1.65%)	45,334	(4.16%)
026	Dickenson County	39,429	40,667	3.14%	40,759	0.22%
027	Dinwiddie County	47,890	49,021	2.36%	47,195	(3.72%)
028	Essex County	46,012	46,718	1.53%	48,260	3.30%
029	Fairfax County <sup>1</sup>	64,924	66,084	1.79%	67,562	2.24%
030	Fauquier County	53,705	55,298	2.97%	56,178	1.59%
031	Floyd County	45,327	45,484	0.35%	46,479	2.19%
032	Fluvanna County	52,409	53,498	2.08%	53,183	(0.59%)
033	Franklin County	47,032	48,223	2.53%	49,222	2.07%
034	Frederick County	51,503	53,806	4.47%	55,216	2.62%
035	Giles County	41,061	41,882	2.00%	41,515	(0.87%)
036	Gloucester County	49,117	48,091	(2.09%)	49,622	3.18%
037	Goochland County	49,275	48,401	(1.77%)	49,210	1.67%
038	Grayson County	37,643	39,136	3.97%	39,703	1.45%
039	Greene County	47,375	48,720	2.84%	50,896	4.47%
040	Greensville County <sup>2</sup>	47,571	47,216	(0.75%)	49,038	3.86%
041	Halifax County	38,503	37,252	(3.25%)	32,791	(11.97%)
042	Hanover County	49,795	51,720	3.86%	53,621	3.68%
043	Henrico County	50,050	48,850	(2.40%)	50,837	4.07%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
044	Henry County	46,152	46,766	1.33%	47,521	1.61%
045	Highland County	48,785	49,377	1.21%	48,550	(1.67%)
046	Isle Of Wight County	54,801	55,609	1.47%	53,729	(3.38%)
048	King George County	48,221	49,676	3.02%	54,226	9.16%
049	King And Queen County	47,285	47,766	1.02%	49,790	4.24%
050	King William County	49,740	50,506	1.54%	48,527	(3.92%)
051	Lancaster County	45,972	41,358	(10.04%)	47,209	14.15%
052	Lee County	41,757	43,211	3.48%	49,464	14.47%
053	Loudoun County	64,284	64,184	(0.16%)	63,977	(0.32%)
054	Louisa County	50,016	51,901	3.77%	54,628	5.25%
055	Lunenburg County	44,658	46,559	4.26%	49,814	6.99%
056	Madison County	42,804	42,770	(0.08%)	43,548	1.82%
057	Mathews County	43,299	45,370	4.78%	46,498	2.49%
058	Mecklenburg County	42,899	44,212	3.06%	46,270	4.65%
059	Middlesex County	42,996	45,379	5.54%	43,726	(3.64%)
060	Montgomery County	49,605	50,605	2.02%	46,521	(8.07%)
062	Nelson County	51,207	53,096	3.69%	53,443	0.65%
063	New Kent County	47,282	45,833	(3.06%)	46,356	1.14%
065	Northampton County	41,883	43,396	3.61%	45,221	4.20%
066	Northumberland County	47,630	49,814	4.59%	49,250	(1.13%)
067	Nottoway County	46,321	46,481	0.35%	48,396	4.12%
068	Orange County	49,388	50,073	1.39%	49,584	(0.98%)
069	Page County	44,398	46,504	4.74%	45,741	(1.64%)

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
070	Patrick County	43,147	43,528	0.88%	44,452	2.12%
071	Pittsylvania County	43,074	44,840	4.10%	45,043	0.45%
072	Powhatan County	52,829	55,348	4.77%	56,468	2.02%
073	Prince Edward County	41,386	41,166	(0.53%)	42,067	2.19%
074	Prince George County	51,766	50,814	(1.84%)	56,652	11.49%
075	Prince William County	63,521	60,011	(5.53%)	62,713	4.50%
077	Pulaski County	44,823	44,086	(1.64%)	39,006	(11.52%)
078	Rappahannock County	51,609	53,250	3.18%	52,582	(1.25%)
079	Richmond County	48,865	47,968	(1.84%)	48,013	0.09%
080	Roanoke County	49,719	49,967	0.50%	53,540	7.15%
081	Rockbridge County	47,534	49,113	3.32%	49,761	1.32%
082	Rockingham County	48,941	49,478	1.10%	50,571	2.21%
083	Russell County	39,079	39,102	0.06%	40,261	2.96%
084	Scott County	46,362	45,093	(2.74%)	45,477	0.85%
085	Shenandoah County	47,424	48,195	1.63%	50,798	5.40%
086	Smyth County	43,223	43,186	(0.09%)	43,854	1.55%
087	Southampton County	44,819	45,503	1.53%	47,592	4.59%
088	Spotsylvania County	54,212	53,438	(1.43%)	54,370	1.74%
089	Stafford County	53,303	54,490	2.23%	55,178	1.26%
090	Surry County	51,163	52,665	2.94%	48,319	(8.25%)
091	Sussex County	49,901	53,874	7.96%	53,473	(0.74%)



Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
092	Tazewell County	37,499	37,498	(0.00%)	33,564	(10.49%)
093	Warren County	47,289	47,147	(0.30%)	48,602	3.09%
094	Washington County	47,751	46,105	(3.45%)	47,503	3.03%
095	Westmoreland County	45,297	43,218	(4.59%)	46,796	8.28%
096	Wise County	47,463	47,418	(0.09%)	47,368	(0.11%)
097	Wythe County	46,744	46,903	0.34%	47,789	1.89%
098	York County	51,247	52,301	2.06%	53,399	2.10%
	<b>Cities</b>					
101	Alexandria City	73,675	74,664	1.34%	77,104	3.27%
102	Bristol City	42,972	43,904	2.17%	46,798	6.59%
103	Buena Vista City	40,131	42,310	5.43%	43,768	3.44%
104	Charlottesville City	56,214	56,310	0.17%	57,509	2.13%
106	Colonial Heights City	50,153	49,971	(0.36%)	50,671	1.40%
107	Covington City	48,040	50,119	4.33%	49,508	(1.22%)
108	Danville City	47,712	48,398	1.44%	47,883	(1.06%)
109	Falls Church City	69,686	74,630	7.09%	76,021	1.86%
110	Fredericksburg City	51,498	52,807	2.54%	51,887	(1.74%)
111	Galax City	47,259	48,307	2.22%	48,952	1.34%
112	Hampton City	47,413	48,964	3.27%	48,559	(0.83%)
113	Harrisonburg City	43,616	45,039	3.26%	46,051	2.25%
114	Hopewell City	45,443	45,630	0.41%	47,181	3.40%
115	Lynchburg City	47,337	47,476	0.29%	48,717	2.61%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
116	Martinsville City	46,839	44,823	(4.30%)	45,830	2.25%
117	Newport News City	50,219	51,153	1.86%	52,778	3.18%
118	Norfolk City	48,118	50,081	4.08%	49,981	(0.20%)
119	Norton City	39,660	41,641	4.99%	41,818	0.43%
120	Petersburg City	42,814	43,796	2.29%	50,871	16.15%
121	Portsmouth City	51,576	51,310	(0.51%)	53,400	4.07%
122	Radford City	50,288	49,649	(1.27%)	49,845	0.40%
123	Richmond City	50,522	49,858	(1.31%)	53,867	8.04%
124	Roanoke City	47,845	48,707	1.80%	48,015	(1.42%)
126	Staunton City	46,208	47,104	1.94%	49,070	4.17%
127	Suffolk City	51,375	54,131	5.37%	49,659	(8.26%)
128	Virginia Beach City	56,128	54,375	(3.12%)	54,150	(0.41%)
130	Waynesboro City	44,594	46,812	4.98%	47,065	0.54%
131	Williamsburg <sup>3</sup>	54,554	54,532	(0.04%)	54,576	0.08%
132	Winchester City	54,376	54,055	(0.59%)	52,691	(2.52%)
135	Franklin City	45,592	46,948	2.97%	48,366	3.02%
136	Chesapeake City	56,156	56,117	(0.07%)	57,168	1.87%
137	Lexington City	40,127	40,048	(0.20%)	41,930	4.70%
139	Salem City	55,353	55,776	0.77%	60,221	7.97%
142	Poquoson City	48,519	49,254	1.52%	50,077	1.67%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
143	Manassas City	64,124	61,913	(3.45%)	66,353	7.17%
144	Manassas Park City	58,942	59,357	0.70%	62,584	5.44%
	<b>Towns</b>					
202	Colonial Beach	46,141	48,882	5.94%	57,270	17.16%
207	West Point	39,637	40,073	1.10%	41,649	3.93%
	<b>Average for School Divisions<sup>4</sup>:</b>	<b>54,494</b>	<b>54,912</b>	<b>0.77%</b>	<b>56,160</b>	<b>2.27%</b>
	<b>Governor's Schools</b>					
260	Central Virginia Governor's School	61,785	63,276	2.41%	64,226	1.50%
261	Southwest Virginia Governor's School	53,383	46,151	(13.55%)	43,602	(5.52%)
262	Governor's School For The Arts	45,031	41,418	(8.02%)	35,794	(13.58%)
263	Roanoke Valley Governor's School	54,885	56,013	2.05%	55,363	(1.16%)
264	New Horizons Governor's School	52,708	55,379	5.07%	57,593	4.00%
265	Shenandoah Valley Governor's School	53,934	53,394	(1.00%)	52,804	(1.10%)
266	Governor's School Global Economics/Tech	53,090	53,706	1.16%	56,667	5.51%
267	Appomattox Regional Governor's School	43,889	44,175	0.65%	41,848	(5.27%)
268	A. Linwood Holton Governor's School	44,729	49,023	9.60%	50,249	2.50%
269	Chesapeake Bay Governor's School	51,268	53,196	3.76%	52,448	(1.41%)
270	Commonwealth Governor's School	58,799	63,182	7.45%	64,720	2.43%
271	Maggie L. Walker Governor's School	56,131	-		-	
272	Thomas Jefferson High School	81,346	82,268	1.13%	89,313	8.56%
273	Blue Ridge Governor's School	41,805	41,893	0.21%	42,779	2.11%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
274	Jackson River Governor's School	-	-		-	
275	Massanutten Governor's School	60,005	53,606	(10.66%)	53,215	(0.73%)
276	Piedmont Governor's School	52,179	47,599	(8.78%)	49,397	3.78%
277	Mountain Vista Governor's School	67,448	68,310	1.28%	71,025	3.97%
278	Governor's School at Innovation Park	60,538	65,998	9.02%	64,469	(2.32%)
	<b>Average for Governor's Schools<sup>4</sup>:</b>	<b>62,181</b>	<b>63,700</b>	<b>2.44%</b>	<b>65,246</b>	<b>2.43%</b>
	<b>Special Education Regional Programs</b>					
280	Cooperative Centers For Exceptional Children	44,666	41,822	(6.37%)	42,658	2.00%
281	Middle Peninsula Special Education Program	41,979	41,573	(0.97%)	44,483	7.00%
282	Laurel Regional Special Education Center	48,628	49,643	2.09%	50,388	1.50%
283	Northern Neck Special Education Program	38,064	34,168	(10.24%)	38,048	11.36%
284	Northwestern Regional Education Program	52,644	53,007	0.69%	53,286	0.53%
285	Peninsula Area Cooperative Education Services	48,108	48,937	1.72%	52,004	6.27%
286	Piedmont Regional Education Program	46,461	46,878	0.90%	50,633	8.01%
287	Shenandoah Valley Regional	54,162	57,543	6.24%	62,154	8.01%
288	Southeastern Cooperative Educational Program	47,144	46,286	(1.82%)	47,521	2.67%
290	N. Virginia Regional Special Education Program	61,589	58,036	(5.77%)	59,777	3.00%
292	Henry Co/Martinsville Regional Program	42,397	41,043	(3.19%)	41,811	1.87%
299	Roanoke Valley Regl.Board	45,815	45,132	(1.49%)	46,040	2.01%
	<b>Average for Special Education Programs<sup>4</sup>:</b>	<b>52,202</b>	<b>51,174</b>	<b>(1.97%)</b>	<b>53,185</b>	<b>3.93%</b>

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
	<b>Vocational Education Regional Programs</b>					
301	Charlottesville-Albemarle Vocational-Technical	65,764	60,776	(7.59%)	63,443	4.39%
302	Jackson River Technical Center	48,373	47,318	(2.18%)	37,977	(19.74%)
304	Massanutten Technical Center	51,617	52,801	2.29%	53,862	2.01%
306	Valley Vocational-Technical Center	51,674	51,434	(0.47%)	53,641	4.29%
307	New Horizons Regional Education Center	53,347	53,541	0.36%	52,005	(2.87%)
308	P. D. Pruden Vocational-Technical Center	47,612	55,833	17.26%	57,173	2.40%
309	Rowanty Vocational-Technical Center	47,785	51,870	8.55%	52,257	0.75%
310	Northern Neck Vocational-Technical Center	46,250	48,787	5.48%	52,333	7.27%
311	Amelia-Nottoway Vocational-Technical Center	42,722	44,523	4.21%	-	
313	Bridging Communities Career and Technical Center	43,676	47,295	8.29%	48,102	1.71%
	<b>Average for Vocational Education Programs<sup>4</sup>:</b>	<b>50,618</b>	<b>52,279</b>	<b>3.28%</b>	<b>53,668</b>	<b>2.66%</b>
	<b>Regional Alternative Education Programs</b>					
401	Lynchburg City Secondary Alternative	44,074	43,732	(0.78%)	44,388	1.50%
402	Enterprise Academy/Newport News City	54,764	57,496	4.99%	61,120	6.30%
403	Tidewater Regional Alternative Education	42,372	41,697	(1.59%)	42,353	1.57%
404	Regional Alternative Plus Self Project/Roanoke	41,667	45,936	10.25%	44,545	(3.03%)
405	Transition Support Resource Center/Fairfax	80,328	71,201	(11.36%)	75,407	5.91%
406	Project Return/Fluvanna County	42,000	42,000	0.00%	46,117	9.80%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
407	Behav Disord Youth/Montgomery	43,832	41,717	(4.82%)	42,975	3.01%
408	Petersburg Regional Alternative	39,848	36,876	(7.46%)	38,700	4.95%
409	Regional Alternative/ Pittsylvania Co	32,386	32,938	1.70%	35,035	6.37%
410	Project Return/Powhatan Co	56,595	55,751	(1.49%)	57,366	2.90%
411	Crossroads Alternative/Bristol City	38,154	52,115	36.59%	53,960	3.54%
412	Metro Richmond Alternative Ed	45,629	42,031	(7.88%)	40,726	(3.11%)
413	Regional Alternative Ed/Stafford Co	58,947	54,478	(7.58%)	59,411	9.05%
414	Southside L.I.N.K. Project/Brunswick Co	54,048	43,701	(19.15%)	45,012	3.00%
415	Regional Alternative Ed/King William	28,132	28,063	(0.25%)	36,000	28.29%
416	New Dominion/Prince William Co	62,399	59,717	(4.30%)	57,604	(3.54%)
417	Project Bridge/Russell Co	32,023	30,169	(5.79%)	30,549	1.26%
418	Regional Alternative/Wythe Co	41,624	50,176	20.54%	50,000	(0.35%)
420	Piedmont Alternative School	44,348	46,513	4.88%	48,457	4.18%
421	Northern Neck Regional Alternative Education	45,758	47,998	4.90%	48,931	1.94%
422	Shenandoah Valley Reg Alternative Ed/Genesis	42,090	38,448	(8.65%)	42,643	10.91%
423	Breaking Barriers Alternative Ed/Henry Co	41,100	40,000	(2.68%)	57,600	44.00%

Division	Name	FY 2015 Actual Average Teacher Salary	FY 2016 Actual Average Teacher Salary	FY 2015 to FY 2016 Percent Increase/ (Decrease)	FY 2017 Budgeted Average Teacher Salary	FY 2016 to FY 2017 Percent Increase/ (Decrease)
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	37,582	38,634	2.80%	40,040	3.64%
426	Regional Learning Academy/Wise Co	55,092	51,725	(6.11%)	53,425	3.29%
427	Regional Community Alternative Ed Continuum	47,665	47,798	0.28%	47,819	0.05%
428	Project Renew/ Northampton Co	33,994	34,683	2.03%	35,934	3.61%
429	Renaissance/Scott Co	46,691	46,830	0.30%	48,362	3.27%
431	Regional Alternative Education Center/Buena Vista	38,852	49,204	26.65%	49,250	0.09%
	<b>Average for Alternative Education Programs<sup>4</sup>:</b>	<b>47,186</b>	<b>46,769</b>	<b>(0.88%)</b>	<b>48,470</b>	<b>3.64%</b>
	<b>Statewide Average<sup>4</sup>:</b>	<b>54,486</b>	<b>54,891</b>	<b>0.74%</b>	<b>56,148</b>	<b>2.29%</b>
<sup>1</sup> Data for Fairfax City is reported with Fairfax County.						
<sup>2</sup> Data for Emporia City is reported with Greensville County.						
<sup>3</sup> Data for James City County is reported with Williamsburg City.						
<sup>4</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.						

## Appendix M

### Virginia Department of Education 2016-2017 Salary Survey

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2017**  
(As reported by school divisions on the 2015-2016 Annual School Report - narrative not edited by DOE for content or format)

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2017
	<b>School Divisions Counties</b>	
001	Accomack County Public Schools	Teachers were given a salary step increase, which averages 1.34%, plus a 4% cost of living increase for FY 2017. In addition, a \$300 per enrolled employee increase in the employer contribution of health insurance was budgeted. Health insurance was put out on RFP and was renewed as an 8% reduction in premiums.
002	Albemarle County Public Schools	Average of 2% including step
003	Alleghany County Public Schools	1% salary increase (was 2% before the state eliminated the compensation supplement).
004	Amelia County Public Schools	2% increase in salaries.
005	Amherst County Public Schools	Amherst County Public Schools implemented the 2% increase effective December 1, 2016, as long as the funds are available through the State Budget.
006	Appomattox County Public Schools	We gave all employees a 3% pay increase.
007	Arlington County Public Schools	Step increases are granted to all employees in FY 2017. The average annual percentage salary increase for teachers is 3.5% for FY2017.
008	Augusta County Public Schools	An average 3% increase in salary was given to each employee for the 2016-2017 school year.
009	Bath County Public Schools	2% Salary Increase
010	Bedford County Public Schools <sup>1</sup>	2% cost of living adjustment effective December 1, 2016.
011	Bland County Public Schools	2% STEP INCREASE
012	Botetourt County Public Schools	For FY 17, eligible personnel received a salary step increase (2% average) with an additional salary step correction increase (2% average) for those eligible.



<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
013	Brunswick County Public Schools	A 3% across the board increase was enacted which was totally funded by the local governing body.
014	Buchanan County Public Schools	1% increase in teacher salaries
015	Buckingham County Public Schools	2% and years of experience step
016	Campbell County Public Schools	No action taken to improve teacher's salaries
017	Caroline County Public Schools	Step increase and also to put employees on the correct step if they had been frozen in the past. Sign-on bonuses for new hires.
018	Carroll County Public Schools	All staff were given a 3% plus step pay increase
019	Charles City County Public Schools	Teachers received a step increase plus a 1.1% cost of living adjustment.
020	Charlotte County Public Schools	No action taken to improve teacher's salaries
021	Chesterfield County Public Schools	All staff received a 3% salary increase in FY2017
022	Clarke County Public Schools <sup>5</sup>	Clarke County included an average 3% salary increase for teachers in the FY 2017 budget..
023	Craig County Public Schools	Adjusted Salary Scale to increase salaries. Percentage increases were higher at the lower step levels. The average salary increase for classroom teachers is 2.89%.
024	Culpeper County Public Schools	Step increase and added 7.6% to scale.
025	Cumberland County Public Schools	No action taken to improve teacher's salaries
026	Dickenson County Public Schools	2% Increase effective 12/1, subject to State Budget
027	Dinwiddie County Public Schools	Worked on the Teacher salary scale to eliminate compression issue throughout. All employees will receive at least a 2% raise.
028	Essex County Public Schools	2 % Salary increase
029	Fairfax County Public Schools <sup>2</sup>	1) Step increase for eligible employees, which is approximately a 2.5% increase
030	Fauquier County Public Schools	2% Budget Increase
031	Floyd County Public Schools	No action taken to improve teacher's salaries

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
032	Fluvanna County Public Schools	An average 2% salary increase was put in place with a minimum 1% increase for all teachers, plus the pay raise started at the beginning of the Fiscal Year.
033	Franklin County Public Schools	A total of 1.15% increase given for employee portion of VRS transition to be paid by employee. In addition, a 2% or step increase, whichever is greater, was provided to teachers at the beginning of the contract year.
034	Frederick County Public Schools	Enhanced teacher scale by a 2% annual effective rate without a salary step increase.
035	Giles County Public Schools	We have budgeted a total of 2% increase in our FY2017 budget. 1% was given in July, with an additional 1% to be given in December with the anticipated state revenue to cover. Given the current situation with state revenues we are unsure if we will be able to give the additional 1% in December without the state revenues to assist with the cost.
036	Gloucester County Public Schools	4% Raise was given to all staff
037	Goochland County Public Schools	All teacher salary steps were increased from 1.2 to 3% depending on how close they were to a regional average. Teachers received a step increase but the step increase had no increase in pay. There is a teacher's strategic compensation bonus budgeted for \$80,000.
038	Grayson County Public Schools	Grayson County Public Schools gave each employee a 2% increase in salary plus an increase allotment for health insurance.
039	Greene County Public Schools	A 3% COLA raise is built into the budget.
040	Greensville County Public Schools <sup>3</sup>	3% increase to all salaried positions
041	Halifax County Public Schools	A two-percent raise was given.
042	Hanover County Public Schools	2% cost of living adjustment
043	Henrico County Public Schools	2.372% increase given across the board effective July 1, 2015

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
044	Henry County Public Schools	Adjustments were made to the teacher scale to align salaries with suggestions as an outcome of our salary study. We decompressed step 0-1 and adjusted years of service corresponding with those steps. We also adjusted the steps 14-27 with varying percentages of increase to bring our scales closer to market to keep experienced teachers from leaving the system and seeking employment elsewhere. The average % of salary increase to classroom teachers for FY2017 was 2.54%.
045	Highland County Public Schools	A step plus 2% pay increase.
046	Isle Of Wight County Public Schools	Step increase for teachers - average 2% raise
048	King George County Public Schools	Overall average increase of 4% for all teachers.
049	King And Queen County Public Schools	The teacher's scale was completely reworked and all teachers were replaced in line with their years of experience. The average increase was approximately 6% deferred until December. A small number of teachers were frozen because their salaries exceed the new scale.
050	King William County Public Schools	Teachers were given a step + 1.5% increase. The average total increase is 2.1%
051	Lancaster County Public Schools	Salary step scales were adjusted up 3% for cost of living. In addition, teachers received a step increase of 1.5%.
052	Lee County Public Schools	Teachers received a salary step increase in FY17.
053	Loudoun County Public Schools	A salary step increase was given, a 1% increase for fifth phase of VRS Implementation, and a salary scale adjustment on teacher scale was made to make salaries more competitive with other jurisdictions.
054	Louisa County Public Schools	A Step increase is budgeted for FY17
055	Lunenburg County Public Schools	No action taken to improve teacher's salaries
056	Madison County Public Schools	Step and COL Increase 4.05%
057	Mathews County Public Schools	Step plus one percent
058	Mecklenburg County Public Schools	A 3 percent increase was made to all teacher salaries. A 1% for VRS plus the 2% for VRS Plus that the Governor proposed.

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
059	Middlesex County Public Schools	No action taken to improve teacher's salaries
060	Montgomery County Public Schools	Salary scales were revamped for fiscal year 2016-17. The average salary increase was 4%.
062	Nelson County Public Schools	A 3% Cost of Living Increase was given across the board to all staff members.
063	New Kent County Public Schools	Included 3% increase, plus decompression of the teacher scale. Staff received a range on increases depending on which step they are on and how they were impacted with decompression.
065	Northampton County Public Schools	We were given a step plus .5% scale adjustment.
066	Northumberland County Public Schools	2% salary increase
067	Nottoway County Public Schools	2% raise given, one salary step increase, and restored a salary step previously missed
068	Orange County Public Schools	Step increase effective 7/1/16 which equates to an average increase of 1.3%. Based on the incentive from the state, new salary scales become effective 12/1/16 with an average increase of 0.7%, whereby providing an average increase of 2.0% for teaching position effective by 12/1/16.
069	Page County Public Schools	2% salary increase
070	Patrick County Public Schools	The school system provided a 2% salary increase as well as a salary step.
071	Pittsylvania County Public Schools	A 2% COLA plus a 1% offset.
072	Powhatan County Public Schools	All teachers received a minimum of 2%. In addition, certain steps received a targeted increase above the 2%. The average for all teachers was about 3.1%.
073	Prince Edward County Public Schools	Based upon the approved conference budget, a 2% salary increase beginning December 1, 2016 has been budgeted for a salary increase.
074	Prince George County Public Schools	2% Increase in FY17
075	Prince William County Public Schools	The school division has provided a pay plan increase averaging 2.8% for all employees. As well as a 1% offset increase for VRS costs.
077	Pulaski County Public Schools	Pulaski County Public Schools adopted a new teacher salary scale with step increases based on years of service and education. All teachers received minimum 2% increase for FY2017.
078	Rappahannock County Public Schools	2% Increase

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
079	Richmond County Public Schools	Step increase for teachers plus 1% = overall average increase 2.4%
080	Roanoke County Public Schools	All staff was given a 2% cost of living adjustment. In addition, we had a compensation study during this budget season and have given market adjustments to staff to bring their salaries in line with prevailing market prices, as necessary. The overall teacher market adjustment averages to 6%. So approximately 8% total increase for next year.
081	Rockbridge County Public Schools	Cost of living increase
082	Rockingham County Public Schools	2 % salary increase
083	Russell County Public Schools <sup>5</sup>	A 3.275% raise was budgeted for all employees. However since state funds were not received for a compensation supplement, employees will only receive a 1.275% increase.
084	Scott County Public Schools	Step increase or 2% increase
085	Shenandoah County Public Schools	Step increase plus 1%
086	Smyth County Public Schools	2% increase given to all contract employees.
087	Southampton County Public Schools	Southampton County School Board adopted a revised teacher scale which included an average increase of 4.6%
088	Spotsylvania County Public Schools	2% COLA was approved
089	Stafford County Public Schools	Cost of living increase and pay scale adjustments
090	Surry County Public Schools	A 2% cost of living adjustment was implemented for FY16-17.
091	Sussex County Public Schools	Cost of living increase of 1.12%.
092	Tazewell County Public Schools	In order to meet the state required 2% to obtain funds, we gave two steps and 1.1%.
093	Warren County Public Schools	3% across-the-board raise.
094	Washington County Public Schools	Employee salaries were increased 1.5% + step.
095	Westmoreland County Public Schools	We revised the salary scale where 0 step would become 39,000.00 and there was a 1.5 % increase between each step.
096	Wise County Public Schools	No action taken to improve teacher's salaries

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
097	Wythe County Public Schools	2% raises
098	York County Public Schools	For FY17, provided a step increase for all eligible classroom teachers. The step equates to an average increase of 1.4%. Also, provided all classroom teachers a 0.6% market adjustment. Combined, the average increase to classroom teachers in FY17 is 2%.
	<b>Cities</b>	
101	Alexandria City Public Schools	Provided a step increase to all eligible employees for the 2016-2017 contract year. For those employees at the top of the scale and not eligible for a step increase, a 2% bonus was awarded. The average step increase for professional staff is approximately 2.3%.
102	Bristol City Public Schools	Salary increase of 2% plus step
103	Buena Vista City Public Schools	No action taken to improve teacher's salaries
104	Charlottesville City Public Schools	Step plus .75% for average increase of 2%
106	Colonial Heights City Public Schools	In FY 2017, a salary step increase was given to adjust teacher salaries (minimum avg. of approx. 2%).
107	Covington City Public Schools	Adjustment made to provide for VRS employee share phase-in plus an additional 1%
108	Danville City Public Schools	2.5% salary increase for all teachers.
109	Falls Church City Public Schools	Implemented a recalibrated teacher salary scale that provides an overall average salary increase of 2.0%.
110	Fredericksburg City Public Schools	3% total raise, 2% based on state commitment of funding support, 1% for last year of VRS retirement phase in
111	Galax City Public Schools	Provided an average 2% salary increase for instructional personnel.
112	Hampton City Public Schools	Teachers received an average cost of living increase of 3%. Principals and Assistant Principals received an average cost of living increase of 1%.
113	Harrisonburg City Public Schools	Each employee will receive between a 3-4% salary increase in FY2017
114	Hopewell City Public Schools	We provided a 4% cost of living increase.
115	Lynchburg City Public Schools	We propose to give teachers a 2% salary increase effective December 1, 2016.

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
116	Martinsville City Public Schools	2% raise implemented July 1, 2016
117	Newport News City Public Schools	An across-the-board 3% raise was provided to all employee salary scales.
118	Norfolk City Public Schools	No action taken to improve teacher's salaries
119	Norton City Public Schools	2% Increase was budgeted for 2016-2017 teacher salaries.
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	2.5% Raise
123	Richmond City Public Schools	Included in the operating budget were funds to implement the first year teacher decompression salary scales and an update to steps on teacher salary scales. Teachers will be placed on new teacher scales according to their total number of completed years of teaching. Each step represents the number of years.
124	Roanoke City Public Schools	There was a 2% or step increase in addition to adjustments for certain years of service to better align with comparable districts in an effort to retain high quality teachers.
126	Staunton City Public Schools	average 3% pay increase
127	Suffolk City Public Schools	2.4% increase (step raise)
128	Virginia Beach City Public Schools	Two percent raise for all employees plus a 1.34 percent "hold harmless" adjustment for staff to offset the required increase employees must pay into the Virginia Retirement System
130	Waynesboro City Public Schools	Teachers were provided a 2.2% average teacher increase.
131	Williamsburg Public Schools <sup>4</sup>	A modification to the teacher salary scale to eliminate compression and a step increase for teachers and a 1.5% average wage increase for administration and support was included in the FY2017 budget.
132	Winchester City Public Schools	The FY 2017 budget includes an average 2% cost of living salary increase for all WPS employees effective December 1, 2016.
135	Franklin City Public Schools	No action taken to improve teacher's salaries

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
136	Chesapeake City Public Schools	3% Salary increase
137	Lexington City Public Schools	A 2% Increase
139	Salem City Public Schools	Teacher salaries were adjusted based on a salary scale study performed by an outside consultant. Our teacher scale was improved and the average teacher raise was 2.76%
142	Poquoson City Public Schools	The FY2017 budget includes transition to a new teacher step pay plan.
143	Manassas City Public Schools	Salary step increase average 1.2%
144	Manassas Park City Public Schools	Addressed compression with scale shift and bonuses. Teachers receive a minimum of 2%. Average of 4% with highest increases to the bottom of the scale to improve position relative to neighboring divisions.
	<b>Towns</b>	
202	Colonial Beach Public Schools	Salary step increase and then a raise of 2% for approximately 3% total increase.
207	West Point Public Schools	West Point School Board will provide a 2% salary and a step increase.
	<b>Governor's Schools</b>	
260	Central Virginia Governor's School	It is not yet finalized but there may be a 2% raise as of December 1, 2016
261	Southwest Virginia Governor's School	A 2% across-the-board salary increase for teachers was given for FY2017
262	Governor's School For The Arts	All faculty and staff received a 2.5% salary increase for FY17.
263	Roanoke Valley Governor's School	Step increase or 2% cost of living increase
264	New Horizons Governor's School	Teachers received an annual salary averaging 3.2%
265	Shenandoah Valley Governor's School	Average of 3% pay increase for 2016-2017, plus addition of two part-time teaching personnel.
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 by 2% for FY 2017



<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
268	A. Linwood Holton Governor's School	District salaries were increased 2% to 2.5% in anticipation of Governor's increase for instructional salaries.
269	Chesapeake Bay Governor's School	1.5% Salary Increase for all staff FY17
270	Commonwealth Governor's School	Cost of living increase of 3% for teachers.
271	Maggie L. Walker Governor's School	No action taken to improve teacher's salaries
272	Thomas Jefferson High School	1) Step increase for eligible employees, which is approximately a 2.5% increase
273	Blue Ridge Governor's School	An average 2 % increase has been budgeted for teachers.
274	Jackson River Governor's School	No action taken to improve teacher's salaries
275	Massanutten Governor's School	Step increase plus 1%
276	Piedmont Governor's School	No action taken to improve teacher's salaries
277	Mountain Vista Governor's School	A 2% increase was given to all teachers.
278	Governor's School at Innovation Park	The school division has provided a pay plan increase averaging 2.8% for all employees. As well as a 1% offset increase for VRS costs.
	<b>Special Education Regional Programs</b>	
280	Cooperative Centers For Exceptional Children	Average 2% salary increase
281	Middle Peninsula Special Education Program	Employees will receive a 4% salary increase in FY17.
282	Laurel Regional Special Education Center	Proposed increase, still being discussed and subject to available funding, of 2% effective December 1, 2016
283	Northern Neck Special Education Program	No action
284	Northwestern Regional Education Program	Enhanced teacher salary scale by an annual effective 2% without a salary step increase.
285	Peninsula Area Cooperative Education Services	Teacher salaries were increased by an average of 3.2%
286	Piedmont Regional Education Program	step increase

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
287	Shenandoah Valley Regional Program	A 3% across-the-board increase was budgeted for FY17.
288	Southeastern Cooperative Educational Program	2% pay raise
290	N. Virginia Regional Special Education Program	Three percent average salary increase.
292	Henry Co/Martinsville Regional Program	An across the board raise of 1.5% with the exception of teachers. Teachers' scales were adjusted to market and received an average increase of 2.54%.. Special Population paraprofessionals and LPNs and Health Office Assistants received a 5% raise.
299	Roanoke Valley Regional Board	No action taken to improve teacher's salaries
	<b>Vocational Education Regional Programs</b>	
301	Charlottesville-Albemarle Vocational-Technical	2% increase in teacher scales
302	Jackson River Technical Center	Provided 2% raise in FY 2017
304	Massanutten Technical Center	2% salary increase
306	Valley Vocational-Technical Center	Provided step increase. Average salary increase will be approximately 3%.
307	New Horizons Regional Education Center	Teachers received a 3.2 average pay increase
308	P. D. Pruden Vocational-Technical Center	No action taken to improve teacher's salaries
309	Rowanty Vocational-Technical Center	Average percentage increase for all employees was 3%
310	Northern Neck Vocational-Technical Center	Teachers were given a flat 2% raise.
311	Amelia-Nottoway Vocational-Technical Center	Step increase and 2% raise
313	Bridging Communities Career and Technical Center	A 3% increase was provided to staff.

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
	<b>Regional Alternative Education Programs</b>	
401	Lynchburg City Secondary Alternative	Proposed 2% salary increase, effective December 1, 2016 - not definite.
402	Enterprise Academy/Newport News City	NNPS gave a general 3% across the board pay increase.
403	Tidewater Regional Alternative Education	2% cost of living raise
404	Regional Alternative Plus Self Project/Roanoke	step increase or 2% cost of living increase
405	Transition Support Resource Center/Fairfax	1) Step increase for eligible employees, which is approximately a 2.5% increase
406	Project Return/Fluvanna County	Budgeted a 2.0% average salary increase for classroom teachers.
407	Behav Disord Youth/Montgomery	A raise of approximately 3.00%
408	Petersburg Regional Alternative	Merit increase.
409	Regional Alternative/Pittsylvania Co	2% cost of living increase and 1% VRS offset
410	Project Return/Powhatan Co	A 2% increase was provided to all employees, plus a targeted increase based on the region median. The average increase was 2.9%.
411	Crossroads Alternative/Bristol City	2% plus step salary increase
412	Metro Richmond Alternative Ed	No action taken to improve teacher's salaries
413	Regional Alternative Ed/Stafford Co	Cost of living (2%), Final year of mandated VRS match (1%), and salary scale enhancement (percentage varies based on level of experience).
414	Southside L.I.N.K. Project/Brunswick Co	3% Salary Increase
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	The school division has provided a pay plan increase averaging 2.8% for all employees. As well as a 1% offset increase for VRS costs.
417	Project Bridge/Russell Co	All full-time employees will receive a 1.275% increase to cover the final year of the VRS increase.
418	Regional Alternative/Wythe Co	2% raises

<b>Division</b>	<b>Name</b>	<b>Reported Local Action to Improve Classroom Teacher Salaries in FY 2017</b>
420	On The Right Track Regl. Alternative Education	Step Increase and 2% raise
421	Northern Neck Regional Alternative Education	Teacher were given a 2% increase
422	Shenandoah Valley Regl. Alternative Ed/Genesis	Average 3% salary increase
423	Breaking Barriers Alternative Ed/Henry Co	1.5% Raise
424	Carroll/Galax/Joy Ranch Regl Alternative Ed	All staff were given a 3% plus step increase for 16/17
426	Regional Learning Academy/Wise Co	No action taken to improve teacher's salaries
427	Regional Community Alternative Ed Continuum	All teachers were given at 2% increase in FY2017.
428	Project Renew/Northampton Co	Step plus .5% scale adjustment
429	Renaissance/Scott Co	Step increase or 2%. FY17
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.