



# COMMONWEALTH of VIRGINIA

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March 10, 2025

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General Assembly Building, Suite 660  
Richmond, Virginia 23219

ATTN: Legislative Documents and Reports Processing

To Whom It May Concern:

Pursuant to Item 125, paragraph B.12., Chapter 2, 2024 Special Session I Acts of Assembly, I am pleased to transmit the 2023-2024 Teacher Salary Survey report prepared by the Virginia Department of Education.

If you have questions or require additional information relative to this transmittal, please contact me or Christina Berta, Chief Operations Officer, at (804) 225-2025.

Sincerely,

Lisa Coons

LC/eml

# 2023-2024 TEACHER SALARY SURVEY RESULTS

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March 10, 2025



# **DLAS Document Summary**

## **DLAS Document**

2023-2024 Teacher Salary Survey Results

## **Author**

Department of Education

## **Enabling Authority**

Item 125, paragraph B.12., Chapter 2, 2024 Special Session I Acts of Assembly

## **Executive Summary**

Item 125, paragraph B.12., Chapter 2, 2024 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 Chairs of the Senate Finance and Appropriations 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.

Virginia Department of Education (VDOE) 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 2023 and 2024. The report shows salary information from fiscal years 2023, 2024, and 2025 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 2024 to fiscal year 2025.

The average budgeted classroom teacher salary for fiscal year 2025 is \$73,808; this is a 3.19 percent increase from fiscal year 2024 and a 8.52 percent increase from fiscal year 2023.

The average budgeted principal salary for fiscal year 2025 is \$128,751; this is a 4.56 percent increase from fiscal year 2024 and a 10.13 percent increase from fiscal year 2023.

The average budgeted assistant principal salary for fiscal year 2025 is \$107,642; this is a 4.92 percent increase from fiscal year 2024 and a 11.30 percent increase from fiscal year 2023.

Competitive teacher compensation is a complex topic that is confounded by many different variables. Virginia is one of 29 states that allows teacher salaries to be set by individual school divisions, according to the [2022 National Council on Teacher Quality Teacher Compensation Strategies report](#). This provides divisions the flexibility to meet their own needs, and, as a result, teacher pay in Virginia is not uniform across the Commonwealth or regions. Many differences in pay can be associated with adjusting to the differences in labor markets and costs of living within school divisions. Due to this division variability, state averages mask differences in regional labor markets and the differences in roles, subjects, and divisions. [An analysis provided](#) by leading researchers for the 2023 workgroup on teacher salaries ("[Competitive Teacher Pay](#)," Appendix E) documented how differentiated pay based on local labor market needs and differentiated roles is more effective at recruiting, growing and retaining quality teachers that have a positive impact on student achievement.

Since the beginning of the Youngkin Administration, Virginia has made record-setting investments in education, including an 18 percent increase in teacher salaries and an increase in direct aid to K-12 public education of \$7.3 billion from \$14.3 billion in FY 2019-2020 to \$21.6 billion in the current biennium. Building upon these unprecedented commitments, the current biennial budget allocates over \$21 billion in education funding to local K-12 schools.

# Table of Contents

## Statewide Averages - Summary

Classroom Teacher	Page 4
Principal	Page 4
Assistant Principal	Page 4

## Virginia Teacher Salaries Compared to National and Regional Averages

Comparison	Page 5
------------	--------

## School Division and Regional Program Detail – Fiscal Years (FY) 2023, 2024, and 2025

Classroom Teacher Salaries - FY 2023, 2024, and 2025	Page 6
Principal Salaries - FY 2023, 2024, and 2025	Page 10
Assistant Principal Salaries - FY 2023, 2024, and 2025	Page 14

## School Division Narrative on Proposed FY 2025 Salary Actions

School Division Narrative	Page 18
---------------------------	---------

## Classroom Teacher Starting Salaries - FY 2025

Page 22

## Average Teacher Salaries By School - FY 2025

Page 26

## Appendix - A

Mandate for the reporting requirement	Page 59
---------------------------------------	---------

## Appendix - B

Explanation of average salary calculations	Page 60
--------------------------------------------	---------

## Statewide Averages - Summary

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

	Statewide:
FY 2023 Actual Average Teacher Salary	\$68,011
FY 2024 Actual Average Teacher Salary <sup>2</sup>	\$71,528
Average Percentage Change, FY 2023 to FY 2024	5.17%
FY 2025 Budgeted Average Teacher Salary <sup>3</sup>	\$73,808
Budgeted Percentage Change, FY 2024 to FY 2025	3.19%

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

	Statewide:
FY 2023 Actual Average Principal Salary	\$116,905
FY 2024 Actual Average Principal Salary <sup>2</sup>	\$123,142
Average Percentage Change, FY 2023 to FY 2024	5.34%
FY 2025 Budgeted Average Principal Salary <sup>3</sup>	\$128,751
Budgeted Percentage Change, FY 2024 to FY 2025	4.56%

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

	Statewide:
FY 2023 Actual Average Assistant Principal Salary	\$96,718
FY 2024 Actual Average Assistant Principal Salary <sup>2</sup>	\$102,595
Average Percentage Change, FY 2023 to FY 2024	6.08%
FY 2025 Budgeted Average Assistant Principal Salary <sup>3</sup>	\$107,642
Budgeted Percentage Change, FY 2024 to FY 2025	4.92%

<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 2023-2024 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 2023-2024 Annual School Report. Averages calculated on the basis of statewide totals.

**Data Excerpted from the National Education Association's (NEA)  
"Rankings of the States 2023 and Estimates of School Statistics 2024" Report**

<https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank/teacher>

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 2023-2024, Rankings, Table B-6  
Average Salaries (\$) of Public School Teachers, 2022–23**

Rank	State	School Year 2022–23 Average Salary
1	CALIFORNIA	\$95,160
2	NEW YORK	\$92,696
3	MASSACHUSETTS	\$92,307
4	WASHINGTON	\$86,804
5	DISTRICT OF COLUMBIA	\$84,882
6	CONNECTICUT	\$83,400
7	NEW JERSEY	\$81,102
8	MARYLAND	\$79,420
9	RHODE ISLAND	\$79,289
10	ALASKA	\$76,371
11	PENNSYLVANIA	\$74,945
12	ILLINOIS	\$73,916
13	OREGON	\$72,476
14	HAWAII	\$70,947
15	MINNESOTA	\$70,005
	<b>UNITED STATES</b>	<b>\$69,597</b>
16	DELAWARE	\$68,787
17	MICHIGAN	\$67,011
18	VERMONT	\$66,536
19	OHIO	\$66,390
20	GEORGIA	\$64,461
21	NEW HAMPSHIRE	\$64,169
22	NEW MEXICO	\$63,580
23	UTAH	\$63,481
24	COLORADO	\$63,224
<b>25</b>	<b>VIRGINIA</b>	<b>\$63,103</b>
26	WISCONSIN	\$62,524
27	WYOMING	\$61,979
28	NEVADA	\$61,719
29	IOWA	\$61,231
30	TEXAS	\$60,716
31	ALABAMA	\$60,441
32	ARIZONA	\$60,275
33	MAINE	\$59,964
34	NEBRASKA	\$58,763
35	SOUTH CAROLINA	\$57,778
36	INDIANA	\$57,015
37	NORTH DAKOTA	\$56,792
38	NORTH CAROLINA	\$56,559
39	KANSAS	\$56,481
40	IDAHO	\$56,365
41	KENTUCKY	\$56,296
42	MONTANA	\$55,909
43	OKLAHOMA	\$55,505
44	TENNESSEE	\$55,369
45	ARKANSAS	\$54,309
46	LOUISIANA	\$54,248
47	MISSOURI	\$53,999
48	MISSISSIPPI	\$53,354
49	SOUTH DAKOTA	\$53,153
50	FLORIDA	\$53,098
51	WEST VIRGINIA	\$52,870

**Virginia Department of Education**  
**2024-2025 Salary Survey - Teachers**

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

Division	Name	FY 2023 Actual Average Teacher Salary	FY 2024 Actual Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Teacher Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	60,352	63,854	5.80%	64,858	1.57%
002	Albemarle County Public Schools	65,146	69,464	6.63%	68,704	(1.09%)
003	Alleghany County Public Schools	53,501	56,288	5.21%	56,864	1.02%
004	Amelia County Public Schools	58,581	59,817	2.11%	59,530	(0.48%)
005	Amherst County Public Schools	55,454	61,808	11.46%	64,741	4.74%
006	Appomattox County Public Schools	53,074	63,313	19.29%	66,670	5.30%
007	Arlington County Public Schools	93,141	98,737	6.01%	102,867	4.18%
008	Augusta County Public Schools	56,004	58,818	5.03%	58,280	(0.91%)
009	Bath County Public Schools	52,367	57,198	9.22%	56,873	(0.57%)
010	Bedford County Public Schools	53,300	55,540	4.20%	56,466	1.67%
011	Bland County Public Schools	48,358	57,713	19.34%	49,451	(14.31%)
012	Botetourt County Public Schools	60,072	64,936	8.10%	64,723	(0.33%)
013	Brunswick County Public Schools	46,738	46,306	(0.92%)	53,685	15.93%
014	Buchanan County Public Schools	49,296	51,093	3.65%	45,885	(10.19%)
015	Buckingham County Public Schools	54,228	50,870	(6.19%)	57,557	13.14%
016	Campbell County Public Schools	54,386	57,432	5.60%	64,038	11.50%
017	Caroline County Public Schools	53,013	56,868	7.27%	61,315	7.82%
018	Carroll County Public Schools	60,329	63,739	5.65%	65,021	2.01%
019	Charles City County Public Schools	44,987	57,092	26.91%	54,300	(4.89%)
020	Charlotte County Public Schools	51,356	57,025	11.04%	53,034	(7.00%)
021	Chesterfield County Public Schools	60,825	64,579	6.17%	66,587	3.11%
022	Clarke County Public Schools	61,931	64,686	4.45%	69,261	7.07%
023	Craig County Public Schools	50,089	51,538	2.89%	53,997	4.77%
024	Culpeper County Public Schools	57,547	62,381	8.40%	66,210	6.14%
025	Cumberland County Public Schools	60,071	60,153	0.14%	58,301	(3.08%)
026	Dickenson County Public Schools	47,999	51,737	7.79%	52,170	0.84%
027	Dinwiddie County Public Schools	65,867	73,434	11.49%	67,382	(8.24%)
028	Essex County Public Schools	56,903	52,571	(7.61%)	56,443	7.37%
029	Fairfax County Public Schools <sup>1</sup>	82,147	84,473	2.83%	90,652	7.31%
030	Fauquier County Public Schools	67,653	68,442	1.17%	65,489	(4.31%)
031	Floyd County Public Schools	52,785	55,725	5.57%	56,660	1.68%
032	Fluvanna County Public Schools	60,322	66,440	10.14%	70,511	6.13%
033	Franklin County Public Schools	55,737	53,045	(4.83%)	50,470	(4.85%)
034	Frederick County Public Schools	62,671	66,441	6.02%	72,708	9.43%
035	Giles County Public Schools	54,441	57,766	6.11%	57,054	(1.23%)
036	Gloucester County Public Schools	59,741	64,389	7.78%	65,188	1.24%
037	Goochland County Public Schools	60,586	64,740	6.86%	67,806	4.74%
038	Grayson County Public Schools	52,463	60,116	14.59%	59,315	(1.33%)
039	Greene County Public Schools	57,389	57,782	0.69%	68,687	18.87%
040	Greensville County Public Schools <sup>2</sup>	54,443	56,331	3.47%	55,918	(0.73%)
041	Halifax County Public Schools	55,958	58,234	4.07%	53,809	(7.60%)
042	Hanover County Public Schools	57,881	61,612	6.45%	64,662	4.95%
043	Henrico County Public Schools	64,952	69,903	7.62%	67,021	(4.12%)
044	Henry County Public Schools	63,346	66,617	5.16%	60,625	(9.00%)
045	Highland County Public Schools	48,945	50,770	3.73%	53,076	4.54%
046	Isle Of Wight County Public Schools	62,722	66,180	5.51%	73,729	11.41%
048	King George County Public Schools	59,176	56,699	(4.19%)	67,340	18.77%
049	King And Queen County Public Schools	50,526	61,183	21.09%	59,354	(2.99%)
050	King William County Public Schools	56,018	57,663	2.94%	69,913	21.24%
051	Lancaster County Public Schools	64,860	60,859	(6.17%)	66,284	8.91%
052	Lee County Public Schools	50,775	57,169	12.59%	59,333	3.79%
053	Loudoun County Public Schools	83,159	87,532	5.26%	92,165	5.29%
054	Louisa County Public Schools	67,559	69,609	3.04%	63,129	(9.31%)
055	Lunenburg County Public Schools	61,295	65,934	7.57%	63,967	(2.98%)
056	Madison County Public Schools	56,504	55,340	(2.06%)	50,211	(9.27%)
057	Mathews County Public Schools	64,589	61,942	(4.10%)	62,955	1.64%
058	Mecklenburg County Public Schools	47,053	53,270	13.21%	56,319	5.72%
059	Middlesex County Public Schools	63,135	60,457	(4.24%)	59,507	(1.57%)

**Virginia Department of Education**  
**2024-2025 Salary Survey - Teachers**

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

Division	Name	FY 2023 Actual Average Teacher Salary	FY 2024 Actual Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Teacher Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	55,640	60,248	8.28%	57,997	(3.74%)
062	Nelson County Public Schools	60,417	61,865	2.40%	62,970	1.79%
063	New Kent County Public Schools	59,334	62,721	5.71%	64,514	2.86%
065	Northampton County Public Schools	51,569	55,678	7.97%	61,195	9.91%
066	Northumberland County Public Schools	82,270	75,544	(8.18%)	62,823	(16.84%)
067	Nottoway County Public Schools	54,106	61,813	14.24%	60,137	(2.71%)
068	Orange County Public Schools	56,675	59,621	5.20%	59,381	(0.40%)
069	Page County Public Schools	54,038	55,916	3.47%	59,716	6.80%
070	Patrick County Public Schools	52,650	54,834	4.15%	50,592	(7.74%)
071	Pittsylvania County Public Schools	56,048	58,400	4.20%	59,288	1.52%
072	Powhatan County Public Schools	58,126	60,405	3.92%	63,239	4.69%
073	Prince Edward County Public Schools	54,792	62,547	14.15%	59,554	(4.79%)
074	Prince George County Public Schools	60,887	65,138	6.98%	63,340	(2.76%)
075	Prince William County Public Schools	78,769	83,096	5.49%	87,573	5.39%
077	Pulaski County Public Schools	56,999	56,873	(0.22%)	58,971	3.69%
078	Rappahannock County Public Schools	69,526	69,654	0.18%	62,042	(10.93%)
079	Richmond County Public Schools	60,973	58,371	(4.27%)	61,571	5.48%
080	Roanoke County Public Schools	57,017	60,882	6.78%	66,136	8.63%
081	Rockbridge County Public Schools	55,230	59,392	7.53%	60,238	1.43%
082	Rockingham County Public Schools	61,803	61,445	(0.58%)	61,952	0.83%
083	Russell County Public Schools	50,430	47,295	(6.22%)	51,343	8.56%
084	Scott County Public Schools	54,291	53,409	(1.63%)	60,725	13.70%
085	Shenandoah County Public Schools	61,201	63,388	3.57%	69,851	10.20%
086	Smyth County Public Schools	51,708	54,819	6.02%	56,711	3.45%
087	Southampton County Public Schools	53,105	57,672	8.60%	60,258	4.48%
088	Spotsylvania County Public Schools	63,554	66,684	4.92%	68,604	2.88%
089	Stafford County Public Schools	68,689	73,490	6.99%	81,212	10.51%
090	Surry County Public Schools	58,181	60,241	3.54%	59,298	(1.56%)
091	Sussex County Public Schools	62,362	61,572	(1.27%)	63,729	3.50%
092	Tazewell County Public Schools	54,152	54,407	0.47%	60,434	11.08%
093	Warren County Public Schools	60,767	63,874	5.11%	63,305	(0.89%)
094	Washington County Public Schools	55,483	60,300	8.68%	61,307	1.67%
095	Westmoreland County Public Schools	59,026	67,005	13.52%	66,521	(0.72%)
096	Wise County Public Schools	37,770	54,234	43.59%	59,046	8.87%
097	Wythe County Public Schools	53,316	57,117	7.13%	51,096	(10.54%)
098	York County Public Schools	57,474	62,404	8.58%	62,197	(0.33%)
<b>Cities</b>						
101	Alexandria City Public Schools	84,474	88,784	5.10%	93,747	5.59%
102	Bristol City Public Schools	62,922	56,870	(9.62%)	57,064	0.34%
103	Buena Vista City Public Schools	54,777	67,576	23.36%	56,678	(16.13%)
104	Charlottesville City Public Schools	68,423	74,736	9.23%	69,714	(6.72%)
106	Colonial Heights City Public Schools	63,518	71,677	12.85%	62,018	(13.48%)
108	Danville City Public Schools	63,378	61,885	(2.36%)	60,103	(2.88%)
109	Falls Church City Public Schools	88,858	96,778	8.91%	90,451	(6.54%)
110	Fredericksburg City Public Schools	63,579	66,538	4.65%	62,458	(6.13%)
111	Galax City Public Schools	53,556	57,099	6.62%	58,412	2.30%
112	Hampton City Public Schools	57,688	58,903	2.11%	59,155	0.43%
113	Harrisonburg City Public Schools	66,199	65,139	(1.60%)	68,113	4.56%
114	Hopewell City Public Schools	62,331	64,409	3.33%	64,484	0.12%
115	Lynchburg City Public Schools	53,065	59,757	12.61%	51,046	(14.58%)
116	Martinsville City Public Schools	50,468	55,088	9.16%	55,848	1.38%
117	Newport News City Public Schools	71,370	71,684	0.44%	70,346	(1.87%)
118	Norfolk City Public Schools	65,605	61,841	(5.74%)	65,154	5.36%
119	Norton City Public Schools	52,896	49,080	(7.21%)	56,881	15.89%
120	Petersburg City Public Schools	56,210	61,874	10.08%	68,922	11.39%
121	Portsmouth City Public Schools	58,945	65,233	10.67%	67,038	2.77%
122	Radford City Public Schools	58,387	57,572	(1.40%)	65,096	13.07%
123	Richmond City Public Schools	59,857	65,404	9.27%	69,716	6.59%
124	Roanoke City Public Schools	67,567	69,733	3.21%	67,168	(3.68%)
126	Staunton City Public Schools	58,529	61,922	5.80%	57,936	(6.44%)

**Virginia Department of Education**  
**2024-2025 Salary Survey - Teachers**

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

Division	Name	FY 2023 Actual Average Teacher Salary	FY 2024 Actual Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Teacher Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
127	Suffolk City Public Schools	63,446	68,695	8.27%	62,859	(8.50%)
128	Virginia Beach City Public Schools	63,494	69,954	10.17%	66,198	(5.37%)
130	Waynesboro City Public Schools	58,011	59,620	2.77%	60,228	1.02%
131	Williamsburg Public Schools <sup>3</sup>	69,742	69,831	0.13%	70,200	0.53%
132	Winchester City Public Schools	63,335	69,058	9.04%	82,443	19.38%
135	Franklin City Public Schools	60,460	63,019	4.23%	73,727	16.99%
136	Chesapeake City Public Schools	69,405	72,373	4.28%	74,510	2.95%
137	Lexington City Public Schools	55,021	60,420	9.81%	59,447	(1.61%)
139	Salem City Public Schools	65,429	68,409	4.55%	69,614	1.76%
142	Poquoson City Public Schools	59,137	60,496	2.30%	56,770	(6.16%)
143	Manassas City Public Schools	74,865	83,658	11.75%	86,232	3.08%
144	Manassas Park City Public Schools	71,375	72,793	1.99%	71,164	(2.24%)
<b>Towns</b>						
202	Colonial Beach Public Schools	51,364	66,056	28.60%	64,342	(2.59%)
207	West Point Public Schools	59,977	66,773	11.33%	58,334	(12.64%)
<b>Average for School Divisions<sup>4</sup>:</b>		<b>68,008</b>	<b>71,550</b>	<b>5.21%</b>	<b>73,795</b>	<b>3.14%</b>

**Governor's Schools**

260	Central Virginia Governor's School	75,158	76,328	1.56%	77,973	2.16%
261	Southwest Virginia Governor's School	67,799	67,537	(0.39%)	68,203	0.99%
262	Governor's School For The Arts	50,597	54,607	7.92%	62,885	15.16%
263	Roanoke Valley Governor's School	71,547	75,592	5.65%	75,819	0.30%
264	New Horizons Governor's School	76,101	76,342	0.32%	81,070	6.19%
265	Shenandoah Valley Governor's School	62,128	67,226	8.21%	66,747	(0.71%)
266	Governor's School Global Economics/Tech	59,271	64,919	9.53%	67,778	4.40%
267	Appomattox Regional Governor's School	58,100	62,449	7.48%	62,274	(0.28%)
268	A. Linwood Holton Governor's School	68,359	76,184	11.45%	76,184	0.00%
269	Chesapeake Bay Governor's School	64,670	69,005	6.70%	69,005	0.00%
270	Commonwealth Governor's School	71,528	71,659	0.18%	77,748	8.50%
271	Maggie L. Walker Governor's School	71,994	67,848	(5.76%)	66,005	(2.72%)
272	Thomas Jefferson High School	94,686	99,962	5.57%	109,972	10.01%
273	Blue Ridge Governor's School	51,278	50,678	(1.17%)	52,857	4.30%
274	Jackson River Governor's School	-	-	<b>Did Not Submit</b>	-	-
275	Massanutten Governor's School	65,322	68,690	5.16%	66,981	(2.49%)
276	Piedmont Governor's School	54,596	59,077	8.21%	60,903	3.09%
277	Mountain Vista Governor's School	79,802	80,789	1.24%	79,982	(1.00%)
278	Governor's School at Innovation Park	84,618	88,849	5.00%	92,284	3.87%
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>75,754</b>	<b>78,579</b>	<b>3.73%</b>	<b>82,610</b>	<b>5.13%</b>

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	56,044	60,085	7.21%	67,522	12.38%
282	Laurel Regional Special Education Center	67,171	68,642	2.19%	64,825	(5.56%)
283	Northern Neck Special Education Program	59,304	57,125	(3.68%)	64,817	13.47%
284	Northwestern Regional Education Program	60,028	62,482	4.09%	66,212	5.97%
285	Peninsula Area Cooperative Education Services	62,456	65,908	5.53%	68,115	3.35%
286	Piedmont Regional Education Program	82,775	93,402	12.84%	101,357	8.52%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	65,008	58,639	(9.80%)	72,635	23.87%
290	N. Virginia Regional Special Education Program	-	-	-	-	-
292	Henry Co/Martinsville Regional Program	40,485	56,374	39.25%	60,099	6.61%
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>64,695</b>	<b>61,671</b>	<b>(4.67%)</b>	<b>71,310</b>	<b>15.63%</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	89,687	87,262	(2.70%)	88,390	1.29%
304	Massanutten Technical Center	65,205	69,396	6.43%	62,813	(9.49%)
306	Valley Vocational-Technical Center	56,283	61,973	10.11%	70,992	14.55%
307	New Horizons Regional Education Center	69,630	71,520	2.71%	72,108	0.82%
309	Rowanty Vocational-Technical Center	68,327	80,031	17.13%	80,452	0.53%

**Virginia Department of Education**  
**2024-2025 Salary Survey - Teachers**

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

Division	Name	FY 2023 Actual Average Teacher Salary	FY 2024 Actual Average Teacher Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Teacher Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
310	Northern Neck Vocational-Technical Center	60,281	60,291	0.02%	60,291	0.00%
311	Amelia-Nottoway Vocational-Technical Center	56,476	55,232	(2.20%)	70,118	26.95%
313	Bridging Communities Career and Technical Center	61,629	64,718	5.01%	66,440	2.66%
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>65,912</b>	<b>69,103</b>	<b>4.84%</b>	<b>70,093</b>	<b>1.43%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	51,603	57,731	11.87%	49,226	(14.73%)
402	Enterprise Academy/Newport News City	88,663	91,478	3.18%	72,626	(20.61%)
403	Tidewater Regional Alternative Education	49,732	58,820	18.28%	74,211	26.17%
404	Regional Alternative Plus Self Project/Roanoke	64,041	73,698	15.08%	77,383	5.00%
405	Transition Support Resource Center/Fairfax	81,824	86,316	5.49%	101,204	17.25%
406	Project Return/Fluvanna County	50,000	53,160	6.32%	-	
407	Behav Disord Youth/Montgomery	60,129	63,971	6.39%	104,748	63.74%
408	Petersburg Regional Alternative	51,812				
<b>Did Not Submit</b>						
409	Regional Alternative/Pittsylvania Co	47,043	55,261	17.47%	55,310	0.09%
410	Project Return/Powhatan Co	64,863	69,351	6.92%	75,182	8.41%
411	Crossroads Alternative/Bristol City	57,364	53,430	(6.86%)	59,957	12.22%
412	Metro Richmond Alternative Ed	45,396	53,301	17.41%	54,298	1.87%
413	Regional Alternative Ed/Stafford Co	63,659	78,267	22.95%	74,219	(5.17%)
414	Southside L.I.N.K. Project/Brunswick Co	45,046	39,993	(11.22%)	39,993	0.00%
415	Regional Alternative Ed/King William	31,140	47,033	51.04%	54,530	15.94%
416	New Dominion/Prince William Co	87,009	89,931	3.36%	79,430	(11.68%)
417	Project Bridge/Russell Co	43,849	47,072	7.35%	55,716	18.36%
418	Regional Alternative/Wythe Co	61,603	76,687	24.49%	60,156	(21.56%)
420	Piedmont Alternative School	-	21,945		52,667	139.99%
421	Northern Neck Regional Alternative Education	70,746	56,259	(20.48%)	58,893	4.68%
423	Breaking Barriers Alternative Ed/Henry Co	31,568	32,941	4.35%	33,028	0.26%
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	54,539	68,314	25.26%	69,629	1.92%
426	Regional Learning Academy/Wise Co	62,290	67,264	7.98%	43,636	(35.13%)
427	Regional Community Alternative Ed Continuum	64,850	62,048	(4.32%)	56,386	(9.13%)
428	Project Renew/Northampton Co	70,270	62,328	(11.30%)	63,155	1.33%
429	Renaissance/Scott Co	54,016	57,696	6.81%	57,699	0.00%
431	Regional Alternative Education Center/Buena Vista	60,326	72,878	20.81%	72,878	0.00%
432	Code RVA	63,245	60,078	(5.01%)	72,944	21.42%
433	Valley Regional Alternative Ed	60,092	61,887	2.99%	63,989	3.40%
<b>Average for Regional Alternative Education Programs<sup>4</sup>:</b>		<b>59,985</b>	<b>64,301</b>	<b>7.19%</b>	<b>69,161</b>	<b>7.56%</b>

**Statewide Average<sup>4</sup>: 68,011 71,528 5.17% 73,808 3.19%**

<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: VDOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.

**Virginia Department of Education**  
**2024-2025 Salary Survey - Principals**

Division	Name	FY 2023 Actual Average Principal Salary	FY 2024 Actual Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	92,114	92,724	0.66%	106,657	15.03%
002	Albemarle County Public Schools	124,784	137,456	10.16%	140,065	1.90%
003	Alleghany County Public Schools	90,037	95,087	5.61%	100,537	5.73%
004	Amelia County Public Schools	99,810	106,932	7.14%	112,271	4.99%
005	Amherst County Public Schools	95,023	100,250	5.50%	105,526	5.26%
006	Appomattox County Public Schools	84,675	96,525	14.00%	114,909	19.05%
007	Arlington County Public Schools	163,441	172,413	5.49%	182,757	6.00%
008	Augusta County Public Schools	98,858	106,522	7.75%	105,714	(0.76%)
009	Bath County Public Schools	82,951	86,219	3.94%	89,215	3.48%
010	Bedford County Public Schools	95,606	100,819	5.45%	103,167	2.33%
011	Bland County Public Schools	85,169	93,770	10.10%	94,846	1.15%
012	Botetourt County Public Schools	103,211	100,749	(2.39%)	101,922	1.16%
013	Brunswick County Public Schools	91,224	97,685	7.08%	97,685	0.00%
014	Buchanan County Public Schools	76,565	75,122	(1.88%)	77,215	2.79%
015	Buckingham County Public Schools	92,918	98,736	6.26%	105,456	6.81%
016	Campbell County Public Schools	114,082	121,083	6.14%	127,542	5.33%
017	Caroline County Public Schools	107,297	116,039	8.15%	122,009	5.14%
018	Carroll County Public Schools	101,681	94,498	(7.06%)	97,729	3.42%
019	Charles City County Public Schools	92,641	101,115	9.15%	100,253	(0.85%)
020	Charlotte County Public Schools	77,644	81,925	5.51%	81,689	(0.29%)
021	Chesterfield County Public Schools	126,996	136,332	7.35%	141,404	3.72%
022	Clarke County Public Schools	126,066	133,629	6.00%	141,635	5.99%
023	Craig County Public Schools	67,942	72,196	6.26%	73,758	2.16%
024	Culpeper County Public Schools	110,008	117,798	7.08%	123,688	5.00%
025	Cumberland County Public Schools	98,330	104,279	6.05%	104,561	0.27%
026	Dickenson County Public Schools	92,985	97,606	4.97%	99,478	1.92%
027	Dinwiddie County Public Schools	100,127	109,010	8.87%	113,986	4.56%
028	Essex County Public Schools	85,327	87,779	2.87%	113,701	29.53%
029	Fairfax County Public Schools <sup>1</sup>	155,330	162,518	4.63%	172,582	6.19%
030	Fauquier County Public Schools	115,232	121,410	5.36%	122,673	1.04%
031	Floyd County Public Schools	83,501	87,145	4.36%	90,422	3.76%
032	Fluvanna County Public Schools	100,978	113,398	12.30%	116,801	3.00%
033	Franklin County Public Schools	93,301	96,958	3.92%	96,958	0.00%
034	Frederick County Public Schools	114,219	113,790	(0.38%)	126,087	10.81%
035	Giles County Public Schools	88,459	93,811	6.05%	96,597	2.97%
036	Gloucester County Public Schools	102,233	105,209	2.91%	108,365	3.00%
037	Goochland County Public Schools	109,379	116,517	6.53%	113,301	(2.76%)
038	Grayson County Public Schools	86,363	87,898	1.78%	91,293	3.86%
039	Greene County Public Schools	101,237	101,409	0.17%	112,742	11.18%
040	Greensville County Public Schools <sup>2</sup>	84,953	90,912	7.02%	93,616	2.97%
041	Halifax County Public Schools	60,148	93,715	55.81%	93,715	0.00%
042	Hanover County Public Schools	115,064	122,849	6.77%	130,065	5.87%
043	Henrico County Public Schools	116,863	132,553	13.43%	134,330	1.34%
044	Henry County Public Schools	83,881	89,792	7.05%	93,005	3.58%
045	Highland County Public Schools	82,584	73,966	(10.44%)	86,281	16.65%
046	Isle Of Wight County Public Schools	103,482	107,489	3.87%	111,394	3.63%
048	King George County Public Schools	118,548	130,178	9.81%	133,797	2.78%
049	King And Queen County Public Schools	83,038	87,368	5.21%	89,967	2.97%
050	King William County Public Schools	97,762	112,231	14.80%	111,145	(0.97%)
051	Lancaster County Public Schools	94,047	96,160	2.25%	102,209	6.29%
052	Lee County Public Schools	77,060	79,534	3.21%	81,633	2.64%
053	Loudoun County Public Schools	166,907	173,668	4.05%	185,219	6.65%
054	Louisa County Public Schools	130,000	133,978	3.06%	126,536	(5.55%)
055	Lunenburg County Public Schools	78,661	85,959	9.28%	89,803	4.47%
056	Madison County Public Schools	114,419	121,244	5.96%	126,059	3.97%
057	Mathews County Public Schools	97,001	125,424	29.30%	109,927	(12.36%)
058	Mecklenburg County Public Schools	85,751	83,043	(3.16%)	103,775	24.97%
059	Middlesex County Public Schools	95,721	101,522	6.06%	106,213	4.62%

**Virginia Department of Education**  
**2024-2025 Salary Survey - Principals**

Division	Name	FY 2023 Actual Average Principal Salary	FY 2024 Actual Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	99,208	96,474	(2.76%)	118,838	23.18%
062	Nelson County Public Schools	105,448	113,760	7.88%	101,120	(11.11%)
063	New Kent County Public Schools	103,811	108,222	4.25%	111,158	2.71%
065	Northampton County Public Schools	89,922	95,909	6.66%	100,951	5.26%
066	Northumberland County Public Schools	98,249	103,975	5.83%	105,392	1.36%
067	Nottoway County Public Schools	90,198	97,330	7.91%	101,088	3.86%
068	Orange County Public Schools	113,843	106,397	(6.54%)	109,868	3.26%
069	Page County Public Schools	93,236	98,957	6.14%	91,647	(7.39%)
070	Patrick County Public Schools	82,185	86,590	5.36%	90,770	4.83%
071	Pittsylvania County Public Schools	93,893	97,834	4.20%	102,584	4.86%
072	Powhatan County Public Schools	102,576	107,929	5.22%	113,358	5.03%
073	Prince Edward County Public Schools	87,059	103,828	19.26%	106,384	2.46%
074	Prince George County Public Schools	81,283	93,972	15.61%	101,973	8.51%
075	Prince William County Public Schools	142,465	151,621	6.43%	170,745	12.61%
077	Pulaski County Public Schools	94,937	101,270	6.67%	105,859	4.53%
078	Rappahannock County Public Schools	107,710	99,307	(7.80%)	103,172	3.89%
079	Richmond County Public Schools	112,511	114,289	1.58%	105,000	(8.13%)
080	Roanoke County Public Schools	109,748	110,782	0.94%	112,106	1.19%
081	Rockbridge County Public Schools	90,246	99,963	10.77%	99,130	(0.83%)
082	Rockingham County Public Schools	100,957	105,341	4.34%	109,870	4.30%
083	Russell County Public Schools	81,535	82,303	0.94%	101,129	22.87%
084	Scott County Public Schools	84,107	89,996	7.00%	96,503	7.23%
085	Shenandoah County Public Schools	108,415	113,928	5.09%	123,211	8.15%
086	Smyth County Public Schools	91,981	97,323	5.81%	101,648	4.44%
087	Southampton County Public Schools	75,656	79,709	5.36%	81,619	2.40%
088	Spotsylvania County Public Schools	128,655	139,872	8.72%	141,890	1.44%
089	Stafford County Public Schools	125,937	135,373	7.49%	142,527	5.28%
090	Surry County Public Schools	87,708	77,163	(12.02%)	92,543	19.93%
091	Sussex County Public Schools	96,134	89,588	(6.81%)	92,209	2.93%
092	Tazewell County Public Schools	91,662	92,231	0.62%	79,613	(13.68%)
093	Warren County Public Schools	102,870	113,935	10.76%	117,861	3.45%
094	Washington County Public Schools	96,366	101,930	5.77%	109,828	7.75%
095	Westmoreland County Public Schools	98,260	109,104	11.04%	96,280	(11.75%)
096	Wise County Public Schools	94,052	100,425	6.78%	101,462	1.03%
097	Wythe County Public Schools	93,497	95,510	2.15%	99,015	3.67%
098	York County Public Schools	103,041	109,259	6.03%	113,698	4.06%
<b>Cities</b>						
101	Alexandria City Public Schools	165,273	174,319	5.47%	182,612	4.76%
102	Bristol City Public Schools	99,090	101,514	2.45%	107,094	5.50%
103	Buena Vista City Public Schools	90,061	93,890	4.25%	98,656	5.08%
104	Charlottesville City Public Schools	112,838	119,254	5.69%	123,124	3.24%
106	Colonial Heights City Public Schools	106,539	108,204	1.56%	112,394	3.87%
108	Danville City Public Schools	96,729	94,256	(2.56%)	106,769	13.28%
109	Falls Church City Public Schools	159,873	166,661	4.25%	159,313	(4.41%)
110	Fredericksburg City Public Schools	95,354	128,644	34.91%	128,734	0.07%
111	Galax City Public Schools	92,733	94,879	2.31%	102,111	7.62%
112	Hampton City Public Schools	102,223	104,606	2.33%	106,212	1.54%
113	Harrisonburg City Public Schools	99,846	105,100	5.26%	117,492	11.79%
114	Hopewell City Public Schools	102,818	111,956	8.89%	113,141	1.06%
115	Lynchburg City Public Schools	93,898	98,630	5.04%	98,659	0.03%
116	Martinsville City Public Schools	87,899	94,804	7.86%	98,843	4.26%
117	Newport News City Public Schools	127,727	123,153	(3.58%)	111,111	(9.78%)
118	Norfolk City Public Schools	107,286	115,681	7.82%	118,794	2.69%
119	Norton City Public Schools	103,544	107,585	3.90%	101,000	(6.12%)
120	Petersburg City Public Schools	97,643	124,249	27.25%	113,504	(8.65%)
121	Portsmouth City Public Schools	114,045	109,372	(4.10%)	118,476	8.32%
122	Radford City Public Schools	93,920	93,699	(0.24%)	99,600	6.30%
123	Richmond City Public Schools	116,675	127,205	9.03%	121,348	(4.60%)
124	Roanoke City Public Schools	110,977	114,095	2.81%	104,491	(8.42%)
126	Staunton City Public Schools	105,136	104,626	(0.49%)	107,765	3.00%
127	Suffolk City Public Schools	101,806	111,438	9.46%	113,820	2.14%

**Virginia Department of Education**  
**2024-2025 Salary Survey - Principals**

Division	Name	FY 2023 Actual Average Principal Salary	FY 2024 Actual Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
128	Virginia Beach City Public Schools	110,798	117,835	6.35%	121,894	3.44%
130	Waynesboro City Public Schools	91,979	96,260	4.65%	100,024	3.91%
131	Williamsburg Public Schools <sup>3</sup>	109,229	109,505	0.25%	114,423	4.49%
132	Winchester City Public Schools	127,307	102,672	(19.35%)	134,785	31.28%
135	Franklin City Public Schools	93,566	92,742	(0.88%)	125,706	35.54%
136	Chesapeake City Public Schools	109,431	113,686	3.89%	117,584	3.43%
137	Lexington City Public Schools	78,336	83,026	5.99%	87,562	5.46%
139	Salem City Public Schools	117,974	122,615	3.93%	126,072	2.82%
142	Poquoson City Public Schools	98,399	100,549	2.18%	105,817	5.24%
143	Manassas City Public Schools	126,445	153,039	21.03%	165,649	8.24%
144	Manassas Park City Public Schools	103,159	147,119	42.61%	150,534	2.32%
<b>Towns</b>						
202	Colonial Beach Public Schools	101,880	110,188	8.15%	117,168	6.33%
207	West Point Public Schools	103,375	100,307	(2.97%)	99,645	(0.66%)
<b>Average for School Divisions*:</b>		<b>117,327</b>	<b>123,895</b>	<b>5.60%</b>	<b>129,238</b>	<b>4.31%</b>

**Governor's Schools**

260	Central Virginia Governor's School	128,871	137,750	6.89%	143,357	4.07%
261	Southwest Virginia Governor's School	121,478	124,283	2.31%	124,283	0.00%
262	Governor's School For The Arts	120,343	125,143	3.99%	131,143	4.79%
263	Roanoke Valley Governor's School	104,578	109,807	5.00%	113,650	3.50%
264	New Horizons Governor's School	-	-	-	135,002	-
265	Shenandoah Valley Governor's School	92,573	97,202	5.00%	101,090	4.00%
266	Governor's School Global Economics/Tech	-	-	-	-	-
267	Appomattox Regional Governor's School	-	-	-	-	-
268	A. Linwood Holton Governor's School	-	-	-	114,728	-
269	Chesapeake Bay Governor's School	-	-	-	-	-
270	Commonwealth Governor's School	-	-	-	-	-
271	Maggie L. Walker Governor's School	136,674	140,000	2.43%	165,019	17.87%
272	Thomas Jefferson High School	178,928	192,254	7.45%	203,394	5.79%
273	Blue Ridge Governor's School	-	-	-	-	-
274	Jackson River Governor's School	-	-	<b>Did Not Submit</b>	-	-
275	Massanutten Governor's School	89,829	95,219	6.00%	96,492	1.34%
276	Piedmont Governor's School	-	-	-	-	-
277	Mountain Vista Governor's School	111,755	121,551	8.76%	118,478	(2.53%)
278	Governor's School at Innovation Park	156,629	166,212	6.12%	172,780	3.95%
<b>Average for Governor's Schools*:</b>		<b>123,918</b>	<b>130,584</b>	<b>5.38%</b>	<b>134,586</b>	<b>3.06%</b>

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	94,452	103,186	9.25%	92,691	(10.17%)
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	121,035	121,170	0.11%	125,155	3.29%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	109,053	116,368	6.71%	159,359	36.94%
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	90,249	75,594	(16.24%)	118,633	56.93%
290	N. Virginia Regional Special Education Program	-	-	-	-	-
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs*:</b>		<b>92,588</b>	<b>79,649</b>	<b>(13.97%)</b>	<b>120,007</b>	<b>50.67%</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	143,184	126,746	(11.48%)	124,518	(1.76%)
304	Massanutten Technical Center	107,776	114,225	5.98%	118,659	3.88%
306	Valley Vocational-Technical Center	100,101	104,864	4.76%	111,221	6.06%
307	New Horizons Regional Education Center	107,586	114,526	6.45%	117,392	2.50%
309	Rowanty Vocational-Technical Center	109,156	115,740	6.03%	115,760	0.02%

**Virginia Department of Education**  
**2024-2025 Salary Survey - Principals**

Division	Name	FY 2023 Actual Average Principal Salary	FY 2024 Actual Average Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
310	Northern Neck Vocational-Technical Center	109,632	97,520	(11.05%)	97,520	0.00%
311	Amelia-Nottoway Vocational-Technical Center	96,271	104,986	9.05%	102,879	(2.01%)
313	Bridging Communities Career and Technical Center	-	-		116,965	
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>110,161</b>	<b>111,642</b>	<b>1.34%</b>	<b>113,353</b>	<b>1.53%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	66,309	110,250	66.27%	113,558	3.00%
403	Tidewater Regional Alternative Education	97,778	75,851	(22.43%)	120,910	59.41%
404	Regional Alternative Plus Self Project/Roanoke	-	-		-	
405	Transition Support Resource Center/Fairfax	-	-		-	
406	Project Return/Fluvanna County	-	-		-	
407	Behav Disord Youth/Montgomery	81,149	89,989	10.89%	123,370	37.10%
408	Petersburg Regional Alternative	85,023				
409	Regional Alternative/Pittsylvania Co	114,480	118,258	3.30%	122,191	3.33%
410	Project Return/Powhatan Co	-	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	106,306	117,662	10.68%	-	
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	96,421	149,249	54.79%	104,897	(29.72%)
416	New Dominion/Prince William Co	168,916	172,157	1.92%	176,358	2.44%
417	Project Bridge/Russell Co	-	-		93,914	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	22,768		6,800	(70.13%)
421	Northern Neck Regional Alternative Education	-	-		-	
423	Breaking Barriers Alternative Ed/Henry Co	62,490	71,444	14.33%	-	
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	-	-		-	
426	Regional Learning Academy/Wise Co	103,000	109,600	6.41%	114,444	4.42%
427	Regional Community Alternative Ed Continuum	115,363	125,475	8.77%	129,239	3.00%
428	Project Renew/Norhampton Co	-	-		-	
429	Renaissance/Scott Co	80,208	84,250	5.04%	-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
432	Code RVA	141,871	140,708	(0)	151,299	7.53%
433	Valley Regional Alternative Ed	-	-		-	
<b>Average for Regional Alternative Education Programs<sup>4</sup>:</b>		<b>95,677</b>	<b>105,358</b>	<b>10.12%</b>	<b>85,300</b>	<b>(19.04%)</b>

**Statewide Average<sup>4</sup>:**      **116,905**      **123,142**      **5.34%**      **128,751**      **4.56%**

<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: VDOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.

**Virginia Department of Education**  
**2024-2025 Salary Survey - Assistant Principals**

Division	Name	FY 2023 Actual Average Assistant Principal Salary	FY 2024 Actual Average Assistant Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
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**School Divisions**

**Counties**

001	Accomack County Public Schools	67,622	68,058	0.65%	75,973	11.63%
002	Albemarle County Public Schools	92,967	107,600	15.74%	116,228	8.02%
003	Alleghany County Public Schools	79,997	86,524	8.16%	106,693	23.31%
004	Amelia County Public Schools	81,524	78,798	(3.34%)	81,944	3.99%
005	Amherst County Public Schools	78,228	80,722	3.19%	84,463	4.63%
006	Appomattox County Public Schools	67,021	71,833	7.18%	73,988	3.00%
007	Arlington County Public Schools	135,371	143,360	5.90%	152,042	6.06%
008	Augusta County Public Schools	79,532	88,645	11.46%	85,284	(3.79%)
009	Bath County Public Schools	-	-	-	-	-
010	Bedford County Public Schools	79,060	82,878	4.83%	88,399	6.66%
011	Bland County Public Schools	76,798	87,246	13.60%	85,328	(2.20%)
012	Botetourt County Public Schools	87,123	87,465	0.39%	89,214	2.00%
013	Brunswick County Public Schools	71,628	84,397	17.83%	84,397	0.00%
014	Buchanan County Public Schools	58,730	61,958	5.50%	64,082	3.43%
015	Buckingham County Public Schools	95,378	92,037	(3.50%)	90,079	(2.13%)
016	Campbell County Public Schools	84,368	87,916	4.21%	99,514	13.19%
017	Caroline County Public Schools	81,933	84,255	2.83%	90,550	7.47%
018	Carroll County Public Schools	85,951	96,309	12.05%	91,851	(4.63%)
019	Charles City County Public Schools	63,201	84,720	34.05%	87,084	2.79%
020	Charlotte County Public Schools	73,067	81,062	10.94%	78,505	(3.15%)
021	Chesterfield County Public Schools	82,253	88,186	7.21%	96,426	9.34%
022	Clarke County Public Schools	93,454	88,849	(4.93%)	93,983	5.78%
023	Craig County Public Schools	65,490	65,490	0.00%	66,535	1.60%
024	Culpeper County Public Schools	87,327	94,398	8.10%	101,087	7.09%
025	Cumberland County Public Schools	78,636	84,855	7.91%	83,812	(1.23%)
026	Dickenson County Public Schools	62,488	67,743	8.41%	78,115	15.31%
027	Dinwiddie County Public Schools	95,747	93,217	(2.64%)	98,402	5.56%
028	Essex County Public Schools	81,830	66,688	(18.50%)	85,269	27.86%
029	Fairfax County Public Schools <sup>1</sup>	124,076	129,523	4.39%	139,166	7.44%
030	Fauquier County Public Schools	94,909	96,402	1.57%	100,523	4.27%
031	Floyd County Public Schools	78,588	81,869	4.17%	84,039	2.65%
032	Fluvanna County Public Schools	77,289	87,491	13.20%	88,289	0.91%
033	Franklin County Public Schools	67,700	87,797	29.68%	80,294	(8.55%)
034	Frederick County Public Schools	96,134	99,291	3.28%	102,327	3.06%
035	Giles County Public Schools	66,981	71,261	6.39%	73,310	2.88%
036	Gloucester County Public Schools	78,630	97,617	24.15%	84,265	(13.68%)
037	Goochland County Public Schools	85,407	91,318	6.92%	91,264	(0.06%)
038	Grayson County Public Schools	57,564	70,278	22.09%	79,914	13.71%
039	Greene County Public Schools	81,571	82,926	1.66%	90,519	9.16%
040	Greensville County Public Schools <sup>2</sup>	74,596	77,489	3.88%	79,814	3.00%
041	Halifax County Public Schools	103,127	87,637	(15.02%)	88,907	1.45%
042	Hanover County Public Schools	83,591	89,959	7.62%	93,724	4.18%
043	Henrico County Public Schools	86,873	92,458	6.43%	95,067	2.82%
044	Henry County Public Schools	85,074	88,804	4.38%	80,330	(9.54%)
045	Highland County Public Schools	-	-	-	-	-
046	Isle Of Wight County Public Schools	85,806	77,070	(10.18%)	86,294	11.97%
048	King George County Public Schools	87,824	109,067	24.19%	111,723	2.44%
049	King And Queen County Public Schools	54,321	73,750	35.77%	78,500	6.44%
050	King William County Public Schools	83,589	87,796	5.03%	96,486	9.90%
051	Lancaster County Public Schools	73,009	77,122	5.63%	89,263	15.74%
052	Lee County Public Schools	72,191	72,772	0.80%	75,253	3.41%
053	Loudoun County Public Schools	113,477	119,394	5.21%	129,099	8.13%
054	Louisa County Public Schools	103,114	106,269	3.06%	109,563	3.10%
055	Lunenburg County Public Schools	71,396	83,751	17.30%	81,421	(2.78%)
056	Madison County Public Schools	88,452	79,557	(10.06%)	97,255	22.25%
057	Mathews County Public Schools	74,649	78,021	4.52%	86,821	11.28%
058	Mecklenburg County Public Schools	54,502	75,029	37.66%	70,678	(5.80%)
059	Middlesex County Public Schools	81,870	87,758	7.19%	83,713	(4.61%)

**Virginia Department of Education**  
**2024-2025 Salary Survey - Assistant Principals**

Division	Name	FY 2023 Actual Average Assistant Principal Salary	FY 2024 Actual Average Assistant Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
060	Montgomery County Public Schools	72,085	92,665	28.55%	86,162	(7.02%)
062	Nelson County Public Schools	82,790	107,131	29.40%	85,705	(20.00%)
063	New Kent County Public Schools	77,954	80,869	3.74%	87,520	8.22%
065	Northampton County Public Schools	70,457	75,056	6.53%	75,379	0.43%
066	Northumberland County Public Schools	80,893	85,486	5.68%	87,888	2.81%
067	Nottoway County Public Schools	86,093	92,696	7.67%	80,493	(13.16%)
068	Orange County Public Schools	81,425	81,494	0.09%	93,895	15.22%
069	Page County Public Schools	98,205	99,941	1.77%	90,152	(9.79%)
070	Patrick County Public Schools	79,722	78,854	(1.09%)	85,046	7.85%
071	Pittsylvania County Public Schools	73,593	76,838	4.41%	81,826	6.49%
072	Powhatan County Public Schools	69,502	81,558	17.35%	87,611	7.42%
073	Prince Edward County Public Schools	78,450	85,300	8.73%	88,812	4.12%
074	Prince George County Public Schools	97,571	65,099	(33.28%)	77,769	19.46%
075	Prince William County Public Schools	108,241	112,569	4.00%	124,625	10.71%
077	Pulaski County Public Schools	77,438	82,843	6.98%	83,852	1.22%
078	Rappahannock County Public Schools	76,808	73,713	(4.03%)	76,640	3.97%
079	Richmond County Public Schools	82,667	81,522	(1.39%)	79,049	(3.03%)
080	Roanoke County Public Schools	74,732	79,796	6.78%	83,215	4.28%
081	Rockbridge County Public Schools	84,240	84,891	0.77%	84,891	(0.00%)
082	Rockingham County Public Schools	81,531	84,612	3.78%	93,433	10.43%
083	Russell County Public Schools	63,735	62,436	(2.04%)	80,448	28.85%
084	Scott County Public Schools	79,251	66,318	(16.32%)	87,359	31.73%
085	Shenandoah County Public Schools	85,820	90,236	5.15%	109,451	21.29%
086	Smyth County Public Schools	77,376	82,317	6.39%	92,442	12.30%
087	Southampton County Public Schools	78,327	73,991	(5.54%)	81,255	9.82%
088	Spotsylvania County Public Schools	98,573	108,402	9.97%	113,172	4.40%
089	Stafford County Public Schools	101,639	110,698	8.91%	119,715	8.15%
090	Surry County Public Schools	71,381	77,107	8.02%	100,550	30.40%
091	Sussex County Public Schools	76,880	76,068	(1.06%)	79,395	4.37%
092	Tazewell County Public Schools	76,423	79,865	4.50%	78,001	(2.33%)
093	Warren County Public Schools	89,483	98,699	10.30%	99,861	1.18%
094	Washington County Public Schools	75,848	84,575	11.51%	80,133	(5.25%)
095	Westmoreland County Public Schools	74,360	80,215	7.87%	76,852	(4.19%)
096	Wise County Public Schools	73,544	79,423	7.99%	79,667	0.31%
097	Wythe County Public Schools	77,359	82,095	6.12%	83,147	1.28%
098	York County Public Schools	79,230	86,272	8.89%	91,360	5.90%
<b>Cities</b>		-				
101	Alexandria City Public Schools	121,313	129,037	6.37%	137,513	6.57%
102	Bristol City Public Schools	93,398	88,357	(5.40%)	97,637	10.50%
103	Buena Vista City Public Schools	80,140	84,989	6.05%	89,238	5.00%
104	Charlottesville City Public Schools	90,903	89,391	(1.66%)	92,674	3.67%
106	Colonial Heights City Public Schools	93,325	98,738	5.80%	104,438	5.77%
108	Danville City Public Schools	85,825	79,641	(7.21%)	94,649	18.84%
109	Falls Church City Public Schools	120,625	146,487	21.44%	115,237	(21.33%)
110	Fredericksburg City Public Schools	104,939	110,653	5.44%	105,509	(4.65%)
111	Galax City Public Schools	58,759	76,926	30.92%	80,045	4.05%
112	Hampton City Public Schools	78,666	87,143	10.78%	90,721	4.11%
113	Harrisonburg City Public Schools	89,735	92,112	2.65%	98,802	7.26%
114	Hopewell City Public Schools	88,284	91,701	3.87%	101,846	11.06%
115	Lynchburg City Public Schools	71,188	79,046	11.04%	81,483	3.08%
116	Martinsville City Public Schools	70,023	74,384	6.23%	77,342	3.98%
117	Newport News City Public Schools	95,784	121,619	26.97%	95,691	(21.32%)
118	Norfolk City Public Schools	83,389	92,447	10.86%	102,002	10.34%
119	Norton City Public Schools	86,334	86,039	(0.34%)	93,500	8.67%
120	Petersburg City Public Schools	83,170	104,969	26.21%	82,448	(21.45%)
121	Portsmouth City Public Schools	78,619	89,385	13.69%	97,772	9.38%
122	Radford City Public Schools	78,504	74,569	(5.01%)	82,119	10.12%
123	Richmond City Public Schools	99,452	97,273	(2.19%)	98,239	0.99%
124	Roanoke City Public Schools	74,618	76,939	3.11%	85,975	11.74%
126	Staunton City Public Schools	82,566	87,416	5.87%	85,831	(1.81%)
127	Suffolk City Public Schools	84,678	88,836	4.91%	93,104	4.80%

**Virginia Department of Education**  
**2024-2025 Salary Survey - Assistant Principals**

Division	Name	FY 2023 Actual Average Assistant Principal Salary	FY 2024 Actual Average Assistant Principal Salary	FY 2023 to FY 2024 Percent Increase/ (Decrease)	FY 2025 Budgeted Average Assistant Principal Salary	FY 2024 to FY 2025 Percent Increase/ (Decrease)
128	Virginia Beach City Public Schools	84,019	88,785	5.67%	92,946	4.69%
130	Waynesboro City Public Schools	77,966	79,682	2.20%	83,801	5.17%
131	Williamsburg Public Schools <sup>3</sup>	89,009	79,736	(10.42%)	83,603	4.85%
132	Winchester City Public Schools	93,080	90,898	(2.34%)	107,222	17.96%
135	Franklin City Public Schools	80,566	83,645	3.82%	94,597	13.09%
136	Chesapeake City Public Schools	91,869	97,490	6.12%	95,191	(2.36%)
137	Lexington City Public Schools	-	-	-	-	-
139	Salem City Public Schools	84,342	88,172	4.54%	89,887	1.94%
142	Poquoson City Public Schools	72,211	79,066	9.49%	82,979	4.95%
143	Manassas City Public Schools	109,959	125,047	13.72%	140,374	12.26%
144	Manassas Park City Public Schools	122,634	115,137	(6.11%)	120,366	4.54%
<b>Towns</b>						
202	Colonial Beach Public Schools	29,417	74,070	151.79%	75,530	1.97%
207	West Point Public Schools	78,155	83,626	7.00%	88,547	5.89%
<b>Average for School Divisions<sup>4</sup>:</b>		<b>96,910</b>	<b>102,576</b>	<b>5.85%</b>	<b>107,628</b>	<b>4.93%</b>

**Governor's Schools**

260	Central Virginia Governor's School	-	-	-	-	-
261	Southwest Virginia Governor's School	-	-	-	-	-
262	Governor's School For The Arts	97,558	101,758	4.31%	107,008	5.16%
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	95,672	107,316	12.17%	109,966	2.47%
272	Thomas Jefferson High School	164,996	150,974	(8.50%)	151,695	0.48%
273	Blue Ridge Governor's School	-	-	-	-	-
274	Jackson River Governor's School	-	-	<b>Did Not Submit</b>		
275	Massanutten Governor's School	-	-	-	-	-
276	Piedmont Governor's School	-	-	-	-	-
277	Mountain Vista Governor's School	-	-	-	92,885	-
278	Governor's School at Innovation Park	-	-	-	-	-
<b>Average for Governor's Schools<sup>4</sup>:</b>		<b>136,092</b>	<b>131,497</b>	<b>(3.38%)</b>	<b>128,325</b>	<b>(2.41%)</b>

**Special Education Regional Programs**

281	Middle Peninsula Special Education Program	-	-	-	-	-
282	Laurel Regional Special Education Center	-	-	-	-	-
283	Northern Neck Special Education Program	-	-	-	-	-
284	Northwestern Regional Education Program	111,771	117,360	5.00%	121,154	3.23%
285	Peninsula Area Cooperative Education Services	-	-	-	-	-
286	Piedmont Regional Education Program	-	-	-	-	-
287	Shenandoah Valley Regional Program	-	-	-	-	-
288	Southeastern Cooperative Educational Program	-	-	-	107,158	-
290	N. Virginia Regional Special Education Program	-	-	-	-	-
292	Henry Co/Martinsville Regional Program	-	-	-	-	-
299	Roanoke Valley Regional Board	-	-	-	-	-
<b>Average for Special Education Programs<sup>4</sup>:</b>		<b>111,771</b>	<b>117,360</b>	<b>5.00%</b>	<b>110,657</b>	<b>(5.71%)</b>

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	100,740	84,354	(16.27%)	87,467	3.69%
304	Massanutten Technical Center	86,185	91,399	6.05%	94,985	3.92%
306	Valley Vocational-Technical Center	78,962	80,607	2.08%	83,033	3.01%
307	New Horizons Regional Education Center	85,682	90,609	5.75%	93,328	3.00%
309	Rowanty Vocational-Technical Center	70,490	76,592	8.66%	-	-
310	Northern Neck Vocational-Technical Center	82,462	87,410	6.00%	87,410	0.00%

**Virginia Department of Education**  
**2024-2025 Salary Survey - Assistant Principals**

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311	Amelia-Nottoway Vocational-Technical Center	-	-		-	
313	Bridging Communities Career and Technical Center	-	-		-	
<b>Average for Career and Technical Education Programs<sup>4</sup>:</b>		<b>84,864</b>	<b>87,138</b>	<b>2.68%</b>	<b>91,442</b>	<b>4.94%</b>

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	-	-		-	
402	Enterprise Academy/Newport News City	118,922	124,868	5.00%	128,614	3.00%
403	Tidewater Regional Alternative Education	-	-		106,584	
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	-	-		<b>Did Not Submit</b>	
409	Regional Alternative/Pittsylvania Co	-	-		-	
410	Project Return/Powhatan Co	82,106	-		-	
411	Crossroads Alternative/Bristol City	-	-		-	
412	Metro Richmond Alternative Ed	42,518	59,165	39.15%	61,121	3.31%
413	Regional Alternative Ed/Stafford Co	-	-		-	
414	Southside L.I.N.K. Project/Brunswick Co	-	-		-	
415	Regional Alternative Ed/King William	-	-		-	
416	New Dominion/Prince William Co	109,362	136,023	24.38%	128,760	(5.34%)
417	Project Bridge/Russell Co	-	-		-	
418	Regional Alternative/Wythe Co	-	-		-	
420	Piedmont Alternative School	-	-		-	
421	Northern Neck Regional Alternative Education	164,924	87,410	(47.00%)	91,765	4.98%
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	89,395	97,230	8.77%	100,147	3.00%
428	Project Renew/Northampton Co	-	-		-	
429	Renaissance/Scott Co	-	-		-	
431	Regional Alternative Education Center/Buena Vista	-	-		-	
432	Code RVA	78,285	90,333	15.39%	101,401	12.25%
433	Valley Regional Alternative Ed	-	-		-	
<b>Average for Regional Alternative Education Programs<sup>4</sup>:</b>		<b>95,306</b>	<b>98,638</b>	<b>3.50%</b>	<b>106,176</b>	<b>7.64%</b>

**Statewide Average<sup>4</sup>:                    96,718                    102,595                    6.08%                    107,642                    4.92%**

<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: VDOE staff prepared the report based on Annual School Report (ASR) data submitted by each school division or regional program.

**Virginia Department of Education**  
**2024-2025 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2025**

*(As reported by school divisions on the 2023-2024 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2025
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**School Divisions**

**Counties**

001	Accomack County Public Schools	The starting teacher pay was increased from \$48,000 to \$50,000. Taking this into account, ACPS gave a raise to teachers in excess of the required 5%. Also, retention bonuses were given to all teachers who committed to a contract for the 24-25 school year of \$2000. In addition, a sign on bonus was given to all new teachers who committed to a contract for the 24-25 school year of \$1000. Another tier was added to the Longevity Bonus for teachers with 20+ years of experience to ACPS such that it now
002	Albemarle County Public Schools	No action taken to improve teacher's salaries
003	Alleghany County Public Schools	Average salary increase of 5%
004	Amelia County Public Schools	3% salary increase provided for all teachers in alignment with compensation supplement
005	Amherst County Public Schools	The division implemented a 4% salary increase for all employees
006	Appomattox County Public Schools	An average percentage increase to align with the General Assembly's recommendation for all staff was approved for the current fiscal budget.
007	Arlington County Public Schools	
008	Augusta County Public Schools	An average 4% salary increase was included in the FY24-25 budget.
009	Bath County Public Schools	Teachers were provided with a 3% salary increase.
010	Bedford County Public Schools	3% COLA and Step
011	Bland County Public Schools	3% increase
012	Botetourt County Public Schools	Teachers received a 1.0% increase along with a salary step. The average effective annual percentage salary increase is 2.5%.
013	Brunswick County Public Schools	A 3% salary increase was given to all staff.
014	Buchanan County Public Schools	An average of 3% was given
015	Buckingham County Public Schools	3% and Step (Yr Exp on Scale)
016	Campbell County Public Schools	Salary increase and pay scale adjustments to make the effective annual percentage increase a minimum of 5% for all teachers and a 3% salary increase for all other staff in FY25.
017	Caroline County Public Schools	Step plus 3% COLA (plus retro an additional 1% in FY24 that was not in FY24 original budget)
018	Carroll County Public Schools	All staff were given a 3% plus step salary increase
019	Charles City County Public Schools	No action taken to improve teacher's salaries
020	Charlotte County Public Schools	will provide cost of living increase. 5% for teachers, 3% for all other staff
021	Chesterfield County Public Schools	A cost of living increase of 4% was provided to all staff beginning July 1, 2024.
022	Clarke County Public Schools	5% salary increase for inflation
023	Craig County Public Schools	3% Salary Increase
024	Culpeper County Public Schools	No action taken to improve teacher's salaries
025	Cumberland County Public Schools	The teachers were given a three percent increase and no increase to health insurance cost.
026	Dickenson County Public Schools	3% Salary Increase for all teacher scales, plus step.
027	Dinwiddie County Public Schools	All staff received a 5% increase for FY2025.
028	Essex County Public Schools	4.5 % STEP INCLUSIVE INCREASE FOR FY2024
029	Fairfax County Public Schools 1	In FY 2025, all employees received a 4.0 percent market scale adjustment.
030	Fauquier County Public Schools	3% cost of living
031	Floyd County Public Schools	1.5% total adjust increase to all positions
032	Fluvanna County Public Schools	There was a 3 percent salary increase for all staff. The custodian salary was increased by an average of 8.45 percent based on our compensation study data.
033	Franklin County Public Schools	A compensation study was done to bring our employees salaries in line with marker salaries and to compensation for lost steps on the salary scale in years where teacher salaries were frozen.
034	Frederick County Public Schools	An average 6.6% salary increase was invested into the teacher pay scale. Additionally, a \$5,000 enhancement was provided to teachers with 25 or more years of experience. Administrators received an average 3.2% increase.
035	Giles County Public Schools	An average of a 5% increase was given to all departments.
036	Gloucester County Public Schools	Yes will include a 3% compensation raise
037	Goochland County Public Schools	A market adjustment along with a 5% increase was budgeted for all teaching staff providing salary increases ranging from 5.83 to 14%. All other staff received a 5% increase.
038	Grayson County Public Schools	Provided a step salary increase as well as increased the salary scale to align more with surrounding districts. The average increase was 6.07%.
039	Greene County Public Schools	3% Salary Increase
040	Greensville County Public Schools2	Teacher and teacher aid salaries were increased 3%
041	Halifax County Public Schools	COA increase at 3% was added to all salaries for FY25
042	Hanover County Public Schools	Salary increase of 4% in FY 25
043	Henrico County Public Schools	Employees will receive a 4.8% compensation increase in FY2024-2025
044	Henry County Public Schools	Increased salaries by 5%
045	Highland County Public Schools	No action taken to improve teacher's salaries
046	Isle Of Wight County Public Schools	A 3% increase in pay was provided in FY 2025
048	King George County Public Schools	A 3% increase for cost of living was approved for FY25
049	King And Queen County Public Schools	We provided a salary step plus 2% for all licensed staff
050	King William County Public Schools	No action taken to improve teacher's salaries

**Virginia Department of Education  
2024-2025 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2025**

*(As reported by school divisions on the 2023-2024 Annual School Report - narrative not edited by VDOE for content or format)*

Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2025
051	Lancaster County Public Schools	5.5% plus a step (1.5%)
052	Lee County Public Schools	Lee County Public Schools provided a 3% average salary increase across the payscale.
053	Loudoun County Public Schools	For FY25, compensation increases for the Licensed Scale are budgeted for an average 6.1% pay increase. Teachers on the Licensed Scale will receive an average 2.0% step increase and receive an average 4.1% increase from a strategic scale adjustment. Additional funding was also budgeted for both sign-on and retention bonuses.
054	Louisa County Public Schools	Average Step/Scale increase of 5.37%
055	Lunenburg County Public Schools	Adopted Year 1 of a 3 year plant o reach 50,000 min Teacher salary. Began implementation of salary study recommendations for all non-teaching staff. Min average increase for FY25 is 4.8%.
056	Madison County Public Schools	3% Increase
057	Mathews County Public Schools	All employees received a Salary increase (5%) plus Step (1%)
058	Mecklenburg County Public Schools	ALL EMPLOYEES WERE GIVEN A 3% INCREASE ALONG WITH A STEP INCREASE
059	Middlesex County Public Schools	1.7% Salary Increase + Step Increase (1.3%)
060	Montgomery County Public Schools	A 5% raise budgeted for 2025.
062	Nelson County Public Schools	TARGETED SALARY INCREASES DEPENDING UPON WHERE EMPLOYEE WAS ON SCALE. SALARY ADJ PER PERSON RANGED FROM 0% TO 5%
063	New Kent County Public Schools	Raised beginning salary, minimum 3%, average over 4% decompression of scale
065	Northampton County Public Schools	Average teacher raise 8.5%, Average Principal & AP raise 5%.
066	Northumberland County Public Schools	Teachers received a step (1.25%) plus a 1.75% increase for a total of 3%
067	Nottoway County Public Schools	Combined cost of living and salary step increase
068	Orange County Public Schools	Teachers 4% increase, everyone else 3%
069	Page County Public Schools	Average of 3% increase
070	Patrick County Public Schools	3% Salary Increase
071	Pittsylvania County Public Schools	Average 5% increase provided to all contract employees.
072	Powhatan County Public Schools	All PCPS full-time staff received a 4% salary increase; and most received an additional increase based on a salary study that was conducted.
073	Prince Edward County Public Schools	1 Step Increase plus a 3% raise
074	Prince George County Public Schools	Revised the teacher scale to have a more consistent differential between steps and make the mid and max ranges more competitive within the region. A minimum salary increase of 3.375 salary increase and a maximum increase of 8.87%.
075	Prince William County Public Schools	The FY 2025 budget funds an average 6% employee pay increase in addition to the 2% mid-year increase in FY 2024.
077	Pulaski County Public Schools	5% increase plus a step
078	Rappahannock County Public Schools	We budgeted for an increase of 2% for teacher salaries.
079	Richmond County Public Schools	Salary step increase plus cost of living increase. Average total increase 5%
080	Roanoke County Public Schools	Roanoke County Public Schools verified they will provide a 5% increase in wages for 2024-2025.
081	Rockbridge County Public Schools	A four (4) percent salary increase was given for FY25.
082	Rockingham County Public Schools	For the FY25 Budget a 3% salary increase was given.
083	Russell County Public Schools	Increased starting salary by \$5,280. Increased entire salary scale accordingly. Most teachers received approximately a 14% increase. Teachers that have over 33 years of experience received a 3% salary increase.
084	Scott County Public Schools	Step Increase + 5%
085	Shenandoah County Public Schools	All positions received 2.1% plus a step increase on the salary scale.
086	Smyth County Public Schools	\$5,000 across the board pay increases for FY2025
087	Southampton County Public Schools	A 3% minium salary increase was provided to all teachers
088	Spotsylvania County Public Schools	Cost of living adjustment and steps for teachers and licensed personnel.
089	Stafford County Public Schools	Cost of living and step increases
090	Surry County Public Schools	Will provide cost of living increase and salary step increase.
091	Sussex County Public Schools	3.0% COLA
092	Tazewell County Public Schools	An average 3% raise was given to all employees beginning 7/1/24.
093	Warren County Public Schools	Teachers are being given a 3% salary increase plus step in school year 2024-2025. This equates to a total increase of 4.3%.
094	Washington County Public Schools	Teachers will receive an overall average 6% raise
095	Westmoreland County Public Schools	5.5% Salary Increase
096	Wise County Public Schools	A 3% increase in compensation.
097	Wythe County Public Schools	Average increase of 3%
098	York County Public Schools	salary step increase
<b>Cities</b>		
101	Alexandria City Public Schools	ACPS will provide a full step increase to all employees (average value = 2.8%), and a 1.5% cost-of-living increase.
102	Bristol City Public Schools	5% PLUS STEP
103	Buena Vista City Public Schools	plan to give at least a 3% raise
104	Charlottesville City Public Schools	Provide salary step increase (1.5%) and increase salary (4%).

**Virginia Department of Education  
2024-2025 Salary Survey**

**Local Actions to Improve Classroom Teacher Salaries in Fiscal Year 2025**

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2025
106	Colonial Heights City Public Schools	The final phase of the teacher scale was implemented, with teachers receiving 3-10% depending on Step.
108	Danville City Public Schools	Provided a 3% increase including a salary step
109	Falls Church City Public Schools	Teachers received a step increase and a 3.5% COLA for an average increase of 6%.
110	Fredericksburg City Public Schools	In FY25, 3% increase for all certificated and classified staff
111	Galax City Public Schools	Salary increase of 3% plus \$2000 bonus
112	Hampton City Public Schools	An average salary increase of 4% plus adjustments to the teacher salary scale.
113	Harrisonburg City Public Schools	3% salary increase for all staff.
114	Hopewell City Public Schools	A 3% increase in compensation was provided in FY25.
115	Lynchburg City Public Schools	3% increase for FY25
116	Martinsville City Public Schools	2% Raise Mid Year FY 24; 3% Raise FY25; Step Raise; Signing and Retention Incentives; Covered Health Insurance Increase
117	Newport News City Public Schools	Our goals for teacher pay are to ensure a competitive starting pay, provide 1 step advancement, and in doing so provide the state approved increase. The general Teacher increase including the step advancement was 5% for FY25
118	Norfolk City Public Schools	
119	Norton City Public Schools	We raised beginning teacher salary by 1% and gave a 2% step raise for a total of 3% increase for the 24/25 school year.
120	Petersburg City Public Schools	
121	Portsmouth City Public Schools	A 7% salary increase was given for the entire division
122	Radford City Public Schools	7% raise
123	Richmond City Public Schools	licensed personnel bargaining unit compensation - 3% raise and one merit step for year's of experience
124	Roanoke City Public Schools	Roanoke City Public Schools employees were given a 3.5% raise for fiscal year 25.
126	Staunton City Public Schools	COST OF LIVING INCREASE OF 4%.
127	Suffolk City Public Schools	No action taken to improve teacher's salaries
128	Virginia Beach City Public Schools	3% raise on 07/01/24
130	Waynesboro City Public Schools	a 4% average increase was implemented in FY25
131	Williamsburg Public Schools3	An average 4.5% salary increase for all staff was included in the FY25 budget. There were also target adjustments for the teacher salary scale at steps 10-30 ranging from \$1,000 - \$2,000.
132	Winchester City Public Schools	5% SALARY INCREASE ADOPTED FOR TEACHING STAFF; 3% FOR ALL OTHERS
135	Franklin City Public Schools	Three percent increase effective July 1, 2024
136	Chesapeake City Public Schools	There was a 3% salary increase
137	Lexington City Public Schools	Raise and step increase for a total increase of 3% from FY 24.
139	Salem City Public Schools	Will provide a 4% raise for the teacher scale.
142	Poquoson City Public Schools	A 5% base pay increase was included in the FY25 budget for teachers.
143	Manassas City Public Schools	7% increase and STEP increases throughout the year
144	Manassas Park City Public Schools	No action taken to improve teacher's salaries
<b>Towns</b>		
202	Colonial Beach Public Schools	Salary step increase + 2.5% for a total of 4% salary increase to classroom teachers
207	West Point Public Schools	West Point Public Schools plan to give a 3% salary plus a step increase.

**Governor's Schools**

260	Central Virginia Governor's School	3% increase for FY24
261	Southwest Virginia Governor's School	5% raise for all staff
262	Governor's School For The Arts	Salary step increase
263	Roanoke Valley Governor's School	Across the board increases in salary (cost of living/salary step) approximately 3.50%.
264	New Horizons Governor's School	3% average salary increase in FY 25
265	Shenandoah Valley Governor's School	No action taken to improve teacher's salaries
266	Governor's School Global Economics/Tech	Three percent increase plus no increase to health insurance
267	Appomattox Regional Governor's School	cost of living increase
268	A. Linwood Holton Governor's School	5% Increase
269	Chesapeake Bay Governor's School	Step Increase (1.5%) + 2% Salary Increase
270	Commonwealth Governor's School	The next fiscal year budget will include cost of living increases.
271	Maggie L. Walker Governor's School	Cost of living increase (5%)
272	Thomas Jefferson High School	In FY 2025, all employees received a 4.0 percent market scale adjustment.
273	Blue Ridge Governor's School	3.5% increase
274	Jackson River Governor's School	No action taken to improve teacher's salaries
275	Massanutten Governor's School	Cost of Living Increase
276	Piedmont Governor's School	Teachers received 5% increase.
277	Mountain Vista Governor's School	Will provide a 3% salary increase to all employees.
278	Governor's School at Innovation Park	The FY2025 Budget funds an average 6.1% pay increase for teachers, 6.1% for staff and 5.2% for administrators. Guidance Counselor position is upgraded to administrative coordinator.

**Special Education Regional Programs**

**Virginia Department of Education  
2024-2025 Salary Survey**

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Division	Name	Reported Local Action to Improve Classroom Teacher Salaries in FY 2025
281	Middle Peninsula Special Education Program	The division provided a 3% salary increase for all staff in FY25.
282	Laurel Regional Special Education Center	3% increase for FY24
283	Northern Neck Special Education Program	Salary increase of 5% for 2024-2025
284	Northwestern Regional Education Program	An average 6.6% salary increase was invested into the teacher pay scale. Additionally, a \$5,000 enhancement was provided to teachers with 25 or more years of experience. Administrators received a 3.2% average increase.
285	Peninsula Area Cooperative Education Services	3% average salary increase in FY 25
286	Piedmont Regional Education Program	No action taken to improve teacher's salaries
287	Shenandoah Valley Regional Program	No action taken to improve teacher's salaries
288	Southeastern Cooperative Educational Program	Approximately an average of 9.3% salary increase for eligible employees includes the final phase (phase III)salary compression adjustment.
290	N. Virginia Regional Special Education Program	
292	Henry Co/Martinsville Regional Program	Teachers received 5% increase.
299	Roanoke Valley Regional Board	

**Career and Technical Education Regional Programs**

301	Charlottesville-Albemarle Vocational-Technical	All staff were given a 3% raise at the beginning of FY24/25
304	Massanutten Technical Center	For the FY25 Budget a 3 % salary increase was included.
306	Valley Vocational-Technical Center	4% Salary Increase
307	New Horizons Regional Education Center	3% average salary increase in FY 25
309	Rowanty Vocational-Technical Center	Salary percentage increase, however, some teachers received a salary step increase. One teacher position was dissolved.
310	Northern Neck Vocational-Technical Center	3% cost of living increase
311	Amelia-Nottoway Vocational-Technical Center	Combined cost of living and salary step increase
313	Bridging Communities Career and Technical Center	3% Increase

**Regional Alternative Education Programs**

401	Lynchburg City Secondary Alternative	3% Increase for FY25
402	Enterprise Academy/Newport News City	Our goals for teacher pay are to ensure a competitive starting pay, provide 1 step advancement, and in doing so provide the state approved increase. The general Teacher increase including the step advancement was 5% for FY25
403	Tidewater Regional Alternative Education	Approximately an average of 9.3% salary increase for eligible employees includes the final phase (phase III )salary compression adjustment.
404	Regional Alternative Plus Self Project/Roanoke	3.5% increase
405	Transition Support Resource Center/Fairfax	In FY 2025, all employees received a 4.0 percent market scale adjustment.
406	Project Return/Fluvanna County	No action taken to improve teacher's salaries
407	Behav Disord Youth/Montgomery	An average of 5% increase
408	Petersburg Regional Alternative	4% increase to school personnel and to sign new teachers
409	Regional Alternative/Pittsylvania Co	An average of 5% salary increase was provided to employees
410	Project Return/Powhatan Co	No action taken to improve teacher's salaries
411	Crossroads Alternative/Bristol City	AN AVERAGE SALARY INCREASE OF 5%
412	Metro Richmond Alternative Ed	Merit increases.
413	Regional Alternative Ed/Stafford Co	Cost of Living and Step Increases
414	Southside L.I.N.K. Project/Brunswick Co	A 3% salary increase was given to all teachers.
415	Regional Alternative Ed/King William	No action taken to improve teacher's salaries
416	New Dominion/Prince William Co	The FY 2025 budget funds an average 6% employee pay increase in addition to the 2% mid-year increase in FY 2024.
417	Project Bridge/Russell Co	Increased starting salary by \$5,280. Increased entire salary scale accordingly. Most teachers received approximately a 14% increase. Teachers that have over 33 years of experience received a 3% salary increase.
418	Regional Alternative/Wythe Co	Average increase of 3%
420	Piedmont Alternative School	Combined cost of living and salary step increase
421	Northern Neck Regional Alternative Education	4% Salary Increase
423	Breaking Barriers Alternative Ed/Henry Co	No action taken to improve teacher's salaries
424	Carroll/Galax/Joy Ranch Reg Alternative Ed	All staff were given a 3% plus step salary increase
426	Regional Learning Academy/Wise Co	State estimated a 3% increase in compensation.
427	Regional Community Alternative Ed Continuum	The division gave everyone a 3% raise for FY 2025.
428	Project Renew/Northampton Co	Average teacher raise of 8.5% approved for FY 25.
429	Renaissance/Scott Co	Step + 5%
431	Regional Alternative Education Center/Buena Vista	Teachers received a 5% raise for 23-24 FY

<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.

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2024-2025**

The starting teacher salaries reported by school divisions include 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 reporting 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	50,000	53,000	55,000
002	Albemarle County Public Schools	56,507	59,421	62,191
003	Alleghany County Public Schools	45,611	48,911	49,611
004	Amelia County Public Schools	49,610	51,885	52,860
005	Amherst County Public Schools	50,250	54,162	55,947
006	Appomattox County Public Schools	48,820	50,920	52,120
007	Arlington County Public Schools	56,676	64,888	70,182
008	Augusta County Public Schools	49,286	53,166	57,046
009	Bath County Public Schools	45,401	48,401	49,901
010	Bedford County Public Schools	46,234	48,546	50,857
011	Bland County Public Schools	41,358	43,458	45,358
012	Botetourt County Public Schools	45,720	48,720	50,220
013	Brunswick County Public Schools	50,108	52,108	53,608
014	Buchanan County Public Schools	40,310	42,930	43,435
015	Buckingham County Public Schools	53,052	55,152	56,552
016	Campbell County Public Schools	48,914	51,664	53,914
017	Caroline County Public Schools	52,431	54,181	56,981
018	Carroll County Public Schools	48,975	52,234	55,930
019	Charles City County Public Schools	47,245	49,433	49,990
020	Charlotte County Public Schools	45,000	47,112	48,000
021	Chesterfield County Public Schools	53,978	57,216	60,077
022	Clarke County Public Schools	52,800	57,800	N/A
023	Craig County Public Schools	45,198	46,698	48,198
024	Culpeper County Public Schools	53,946	57,946	59,946
025	Cumberland County Public Schools	51,702	53,702	55,202
026	Dickenson County Public Schools	44,884	47,360	49,560
027	Dinwiddie County Public Schools	54,600	56,501	57,557
028	Essex County Public Schools	49,459	51,959	52,459
029	Fairfax County Public Schools	58,251	64,076	67,280
030	Fauquier County Public Schools	50,000	52,000	52,000
031	Floyd County Public Schools	43,684	47,570	55,532
032	Fluvanna County Public Schools	53,500	55,650	57,800
033	Franklin County Public Schools	45,000	47,500	47,500
034	Frederick County Public Schools	52,000	56,109	58,353
035	Giles County Public Schools	49,155	51,355	N/A
036	Gloucester County Public Schools	49,884	54,534	59,250
037	Goochland County Public Schools	55,509	58,007	59,117
038	Grayson County Public Schools	48,972	50,976	52,980
039	Greene County Public Schools	54,449	56,649	58,749

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2024-2025**

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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>
040	Greensville County Public Schools	59,526	52,826	55,026
041	Halifax County Public Schools	45,654	47,840	50,026
042	Hanover County Public Schools	51,066	54,130	55,662
043	Henrico County Public Schools	55,897	58,581	58,581
044	Henry County Public Schools	50,103	52,203	53,203
045	Highland County Public Schools	42,750	45,750	45,750
046	Isle of Wight County Public Schools	50,500	53,250	56,500
048	King George County Public Schools	50,500	54,035	56,035
049	King and Queen County Public Schools	49,168	51,343	52,025
050	King William County Public Schools	52,649	54,889	57,129
051	Lancaster County Public Schools	50,832	52,932	53,982
052	Lee County Public Schools	41,000	42,000	N/A
053	Loudoun County Public Schools	58,147	64,033	69,917
054	Louisa County Public Schools	54,248	56,558	57,373
055	Lunenburg County Public Schools	46,638	48,838	50,038
056	Madison County Public Schools	52,000	55,800	55,800
057	Mathews County Public Schools	49,994	53,325	56,656
058	Mecklenburg County Public Schools	46,880	49,280	50,880
059	Middlesex County Public Schools	48,467	50,899	51,647
060	Montgomery County Public Schools	50,072	52,967	55,471
062	Nelson County Public Schools	57,163	60,588	60,588
063	New Kent County Public Schools	52,000	56,160	57,720
065	Northampton County Public Schools	50,000	52,850	56,021
066	Northumberland County Public Schools	50,312	52,312	54,312
067	Nottoway County Public Schools	45,529	47,729	48,429
068	Orange County Public Schools	53,848	56,848	58,848
069	Page County Public Schools	49,715	53,413	56,320
070	Patrick County Public Schools	49,504	51,735	53,783
071	Pittsylvania County Public Schools	45,268	47,363	48,351
072	Powhatan County Public Schools	51,426	54,004	N/A
073	Prince Edward County Public Schools	49,347	51,507	53,155
074	Prince George County Public Schools	54,896	56,896	57,296
075	Prince William County Public Schools	57,340	63,340	66,840
077	Pulaski County Public Schools	48,423	52,848	54,213
078	Rappahannock County Public Schools	46,350	49,850	53,850
079	Richmond County Public Schools	50,000	52,100	55,200
080	Roanoke County Public Schools	46,542	48,942	50,542
081	Rockbridge County Public Schools	48,000	50,500	52,000
082	Rockingham County Public Schools	53,518	56,353	57,528

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2024-2025**

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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>
083	Russell County Public Schools	42,000	44,000	46,000
084	Scott County Public Schools	44,285	46,565	47,285
085	Shenandoah County Public Schools	52,266	55,437	58,608
086	Smyth County Public Schools	45,500	48,301	51,326
087	Southampton County Public Schools	47,000	49,000	51,000
088	Spotsylvania County Public Schools	51,898	55,530	58,125
089	Stafford County Public Schools	50,500	56,123	57,980
090	Surry County Public Schools	53,033	55,533	56,033
091	Sussex County Public Schools	51,500	53,725	55,950
092	Tazewell County Public Schools	44,228	46,108	47,758
093	Warren County Public Schools	52,426	54,926	56,926
094	Washington County Public Schools	48,425	50,615	52,725
095	Westmoreland County Public Schools	51,020	54,220	54,220
096	Wise County Public Schools	45,700	48,700	51,700
097	Wythe County Public Schools	46,400	48,900	52,300
098	York County Public Schools	55,125	56,798	60,743
101	Alexandria City Public Schools	70,409	79,985	82,994
102	Bristol City Public Schools	50,270	52,370	52,870
103	Buena Vista City Public Schools	42,000	46,000	47,000
104	Charlottesville City Public Schools	55,992	58,308	60,424
106	Colonial Heights City Public Schools	53,315	55,315	59,115
108	Danville City Public Schools	47,964	50,589	52,164
109	Falls Church City Public Schools	58,540	64,812	68,366
110	Fredericksburg City Public Schools	50,939	54,189	55,989
111	Galax City Public Schools	47,600	50,860	51,400
112	Hampton City Public Schools	55,000	57,600	59,600
113	Harrisonburg City Public Schools	53,801	56,701	58,801
114	Hopewell City Public Schools	54,425	57,075	57,425
115	Lynchburg City Public Schools	48,410	51,670	53,454
116	Martinsville City Public Schools	51,198	53,985	54,786
117	Newport News City Public Schools	55,100	58,957	63,156
118	Norfolk City Public Schools	57,500	61,000	65,300
119	Norton City Public Schools	40,890	43,890	45,390
120	Petersburg City Public Schools	54,531	55,731	56,431
121	Portsmouth City Public Schools	58,497	60,997	64,497
122	Radford City Public Schools	48,993	53,887	57,510
123	Richmond City Public Schools	55,881	58,674	62,799
124	Roanoke City Public Schools	50,649	53,475	56,083
126	Staunton City Public Schools	51,438	53,923	N/A

**Virginia Department of Education**  
**Starting Teacher Salaries for School Year 2024-2025**

The starting teacher salaries reported by school divisions include 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 reporting 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>
127	Suffolk City Public Schools	55,141	58,085	60,396
128	Virginia Beach City Public Schools	54,065	57,330	60,685
130	Waynesboro City Public Schools	50,327	54,147	58,517
131	Williamsburg-James City County Public Schools	54,000	55,826	59,458
132	Winchester City Public Schools	53,000	57,230	61,460
135	Franklin City Public Schools	47,809	49,809	50,309
136	Chesapeake City Public Schools	55,184	58,684	N/A
137	Lexington City Public Schools	45,112	48,909	48,909
139	Salem City Public Schools	50,605	55,313	57,078
142	Poquoson City Public Schools	47,650	50,375	53,100
143	Manassas City Public Schools	58,070	64,919	68,941
144	Manassas Park City Public Schools	56,410	62,410	66,410
202	Colonial Beach Public Schools	49,614	52,114	54,614
207	West Point Public Schools	55,069	57,069	N/A

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2023-2024*

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
001	Accomack County Public Schools	530	TANGIER COMBINED	54,455.00
001	Accomack County Public Schools	540	ARCADIA HIGH	58,234.00
001	Accomack County Public Schools	580	CHINCOTEAGUE HIGH	59,903.00
001	Accomack County Public Schools	590	PUNGOTEAGUE ELEM	55,075.00
001	Accomack County Public Schools	600	KEGOTANK ELEM	55,602.00
001	Accomack County Public Schools	70	NANDUA HIGH	59,415.00
001	Accomack County Public Schools	701	ACCAWMACKE ELEM	54,911.00
001	Accomack County Public Schools	702	METOMPKIN ELEM	53,880.00
001	Accomack County Public Schools	703	NANDUA MIDDLE	58,471.00
001	Accomack County Public Schools	704	ARCADIA MIDDLE	59,747.00
001	Accomack County Public Schools	80	CHINCOTEAGUE ELEM	59,005.00
002	Albemarle County Public Schools	10	HOLLYMEAD ELEM	64,336.23
002	Albemarle County Public Schools	100	BROADUS WOOD ELEM	66,325.00
002	Albemarle County Public Schools	1051	LAKESIDE MIDDLE	68,660.16
002	Albemarle County Public Schools	1052	MONTICELLO HIGH	67,988.30
002	Albemarle County Public Schools	1053	BAKER-BUTLER ELEM	65,309.95
002	Albemarle County Public Schools	140	WESTERN ALBEMARLE HIGH	69,267.18
002	Albemarle County Public Schools	150	MOUNTAIN VIEW ELEM	65,806.14
002	Albemarle County Public Schools	160	AGNOR-HURT ELEM	68,722.15
002	Albemarle County Public Schools	20	LESLIE H WALTON MIDDLE	66,213.02
002	Albemarle County Public Schools	240	STONY POINT ELEM	68,333.86
002	Albemarle County Public Schools	250	IVY ELEM	67,040.11
002	Albemarle County Public Schools	30	SCOTTSVILLE ELEM	68,621.39
002	Albemarle County Public Schools	340	CROZET ELEM	64,974.60
002	Albemarle County Public Schools	40	MARY CARR GREER ELEM	66,378.59
002	Albemarle County Public Schools	540	RED HILL ELEM	67,847.38
002	Albemarle County Public Schools	69	JACKSON P BURLEY MIDDLE	66,692.13
002	Albemarle County Public Schools	880	ALBEMARLE HIGH	65,683.00
002	Albemarle County Public Schools	890	COMMUNITY LAB SCHOOL	59,682.28
002	Albemarle County Public Schools	910	VIRGINIA L MURRAY ELEM	66,390.01
002	Albemarle County Public Schools	920	STONE ROBINSON ELEM	64,424.17
002	Albemarle County Public Schools	930	WOODBROOK ELEM	64,371.46
002	Albemarle County Public Schools	941	BROWNSVILLE ELEM	66,601.34
002	Albemarle County Public Schools	942	JOSEPH T HENLEY MIDDLE	65,812.60
002	Albemarle County Public Schools	950	JOURNEY MIDDLE	65,076.64
003	Alleghany Highlands Public Schools	1040	COVINGTON MIDDLE	50,269.00
003	Alleghany Highlands Public Schools	1041	MT VIEW ELEM	53,635.00
003	Alleghany Highlands Public Schools	110	CALLAGHAN ELEM	51,061.00
003	Alleghany Highlands Public Schools	310	ALLEGHANY HIGH	52,271.00
003	Alleghany Highlands Public Schools	360	JETER-WATSON ELEM	54,169.00
003	Alleghany Highlands Public Schools	90	SHARON ELEM	51,921.00
004	Amelia County Public Schools	10	AMELIA COUNTY HIGH	61,131.00
004	Amelia County Public Schools	210	AMELIA COUNTY MIDDLE	54,783.00
004	Amelia County Public Schools	220	AMELIA COUNTY ELEM	57,751.00
005	Amherst County Public Schools	20	MONELISON MIDDLE	49,994.91
005	Amherst County Public Schools	500	MADISON HEIGHTS ELEM	49,719.00
005	Amherst County Public Schools	670	AMHERST MIDDLE	50,482.70
005	Amherst County Public Schools	740	TEMPERANCE ELEM	43,165.67
005	Amherst County Public Schools	750	AMHERST COUNTY HIGH	54,620.05
005	Amherst County Public Schools	760	ELON ELEM	53,129.89
005	Amherst County Public Schools	770	CENTRAL ELEM	51,174.64
005	Amherst County Public Schools	780	AMELON ELEM	51,864.52
005	Amherst County Public Schools	790	AMHERST ELEM	53,009.32
006	Appomattox County Public Schools	110	APPOMATTOX ELEM	53,014.00
006	Appomattox County Public Schools	160	APPOMATTOX MIDDLE	51,581.00
006	Appomattox County Public Schools	250	APPOMATTOX PRIMARY	51,351.00
006	Appomattox County Public Schools	260	APPOMATTOX COUNTY HIGH	54,800.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
007	Arlington County Public Schools	100	GLEBE ELEM	88,112.62
007	Arlington County Public Schools	111	KEY ELEM	90,923.61
007	Arlington County Public Schools	150	BARCROFT ELEM	84,310.49
007	Arlington County Public Schools	160	ALICE WEST FLEET ELEM	83,588.09
007	Arlington County Public Schools	180	JEFFERSON MIDDLE	91,024.75
007	Arlington County Public Schools	200	DR. CHARLES R. DREW ELEM	83,236.46
007	Arlington County Public Schools	211	TUCKAHOE ELEM	80,119.63
007	Arlington County Public Schools	240	SWANSON MIDDLE	92,870.55
007	Arlington County Public Schools	250	BARRETT ELEM	82,522.79
007	Arlington County Public Schools	330	YORKTOWN HIGH	90,216.25
007	Arlington County Public Schools	350	ABINGDON ELEM	86,657.38
007	Arlington County Public Schools	360	OAKRIDGE ELEM	76,242.68
007	Arlington County Public Schools	37	INTEGRATION STATION	77,809.74
007	Arlington County Public Schools	380	CARDINAL ELEM	84,370.73
007	Arlington County Public Schools	410	NOTTINGHAM ELEM	76,637.26
007	Arlington County Public Schools	420	TAYLOR ELEM	80,238.52
007	Arlington County Public Schools	440	JAMESTOWN ELEM	86,720.44
007	Arlington County Public Schools	450	WAKEFIELD HIGH	97,726.35
007	Arlington County Public Schools	460	LONG BRANCH ELEM	82,370.51
007	Arlington County Public Schools	470	ARLINGTON TRADITIONAL	87,633.10
007	Arlington County Public Schools	480	WILLIAMSBURG MIDDLE	90,197.06
007	Arlington County Public Schools	490	ASHLAWN ELEM	81,779.10
007	Arlington County Public Schools	500	KENMORE MIDDLE	88,918.45
007	Arlington County Public Schools	510	RANDOLPH ELEM	78,057.52
007	Arlington County Public Schools	611	GUNSTON MIDDLE	89,992.38
007	Arlington County Public Schools	613	INNOVATION ELEM	77,360.86
007	Arlington County Public Schools	614	HOFFMAN-BOSTON ELEM	82,340.21
007	Arlington County Public Schools	615	CAMPBELL ELEM	78,337.18
007	Arlington County Public Schools	618	ARLINGTON COMMUNITY HIGH	85,405.63
007	Arlington County Public Schools	622	CLAREMONT IMMERSION	84,431.49
007	Arlington County Public Schools	626	DISCOVERY ELEM	80,082.73
007	Arlington County Public Schools	627	MONTESSORI PUBLIC SCHOOL OF ARLINGTON	86,406.32
007	Arlington County Public Schools	628	DOROTHY HAMM MIDDLE	84,718.76
007	Arlington County Public Schools	629	ARLINGTON SCIENCE FOCUS SCHOOL	77,317.91
007	Arlington County Public Schools	80	WASHINGTON LIBERTY HIGH	89,882.22
007	Arlington County Public Schools	90	CARLIN SPRINGS ELEM	83,725.14
008	Augusta County Public Schools	140	CHURCHVILLE ELEM	57,513.00
008	Augusta County Public Schools	212	BEVERLEY MANOR MIDDLE	57,768.00
008	Augusta County Public Schools	30	CASSELL ELEM	58,475.00
008	Augusta County Public Schools	370	CRAIGSVILLE ELEM	54,875.00
008	Augusta County Public Schools	40	NORTH RIVER ELEM	56,612.00
008	Augusta County Public Schools	440	STUARTS DRAFT ELEM	57,479.00
008	Augusta County Public Schools	60	STUARTS DRAFT MIDDLE	58,165.00
008	Augusta County Public Schools	640	WILSON ELEM	54,275.00
008	Augusta County Public Schools	660	BUFFALO GAP HIGH	57,375.00
008	Augusta County Public Schools	670	FT DEFIANCE HIGH	59,734.00
008	Augusta County Public Schools	680	RIVERHEADS HIGH	56,673.00
008	Augusta County Public Schools	720	WILSON MEMORIAL HIGH	58,773.00
008	Augusta County Public Schools	730	STUARTS DRAFT HIGH	56,700.00
008	Augusta County Public Schools	740	RIVERHEADS ELEM	55,124.00
008	Augusta County Public Schools	842	EDWARD G CLYMORE ELEM	55,778.00
008	Augusta County Public Schools	843	GUY K STUMP ELEM	56,962.00
008	Augusta County Public Schools	844	WILSON MIDDLE	55,957.00
008	Augusta County Public Schools	90	S GORDON STEWART MIDDLE	58,535.00
009	Bath County Public Schools	120	MILLBORO ELEM	50,328.77
009	Bath County Public Schools	140	BATH COUNTY HIGH	60,513.94
009	Bath County Public Schools	150	VALLEY ELEM	52,754.94

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2023-2024*

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
010	Bedford County Public Schools	1170	OTTER RIVER ELEM	54,448.58
010	Bedford County Public Schools	1180	LIBERTY HIGH	58,270.16
010	Bedford County Public Schools	1190	STAUNTON RIVER HIGH	57,651.50
010	Bedford County Public Schools	1191	STAUNTON RIVER MIDDLE	55,448.00
010	Bedford County Public Schools	1200	BEDFORD PRIMARY	55,088.29
010	Bedford County Public Schools	1211	FOREST MIDDLE	57,183.58
010	Bedford County Public Schools	1212	JEFFERSON FOREST HIGH	59,448.58
010	Bedford County Public Schools	1213	THOMAS JEFFERSON ELEM	58,663.11
010	Bedford County Public Schools	1214	GOODVIEW ELEM	54,493.83
010	Bedford County Public Schools	160	BOONSBORO ELEM	55,332.23
010	Bedford County Public Schools	180	MONTVALE ELEM	54,076.13
010	Bedford County Public Schools	30	BIG ISLAND ELEM	56,659.45
010	Bedford County Public Schools	480	BEDFORD ELEM	56,535.06
010	Bedford County Public Schools	490	LIBERTY MIDDLE	54,784.54
010	Bedford County Public Schools	500	FOREST ELEM	57,053.86
010	Bedford County Public Schools	610	NEW LONDON ACADEMY ELEM	57,011.43
010	Bedford County Public Schools	640	STEWARTSVILLE ELEM	51,646.26
010	Bedford County Public Schools	970	MONETA ELEM	59,459.47
010	Bedford County Public Schools	980	HUDDLESTON ELEM	57,223.88
011	Bland County Public Schools	250	BLAND COUNTY ELEM	51,123.17
011	Bland County Public Schools	260	BLAND COUNTY HIGH	47,979.30
012	Botetourt County Public Schools	20	BUCHANAN ELEM	57,369.30
012	Botetourt County Public Schools	220	BRECKINRIDGE ELEM	61,946.84
012	Botetourt County Public Schools	30	EAGLE ROCK ELEM	63,518.00
012	Botetourt County Public Schools	390	CLOVERDALE ELEM	61,428.06
012	Botetourt County Public Schools	40	TROUTVILLE ELEM	59,120.60
012	Botetourt County Public Schools	400	COLONIAL ELEM	59,667.76
012	Botetourt County Public Schools	420	CENTRAL ACADEMY MIDDLE	59,372.19
012	Botetourt County Public Schools	430	JAMES RIVER HIGH	57,172.13
012	Botetourt County Public Schools	440	LORD BOTETOURT HIGH	60,605.21
012	Botetourt County Public Schools	450	READ MOUNTAIN MIDDLE	61,944.04
012	Botetourt County Public Schools	460	GREENFIELD ELEM	62,518.83
013	Brunswick County Public Schools	650	BRUNSWICK HIGH	53,494.00
013	Brunswick County Public Schools	660	JAMES S RUSSELL MIDDLE	51,906.00
013	Brunswick County Public Schools	690	MEHERRIN POWELLTON ELEM	53,855.00
013	Brunswick County Public Schools	700	RED OAK-STURGEON ELEM	53,808.00
013	Brunswick County Public Schools	720	TOTARO ELEM	48,917.00
014	Buchanan County Public Schools	1000	COUNCIL HIGH	49,777.54
014	Buchanan County Public Schools	1020	HURLEY HIGH	49,513.67
014	Buchanan County Public Schools	1040	RIVERVIEW ELEM/MIDDLE	46,640.23
014	Buchanan County Public Schools	1041	TWIN VALLEY ELEM/MIDDLE	45,474.93
014	Buchanan County Public Schools	1042	TWIN VALLEY HIGH	45,475.94
014	Buchanan County Public Schools	120	HURLEY ELEM/MIDDLE	51,383.01
014	Buchanan County Public Schools	90	COUNCIL ELEM/MIDDLE	46,539.87
014	Buchanan County Public Schools	990	GRUNDY HIGH	49,634.08
015	Buckingham County Public Schools	20	BUCKINGHAM CO PRE SCH CTR	55,018.00
015	Buckingham County Public Schools	700	BUCKINGHAM COUNTY HIGH	57,558.00
015	Buckingham County Public Schools	721	BUCKINGHAM CO. MIDDLE	56,197.00
015	Buckingham County Public Schools	723	BUCKINGHAM CO PRIMARY	58,597.00
015	Buckingham County Public Schools	724	BUCKINGHAM CO ELEM	56,588.00
016	Campbell County Public Schools	130	CONCORD ELEM	52,323.00
016	Campbell County Public Schools	20	BROOKVILLE MIDDLE	53,253.00
016	Campbell County Public Schools	200	ALTAVISTA HIGH	52,988.00
016	Campbell County Public Schools	211	RUSTBURG MIDDLE	53,797.00
016	Campbell County Public Schools	222	RUSTBURG HIGH	54,547.00
016	Campbell County Public Schools	542	WILLIAM CAMPBELL HIGH	52,362.00
016	Campbell County Public Schools	560	ALTAVISTA ELEM	54,875.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
016	Campbell County Public Schools	60	TOMAHAWK ELEM	52,898.00
016	Campbell County Public Schools	650	BROOKNEAL ELEM	51,548.00
016	Campbell County Public Schools	690	LEESVILLE ROAD ELEM	54,347.00
016	Campbell County Public Schools	710	YELLOW BRANCH ELEM	52,080.00
016	Campbell County Public Schools	720	BROOKVILLE HIGH	52,629.00
016	Campbell County Public Schools	821	RUSTBURG ELEM	51,947.00
017	Caroline County Public Schools	450	CAROLINE MIDDLE	57,881.65
017	Caroline County Public Schools	460	CAROLINE HIGH	58,405.11
017	Caroline County Public Schools	620	BOWLING GREEN ELEM	56,185.59
017	Caroline County Public Schools	630	MADISON ELEM	55,348.72
017	Caroline County Public Schools	9020	LEWIS & CLARK ELEM	57,165.81
018	Carroll County Public Schools	1110	ST PAUL	58,680.11
018	Carroll County Public Schools	1130	OAKLAND ELEM	58,616.14
018	Carroll County Public Schools	1150	GLADESBORO ELEM	58,030.19
018	Carroll County Public Schools	1160	LAUREL ELEM	55,839.74
018	Carroll County Public Schools	1170	HILLSVILLE ELEM	59,729.94
018	Carroll County Public Schools	1180	FANCY GAP ELEM	58,074.74
018	Carroll County Public Schools	1210	GLADEVILLE ELEM	59,015.04
018	Carroll County Public Schools	1230	CARROLL COUNTY HIGH	61,236.37
018	Carroll County Public Schools	450	CARROLL COUNTY MIDDLE	57,960.30
019	Charles City County Public Schools	100	CHARLES CITY CO HIGH	47,439.00
019	Charles City County Public Schools	80	CHARLES CITY CO ELEM	49,035.00
020	Charlotte County Public Schools	100	EUREKA ELEM	51,053.00
020	Charlotte County Public Schools	210	CENTRAL MIDDLE	52,119.00
020	Charlotte County Public Schools	450	PHENIX ELEM	51,350.00
020	Charlotte County Public Schools	460	RANDOLPH-HENRY HIGH	50,329.00
020	Charlotte County Public Schools	470	BACON DISTRICT ELEM	48,656.00
021	Chesterfield County Public Schools	10	LLOYD C BIRD HIGH	65,286.00
021	Chesterfield County Public Schools	110	MATOACA MIDDLE	61,931.00
021	Chesterfield County Public Schools	130	BEULAH ELEM	60,658.00
021	Chesterfield County Public Schools	150	CLOVER HILL ELEM	63,609.00
021	Chesterfield County Public Schools	180	GRANGE HALL ELEM	63,088.00
021	Chesterfield County Public Schools	20	BON AIR ELEM	62,487.00
021	Chesterfield County Public Schools	270	SWIFT CREEK MIDDLE	64,253.00
021	Chesterfield County Public Schools	280	MONACAN HIGH	67,162.00
021	Chesterfield County Public Schools	290	W W GORDON ELEM	64,942.00
021	Chesterfield County Public Schools	30	CARVER COLLEGE AND CAREER ACADEMY	61,451.00
021	Chesterfield County Public Schools	300	EVERGREEN ELEM	61,581.00
021	Chesterfield County Public Schools	320	MIDLOTHIAN HIGH	64,756.00
021	Chesterfield County Public Schools	33	CHESTER EARLY CHILDHOOD LEARNING ACADEMY	61,790.00
021	Chesterfield County Public Schools	340	SWIFT CREEK ELEM	61,351.00
021	Chesterfield County Public Schools	350	ETTRICK ELEM	61,115.00
021	Chesterfield County Public Schools	360	O B GATES ELEM	64,572.00
021	Chesterfield County Public Schools	370	MATOACA ELEM	62,034.00
021	Chesterfield County Public Schools	380	PROVIDENCE ELEM	62,336.00
021	Chesterfield County Public Schools	390	ENON ELEM	61,339.00
021	Chesterfield County Public Schools	40	MIDLOTHIAN MIDDLE	64,361.00
021	Chesterfield County Public Schools	400	JACOBS ROAD ELEM	60,498.00
021	Chesterfield County Public Schools	410	THELMA CRENSHAW ELEM	61,824.00
021	Chesterfield County Public Schools	420	CARVER MIDDLE	61,406.00
021	Chesterfield County Public Schools	430	BENSLEY ELEM	61,974.00
021	Chesterfield County Public Schools	440	WOOLRIDGE ELEM	63,859.00
021	Chesterfield County Public Schools	460	HARROWGATE ELEM	62,426.00
021	Chesterfield County Public Schools	480	ECOFF ELEM	60,481.00
021	Chesterfield County Public Schools	492	C E CURTIS ELEM	61,154.00
021	Chesterfield County Public Schools	50	C C WELLS ELEM	63,162.00
021	Chesterfield County Public Schools	500	J G HENING ELEM	59,394.00

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2023-2024*

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
021	Chesterfield County Public Schools	510	BETTIE WEAVER ELEM	62,173.00
021	Chesterfield County Public Schools	530	MATOACA HIGH	63,914.00
021	Chesterfield County Public Schools	550	J A CHALKLEY ELEM	61,393.00
021	Chesterfield County Public Schools	560	CRESTWOOD ELEM	62,961.00
021	Chesterfield County Public Schools	580	MEADOWBROOK HIGH	63,390.00
021	Chesterfield County Public Schools	590	FALLING CREEK ELEM	58,980.00
021	Chesterfield County Public Schools	60	HOPKINS ROAD ELEM	60,750.00
021	Chesterfield County Public Schools	600	MANCHESTER MIDDLE	64,216.00
021	Chesterfield County Public Schools	610	THOMAS DALE HIGH	64,184.00
021	Chesterfield County Public Schools	620	A M DAVIS ELEM	61,356.00
021	Chesterfield County Public Schools	631	BAILEY BRIDGE MIDDLE	63,031.00
021	Chesterfield County Public Schools	632	MANCHESTER HIGH	65,242.00
021	Chesterfield County Public Schools	650	J B WATKINS ELEM	64,769.00
021	Chesterfield County Public Schools	660	BELLWOOD ELEM	61,158.00
021	Chesterfield County Public Schools	670	FALLING CREEK MIDDLE	60,453.00
021	Chesterfield County Public Schools	690	PROVIDENCE MIDDLE	62,275.00
021	Chesterfield County Public Schools	70	GREENFIELD ELEM	65,662.00
021	Chesterfield County Public Schools	700	REAMS ROAD ELEM	61,511.00
021	Chesterfield County Public Schools	720	SALEM CHURCH ELEM	61,379.00
021	Chesterfield County Public Schools	722	SALEM CHURCH MIDDLE	61,684.00
021	Chesterfield County Public Schools	730	ROBIOUS ELEM	60,672.00
021	Chesterfield County Public Schools	740	CLOVER HILL HIGH	66,051.00
021	Chesterfield County Public Schools	760	ROBIOUS MIDDLE	64,864.00
021	Chesterfield County Public Schools	770	JAMES RIVER HIGH	65,660.00
021	Chesterfield County Public Schools	780	MARGUERITE F CHRISTIAN ELEM	61,366.00
021	Chesterfield County Public Schools	800	SPRING RUN ELEM	63,024.00
021	Chesterfield County Public Schools	840	COSBY HIGH	67,877.00
021	Chesterfield County Public Schools	850	ELIZABETH SCOTT ELEM	62,306.00
021	Chesterfield County Public Schools	860	WINTERPOCK ELEM	61,387.00
021	Chesterfield County Public Schools	861	ALBERTA SMITH ELEM	64,045.00
021	Chesterfield County Public Schools	870	ELIZABETH DAVIS MIDDLE	63,593.00
021	Chesterfield County Public Schools	880	TOMAHAWK CREEK MIDDLE	66,287.00
021	Chesterfield County Public Schools	90	OLD HUNDRED ELEM	61,130.00
021	Chesterfield County Public Schools	92	MOSELEY ELEM	61,724.00
022	Clarke County Public Schools	10	CLARKE COUNTY HIGH	65,260.72
022	Clarke County Public Schools	250	BOYCE ELEM	61,374.32
022	Clarke County Public Schools	280	JOHNSON-WILLIAMS MIDDLE	62,259.91
022	Clarke County Public Schools	290	D G COOLEY ELEM	62,490.37
023	Craig County Public Schools	10	MCCLEARY ELEM	52,505.00
023	Craig County Public Schools	11	CRAIG COUNTY HIGH	55,993.00
024	Culpeper County Public Schools	10	PEARL SAMPLE ELEM	56,025.30
024	Culpeper County Public Schools	20	CULPEPER MIDDLE	58,987.72
024	Culpeper County Public Schools	240	A G RICHARDSON ELEM	63,932.63
024	Culpeper County Public Schools	40	YOWELL ELEM	62,625.77
024	Culpeper County Public Schools	450	EMERALD HILL ELEM	61,721.26
024	Culpeper County Public Schools	460	SYCAMORE PARK ELEM	56,579.23
024	Culpeper County Public Schools	470	FARMINGTON ELEM	59,951.26
024	Culpeper County Public Schools	480	CULPEPER COUNTY HIGH	62,296.20
024	Culpeper County Public Schools	50	EASTERN VIEW HIGH	60,462.26
024	Culpeper County Public Schools	581	FLOYD T BINNS MIDDLE	59,095.78
024	Culpeper County Public Schools	582	GALBREATH-MARSHALL BLDG	88,586.00
025	Cumberland County Public Schools	140	CUMBERLAND ELEM	60,899.24
025	Cumberland County Public Schools	151	CUMBERLAND HIGH	59,328.50
025	Cumberland County Public Schools	152	CUMBERLAND MIDDLE	61,375.56
026	Dickenson County Public Schools	20	CLINTWOOD ELEM	49,541.80
026	Dickenson County Public Schools	275	RIDGEVIEW HIGH	46,931.29
026	Dickenson County Public Schools	280	RIDGEVIEW MIDDLE	51,305.42

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
026	Dickenson County Public Schools	281	RIDGEVIEW ELEM	47,734.87
027	Dinwiddie County Public Schools	10	SOUTHSIDE ELEM	61,808.35
027	Dinwiddie County Public Schools	180	SUNNYSIDE ELEM	66,683.00
027	Dinwiddie County Public Schools	250	MIDWAY ELEM	61,817.89
027	Dinwiddie County Public Schools	310	DINWIDDIE ELEM	61,734.63
027	Dinwiddie County Public Schools	471	DINWIDDIE MIDDLE	59,888.26
027	Dinwiddie County Public Schools	500	DINWIDDIE HIGH	63,580.65
027	Dinwiddie County Public Schools	520	SUTHERLAND ELEM	62,737.23
028	Essex County Public Schools	10	ESSEX HIGH	51,082.00
028	Essex County Public Schools	150	JAMES H. CARY INTERMEDIATE	51,651.00
028	Essex County Public Schools	160	TAPPAHANNOCK ELEM	50,788.00
029	Fairfax County Public Schools	100	CHESTERBROOK ELEM	78,337.00
029	Fairfax County Public Schools	1020	LEWIS HIGH	89,875.00
029	Fairfax County Public Schools	1030	PARKLAWN ELEM	78,824.00
029	Fairfax County Public Schools	1050	CHURCHILL ROAD ELEM	77,778.00
029	Fairfax County Public Schools	1060	MADISON HIGH	89,900.00
029	Fairfax County Public Schools	1070	JUSTICE HIGH	83,712.00
029	Fairfax County Public Schools	1080	WAYNEWOOD ELEM	85,851.00
029	Fairfax County Public Schools	1090	BRADDOCK ELEM	85,460.00
029	Fairfax County Public Schools	110	LOUISE ARCHER ELEM	89,113.00
029	Fairfax County Public Schools	1100	FALLS CHURCH HIGH	87,361.00
029	Fairfax County Public Schools	1110	JOHNSON MIDDLE	84,573.00
029	Fairfax County Public Schools	1120	IRVING MIDDLE	84,705.00
029	Fairfax County Public Schools	1130	POE MIDDLE	85,236.00
029	Fairfax County Public Schools	1140	THOREAU MIDDLE	85,234.00
029	Fairfax County Public Schools	1150	LONGFELLOW MIDDLE	89,057.00
029	Fairfax County Public Schools	1160	TWAIN MIDDLE	83,339.00
029	Fairfax County Public Schools	1170	GLASGOW MIDDLE	78,483.00
029	Fairfax County Public Schools	1190	COOPER MIDDLE	81,670.00
029	Fairfax County Public Schools	120	VIENNA ELEM	88,032.00
029	Fairfax County Public Schools	1200	MARSHALL ROAD ELEM	77,718.00
029	Fairfax County Public Schools	1210	MANTUA ELEM	86,668.00
029	Fairfax County Public Schools	1240	KEENE MILL ELEM	82,463.00
029	Fairfax County Public Schools	1250	HERNDON ELEM	86,594.00
029	Fairfax County Public Schools	1260	WOODSON HIGH	89,402.00
029	Fairfax County Public Schools	1270	EDISON HIGH	88,828.00
029	Fairfax County Public Schools	1290	MARSHALL HIGH	87,549.00
029	Fairfax County Public Schools	1300	SANDBURG MIDDLE	83,747.00
029	Fairfax County Public Schools	131	CHANTILLY HIGH	93,113.00
029	Fairfax County Public Schools	1310	RAVENSWORTH ELEM	78,990.00
029	Fairfax County Public Schools	1320	WASHINGTON MILL ELEM	84,440.00
029	Fairfax County Public Schools	1330	HOLLIN MEADOWS ELEM	87,864.00
029	Fairfax County Public Schools	1350	STRATFORD LANDING ELEM	78,296.00
029	Fairfax County Public Schools	1360	ANNANDALE TERRACE ELEM	76,025.00
029	Fairfax County Public Schools	1371	THOMAS JEFFERSON HIGH	100,000.00
029	Fairfax County Public Schools	1380	STENWOOD ELEM	83,218.00
029	Fairfax County Public Schools	1390	MOSAIC ELEM	79,096.00
029	Fairfax County Public Schools	140	OAKTON ELEM	84,493.00
029	Fairfax County Public Schools	1400	LITTLE RUN ELEM	90,175.00
029	Fairfax County Public Schools	1410	FROST MIDDLE	88,580.00
029	Fairfax County Public Schools	1420	HYBLA VALLEY ELEM	81,222.00
029	Fairfax County Public Schools	1430	WEST SPRINGFIELD ELEM	85,788.00
029	Fairfax County Public Schools	1440	KINGS PARK ELEM	84,842.00
029	Fairfax County Public Schools	1450	FORESTDALE ELEM	81,878.00
029	Fairfax County Public Schools	1460	LANGLEY HIGH	92,254.00
029	Fairfax County Public Schools	1480	FAIRFAX VILLA ELEM	84,757.00
029	Fairfax County Public Schools	150	ORANGE HUNT ELEM	85,613.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
029	Fairfax County Public Schools	1500	GREENBRIAR WEST ELEM	87,360.00
029	Fairfax County Public Schools	1510	COLUMBIA ELEM	82,253.00
029	Fairfax County Public Schools	1521	HOLMES MIDDLE	88,430.00
029	Fairfax County Public Schools	1530	ARMSTRONG ELEM	89,502.00
029	Fairfax County Public Schools	1540	UNION MILL ELEM	81,923.00
029	Fairfax County Public Schools	1550	WHITMAN MIDDLE	84,087.00
029	Fairfax County Public Schools	1570	LAKE ANNE ELEM	84,427.00
029	Fairfax County Public Schools	1580	WESTBRIAR ELEM	83,789.00
029	Fairfax County Public Schools	1590	CANTERBURY WOODS ELEM	84,451.00
029	Fairfax County Public Schools	1600	CUB RUN ELEM	87,983.00
029	Fairfax County Public Schools	1610	WEST SPRINGFIELD HIGH	86,930.00
029	Fairfax County Public Schools	1620	SPRING HILL ELEM	83,603.00
029	Fairfax County Public Schools	1630	FAIRHILL ELEM	77,645.00
029	Fairfax County Public Schools	1640	MOUNT VERNON WOODS ELEM	81,859.00
029	Fairfax County Public Schools	1650	OLDE CREEK ELEM	74,918.00
029	Fairfax County Public Schools	1660	SHREVEWOOD ELEM	80,241.00
029	Fairfax County Public Schools	1670	WESTGATE ELEM	76,761.00
029	Fairfax County Public Schools	1680	SILVERBROOK ELEM	86,689.00
029	Fairfax County Public Schools	1690	CARDINAL FOREST ELEM	84,479.00
029	Fairfax County Public Schools	170	TERRA CENTRE ELEM	84,030.00
029	Fairfax County Public Schools	1700	CUNNINGHAM PARK ELEM	85,322.00
029	Fairfax County Public Schools	1710	OAKTON HIGH	86,136.00
029	Fairfax County Public Schools	1730	BEECH TREE ELEM	80,597.00
029	Fairfax County Public Schools	1740	HAYFIELD ELEM	93,155.00
029	Fairfax County Public Schools	1760	KILMER MIDDLE	85,571.00
029	Fairfax County Public Schools	1761	KILMER CENTER	89,914.00
029	Fairfax County Public Schools	1770	ROLLING VALLEY ELEM	84,977.00
029	Fairfax County Public Schools	1790	BROOKFIELD ELEM	87,634.00
029	Fairfax County Public Schools	1800	HAYFIELD SECONDARY	89,270.00
029	Fairfax County Public Schools	1810	WOLFTRAP ELEM	83,060.00
029	Fairfax County Public Schools	1820	RIVERSIDE ELEM	79,936.00
029	Fairfax County Public Schools	1830	LONDON TOWNE ELEM	87,803.00
029	Fairfax County Public Schools	1840	GREENBRIAR EAST ELEM	84,403.00
029	Fairfax County Public Schools	1850	LEES CORNER ELEM	92,403.00
029	Fairfax County Public Schools	1860	OAK VIEW ELEM	87,759.00
029	Fairfax County Public Schools	1870	CLERMONT ELEM	84,125.00
029	Fairfax County Public Schools	1880	HUNT VALLEY ELEM	85,531.00
029	Fairfax County Public Schools	1890	KINGS GLEN ELEM	86,678.00
029	Fairfax County Public Schools	190	FAIRFAX COUNTY ADULT HIGH	79,613.00
029	Fairfax County Public Schools	1900	KEY MIDDLE	83,600.00
029	Fairfax County Public Schools	1901	KEY CENTER	84,932.00
029	Fairfax County Public Schools	1920	FORT HUNT ELEM	90,409.00
029	Fairfax County Public Schools	1940	CAMELOT ELEM	79,360.00
029	Fairfax County Public Schools	1950	HUNTERS WOODS ELEM	87,925.00
029	Fairfax County Public Schools	1960	ROBINSON SECONDARY	91,948.00
029	Fairfax County Public Schools	1970	LAUREL RIDGE ELEM	86,784.00
029	Fairfax County Public Schools	1980	HUTCHISON ELEM	83,278.00
029	Fairfax County Public Schools	1990	SOUTH LAKES HIGH	87,689.00
029	Fairfax County Public Schools	20	FAIRFAX HIGH	86,979.00
029	Fairfax County Public Schools	200	CENTREVILLE HIGH	90,598.00
029	Fairfax County Public Schools	2000	BONNIE BRAE ELEM	83,574.00
029	Fairfax County Public Schools	2010	DRANESVILLE ELEM	86,760.00
029	Fairfax County Public Schools	2020	CROSSFIELD ELEM	89,060.00
029	Fairfax County Public Schools	2030	SANGSTER ELEM	85,632.00
029	Fairfax County Public Schools	2040	SARATOGA ELEM	80,083.00
029	Fairfax County Public Schools	2050	VIRGINIA RUN ELEM	86,464.00
029	Fairfax County Public Schools	2060	WILLOW SPRINGS ELEM	86,158.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average Salary 2023-2024
029	Fairfax County Public Schools	2070	STONE MIDDLE	93,290.00
029	Fairfax County Public Schools	2080	POPLAR TREE ELEM	85,530.00
029	Fairfax County Public Schools	2090	CENTRE RIDGE ELEM	83,226.00
029	Fairfax County Public Schools	2100	WAPLES MILL ELEM	87,066.00
029	Fairfax County Public Schools	220	DOGWOOD ELEM	81,642.00
029	Fairfax County Public Schools	2200	MCNAIR UPPER ELEM	83,992.00
029	Fairfax County Public Schools	2201	BRYANT HIGH	91,312.00
029	Fairfax County Public Schools	2203	ALDRIN ELEM	90,615.00
029	Fairfax County Public Schools	2204	DEER PARK ELEM	91,789.00
029	Fairfax County Public Schools	2205	CENTREVILLE ELEM	84,986.00
029	Fairfax County Public Schools	2209	LANE ELEM	77,934.00
029	Fairfax County Public Schools	2210	HALLEY ELEM	87,203.00
029	Fairfax County Public Schools	2211	MOUNTAIN VIEW HIGH	96,992.00
029	Fairfax County Public Schools	2222	CARSON MIDDLE	90,939.00
029	Fairfax County Public Schools	2224	FORT BELVOIR ELEM	73,198.00
029	Fairfax County Public Schools	2225	BULL RUN ELEM	88,407.00
029	Fairfax County Public Schools	2228	WESTFIELD HIGH	92,669.00
029	Fairfax County Public Schools	2229	DANIELS RUN ELEM	85,441.00
029	Fairfax County Public Schools	2230	PROVIDENCE ELEM	88,257.00
029	Fairfax County Public Schools	2231	MCNAIR ELEM	80,985.00
029	Fairfax County Public Schools	2233	LIBERTY MIDDLE	90,927.00
029	Fairfax County Public Schools	2234	COLVIN RUN ELEM	91,126.00
029	Fairfax County Public Schools	2235	ISLAND CREEK ELEM	87,259.00
029	Fairfax County Public Schools	2236	LORTON STATION ELEM	84,743.00
029	Fairfax County Public Schools	2237	POWELL ELEM	86,064.00
029	Fairfax County Public Schools	2238	DUNN LORING EC RESOURCE CTR	99,426.00
029	Fairfax County Public Schools	2241	SOUTH COUNTY HIGH	90,346.00
029	Fairfax County Public Schools	2243	EAGLE VIEW ELEM	83,400.00
029	Fairfax County Public Schools	2251	BULL RUN EC RESOURCE CTR	99,998.00
029	Fairfax County Public Schools	2252	VIRGINIA HILLS EC RESOURCE CTR	96,235.00
029	Fairfax County Public Schools	2347	COATES ELEM	84,596.00
029	Fairfax County Public Schools	2348	LAUREL HILL ELEM	80,758.00
029	Fairfax County Public Schools	2410	MASON CREST ELEM	83,170.00
029	Fairfax County Public Schools	2420	SOUTH COUNTY MIDDLE	90,379.00
029	Fairfax County Public Schools	2440	PIMMIT EC RESOURCE CTR	79,964.00
029	Fairfax County Public Schools	2458	FORT BELVOIR UPPER ELEM	77,884.00
029	Fairfax County Public Schools	2459	BAILEY'S UPPER ELEM	81,201.00
029	Fairfax County Public Schools	250	TERRASET ELEM	81,678.00
029	Fairfax County Public Schools	260	CLEARVIEW ELEM	87,669.00
029	Fairfax County Public Schools	280	SUNRISE VALLEY ELEM	86,532.00
029	Fairfax County Public Schools	290	FAIRVIEW ELEM	82,600.00
029	Fairfax County Public Schools	300	ROCKY RUN MIDDLE	93,365.00
029	Fairfax County Public Schools	32	HERNDON HIGH	91,333.00
029	Fairfax County Public Schools	320	FRANCONIA ELEM	81,732.00
029	Fairfax County Public Schools	33	HERNDON MIDDLE	85,049.00
029	Fairfax County Public Schools	330	GROVETON ELEM	83,694.00
029	Fairfax County Public Schools	350	HUGHES MIDDLE	85,246.00
029	Fairfax County Public Schools	370	FORESTVILLE ELEM	88,872.00
029	Fairfax County Public Schools	380	WOODLAWN ELEM	81,818.00
029	Fairfax County Public Schools	390	FOX MILL ELEM	90,258.00
029	Fairfax County Public Schools	400	WHITE OAKS ELEM	88,155.00
029	Fairfax County Public Schools	420	MOUNT VERNON HIGH	85,168.00
029	Fairfax County Public Schools	430	OAK HILL ELEM	90,541.00
029	Fairfax County Public Schools	440	FRANKLIN MIDDLE	90,322.00
029	Fairfax County Public Schools	470	NEWINGTON FOREST ELEM	85,560.00
029	Fairfax County Public Schools	480	CHERRY RUN ELEM	92,499.00
029	Fairfax County Public Schools	490	FREEDOM HILL ELEM	87,691.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
029	Fairfax County Public Schools	510	MOUNT EAGLE ELEM	82,289.00
029	Fairfax County Public Schools	520	WEYANOKE ELEM	85,442.00
029	Fairfax County Public Schools	530	GRAHAM ROAD ELEM	75,784.00
029	Fairfax County Public Schools	550	BAILEY'S ELEM	82,646.00
029	Fairfax County Public Schools	560	BELLE VIEW ELEM	76,908.00
029	Fairfax County Public Schools	570	GREAT FALLS ELEM	83,785.00
029	Fairfax County Public Schools	580	WESTLAWN ELEM	82,058.00
029	Fairfax County Public Schools	590	WOODLEY HILLS ELEM	84,354.00
029	Fairfax County Public Schools	620	CAMERON ELEM	85,568.00
029	Fairfax County Public Schools	630	GARFIELD ELEM	89,207.00
029	Fairfax County Public Schools	650	WOODBURN ELEM	80,896.00
029	Fairfax County Public Schools	660	ANNANDALE HIGH	83,128.00
029	Fairfax County Public Schools	673	JACKSON MIDDLE	83,381.00
029	Fairfax County Public Schools	680	BUSH HILL ELEM	80,779.00
029	Fairfax County Public Schools	690	GUNSTON ELEM	86,661.00
029	Fairfax County Public Schools	70	FOREST EDGE ELEM	80,040.00
029	Fairfax County Public Schools	700	BUCKNELL ELEM	82,294.00
029	Fairfax County Public Schools	710	SLEEPY HOLLOW ELEM	84,810.00
029	Fairfax County Public Schools	720	BELVEDERE ELEM	80,914.00
029	Fairfax County Public Schools	730	FLINT HILL ELEM	81,805.00
029	Fairfax County Public Schools	740	FLORIS ELEM	80,058.00
029	Fairfax County Public Schools	750	HAYCOCK ELEM	80,545.00
029	Fairfax County Public Schools	770	LEMON ROAD ELEM	80,984.00
029	Fairfax County Public Schools	790	MCLEAN HIGH	86,677.00
029	Fairfax County Public Schools	80	SHERMAN ELEM	81,285.00
029	Fairfax County Public Schools	800	NAVY ELEM	86,511.00
029	Fairfax County Public Schools	820	PINE SPRING ELEM	83,898.00
029	Fairfax County Public Schools	830	TIMBER LANE ELEM	81,165.00
029	Fairfax County Public Schools	850	WAKEFIELD FOREST ELEM	86,434.00
029	Fairfax County Public Schools	870	CRESTWOOD ELEM	86,160.00
029	Fairfax County Public Schools	890	LYNBROOK ELEM	83,468.00
029	Fairfax County Public Schools	90	LAKE BRADDOCK SECONDARY	90,292.00
029	Fairfax County Public Schools	900	WEST POTOMAC HIGH	88,739.00
029	Fairfax County Public Schools	930	NORTH SPRINGFIELD ELEM	85,503.00
029	Fairfax County Public Schools	940	BREN MAR PARK ELEM	81,769.00
029	Fairfax County Public Schools	950	ROSE HILL ELEM	79,719.00
029	Fairfax County Public Schools	960	SPRINGFIELD ESTATES ELEM	86,853.00
029	Fairfax County Public Schools	970	GLEN FOREST ELEM	81,485.00
029	Fairfax County Public Schools	980	KENT GARDENS ELEM	83,684.00
029	Fairfax County Public Schools	9996	DJ OR SVCS BD SCHOOLS	99,999.00
030	Fauquier County Public Schools	10	MARSHALL MIDDLE	68,859.61
030	Fauquier County Public Schools	120	CLAUDE THOMPSON ELEM	69,923.34
030	Fauquier County Public Schools	20	MARY WALTER ELEM	64,998.84
030	Fauquier County Public Schools	450	GRACE MILLER ELEM	67,803.20
030	Fauquier County Public Schools	460	C. HUNTER RITCHIE ELEM	71,755.66
030	Fauquier County Public Schools	510	KETTLE RUN HIGH SCH	66,391.93
030	Fauquier County Public Schools	511	GREENVILLE ELEM	65,909.30
030	Fauquier County Public Schools	520	CEDAR LEE MIDDLE	65,668.93
030	Fauquier County Public Schools	530	MARGARET M. PIERCE ELEM	66,973.32
030	Fauquier County Public Schools	670	W.C. TAYLOR MIDDLE	65,563.43
030	Fauquier County Public Schools	701	FAUQUIER HIGH	70,322.84
030	Fauquier County Public Schools	720	P.B. SMITH ELEM	71,416.44
030	Fauquier County Public Schools	730	C.M. BRADLEY ELEM	67,029.35
030	Fauquier County Public Schools	740	W.G. COLEMAN ELEM	66,988.05
030	Fauquier County Public Schools	750	H.M. PEARSON ELEM	65,253.96
030	Fauquier County Public Schools	851	LIBERTY HIGH	66,045.30
030	Fauquier County Public Schools	853	JAMES G. BRUMFIELD ELEM	65,241.39

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
030	Fauquier County Public Schools	854	AUBURN MIDDLE	68,028.19
031	Floyd County Public Schools	360	FLOYD ELEM	52,832.90
031	Floyd County Public Schools	500	WILLIS ELEM	52,850.08
031	Floyd County Public Schools	650	INDIAN VALLEY ELEM	53,710.74
031	Floyd County Public Schools	660	FLOYD COUNTY HIGH	53,088.26
031	Floyd County Public Schools	90	CHECK ELEM	49,244.96
032	Fluvanna County Public Schools	260	FLUVANNA COUNTY HIGH	65,459.84
032	Fluvanna County Public Schools	300	CARYSBROOK ELEM	64,490.06
032	Fluvanna County Public Schools	310	CENTRAL ELEM	65,594.21
032	Fluvanna County Public Schools	320	FLUVANNA MIDDLE	64,923.14
033	Franklin County Public Schools	10	HENRY ELEM	53,900.00
033	Franklin County Public Schools	1170	SNOW CREEK ELEM	62,957.00
033	Franklin County Public Schools	1311	FRANKLIN COUNTY HIGH	54,863.00
033	Franklin County Public Schools	1320	BURNT CHIMNEY ELEM	57,766.00
033	Franklin County Public Schools	1360	FERRUM ELEM	52,598.00
033	Franklin County Public Schools	1370	BOONES MILL ELEM	55,926.00
033	Franklin County Public Schools	1380	ROCKY MOUNT ELEM	56,097.00
033	Franklin County Public Schools	20	DUDLEY ELEM	56,332.00
033	Franklin County Public Schools	31	BENJAMIN FRANKLIN MIDDLE	57,015.00
033	Franklin County Public Schools	350	CALLAWAY ELEM	55,000.00
033	Franklin County Public Schools	660	LEE M. WAID ELEM	51,147.00
033	Franklin County Public Schools	690	GLADE HILL ELEM	55,252.00
033	Franklin County Public Schools	960	SONTAG ELEM	55,874.00
033	Franklin County Public Schools	980	WINDY GAP ELEM	54,440.00
034	Frederick County Public Schools	10	APPLE PIE RIDGE ELEM	62,513.55
034	Frederick County Public Schools	20	BASS-HOOVER ELEM	63,599.70
034	Frederick County Public Schools	30	JAMES WOOD HIGH	67,785.16
034	Frederick County Public Schools	320	ARMEL ELEM	64,718.95
034	Frederick County Public Schools	340	MIDDLETOWN ELEM	64,191.63
034	Frederick County Public Schools	380	GAINESBORO ELEM	65,004.55
034	Frederick County Public Schools	40	INDIAN HOLLOW ELEM	63,694.58
034	Frederick County Public Schools	410	STONEWALL ELEM	62,009.62
034	Frederick County Public Schools	420	JAMES WOOD MIDDLE	66,268.43
034	Frederick County Public Schools	460	FREDERICK COUNTY MIDDLE	65,966.30
034	Frederick County Public Schools	480	ROBERT E. AYLOR MIDDLE	63,073.04
034	Frederick County Public Schools	581	SHERANDO HIGH	66,043.59
034	Frederick County Public Schools	582	REDBUD RUN ELEM	64,490.11
034	Frederick County Public Schools	583	ORCHARD VIEW ELEM	61,024.18
034	Frederick County Public Schools	584	MILLBROOK HIGH	65,394.14
034	Frederick County Public Schools	586	ADMIRAL RICHARD E. BYRD MIDDLE	65,307.58
034	Frederick County Public Schools	587	EVENDALE ELEM	62,296.48
034	Frederick County Public Schools	590	GREENWOOD MILL ELEM	62,667.85
034	Frederick County Public Schools	591	JORDAN SPRINGS ELEM	60,303.12
035	Giles County Public Schools	10	EASTERN COMBINED	54,371.50
035	Giles County Public Schools	390	MACY MCCLAUGHERTY COMBINED	53,895.89
035	Giles County Public Schools	400	NARROWS ELEM/MID.	54,170.79
035	Giles County Public Schools	461	GILES HIGH	54,123.17
035	Giles County Public Schools	470	NARROWS HIGH	58,793.11
036	Gloucester County Public Schools	100	BOTETOURT ELEM	65,816.23
036	Gloucester County Public Schools	240	ACHILLES ELEM	61,846.03
036	Gloucester County Public Schools	250	ABINGDON ELEM	61,902.89
036	Gloucester County Public Schools	260	GLOUCESTER HIGH	67,646.63
036	Gloucester County Public Schools	270	PETSWORTH ELEM	63,504.93
036	Gloucester County Public Schools	280	PEASLEY MIDDLE	62,891.24
036	Gloucester County Public Schools	381	BETHEL ELEM	61,250.98
036	Gloucester County Public Schools	802	PAGE MIDDLE	60,466.25
037	Goochland County Public Schools	120	BYRD ELEM	62,547.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
037	Goochland County Public Schools	220	GOOCHLAND HIGH	62,467.00
037	Goochland County Public Schools	260	RANDOLPH ELEM	61,050.00
037	Goochland County Public Schools	340	GOOCHLAND MIDDLE	59,470.00
037	Goochland County Public Schools	360	GOOCHLAND ELEM	59,946.00
038	Grayson County Public Schools	11	INDEPENDENCE MIDDLE	55,117.90
038	Grayson County Public Schools	421	GRAYSON COUNTY HIGH	59,395.37
038	Grayson County Public Schools	422	INDEPENDENCE ELEM	56,325.30
038	Grayson County Public Schools	430	GRAYSON HIGHLANDS	60,009.60
038	Grayson County Public Schools	480	FAIRVIEW ELEM	55,300.08
038	Grayson County Public Schools	911	FRIES ELEM	56,561.19
039	Greene County Public Schools	10	NATHANAEL GREENE PRIMARY	62,295.00
039	Greene County Public Schools	20	NATHANAEL GREENE ELEM	58,563.00
039	Greene County Public Schools	30	RUCKERSVILLE ELEM	60,290.00
039	Greene County Public Schools	71	WILLIAM MONROE MIDDLE	59,351.00
039	Greene County Public Schools	72	WILLIAM MONROE HIGH	60,030.00
040	Greensville County Public Schools	190	EDWARD W WYATT MIDDLE	52,373.17
040	Greensville County Public Schools	200	GREENSVILLE COUNTY HIGH	55,959.86
040	Greensville County Public Schools	50	GREENSVILLE ELEM	49,067.46
041	Halifax County Public Schools	10	HALIFAX COUNTY HIGH	56,937.08
041	Halifax County Public Schools	1480	HALIFAX COUNTY MIDDLE	52,743.75
041	Halifax County Public Schools	1490	SYDNOR JENNINGS ELEM	56,326.33
041	Halifax County Public Schools	1510	SCOTTSBURG ELEM	57,179.03
041	Halifax County Public Schools	1521	SINAI ELEM	56,748.06
041	Halifax County Public Schools	1550	MEADVILLE ELEM	57,029.00
041	Halifax County Public Schools	1560	CLAYS MILL ELEM	56,827.43
041	Halifax County Public Schools	20	CLUSTER SPRINGS ELEM	54,973.91
041	Halifax County Public Schools	30	SOUTH BOSTON ELEM	55,543.92
041	Halifax County Public Schools	950	SOUTH BOSTON/HALIFAX EARLY LEARNING CTR	54,305.54
042	Hanover County Public Schools	150	HENRY CLAY ELEM	59,796.00
042	Hanover County Public Schools	162	JOHN M. GANDY ELEM	61,292.00
042	Hanover County Public Schools	20	BEAVERDAM ELEM	62,559.00
042	Hanover County Public Schools	200	KERSEY CREEK ELEM	60,699.00
042	Hanover County Public Schools	210	LAUREL MEADOW ELEM	60,201.00
042	Hanover County Public Schools	290	WASHINGTON-HENRY ELEM	61,234.00
042	Hanover County Public Schools	30	RURAL POINT ELEM	60,351.00
042	Hanover County Public Schools	360	BATTLEFIELD PARK ELEM	61,256.00
042	Hanover County Public Schools	370	MECHANICSVILLE HIGH	60,391.00
042	Hanover County Public Schools	40	SOUTH ANNA ELEM	59,252.00
042	Hanover County Public Schools	400	PATRICK HENRY HIGH	61,678.00
042	Hanover County Public Schools	410	PEARSON'S CORNER ELEM	59,525.00
042	Hanover County Public Schools	420	MECHANICSVILLE ELEM	61,869.00
042	Hanover County Public Schools	430	ELMONT ELEM	60,244.00
042	Hanover County Public Schools	440	BELL CREEK MIDDLE	59,852.00
042	Hanover County Public Schools	450	LIBERTY MIDDLE	59,560.00
042	Hanover County Public Schools	551	COOL SPRING ELEM	60,149.00
042	Hanover County Public Schools	552	POLE GREEN ELEM	62,665.00
042	Hanover County Public Schools	553	OAK KNOLL MIDDLE	59,878.00
042	Hanover County Public Schools	554	HANOVER HIGH	59,832.00
042	Hanover County Public Schools	61	CHICKAHOMINY MIDDLE	60,958.00
042	Hanover County Public Schools	62	ATLEE HIGH	61,580.00
042	Hanover County Public Schools	70	COLD HARBOR ELEM	60,217.00
043	Henrico County Public Schools	10	THREE CHOPT ELEM	61,981.42
043	Henrico County Public Schools	100	HUNGARY CREEK MIDDLE	65,396.56
043	Henrico County Public Schools	120	DONAHOE ELEM	61,388.68
043	Henrico County Public Schools	130	ROLFE MIDDLE	62,268.84
043	Henrico County Public Schools	140	GODWIN HIGH	65,159.42
043	Henrico County Public Schools	150	GAYTON ELEM	64,745.86

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
043	Henrico County Public Schools	160	DEEP RUN HIGH	64,892.25
043	Henrico County Public Schools	190	HIGHLAND SPRINGS HIGH	62,536.27
043	Henrico County Public Schools	20	GLEN ALLEN ELEM	62,584.88
043	Henrico County Public Schools	200	FAIR OAKS ELEM	62,791.11
043	Henrico County Public Schools	210	MONTROSE ELEM	59,483.49
043	Henrico County Public Schools	220	SANDSTON ELEM	64,137.61
043	Henrico County Public Schools	230	SPRINGFIELD PARK ELEM	65,613.25
043	Henrico County Public Schools	240	RIVERS EDGE ELEM	65,930.61
043	Henrico County Public Schools	250	L. DOUGLAS WILDER MIDDLE	61,162.67
043	Henrico County Public Schools	260	GREENWOOD ELEM	63,980.32
043	Henrico County Public Schools	270	NUCKOLS FARM ELEM	62,602.49
043	Henrico County Public Schools	280	POCAHONTAS MIDDLE	63,883.01
043	Henrico County Public Schools	290	VARINA ELEM	62,377.38
043	Henrico County Public Schools	300	ECHO LAKE ELEM	68,405.35
043	Henrico County Public Schools	310	TWIN HICKORY ELEM	63,620.91
043	Henrico County Public Schools	320	ARTHUR ASHE JR. ELEM	60,529.10
043	Henrico County Public Schools	330	WARD ELEM	62,665.57
043	Henrico County Public Schools	360	TUCKAHOE ELEM	65,993.02
043	Henrico County Public Schools	370	LAKESIDE ELEM	62,290.05
043	Henrico County Public Schools	380	GLEN LEA ELEM	60,984.15
043	Henrico County Public Schools	390	MOODY MIDDLE	62,696.21
043	Henrico County Public Schools	400	CRESTVIEW ELEM	64,720.31
043	Henrico County Public Schools	410	FREEMAN HIGH	64,589.35
043	Henrico County Public Schools	420	RATCLIFFE ELEM	60,655.66
043	Henrico County Public Schools	421	ACHIEVABLE DREAM MIDDLE AND HIGH	64,154.16
043	Henrico County Public Schools	430	LABURNUM ELEM	61,208.20
043	Henrico County Public Schools	440	PEMBERTON ELEM	68,230.10
043	Henrico County Public Schools	450	MEHFOUD ELEM	66,089.59
043	Henrico County Public Schools	470	BAKER ELEM	60,500.77
043	Henrico County Public Schools	480	SKIPWITH ELEM	61,360.54
043	Henrico County Public Schools	490	TREVVETT ELEM	62,450.34
043	Henrico County Public Schools	50	LONGDALE ELEM	63,549.87
043	Henrico County Public Schools	500	BROOKLAND MIDDLE	62,364.40
043	Henrico County Public Schools	510	FAIRFIELD MIDDLE	60,248.72
043	Henrico County Public Schools	520	TUCKAHOE MIDDLE	63,723.59
043	Henrico County Public Schools	530	JOHNSON ELEM	62,196.29
043	Henrico County Public Schools	540	MAYBEURY ELEM	65,797.04
043	Henrico County Public Schools	550	SEVEN PINES ELEM	64,103.51
043	Henrico County Public Schools	570	PINCHBECK ELEM	63,486.57
043	Henrico County Public Schools	580	VARINA HIGH	61,589.14
043	Henrico County Public Schools	590	CHAMBERLAYNE ELEM	62,544.10
043	Henrico County Public Schools	60	SHORT PUMP ELEM	66,122.96
043	Henrico County Public Schools	600	TUCKER HIGH	65,589.36
043	Henrico County Public Schools	610	HENRICO HIGH	63,129.52
043	Henrico County Public Schools	620	DAVIS ELEM	62,202.06
043	Henrico County Public Schools	630	LONGAN ELEM	63,750.49
043	Henrico County Public Schools	640	HIGHLAND SPRINGS ELEM	64,768.80
043	Henrico County Public Schools	650	CARVER ELEM	64,546.00
043	Henrico County Public Schools	660	ADAMS ELEM	63,472.08
043	Henrico County Public Schools	670	HERMITAGE HIGH	62,253.71
043	Henrico County Public Schools	680	HOLLADAY ELEM	62,805.06
043	Henrico County Public Schools	690	QUIOCCASIN MIDDLE	62,644.04
043	Henrico County Public Schools	700	DUMBARTON ELEM	63,987.40
043	Henrico County Public Schools	710	SHADY GROVE ELEM	63,845.75
043	Henrico County Public Schools	80	SHORT PUMP MIDDLE	64,041.89
043	Henrico County Public Schools	82	KAECHELE ELEM	65,827.38
043	Henrico County Public Schools	90	RIDGE ELEM	63,485.14

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
043	Henrico County Public Schools	92	ELKO MIDDLE	60,905.00
043	Henrico County Public Schools	93	COLONIAL TRAIL ELEM	62,225.13
043	Henrico County Public Schools	94	HARVIE ELEM	60,618.83
043	Henrico County Public Schools	95	HOLMAN MIDDLE	65,507.25
043	Henrico County Public Schools	96	GLEN ALLEN HIGH	62,516.71
044	Henry County Public Schools	10	BASSETT HIGH	58,089.00
044	Henry County Public Schools	20	MAGNA VISTA HIGH	58,776.00
044	Henry County Public Schools	220	SANVILLE ELEM	61,987.00
044	Henry County Public Schools	361	AXTON ELEM	59,562.00
044	Henry County Public Schools	480	G.W. CARVER ELEM	58,115.00
044	Henry County Public Schools	530	DREWRY MASON ELEM	59,348.00
044	Henry County Public Schools	590	CAMPBELL COURT ELEM	58,403.00
044	Henry County Public Schools	620	FIELDALE-COLLINSVILLE MIDDLE	58,484.00
044	Henry County Public Schools	661	MEADOW VIEW ELEM	57,147.00
044	Henry County Public Schools	670	LAUREL PARK MIDDLE	58,566.00
044	Henry County Public Schools	740	RICH ACRES ELEM	58,946.00
044	Henry County Public Schools	760	STANLEYTOWN ELEM	57,590.00
044	Henry County Public Schools	872	MOUNT OLIVET ELEM	58,434.00
045	Highland County Public Schools	110	HIGHLAND ELEM	52,735.36
045	Highland County Public Schools	220	HIGHLAND HIGH	51,593.30
046	Isle of Wight County Public Schools	240	WINDSOR ELEM	60,855.55
046	Isle of Wight County Public Schools	250	WINDSOR HIGH	61,236.23
046	Isle of Wight County Public Schools	280	CARRSVILLE ELEM	56,693.32
046	Isle of Wight County Public Schools	320	HARDY ELEM	58,729.80
046	Isle of Wight County Public Schools	40	SMITHFIELD HIGH	60,521.14
046	Isle of Wight County Public Schools	421	CARROLLTON ELEM	60,179.58
046	Isle of Wight County Public Schools	422	GEORGIE D. TYLER MIDDLE	56,145.45
046	Isle of Wight County Public Schools	424	WESTSIDE ELEM	59,929.80
046	Isle of Wight County Public Schools	50	SMITHFIELD MIDDLE	60,235.56
048	King George County Public Schools	10	KING GEORGE MIDDLE	57,835.00
048	King George County Public Schools	100	KING GEORGE ELEM	64,447.00
048	King George County Public Schools	120	KING GEORGE HIGH	65,589.00
048	King George County Public Schools	221	SEALSTON ELEM	59,921.00
048	King George County Public Schools	50	POTOMAC ELEM	62,211.00
049	King and Queen County Public Schools	200	KING & QUEEN ELEM	51,717.00
049	King and Queen County Public Schools	280	CENTRAL HIGH	50,903.00
049	King and Queen County Public Schools	290	LAWSON-MARRIOTT ELEM	49,717.00
050	King William County Public Schools	130	KING WILLIAM HIGH	58,329.00
050	King William County Public Schools	160	HAMILTON HOLMES MIDDLE	60,502.00
050	King William County Public Schools	180	ACQUINTON ELEM	57,244.00
050	King William County Public Schools	190	COOL SPRING PRIMARY	58,216.00
051	Lancaster County Public Schools	10	LANCASTER HIGH	51,746.58
051	Lancaster County Public Schools	110	LANCASTER ELEMENTARY SCHOOL	58,431.40
051	Lancaster County Public Schools	310	LANCASTER EARLY CHILDHOOD EDUCATION CENTER	55,113.70
052	Lee County Public Schools	160	DRYDEN ELEM	48,855.00
052	Lee County Public Schools	200	ST. CHARLES ELEM	39,053.00
052	Lee County Public Schools	290	PENNINGTON MIDDLE	47,841.00
052	Lee County Public Schools	300	LEE HIGH	49,295.00
052	Lee County Public Schools	330	ELK KNOB ELEM	50,994.00
052	Lee County Public Schools	470	JONESVILLE MIDDLE	49,671.00
052	Lee County Public Schools	630	FLATWOODS ELEM	47,223.00
052	Lee County Public Schools	670	ROSE HILL ELEM	41,525.00
052	Lee County Public Schools	820	ELYDALE MIDDLE	42,503.00
052	Lee County Public Schools	880	THOMAS WALKER HIGH	47,900.00
053	Loudoun County Public Schools	10	SUGARLAND ELEM	81,981.00
053	Loudoun County Public Schools	1000	DISCOVERY ELEM	80,414.00
053	Loudoun County Public Schools	1030	MADISON'S TRUST ELEM	80,683.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
053	Loudoun County Public Schools	1040	TRAILSIDE MIDDLE	82,962.00
053	Loudoun County Public Schools	1050	RIVERSIDE HIGH	87,348.00
053	Loudoun County Public Schools	1060	ROCK RIDGE HIGH	84,007.00
053	Loudoun County Public Schools	111	HILLSBORO CHARTER ACADEMY	90,148.00
053	Loudoun County Public Schools	1110	INDEPENDENCE HIGH	82,323.00
053	Loudoun County Public Schools	1120	BRAMBLETON MIDDLE	78,144.00
053	Loudoun County Public Schools	1130	LIGHTRIDGE HIGH	82,711.00
053	Loudoun County Public Schools	1131	HOVATTER ELEM	78,790.00
053	Loudoun County Public Schools	1140	WAXPOOL ELEM	81,703.00
053	Loudoun County Public Schools	1151	ELAINE E. THOMPSON ELEM	75,265.00
053	Loudoun County Public Schools	120	FREEDOM HIGH	80,845.00
053	Loudoun County Public Schools	1200	MIDDLEBURG COMMUNITY CHARTER	84,168.00
053	Loudoun County Public Schools	130	LUCKETTS ELEM	87,747.00
053	Loudoun County Public Schools	140	POTOMAC FALLS HIGH	85,703.00
053	Loudoun County Public Schools	150	ALGONKIAN ELEM	88,921.00
053	Loudoun County Public Schools	160	COOL SPRING ELEM	84,981.00
053	Loudoun County Public Schools	170	ASHBURN ELEM	89,487.00
053	Loudoun County Public Schools	180	ROUND HILL ELEM	91,652.00
053	Loudoun County Public Schools	190	EVERGREEN MILL ELEM	84,392.00
053	Loudoun County Public Schools	20	J. LUPTON SIMPSON MIDDLE	85,888.00
053	Loudoun County Public Schools	200	TUSCARORA HIGH	84,175.00
053	Loudoun County Public Schools	210	FARMWELL STATION MIDDLE	85,586.00
053	Loudoun County Public Schools	220	BALL'S BLUFF ELEM	89,609.00
053	Loudoun County Public Schools	230	HAMILTON ELEM	90,996.00
053	Loudoun County Public Schools	240	SANDERS CORNER ELEM	88,263.00
053	Loudoun County Public Schools	250	POTOWMACK ELEM	79,501.00
053	Loudoun County Public Schools	270	NEWTON-LEE ELEM	83,315.00
053	Loudoun County Public Schools	280	SYCOLIN CREEK ELEM	91,282.00
053	Loudoun County Public Schools	290	LINCOLN ELEM	92,096.00
053	Loudoun County Public Schools	30	SENECA RIDGE MIDDLE	85,061.00
053	Loudoun County Public Schools	300	BELMONT STATION ELEM	82,325.00
053	Loudoun County Public Schools	31	DOMINION HIGH	85,825.00
053	Loudoun County Public Schools	320	MERCER MIDDLE	82,171.00
053	Loudoun County Public Schools	340	PINEBROOK ELEM	83,125.00
053	Loudoun County Public Schools	350	STEUART W. WELLER ELEM	83,423.00
053	Loudoun County Public Schools	360	WILLARD MIDDLE	80,335.00
053	Loudoun County Public Schools	370	JOHN CHAMPE HS	83,705.00
053	Loudoun County Public Schools	371	GOSHEN POST ELEM	74,381.00
053	Loudoun County Public Schools	380	MOOREFIELD STATION ELEM	77,723.00
053	Loudoun County Public Schools	40	ROLLING RIDGE ELEM	79,386.00
053	Loudoun County Public Schools	400	HILLSIDE ELEM	86,017.00
053	Loudoun County Public Schools	420	BRIAR WOODS HIGH	87,383.00
053	Loudoun County Public Schools	430	LEGACY ELEM	84,320.00
053	Loudoun County Public Schools	450	BUFFALO TRAIL ELEM	84,917.00
053	Loudoun County Public Schools	460	CARDINAL RIDGE ELEM	74,155.00
053	Loudoun County Public Schools	470	DOMINION TRAIL ELEM	84,819.00
053	Loudoun County Public Schools	500	LOWES ISLAND ELEM	80,046.00
053	Loudoun County Public Schools	510	ALDIE ELEM	87,249.00
053	Loudoun County Public Schools	520	HARPER PARK MIDDLE	88,620.00
053	Loudoun County Public Schools	530	FREDERICK DOUGLASS ELEM	82,222.00
053	Loudoun County Public Schools	532	W.O. ROBEY HIGH	84,972.00
053	Loudoun County Public Schools	540	CREIGHTON'S CORNER ELEM	80,678.00
053	Loudoun County Public Schools	550	ROSA LEE CARTER ELEM	83,727.00
053	Loudoun County Public Schools	560	LIBERTY ELEM	83,691.00
053	Loudoun County Public Schools	570	STONE HILL MIDDLE	81,032.00
053	Loudoun County Public Schools	580	J MICHAEL LUNSFORD MIDDLE	84,153.00
053	Loudoun County Public Schools	590	WOODGROVE HIGH	94,130.00

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2023-2024*

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
053	Loudoun County Public Schools	60	PARK VIEW HIGH	80,017.00
053	Loudoun County Public Schools	600	KENNETH W CULBERT ELEM	87,862.00
053	Loudoun County Public Schools	610	ARCOLA ELEM	84,101.00
053	Loudoun County Public Schools	650	BANNEKER ELEM	81,988.00
053	Loudoun County Public Schools	660	LOUDOUN COUNTY HIGH	90,526.00
053	Loudoun County Public Schools	680	LOUDOUN VALLEY HIGH	86,511.00
053	Loudoun County Public Schools	690	STERLING ELEM	80,687.00
053	Loudoun County Public Schools	70	MEADOWLAND ELEM	81,052.00
053	Loudoun County Public Schools	700	WATERFORD ELEM	92,607.00
053	Loudoun County Public Schools	710	CATOCTIN ELEM	89,178.00
053	Loudoun County Public Schools	720	GUILFORD ELEM	77,864.00
053	Loudoun County Public Schools	730	EMERICK ELEM	93,729.00
053	Loudoun County Public Schools	740	BROAD RUN HIGH	86,888.00
053	Loudoun County Public Schools	750	SULLY ELEM	82,529.00
053	Loudoun County Public Schools	760	STERLING MIDDLE	76,771.00
053	Loudoun County Public Schools	780	LOVETTSVILLE ELEM	89,265.00
053	Loudoun County Public Schools	790	BLUE RIDGE MIDDLE	92,908.00
053	Loudoun County Public Schools	80	LEESBURG ELEM	89,448.00
053	Loudoun County Public Schools	820	HORIZON ELEM	79,792.00
053	Loudoun County Public Schools	840	CEDAR LANE ELEM	85,370.00
053	Loudoun County Public Schools	850	STONE BRIDGE HIGH	83,743.00
053	Loudoun County Public Schools	860	LITTLE RIVER ELEM	81,276.00
053	Loudoun County Public Schools	870	SELDENS LANDING ELEM	85,873.00
053	Loudoun County Public Schools	880	EAGLE RIDGE MIDDLE	84,490.00
053	Loudoun County Public Schools	890	COUNTRYSIDE ELEM	79,073.00
053	Loudoun County Public Schools	90	SMART'S MILL MIDDLE	81,569.00
053	Loudoun County Public Schools	900	HERITAGE HIGH	87,221.00
053	Loudoun County Public Schools	91	FRANCES HAZEL REID ELEM	88,010.00
053	Loudoun County Public Schools	910	MILL RUN ELEM	90,169.00
053	Loudoun County Public Schools	921	HARMONY MIDDLE	92,161.00
053	Loudoun County Public Schools	930	RIVER BEND MIDDLE	80,649.00
053	Loudoun County Public Schools	940	BELMONT RIDGE MIDDLE	86,694.00
053	Loudoun County Public Schools	950	JOHN W. TOLBERT JR. ELEM	88,683.00
053	Loudoun County Public Schools	960	HUTCHISON FARM ELEM	84,052.00
053	Loudoun County Public Schools	970	FOREST GROVE ELEM	76,188.00
053	Loudoun County Public Schools	980	MOUNTAIN VIEW ELEM	86,974.00
054	Louisa County Public Schools	601	LOUISA COUNTY MIDDLE	64,432.65
054	Louisa County Public Schools	602	LOUISA COUNTY HIGH	63,845.60
054	Louisa County Public Schools	610	THOMAS JEFFERSON ELEM	64,368.27
054	Louisa County Public Schools	641	TREVILIANS ELEM	62,003.10
054	Louisa County Public Schools	660	JOUETT ELEM	61,819.12
054	Louisa County Public Schools	80	MOSS-NUCKOLS ELEM	59,512.96
055	Lunenburg County Public Schools	140	VICTORIA ELEM	56,036.00
055	Lunenburg County Public Schools	171	LUNENBURG MIDDLE	56,058.00
055	Lunenburg County Public Schools	240	KENBRIDGE ELEM	56,094.00
055	Lunenburg County Public Schools	560	CENTRAL HIGH	56,110.00
056	Madison County Public Schools	200	WAVERLY YOWELL ELEM	55,430.00
056	Madison County Public Schools	221	MADISON COUNTY HIGH	53,936.00
056	Madison County Public Schools	222	WILLIAM H. WETSEL MIDDLE	55,629.00
056	Madison County Public Schools	230	MADISON PRIMARY	57,801.00
057	Mathews County Public Schools	100	THOMAS HUNTER MIDDLE	54,352.79
057	Mathews County Public Schools	190	MATHEWS HIGH	57,574.95
057	Mathews County Public Schools	291	MATHEWS ELEM	58,752.56
058	Mecklenburg County Public Schools	1000	CLARKSVILLE ELEM	60,955.00
058	Mecklenburg County Public Schools	1020	LACROSSE ELEM	59,463.00
058	Mecklenburg County Public Schools	1040	MECKLENBURG COUNTY MIDDLE	60,458.00
058	Mecklenburg County Public Schools	1041	MECKLENBURG COUNTY HIGH	59,498.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
058	Mecklenburg County Public Schools	190	SOUTH HILL ELEM	57,858.00
058	Mecklenburg County Public Schools	910	CHASE CITY ELEM	57,831.00
059	Middlesex County Public Schools	140	ST. CLARE WALKER MIDDLE	59,454.00
059	Middlesex County Public Schools	291	MIDDLESEX ELEM	56,177.00
059	Middlesex County Public Schools	90	MIDDLESEX HIGH	58,739.00
060	Montgomery County Public Schools	10	HARDING AVENUE ELEM	54,443.61
060	Montgomery County Public Schools	210	PRICES FORK ELEM	55,943.33
060	Montgomery County Public Schools	290	SHAWSVILLE MIDDLE	55,085.02
060	Montgomery County Public Schools	30	EASTERN MONTGOMERY ELEM	55,262.31
060	Montgomery County Public Schools	600	FALLING BRANCH ELEM	56,506.87
060	Montgomery County Public Schools	650	AUBURN HIGH	58,276.23
060	Montgomery County Public Schools	671	CHRISTIANSBURG MIDDLE	54,521.29
060	Montgomery County Public Schools	700	BELVIEW ELEM	55,022.26
060	Montgomery County Public Schools	710	BLACKSBURG MIDDLE	56,797.98
060	Montgomery County Public Schools	730	MARGARET BEEKS ELEM	53,545.10
060	Montgomery County Public Schools	740	CHRISTIANSBURG ELEM	52,786.14
060	Montgomery County Public Schools	750	GILBERT LINKOUS ELEM	55,872.90
060	Montgomery County Public Schools	760	BLACKSBURG HIGH	58,218.58
060	Montgomery County Public Schools	770	CHRISTIANSBURG HIGH	56,858.02
060	Montgomery County Public Schools	780	CHRISTIANSBURG PRIMARY	54,677.56
060	Montgomery County Public Schools	901	KIPPS ELEM	56,358.83
060	Montgomery County Public Schools	902	AUBURN ELEM	55,217.18
060	Montgomery County Public Schools	903	AUBURN MIDDLE	53,450.22
060	Montgomery County Public Schools	904	EASTERN MONTGOMERY HIGH	56,842.87
062	Nelson County Public Schools	10	ROCKFISH RIVER ELEM	63,231.25
062	Nelson County Public Schools	20	TYE RIVER ELEM	61,994.78
062	Nelson County Public Schools	710	NELSON COUNTY HIGH	63,721.01
062	Nelson County Public Schools	730	NELSON MIDDLE	63,678.82
063	New Kent County Public Schools	10	NEW KENT ELEM	58,211.59
063	New Kent County Public Schools	100	NEW KENT MIDDLE	59,727.75
063	New Kent County Public Schools	180	GEORGE W. WATKINS ELEM	60,137.46
063	New Kent County Public Schools	20	NEW KENT HIGH	59,730.61
063	New Kent County Public Schools	300	QUINTON ELEM	58,461.98
065	Northampton County Public Schools	350	NORTHAMPTON HIGH	55,583.15
065	Northampton County Public Schools	360	NORTHAMPTON MIDDLE	54,416.50
065	Northampton County Public Schools	451	OCCOHANNOCK ELEM	55,047.35
065	Northampton County Public Schools	452	KIPTOPEKE ELEM	53,548.62
066	Northumberland County Public Schools	210	NORTHUMBERLAND MIDDLE	57,867.02
066	Northumberland County Public Schools	331	NORTHUMBERLAND ELEM	59,850.90
066	Northumberland County Public Schools	40	NORTHUMBERLAND HIGH	56,871.54
067	Nottoway County Public Schools	300	NOTTOWAY INTERMEDIATE	47,271.00
067	Nottoway County Public Schools	301	NOTTOWAY HIGH	56,486.00
067	Nottoway County Public Schools	302	NOTTOWAY MIDDLE	56,856.00
067	Nottoway County Public Schools	330	CREWE PRIMARY	58,946.00
067	Nottoway County Public Schools	340	BLACKSTONE PRIMARY	57,483.00
068	Orange County Public Schools	330	ORANGE CO. HIGH	57,646.00
068	Orange County Public Schools	340	PROSPECT HEIGHTS MIDDLE	57,425.00
068	Orange County Public Schools	350	UNIONVILLE ELEM	55,877.00
068	Orange County Public Schools	360	GORDON-BARBOUR ELEM	57,541.00
068	Orange County Public Schools	370	ORANGE ELEM	58,255.00
068	Orange County Public Schools	471	LOCUST GROVE MIDDLE	55,888.00
068	Orange County Public Schools	50	LOCUST GROVE ELEM	56,264.00
068	Orange County Public Schools	51	LOCUST GROVE PRIMARY	58,006.00
068	Orange County Public Schools	70	LIGHTFOOT ELEM	58,159.00
069	Page County Public Schools	110	LURAY HIGH	53,359.42
069	Page County Public Schools	210	STANLEY ELEM	50,336.46
069	Page County Public Schools	310	SHENANDOAH ELEM	42,611.75

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
069	Page County Public Schools	350	LURAY ELEM	44,111.39
069	Page County Public Schools	380	PAGE COUNTY HIGH	61,134.04
069	Page County Public Schools	390	PAGE COUNTY MIDDLE	53,270.85
069	Page County Public Schools	400	LURAY MIDDLE	47,928.32
069	Page County Public Schools	50	SPRINGFIELD ELEM	51,619.52
070	Patrick County Public Schools	150	MEADOWS OF DAN ELEM	49,383.00
070	Patrick County Public Schools	320	STUART ELEM	53,626.00
070	Patrick County Public Schools	350	HARDIN REYNOLDS MEMORIAL SCHOOL	50,989.00
070	Patrick County Public Schools	440	BLUE RIDGE ELEM	52,704.00
070	Patrick County Public Schools	680	PATRICK SPRINGS PRIM	52,005.00
070	Patrick County Public Schools	700	PATRICK COUNTY HIGH	54,143.00
070	Patrick County Public Schools	80	WOOLWINE ELEM	55,952.00
071	Pittsylvania County Public Schools	1090	DAN RIVER MIDDLE	53,389.62
071	Pittsylvania County Public Schools	1130	TUNSTALL MIDDLE	55,982.34
071	Pittsylvania County Public Schools	1460	SOUTHSIDE ELEM	57,111.13
071	Pittsylvania County Public Schools	1660	CHATHAM MIDDLE	54,378.44
071	Pittsylvania County Public Schools	1680	DAN RIVER HIGH	55,231.52
071	Pittsylvania County Public Schools	1690	KENTUCK ELEM	53,415.53
071	Pittsylvania County Public Schools	1700	GRETNA HIGH	56,274.91
071	Pittsylvania County Public Schools	1710	STONY MILL ELEM	52,240.73
071	Pittsylvania County Public Schools	1720	CHATHAM HIGH	55,524.00
071	Pittsylvania County Public Schools	1730	TUNSTALL HIGH	56,148.61
071	Pittsylvania County Public Schools	1740	UNION HALL ELEM	53,845.02
071	Pittsylvania County Public Schools	1750	MT. AIRY ELEM	53,477.13
071	Pittsylvania County Public Schools	1851	TWIN SPRINGS ELEM	55,732.55
071	Pittsylvania County Public Schools	1853	BROSVILLE ELEM	52,983.27
071	Pittsylvania County Public Schools	280	GRETNA ELEM	54,483.22
071	Pittsylvania County Public Schools	290	GRETNA MIDDLE	54,813.71
071	Pittsylvania County Public Schools	30	JOHN L. HURT ELEM	56,245.66
071	Pittsylvania County Public Schools	640	CHATHAM ELEM	52,254.82
072	Powhatan County Public Schools	11	POWHATAN HIGH	56,988.00
072	Powhatan County Public Schools	13	POWHATAN ELEM	56,651.47
072	Powhatan County Public Schools	130	POWHATAN MIDDLE	57,755.42
072	Powhatan County Public Schools	21	FLAT ROCK ELEM	57,822.23
072	Powhatan County Public Schools	231	POCAHONTAS ELEM	55,682.33
073	Prince Edward County Public Schools	10	PRINCE EDWARD ELEM	54,634.00
073	Prince Edward County Public Schools	20	PRINCE EDWARD MIDDLE	54,264.00
073	Prince Edward County Public Schools	400	PRINCE EDWARD COUNTY HIGH	57,329.00
074	Prince George County Public Schools	20	PRINCE GEORGE HIGH	62,297.00
074	Prince George County Public Schools	280	MIDDLE ROAD ELEM	59,079.00
074	Prince George County Public Schools	290	NORTH ELEM	58,959.00
074	Prince George County Public Schools	300	SOUTH ELEM	61,621.00
074	Prince George County Public Schools	310	L.L. BEAZLEY ELEM	61,952.00
074	Prince George County Public Schools	320	J.E.J. MOORE MIDDLE	60,584.00
074	Prince George County Public Schools	340	DAVID A. HARRISON ELEM	62,909.00
075	Prince William County Public Schools	1060	PATRIOT HIGH	86,095.22
075	Prince William County Public Schools	110	PINEY BRANCH ELEM	79,898.78
075	Prince William County Public Schools	120	ENTERPRISE ELEM	74,735.24
075	Prince William County Public Schools	130	JOHN F. PATTIE SR. ELEM	76,584.85
075	Prince William County Public Schools	140	POTOMAC HIGH	81,832.39
075	Prince William County Public Schools	150	THE NOKESVILLE SCHOOL	77,838.47
075	Prince William County Public Schools	160	MARTIN LUTHER KING JR. ELEM	77,744.66
075	Prince William County Public Schools	170	POTOMAC MIDDLE	72,830.11
075	Prince William County Public Schools	180	LAKE RIDGE ELEM	71,741.70
075	Prince William County Public Schools	190	WOODBINE PRE-SCHOOL CENTER	73,460.63
075	Prince William County Public Schools	20	SUDLEY ELEM	77,234.55
075	Prince William County Public Schools	200	ASHLAND ELEM	75,622.45

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
075	Prince William County Public Schools	220	J.W. ALVEY ELEM	81,287.68
075	Prince William County Public Schools	231	MARY G. PORTER TRADITIONAL	78,064.77
075	Prince William County Public Schools	240	MARY WILLIAMS ELEM	77,089.08
075	Prince William County Public Schools	250	HAYMARKET ELEM	80,876.01
075	Prince William County Public Schools	260	OCCOQUAN ELEM	72,270.75
075	Prince William County Public Schools	270	SUELLA G. ELLIS ELEM	71,323.85
075	Prince William County Public Schools	280	DUMFRIES ELEM	80,265.19
075	Prince William County Public Schools	290	BATTLEFIELD HIGH	86,677.25
075	Prince William County Public Schools	30	MINNIEVILLE ELEM	77,759.55
075	Prince William County Public Schools	300	FREEDOM HIGH	82,878.16
075	Prince William County Public Schools	306	KYLE R. WILSON ELEM	75,237.77
075	Prince William County Public Schools	309	COVINGTON-HARPER ELEM	75,074.31
075	Prince William County Public Schools	310	RONALD WILSON REAGAN MIDDLE	77,901.29
075	Prince William County Public Schools	317	INNOVATION ELEM	78,264.81
075	Prince William County Public Schools	319	JOHN D. JENKINS ELEM	74,294.61
075	Prince William County Public Schools	320	SPRINGWOODS ELEM	76,408.46
075	Prince William County Public Schools	330	A. HENDERSON ELEM	72,214.02
075	Prince William County Public Schools	340	GLENKIRK ELEM	86,445.32
075	Prince William County Public Schools	350	YORKSHIRE ELEM	75,983.89
075	Prince William County Public Schools	360	SAMUEL L. GRAVELY JR. ELEM SCH	84,686.84
075	Prince William County Public Schools	370	FANNIE W. FITZGERALD ELEM	72,016.76
075	Prince William County Public Schools	380	HERBERT J. SAUNDERS MIDDLE	78,417.81
075	Prince William County Public Schools	390	VICTORY ELEM	82,589.53
075	Prince William County Public Schools	40	ROCKLEDGE ELEM	74,798.51
075	Prince William County Public Schools	414	POTOMAC SHORES MIDDLE	75,821.71
075	Prince William County Public Schools	430	TRIANGLE ELEM	78,526.66
075	Prince William County Public Schools	440	R. DEAN KILBY ELEM	71,984.44
075	Prince William County Public Schools	450	FEATHERSTONE ELEM	82,950.00
075	Prince William County Public Schools	460	LOCH LOMOND ELEM	79,223.42
075	Prince William County Public Schools	470	T CLAY WOOD ELEM	84,948.46
075	Prince William County Public Schools	480	UNITY BRAXTON MIDDLE	77,296.80
075	Prince William County Public Schools	490	E.H. MARSTELLER MIDDLE	79,004.49
075	Prince William County Public Schools	500	SIGNAL HILL ELEM	75,232.60
075	Prince William County Public Schools	501	PARKSIDE MIDDLE	73,194.63
075	Prince William County Public Schools	5010	CHARLES J COLGAN SR HIGH	80,250.05
075	Prince William County Public Schools	510	GRAHAM PARK MIDDLE	76,375.04
075	Prince William County Public Schools	5130	GAINESVILLE HIGH	78,278.73
075	Prince William County Public Schools	520	FRED M. LYNN MIDDLE	70,499.15
075	Prince William County Public Schools	530	BRENTSVILLE DISTRICT HIGH	86,117.26
075	Prince William County Public Schools	540	WEST GATE ELEM	75,186.17
075	Prince William County Public Schools	550	POTOMAC VIEW ELEM	72,047.90
075	Prince William County Public Schools	560	WOODBRIIDGE MIDDLE	77,488.87
075	Prince William County Public Schools	570	MARUMSCO HILLS ELEM	75,611.16
075	Prince William County Public Schools	580	ELIZABETH VAUGHAN ELEM	75,775.56
075	Prince William County Public Schools	591	RIPPON MIDDLE	75,747.81
075	Prince William County Public Schools	60	WOODBRIIDGE HIGH	76,849.58
075	Prince William County Public Schools	600	BELMONT ELEM	73,277.62
075	Prince William County Public Schools	610	DALE CITY ELEM	80,510.16
075	Prince William County Public Schools	620	C.A. SINCLAIR ELEM	77,184.65
075	Prince William County Public Schools	630	GEORGE G. TYLER ELEM	81,588.23
075	Prince William County Public Schools	640	GEORGE M. HAMPTON MIDDLE	71,621.57
075	Prince William County Public Schools	660	COLES ELEM	74,778.64
075	Prince William County Public Schools	670	BEL AIR ELEM	79,866.32
075	Prince William County Public Schools	680	UNITY REED HIGH	82,402.39
075	Prince William County Public Schools	690	GAR-FIELD HIGH	81,733.77
075	Prince William County Public Schools	70	KERRYDALE ELEM	80,171.32
075	Prince William County Public Schools	700	NEABSCO ELEM	73,302.47

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
075	Prince William County Public Schools	710	C.D. HYLTON HIGH	82,385.62
075	Prince William County Public Schools	720	LAKE RIDGE MIDDLE	77,639.49
075	Prince William County Public Schools	730	SHARON C. MCAULIFFE ELEM	79,575.72
075	Prince William County Public Schools	740	WESTRIDGE ELEM	80,798.05
075	Prince William County Public Schools	750	RIVER OAKS ELEM	73,907.37
075	Prince William County Public Schools	760	ANTIETAM ELEM	70,826.35
075	Prince William County Public Schools	770	GEORGE P. MULLEN ELEM	77,123.90
075	Prince William County Public Schools	780	STUART M. BEVILLE MIDDLE	80,018.07
075	Prince William County Public Schools	790	THURGOOD MARSHALL ELEM	76,137.57
075	Prince William County Public Schools	80	OSBOURN PARK HIGH	78,908.37
075	Prince William County Public Schools	800	MONTCLAIR ELEM	73,781.47
075	Prince William County Public Schools	810	MOUNTAIN VIEW ELEM	86,738.33
075	Prince William County Public Schools	820	OLD BRIDGE ELEM	84,841.79
075	Prince William County Public Schools	830	LEESYLVANIA ELEM	75,684.87
075	Prince William County Public Schools	840	BENNETT ELEM	77,802.06
075	Prince William County Public Schools	850	SONNIE PENN ELEM	74,357.35
075	Prince William County Public Schools	860	BRISTOW RUN ELEM	86,582.92
075	Prince William County Public Schools	870	FOREST PARK HIGH	83,566.31
075	Prince William County Public Schools	880	LOUISE A. BENTON MIDDLE	85,236.79
075	Prince William County Public Schools	890	SWANS CREEK ELEM	75,039.46
075	Prince William County Public Schools	900	CEDAR POINT ELEM	87,383.15
075	Prince William County Public Schools	920	BULL RUN MIDDLE	83,707.09
075	Prince William County Public Schools	941	ROSA PARKS ELEM	72,964.50
075	Prince William County Public Schools	945	PENNINGTON TRADITIONAL	79,742.30
075	Prince William County Public Schools	950	BUCKLAND MILLS ELEM	80,209.08
075	Prince William County Public Schools	960	GAINESVILLE MIDDLE	83,595.74
075	Prince William County Public Schools	970	CHRIS YUNG ELEM	81,138.11
077	Pulaski County Public Schools	10	PULASKI COUNTY SR. HIGH	56,141.67
077	Pulaski County Public Schools	20	CRITZER ELEM	52,557.35
077	Pulaski County Public Schools	230	PULASKI ELEM	58,254.69
077	Pulaski County Public Schools	430	SNOWVILLE ELEM	55,620.43
077	Pulaski County Public Schools	500	RIVERLAWN ELEM	53,794.33
077	Pulaski County Public Schools	540	DUBLIN ELEM	56,220.31
077	Pulaski County Public Schools	560	PULASKI COUNTY MIDDLE	55,326.88
078	Rappahannock County Public Schools	230	RAPPAHANNOCK CO. HIGH	58,574.74
078	Rappahannock County Public Schools	240	RAPPAHANNOCK COUNTY ELEM	59,936.90
079	Richmond County Public Schools	20	RICHMOND COUNTY ELEM	59,282.00
079	Richmond County Public Schools	210	RAPPAHANNOCK HIGH	56,176.00
080	Roanoke County Public Schools	10	HIDDEN VALLEY MIDDLE	61,100.84
080	Roanoke County Public Schools	180	BURLINGTON ELEM	54,724.35
080	Roanoke County Public Schools	232	WILLIAM BYRD MIDDLE	56,571.85
080	Roanoke County Public Schools	290	MT. PLEASANT ELEM	56,704.88
080	Roanoke County Public Schools	330	CLEARBROOK ELEM	57,503.85
080	Roanoke County Public Schools	40	FORT LEWIS ELEM	58,308.68
080	Roanoke County Public Schools	420	BACK CREEK ELEM	56,182.01
080	Roanoke County Public Schools	470	CAVE SPRING HIGH	57,831.53
080	Roanoke County Public Schools	480	OAK GROVE ELEM	58,230.01
080	Roanoke County Public Schools	490	GLENVAR ELEM	59,107.55
080	Roanoke County Public Schools	50	PENN FOREST ELEM	57,914.33
080	Roanoke County Public Schools	500	MOUNTAIN VIEW ELEM	60,025.62
080	Roanoke County Public Schools	520	NORTHSIDE HIGH	54,617.88
080	Roanoke County Public Schools	530	MASON'S COVE ELEM	57,202.41
080	Roanoke County Public Schools	540	HERMAN L. HORN ELEM	57,842.91
080	Roanoke County Public Schools	560	CAVE SPRING ELEM	60,270.11
080	Roanoke County Public Schools	60	W.E. CUNDIFF ELEM	54,756.93
080	Roanoke County Public Schools	600	GREEN VALLEY ELEM	56,077.85
080	Roanoke County Public Schools	610	GLENVAR HIGH	59,504.62

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
080	Roanoke County Public Schools	620	CAVE SPRING MIDDLE	58,713.21
080	Roanoke County Public Schools	630	WILLIAM BYRD HIGH	58,742.96
080	Roanoke County Public Schools	640	NORTHSIDE MIDDLE	57,182.10
080	Roanoke County Public Schools	650	GLEN COVE ELEM	58,007.79
080	Roanoke County Public Schools	751	GLENVAR MIDDLE	59,143.73
080	Roanoke County Public Schools	752	BONSACK ELEM	60,929.22
080	Roanoke County Public Schools	754	HIDDEN VALLEY HIGH	59,462.72
081	Rockbridge County Public Schools	150	FAIRFIELD ELEM	55,406.00
081	Rockbridge County Public Schools	22	ROCKBRIDGE COUNTY HIGH	56,837.00
081	Rockbridge County Public Schools	340	MOUNTAIN VIEW ELEM	54,802.00
081	Rockbridge County Public Schools	641	NATURAL BRIDGE ELEM	50,332.00
081	Rockbridge County Public Schools	650	CENTRAL ELEM	56,150.00
081	Rockbridge County Public Schools	678	MAURY RIVER MIDDLE	53,151.00
082	Rockingham County Public Schools	10	PLAINS ELEM	56,368.15
082	Rockingham County Public Schools	1071	JOHN C. MYERS ELEM	56,717.24
082	Rockingham County Public Schools	1073	PEAK VIEW ELEM	56,955.20
082	Rockingham County Public Schools	20	SPOTSWOOD HIGH	58,316.60
082	Rockingham County Public Schools	360	LINVILLE-EDOM ELEM	56,080.00
082	Rockingham County Public Schools	390	RIVER BEND ELEM	58,938.03
082	Rockingham County Public Schools	391	EAST ROCKINGHAM HIGH	58,209.22
082	Rockingham County Public Schools	400	ELKTON ELEM	54,981.46
082	Rockingham County Public Schools	500	LACEY SPRING ELEM	56,897.91
082	Rockingham County Public Schools	520	MOUNTAIN VIEW ELEM	57,321.19
082	Rockingham County Public Schools	600	MCGAHEYSVILLE ELEM	54,300.51
082	Rockingham County Public Schools	830	SOUTH RIVER ELEM	56,899.26
082	Rockingham County Public Schools	850	TURNER ASHBY HIGH	58,926.09
082	Rockingham County Public Schools	860	MONTEVIDEO MIDDLE	56,142.25
082	Rockingham County Public Schools	861	CUB RUN ELEM	56,294.05
082	Rockingham County Public Schools	870	BROADWAY HIGH	57,054.50
082	Rockingham County Public Schools	890	WILBUR S. PENCE MIDDLE	58,029.30
082	Rockingham County Public Schools	900	ELKTON MIDDLE	55,234.82
082	Rockingham County Public Schools	920	OTTOBINE ELEM	57,551.53
082	Rockingham County Public Schools	940	FULKS RUN ELEM	58,164.62
082	Rockingham County Public Schools	950	PLEASANT VALLEY ELEM	59,104.98
082	Rockingham County Public Schools	960	J. FRANK HILLYARD MIDDLE	56,927.36
082	Rockingham County Public Schools	970	JOHN W. WAYLAND ELEM	56,751.18
083	Russell County Public Schools	140	LEBANON HIGH	48,388.00
083	Russell County Public Schools	390	LEBANON PRIMARY	59,791.00
083	Russell County Public Schools	410	LEBANON ELEM	45,792.00
083	Russell County Public Schools	540	HONAKER HIGH	49,771.00
083	Russell County Public Schools	580	BELFAST ELEM	45,610.00
083	Russell County Public Schools	710	SWORDS CREEK ELEM	48,567.00
083	Russell County Public Schools	791	CASTLEWOOD HIGH	51,298.00
083	Russell County Public Schools	792	CASTLEWOOD ELEM	45,742.00
083	Russell County Public Schools	820	COPPER CREEK ELEM	49,268.00
083	Russell County Public Schools	890	HONAKER ELEM	46,898.00
083	Russell County Public Schools	902	LEBANON MIDDLE	45,899.00
084	Scott County Public Schools	20	RYE COVE INTERMEDIATE	54,379.00
084	Scott County Public Schools	220	NICKELSVILLE ELEM	53,423.00
084	Scott County Public Schools	260	RYE COVE HIGH	53,648.00
084	Scott County Public Schools	42	DUNGANNON ELEMENTARY	51,554.00
084	Scott County Public Schools	641	SHOEMAKER ELEM	52,510.00
084	Scott County Public Schools	670	HILTON ELEM	56,970.00
084	Scott County Public Schools	740	WEBER CITY ELEM	53,083.00
084	Scott County Public Schools	750	DUFFIELD-PATTONSVILLE PRIMARY	51,585.00
084	Scott County Public Schools	770	GATE CITY HIGH	55,084.00
084	Scott County Public Schools	771	GATE CITY MIDDLE	52,965.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
084	Scott County Public Schools	780	TWIN SPRINGS HIGH	52,640.00
084	Scott County Public Schools	790	YUMA ELEM	52,075.00
085	Shenandoah County Public Schools	20	W.W. ROBINSON ELEM	60,263.00
085	Shenandoah County Public Schools	30	PETER MUHLENBERG MIDDLE	59,843.00
085	Shenandoah County Public Schools	40	NORTH FORK MIDDLE	63,993.00
085	Shenandoah County Public Schools	50	SIGNAL KNOB MIDDLE	59,752.00
085	Shenandoah County Public Schools	770	STRASBURG HIGH	62,799.00
085	Shenandoah County Public Schools	780	CENTRAL HIGH	61,099.00
085	Shenandoah County Public Schools	790	MOUNTAIN VIEW HIGH	63,550.00
085	Shenandoah County Public Schools	810	SANDY HOOK ELEM	60,074.00
085	Shenandoah County Public Schools	820	HONEY RUN ELEM	60,155.00
086	Smyth County Public Schools	120	NORTHWOOD MIDDLE	52,464.00
086	Smyth County Public Schools	250	NORTHWOOD HIGH	54,003.00
086	Smyth County Public Schools	290	ATKINS ELEM	51,516.00
086	Smyth County Public Schools	460	CHILHOWIE HIGH	54,144.00
086	Smyth County Public Schools	555	SUGAR GROVE ELEM	54,689.00
086	Smyth County Public Schools	680	MARION MIDDLE	50,804.00
086	Smyth County Public Schools	690	OAK POINT ELEM	49,206.00
086	Smyth County Public Schools	700	MARION SENIOR HIGH	51,732.00
086	Smyth County Public Schools	710	MARION ELEM	54,154.00
086	Smyth County Public Schools	720	RICH VALLEY ELEM	55,354.00
086	Smyth County Public Schools	730	CHILHOWIE ELEM	51,735.00
086	Smyth County Public Schools	740	SALTVILLE ELEM	53,993.00
086	Smyth County Public Schools	851	CHILHOWIE MIDDLE	51,335.00
087	Southampton County Public Schools	10	NOTTOWAY ELEM	54,498.00
087	Southampton County Public Schools	20	MEHERRIN ELEM	52,820.00
087	Southampton County Public Schools	690	SOUTHAMPTON HIGH	52,848.00
087	Southampton County Public Schools	700	SOUTHAMPTON MIDDLE	54,413.00
087	Southampton County Public Schools	710	CAPRON ELEM	58,313.00
087	Southampton County Public Schools	780	RIVERDALE ELEM	56,548.00
088	Spotsylvania County Public Schools	10	BATTLEFIELD ELEM	59,412.00
088	Spotsylvania County Public Schools	130	SPOTSYLVANIA ELEM	64,077.00
088	Spotsylvania County Public Schools	20	COURTLAND HIGH	63,936.00
088	Spotsylvania County Public Schools	22	COURTLAND ELEM	62,207.00
088	Spotsylvania County Public Schools	220	POST OAK MIDDLE	67,536.00
088	Spotsylvania County Public Schools	30	LEE HILL ELEM	63,464.00
088	Spotsylvania County Public Schools	330	SPOTSYLVANIA MIDDLE	61,797.00
088	Spotsylvania County Public Schools	340	BERKELEY ELEM	63,383.00
088	Spotsylvania County Public Schools	350	LIVINGSTON ELEM	61,459.00
088	Spotsylvania County Public Schools	360	SPOTSWOOD ELEM	61,229.00
088	Spotsylvania County Public Schools	370	SPOTSYLVANIA HIGH	66,392.00
088	Spotsylvania County Public Schools	381	CHANCELLOR HIGH	60,434.00
088	Spotsylvania County Public Schools	382	CHANCELLOR MIDDLE	68,712.00
088	Spotsylvania County Public Schools	390	SMITH STATION ELEM	61,879.00
088	Spotsylvania County Public Schools	40	CHANCELLOR ELEM	65,641.00
088	Spotsylvania County Public Schools	400	BROCK ROAD ELEM	63,314.00
088	Spotsylvania County Public Schools	50	BATTLEFIELD MIDDLE	63,978.00
088	Spotsylvania County Public Schools	501	COURTHOUSE RD ELEM	63,991.00
088	Spotsylvania County Public Schools	502	THORNBURG MIDDLE	59,672.00
088	Spotsylvania County Public Schools	503	RIVERVIEW ELEM	65,226.00
088	Spotsylvania County Public Schools	504	WILDERNESS ELEM	68,219.00
088	Spotsylvania County Public Schools	505	NI RIVER MIDDLE	62,511.00
088	Spotsylvania County Public Schools	506	MASSAPONAX HIGH	63,083.00
088	Spotsylvania County Public Schools	507	HARRISON ROAD ELEM	63,707.00
088	Spotsylvania County Public Schools	508	PARKSIDE ELEM	64,688.00
088	Spotsylvania County Public Schools	509	FREEDOM MIDDLE	62,628.00
088	Spotsylvania County Public Schools	510	RIVERBEND HIGH	62,729.00

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
088	Spotsylvania County Public Schools	511	CEDAR FOREST ELEM	62,010.00
088	Spotsylvania County Public Schools	60	SALEM ELEM	62,346.00
089	Stafford County Public Schools	10	EDWARD E. DREW JR. MIDDLE	66,701.00
089	Stafford County Public Schools	111	STAFFORD ELEM	66,034.00
089	Stafford County Public Schools	112	STAFFORD MIDDLE	64,527.00
089	Stafford County Public Schools	162	T. BENTON GAYLE MIDDLE	70,006.00
089	Stafford County Public Schools	20	STAFFORD SR. HIGH	72,679.00
089	Stafford County Public Schools	230	FERRY FARM ELEM	71,895.00
089	Stafford County Public Schools	250	HARTWOOD ELEM	68,782.00
089	Stafford County Public Schools	260	ANNE E. MONCURE ELEM	67,614.00
089	Stafford County Public Schools	270	GRAFTON VILLAGE ELEM	70,767.00
089	Stafford County Public Schools	280	FALMOUTH ELEM	70,136.00
089	Stafford County Public Schools	30	NORTH STAFFORD HIGH	68,018.00
089	Stafford County Public Schools	300	PARK RIDGE ELEM	66,708.00
089	Stafford County Public Schools	320	HAMPTON OAKS ELEM	66,281.00
089	Stafford County Public Schools	40	ANDREW G. WRIGHT MIDDLE	69,522.00
089	Stafford County Public Schools	41	GARRISONVILLE ELEM	65,898.00
089	Stafford County Public Schools	421	BROOKE POINT HIGH	70,445.00
089	Stafford County Public Schools	422	H.H. POOLE MIDDLE	66,566.00
089	Stafford County Public Schools	423	WINDING CREEK ELEM	65,073.00
089	Stafford County Public Schools	424	COLONIAL FORGE HIGH	73,276.00
089	Stafford County Public Schools	425	ROCKY RUN ELEM	67,736.00
089	Stafford County Public Schools	426	RODNEY E. THOMPSON MIDDLE	70,191.00
089	Stafford County Public Schools	427	KATE WALLER BARRETT ELEM	67,360.00
089	Stafford County Public Schools	429	MARGARET BRENT ELEM	67,220.00
089	Stafford County Public Schools	430	MOUNTAIN VIEW HIGH	69,489.00
089	Stafford County Public Schools	431	CONWAY ELEM	68,643.00
089	Stafford County Public Schools	432	DONALD B. DIXON-LYLE R. SMITH MIDDLE	70,350.00
089	Stafford County Public Schools	433	ANTHONY BURNS ELEM	63,079.00
089	Stafford County Public Schools	440	SHIRLEY C. HEIM MIDDLE	66,483.00
089	Stafford County Public Schools	50	WIDEWATER ELEM	64,601.00
089	Stafford County Public Schools	60	ROCKHILL ELEM	68,990.00
089	Stafford County Public Schools	920	RIISING STAR EARLY CHILDHOOD EDUCATION CENTER AT	65,934.00
089	Stafford County Public Schools	992	NORTH STAR EARLY CHILDHOOD EDUCATION CENTER	67,059.00
090	Surry County Public Schools	10	SURRY COUNTY HIGH	62,202.00
090	Surry County Public Schools	20	SURRY ELEM	57,809.00
090	Surry County Public Schools	30	LUTHER P. JACKSON MIDDLE	51,723.00
091	Sussex County Public Schools	340	SUSSEX CENTRAL HIGH	63,659.00
091	Sussex County Public Schools	482	SUSSEX CENTRAL MIDDLE	65,122.00
091	Sussex County Public Schools	483	SUSSEX CENTRAL ELEM	62,105.00
092	Tazewell County Public Schools	10	GRAHAM MIDDLE	52,076.76
092	Tazewell County Public Schools	100	TAZEWELL MIDDLE	52,601.77
092	Tazewell County Public Schools	1020	ABBS VALLEY-BOISSEvain ELEM	45,959.36
092	Tazewell County Public Schools	1030	TAZEWELL PRIMARY	52,258.80
092	Tazewell County Public Schools	450	TAZEWELL INTERMEDIATE	52,969.54
092	Tazewell County Public Schools	750	DUDLEY PRIMARY	55,343.84
092	Tazewell County Public Schools	821	RICHLANDS HIGH	54,159.40
092	Tazewell County Public Schools	822	RICHLANDS ELEM	52,083.47
092	Tazewell County Public Schools	823	RICHLANDS MIDDLE	57,942.97
092	Tazewell County Public Schools	830	CEDAR BLUFF ELEM	55,794.96
092	Tazewell County Public Schools	890	TAZEWELL HIGH	51,378.20
092	Tazewell County Public Schools	940	GRAHAM HIGH	54,016.23
092	Tazewell County Public Schools	960	GRAHAM INTERMEDIATE	53,293.50
093	Warren County Public Schools	140	E. WILSON MORRISON ELEM	59,495.00
093	Warren County Public Schools	20	LESLIE FOX KEYSER ELEM	58,745.00
093	Warren County Public Schools	230	WARREN COUNTY HIGH	62,378.00
093	Warren County Public Schools	240	RESSIE JEFFRIES ELEM	61,787.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
093	Warren County Public Schools	250	SKYLINE HIGH	62,672.00
093	Warren County Public Schools	260	SKYLINE MIDDLE	57,793.00
093	Warren County Public Schools	280	WARREN COUNTY MIDDLE	59,775.00
093	Warren County Public Schools	371	HILDA J. BARBOUR ELEM	58,832.00
093	Warren County Public Schools	90	A.S. RHODES ELEM	58,141.00
094	Washington County Public Schools	1020	VALLEY INSTITUTE ELEM	55,568.00
094	Washington County Public Schools	1030	ABINGDON HIGH	53,043.00
094	Washington County Public Schools	1040	JOHN S. BATTLE HIGH	56,165.00
094	Washington County Public Schools	1050	PATRICK HENRY HIGH	57,300.00
094	Washington County Public Schools	1060	HOLSTON HIGH	54,139.00
094	Washington County Public Schools	1070	HIGH POINT ELEM	52,663.00
094	Washington County Public Schools	1080	ABINGDON ELEM	54,351.00
094	Washington County Public Schools	1090	GLADE SPRING MIDDLE	55,808.00
094	Washington County Public Schools	1110	E.B. STANLEY MIDDLE	55,885.00
094	Washington County Public Schools	20	MEADOWVIEW ELEM	54,211.00
094	Washington County Public Schools	260	GREENDALE ELEM	54,417.00
094	Washington County Public Schools	40	DAMASCUS MIDDLE	54,648.00
094	Washington County Public Schools	50	RHEA VALLEY ELEM	56,886.00
094	Washington County Public Schools	620	WALLACE MIDDLE	52,453.00
094	Washington County Public Schools	70	WATAUGA ELEM	54,236.00
095	Westmoreland County Public Schools	120	WESTMORELAND HIGH	61,205.00
095	Westmoreland County Public Schools	210	COPELE ELEM	61,686.00
095	Westmoreland County Public Schools	300	MONTROSS MIDDLE	63,011.00
095	Westmoreland County Public Schools	310	WASHINGTON DISTRICT ELEM	59,139.00
096	Wise County Public Schools	1000	CENTRAL HIGH	53,560.00
096	Wise County Public Schools	1010	UNION HIGH	56,494.00
096	Wise County Public Schools	1012	UNION PRIMARY	54,648.00
096	Wise County Public Schools	1013	UNION MIDDLE	56,371.00
096	Wise County Public Schools	1020	WISE PRIMARY	55,744.00
096	Wise County Public Schools	320	L.F. ADDINGTON MIDDLE	54,160.00
096	Wise County Public Schools	651	COEBURN MIDDLE	55,693.00
096	Wise County Public Schools	652	EASTSIDE HIGH	59,958.00
096	Wise County Public Schools	653	COEBURN PRIMARY	55,826.00
096	Wise County Public Schools	73	J.W. ADAMS COMBINED	54,428.00
096	Wise County Public Schools	871	ST. PAUL ELEM	51,807.00
097	Wythe County Public Schools	100	MAX MEADOWS ELEM	55,157.89
097	Wythe County Public Schools	1073	FORT CHISWELL MIDDLE	48,259.41
097	Wythe County Public Schools	1074	RURAL RETREAT MIDDLE	50,200.00
097	Wythe County Public Schools	1075	SCOTT MEMORIAL MIDDLE	52,378.95
097	Wythe County Public Schools	190	SPILLER ELEM	50,772.44
097	Wythe County Public Schools	201	RURAL RETREAT ELEM	51,969.57
097	Wythe County Public Schools	202	RURAL RETREAT HIGH	53,876.47
097	Wythe County Public Schools	440	SPEEDWELL ELEM	49,050.00
097	Wythe County Public Schools	721	GEORGE WYTHE HIGH	51,280.97
097	Wythe County Public Schools	730	JACKSON MEMORIAL ELEM	51,660.00
097	Wythe County Public Schools	740	SHEFFEY ELEM	50,321.88
097	Wythe County Public Schools	760	FORT CHISWELL HIGH	52,506.62
098	York County Public Schools	10	MAGRUDER ELEM	62,017.92
098	York County Public Schools	140	GRAFTON BETHEL ELEM	63,148.23
098	York County Public Schools	160	DARE ELEM	62,465.67
098	York County Public Schools	170	SEAFORD ELEM	62,145.19
098	York County Public Schools	180	BETHEL MANOR ELEM	61,406.88
098	York County Public Schools	190	TABB MIDDLE	62,191.67
098	York County Public Schools	20	BRUTON HIGH	62,337.74
098	York County Public Schools	200	QUEENS LAKE MIDDLE	62,488.72
098	York County Public Schools	210	YORKTOWN ELEM	61,288.13
098	York County Public Schools	220	WALLER MILL ELEM	59,714.20

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
098	York County Public Schools	230	TABB HIGH	64,475.61
098	York County Public Schools	30	YORK HIGH	63,491.89
098	York County Public Schools	332	GRAFTON HIGH	64,010.74
098	York County Public Schools	333	GRAFTON MIDDLE	59,691.77
098	York County Public Schools	335	YORK RIVER ACADEMY	60,903.06
098	York County Public Schools	50	TABB ELEM	61,232.88
098	York County Public Schools	60	YORKTOWN MIDDLE	62,560.14
098	York County Public Schools	80	MT. VERNON ELEM	59,845.73
098	York County Public Schools	90	COVENTRY ELEM	61,153.24
101	Alexandria City Public Schools	100	GEORGE MASON ELEM	81,925.76
101	Alexandria City Public Schools	110	DOUGLAS MACARTHUR ELEM	89,588.01
101	Alexandria City Public Schools	120	CHARLES BARRETT ELEM	85,597.87
101	Alexandria City Public Schools	130	GEORGE WASHINGTON MIDDLE	88,261.22
101	Alexandria City Public Schools	140	FRANCIS C. HAMMOND MIDDLE	89,381.00
101	Alexandria City Public Schools	160	CORA KELLY	83,800.91
101	Alexandria City Public Schools	190	WILLIAM RAMSAY ELEM	82,245.66
101	Alexandria City Public Schools	210	ALEXANDRIA CITY HIGH SCHOOL	89,618.93
101	Alexandria City Public Schools	220	JAMES K POLK ELEM	80,166.42
101	Alexandria City Public Schools	230	JOHN ADAMS ELEM	84,933.05
101	Alexandria City Public Schools	30	MOUNT VERNON ELEM	83,746.15
101	Alexandria City Public Schools	333	SAMUEL W TUCKER ELEM	88,817.06
101	Alexandria City Public Schools	350	FERDINAND T. DAY ELEM	71,077.89
101	Alexandria City Public Schools	360	EARLY CHILDHOOD CENTER	74,851.01
101	Alexandria City Public Schools	50	PATRICK HENRY K-8	78,954.07
101	Alexandria City Public Schools	60	NAOMI BROOKS ELEM	79,089.83
101	Alexandria City Public Schools	80	LYLES-CROUCH ELEM	87,623.27
101	Alexandria City Public Schools	90	JEFFERSON-HOUSTON PK-8	85,145.56
102	Bristol City Public Schools	10	VIRGINIA MIDDLE	56,212.97
102	Bristol City Public Schools	100	JOSEPH VAN PELT ELEM	56,861.21
102	Bristol City Public Schools	60	HIGHLAND VIEW ELEM	57,681.33
102	Bristol City Public Schools	70	STONEWALL JACKSON ELEM	56,609.48
102	Bristol City Public Schools	80	VIRGINIA HIGH	57,755.00
102	Bristol City Public Schools	90	WASHINGTON LEE ELEM	53,252.19
103	Buena Vista City Public Schools	40	ENDERLY HEIGHTS ELEM	46,854.17
103	Buena Vista City Public Schools	61	PARRY MCCLUER MIDDLE	47,112.94
103	Buena Vista City Public Schools	62	PARRY MCCLUER HIGH	47,963.83
103	Buena Vista City Public Schools	70	FW KLING JR ELEM	43,738.37
104	Charlottesville City Public Schools	10	JOHNSON ELEM	65,627.00
104	Charlottesville City Public Schools	100	BUFORD MIDDLE	63,223.00
104	Charlottesville City Public Schools	110	WALKER UPPER ELEM	64,019.00
104	Charlottesville City Public Schools	120	JACKSON-VIA ELEM	61,591.00
104	Charlottesville City Public Schools	140	CHARLOTTESVILLE HIGH	65,331.00
104	Charlottesville City Public Schools	40	VENABLE ELEM	64,934.00
104	Charlottesville City Public Schools	50	CLARK ELEM	61,138.00
104	Charlottesville City Public Schools	70	BURNLEY-MORAN ELEM	67,554.00
104	Charlottesville City Public Schools	90	GREENBRIER ELEM	68,217.00
106	Colonial Heights City Public Schools	20	COLONIAL HEIGHTS MIDDLE	59,964.00
106	Colonial Heights City Public Schools	30	NORTH ELEM	62,525.00
106	Colonial Heights City Public Schools	40	COLONIAL HEIGHTS HIGH	62,378.00
106	Colonial Heights City Public Schools	50	LAKEVIEW ELEM	62,064.00
106	Colonial Heights City Public Schools	60	TUSSING ELEM	60,620.00
108	Danville City Public Schools	1372	WESTWOOD MIDDLE	53,105.44
108	Danville City Public Schools	1374	GALILEO MAGNET HIGH	54,843.64
108	Danville City Public Schools	139	RISE ACADEMY	55,080.02
108	Danville City Public Schools	190	G.L.H. JOHNSON ELEM	52,950.95
108	Danville City Public Schools	20	FOREST HILLS ELEM	55,028.95
108	Danville City Public Schools	200	GROVE PARK PRESCHOOL	58,653.71

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
108	Danville City Public Schools	210	GEORGE WASHINGTON HIGH	55,851.98
108	Danville City Public Schools	220	WOODBERRY HILLS ELEM	53,007.99
108	Danville City Public Schools	250	PARK AVENUE ELEM	55,435.28
108	Danville City Public Schools	260	O. TRENT BONNER MIDDLE	53,224.66
108	Danville City Public Schools	30	THE NORTHSIDE PRESCHOOL	57,405.75
108	Danville City Public Schools	40	SCHOOLFIELD ELEM	52,613.41
108	Danville City Public Schools	490	E. A. GIBSON ELEM	54,491.73
109	Falls Church City Public Schools	240	MT. DANIEL ELEM	87,273.66
109	Falls Church City Public Schools	251	MERIDIAN HIGH	93,862.46
109	Falls Church City Public Schools	252	MARY ELLEN HENDERSON MIDDLE	91,374.54
109	Falls Church City Public Schools	260	OAK STREET ELEM	85,495.58
109	Falls Church City Public Schools	270	JESSIE THACKREY PRESCHOOL	78,060.83
110	Fredericksburg City Public Schools	272	LAFAYETTE ELEM	65,580.29
110	Fredericksburg City Public Schools	273	WALKER-GRANT MIDDLE	60,393.85
110	Fredericksburg City Public Schools	30	WALKER-GRANT CENTER	61,424.81
110	Fredericksburg City Public Schools	40	JAMES MONROE HIGH	68,041.58
110	Fredericksburg City Public Schools	50	HUGH MERCER ELEM	62,310.63
111	Galax City Public Schools	10	GALAX ELEM	55,382.00
111	Galax City Public Schools	31	GALAX HIGH	58,326.00
111	Galax City Public Schools	32	GALAX MIDDLE	54,121.00
112	Hampton City Public Schools	120	ARMSTRONG ELEM	66,173.15
112	Hampton City Public Schools	160	ABERDEEN ELEM	59,924.43
112	Hampton City Public Schools	180	SAMUEL P. LANGLEY ELEM	61,058.02
112	Hampton City Public Schools	210	MOTON EARLY CHILDHOOD CENTER	60,903.00
112	Hampton City Public Schools	250	JANE H. BRYAN ELEM	61,346.72
112	Hampton City Public Schools	260	ALFRED S. FORREST ELEM	66,846.93
112	Hampton City Public Schools	270	MARY T. CHRISTIAN ELEM	63,608.86
112	Hampton City Public Schools	280	HAMPTON HIGH	63,185.61
112	Hampton City Public Schools	30	FRANCIS ASBURY ELEM	61,179.53
112	Hampton City Public Schools	300	CESAR TARRANT MIDDLE	60,508.18
112	Hampton City Public Schools	320	KECOUGHTAN HIGH	62,309.23
112	Hampton City Public Schools	330	BARRON ELEM	62,122.23
112	Hampton City Public Schools	350	BENJAMIN SYMS MIDDLE	61,448.20
112	Hampton City Public Schools	360	MARY W. JACKSON ELEM	65,358.36
112	Hampton City Public Schools	370	PHILLIPS ELEM	63,450.74
112	Hampton City Public Schools	380	THOMAS EATON MIDDLE	60,711.33
112	Hampton City Public Schools	410	PAUL BURBANK ELEM	61,592.41
112	Hampton City Public Schools	420	CHRISTOPHER C. KRAFT ELEM	60,209.80
112	Hampton City Public Schools	430	BETHEL HIGH	63,606.66
112	Hampton City Public Schools	440	MARY S. PEAKE ELEM	59,802.93
112	Hampton City Public Schools	450	C. ALTON LINDSAY MIDDLE	60,574.54
112	Hampton City Public Schools	460	CAPTAIN JOHN SMITH ELEM	62,503.82
112	Hampton City Public Schools	470	ALBERT W. PATRICK III ELEM	61,932.77
112	Hampton City Public Schools	490	LUTHER W. MACHEN ELEM	61,667.93
112	Hampton City Public Schools	50	PHOEBUS HIGH	62,452.74
112	Hampton City Public Schools	500	A.W.E. BASSETTE ELEM	57,996.13
112	Hampton City Public Schools	640	HUNTER B ANDREWS	59,936.40
112	Hampton City Public Schools	650	GEORGE P PHENIX ELEM	60,006.55
112	Hampton City Public Schools	70	FRANCIS W. JONES MAGNET MIDDLE	67,400.29
112	Hampton City Public Schools	80	WILLIAM MASON COOPER ELEM	60,937.00
113	Harrisonburg City Public Schools	110	SMITHLAND ELEM	58,486.00
113	Harrisonburg City Public Schools	111	SKYLINE MIDDLE	60,857.00
113	Harrisonburg City Public Schools	12	HARRISONBURG HIGH	61,471.00
113	Harrisonburg City Public Schools	120	BLUESTONE ELEM	58,044.00
113	Harrisonburg City Public Schools	191	STONE SPRING ELEM	60,984.00
113	Harrisonburg City Public Schools	30	WATERMAN ELEM	60,077.00
113	Harrisonburg City Public Schools	50	KEISTER ELEM	59,381.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
113	Harrisonburg City Public Schools	60	SPOTSWOOD ELEM	57,821.00
113	Harrisonburg City Public Schools	80	THOMAS HARRISON MIDDLE	61,050.00
114	Hopewell City Public Schools	110	CARTER G. WOODSON MIDDLE	57,722.00
114	Hopewell City Public Schools	120	HOPEWELL HIGH	62,258.00
114	Hopewell City Public Schools	140	HARRY E. JAMES ELEM	60,673.00
114	Hopewell City Public Schools	151	WOODLAWN PRE-SCHOOL LRNG CTR.	59,463.00
114	Hopewell City Public Schools	40	DUPONT ELEM	60,805.00
114	Hopewell City Public Schools	70	PATRICK COPELAND ELEM	61,600.00
115	Lynchburg City Public Schools	1102	HERITAGE ELEM	52,533.01
115	Lynchburg City Public Schools	130	HERITAGE HIGH	58,674.10
115	Lynchburg City Public Schools	170	PAUL LAURENCE DUNBAR MID. FOR INNOV.	53,346.55
115	Lynchburg City Public Schools	190	ROBERT S. PAYNE ELEM	50,661.66
115	Lynchburg City Public Schools	250	WILLIAM M. BASS ELEM	50,757.37
115	Lynchburg City Public Schools	260	E.C. GLASS HIGH	54,467.69
115	Lynchburg City Public Schools	270	PERRYMONT ELEM	52,174.56
115	Lynchburg City Public Schools	290	BEDFORD HILLS ELEM	55,708.82
115	Lynchburg City Public Schools	300	SHEFFIELD ELEM	54,811.43
115	Lynchburg City Public Schools	330	PAUL MUNRO ELEM	55,789.00
115	Lynchburg City Public Schools	340	SANDUSKY MIDDLE	51,337.67
115	Lynchburg City Public Schools	350	LINKHORNE MIDDLE	54,897.55
115	Lynchburg City Public Schools	360	LINKHORNE ELEM	52,883.46
115	Lynchburg City Public Schools	370	SANDUSKY ELEM	54,058.65
115	Lynchburg City Public Schools	70	DEARINGTON ELEM/INNOVATION	55,330.23
115	Lynchburg City Public Schools	90	T.C. MILLER ELEM FOR INNOVAT.	51,988.17
116	Martinsville City Public Schools	10	MARTINSVILLE MIDDLE	53,908.00
116	Martinsville City Public Schools	110	MARTINSVILLE HIGH	53,321.00
116	Martinsville City Public Schools	222	ALBERT HARRIS ELEM	54,012.00
116	Martinsville City Public Schools	223	PATRICK HENRY ELEM	50,987.00
116	Martinsville City Public Schools	224	CLEARVIEW EARLY LEARNING CENTER	52,212.00
117	Newport News City Public Schools	1070	WARWICK HIGH	68,442.39
117	Newport News City Public Schools	1080	HILTON ELEM	68,867.33
117	Newport News City Public Schools	110	B.T. WASHINGTON MIDDLE	71,054.67
117	Newport News City Public Schools	1120	NEWSOME PARK ELEM	67,094.16
117	Newport News City Public Schools	1150	RIVERSIDE ELEM	67,539.96
117	Newport News City Public Schools	1170	CARVER ELEM	71,210.62
117	Newport News City Public Schools	1180	KATHERINE JOHNSON ELEM	65,317.03
117	Newport News City Public Schools	1210	HIDENWOOD ELEM	64,920.00
117	Newport News City Public Schools	1220	MENCHVILLE HIGH	67,173.22
117	Newport News City Public Schools	1230	RICHNECK ELEM	69,602.85
117	Newport News City Public Schools	1240	STONEY RUN ELEM	64,131.80
117	Newport News City Public Schools	1250	B.C. CHARLES ELEM	65,610.55
117	Newport News City Public Schools	1260	ETHEL M. GILDERSLEEVE MIDDLE	69,618.58
117	Newport News City Public Schools	1270	HOMER L. HINES MIDDLE	63,535.91
117	Newport News City Public Schools	1290	KILN CREEK ELEM	66,157.06
117	Newport News City Public Schools	130	DISCOVERY STEM ACADEMY	67,056.61
117	Newport News City Public Schools	1393	CRITTENDEN MIDDLE	66,850.54
117	Newport News City Public Schools	1395	HERITAGE HIGH	69,536.92
117	Newport News City Public Schools	1396	WOODSIDE HIGH	68,011.17
117	Newport News City Public Schools	1398	DEER PARK ELEM	72,355.13
117	Newport News City Public Schools	1400	MARY PASSAGE MIDDLE	66,092.05
117	Newport News City Public Schools	1402	DENBIGH EARLY CHILDHOOD CENTER	70,806.13
117	Newport News City Public Schools	1404	ACHIEVABLE DREAM ACADEMY	65,384.22
117	Newport News City Public Schools	1405	ACHIEVABLE DREAM MIDDLE/HIGH	70,923.29
117	Newport News City Public Schools	1407	GENERAL STANFORD ELEM	71,804.08
117	Newport News City Public Schools	1410	WATKINS EARLY CHILDHOOD CENTER	71,610.58
117	Newport News City Public Schools	1411	JOHN MARSHALL EARLY CHILDHOOD CTR	74,511.25
117	Newport News City Public Schools	150	OLIVER C. GREENWOOD ELEM	66,078.73

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
117	Newport News City Public Schools	20	ELLA J. FITZGERALD MIDDLE	66,227.41
117	Newport News City Public Schools	200	L.F. PALMER ELEM	66,602.37
117	Newport News City Public Schools	250	SEDFIELD ELEM	61,269.87
117	Newport News City Public Schools	270	RICHARD T. YATES ELEM	65,664.62
117	Newport News City Public Schools	280	DENBIGH HIGH	69,300.81
117	Newport News City Public Schools	290	T. RYLAND SANFORD ELEM	67,730.75
117	Newport News City Public Schools	300	JOSEPH H. SAUNDERS ELEM	65,740.19
117	Newport News City Public Schools	310	KNOLLWOOD MEADOWS ELEM	65,504.52
117	Newport News City Public Schools	320	WILLIS A. JENKINS ELEM	65,986.85
117	Newport News City Public Schools	50	DAVID A. DUTROW ELEM	69,519.16
117	Newport News City Public Schools	70	GEORGE J. MCINTOSH ELEM	67,678.81
117	Newport News City Public Schools	91	HUNTINGTON MIDDLE	70,281.52
118	Norfolk City Public Schools	10	MAURY HIGH	62,114.83
118	Norfolk City Public Schools	100	TANNERS CREEK ELEM	61,658.57
118	Norfolk City Public Schools	131	JAMES MONROE ELEM	58,528.38
118	Norfolk City Public Schools	150	WALTER HERRON TAYLOR ELEM	60,990.23
118	Norfolk City Public Schools	185	ACADEMY FOR DISCOVERY AT LAKEWOOD	61,085.35
118	Norfolk City Public Schools	190	OCEAN VIEW ELEM	60,966.34
118	Norfolk City Public Schools	20	BLAIR MIDDLE	61,365.26
118	Norfolk City Public Schools	210	LARCHMONT ELEM	63,031.82
118	Norfolk City Public Schools	220	CHESTERFIELD ELEM	61,344.16
118	Norfolk City Public Schools	250	BAY VIEW ELEM	60,129.75
118	Norfolk City Public Schools	30	RUFFNER SCHOOL	61,921.09
118	Norfolk City Public Schools	390	GRANBY HIGH	61,469.15
118	Norfolk City Public Schools	40	CAMP ALLEN ELEM	59,283.83
118	Norfolk City Public Schools	420	GRANBY ELEM	59,924.30
118	Norfolk City Public Schools	430	JACOX ELEM	59,416.34
118	Norfolk City Public Schools	460	MARY CALCOTT ELEM	67,294.52
118	Norfolk City Public Schools	471	WILLARD ELEM	58,902.56
118	Norfolk City Public Schools	480	RICHARD BOWLING ELEM	61,339.17
118	Norfolk City Public Schools	490	NORTHSIDE MIDDLE	62,263.46
118	Norfolk City Public Schools	500	SUBURBAN PARK ELEM	63,221.78
118	Norfolk City Public Schools	510	BERKLEY/CAMPOSTELLA EARLY CHILDHOOD CENTER	71,587.83
118	Norfolk City Public Schools	520	LINDENWOOD ELEM	67,099.40
118	Norfolk City Public Schools	530	P.B. YOUNG SR. ELEM	64,341.46
118	Norfolk City Public Schools	550	COLEMAN PLACE ELEM	59,200.87
118	Norfolk City Public Schools	560	CROSSROADS PREK-8 SCHOOL	63,932.40
118	Norfolk City Public Schools	570	NORVIEW MIDDLE	58,414.93
118	Norfolk City Public Schools	580	NORVIEW HIGH	61,727.92
118	Norfolk City Public Schools	610	INGLESIDE ELEM	63,384.41
118	Norfolk City Public Schools	620	NORVIEW ELEM	63,133.56
118	Norfolk City Public Schools	630	OCEANAIR ELEM	67,287.56
118	Norfolk City Public Schools	650	SHERWOOD FOREST ELEM	60,905.68
118	Norfolk City Public Schools	670	LARRYMORE ELEM	66,065.99
118	Norfolk City Public Schools	682	LITTLE CREEK ELEM	62,234.18
118	Norfolk City Public Schools	740	EASTON PRESCHOOL AT FAIRLAWN	56,751.95
118	Norfolk City Public Schools	760	AZALEA MIDDLE	62,350.02
118	Norfolk City Public Schools	770	SOUTHSIDE STEM ACADEMY AT CAMPOSTELLA	58,333.52
118	Norfolk City Public Schools	790	LAKE TAYLOR	61,661.05
118	Norfolk City Public Schools	800	TARRALLTON ELEM	65,524.12
118	Norfolk City Public Schools	820	ST. HELENA ELEM	62,032.27
118	Norfolk City Public Schools	840	LAKE TAYLOR HIGH	60,917.91
118	Norfolk City Public Schools	850	SEWELLS POINT ELEM	59,629.09
118	Norfolk City Public Schools	860	WILLOUGHBY EARLY CHILDHOOD CENTER	65,627.25
118	Norfolk City Public Schools	880	BOOKER T. WASHINGTON HIGH	59,588.94
118	Norfolk City Public Schools	90	GHENT SCHOOL	64,060.99
119	Norton City Public Schools	20	J.I. BURTON HIGH	55,137.00

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2023-2024*

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
119	Norton City Public Schools	40	NORTON ELEM	54,746.00
120	Petersburg City Public Schools	110	COOL SPRING ELEM	56,783.00
120	Petersburg City Public Schools	121	VERNON JOHNS MIDDLE	57,619.00
120	Petersburg City Public Schools	130	WALNUT HILL ELEM	56,670.00
120	Petersburg City Public Schools	160	WESTVIEW EARLY CHILDHOOD ED. CTR.	51,866.00
120	Petersburg City Public Schools	170	LAKEMONT ELEM	56,255.00
120	Petersburg City Public Schools	180	PLEASANTS LANE ELEM	56,807.00
120	Petersburg City Public Schools	200	PETERSBURG HIGH	61,364.00
121	Portsmouth City Public Schools	1130	CRADOCK MIDDLE	58,468.85
121	Portsmouth City Public Schools	1400	CRADOCK ELEM	59,835.08
121	Portsmouth City Public Schools	160	CHURCHLAND PRIMARY & INTERMEDIATE	59,615.08
121	Portsmouth City Public Schools	1630	HODGES MANOR ELEM	59,017.15
121	Portsmouth City Public Schools	1650	LAKEVIEW ELEM	57,893.53
121	Portsmouth City Public Schools	1660	MANOR HIGH	59,940.54
121	Portsmouth City Public Schools	1766	BRIGHTON ELEM	58,432.46
121	Portsmouth City Public Schools	1768	MOUNT HERMON PRESCHOOL CENTER	59,064.15
121	Portsmouth City Public Schools	1769	VICTORY ELEM	57,700.45
121	Portsmouth City Public Schools	1770	OLIVE BRANCH PRESCHOOL CTR	62,469.42
121	Portsmouth City Public Schools	190	DOUGLASS PARK ELEM	61,330.90
121	Portsmouth City Public Schools	210	WESTHAVEN ELEM	60,355.93
121	Portsmouth City Public Schools	230	WATERVIEW ELEM	57,553.49
121	Portsmouth City Public Schools	240	I.C. NORCOM HIGH	59,772.65
121	Portsmouth City Public Schools	290	SIMONSDALE ELEM	60,972.98
121	Portsmouth City Public Schools	310	WM. E. WATERS MIDDLE	57,311.10
121	Portsmouth City Public Schools	320	CHURCHLAND MIDDLE	59,964.27
121	Portsmouth City Public Schools	321	CHURCHLAND ACADEMY ELEM	58,945.57
121	Portsmouth City Public Schools	322	CHURCHLAND PRESCHOOL CTR	60,541.49
121	Portsmouth City Public Schools	500	CHURCHLAND HIGH	59,522.63
121	Portsmouth City Public Schools	60	PARK VIEW ELEM	59,060.25
121	Portsmouth City Public Schools	650	CHURCHLAND ELEM	61,038.54
122	Radford City Public Schools	10	BELLE HETH ELEM	57,660.00
122	Radford City Public Schools	20	MCHARG ELEM	55,036.00
122	Radford City Public Schools	41	RADFORD HIGH	60,922.00
122	Radford City Public Schools	42	JOHN N. DALTON INT.	55,113.00
123	Richmond City Public Schools	100	BELLEVUE ELEM	65,290.96
123	Richmond City Public Schools	1100	BROAD ROCK ELEM	63,845.26
123	Richmond City Public Schools	130	OVERBY-SHEPPARD ELEM	66,951.58
123	Richmond City Public Schools	1400	ELIZABETH D. REDD ELEM	65,022.46
123	Richmond City Public Schools	1440	CARDINAL ELEM	75,891.35
123	Richmond City Public Schools	1470	G.H. REID ELEM	64,314.91
123	Richmond City Public Schools	1480	SOUTHAMPTON ELEM	65,640.69
123	Richmond City Public Schools	1510	HUGUENOT HIGH	67,453.35
123	Richmond City Public Schools	1631	RIVER CITY MIDDLE	62,809.02
123	Richmond City Public Schools	1640	J.B. FISHER ELEM	67,553.57
123	Richmond City Public Schools	170	BLACKWELL ELEM	66,641.94
123	Richmond City Public Schools	1710	J.L. FRANCIS ELEM	65,844.51
123	Richmond City Public Schools	20	THOMAS JEFFERSON HIGH	66,520.37
123	Richmond City Public Schools	200	WILLIAM FOX ELEM	66,533.03
123	Richmond City Public Schools	210	SWANSBORO ELEM	63,374.09
123	Richmond City Public Schools	230	FRANCES W. MCCLENNEY ELEM	66,714.50
123	Richmond City Public Schools	290	HENRY MARSH III ELEM	64,191.63
123	Richmond City Public Schools	30	ALBERT HILL MIDDLE	62,950.00
123	Richmond City Public Schools	3105	LUCILLE M. BROWN MIDDLE	63,344.64
123	Richmond City Public Schools	3106	LINWOOD HOLTON ELEM	66,196.18
123	Richmond City Public Schools	3107	MILES JONES ELEM	64,037.81
123	Richmond City Public Schools	311	GEORGE W. CARVER ELEM	66,275.93
123	Richmond City Public Schools	3110	RICHMOND ALTERNATIVE	70,587.60

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
123	Richmond City Public Schools	3113	RICHMOND COMMUNITY PRESCHOOL	61,463.80
123	Richmond City Public Schools	3114	MARRY SCOTT PRESCHOOL	72,140.67
123	Richmond City Public Schools	3115	J.H. BLACKWELL PRESCHOOL	66,929.73
123	Richmond City Public Schools	3119	PATRICK HENRY SCHOOL OF SCIENCE AND ARTS	62,334.61
123	Richmond City Public Schools	3200	RICHMOND CAREER EDUCATION & EMPLOYMENT	72,829.00
123	Richmond City Public Schools	330	OAK GROVE/BELLEMEADE ELEM	64,478.00
123	Richmond City Public Schools	390	BARACK OBAMA ELEM	68,271.96
123	Richmond City Public Schools	452	RICHMOND COMMUNITY HIGH	68,606.67
123	Richmond City Public Schools	470	HENDERSON MIDDLE	64,678.97
123	Richmond City Public Schools	480	THOMAS C. BOUSHALL MIDDLE	62,893.16
123	Richmond City Public Schools	50	DOGWOOD MIDDLE	63,854.15
123	Richmond City Public Schools	511	SUMMER HILL PRESCHOOL CENTER	63,432.31
123	Richmond City Public Schools	580	MARY MUNFORD ELEM	71,267.84
123	Richmond City Public Schools	600	LOIS HARRISON-JONES ELEM	62,380.30
123	Richmond City Public Schools	621	FRANKLIN MILITARY ACADEMY	67,260.85
123	Richmond City Public Schools	650	WOODVILLE ELEM	63,550.38
123	Richmond City Public Schools	660	WESTOVER HILLS ELEM	65,619.27
123	Richmond City Public Schools	690	MAYMONT PRE-K CENTER	70,202.83
123	Richmond City Public Schools	710	FAIRFIELD COURT ELEM	76,949.96
123	Richmond City Public Schools	730	JOHN MARSHALL HIGH	69,740.92
123	Richmond City Public Schools	741	RICHMOND HIGH SCHOOL FOR THE ARTS	64,706.60
123	Richmond City Public Schools	750	AMELIA STREET SP. ED.	63,798.56
123	Richmond City Public Schools	770	MARTIN LUTHER KING JR. MIDDLE	62,230.59
123	Richmond City Public Schools	771	MARTIN LUTHER KING JR EARLY LEARNING CENTER	64,048.80
123	Richmond City Public Schools	830	CHIMBORAZO ELEM	63,478.42
123	Richmond City Public Schools	850	ARMSTRONG HIGH	67,217.76
123	Richmond City Public Schools	90	OPEN HIGH	69,503.29
124	Roanoke City Public Schools	110	HIGHLAND PARK ELEM	62,646.65
124	Roanoke City Public Schools	150	WOODROW WILSON MIDDLE	60,937.68
124	Roanoke City Public Schools	20	CRYSTAL SPRING ELEM	67,601.46
124	Roanoke City Public Schools	210	BRECKINRIDGE MIDDLE	58,646.17
124	Roanoke City Public Schools	220	ROANOKE ACADEMY FOR MATH & SCIENCE ELEM	63,380.54
124	Roanoke City Public Schools	230	JOHN P. FISHWICK MIDDLE	64,517.16
124	Roanoke City Public Schools	240	PRESTON PARK ELEM	64,236.59
124	Roanoke City Public Schools	280	LUCY ADDISON AEROSPACE MAGNET MIDDLE	58,504.30
124	Roanoke City Public Schools	300	GARDEN CITY ELEM	63,908.03
124	Roanoke City Public Schools	310	GRANDIN COURT ELEM	68,137.24
124	Roanoke City Public Schools	320	ROUND HILL ELEM	61,626.82
124	Roanoke City Public Schools	340	LINCOLN TERRACE ELEM	62,790.52
124	Roanoke City Public Schools	350	WESTSIDE ELEM	60,802.70
124	Roanoke City Public Schools	370	MONTEREY ELEM	58,951.68
124	Roanoke City Public Schools	380	FISHBURN PARK ELEM	64,310.71
124	Roanoke City Public Schools	390	PATRICK HENRY HIGH	63,754.33
124	Roanoke City Public Schools	400	WILLIAM FLEMING HIGH	63,130.80
124	Roanoke City Public Schools	410	FAIRVIEW ELEM	59,618.90
124	Roanoke City Public Schools	420	HURT PARK ELEM	59,836.41
124	Roanoke City Public Schools	450	JAMES MADISON MIDDLE	57,953.13
124	Roanoke City Public Schools	50	FALLON PARK ELEM	63,661.38
124	Roanoke City Public Schools	60	MORNINGSIDE ELEM	60,083.45
124	Roanoke City Public Schools	70	VIRGINIA HEIGHTS ELEM	67,430.59
124	Roanoke City Public Schools	90	WASENA ELEM	63,347.42
126	Staunton City Public Schools	110	SHELburne MIDDLE	56,692.00
126	Staunton City Public Schools	30	STAUNTON HIGH	60,603.00
126	Staunton City Public Schools	40	A. R. WARE ELEM	57,617.00
126	Staunton City Public Schools	41	STAUNTON PRESCHOOL PROGRAMS	58,620.00
126	Staunton City Public Schools	70	BESSIE WELLER ELEM	57,205.00
126	Staunton City Public Schools	90	THOMAS C. MCSWAIN ELEM	59,034.00

**Virginia Department of Education**  
*Average Teacher Salaries by School for School Year 2023-2024*

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
127	Suffolk City Public Schools	210	ELEPHANT'S FORK ELEM	64,070.49
127	Suffolk City Public Schools	220	NANSEMOND PARKWAY ELEM	66,448.00
127	Suffolk City Public Schools	230	KILBY SHORES ELEM	65,701.53
127	Suffolk City Public Schools	240	NANSEMOND RIVER HIGH	65,099.86
127	Suffolk City Public Schools	300	LAKELAND HIGH	65,846.19
127	Suffolk City Public Schools	330	MACK BENN JR. ELEM	61,606.81
127	Suffolk City Public Schools	370	JOHN F. KENNEDY MIDDLE	63,493.80
127	Suffolk City Public Schools	380	JOHN YEATES MIDDLE	64,078.91
127	Suffolk City Public Schools	390	FOREST GLEN MIDDLE	66,363.97
127	Suffolk City Public Schools	391	NORTHERN SHORES ELEM	63,345.56
127	Suffolk City Public Schools	393	KING'S FORK MIDDLE	61,868.32
127	Suffolk City Public Schools	395	KING'S FORK HIGH	63,145.87
127	Suffolk City Public Schools	397	COLONEL FRED CHERRY MIDDLE	62,396.94
127	Suffolk City Public Schools	440	CREEKSIDE ELEM	65,371.36
127	Suffolk City Public Schools	450	HILLPOINT ELEM	61,346.63
127	Suffolk City Public Schools	47	SOUTHWESTERN ELEM	66,237.92
127	Suffolk City Public Schools	50	BOOKER T. WASHINGTON ELEM	69,187.21
127	Suffolk City Public Schools	70	OAKLAND ELEM	62,617.35
127	Suffolk City Public Schools	90	FLORENCE BOWSER ELEM	63,234.02
128	Virginia Beach City Public Schools	10	GREEN RUN HIGH	67,941.00
128	Virginia Beach City Public Schools	100	THREE OAKS ELEM	69,819.00
128	Virginia Beach City Public Schools	1020	NEW CASTLE ELEM	67,691.00
128	Virginia Beach City Public Schools	1030	LANDSTOWN HIGH	68,677.00
128	Virginia Beach City Public Schools	1041	CORPORATE LANDING ELEM	69,856.00
128	Virginia Beach City Public Schools	1050	GREEN RUN COLLEGIATE	64,564.00
128	Virginia Beach City Public Schools	106	DIAMOND SPRINGS ELEM	67,552.00
128	Virginia Beach City Public Schools	115	BAYSIDE 6TH GRADE CAMPUS	62,826.00
128	Virginia Beach City Public Schools	130	W.T. COOKE ELEM	64,260.00
128	Virginia Beach City Public Schools	140	VIRGINIA BEACH MIDDLE	68,208.00
128	Virginia Beach City Public Schools	20	WHITE OAKS ELEM	62,897.00
128	Virginia Beach City Public Schools	230	CREEDS ELEM	71,241.00
128	Virginia Beach City Public Schools	280	BAYSIDE ELEM	62,140.00
128	Virginia Beach City Public Schools	290	SEATAACK ELEM AN ACHIEVABLE DREAM ACADEMY	69,011.00
128	Virginia Beach City Public Schools	30	FRANK W. COX HIGH	70,871.00
128	Virginia Beach City Public Schools	300	SHELTON PARK ELEM	63,942.00
128	Virginia Beach City Public Schools	321	PRINCESS ANNE HIGH	68,907.00
128	Virginia Beach City Public Schools	330	LINKHORN PARK ELEM	67,154.00
128	Virginia Beach City Public Schools	340	PRINCESS ANNE ELEM	68,331.00
128	Virginia Beach City Public Schools	350	THALIA ELEM	66,479.00
128	Virginia Beach City Public Schools	360	JOHN B. DEY ELEM	67,322.00
128	Virginia Beach City Public Schools	390	WOODSTOCK ELEM	65,706.00
128	Virginia Beach City Public Schools	40	CENTERVILLE ELEM	67,251.00
128	Virginia Beach City Public Schools	400	THOROUGHGOOD ELEM	65,751.00
128	Virginia Beach City Public Schools	410	KEMPSVILLE MEADOWS ELEM	66,209.00
128	Virginia Beach City Public Schools	420	KING'S GRANT ELEM	66,928.00
128	Virginia Beach City Public Schools	430	GREAT NECK MIDDLE	67,272.00
128	Virginia Beach City Public Schools	440	FLOYD KELLAM HIGH	69,644.00
128	Virginia Beach City Public Schools	450	KEMPSVILLE ELEM	65,289.00
128	Virginia Beach City Public Schools	460	LUXFORD ELEM	65,340.00
128	Virginia Beach City Public Schools	470	WILLIAMS ELEM	64,473.00
128	Virginia Beach City Public Schools	490	PEMBROKE ELEM	62,834.00
128	Virginia Beach City Public Schools	50	SALEM MIDDLE	65,832.00
128	Virginia Beach City Public Schools	500	MALIBU ELEM	62,872.00
128	Virginia Beach City Public Schools	510	TRANTWOOD ELEM	67,675.00
128	Virginia Beach City Public Schools	520	LYNNHAVEN ELEM	68,865.00
128	Virginia Beach City Public Schools	530	BAYSIDE HIGH	65,435.00
128	Virginia Beach City Public Schools	540	HERMITAGE ELEM	66,734.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
128	Virginia Beach City Public Schools	550	ARROWHEAD ELEM	64,233.00
128	Virginia Beach City Public Schools	560	WINDSOR WOODS ELEM	66,292.00
128	Virginia Beach City Public Schools	580	KINGSTON ELEM	67,031.00
128	Virginia Beach City Public Schools	590	ALANTON ELEM	66,814.00
128	Virginia Beach City Public Schools	60	BIRDNECK ELEM	64,750.00
128	Virginia Beach City Public Schools	600	HOLLAND ELEM	64,682.00
128	Virginia Beach City Public Schools	610	FIRST COLONIAL HIGH	71,061.00
128	Virginia Beach City Public Schools	620	KEMPSVILLE HIGH	66,016.00
128	Virginia Beach City Public Schools	630	BROOKWOOD ELEM	68,244.00
128	Virginia Beach City Public Schools	640	PLAZA MIDDLE	67,554.00
128	Virginia Beach City Public Schools	660	PEMBROKE MEADOWS ELEM	63,542.00
128	Virginia Beach City Public Schools	670	WINDSOR OAKS ELEM	64,665.00
128	Virginia Beach City Public Schools	680	POINT O' VIEW ELEM	63,378.00
128	Virginia Beach City Public Schools	690	KEMPSVILLE MIDDLE	67,561.00
128	Virginia Beach City Public Schools	692	PROVIDENCE ELEM	68,088.00
128	Virginia Beach City Public Schools	700	BAYSIDE MIDDLE	65,451.00
128	Virginia Beach City Public Schools	710	NEWTOWN ELEM	64,274.00
128	Virginia Beach City Public Schools	720	COLLEGE PARK ELEM	67,881.00
128	Virginia Beach City Public Schools	730	LYNNHAVEN MIDDLE	65,785.00
128	Virginia Beach City Public Schools	740	INDEPENDENCE MIDDLE	67,787.00
128	Virginia Beach City Public Schools	750	PRINCESS ANNE MIDDLE	69,824.00
128	Virginia Beach City Public Schools	760	NORTH LANDING ELEM	72,099.00
128	Virginia Beach City Public Schools	770	GREEN RUN ELEM	64,090.00
128	Virginia Beach City Public Schools	780	FAIRFIELD ELEM	66,362.00
128	Virginia Beach City Public Schools	790	BRANDON MIDDLE	67,158.00
128	Virginia Beach City Public Schools	80	OLD DONATION SCHOOL	69,892.00
128	Virginia Beach City Public Schools	800	INDIAN LAKES ELEM	64,951.00
128	Virginia Beach City Public Schools	810	ROSEMONT ELEM	66,505.00
128	Virginia Beach City Public Schools	820	PARKWAY ELEM	68,304.00
128	Virginia Beach City Public Schools	830	SALEM ELEM	69,923.00
128	Virginia Beach City Public Schools	840	ROSEMONT FOREST ELEM	64,494.00
128	Virginia Beach City Public Schools	850	SALEM HIGH	67,926.00
128	Virginia Beach City Public Schools	870	GLENWOOD ELEM	65,881.00
128	Virginia Beach City Public Schools	880	OCEAN LAKES ELEM	67,525.00
128	Virginia Beach City Public Schools	900	RED MILL ELEM	68,074.00
128	Virginia Beach City Public Schools	910	TALLWOOD ELEM	63,724.00
128	Virginia Beach City Public Schools	920	TALLWOOD HIGH	67,807.00
128	Virginia Beach City Public Schools	931	LANDSTOWN MIDDLE	66,327.00
128	Virginia Beach City Public Schools	932	LANDSTOWN ELEM	62,770.00
128	Virginia Beach City Public Schools	940	STRAWBRIDGE ELEM	70,536.00
128	Virginia Beach City Public Schools	960	OCEAN LAKES HIGH	71,846.00
128	Virginia Beach City Public Schools	970	LARKSPUR MIDDLE	66,905.00
128	Virginia Beach City Public Schools	980	CORPORATE LANDING MIDDLE	68,446.00
128	Virginia Beach City Public Schools	990	CHRISTOPHER FARMS ELEM	65,822.00
130	Waynesboro City Public Schools	580	WENONAH ELEM	57,334.19
130	Waynesboro City Public Schools	600	WAYNESBORO HIGH	58,286.07
130	Waynesboro City Public Schools	620	WAYNE HILLS CTR	49,395.83
130	Waynesboro City Public Schools	630	WESTWOOD HILLS ELEM	56,008.69
130	Waynesboro City Public Schools	640	KATE COLLINS MIDDLE	55,526.07
130	Waynesboro City Public Schools	650	BERKELEY GLENN ELEM	58,733.37
130	Waynesboro City Public Schools	751	WILLIAM PERRY ELEM	56,345.41
131	Williamsburg-James City County Public Schools	10	MATTHEW WHALEY ELEM	61,388.39
131	Williamsburg-James City County Public Schools	100	TOANO MIDDLE	61,170.10
131	Williamsburg-James City County Public Schools	190	J BLAINE BLAYTON ELEM	60,572.71
131	Williamsburg-James City County Public Schools	191	LOIS HORNSBY MIDDLE	61,016.15
131	Williamsburg-James City County Public Schools	201	JAMES RIVER ELEM	60,183.92
131	Williamsburg-James City County Public Schools	202	JAMESTOWN HIGH	65,253.04

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
131	Williamsburg-James City County Public Schools	203	STONEHOUSE ELEM	61,929.98
131	Williamsburg-James City County Public Schools	204	WARHILL HIGH	61,140.08
131	Williamsburg-James City County Public Schools	205	MATOAKA ELEM	64,290.44
131	Williamsburg-James City County Public Schools	25	JAMES BLAIR MIDDLE	58,175.85
131	Williamsburg-James City County Public Schools	40	CLARA BYRD BAKER ELEM	62,549.56
131	Williamsburg-James City County Public Schools	50	LAUREL LANE ELEM	60,997.12
131	Williamsburg-James City County Public Schools	60	BERKELEY MIDDLE	63,102.73
131	Williamsburg-James City County Public Schools	70	NORGE ELEM	62,363.80
131	Williamsburg-James City County Public Schools	80	D.J. MONTAGUE ELEM	62,342.98
131	Williamsburg-James City County Public Schools	90	LAFAYETTE HIGH	62,667.37
132	Winchester City Public Schools	20	VIRGINIA AVE. CHARLOTTE DEHART ELEM	61,457.85
132	Winchester City Public Schools	40	JOHN HANDLEY HIGH	61,094.80
132	Winchester City Public Schools	50	GARLAND R. QUARLES ELEM	59,945.41
132	Winchester City Public Schools	70	DANIEL MORGAN MIDDLE	60,557.78
132	Winchester City Public Schools	75	DANIEL MORGAN INTERMEDIATE	58,985.04
132	Winchester City Public Schools	80	FREDERICK DOUGLASS ELEM	62,079.84
132	Winchester City Public Schools	90	JOHN KERR ELEM	62,940.13
135	Franklin City Public Schools	10	S.P. MORTON ELEM	54,303.00
135	Franklin City Public Schools	20	FRANKLIN HIGH	54,661.00
135	Franklin City Public Schools	561	JOSEPH P. KING JR. MIDDLE	54,703.00
136	Chesapeake City Public Schools	10	OSCAR SMITH MIDDLE	64,763.00
136	Chesapeake City Public Schools	100	DEEP CREEK HIGH	69,193.00
136	Chesapeake City Public Schools	110	WESTERN BRANCH PRIMARY	62,663.00
136	Chesapeake City Public Schools	120	GREAT BRIDGE HIGH	72,199.00
136	Chesapeake City Public Schools	140	GREENBRIER PRIMARY	64,803.00
136	Chesapeake City Public Schools	160	NORFOLK HIGHLANDS PRIMARY	66,814.00
136	Chesapeake City Public Schools	200	RENA B WRIGHT PRIMARY	65,539.00
136	Chesapeake City Public Schools	210	DEEP CREEK ELEM	63,635.00
136	Chesapeake City Public Schools	280	HICKORY MIDDLE	69,611.00
136	Chesapeake City Public Schools	340	HICKORY ELEM	67,279.00
136	Chesapeake City Public Schools	40	THURGOOD MARSHALL ELEM	60,714.00
136	Chesapeake City Public Schools	50	GEORGE W CARVER INT	66,276.00
136	Chesapeake City Public Schools	560	CRESTWOOD MIDDLE	65,477.00
136	Chesapeake City Public Schools	590	GREAT BRIDGE MIDDLE	72,034.00
136	Chesapeake City Public Schools	600	SOUTHWESTERN ELEM	67,545.00
136	Chesapeake City Public Schools	610	DEEP CREEK MIDDLE	63,237.00
136	Chesapeake City Public Schools	620	SOUTHEASTERN ELEM	69,293.00
136	Chesapeake City Public Schools	630	B M WILLIAMS PRIMARY	69,235.00
136	Chesapeake City Public Schools	640	EDWIN W CHITTUM ELEM	66,375.00
136	Chesapeake City Public Schools	660	DEEP CREEK CENTRAL ELEM	66,362.00
136	Chesapeake City Public Schools	680	GREAT BRIDGE PRIMARY	66,217.00
136	Chesapeake City Public Schools	700	CRESTWOOD INTERMEDIATE	65,836.00
136	Chesapeake City Public Schools	710	INDIAN RIVER MIDDLE	60,335.00
136	Chesapeake City Public Schools	720	G A TREAKLE ELEM	63,941.00
136	Chesapeake City Public Schools	730	PORTLOCK PRIMARY	61,437.00
136	Chesapeake City Public Schools	740	WESTERN BRANCH MIDDLE	70,405.00
136	Chesapeake City Public Schools	750	SPARROW ROAD INTERMEDIATE	56,206.00
136	Chesapeake City Public Schools	770	BUTTS ROAD PRIMARY	68,440.00
136	Chesapeake City Public Schools	80	OSCAR F SMITH HIGH	69,307.00
136	Chesapeake City Public Schools	810	WESTERN BRANCH INT	64,999.00
136	Chesapeake City Public Schools	820	GEORGETOWN PRIMARY	65,012.00
136	Chesapeake City Public Schools	830	INDIAN RIVER HIGH	67,985.00
136	Chesapeake City Public Schools	840	WESTERN BRANCH HIGH	72,638.00
136	Chesapeake City Public Schools	850	GREAT BRIDGE INT	69,227.00
136	Chesapeake City Public Schools	860	BUTTS ROAD INT	67,999.00
136	Chesapeake City Public Schools	870	GREENBRIER INT.	64,979.00
136	Chesapeake City Public Schools	890	HICKORY HIGH	70,396.00

**Virginia Department of Education**  
**Average Teacher Salaries by School for School Year 2023-2024**

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-time and part-time) in the school.

Division	Name	School Number	School Name	Average 2023-2024 Salary
136	Chesapeake City Public Schools	90	CAMELOT ELEM	67,095.00
136	Chesapeake City Public Schools	900	CEDAR ROAD ELEM	68,227.00
136	Chesapeake City Public Schools	920	HUGO A OWENS MIDDLE	66,892.00
136	Chesapeake City Public Schools	950	GRASSFIELD ELEM	68,133.00
136	Chesapeake City Public Schools	960	GRASSFIELD HIGH	70,559.00
136	Chesapeake City Public Schools	971	TRUITT INTERMEDIATE	62,009.00
136	Chesapeake City Public Schools	972	GREENBRIER MIDDLE	72,079.00
136	Chesapeake City Public Schools	973	JOLLIFF MIDDLE	65,907.00
137	Lexington City Public Schools	1390	HARRINGTON WADDELL ELEM	58,165.00
137	Lexington City Public Schools	1440	LYLBURN DOWNING MIDDLE	53,006.00
139	Salem City Public Schools	100	ANDREW LEWIS MIDDLE	66,494.11
139	Salem City Public Schools	460	WEST SALEM ELEM	64,802.91
139	Salem City Public Schools	550	EAST SALEM ELEM	64,372.25
139	Salem City Public Schools	580	SOUTH SALEM ELEM	64,740.26
139	Salem City Public Schools	70	SALEM HIGH	63,980.18
139	Salem City Public Schools	90	G.W. CARVER ELEM	64,831.98
142	Poquoson City Public Schools	10	POQUOSON HIGH	58,493.00
142	Poquoson City Public Schools	130	POQUOSON MIDDLE	58,740.00
142	Poquoson City Public Schools	150	POQUOSON ELEM	56,189.00
142	Poquoson City Public Schools	160	POQUOSON PRIMARY	55,513.00
143	Manassas City Public Schools	10	WEEMS ELEM	73,103.78
143	Manassas City Public Schools	20	RICHARD C. HAYDON ELEM	76,240.39
143	Manassas City Public Schools	310	JENNIE DEAN ELEM	76,036.61
143	Manassas City Public Schools	370	OSBOURN HIGH	84,077.44
143	Manassas City Public Schools	470	BALDWIN ELEM	95,837.88
143	Manassas City Public Schools	471	BALDWIN INTERMEDIATE	73,480.89
143	Manassas City Public Schools	60	GEORGE CARR ROUND ELEM	89,299.08
143	Manassas City Public Schools	70	GRACE E. METZ MIDDLE	79,098.59
143	Manassas City Public Schools	80	MAYFIELD INTERMEDIATE	81,709.14
144	Manassas Park City Public Schools	30	MANASSAS PARK HIGH	66,716.82
144	Manassas Park City Public Schools	31	MANASSAS PARK MIDDLE	70,129.57
144	Manassas Park City Public Schools	420	MANASSAS PARK ELEM	68,186.55
144	Manassas Park City Public Schools	522	COUGAR ELEM	69,316.23

## **Mandate for the Reporting Requirement**

### **Item 125, paragraph B.12., Chapter 2, 2024 Special Session I Acts of Assembly**

*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.*

<b>Fiscal Year 2024 Average Teacher Salary Calculations:<sup>1</sup></b>			
<i>Total reported salary and wage expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:</i>			
<b>Expenditure Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Classroom Instruction Salaries and Wages	61100	1120	6,588,596,736.51
Classroom Instruction Supplemental Salaries and Wages	61100	1620	173,605,360.46
Guidance Services Instructional Salaries and Wages	61210	1120	348,606,663.77
Homebound Instruction Salaries and Wages	61230	1120	13,359,126.93
Media Services Instructional Salaries and Wages	61320	1120	1,801,410.27
Media Services Librarian Salaries and Wages	61320	1122	152,594,249.90
Technology Classroom Instruction Salaries and Wages	68100	1120	79,649,916.79
Technology Instructional Support Salaries and Wages	68200	1120	45,564,348.99
Contingency Reserve Instructional Salaries and Wages	69000	1120	-
Contingency Reserve Supplemental Salaries and Wages	69000	1620	-
<b>TOTAL:</b>			<b>7,403,777,813.62</b>
<i>Total reported FTEs from the following ASRFIN FTE categories are summed:</i>			
<b>FTE Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Instructional Classroom - Teacher	61100	1120	98,106.37
Guidance Counselors	61210	1120	4,743.70
Homebound Instructional	61230	1120	318.31
Media Instructional	61320	1120	29.31
Media Librarian	61320	1122	2,052.56
Technology Classroom Instruction	68100	1120	1,016.36
Technology Instructional Support	68200	1120	934.73
Contingency Reserve Instructional	69000	1120	-
Contingency Reserve Librarian	69000	1122	-
<b>TOTAL:</b>			<b>107,201.34</b>
<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2024:</b>			<b>\$71,528</b>

<b>Fiscal Year 2024 Average Principal Salary Calculations:<sup>1</sup></b>			
<i>Total reported salary and wage expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:</i>			
<b>Expenditure Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Office of the Principal, Principal Salaries and Wages	61410	1126	243,758,296.17
Contingency Reserve, Principal Salaries and Wages	69000	1126	-
<b>TOTAL:</b>			<b>243,758,296.17</b>
<i>Total reported FTEs from the following ASRFIN FTE categories are summed:</i>			
<b>FTE Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Principals	61410	1126	1,989.91
Contingency Reserve Principals	69000	1126	-
<b>TOTAL:</b>			<b>1,989.91</b>
<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2024:</b>			<b>\$123,142</b>

<b>Fiscal Year 2024 Average Assistant Principal Salary Calculations:<sup>1</sup></b>			
<i>Total reported compensation expenditures from the following Annual School Report Financial Section (ASRFIN) expenditure categories are summed:</i>			
<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	328,402,917.22
Contingency Reserve, Assistant Principal Salaries and Wages	69000	1127	-
<b>TOTAL:</b>			<b>328,402,917.22</b>
<i>Total reported FTEs from the following ASRFIN FTE categories are summed:</i>			
<b>FTE Category</b>	<b>Function</b>	<b>Object</b>	<b>Total Amount</b>
Assistant Principals	61410	1127	3,215.85
Contingency Reserve Assistant Principals	69000	1127	-
<b>TOTAL:</b>			<b>3,215.85</b>
<b>Total reported compensation expenditures are divided by the total reported FTEs to calculate the statewide average salary for fiscal year 2024:</b>			<b>\$102,595</b>

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